

## **APPENDICES**

# APPENDIX I

## QUESTIONNAIRE

Dear respondent,

As part of my doctoral work on the topic 'Workplace outcomes and emotional intelligence: a study of select public sector firms in Kerala', I will be obliged if you can spare some time in filling up the enclosed questionnaires. The findings of the study will be strictly confidential and used only for academic purpose. Kindly go through the directions carefully before filling up the inventories.

Jils Baby Emmanuel  
Research Scholar  
SMBS  
M.G.University

1. Name :
  
2. Age :  <30       31-40       41-50       51-60
  
3. Gender :  Male       Female
  
4. Designation :  Supervisor       Manager
  
5. Total Service :  <10       11-20       21-30       >30
  
6. Qualification :  UG       PG       Professional

**PLEASE TICK THE RELEVANT OPTION, AS PER THE SCALE MENTIONED.**

Sl.No	Statements	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
<b>PART- A</b>						
7	I can support others to work even when things are not favorable.					
8	People tell me that I am an inspiration for them.					
9	I am able to encourage people to take initiative.					
10	I am able to make intelligent decisions using a healthy balance of emotions and reason.					
11	I do not depend on others' encouragement to do my work well.					
12	I can continue to do what I believe in, even under severe criticism.					
13	I know why my emotions change					
14	I can concentrate on the task at hand inspite of disturbances.					
15	I pay attention to the worries and concerns of others.					
16	I can listen to someone without the urge to say something.					
17	I am perceived as friendly and outgoing.					
18	I have my priorities clear.					
19	I can handle conflicts around me.					
20	I do not mix unnecessary emotions with issues at hand.					
21	I try to see the other person's point of view.					
22	I can stand up for my beliefs.					

Sl.No	Statements	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
23	I can see the brighter side of my situation.					
24	I believe in myself.					
25	I am able to stay composed in both good and bad situations.					
26	I am able to stay focused even under pressure.					
27	I am able to maintain the standards of honesty and integrity.					
28	I am able to confront unethical actions of others.					
29	I am able to meet commitments and keep promises.					
30	I am organized and careful in my work.					
31	I am able to handle multiple demands.					
32	I am comfortable and open to novel ideas and new information.					
33	I pursue goals beyond what is required and expected of me.					
34	I am persistent in pursuing goals despite obstacles and setbacks.					
35	I have built rapport and made and maintained personal friendships with work associates					
36	I am able to identify and separate my emotions.					
37	I think that feelings should be managed.					
38	I easily recognise my emotions as i experience them.					
39	I feel that I must develop myself even when my job does not demand it.					
40	I arrange events others enjoy					

Sl.No	Statements	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
<b>PART- B</b>						
41	The work here is very interesting					
42	The work I am doing is ideal					
43	I know my job requirements and what is expected of me on a daily basis.					
44	The work is creative					
45	The working conditions here are ideal					
46	This place of my work is very satisfactory.					
47	The workers here are courteous to one another.					
48	We are all co-operative.					
49	Our superiors know their job					
50	The superiors give us advice and help all of us.					
51	In case of failure or loss the superiors shares responsibility with us.					
52	Our superiors are capable men.					
53	I feel enthusiastic to be able to work for this company.					
54	I feel the top management is interested in the employees.					
55	I feel the authorities are fair in their distribution of work					
56	I feel the management is flexible and understands the importance of balancing my work and personal life.					
57	You can work in the organisation as long as you do your work.					

Sl.No	Statements	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
<b>PART- C</b>						
58	I communicate effectively at work					
59	I believe communication across departments is efficient					
60	I say things to make people feel good about themselves or the work group					
61	I display a cheerful, confident outlook					
62	I help someone without being asked					
63	I offer to help others in their work					
64	I support or encourage a co-worker with a personal problem					
65	I talk to others before taking actions that might affect them					
66	I praise co-workers when they are successful					
67	I treat others fairly					
68	I encourage others to overcome differences and get along					
69	I am comfortable to sharing my opinions at work.					
70	I listen to others' ideas about getting work done					
71	I give advice to co-workers about what to do when they need help to get started					
72	I cooperate effectively with others					

Sl.No	Statements	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
<b>PART- D</b>						
73	Adequately completed assigned duties					
74	Fulfils responsibilities specified in job description					
78	Produce a large amount of work.					
76	Follow standard operating procedures and avoid unauthorized shortcuts.					
77	Accurately analyse situations and determine the correct course of action					
78	Tackle a difficult work assignment enthusiastically.					
79	Employees work well together to solve problems and get the job done.					
80	Coordinated your work with co-workers					
81	Take time to listen to co-workers problems and worries					
82	Necessary information systems are in place and accessible for each one to get the job done.					
83	Passes along information to co-workers					
84	Attendance at work is above the norm					
85	Give advance notice when unable to come to work.					
86	Takes undeserved work breaks					
87	Complains about insignificant things at work					
88	Pay attention to detail and avoid making mistakes					
89	Use resources in a cost effective manner.					
90	Make good decisions in the presence of obstacles					

Sl.No	Statements	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
91	Meet deadlines under any circumstances					
92	Produce a high quality standard of work					
93	Adequately paid and my pay matches my performance					
94	Opportunity to progress within the company					
95	Promotions are awarded based on merit					
96	Responded flexibly to overall changes in the organisation					
97	Conserve and protect organisational property					
98	Adheres to informal rules devised to maintain order					
99	Explores and suggests new approaches and methods for completing assigned tasks					
100	Render proper business courtesy.					



## APPENDIX II

### Factor Analysis for Emotional Intelligence

Notes		
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Comments		
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	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
Syntax	<p>FACTOR</p> <p>  /VARIABLES Q7 Q8 Q9 Q10  Q11 Q12 Q13 Q14 Q15 Q16  Q17 Q18 Q19 Q20 Q21 Q22  Q23 Q24 Q25 Q26 Q27 Q28  Q29 Q30 Q31 Q32 Q33 Q34  Q35 Q36 Q37 Q38 Q39 Q40</p> <p>  /MISSING LISTWISE</p> <p>  /ANALYSIS Q7 Q8 Q9 Q10  Q11 Q12 Q13 Q14 Q15 Q16  Q17 Q18 Q19 Q20 Q21 Q22  Q23 Q24 Q25 Q26 Q27 Q28  Q29 Q30 Q31 Q32 Q33 Q34  Q35 Q36 Q37 Q38 Q39 Q40</p>	

		/PRINT INITIAL KMO EXTRACTION ROTATION FSCORE  /CRITERIA MINEIGEN(1) ITERATE(25)  /EXTRACTION PAF /CRITERIA ITERATE(25) /ROTATION PROMAX(4) /METHOD=CORRELATION.
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<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.878
Bartlett's Test of Sphericity	Approx. Chi-Square	3893.157
	df	561
	Sig.	.000

<b>Communalities</b>		
	Initial	Extraction
Q7	.644	.598
Q8	.686	.650
Q9	.695	.680
Q10	.577	.515
Q11	.573	.525

Q12	.603	.529
Q13	.623	.626
Q14	.619	.547
Q15	.542	.496
Q16	.570	.475
Q17	.563	.465
Q18	.609	.537
Q19	.684	.638
Q20	.673	.645
Q21	.618	.597
Q22	.553	.518
Q23	.551	.461
Q24	.614	.593
Q25	.601	.588
Q26	.534	.466
Q27	.646	.612
Q28	.519	.421
Q29	.575	.510
Q30	.666	.679
Q31	.497	.391
Q32	.537	.500
Q33	.590	.521
Q34	.584	.520
Q35	.483	.438
Q36	.611	.589

Q37	.475	.447
Q38	.648	.632
Q39	.671	.668
Q40	.577	.570
Extraction Method: Principal Axis Factoring.		

Total Variance Explained							
Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings <sup>a</sup>
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	8.078	23.758	23.758	7.627	22.431	22.431	6.007
2	4.613	13.568	37.325	4.145	12.192	34.623	5.710
3	4.470	13.147	50.473	4.057	11.932	46.555	5.195
4	3.237	9.521	59.993	2.818	8.289	54.845	4.014
5	.995	2.927	62.921				
6	.916	2.694	65.615				
7	.764	2.247	67.862				
8	.728	2.141	70.003				
9	.699	2.055	72.058				
10	.675	1.986	74.044				
11	.630	1.853	75.897				
12	.579	1.703	77.600				
13	.560	1.646	79.247				

14	.544	1.601	80.847				
15	.527	1.551	82.398				
16	.511	1.504	83.902				
17	.491	1.445	85.347				
18	.453	1.331	86.679				
19	.442	1.301	87.980				
20	.408	1.200	89.180				
21	.384	1.130	90.310				
22	.350	1.030	91.339				
23	.333	.978	92.317				
24	.318	.935	93.252				
25	.295	.867	94.120				
26	.281	.827	94.947				
27	.268	.789	95.736				
28	.261	.769	96.505				
29	.242	.713	97.218				
30	.234	.688	97.906				
31	.198	.582	98.488				
32	.197	.578	99.066				
33	.167	.490	99.556				
34	.151	.444	100.000				

Extraction Method: Principal Axis Factoring.

a. When factors are correlated, sums of squared loadings cannot be added to obtain a total variance.

<b>Factor Matrix<sup>a</sup></b>				
	Factor			
	1	2	3	4
Q7	.592	-.475	.149	.018
Q8	.527	.247	-.455	-.324
Q9	.456	.390	.565	.024
Q10	.532	.249	-.314	-.267
Q11	.540	-.477	.011	.076
Q12	.565	.179	-.360	-.220
Q13	.544	.256	-.378	-.349
Q14	.529	.241	-.311	-.335
Q15	.436	-.540	.120	-.009
Q16	.488	-.484	.050	.008
Q17	.524	-.427	.089	.030
Q18	.446	.326	.482	-.016
Q19	.530	.335	.492	-.045
Q20	.309	.162	-.265	.673
Q21	.629	-.442	.081	.012
Q22	.392	.336	.500	-.027
Q23	.468	-.485	.078	-.003
Q24	.577	.227	-.339	-.306
Q25	.270	.137	-.351	.611
Q26	.498	-.460	.077	.031
Q27	.578	-.524	.052	.031
Q28	.436	-.452	.139	.090
Q29	.349	.194	-.250	.537
Q30	.354	.218	-.318	.636

Q31	.456	-.426	-.026	-.041
Q32	.402	.251	-.190	.490
Q33	.318	.373	.529	.012
Q34	.341	.177	-.312	.524
Q35	.437	.303	-.356	-.169
Q36	.397	.224	.616	-.041
Q37	.536	.174	-.282	-.224
Q38	.427	.357	.567	.032
Q39	.455	.395	.529	.159
Q40	.491	.222	-.420	-.320
Extraction Method: Principal Axis Factoring.				
a. 4 factors extracted. 5 iterations required.				

Pattern Matrix <sup>a</sup>				
	Factor			
	1	2	3	4
Q7	.756	-.006	.084	-.010
Q8	-.030	.824	-.072	-.003
Q9	-.025	.007	.826	.015
Q10	-.004	.706	.047	.007
Q11	.715	.012	-.047	.079
Q12	.071	.690	-.013	.059
Q13	-.019	.807	.000	-.047
Q14	-.003	.746	.043	-.061
Q15	.726	-.068	-.028	-.072
Q16	.694	.008	-.038	-.010
Q17	.670	.008	.036	.018

Q18	.012	.055	.719	-.012
Q19	.047	.110	.762	-.024
Q20	.020	-.089	-.008	.821
Q21	.736	.068	.059	.020
Q22	-.023	.030	.721	-.037
Q23	.689	-.011	-.023	-.034
Q24	.033	.760	.030	-.018
Q25	.006	-.024	-.107	.777
Q26	.684	-.010	.000	.009
Q27	.779	.017	-.025	.020
Q28	.657	-.112	.035	.035
Q29	.007	.023	.031	.702
Q30	-.016	.008	-.009	.825
Q31	.612	.093	-.083	-.028
Q32	-.011	.065	.126	.661
Q33	-.089	-.034	.739	-.016
Q34	.008	.058	-.033	.705
Q35	-.103	.641	.011	.106
Q36	.095	-.069	.760	-.110
Q37	.071	.632	.038	.023
Q38	-.010	-.025	.801	.009
Q39	-.027	-.061	.802	.156
Q40	-.021	.775	-.069	-.023

Extraction Method: Principal Axis Factoring.

Rotation Method: Promax with Kaiser Normalization.<sup>a</sup>

a. Rotation converged in 5 iterations.



<b>Structure Matrix</b>				
	Factor			
	1	2	3	4
Q7	.769	.194	.225	.100
Q8	.160	.802	.081	.213
Q9	.135	.165	.824	.109
Q10	.180	.716	.184	.208
Q11	.719	.201	.100	.173
Q12	.247	.722	.141	.258
Q13	.174	.790	.147	.174
Q14	.181	.736	.180	.150
Q15	.695	.086	.088	.004
Q16	.688	.169	.094	.081
Q17	.681	.185	.167	.114
Q18	.160	.193	.731	.088
Q19	.215	.262	.789	.101
Q20	.108	.141	.074	.799
Q21	.766	.267	.213	.145
Q22	.116	.153	.718	.051
Q23	.677	.145	.101	.053
Q24	.224	.769	.181	.201
Q25	.084	.171	-.021	.758
Q26	.683	.162	.129	.099
Q27	.782	.211	.128	.128
Q28	.640	.067	.142	.096

Q29	.113	.225	.118	.713
Q30	.096	.231	.085	.824
Q31	.616	.220	.047	.071
Q32	.119	.270	.213	.692
Q33	.040	.082	.714	.048
Q34	.111	.249	.062	.718
Q35	.072	.647	.127	.271
Q36	.207	.071	.752	-.029
Q37	.237	.663	.176	.211
Q38	.136	.130	.795	.093
Q39	.131	.130	.803	.228
Q40	.154	.751	.074	.181
Extraction Method: Principal Axis Factoring. Rotation Method: Promax with Kaiser Normalization.				

Factor Correlation Matrix				
Factor	1	2	3	4
1	1.000	.247	.189	.135
2	.247	1.000	.193	.277
3	.189	.193	1.000	.116
4	.135	.277	.116	1.000
Extraction Method: Principal Axis Factoring. Rotation Method: Promax with Kaiser Normalization.				

<b>Factor Score Coefficient Matrix</b>				
	Factor			
	1	2	3	4
Q7	.163	-.003	.019	-.003
Q8	-.002	.196	-.016	-.002
Q9	-.002	.000	.210	.001
Q10	.006	.111	.002	.017
Q11	.120	.005	-.008	.015
Q12	.017	.120	.004	.008
Q13	-.008	.176	-.009	-.009
Q14	.009	.129	.027	-.005
Q15	.120	-.003	-.002	-.009
Q16	.101	.018	.003	.005
Q17	.087	.009	.010	-.016
Q18	.007	.013	.091	-.002
Q19	.000	.032	.173	.006
Q20	.007	-.010	-.027	.239
Q21	.155	.023	.027	.018
Q22	.004	.005	.099	-.005
Q23	.097	-.006	.000	-.014
Q24	.001	.145	.009	.004
Q25	.000	.003	-.014	.208
Q26	.103	-.010	-.007	-.004
Q27	.171	-.007	-.017	.011
Q28	.080	-.016	-.002	.009

Q29	.001	.003	.005	.145
Q30	.002	.005	.011	.274
Q31	.075	.018	-.006	-.001
Q32	-.003	.021	.026	.137
Q33	-.021	-.004	.105	-.001
Q34	-.004	.013	-.002	.136
Q35	-.007	.090	.001	.023
Q36	.020	-.012	.136	-.028
Q37	.009	.086	.000	.004
Q38	.004	-.001	.156	.004
Q39	-.002	-.011	.200	.041
Q40	-.003	.145	-.009	.003
Extraction Method: Principal Axis Factoring. Rotation Method: Promax with Kaiser Normalization.				

<b>Factor Score Covariance Matrix</b>				
Factor	1	2	3	4
1	1.205	.720	2.069	.504
2	.720	1.133	.865	.541
3	2.069	.865	2.973	.754
4	.504	.541	.754	1.198
Extraction Method: Principal Axis Factoring. Rotation Method: Promax with Kaiser Normalization.				

## Factor Analysis for Work Attitude

Notes		
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Missing Value Handling	Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
Syntax		<p>FACTOR</p> <p>/VARIABLES Q41 Q42 Q43 Q44 Q45 Q46 Q47 Q48 Q49 Q50 Q51 Q52 Q53 Q54 Q55 Q56 Q57</p> <p>/MISSING LISTWISE</p> <p>/ANALYSIS Q41 Q42 Q43 Q44 Q45 Q46 Q47 Q48 Q49 Q50 Q51 Q52 Q53 Q54 Q55 Q56 Q57</p> <p>/PRINT INITIAL KMO EXTRACTION ROTATION FSCORE</p> <p>/CRITERIA FACTORS(5) ITERATE(25)</p> <p>/EXTRACTION PAF</p> <p>/CRITERIA ITERATE(25)</p> <p>/ROTATION PROMAX(4)</p> <p>/METHOD=CORRELATION.</p>

Resources	Processor Time	00:00:00.03
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	Maximum Memory Required	35976 (35.133K) bytes

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.888
Bartlett's Test of Sphericity	Approx. Chi-Square	1366.621
	df	136
	Sig.	.000

<b>Communalities</b>		
	Initial	Extraction
Q41	.433	.477
Q42	.495	.561
Q43	.490	.535
Q44	.553	.670
Q45	.424	.525
Q46	.447	.487
Q47	.361	.558
Q48	.392	.583
Q49	.606	.734
Q50	.454	.508
Q51	.465	.523
Q52	.441	.488
Q53	.431	.621

Q54	.412	.490
Q55	.508	.607
Q56	.429	.451
Q57	.446	.512
Extraction Method: Principal Axis Factoring.		

Total Variance Explained							
Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings <sup>a</sup>
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	6.265	36.854	36.854	5.819	34.232	34.232	4.507
2	1.875	11.027	47.881	1.436	8.449	42.681	4.180
3	1.507	8.862	56.743	1.065	6.264	48.945	4.024
4	1.014	5.965	62.708	.560	3.296	52.241	3.651
5	.884	5.202	67.910	.446	2.622	54.863	2.574
6	.673	3.961	71.871				
7	.606	3.566	75.437				
8	.525	3.089	78.526				
9	.518	3.048	81.574				
10	.499	2.938	84.512				
11	.461	2.714	87.226				
12	.439	2.583	89.810				
13	.425	2.501	92.311				
14	.376	2.215	94.525				
15	.373	2.193	96.718				
16	.295	1.735	98.453				

17	.263	1.547	100.000				
Extraction Method: Principal Axis Factoring.							
a. When factors are correlated, sums of squared loadings cannot be added to obtain a total variance.							

<b>Factor Matrix<sup>a</sup></b>					
	Factor				
	1	2	3	4	5
Q41	.552	-.101	-.375	-.006	-.148
Q42	.596	-.209	-.378	.072	-.115
Q43	.643	-.125	-.323	-.045	.006
Q44	.658	-.229	-.370	.079	-.202
Q45	.566	.011	.355	.099	-.262
Q46	.622	.009	.293	.070	-.093
Q47	.419	.421	.042	.405	.198
Q48	.422	.480	-.145	.391	.027
Q49	.717	-.406	.112	.032	.203
Q50	.608	-.270	.164	-.047	.190
Q51	.625	-.283	.190	.038	.122
Q52	.597	-.271	.086	-.001	.226
Q53	.553	.033	.461	-.004	-.317
Q54	.478	.424	-.023	-.277	.061
Q55	.618	.415	-.084	-.211	.037
Q56	.570	.302	-.029	-.171	.062
Q57	.617	.266	.030	-.245	.011
Extraction Method: Principal Axis Factoring.					
a. 5 factors extracted. 15 iterations required.					



Pattern Matrix <sup>a</sup>					
	Factor				
	1	2	3	4	5
Q41	-.071	.703	.077	-.002	-.029
Q42	.060	.745	-.068	-.022	.021
Q43	.191	.557	.170	-.127	-.014
Q44	-.011	.836	-.097	.097	-.010
Q45	.015	.049	-.049	.700	.047
Q46	.222	-.012	.051	.467	.093
Q47	.151	-.152	.007	-.033	.761
Q48	-.180	.152	.033	.023	.716
Q49	.831	.098	-.079	-.005	-.004
Q50	.704	-.039	.070	.015	-.044
Q51	.646	.015	-.052	.130	.013
Q52	.715	.014	.031	-.078	.022
Q53	-.036	-.040	.058	.824	-.083
Q54	-.051	-.072	.775	-.026	-.015
Q55	-.048	.067	.729	-.004	.062
Q56	.066	.023	.592	.002	.051
Q57	.064	.020	.645	.102	-.064
Extraction Method: Principal Axis Factoring.					
Rotation Method: Promax with Kaiser Normalization. <sup>a</sup>					
a. Rotation converged in 6 iterations.					

<b>Structure Matrix</b>					
	Factor				
	1	2	3	4	5
Q41	.397	.687	.390	.262	.252
Q42	.488	.746	.346	.284	.262
Q43	.536	.709	.471	.298	.289
Q44	.527	.813	.376	.367	.276
Q45	.474	.329	.380	.722	.322
Q46	.556	.373	.448	.665	.366
Q47	.246	.211	.418	.309	.737
Q48	.142	.327	.453	.276	.751
Q49	.852	.576	.352	.511	.212
Q50	.710	.430	.359	.460	.181
Q51	.716	.450	.331	.519	.217
Q52	.695	.456	.341	.400	.210
Q53	.459	.264	.408	.783	.256
Q54	.243	.281	.692	.317	.381
Q55	.347	.436	.776	.403	.492
Q56	.371	.391	.666	.386	.420
Q57	.422	.411	.702	.465	.374

Extraction Method: Principal Axis Factoring.  
Rotation Method: Promax with Kaiser Normalization.

<b>Factor Correlation Matrix</b>					
Factor	1	2	3	4	5
1	1.000	.628	.464	.626	.274
2	.628	1.000	.518	.397	.366
3	.464	.518	1.000	.528	.576
4	.626	.397	.528	1.000	.401
5	.274	.366	.576	.401	1.000

Extraction Method: Principal Axis Factoring.  
Rotation Method: Promax with Kaiser Normalization.

<b>Factor Score Coefficient Matrix</b>					
	Factor				
	1	2	3	4	5
Q41	-.001	.184	.039	-.010	.004
Q42	.038	.239	-.005	-.016	.021
Q43	.055	.187	.082	-.042	.009
Q44	.034	.367	-.012	.037	.013
Q45	.033	.013	.011	.288	.048
Q46	.084	-.003	.033	.191	.062
Q47	.036	-.028	.042	.026	.416
Q48	-.058	.060	.065	.029	.432
Q49	.400	.088	-.033	.052	-.021
Q50	.176	-.004	.034	.040	-.021
Q51	.177	.024	-.005	.078	.005
Q52	.169	.021	.026	.005	.009

Q53	.029	-.032	.051	.417	-.012
Q54	-.004	-.012	.249	.009	.030
Q55	-.013	.052	.318	.026	.093
Q56	.034	.038	.183	.021	.052
Q57	.033	.022	.214	.056	.005
Extraction Method: Principal Axis Factoring. Rotation Method: Promax with Kaiser Normalization.					

<b>Factor Score Covariance Matrix</b>					
Factor	1	2	3	4	5
1	2.286	2.192	2.951	2.212	2.312
2	2.192	2.203	2.661	2.055	2.590
3	2.951	2.661	3.610	2.746	3.071
4	2.212	2.055	2.746	2.336	2.540
5	2.312	2.590	3.071	2.540	3.710
Extraction Method: Principal Axis Factoring. Rotation Method: Promax with Kaiser Normalization.					

## Factor Analysis for Interpersonal Facilitation

Notes		
Output Created		15-JUN-2015 14:33:56
Comments		
Input	Data	C:\Users\ACER\Documents\200 data.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	200
Missing Value Handling	Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
Syntax		<p>FACTOR</p> <p>/VARIABLES Q58 Q59 Q60 Q61 Q62 Q63 Q64 Q65 Q66 Q67 Q68 Q69 Q70 Q71 Q72</p> <p>/MISSING LISTWISE</p> <p>/ANALYSIS Q58 Q59 Q60 Q61 Q62 Q63 Q64 Q65 Q66 Q67 Q68 Q69 Q70 Q71 Q72</p> <p>/PRINT INITIAL KMO EXTRACTION ROTATION FSCORE</p> <p>/CRITERIA FACTORS(5) ITERATE(25)</p> <p>/EXTRACTION PAF</p> <p>/CRITERIA ITERATE(25)</p> <p>/ROTATION PROMAX(4)</p> <p>/METHOD=CORRELATION.</p>
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.05
	Maximum Memory Required	28528 (27.859K) bytes

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.881
Bartlett's Test of Sphericity	Approx. Chi-Square	1246.803
	df	105
	Sig.	.000

<b>Communalities</b>		
	Initial	Extraction
Q58	.579	.644
Q59	.590	.649
Q60	.398	.437
Q61	.498	.561
Q62	.389	.411
Q63	.496	.802
Q64	.472	.589
Q65	.468	.625
Q66	.338	.396
Q67	.509	.852
Q68	.409	.537
Q69	.549	.644
Q70	.484	.578
Q71	.444	.561
Q72	.427	.476
Extraction Method: Principal Axis Factoring.		

<b>Total Variance Explained</b>							
Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings <sup>a</sup>
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	5.826	38.841	38.841	5.426	36.172	36.172	4.403
2	1.709	11.393	50.234	1.333	8.887	45.059	3.354
3	1.422	9.477	59.712	.985	6.564	51.623	3.007
4	1.008	6.718	66.430	.583	3.887	55.510	3.484
5	.770	5.136	71.566	.436	2.907	58.417	3.239
6	.613	4.086	75.652				
7	.580	3.867	79.519				
8	.490	3.270	82.789				
9	.484	3.225	86.014				
10	.436	2.905	88.920				
11	.388	2.589	91.508				
12	.369	2.461	93.969				
13	.332	2.214	96.183				
14	.298	1.986	98.169				
15	.275	1.831	100.000				
Extraction Method: Principal Axis Factoring.							
a. When factors are correlated, sums of squared loadings cannot be added to obtain a total variance.							

<b>Factor Matrix<sup>a</sup></b>					
	Factor				
	1	2	3	4	5
Q58	.723	-.252	-.049	-.217	-.091
Q59	.731	-.277	-.065	-.169	-.065
Q60	.457	.414	.187	-.107	.102
Q61	.652	-.220	-.057	-.288	.016
Q62	.504	.340	-.074	.044	-.184
Q63	.645	.425	-.104	.077	-.434
Q64	.572	-.230	.431	.146	-.047
Q65	.578	.009	-.482	.224	.090
Q66	.488	.265	.256	-.120	-.088
Q67	.582	.578	.206	-.125	.350
Q68	.544	-.221	.277	.339	-.010
Q69	.667	-.376	.024	-.237	.042
Q70	.636	.023	-.364	.164	.116
Q71	.582	-.169	.300	.312	.084
Q72	.585	.015	-.313	.088	.167
Extraction Method: Principal Axis Factoring.					
a. Attempted to extract 5 factors. More than 25 iterations required. (Convergence=.002). Extraction was terminated.					



<b>Pattern Matrix<sup>a</sup></b>					
	Factor				
	1	2	3	4	5
Q58	.753	.033	-.043	-.003	.096
Q59	.712	.094	-.065	.046	.063
Q60	.012	-.046	.601	-.001	.116
Q61	.776	.041	.078	-.104	-.044
Q62	-.043	.127	.155	-.018	.496
Q63	-.046	.066	.016	-.015	.880
Q64	.175	-.184	.033	.683	.022
Q65	-.003	.774	-.093	.010	.089
Q66	.157	-.223	.379	.087	.274
Q67	-.059	.109	.963	-.021	-.095
Q68	-.068	.091	-.077	.758	.023
Q69	.812	.014	.002	.068	-.150
Q70	.070	.660	.023	.046	.052
Q71	-.069	.120	.064	.743	-.068
Q72	.134	.584	.100	.000	-.042
Extraction Method: Principal Axis Factoring.					
Rotation Method: Promax with Kaiser Normalization. <sup>a</sup>					
a. Rotation converged in 6 iterations.					

<b>Structure Matrix</b>					
	Factor				
	1	2	3	4	5
Q58	.798	.478	.321	.513	.449
Q59	.798	.511	.305	.536	.434
Q60	.279	.236	.655	.277	.443
Q61	.742	.437	.333	.420	.353
Q62	.316	.401	.462	.267	.620
Q63	.410	.481	.521	.347	.894
Q64	.535	.188	.322	.750	.314
Q65	.435	.786	.242	.292	.425
Q66	.371	.170	.552	.369	.491
Q67	.323	.371	.917	.328	.476
Q68	.447	.316	.245	.726	.302
Q69	.792	.412	.270	.532	.278
Q70	.497	.750	.339	.365	.448
Q71	.465	.345	.339	.741	.301
Q72	.475	.674	.342	.324	.372

Extraction Method: Principal Axis Factoring.  
Rotation Method: Promax with Kaiser Normalization.

<b>Factor Correlation Matrix</b>					
Factor	1	2	3	4	5
1	1.000	.550	.396	.639	.482
2	.550	1.000	.364	.369	.500
3	.396	.364	1.000	.400	.575
4	.639	.369	.400	1.000	.411
5	.482	.500	.575	.411	1.000

Extraction Method: Principal Axis Factoring.  
Rotation Method: Promax with Kaiser Normalization.

<b>Factor Score Coefficient Matrix</b>					
	Factor				
	1	2	3	4	5
Q58	.256	.039	.027	.039	.053
Q59	.251	.066	.019	.064	.075
Q60	.008	-.034	.125	.013	.057
Q61	.203	.021	-.004	-.012	-.006
Q62	-.001	.036	.032	.001	.124
Q63	.018	.064	.072	.016	.702
Q64	.077	-.105	.001	.320	.002
Q65	.011	.398	-.026	-.006	.036
Q66	.040	-.074	.102	.044	.092
Q67	-.004	.091	.741	.015	.002
Q68	.016	.031	.009	.301	.018
Q69	.267	.020	.008	.073	-.043

Q70	.033	.292	-.006	.018	.011
Q71	.014	.052	.030	.311	.009
Q72	.034	.209	-.011	.002	-.009
Extraction Method: Principal Axis Factoring. Rotation Method: Promax with Kaiser Normalization.					

<b>Factor Score Covariance Matrix</b>					
Factor	1	2	3	4	5
1	2.325	2.000	2.850	2.081	2.326
2	2.000	2.069	2.388	1.789	2.627
3	2.850	2.388	3.397	2.427	2.917
4	2.081	1.789	2.427	2.048	2.316
5	2.326	2.627	2.917	2.316	3.957
Extraction Method: Principal Axis Factoring. Rotation Method: Promax with Kaiser Normalization.					

## Factor Analysis for Job Performance

Notes		
Output Created		15-JUN-2015 14:34:54
Comments		
Input	Data	C:\Users\ACER\Documents\200 data.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	200
Missing Value Handling	Definition of Missing	MISSING=EXCLUDE: User-defined missing values are treated as missing.
	Cases Used	LISTWISE: Statistics are based on cases with no missing values for any variable used.
Syntax		<p>FACTOR</p> <p>  /VARIABLES Q73 Q74 Q75  Q76 Q77 Q78 Q79 Q80 Q81  Q82 Q83 Q84 Q85 Q86 Q87  Q88 Q89 Q90 Q91 Q92 Q93  Q94 Q95 Q96 Q97 Q98 Q99  Q100</p> <p>  /MISSING LISTWISE</p> <p>  /ANALYSIS Q73 Q74 Q75  Q76 Q77 Q78 Q79 Q80 Q81  Q82 Q83 Q84 Q85 Q86 Q87  Q88 Q89 Q90 Q91 Q92 Q93  Q94 Q95 Q96 Q97 Q98 Q99  Q100</p> <p>  /PRINT INITIAL KMO  EXTRACTION ROTATION  FSCORE</p>

		/CRITERIA FACTORS(6) ITERATE(25) /EXTRACTION PAF /CRITERIA ITERATE(25) /ROTATION PROMAX(4) /METHOD=CORRELATION.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03
	Maximum Memory Required	92384 (90.219K) bytes

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.896
Bartlett's Test of Sphericity	Approx. Chi-Square	3186.028
	df	378
	Sig.	.000

<b>Communalities</b>		
	Initial	Extraction
Q73	.543	.621
Q74	.542	.624
Q75	.636	.645
Q76	.650	.679
Q77	.602	.680
Q78	.683	.672
Q79	.549	.516
Q80	.532	.515

Q81	.525	.597
Q82	.701	.756
Q83	.498	.530
Q84	.596	.600
Q85	.625	.634
Q86	.500	.462
Q87	.584	.601
Q88	.454	.438
Q89	.627	.612
Q90	.661	.678
Q91	.653	.624
Q92	.562	.610
Q93	.541	.512
Q94	.559	.574
Q95	.578	.527
Q96	.672	.618
Q97	.534	.528
Q98	.502	.476
Q99	.600	.556
Q100	.606	.655
Extraction Method: Principal Axis Factoring.		

Total Variance Explained							
Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings <sup>a</sup>
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	9.874	35.265	35.265	9.471	33.825	33.825	6.162
2	3.320	11.857	47.123	2.948	10.527	44.353	6.387
3	2.138	7.635	54.758	1.705	6.090	50.443	6.396
4	1.527	5.452	60.210	1.108	3.955	54.398	5.237
5	1.134	4.050	64.260	.741	2.646	57.044	5.744
6	.983	3.510	67.770	.570	2.035	59.079	5.815
7	.753	2.691	70.461				
8	.674	2.406	72.867				
9	.661	2.361	75.228				
10	.623	2.223	77.451				
11	.585	2.088	79.539				
12	.548	1.956	81.495				
13	.500	1.786	83.281				
14	.472	1.685	84.965				
15	.469	1.674	86.639				
16	.401	1.433	88.072				
17	.381	1.359	89.431				
18	.368	1.316	90.747				
19	.360	1.287	92.034				
20	.332	1.184	93.218				



21	.303	1.084	94.302				
22	.299	1.068	95.370				
23	.280	1.001	96.371				
24	.256	.913	97.284				
25	.231	.824	98.108				
26	.211	.754	98.862				
27	.177	.632	99.494				
28	.142	.506	100.000				

Extraction Method: Principal Axis Factoring.

a. When factors are correlated, sums of squared loadings cannot be added to obtain a total variance.

<b>Factor Matrix<sup>a</sup></b>						
	Factor					
	1	2	3	4	5	6
Q73	.532	.059	.419	.337	-.110	.181
Q74	.587	-.256	-.116	-.194	.214	.342
Q75	.564	.550	-.133	-.077	.025	.010
Q76	.699	-.321	-.011	-.123	-.250	-.095
Q77	.610	-.372	-.005	-.127	-.388	-.046
Q78	.622	.523	.015	-.104	.009	-.023
Q79	.568	-.053	.290	-.082	.239	-.205
Q80	.556	-.175	.363	-.063	.197	-.025
Q81	.541	-.142	.378	-.146	.087	-.335
Q82	.664	-.134	-.362	.363	.044	-.181

Q83	.530	-.180	.346	-.169	.251	-.075
Q84	.554	.493	-.129	-.168	-.065	.029
Q85	.502	.574	-.148	-.129	-.031	-.113
Q86	.565	-.202	-.235	.200	.086	.003
Q87	.575	.102	.366	.326	-.086	.111
Q88	.498	-.015	.291	.204	-.090	.233
Q89	.679	-.310	.021	-.164	-.164	-.024
Q90	.641	-.346	-.058	-.171	-.336	-.048
Q91	.576	.483	-.110	-.037	-.142	.157
Q92	.611	-.229	-.207	-.221	.162	.258
Q93	.547	-.099	-.238	.368	.089	-.059
Q94	.611	-.197	-.318	.230	.048	-.080
Q95	.586	-.069	-.311	.270	.043	-.088
Q96	.571	.529	.021	-.085	-.064	-.005
Q97	.592	-.218	-.229	-.090	.247	.096
Q98	.548	-.284	-.146	-.266	.023	.042
Q99	.577	.002	.435	.172	.005	.066
Q100	.519	.608	.002	-.006	.093	-.091

Extraction Method: Principal Axis Factoring.

a. 6 factors extracted. 8 iterations required.

Pattern Matrix <sup>a</sup>						
	Factor					
	1	2	3	4	5	6
Q73	-.009	.035	.011	.793	-.004	-.055
Q74	-.025	-.029	-.027	.093	-.019	.809
Q75	.792	.055	-.075	-.023	-.021	.070
Q76	.013	.091	.702	.014	.105	-.015
Q77	-.049	-.003	.867	.077	-.048	-.056
Q78	.768	-.038	-.016	.043	.111	.014
Q79	.082	.071	-.068	-.005	.687	.008
Q80	-.080	-.050	-.032	.209	.545	.179
Q81	.029	-.020	.219	-.060	.774	-.216
Q82	.017	.898	.054	-.028	.001	-.102
Q83	-.048	-.102	-.040	.061	.649	.210
Q84	.784	-.069	.098	-.046	-.069	.084
Q85	.844	.041	.031	-.163	.041	-.092
Q86	-.067	.558	.023	.055	-.014	.174
Q87	.067	.108	.001	.694	.051	-.101
Q88	-.016	-.025	.061	.641	-.071	.123
Q89	.007	.013	.581	.034	.132	.127
Q90	.010	.012	.820	.000	-.024	.010
Q91	.720	-.043	.107	.189	-.269	.117
Q92	.060	.034	.076	-.034	-.029	.714
Q93	-.037	.734	-.089	.123	-.027	.001
Q94	-.027	.684	.094	-.025	-.020	.070

Q95	.077	.691	.027	.003	-.047	.002
Q96	.759	-.072	.048	.088	.028	-.035
Q97	.015	.285	-.058	-.115	.123	.529
Q98	.034	.015	.339	-.173	.113	.387
Q99	.008	-.012	.006	.564	.266	-.012
Q100	.772	.089	-.210	.010	.167	-.086
Extraction Method: Principal Axis Factoring.						
Rotation Method: Promax with Kaiser Normalization. <sup>a</sup>						
a. Rotation converged in 8 iterations.						

<b>Structure Matrix</b>						
	Factor					
	1	2	3	4	5	6
Q73	.339	.334	.327	.787	.441	.228
Q74	.258	.446	.501	.314	.419	.787
Q75	.799	.373	.213	.328	.270	.298
Q76	.297	.547	.814	.411	.540	.556
Q77	.202	.461	.820	.376	.431	.488
Q78	.811	.355	.276	.428	.396	.309
Q79	.342	.358	.384	.430	.710	.388
Q80	.238	.317	.423	.511	.690	.455
Q81	.267	.294	.482	.412	.751	.306
Q82	.372	.866	.506	.345	.346	.453
Q83	.228	.275	.411	.423	.711	.467
Q84	.765	.324	.283	.300	.257	.316

Q85	.783	.317	.197	.233	.240	.200
Q86	.257	.661	.457	.318	.332	.503
Q87	.405	.390	.342	.766	.469	.240
Q88	.289	.314	.355	.649	.380	.317
Q89	.288	.498	.761	.407	.549	.593
Q90	.250	.490	.823	.347	.447	.539
Q91	.757	.362	.299	.418	.203	.322
Q92	.308	.493	.545	.258	.401	.776
Q93	.297	.707	.367	.361	.290	.385
Q94	.300	.750	.509	.301	.332	.502
Q95	.367	.723	.429	.311	.289	.424
Q96	.779	.309	.258	.417	.331	.249
Q97	.290	.569	.475	.232	.425	.688
Q98	.233	.428	.598	.185	.422	.628
Q99	.346	.335	.381	.714	.586	.312
Q100	.785	.322	.111	.366	.328	.177
Extraction Method: Principal Axis Factoring. Rotation Method: Promax with Kaiser Normalization.						

<b>Factor Correlation Matrix</b>						
Factor	1	2	3	4	5	6
1	1.000	.429	.294	.441	.362	.332
2	.429	1.000	.583	.418	.420	.582
3	.294	.583	1.000	.425	.558	.648
4	.441	.418	.425	1.000	.576	.330

5	.362	.420	.558	.576	1.000	.520
6	.332	.582	.648	.330	.520	1.000
Extraction Method: Principal Axis Factoring.						
Rotation Method: Promax with Kaiser Normalization.						

<b>Factor Score Coefficient Matrix</b>						
	Factor					
	1	2	3	4	5	6
Q73	.003	.026	-.001	.316	.018	-.031
Q74	-.003	.005	.013	.021	.020	.331
Q75	.173	.025	-.020	.001	.000	.035
Q76	.007	.041	.231	.002	.065	.018
Q77	-.009	.006	.287	.023	-.011	-.001
Q78	.186	.008	.005	.035	.053	.008
Q79	.006	-.013	-.009	.014	.205	.008
Q80	-.008	.020	-.001	.075	.181	.064
Q81	.009	.019	.061	-.010	.295	-.056
Q82	.024	.434	.028	-.011	.006	-.033
Q83	-.004	-.025	-.002	.031	.221	.080
Q84	.147	-.021	.031	-.008	-.023	.040
Q85	.175	.041	.011	-.076	.016	-.031
Q86	-.001	.132	.010	.021	-.002	.047
Q87	.025	.035	-.006	.279	.036	-.047
Q88	.002	.004	.019	.167	-.001	.033
Q89	.001	.026	.148	.020	.066	.063

Q90	-.003	-.018	.267	.010	-.015	.029
Q91	.151	.008	.025	.081	-.111	.032
Q92	.016	.052	.038	-.025	.007	.284
Q93	-.003	.136	-.013	.037	-.007	.016
Q94	-.001	.181	.024	-.012	-.003	.039
Q95	.006	.121	.011	.007	-.021	.014
Q96	.141	-.053	.005	.035	.007	-.019
Q97	-.001	.056	.003	-.038	.045	.176
Q98	.003	-.009	.069	-.039	.032	.123
Q99	-.003	-.037	.002	.211	.093	.005
Q100	.172	.034	-.070	.019	.073	-.033

Extraction Method: Principal Axis Factoring.

Rotation Method: Promax with Kaiser Normalization.

<b>Factor Score Covariance Matrix</b>						
Factor	1	2	3	4	5	6
1	2.181	2.495	3.346	2.109	2.770	2.992
2	2.495	2.688	2.871	2.360	3.210	2.517
3	3.346	2.871	4.287	2.873	3.856	3.763
4	2.109	2.360	2.873	2.522	3.140	2.774
5	2.770	3.210	3.856	3.140	4.621	3.453
6	2.992	2.517	3.763	2.774	3.453	4.343

Extraction Method: Principal Axis Factoring.

Rotation Method: Promax with Kaiser Normalization.

**APPENDIX III**  
**CFA FOR EMOTIONAL INTELLIGENCE**

Number of observations	700	
Estimator	ML	Robust
Minimum Function Test Statistic	1350.056	1230.769
Degrees of freedom	521	521
P-value (Chi-square)	0.000	0.000
Scaling correction factor for the Satorra-Bentler correction		1.097

**Model test baseline model:**

Minimum Function Test Statistic	13290.697	12801.717
Degrees of freedom	561	561
P-value	0.000	0.000

**User model versus baseline model:**

Comparative Fit Index (CFI)	0.935	0.942
Tucker-Lewis Index (TLI)	0.930	0.938

**Loglikelihood and Information Criteria:**

Loglikelihood user model (H0)	-33495.596	-33495.596
Loglikelihood unrestricted model (H1)	-32820.568	-32820.568
Number of free parameters	108	108
Akaike (AIC)	67207.192	67207.192
Bayesian (BIC)	67696.998	67696.998
Sample-size adjusted Bayesian (BIC)	67354.081	67354.081

**Root Mean Square Error of Approximation:**

RMSEA	0.048	0.044
90 Percent Confidence Interval	0.045 0.051	0.041
0.048		
P-value RMSEA <= 0.05	0.843	0.999

**Standardized Root Mean Square Residual:**

SRMR	0.071	0.071
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**Parameter estimates:**

Information	Expected
Standard Errors	Robust.sem

Estimate Std.err Z-value P(>|z|)

**Latent variables:**

PE =~				
Q8	1.000			
Q10	0.963	0.052	18.591	0.000
Q12	1.064	0.052	20.544	0.000
Q13	1.040	0.048	21.464	0.000
Q14	0.911	0.051	17.690	0.000
Q18	0.170	0.062	2.755	0.006
Q24	1.058	0.052	20.427	0.000
Q35	0.896	0.050	18.016	0.000
Q37	0.978	0.046	21.079	0.000
Q40	1.006	0.051	19.751	0.000
UE =~				
Q20	1.000			
Q25	0.925	0.045	20.455	0.000



Q29	0.926	0.044	21.182	0.000
Q30	0.970	0.044	22.001	0.000
Q32	0.870	0.049	17.798	0.000
Q34	0.905	0.043	20.927	0.000
UDE =~				
Q7	1.000			
Q11	0.911	0.050	18.294	0.000
Q15	0.844	0.048	17.454	0.000
Q16	0.909	0.046	19.756	0.000
Q17	0.866	0.047	18.577	0.000
Q21	0.982	0.049	19.955	0.000
Q23	0.941	0.048	19.468	0.000
Q26	0.862	0.047	18.435	0.000
Q27	1.098	0.052	21.203	0.000
Q28	0.869	0.048	18.058	0.000
Q31	0.929	0.052	17.805	0.000
ME =~				
Q9	1.000			
Q19	0.976	0.046	21.458	0.000
Q22	0.987	0.051	19.267	0.000
Q33	0.970	0.049	19.696	0.000
Q36	0.963	0.051	18.718	0.000
Q38	1.043	0.051	20.337	0.000
Q39	0.928	0.051	18.278	0.000

#### Covariances:

PE ~~				
UE	0.311	0.046	6.748	0.000
UDE	0.210	0.044	4.789	0.000
ME	0.162	0.043	3.749	0.000
UE ~~				
UDE	0.216	0.049	4.368	0.000
ME	0.055	0.053	1.037	0.300
UDE ~~				
ME	0.198	0.045	4.375	0.000

## SEM for EI

Number of observations 700

Estimator	ML	Robust
Minimum Function Test Statistic	880.611	799.151
Degrees of freedom	523	523
P-value (Chi-square)	0.000	0.000
Scaling correction factor		1.102

for the Satorra-Bentler correction

#### Model test baseline model:

Minimum Function Test Statistic	13290.697	12801.717
Degrees of freedom	561	561
P-value	0.000	0.000

#### User model versus baseline model:

Comparative Fit Index (CFI)	0.972	0.977
Tucker-Lewis Index (TLI)	0.970	0.976

#### Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-33260.873	-33260.873
Loglikelihood unrestricted model (H1)	-32820.568	-32820.568

Number of free parameters 106 106

Akaike (AIC)	66733.747	66733.747
Bayesian (BIC)	67214.482	67214.482
Sample-size adjusted Bayesian (BIC)	66877.916	66877.916

Root Mean Square Error of Approximation:

RMSEA	0.032	0.028
90 Percent Confidence Interval	0.028 0.035	0.024
0.031		
P-value RMSEA <= 0.05	1.000	1.000

Standardized Root Mean Square Residual:

SRMR	0.043	0.043
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Parameter estimates:

Information	Expected
Standard Errors	Robust.sem

Estimate Std.err Z-value P(>|z|)

Latent variables:

PE =~				
Q8	1.000			
Q10	0.962	0.052	18.605	0.000
Q12	1.064	0.052	20.589	0.000
Q13	1.039	0.048	21.521	0.000
Q14	0.909	0.051	17.685	0.000
Q24	1.057	0.052	20.418	0.000
Q35	0.895	0.050	17.986	0.000
Q37	0.977	0.046	21.077	0.000
Q40	1.006	0.051	19.793	0.000
UE =~				
Q20	1.000			
Q25	0.924	0.045	20.425	0.000
Q29	0.927	0.044	21.162	0.000
Q30	0.970	0.044	22.030	0.000
Q32	0.871	0.049	17.802	0.000
Q34	0.904	0.043	20.914	0.000
UDE =~				
Q7	1.000			
Q11	0.913	0.050	18.286	0.000
Q15	0.845	0.048	17.458	0.000
Q16	0.911	0.046	19.783	0.000
Q17	0.866	0.047	18.573	0.000
Q21	0.982	0.049	19.920	0.000
Q23	0.941	0.048	19.456	0.000
Q26	0.863	0.047	18.429	0.000
Q27	1.099	0.052	21.213	0.000
Q28	0.870	0.048	18.059	0.000
Q31	0.930	0.052	17.821	0.000
ME =~				
Q9	1.000			
Q19	0.977	0.046	21.480	0.000
Q22	0.979	0.051	19.241	0.000
Q33	0.968	0.049	19.578	0.000
Q36	0.961	0.051	18.768	0.000
Q38	1.046	0.051	20.447	0.000
Q39	0.929	0.050	18.670	0.000
Q18	1.009	0.049	20.606	0.000
EI =~				
PE	1.000			
UE	0.955	0.218	4.390	0.000
UDE	0.807	0.158	5.098	0.000
ME	0.555	0.139	4.008	0.000

## ANOVA for PE

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	36.2	12.055	14.775 2.5e-09 ***
factor(Q3)	1	0.0	0.009	0.011 0.916
factor(Q4)	1	0.9	0.928	1.137 0.287
factor(Q5)	3	1.2	0.396	0.485 0.693
factor(Q6)	3	4.0	1.336	1.638 0.179
Residuals	677	552.3	0.816	

## ANOVA for UE

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	60.4	20.120	17.692 4.58e-11 ***
factor(Q3)	1	0.6	0.589	0.518 0.472
factor(Q4)	1	1.1	1.054	0.927 0.336
factor(Q5)	3	1.0	0.334	0.293 0.830
factor(Q6)	3	1.3	0.438	0.385 0.764
Residuals	677	769.9	1.137	

## ANOVA for UDE

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	35.2	11.719	15.192 1.41e-09 ***
factor(Q3)	1	1.3	1.318	1.709 0.192
factor(Q4)	1	0.1	0.085	0.110 0.740
factor(Q5)	3	3.4	1.145	1.485 0.217
factor(Q6)	3	3.7	1.247	1.617 0.184
Residuals	677	522.2	0.771	

## ANOVA for ME

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	17.9	5.964	6.115 0.000417 ***
factor(Q3)	1	0.0	0.004	0.004 0.948566
factor(Q4)	1	0.6	0.616	0.631 0.427099
factor(Q5)	3	9.5	3.160	3.240 0.021720 *
factor(Q6)	3	19.3	6.448	6.610 0.000209 ***
Residuals	677	660.3	0.975	

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## ANOVA for EI

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	11.61	3.869	31.916 <2e-16 ***
factor(Q3)	1	0.01	0.014	0.112 0.7381
factor(Q4)	1	0.20	0.197	1.627 0.2026
factor(Q5)	3	0.32	0.108	0.892 0.4448
factor(Q6)	3	1.01	0.335	2.764 0.0412 *
Residuals	677	82.07	0.121	

CFA FOR WORK ATTITUDE

Number of observations	700	
Estimator	ML	Robust
Minimum Function Test Statistic	141.751	156.088
Degrees of freedom	109	109
P-value (Chi-square)	0.019	0.002
Scaling correction factor for the Satorra-Bentler correction	0.908	

Model test baseline model:

Minimum Function Test Statistic	4303.685	4660.537
Degrees of freedom	136	136
P-value	0.000	0.000

User model versus baseline model:

Comparative Fit Index (CFI)	0.992	0.990
Tucker-Lewis Index (TLI)	0.990	0.987

Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-18096.616	-18096.616
Loglikelihood unrestricted model (H1)	-18025.740	-18025.740
Number of free parameters	61	61
Akaike (AIC)	36315.231	36315.231
Bayesian (BIC)	36591.881	36591.881
Sample-size adjusted Bayesian (BIC)	36398.197	36398.197

Root Mean Square Error of Approximation:

RMSEA	0.021	0.025
90 Percent Confidence Interval	0.009 0.030	0.015
0.034		
P-value RMSEA <= 0.05	1.000	1.000

Standardized Root Mean Square Residual:

SRMR	0.024	0.024
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Parameter estimates:

Information	Expected
Standard Errors	Robust.sem

Estimate Std.err Z-value P(>|z|)

Latent variables:

AW =~				
Q41	1.000			
Q42	1.102	0.074	14.873	0.000
Q43	1.103	0.071	15.568	0.000
Q44	1.110	0.075	14.894	0.000
WC =~				
Q45	1.000			
Q46	1.052	0.094	11.205	0.000
Q53	0.917	0.061	15.120	0.000
ACW =~				
Q47	1.000			
Q48	0.960	0.088	10.868	0.000
AS =~				
Q49	1.000			
Q50	0.923	0.066	14.051	0.000
Q51	1.083	0.105	10.275	0.000

Q52	0.982	0.068	14.359	0.000
AM ==				
Q54	1.000			
Q55	1.214	0.086	14.109	0.000
Q56	1.158	0.085	13.602	0.000
Q57	1.062	0.078	13.574	0.000

**Covariances:**

AW ==				
WC	0.410	0.040	10.301	0.000
ACW	0.286	0.038	7.595	0.000
AS	0.576	0.052	11.165	0.000
AM	0.390	0.037	10.475	0.000
WC ==				
ACW	0.363	0.045	8.068	0.000
AS	0.770	0.064	12.054	0.000
AM	0.487	0.048	10.216	0.000
ACW ==				
AS	0.256	0.038	6.713	0.000
AM	0.493	0.054	9.144	0.000
AS ==				
AM	0.337	0.035	9.512	0.000

**Outputs of SEM for Work Attitude**

Number of observations 700

Estimator	ML	Robust
Minimum Function Test Statistic	309.058	339.287
Degrees of freedom	114	114
P-value (Chi-square)	0.000	0.000
Scaling correction factor for the Satorra-Bentler correction		0.911

**Model test baseline model:**

Minimum Function Test Statistic	4303.685	4660.537
Degrees of freedom	136	136
P-value	0.000	0.000

**User model versus baseline model:**

Comparative Fit Index (CFI)	0.953	0.950
Tucker-Lewis Index (TLI)	0.944	0.941

**Loglikelihood and Information Criteria:**

Loglikelihood user model (H0)	-18180.269	-18180.269
Loglikelihood unrestricted model (H1)	-18025.740	-18025.740
Number of free parameters	56	56
Akaike (AIC)	36472.538	36472.538
Bayesian (BIC)	36726.512	36726.512
Sample-size adjusted Bayesian (BIC)	36548.703	36548.703

**Root Mean Square Error of Approximation:**

RMSEA	0.050	0.054
90 Percent Confidence Interval	0.043 0.057	0.047
0.060		
P-value RMSEA <= 0.05	0.505	0.191

Standardized Root Mean Square Residual:

SRMR	0.054	0.054
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Parameter estimates:

Information	Std. err	Z-value	P(> z )	Expected Robust.sem
Latent variables:				
AW =~				
Q41	1.000			
Q42	1.108	0.075	14.818	0.000
Q43	1.109	0.072	15.372	0.000
Q44	1.124	0.076	14.813	0.000
WC =~				
Q45	1.000			
Q46	1.044	0.092	11.312	0.000
Q53	0.897	0.059	15.119	0.000
ACW =~				
Q47	1.000			
Q48	0.920	0.103	8.935	0.000
AS =~				
Q49	1.000			
Q50	0.949	0.069	13.658	0.000
Q51	1.098	0.109	10.083	0.000
Q52	0.992	0.072	13.765	0.000
AM =~				
Q54	1.000			
Q55	1.232	0.089	13.815	0.000
Q56	1.150	0.087	13.272	0.000
Q57	1.076	0.080	13.455	0.000
WA =~				
AW	1.000			
WC	1.341	0.128	10.452	0.000
ACW	0.803	0.097	8.306	0.000
AS	1.283	0.106	12.088	0.000
AM	0.921	0.098	9.385	0.000

**ANOVA for AW**

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	59.4	19.815	36.724 <2e-16 ***
factor(Q3)	1	0.0	0.005	0.010 0.9218
factor(Q4)	1	1.8	1.825	3.383 0.0663 .
factor(Q5)	3	1.1	0.362	0.671 0.5700
factor(Q6)	3	1.1	0.365	0.677 0.5663
Residuals	677	365.3	0.540	

**ANOVA for WC**

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	64.8	21.614	27.604 <2e-16 ***
factor(Q3)	1	0.1	0.096	0.122 0.7267
factor(Q4)	1	1.6	1.563	1.996 0.1582
factor(Q5)	3	2.1	0.709	0.906 0.4379
factor(Q6)	3	5.5	1.821	2.325 0.0737 .
Residuals	677	530.1	0.783	

### ANOVA for ACW

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	52.1	17.368	31.145 <2e-16 ***
factor(Q3)	1	0.2	0.172	0.309 0.5784
factor(Q4)	1	0.2	0.166	0.298 0.5855
factor(Q5)	3	3.2	1.065	1.910 0.1266
factor(Q6)	3	3.8	1.253	2.247 0.0817 .
Residuals	677	377.5	0.558	

### ANOVA for AS

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	57.7	19.235	25.781 8.42e-16 ***
factor(Q3)	1	0.0	0.005	0.007 0.9318
factor(Q4)	1	2.3	2.329	3.122 0.0777 .
factor(Q5)	3	2.5	0.833	1.117 0.3415
factor(Q6)	3	3.4	1.139	1.527 0.2063
Residuals	677	505.1	0.746	

### ANOVA for AM

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	46.3	15.421	29.992 <2e-16 ***
factor(Q3)	1	0.1	0.055	0.106 0.7448
factor(Q4)	1	2.0	1.971	3.833 0.0507 .
factor(Q5)	3	0.2	0.071	0.138 0.9374
factor(Q6)	3	2.0	0.667	1.297 0.2745
Residuals	677	348.1	0.514	

### ANOVA for Work Attitude

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	32.43	10.809	42.714 <2e-16 ***
factor(Q3)	1	0.00	0.000	0.002 0.9676
factor(Q4)	1	0.85	0.851	3.362 0.0671 .
factor(Q5)	3	0.78	0.261	1.033 0.3775
factor(Q6)	3	1.30	0.433	1.711 0.1634
Residuals	677	171.32	0.253	

# Interpersonal Facilitation

## CFA Results

Number of observations 700

Estimator	ML	Robust
Minimum Function Test Statistic	86.768	93.208
Degrees of freedom	80	80
P-value (Chi-square)	0.283	0.148
Scaling correction factor for the Satorra-Bentler correction		0.931

Model test baseline model:

Minimum Function Test Statistic	4002.440	4512.075
Degrees of freedom	105	105
P-value	0.000	0.000

User model versus baseline model:

<b>Comparative Fit Index (CFI)</b>	<b>0.998</b>	<b>0.997</b>
<b>Tucker-Lewis Index (TLI)</b>	<b>0.998</b>	<b>0.996</b>

Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-15450.617	-15450.617
Loglikelihood unrestricted model (H1)	-15407.233	-15407.233
Number of free parameters	55	55
Akaike (AIC)	31011.233	31011.233
Bayesian (BIC)	31260.672	31260.672
Sample-size adjusted Bayesian (BIC)	31086.038	31086.038

Root Mean Square Error of Approximation:

<b>RMSEA</b>	<b>0.011</b>	<b>0.015</b>
90 Percent Confidence Interval	0.000 0.025	0.000
0.028		
P-value RMSEA <= 0.05	1.000	1.000

Standardized Root Mean Square Residual:

SRMR	0.020	0.020
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Parameter estimates:

Information	Expected
Standard Errors	Robust.sem

Estimate Std.err Z-value P(>|z|)

Latent variables:

Exp =~				
Q58	1.000			
Q59	1.089	0.069	15.703	0.000
Q61	1.085	0.068	16.036	0.000
Q69	1.073	0.063	17.021	0.000
Help =~				
Q62	1.000			
Q63	1.112	0.072	15.409	0.000
Bene =~				
Q60	1.000			
Q66	1.004	0.076	13.270	0.000
Q67	1.121	0.079	14.127	0.000
Dir =~				



Q64	1.000			
Q68	0.997	0.072	13.932	0.000
Q71	0.985	0.074	13.350	0.000
Con =~				
Q65	1.000			
Q70	0.956	0.059	16.142	0.000
Q72	0.943	0.061	15.403	0.000

**Covariances:**

Exp ~~				
Help	0.422	0.039	10.911	0.000
Bene	0.415	0.038	11.032	0.000
Dir	0.554	0.051	10.870	0.000
Con	0.648	0.053	12.268	0.000
Help ~~				
Bene	0.606	0.053	11.520	0.000
Dir	0.355	0.038	9.381	0.000
Con	0.642	0.055	11.574	0.000
Bene ~~				
Dir	0.427	0.041	10.469	0.000
Con	0.459	0.043	10.720	0.000
Dir ~~				
Con	0.363	0.038	9.532	0.000

**SEM for IPF**

Number of observations 700

Estimator	ML	Robust
Minimum Function Test Statistic	225.527	240.837
Degrees of freedom	85	85
P-value (Chi-square)	0.000	0.000
Scaling correction factor for the Satorra-Bentler correction		0.936

**Model test baseline model:**

Minimum Function Test Statistic	4002.440	4512.075
Degrees of freedom	105	105
P-value	0.000	0.000

**User model versus baseline model:**

<b>Comparative Fit Index (CFI)</b>	<b>0.964</b>	<b>0.965</b>
<b>Tucker-Lewis Index (TLI)</b>	<b>0.955</b>	<b>0.956</b>

**Loglikelihood and Information Criteria:**

Loglikelihood user model (H0)	-15519.996	-15519.996
Loglikelihood unrestricted model (H1)	-15407.233	-15407.233
Number of free parameters	50	50
Akaike (AIC)	31139.992	31139.992
Bayesian (BIC)	31366.754	31366.754
Sample-size adjusted Bayesian (BIC)	31207.996	31207.996

**Root Mean Square Error of Approximation:**

<b>RMSEA</b>	<b>0.049</b>	<b>0.052</b>
90 Percent Confidence Interval	0.041 0.057	0.044 0.060
P-value RMSEA <= 0.05	0.572	0.358

**Standardized Root Mean Square Residual:**

SRMR 0.048 0.048

Parameter estimates:

Information	Expected				
Standard Errors	Robust.sem				
Estimate	Std.err	Z-value	P(> z )		
Latent variables:					
Exp =~					
Q58	1.000				
Q59	1.085	0.069	15.625	0.000	
Q61	1.087	0.068	16.068	0.000	
Q69	1.070	0.063	16.880	0.000	
Help =~					
Q62	1.000				
Q63	1.111	0.075	14.832	0.000	
Bene =~					
Q60	1.000				
Q66	0.980	0.073	13.357	0.000	
Q67	1.107	0.078	14.228	0.000	
Dir =~					
Q64	1.000				
Q68	1.039	0.077	13.493	0.000	
Q71	1.026	0.079	12.944	0.000	
Con =~					
Q65	1.000				
Q70	0.972	0.062	15.712	0.000	
Q72	0.946	0.064	14.895	0.000	
IPF =~					
Exp	1.000				
Help	0.994	0.092	10.864	0.000	
Bene	0.904	0.088	10.313	0.000	
Dir	0.782	0.073	10.689	0.000	
Con	1.087	0.091	12.003	0.000	

**ANOVA for Expressive**

Df	Sum Sq	Mean Sq	F value	Pr(>F)	
factor(Q2)	3	56.6	18.854	27.376	<2e-16 ***
factor(Q3)	1	0.0	0.008	0.011	0.9161
factor(Q4)	1	1.4	1.367	1.985	0.1593
factor(Q5)	3	0.8	0.259	0.377	0.7698
factor(Q6)	3	6.6	2.210	3.208	0.0227 *
Residuals	677	466.2	0.689		

**ANOVA for Helpful**

Df	Sum Sq	Mean Sq	F value	Pr(>F)	
factor(Q2)	3	67.8	22.602	38.366	<2e-16 ***
factor(Q3)	1	0.4	0.353	0.599	0.4393
factor(Q4)	1	4.4	4.408	7.482	0.0064 **
factor(Q5)	3	3.2	1.061	1.801	0.1457
factor(Q6)	3	3.0	0.997	1.693	0.1672
Residuals	677	398.8	0.589		

**ANOVA for Beneficent**

Df	Sum Sq	Mean Sq	F value	Pr(>F)	
factor(Q2)	3	62.7	20.900	36.520	<2e-16 ***

factor(Q3)	1	0.0	0.013	0.022	0.882
factor(Q4)	1	0.8	0.809	1.414	0.235
factor(Q5)	3	2.9	0.981	1.714	0.163
factor(Q6)	3	5.4	1.795	3.136	0.025 *
Residuals	677	387.4	0.572		

### ANOVA for Directive

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	48.6	16.200	30.691 <2e-16 ***
factor(Q3)	1	0.0	0.004	0.007 0.9338
factor(Q4)	1	1.7	1.658	3.141 0.0768 .
factor(Q5)	3	2.6	0.856	1.622 0.1830
factor(Q6)	3	3.4	1.121	2.125 0.0958 .
Residuals	677	357.4	0.528	

### ANOVA for Considerate

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	61.8	20.606	29.419 <2e-16 ***
factor(Q3)	1	0.2	0.154	0.220 0.639
factor(Q4)	1	0.4	0.447	0.639 0.424
factor(Q5)	3	1.9	0.621	0.887 0.448
factor(Q6)	3	2.0	0.669	0.954 0.414
Residuals	677	474.2	0.700	

### ANOVA for IPF

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	47.44	15.814	44.164 <2e-16 ***
factor(Q3)	1	0.03	0.031	0.087 0.7679
factor(Q4)	1	1.17	1.168	3.261 0.0714 .
factor(Q5)	3	1.16	0.388	1.082 0.3558
factor(Q6)	3	2.76	0.922	2.574 0.0530 .
Residuals	677	242.42	0.358	

## Job Performance (JP)

### CFA for JP

Number of observations	700	
Estimator	ML	Robust
Minimum Function Test Statistic	522.554	479.092
Degrees of freedom	335	335
P-value (Chi-square)	0.000	0.000
Scaling correction factor for the Satorra-Bentler correction	1.091	

#### Model test baseline model:

Minimum Function Test Statistic	10281.917	11544.210
Degrees of freedom	378	378
P-value	0.000	0.000

#### User model versus baseline model:

Comparative Fit Index (CFI)	0.981	0.987
Tucker-Lewis Index (TLI)	0.979	0.985

#### Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-27477.611	-27477.611
Loglikelihood unrestricted model (H1)	-27216.334	-27216.334
Number of free parameters	99	99
Akaike (AIC)	55153.222	55153.222
Bayesian (BIC)	55602.211	55602.211
Sample-size adjusted Bayesian (BIC)	55287.870	55287.870

#### Root Mean Square Error of Approximation:

RMSEA	0.029	0.025
90 Percent Confidence Interval	0.024 0.033	0.020 0.030
P-value RMSEA <= 0.05	1.000	1.000

#### Standardized Root Mean Square Residual:

SRMR	0.025	0.025
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#### Parameter estimates:

Information	Expected
Standard Errors	Robust.sem

Estimate Std.err Z-value P(>|z|)

#### Latent variables:

JR =~				
Q82	1.000			
Q86	0.990	0.049	20.405	0.000
Q93	0.922	0.049	18.854	0.000
Q94	1.009	0.048	20.881	0.000
Q95	0.978	0.049	20.131	0.000
TR =~				
Q73	1.000			
Q87	1.095	0.073	15.101	0.000
Q88	1.042	0.074	14.076	0.000
Q99	1.027	0.070	14.626	0.000
COOP =~				
Q79	1.000			

Q80	1.011	0.055	18.344	0.000
Q81	0.957	0.053	18.164	0.000
Q83	0.909	0.051	17.668	0.000
COOR =~				
Q76	1.000			
Q77	0.946	0.055	17.332	0.000
Q89	1.001	0.052	19.243	0.000
Q90	0.975	0.053	18.260	0.000
COM =~				
Q74	1.000			
Q92	1.038	0.057	18.064	0.000
Q97	0.975	0.058	16.904	0.000
Q98	0.984	0.059	16.561	0.000
DED =~				
Q75	1.000			
Q78	0.939	0.046	20.267	0.000
Q84	0.938	0.049	18.960	0.000
Q85	0.982	0.043	22.882	0.000
Q91	0.943	0.048	19.679	0.000
Q96	0.998	0.048	20.764	0.000
Q100	0.957	0.048	20.099	0.000

#### Covariances:

JR ~~				
TR	0.454	0.042	10.887	0.000
COOP	0.450	0.039	11.584	0.000
COOR	0.623	0.048	12.898	0.000
COM	0.724	0.056	12.849	0.000
DED	0.508	0.040	12.841	0.000
TR ~~				
COOP	0.547	0.049	11.108	0.000
COOR	0.440	0.043	10.161	0.000
COM	0.307	0.034	9.053	0.000
DED	0.496	0.046	10.693	0.000
COOP ~~				
COOR	0.643	0.050	12.749	0.000
COM	0.550	0.046	11.967	0.000
DED	0.416	0.038	11.046	0.000
COOR ~~				
COM	0.733	0.056	13.161	0.000
DED	0.389	0.037	10.634	0.000
COM ~~				
DED	0.419	0.038	11.025	0.000

## SEM for JP

Number of observations	700	
Estimator	ML	Robust
Minimum Function Test Statistic	743.700	688.120
Degrees of freedom	344	344
P-value (Chi-square)	0.000	0.000
Scaling correction factor		1.081

for the Satorra-Bentler correction

#### Model test baseline model:

Minimum Function Test Statistic	10281.917	11544.210
Degrees of freedom	378	378
P-value	0.000	0.000

#### User model versus baseline model:

Comparative Fit Index (CFI)	0.960	0.969
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Tucker-Lewis Index (TLI)	0.956	0.966
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**Loglikelihood and Information Criteria:**

Loglikelihood user model (H0)	-27588.184	-27588.184
Loglikelihood unrestricted model (H1)	-27216.334	-27216.334

Number of free parameters	90	90
Akaike (AIC)	55356.368	55356.368
Bayesian (BIC)	55764.540	55764.540
Sample-size adjusted Bayesian (BIC)	55478.776	55478.776

**Root Mean Square Error of Approximation:**

RMSEA	0.041	0.038
90 Percent Confidence Interval	0.037 0.045	0.034
P-value RMSEA <= 0.05	1.000	1.000

**Standardized Root Mean Square Residual:**

SRMR	0.052	0.052
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**Parameter estimates:**

Information Standard Errors	Expected Robust.sem
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Estimate	Std.err	Z-value	P(> z )
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**Latent variables:**

JR =~					
Q82	1.000				
Q86	0.986	0.049	19.971	0.000	
Q93	0.925	0.049	18.728	0.000	
Q94	1.007	0.049	20.535	0.000	
Q95	0.977	0.049	19.748	0.000	
TR =~					
Q73	1.000				
Q87	1.103	0.074	14.802	0.000	
Q88	1.038	0.075	13.846	0.000	
Q99	1.020	0.072	14.235	0.000	
COOP =~					
Q79	1.000				
Q80	0.999	0.055	18.112	0.000	
Q81	0.943	0.052	18.052	0.000	
Q83	0.894	0.051	17.570	0.000	
COOR =~					
Q76	1.000				
Q77	0.948	0.055	17.211	0.000	
Q89	1.000	0.052	19.069	0.000	
Q90	0.976	0.054	18.068	0.000	
COM =~					
Q74	1.000				
Q92	1.030	0.058	17.717	0.000	
Q97	0.965	0.059	16.463	0.000	
Q98	0.968	0.059	16.484	0.000	
DED =~					
Q75	1.000				
Q78	0.939	0.047	20.133	0.000	
Q84	0.942	0.050	18.981	0.000	
Q85	0.984	0.043	22.893	0.000	
Q91	0.945	0.048	19.605	0.000	
Q96	0.997	0.048	20.671	0.000	
Q100	0.956	0.048	19.971	0.000	
JP =~					
JR	1.000				

TR	0.699	0.066	10.505	0.000
COOP	0.916	0.077	11.969	0.000
COOR	1.067	0.078	13.749	0.000
COM	1.046	0.074	14.173	0.000
DED	0.718	0.058	12.279	0.000

### ANOVA for JR

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	67.6	22.537	26.733 2.38e-16 ***
factor(Q3)	1	0.0	0.018	0.021 0.8847
factor(Q4)	1	3.0	3.009	3.569 0.0593 .
factor(Q5)	3	1.4	0.476	0.565 0.6381
factor(Q6)	3	0.9	0.312	0.370 0.7749
Residuals	677	570.7	0.843	

### ANOVA for TR

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	61.1	20.350	36.733 <2e-16 ***
factor(Q3)	1	0.0	0.002	0.003 0.958
factor(Q4)	1	1.3	1.343	2.425 0.120
factor(Q5)	3	0.9	0.304	0.549 0.649
factor(Q6)	3	2.8	0.922	1.665 0.173
Residuals	677	375.1	0.554	

### ANOVA for COOP

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	63.9	21.312	28.799 <2e-16 ***
factor(Q3)	1	1.1	1.075	1.452 0.229
factor(Q4)	1	0.7	0.652	0.881 0.348
factor(Q5)	3	1.5	0.490	0.662 0.576
factor(Q6)	3	4.5	1.485	2.007 0.112
Residuals	677	501.0	0.740	

### ANOVA for COOR

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	67.6	22.525	30.069 <2e-16 ***
factor(Q3)	1	0.0	0.041	0.054 0.816
factor(Q4)	1	0.3	0.267	0.357 0.551
factor(Q5)	3	4.1	1.376	1.836 0.139
factor(Q6)	3	2.0	0.681	0.909 0.436
Residuals	677	507.1	0.749	

### ANOVA for COM

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	65.7	21.890	31.056 <2e-16 ***
factor(Q3)	1	0.1	0.132	0.187 0.6654
factor(Q4)	1	2.0	1.953	2.771 0.0965 .
factor(Q5)	3	3.6	1.204	1.707 0.1641
factor(Q6)	3	1.2	0.386	0.547 0.6500
Residuals	677	477.2	0.705	

## ANOVA for DED

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	72.7	24.220	26.503 3.23e-16 ***
factor(Q3)	1	1.4	1.393	1.524 0.217
factor(Q4)	1	2.5	2.462	2.694 0.101
factor(Q5)	3	2.6	0.877	0.960 0.411
factor(Q6)	3	4.7	1.556	1.703 0.165
Residuals	677	618.7	0.914	

## ANOVA for JP

Df	Sum Sq	Mean Sq	F value	Pr(>F)
factor(Q2)	3	56.60	18.868	41.889 <2e-16 ***
factor(Q3)	1	0.00	0.001	0.002 0.961
factor(Q4)	1	1.06	1.064	2.362 0.125
factor(Q5)	3	2.17	0.722	1.604 0.187
factor(Q6)	3	1.48	0.492	1.093 0.352
Residuals	677	304.94	0.450	

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 signif. codes: 0 '\*\*\*' 0.001 '\*\*' 0.01 '\*' 0.05 '.' 0.1 ' ' 1

## Correlations EI & JP

	JR	TR	COOP	COOR	COM	DED
JP						
PE	0.4007216	0.4004944	0.3987002	0.4023070	0.4068420	0.3901185
UE	0.3853396	0.3483583	0.3766530	0.3787311	0.4115806	0.3559397
UDE	0.3338559	0.3351761	0.3144567	0.3503926	0.3421581	0.3148443
ME	0.2773662	0.2741905	0.2976106	0.3005147	0.3071072	0.2919933
EI	0.5489583	0.5351041	0.5412074	0.5587336	0.5713884	0.5279161

## Correlation EI & WA

	AW	WC	ACW	AS	AM	WA
PE	0.4229189	0.4391960	0.3881655	0.4168728	0.4280458	0.4996045
UE	0.4177935	0.4172990	0.3590976	0.3936448	0.3709790	0.4694438
UDE	0.3326826	0.3697622	0.3377565	0.3374185	0.3443736	0.4087258
ME	0.3128315	0.3210873	0.2889876	0.3291756	0.2752112	0.3670433
EI	0.5798550	0.6048858	0.5364440	0.5729595	0.5622389	0.6818260

## Correlation EI&IPF

Exp	Help	Bene	Dir	Con	IPF
PE	0.4599422	0.4443512	0.4494650	0.3966299	0.4360904
UE	0.3919955	0.4195618	0.4100993	0.3580377	0.4050999
UDE	0.3577423	0.3865941	0.3550098	0.3631400	0.3617223
ME	0.3166016	0.3010524	0.3243803	0.3203363	0.3376064
EI	0.6011800	0.6110080	0.6026759	0.5571965	0.5989689