Lampiran 1

Tabel 1. Ringkasan Daftar Penelitian Terdahulu

No.	Peneliti	Judul	Metode Analisis	Hasil
1.	Michael S. Christian, Adela S. Garza Eli, Jerel E. Slaughter (2011)	*Work Engagement: A Quantitative Review And Test Of Its Relations With Task And Contextual Performance*	RBNL *Meta-Analysis Procedure*	(1) *Job Engagement* memiliki pengaruh terhadap kinerja karyawan; (2) *Leadership* memiliki pengaruh terhadap keterikatan kerja; (3) *Motivation* memiliki pengaruh terhadap kepribadian dan kinerja.
2.	Xi Wen Chan And Thomas Kalliath , Acton, Michael O'Driscoll, Oi-Ling Siu, Carolyn Timms (2017)	*Self-Efficacy And Work Engagement: Test Of A Chain Model*	*Cronbach's Alpha* dan SEM	(1) *Self-efficacy* memiliki pengaruh signifikan dengan keseimbangan kehidupan kerja; (2) *Work Demand* memiliki pengaruh signifikan dengan keterlibatan kerja; (3) *Family Demand* tidak berpengaruh signifikan dengan keterikatan kerja; (4) *Worklife Balance* memiliki pengaruh signifikan dengan keterikatan kerja.
3.	Johanim Johari, Fee Yean Tan, Zati Iwani Tjik, Zulkarnain (2017)	*Autonomy, Workload, Work Life Balance And Job Performance Teachers*	*Cronbach's Alpha, Regression Analysis, Partial Least Squares, Structural Equation Modelling* (PLS SEM)	(1) *Autonomy* memiliki pengaruh signifikan terhadap kinerja pekerjaan di kalangan guru; (2) *Worklife Balance* memiliki hubungan yang signifikan dengan kinerja pekerjaan.
4.	Ms. Poonam Kaushal (2019)	*Work Life Balance In Relation To Work Stress: A*	Pearson *Correlation Coefficient, T-*	(1) *Work Schedule Flexibility* dan dukungan kerja berhubungan secara

No.	Peneliti	Judul	Metode Analisis	Hasil
		Study Of IT Professionals Of Pune City	*Test and Regression Analysis*.	signifikan terhadap keseimbangan kehidupan kerja; (2) *Worklife Balance* memiliki pengaruh yang signifikan terhadap gender.
5.	Xiaoyu Guan, Stephen Frenkel (2018)	*How HR Practice, Work Engagement And Job Crafting Influence Employee Performance*	AMOS	(1) Praktik SDM memiliki pengaruh signifikan terhadap keterikatan kerja; (2) Praktik SDM secara positif berpengaruh terhadap *Job Crafting*; (3) *Job Crafting* memiliki hubungan signifikan dengan keterikatan kerja.
6.	Anitha J. (2014)	*Determinants Of Employee Engagement And Their Impact On Employee Performance*	*Regression Technique*	(1) Faktor kesejahteraan di tempat kerja memiliki pengaruh signifikan terhadap keterikatan karyawan; (2) program kompensasi memiliki pengaruh signifikan terhadap keterikatan karyawan; (3) hubungan tim dan rekan kerja memiliki pengaruh signifikan terhadap keterikatan karyawan; (4) kepemimpinan memiliki pengaruh signifikan terhadap keterikatan karyawan; (5) lingkungan kerja memiliki pengaruh signifikan terhadap keterikatan karyawan; (6) kebijakan dan prosedur, pelatihan dan pengembangan karir memiliki pengaruh signifikan terhadap keterikatan karyawan.
7.	Arini Nur Dianah	*Influence Of Work*	*Regression*	(1) *Job Satisfaction*

No.	Peneliti	Judul	Metode Analisis	Hasil
	Zain, Trias Setiawati (2019)	*Family Conflict And Job Satisfaction On Medical Employee Performance Through Organizational Commitment*		berpengaruh signifikan terhadap komitmen organisasional; (2) Konflik kerja Keluarga berpengaruh signifikan terhadap kinerja karyawan; (3) *Job Satisfaction* berpengaruh signifikan terhadap kinerja karyawan; (4) Konflik kerja keluarga dan kepuasan kerja berpengaruh signifikan terhadap komitmen organisasional; (5) Kerja konflik keluarga dan kepuasan Kerja berpengaruh signifikan terhadap kinerja karyawan; (6) *Organizational Commitment* berpengaruh signifikan terhadap kinerja karyawan.
8.	Viet Duc Than, Cuong Hung Pham, Long Pham (2016)	*Job Stress, Involvement, Satisfaction And Performance Of Employees In Garment 10 Corporation In Vietnam*	*(CFA – Confirmatory Factor Analysis)*	(1) *Job Satisfaction* berpengaruh signifikan terhadap kinerja karyawan; (2) Keterikatan kerja berpengaruh signifikan terhadap kinerja karyawan; (3) Komitmen afektif berpengaruh signifikan terhadap kinerja karyawan; (4) Komitmen normatif berpengaruh signifikan terhadap kinerja karyawan.
9.	Jack Henry Syauta, Eka Afnan Troena, Margono Setiawan, Solimun (2012)	*The Influence Of Organizational Culture, Organizational Commitment To Job Satisfaction*	*Partial Least Square Analysis*	(1) *Organization Culture* berpengaruh signifikan terhadap kinerja karyawan; (2) *Organizational Commitment* berpengaruh signifikan terhadap kinerja

No.	Peneliti	Judul	Metode Analisis	Hasil
		And Employee Performance (Study At Municipal Waterworks Of Jayapura, Papua Indonesia)		karyawan; (3) *Organizational Culture* melalui kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan; (4) *Organizational commitment* melalui kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan.
10.	Negin Memari, Ahmad Barati Marnani (2013)	*The Impact Of Organizational Commitment On Employees Job Performance. "A Study Of Meli Bank*	*Correlation Matrix And Regression*	(1) *Organizational Commitment* memiliki pengaruh signifikan terhadap kinerja karyawan; (2) Komitmen afektif memiliki pengaruh signifikan terhadap kinerja karyawan; (3) Komitmen berkelanjutan memiliki pengaruh signifikan terhadap kinerja karyawan; (4) Komitmen normatif memiliki pengaruh signifikan terhadap kinerja karyawan.
11.	Retno Purwani Setyaningrum, Margono Setiawan, Surachman, Dodi Wirawan Irawanto (2017)	*Employees Performance; Leadership, Organizational Commitment And Trust*	*Partial Least Square (PLS) Analysis Tools*	(1) *Servant Leadership* memiliki pengaruh signifikan terhadap komitmen organisasional; (2) *Servant Leadership* memiliki pengaruh signifikan terhadap kepercayaan; (3) *Organizational Commitment* memiliki pengaruh signifikan terhadap kinerja karyawan; (4) Kepercayaan memiliki pengaruh signifikan terhadap kinerja karyawan.
12.	Nor Siah	*The Impact Of*	*Regression*	(1) *Worklife Balance*

No.	Peneliti	Judul	Metode Analisis	Hasil
	Jaharuddin and Liyana Nadia Zainol (2019)	*Work-Life Balance On Job Engagement And Turnover Intention*	*Analysis*, ANOVA	memiliki pengaruh signifikan terhadap keterikatan kerja; (2) *Worklife Balance* memiliki pengaruh signifikan terhadap keinginan untuk resign; (3) Keterikatan kerja memiliki pengaruh signifikan terhadap keinginan untuk *resign*; (4) Keterikatan kerja bertindak sebagai faktor penengah antara *worklife balance* dan keinginan untuk *resign.*
13.	Sununta Siengthai And Patarakhuan Pila-Ngarm (2015)	*The Interaction Effect Of Job Redesign And Job Satisfaction On Employee Performance*	*Regression Analysis*	(1) Redesain pekerjaan memiliki pengaruh signifikan terhadap kinerja karyawan; (2) Redesign pekerjaan memiliki pengaruh signifikan terhadap kepuasan kerja; (3) Kepuasan kerja dan signifikan terkait dengan kinerja karyawan

Lampiran 2

Definisi Operasional Variabel

No.	*Original*	*Operasionalisasi*
A.	**Kinerja Karyawan/ *Employee Performance* (Salanova dan Sonia, 2005)**	
	Emphaty Dimension	
1.	*Employees understand specific needs of customers).*	Saya memahami kebutuhan pasien secara spesifik.
2.	*Employees are able to "put themselves in the customers' place"*	Saya mampu menempatkan diri sebagai pasien.
3.	*Employees are able to "tune in" to each specific customer.*	Saya dapat mendengarkan keluhan setiap pasien dengan baik.
	Excellent Job Performance Dimension	
4.	*Employees "surprise" customers with their excellent service.*	Saya memberikan pelayanan prima terhadap pasien.
5.	*Employees do more than usual for customers.*	Saya senang memberikan pelayanan yang lebih baik bagi pasien.
6.	*Employees deliver an excellent service quality that is difficult to find in other organizations.*	Pelayanan prima yang saya berikan pada pasien tidak dapat ditemukan pada orang lain.
B.	**Keseimbangan Kehidupan Kerja/ *Worklife Balance* (Hayman, 2005)**	
	Work Interference Personal Life (WIPL)	
7.	*Personal life suffers because of work.*	Saya kesulitan dengan kehidupan pribadi disebabkan oleh pekerjaan.
8.	*Job makes personal life difficult.*	Pekerjaan membuat kehidupan pribadi saya menjadi sulit.
9.	*Neglect personal needs because of work.*	Saya mengabaikan kebutuhan pribadi karena pekerjaan.
10.	*Put personal life on hold for work.*	Pekerjaan membuat saya menunda kepentingan pribadi.
11.	*Miss personal activities because of work.*	Saya melewatkan kegiatan pribadi karena pekerjaan.
	Personal Life Interference Work (PLIW)	
12.	*Happy with the amount of time for non-work activities (reversed).*	Saya senang memiliki waktu yang luang untuk kegiatan selain bekerja.
13.	*Personal life drains me of energy for work.*	Kehidupan pribadi menghabiskan energi saya untuk bekerja.
14.	*My work suffers because of my personal life.*	Pekerjaan saya menjadi kacau karena kehidupan pribadi.
15.	*Hard to work because of personal*	Sulit untuk bekerja dikarenakan kehidupan

No.	*Original*	*Operasionalisasi*
	matters.	pribadi.
	Personal Life Enhancement of Work (PLEW)	
16.	*Better mood at work because of personal life.*	Saya memiliki suasana hati yang lebih baik dalam bekerja dikarenakan kehidupan pribadi.
17.	*Personal life gives me energy for my job.*	Kehidupan pribadi memberikan saya energi untuk bekerja.
	Work Enhacement of Personal Life (WEPL)	
18.	*Job gives me energy to pursue personal activities.*	Pekerjaan memberikan saya energi untuk melakukan kegiatan pribadi.
19.	*Better mood because of my job.*	Suasana hati saya lebih baik karena pekerjaan.
C.	**Keterikatan Kerja/ *Job Engagement* (Salanova dan Sonia 2005)**	
	Vigor Dimension	
20.	*At work, I feel full of energy.*	Ditempat kerja, saya merasa penuh semangat.
21.	*In my job, I feel strong and vigorous.*	Dalam bekerja, saya merasa kuat dan bersemangat.
22.	*When I get up in the morning, I feel like going to work.*	Ketika saya bangun pada pagi hari, saya merasa senang berangkat bekerja.
23.	*I can continue working for very long periods at a time.*	Saya mampu bekerja untuk waktu yang lama.
24.	*In my job, I am mentally very resilient.*	Dalam bekerja, saya memiliki mental tangguh.
25.	*At work, I always persevere, even when things do not go well.*	Ditempat kerja, saya selalu bertahan meskipun segala sesuatunya tidak berjalan dengan baik.
	Dedication Dimension	
26.	*I find the work that I do full of meaning and purpose.*	Saya menemukan pekerjaan dan melakukannya dengan penuh arti dan tujuan.
27.	*I am enthusiastic about my job.*	Saya antusias dengan pekerjaan saya.
28.	*My job inspires me.*	Pekerjaan saya memberikan inspirasi.
29.	*I am proud of the work I do.*	Saya bangga dengan pekerjaan yang saya lakukan.
30.	*I find my job challenging.*	Saya merasa pekerjaan saya cukup menantang.
	Absorption Dimension	
31.	*Time flies when I'm working.*	Waktu berlalu ketika saya bekerja.
32.	*I feel happy when I am working*	Saya merasa bahagia ketika bekerja secara

No.	*Original*	*Operasionalisasi*
	intensely.	intens.
33.	*I am immersed in my work.*	Saya larut dalam pekerjaan.
34.	*I get carried away when I'm working.*	Saya terbawa suasana saat bekerja.
35.	*It is difficult to detach myself from my job.*	Sulit untuk melepaskan diri dari pekerjaan.
D.	**Kepuasan Kerja/ *Job Satisfaction* (Koeske 1994)**	
36.	*The amount of authority you have been given to do your job.*	Wewenang yang saya miliki untuk mengerjakan pekerjaan saya.
37.	*The challenge your job provides.*	Tantangan yang saya miliki dalam bekerja.
38.	*The quality of supervision you receive.*	Kualitas pengawasan pekerjaan yang saya miliki.
39.	*Chances for acquiring new skills.*	Peluang yang saya peroleh untuk memiliki keterampilan baru.
40.	*Amount of client contact.*	Jumlah pasien yang dapat saya berikan pelayanan.
41.	*Opportunities for really helping people.*	Peluang yang saya miliki untuk membantu rekan kerja lain.
42.	*Clarity of guidelines for doing your job.*	Kejelasan panduan yang saya miliki untuk melakukan pekerjaan.
43.	*Opportunity for involvement in decision making.*	Peluang keikutsertaan yang saya miliki dalam pengambilan keputusan.
44.	*The recognition given your work by your supervisor.*	Pengakuan yang diberikan oleh atasan atas kinerja saya.
45.	*Your feeling of success as a professional.*	Memiliki perasaan sukses secara professional.
46.	*Field of specialization you are in.*	Perasaan saya terhadap bidang spesialisasi yang saya hadapi.
47.	*Interpersonal relations with fellow workers.*	Hubungan interpersonal dengan karyawan lainnya.
48.	*Amount of personal growth and development you get from your job.*	Pertumbuhan dan perkembangan yang saya peroleh dari pekerjaan.
E.	**Komitmen Organisasional/ *Organizational Commitment (* Bryant et al., 2007)**	
	Affective Commitment	
49.	*I think that I could easily become as attached to another organization as I am to this one.*	Saya pikir bahwa saya dapat dengan mudah terikat pada organisasi lain seperti saya terikat pada organisasi ini.
50.	*I do not feel like 'part of the family' at my organization.*	Saya tidak merasa seperti 'bagian dari keluarga' di organisasi ini.
51.	*I do not feel 'emotionally attached' to*	Saya tidak merasa 'terikat secara

No.	*Original*	*Operasionalisasi*
	this organization.	emosional' dengan organisasi ini.
52.	*This organization has a great deal of personal meaning for me.*	Organisasi ini memiliki arti yang sangat besar bagi saya sendiri.
53.	*I do not feel a strong sense of belonging to my organization.*	Saya tidak merasakan perasaan memiliki yang kuat terhadap organisasi ini.
	Continuance Commitment	
54.	*It would be very hard for me to leave my organization right now, even if I wanted to.*	Akan sangat sulit bagi saya untuk meninggalkan organisasi saya sekarang, meskipun saya ingin.
55.	*Too much in my life would be disrupted if I decided I wanted to leave my organization now.*	Terlalu banyak hal dalam hidup saya yang akan terganggu jika saya memutuskan untuk meninggalkan organisasi sekarang.
56.	*It wouldn't be too costly for me to leave my organization now.*	Tidak akan terlalu mahal jika saya meninggalkan organisasi sekarang.
57.	*Right now, staying with my organization is a matter of necessity as much as desire.*	Saat ini, bertahan dengan organisasi ini dikarenakan masalah kebutuhan dan juga keinginan.
58.	*I feel that I have too few options to consider leaving this organization.*	Saya merasa bahwa saya memiliki sedikit pilihan sebagai pertimbangan untuk keluar dari organisasi ini.
59.	*One of the few serious consequences of leaving this organization would be the scarcity of available alternatives.*	Salah satu dari akibat serius dari meninggalkan organisasi ini adalah sedikitnya pilihan alternatif yang tersedia.
60.	*One of the major reasons I continue to work for this organization is that leaving would require considerable personal sacrifice – another organization may not match the overall benefits I have here.*	Salah satu alasan utama saya terus bekerja untuk organisasi ini adalah bahwa resign akan membutuhkan pengorbanan pribadi yang cukup besar dan organisasi lain belum tentu sesuai dengan manfaat yang telah saya miliki disini.
	Normative Commitment	
61.	*I think that people these days move from company to company too often.*	Saya berpikir bahwa belakangan ini orang lain terlalu sering berpindah dari satu perusahaan ke perusahaan lain.
62.	*Jumping from organization to organization does not seem at all unethical to me.*	Berpindah dari satu organisasi ke organisasi lainnya sama sekali tidak terlihat tidak etis bagi saya.
63.	*If I got another offer for a better job elsewhere I would not feel it was right to leave my organization.*	Jika saya mendapat tawaran untuk pekerjaan yang lebih baik di tempat lain, saya merasa tidak benar untuk meninggalkan organisasi ini.
64.	*I was taught to believe in the value of*	Saya diajari untuk percaya pada nilai

No.	*Original*	*Operasionalisasi*
	remaining loyal to one organization.	kesetiaan pada satu organisasi.
	Professional Commitment	
65.	*If I could get another job other than my current profession and get paid the same amount of money, I would probably take it.*	Jika saya bisa mendapatkan pekerjaan lain selain profesi saya saat ini dan dibayar dengan jumlah uang yang sama, saya mungkin akan mengambilnya.
66.	*I definitely want a career for myself in this profession.*	Saya tentu saja menginginkan karir untuk diri saya sendiri dalam profesi ini.
67.	*If I could do it all over again, I would choose to work in this profession.*	Jika saya bisa mengulangnya lagi, saya akan memilih untuk bekerja di profesi ini.
68.	*I am disappointed that I ever entered this profession.*	Saya kecewa pernah masuk kedalam profesi ini.

Lampiran 3
Kuisioner Penelitian

KUISIONER PENELITIAN KINERJA KARYAWAN
PADA PERAWAT GENERASI X

Bapak/Ibu/Sdr. Yth.
Dengan Hormat,
Kuesioner penelitian ini ditujukan untuk mengetahui pengaruh dari keseimbangan kehidupan kerja terhadap keterikatan kerja, kepuasan kerja, komitmen organisasional serta kinerja karyawan pada perawat generasi X. Sehubungan dengan hal tersebut, mohon berkenan bantuannya dari Bapak/Ibu/Sdr untuk meluangkan waktu sejenak untuk mengisi kuesioner yang saya sampaikan ini, dengan penilaian secara objektif. Data yang diisikan akan dijaga kerahasiaannnya dan digunakan untuk semata-mata untuk kepentingan penelitian/ studi ilmiah saya. Atas perhatian dan kesediaannya untuk mengisi kuesiner ini disampaikan terima kasih.

A. Identitas Responden: (Berilah tanda "X" pada pilihan yang ada)

1. Jenis kelamin anda:
   a. Pria b. Wanita
2. Status pekerjaan anda:
   a. Karyawan tetap b. Karyawan Kontrak
3. Pendidikan terakhir:
   a. Diploma b. Sarjana/ Profesi
4. Masa kerja :
   a. Kurang dari 2 tahun b. Lebih dari 2 tahun
5. Pendapatan perbulan:
   a. ≤ Rp. 4.000.000.- b. > Rp 4.000.000.-
6. Lokasi bekerja:
   a. Klinik b. Puskesmas c. Rumah Sakit
7. Status Pernikahan:
   a. Single b. Menikah c. Single Parent
8. Tahun Kelahiran :
   a. 1965-1970 b. 1971-1975 c. 1976-1980

B. Kuesioner

Saya mohon untuk kesediaan saudara/bapak/ibu untuk memberikan pendapat atas pernyataan-pernyataan dengan cara menyilang kotak pada salah satu nomor yang dapat dipilih pada skala 1 sampai 5.

Kinerja Karyawan

1. STS : Sangat Tidak Setuju
2. TS : Tidak Setuju
3. R : Ragu
4. S : Setuju
5. SS : Sangat Setuju

No.	Pernyataan	1 (STS)	2 (TS)	3 (R)	4 (S)	5 (SS)
1.	Saya memahami kebutuhan pasien secara spesifik.					
2.	Saya mampu menempatkan diri sebagai pasien.					
3.	Saya dapat mendengarkan keluhan setiap pasien dengan baik.					
4.	Saya memberikan pelayanan prima terhadap pasien.					
5.	Saya senang memberikan pelayanan yang lebih baik bagi pasien.					
6.	Pelayanan prima yang saya berikan pada pasien tidak dapat ditemukan pada orang lain.					

Keseimbangan Kehidupan Kerja

1. TP : Tidak Pernah
2. J : Jarang
3. KK : Kadang-kadang
4. S : Sering
5. SS : Sangat Sering

No.	Pernyataan	1 (TP)	2 (J)	3 (KK)	4 (S)	5 (SS)
7.	Kehidupan pribadi terganggu karena pekerjaan.*					
8.	Pekerjaan membuat kehidupan pribadi saya menjadi sulit.*					
9.	Saya mengabaikan kebutuhan pribadi karena pekerjaan.*					
10.	Pekerjaan membuat saya menunda kepentingan pribadi.*					
11.	Saya mengabaikan kehidupan pribadi karena pekerjaan.*					
12.	Saya senang dengan kegiatan selain bekerja.					

No.	Pernyataan	1 (TP)	2 (J)	3 (KK)	4 (S)	5 (SS)
13.	Kehidupan pribadi menghabiskan energi saya.*					
14.	Pekerjaan saya menjadi kacau karena kehidupan pribadi.*					
15.	Sulit untuk bekerja karena kehidupan pribadi.*					
16.	Saya memiliki suasana hati yang baik dalam bekerja karena kehidupan pribadi.					
17.	Kehidupan pribadi memberikan saya energi untuk bekerja.					
18.	Pekerjaan memberikan saya energi untuk melakukan kegiatan pribadi.					
19.	Suasana hati saya lebih baik karena pekerjaan.					

Keterikatan Kerja

1. TP : Tidak Pernah
2. J : Jarang
3. KK : Kadang-kadang
4. S : Sering
5. SS : Sangat Sering

No.	Pernyataan	1 (TP)	2 (J)	3 (KK)	4 (S)	5 (SS)
20.	Ditempat kerja, saya merasa penuh semangat.					
21.	Dalam bekerja, saya merasa kuat.					
22.	Ketika saya bangun pagi, saya ingin pergi bekerja.					
23.	Saya mampu bekerja untuk waktu yang lama.					
24.	Dalam bekerja, saya memiliki mental tangguh.					
25.	Saya selalu bertahan meskipun pekerjaan tidak berjalan dengan baik.					
26.	Saya bekerja dengan penuh arti dan tujuan.					
27.	Saya antusias dengan pekerjaan saya.					
28.	Pekerjaan saya memberikan inspirasi.					
29.	Saya bangga dengan pekerjaan yang saya lakukan.					

No.	Pernyataan	1 (TP)	2 (J)	3 (KK)	4 (S)	5 (SS)
30.	Saya merasa pekerjaan ini cukup menantang.					
31.	Waktu berlalu ketika saya bekerja.					
32.	Saya merasa bahagia ketika bekerja secara intens.					
33.	Saya larut dalam pekerjaan.					
34.	Saya terbawa suasana saat bekerja.					
35.	Sulit untuk melepaskan diri dari pekerjaan.					

Kepuasan Kerja

1. STP : Sangat Tidak Puas
2. TP : Tidak Puas
3. BS : Biasa Saja
4. P : Puas
5. SP : Sangat Puas

No.	Pernyataan	1 (STP)	2 (TP)	3 (BS)	4 (P)	5 (SP)
36.	Perasaan saya dengan wewenang yang dimiliki dalam bekerja.					
37.	Perasaan saya terhadap tantangan yang dimiliki dalam bekerja.					
38.	Kualitas pengawasan terhadap pekerjaan saya.					
39.	Peluang yang saya miliki untuk keterampilan baru.					
40.	Jumlah pasien yang dapat saya berikan pelayanan.					
41.	Peluang yang saya miliki untuk membantu rekan kerja lain.					
42.	Kejelasan panduan yang saya miliki dalam bekerja.					
43.	Peluang keikutsertaan yang saya miliki dalam pengambilan keputusan.					
44.	Penghargaan yang diberikan oleh atasan atas kinerja saya.					
45.	Perasaan sukses secara professional.					
46.	Perasaan saya terhadap bidang spesialisasi yang dihadapi.					

No.	Pernyataan	1 (STP)	2 (TP)	3 (BS)	4 (P)	5 (SP)
47.	Hubungan interpersonal dengan karyawan lainnya.					
48.	Perkembangan yang saya peroleh dari pekerjaan.					

Komitmen Organisasional

1. STS : Sangat Tidak Setuju
2. TS : Tidak Setuju
3. R : Ragu
4. S : Setuju
5. SS : Sangat Setuju

No.	Pernyataan	1 (STS)	2 (TS)	3 (R)	4 (S)	5 (SS)
49.	Saya dapat terikat dengan mudah pada organisasi lain seperti saya terikat pada organisasi ini.					
50.	Saya tidak merasa seperti keluarga di organisasi ini.*					
51.	Saya tidak merasa memiliki keterikatan emosional dengan organisasi ini.*					
52.	Organisasi ini memiliki arti yang sangat penting bagi saya.					
53.	Saya tidak memiliki perasaan terikat terhadap organisasi ini.*					
54.	Sangat sulit bagi saya untuk meninggalkan organisasi ini.					
55.	Banyak hal dalam hidup yang akan terganggu jika saya memutuskan untuk meninggalkan organisasi ini.					
56.	Tidak akan terlalu beresiko jika saya meninggalkan organisasi ini.*					
57.	Bertahan dengan organisasi ini karena masalah kebutuhan.					
58.	Hanya sedikit pilihan saya sebagai pertimbangan untuk keluar dari organisasi ini.					
59.	Salah satu dari akibat resign adalah sedikitnya pilihan alternatif yang tersedia.					

No.	Pernyataan	1 (STS)	2 (TS)	3 (R)	4 (S)	5 (SS)
60.	Salah satu alasan saya terus bekerja diorganisasi ini karena organisasi lain belum tentu sama dengan yang saya miliki disini.					
61.	Saya berpikir bahwa belakangan ini orang lain terlalu sering berpindah dari satu organisasi ke organisasi lain.					
62.	Berpindah dari satu organisasi ke organisasi lainnya sama sekali tidak terlihat etis bagi saya.					
63.	Jika saya mendapat tawaran yang lebih baik di tempat lain, saya merasa tidak benar untuk meninggalkan organisasi ini.					
64.	Saya diajari untuk percaya pada nilai kesetiaan pada satu organisasi.					
65.	Jika saya bisa mendapatkan pekerjaan selain profesi ini dan dibayar dengan jumlah uang yang sama, saya mungkin akan mengambilnya.*					
66.	Saya tentu saja menginginkan karir untuk diri saya sendiri dalam profesi ini.					
67.	Jika saya bisa mengulangnya lagi, saya akan memilih untuk bekerja di profesi ini.					
68.	Saya kecewa pernah masuk kedalam profesi ini.*					

*Pertanyaan yang diberi *Reverse Code*

Lampiran 4

Data Responden Penelitian

A. Input Data Penelitian

No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)															
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	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
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8	4	3	4	4	4	3	3	2	4	4	5	4	2	1	1	2	3	2	3	4	4	3	3	3	2	3	2	1	1	2	3	2	2	2	2
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19	4	4	4	4	4	4	3	1	3	3	2	2	2	1	1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	2

No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)														
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20	4	4	4	3	4	4	3	3	2	4	2	2	2	3	2	2	2	4	2	2	3	2	3	4	4	2	3	3	3	3	4	3	4	4	3
21	5	5	5	5	5	5	1	1	3	3	3	3	4	4	4	4	2	1	1	3	1	1	1	5	3	5	5	5	5	5	5	5	5	5	5
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23	4	4	4	4	5	4	1	1	4	4	4	4	4	4	4	4	4	4	3	4	4	4	3	4	4	4	4	4	4	4	4	4	3	4	4
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38	1	3	1	1	1	1	1	2	2	2	2	4	5	4	4	4	3	4	5	3	2	4	3	5	3	2	4	2	3	3	2	3	4	1	3
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42	4	4	4	4	4	4	1	1	1	3	1	4	1	1	1	1	4	4	5	4	4	4	1	4	5	4	4	4	4	4	4	4	1	4	1

No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)															
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43	5	5	5	5	5	5	1	1	1	3	1	3	1	1	1	4	4	4	4	5	4	4	4	5	5	5	5	3	5	4	4	4	2	3	4
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45	5	5	5	5	5	4	1	1	2	2	2	3	1	1	1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	3
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No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)															
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79	4	4	4	3	4	3	2	3	3	3	5	3	4	2	4	2	3	2	3	2	3	3	3	4	4	2	4	4	3	4	4	2	4	5	5
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No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)															
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No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)															
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112	4	3	4	4	5	4	2	3	1	2	2	3	2	2	4	4	4	3	3	3	3	4	3	4	4	4	4	5	5	4	3	3	3	3	3
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133	3	4	4	4	5	3	3	1	1	2	1	4	1	1	1	3	5	5	5	5	4	3	3	3	4	4	4	4	4	4	4	3	1	1	1
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No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)														
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136	3	4	4	4	1	4	1	1	1	1	1	3	3	1	1	4	4	4	4	5	5	5	3	4	4	5	5	4	5	4	4	4	5	5	4
137	3	4	4	4	5	3	3	1	1	2	1	4	1	1	1	4	4	4	4	4	4	3	3	3	4	4	4	4	4	4	4	3	4	3	3
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139	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4
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141	5	5	5	5	5	4	2	4	4	4	4	4	2	2	2	2	4	3	3	3	2	2	2	2	4	4	4	4	3	3	4	4	3	3	3
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146	4	4	3	4	5	3	3	3	4	4	3	3	2	4	3	2	3	4	4	3	4	4	3	3	3	4	4	4	3	4	4	4	4	4	2
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No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)															
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158	3	4	5	4	5	3	3	1	1	2	1	4	1	1	1	4	4	5	5	4	5	4	3	4	5	4	4	4	3	4	4	3	4	3	3
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161	4	5	5	4	5	4	2	3	3	3	3	4	3	2	2	4	4	4	5	4	3	5	5	4	5	5	4	5	4	4	5	4	4	4	4
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169	5	4	5	4	4	2	2	1	3	3	2	2	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	5	4	4	4	4	4	5
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No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)															
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182	4	4	5	3	4	3	2	3	3	3	5	3	4	5	4	5	3	2	3	2	3	3	3	4	4	2	4	4	3	4	4	2	4	5	5
183	3	4	5	4	3	3	3	4	4	4	2	4	4	5	5	4	3	2	2	2	3	3	2	3	2	2	4	4	4	4	4	4	2	3	4
184	1	3	5	1	1	1	1	2	2	2	2	4	4	5	4	4	1	4	5	3	2	4	3	5	3	2	4	2	3	3	2	3	4	1	3
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No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)															
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204	3	4	5	4	1	4	3	4	3	5	3	3	3	1	1	4	4	4	4	5	5	5	3	4	4	5	5	4	5	4	4	4	3	3	3
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No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)															
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227	4	2	5	2	1	1	1	1	3	1	3	4	1	1	1	3	3	2	3	4	4	4	5	4	5	4	4	4	3	3	4	3	2	2	3
228	4	3	5	3	4	3	1	1	3	1	3	4	1	1	1	3	3	2	3	4	4	4	4	4	5	4	4	4	3	3	4	3	2	2	3
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230	1	1	5	1	4	2	1	2	3	2	3	2	1	2	1	1	1	4	5	3	2	4	4	4	5	3	4	2	3	3	2	3	4	1	3
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232	4	4	5	4	4	2	2	2	3	3	3	5	4	4	3	3	3	4	3	4	4	3	1	1	1	1	3	4	4	4	4	4	4	4	4
233	4	4	5	4	5	3	2	2	3	2	3	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	3	4	3	4
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235	5	5	5	5	5	5	3	1	3	2	3	5	4	5	4	5	5	5	5	5	5	5	4	5	5	5	5	5	5	4	5	5	4	5	4
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No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)															
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253	4	4	5	3	4	3	2	3	3	4	3	2	4	4	3	2	3	2	3	2	3	3	3	4	4	2	4	4	3	4	4	2	4	5	5
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No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)															
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No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)															
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No Resp	Kinerja Karyawan (EP)						Keseimbangan Kehidupan Kerja (WLB)													Keterikatan Kerja (JE)															
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325	4	4	5	3	3	4	3	3	3	3	3	4	3	5	4	2	3	2	3	2	3	3	3	4	4	2	4	4	3	4	4	2	4	5	5
326	4	4	5	4	3	3	2	2	3	3	4	4	4	4	2	4	4	5	4	5	4	4	4	4	5	4	4	4	5	4	2	4	4	3	3
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No Resp	Kepuasan Kerja (JS)													Komitmen Organisasional																		
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No Resp	Kepuasan Kerja (JS)													Komitmen Organisasional																		
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No Resp	Kepuasan Kerja (JS)													Komitmen Organisasional																		
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258	4	4	4	4	3	4	4	4	3	3	4	3	4	4	2	2	4	3	2	4	3	2	2	2	4	3	3	2	4	2	4	5	1
259	3	3	3	3	4	3	3	4	3	3	3	4	4	2	2	2	3	3	3	2	4	2	4	4	4	4	4	4	4	3	4	3	2
260	4	3	2	5	4	5	2	3	4	4	4	3	4	3	3	3	5	2	5	5	2	4	4	5	5	5	2	1	3	2	4	4	1
261	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5	5	4	3	4	4	5	5	4	4	5	5	3	4	4	2
262	3	4	4	4	3	4	3	3	2	4	4	3	4	3	2	2	4	2	4	2	4	2	4	4	4	4	3	4	4	1	2	1	1
263	3	4	4	4	3	4	3	3	2	4	4	3	4	3	2	2	4	2	4	2	4	2	4	4	4	4	3	4	4	1	2	1	1
264	4	5	4	3	4	4	3	4	4	4	4	4	4	3	2	3	4	4	3	3	3	3	3	3	3	3	3	4	4	3	4	4	2
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266	4	3	3	3	4	4	4	4	4	4	4	4	4	3	2	3	3	3	3	3	3	3	3	3	3	4	3	3	3	2	4	3	2
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268	5	4	5	4	5	5	5	5	5	5	5	5	5	4	2	2	5	5	3	5	3	5	5	4	5	1	5	2	5	5	4	3	2
269	5	4	5	4	5	5	5	5	5	5	5	5	5	4	2	2	5	3	3	2	4	1	5	4	5	1	5	2	5	5	4	3	2
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274	4	4	3	1	2	3	2	2	2	2	2	4	1	3	4	4	2	4	4	4	4	2	5	5	5	2	2	5	4	5	5	4	2
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No Resp	Kepuasan Kerja (JS)													Komitmen Organisasional																		
	1	2	3	4	5	6	7	8	9	10	11	12	13	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68
277	3	3	2	2	4	2	4	2	2	4	5	5	5	3	2	5	5	4	2	2	3	5	3	3	2	3	2	5	5	4	3	3	3
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280	5	4	3	4	4	4	4	4	4	4	4	4	5	4	2	2	4	2	4	4	2	2	2	4	4	2	2	2	4	2	1	4	2
281	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
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283	4	4	3	4	4	3	3	3	4	3	5	4	4	3	2	2	4	2	2	2	3	3	2	2	2	3	3	1	4	2	4	5	1
284	4	3	3	3	3	3	3	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	3	3	3	2	3	3	3	3	3	2
285	5	5	5	5	5	5	5	3	5	5	5	5	5	5	4	5	5	4	5	5	5	5	5	5	4	4	5	4	5	4	5	4	2
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288	3	3	3	4	4	3	3	5	5	5	5	3	3	2	2	2	4	2	3	4	2	3	3	3	5	5	5	4	4	3	4	3	2
289	5	4	4	4	4	4	4	5	5	5	5	4	4	2	2	2	5	2	2	5	1	5	5	5	5	4	5	4	5	3	4	5	1
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299	2	5	5	5	5	5	5	5	5	5	5	5	5	5	1	1	5	1	5	5	1	1	1	5	5	5	5	1	5	1	5	5	1

No Resp	Kepuasan Kerja (JS)													Komitmen Organisasional																		
	1	2	3	4	5	6	7	8	9	10	11	12	13	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68
300	2	4	4	4	3	4	4	4	5	4	4	4	4	4	4	3	4	2	3	4	3	4	3	4	3	4	5	4	3	3	2	4	3
301	2	4	3	5	5	5	3	4	3	5	4	5	4	4	3	3	4	2	3	5	2	5	4	4	4	3	3	2	4	2	5	3	1
302	3	4	4	4	3	4	4	4	3	3	4	3	4	4	2	2	4	2	4	4	2	2	2	2	4	3	3	2	4	2	4	5	1
303	4	3	3	3	3	3	3	4	4	4	3	3	3	4	4	4	4	4	4	4	4	4	4	3	3	3	2	3	3	3	3	3	2
304	5	5	5	5	5	5	5	5	5	4	5	5	5	5	4	5	5	4	5	5	5	5	5	5	4	5	5	5	5	4	5	4	2
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306	3	3	3	3	4	4	3	3	4	4	4	4	4	4	3	4	3	3	3	2	4	4	4	4	4	3	3	4	3	3	4	3	3
307	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
308	5	5	5	5	5	5	5	5	4	4	4	4	4	4	4	5	5	4	5	5	5	5	5	5	4	5	5	5	5	4	5	4	2
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319	3	3	3	3	3	3	1	1	1	4	4	4	1	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	2	5	5	1
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321	4	4	3	3	4	4	4	3	3	2	2	3	1	4	4	4	4	4	4	4	4	4	4	4	4	2	4	4	4	4	4	4	2
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No Resp	Kepuasan Kerja (JS)													Komitmen Organisasional																		
	1	2	3	4	5	6	7	8	9	10	11	12	13	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68
323	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
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326	4	4	3	4	4	3	3	4	4	3	4	4	4	3	2	2	4	2	2	2	3	3	2	2	2	3	3	1	4	2	4	5	1
327	3	2	1	4	4	4	3	3	1	2	2	4	3	3	2	2	4	2	4	3	2	4	3	4	4	4	4	4	4	2	4	2	3
328	5	5	5	5	5	5	5	5	5	4	5	5	5	5	4	5	5	4	5	5	5	5	5	5	4	5	5	5	5	4	5	4	2
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B. Data Responden Penelitian

Demografi	Jumlah	Presentase
Jenis Kelamin		
a. Laki-laki	101	29.7%
b. Perempuan	239	70,3%
Status Pekerjaan		
a. Karyawan Tetap	340	100%
b. Karyawan Kontrak	0	0
Masa Kerja		
a. Lebih dari 2 tahun	340	100%
b. Kurang dari 2 tahun	0	0
Pendidikan Terakhir		
a. Sarjana/ profesi	134	39,5%
b. Diploma	206	60,5%
Pendapatan per Bulan		
a. ≤ Rp. 4.000.000,-	114	33,5%
b. > Rp. 4.000.000,-	226	66,5%
Lokasi Bekerja		
a. Rumah Sakit	278	81,8%
b. Puskesmas	37	10,9%
c. Klinik	25	7,3%
Status Pernikahan		
a. Menikah	321	94,4%
b. Single	7	2%
c. Single Parent	12	3,6%
Tahun Kelahiran		
a. 1965-1970	6	1,8%
b. 1971-1975	47	13,8%
c. 1976-1980	287	84,4%

Gambaran Demografi Keadaan Responden Penelitian

Lampiran 5

Analisa Statistik Hasil Penelitian

A. Output Analisa Validitas dan Reabilitas dengan SPSS 25

```
FACTOR
  /VARIABLES EP1 EP2 EP3
  /MISSING LISTWISE
  /ANALYSIS EP1 EP2 EP3
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		EP1	EP2	EP3
Correlation	EP1	1.000	.588	.751
	EP2	.588	1.000	.458
	EP3	.751	.458	1.000
Sig. (1-tailed)	EP1		.000	.000
	EP2	.000		.005
	EP3	.000	.005	

a. Determinant = ,285

Inverse of Correlation Matrix

	EP1	EP2	EP3
EP1	2.772	-.854	-1.690
EP2	-.854	1.529	-.059
EP3	-1.690	-.059	2.297

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.643
Bartlett's Test of Sphericity	Approx. Chi-Square	34.109
	df	3
	Sig.	.000

Anti-image Matrices

		EP1	EP2	EP3
Anti-image Covariance	EP1	.361	-.202	-.265
	EP2	-.202	.654	-.017
	EP3	-.265	-.017	.435
Anti-image Correlation	EP1	.594[a]	-.415	-.670
	EP2	-.415	.762[a]	-.032
	EP3	-.670	-.032	.633[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
EP1	1.000	.846
EP2	1.000	.606
EP3	1.000	.754

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.206	73.548	73.548	2.206	73.548	73.548
2	.565	18.834	92.382			
3	.229	7.618	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
EP1	.920
EP2	.778
EP3	.869

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

		EP1	EP2	EP3
Reproduced Correlation	EP1	.846[a]	.716	.799
	EP2	.716	.606[a]	.676
	EP3	.799	.676	.754[a]
Residual[b]	EP1		-.128	-.048
	EP2	-.128		-.218
	EP3	-.048	-.218	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 2 (66,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES EP4 EP5 EP6
  /MISSING LISTWISE
  /ANALYSIS EP4 EP5 EP6
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		EP4	EP5	EP6
Correlation	EP4	1.000	.441	.580
	EP5	.441	1.000	.633
	EP6	.580	.633	1.000

Sig. (1-tailed)	EP4		.007	.000
	EP5	.007		.000
	EP6	.000	.000	

a. Determinant = ,392

Inverse of Correlation Matrix

	EP4	EP5	EP6
EP4	1.528	-.187	-.768
EP5	-.187	1.692	-.963
EP6	-.768	-.963	2.055

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.666
Bartlett's Test of Sphericity	Approx. Chi-Square	25.440
	df	3
	Sig.	.000

Anti-image Matrices

		EP4	EP5	EP6
Anti-image Covariance	EP4	.654	-.072	-.244
	EP5	-.072	.591	-.277
	EP6	-.244	-.277	.487
Anti-image Correlation	EP4	.725[a]	-.117	-.433
	EP5	-.117	.680[a]	-.516
	EP6	-.433	-.516	.619[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
EP4	1.000	.633
EP5	1.000	.682
EP6	1.000	.792

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.107	70.220	70.220	2.107	70.220	70.220
2	.563	18.756	88.976			
3	.331	11.024	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
EP4	.795
EP5	.826
EP6	.890

Extraction Method:
Principal Component
Analysis.
a. 1 components
extracted.

Reproduced Correlations

		EP4	EP5	EP6
Reproduced Correlation	EP4	.633[a]	.657	.708
	EP5	.657	.682[a]	.735
	EP6	.708	.735	.792[a]
Residual[b]	EP4		-.216	-.128
	EP5	-.216		-.102
	EP6	-.128	-.102	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities
b. Residuals are computed between observed and reproduced correlations. There are 3 (100,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES JE1 JE2 JE3 JE4 JE5 JE6
  /MISSING LISTWISE
  /ANALYSIS JE1 JE2 JE3 JE4 JE5 JE6
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		JE1	JE2	JE3	JE4	JE5	JE6
Correlation	JE1	1.000	.750	.720	.501	.456	.532
	JE2	.750	1.000	.799	.630	.433	.499
	JE3	.720	.799	1.000	.669	.394	.409
	JE4	.501	.630	.669	1.000	.397	.534
	JE5	.456	.433	.394	.397	1.000	.429
	JE6	.532	.499	.409	.534	.429	1.000
Sig. (1-tailed)	JE1		.000	.000	.002	.006	.001
	JE2	.000		.000	.000	.008	.003
	JE3	.000	.000		.000	.015	.012
	JE4	.002	.000	.000		.015	.001
	JE5	.006	.008	.015	.015		.009
	JE6	.001	.003	.012	.001	.009	

a. Determinant = ,033

Inverse of Correlation Matrix

	JE1	JE2	JE3	JE4	JE5	JE6
JE1	2.884	-1.108	-1.120	.465	-.304	-.642
JE2	-1.108	3.570	-1.617	-.427	-.126	-.247
JE3	-1.120	-1.617	3.649	-1.140	.002	.519

JE4	.465	-.427	-1.140	2.235	-.169	-.690
JE5	-.304	-.126	.002	-.169	1.379	-.277
JE6	-.642	-.247	.519	-.690	-.277	1.740

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.827
Bartlett's Test of Sphericity	Approx. Chi-Square	89.623
	df	15
	Sig.	.000

Anti-image Matrices

		JE1	JE2	JE3	JE4	JE5	JE6
Anti-image Covariance	JE1	.347	-.108	-.106	.072	-.076	-.128
	JE2	-.108	.280	-.124	-.054	-.026	-.040
	JE3	-.106	-.124	.274	-.140	.000	.082
	JE4	.072	-.054	-.140	.447	-.055	-.177
	JE5	-.076	-.026	.000	-.055	.725	-.116
	JE6	-.128	-.040	.082	-.177	-.116	.575
Anti-image Correlation	JE1	.828[a]	-.345	-.345	.183	-.152	-.286
	JE2	-.345	.851[a]	-.448	-.151	-.057	-.099
	JE3	-.345	-.448	.787[a]	-.399	.001	.206
	JE4	.183	-.151	-.399	.816[a]	-.096	-.350
	JE5	-.152	-.057	.001	-.096	.929[a]	-.179
	JE6	-.286	-.099	.206	-.350	-.179	.802[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JE1	1.000	.720
JE2	1.000	.785
JE3	1.000	.745
JE4	1.000	.626
JE5	1.000	.391
JE6	1.000	.493

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.760	62.662	62.662	3.760	62.662	62.662
2	.757	12.621	75.283			
3	.594	9.906	85.189			
4	.491	8.187	93.375			
5	.217	3.620	96.995			
6	.180	3.005	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
JE1	.848
JE2	.886
JE3	.863
JE4	.791
JE5	.626
JE6	.702

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

		JE1	JE2	JE3	JE4	JE5	JE6
Reproduced Correlation	JE1	.720[a]	.751	.732	.671	.531	.595
	JE2	.751	.785[a]	.765	.701	.554	.622
	JE3	.732	.765	.745[a]	.683	.540	.606
	JE4	.671	.701	.683	.626[a]	.495	.556
	JE5	.531	.554	.540	.495	.391[a]	.439
	JE6	.595	.622	.606	.556	.439	.493[a]
Residual[b]	JE1		-.002	-.012	-.170	-.074	-.064
	JE2	-.002		.034	-.072	-.121	-.123
	JE3	-.012	.034		-.014	-.146	-.197
	JE4	-.170	-.072	-.014		-.098	-.021
	JE5	-.074	-.121	-.146	-.098		-.010
	JE6	-.064	-.123	-.197	-.021	-.010	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 9 (60,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES JE7 JE8 JE9 JE10 JE11
  /MISSING LISTWISE
  /ANALYSIS JE7 JE8 JE9 JE10 JE11
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		JE7	JE8	JE9	JE10	JE11
Correlation	JE7	1.000	.565	.667	.662	.363
	JE8	.565	1.000	.763	.723	.608
	JE9	.667	.763	1.000	.750	.665
	JE10	.662	.723	.750	1.000	.761
	JE11	.363	.608	.665	.761	1.000
Sig. (1-tailed)	JE7		.001	.000	.000	.024

	JE8	.001		.000	.000	.000
	JE9	.000	.000		.000	.000
	JE10	.000	.000	.000		.000
	JE11	.024	.000	.000	.000	

a. Determinant = ,027

Inverse of Correlation Matrix

	JE7	JE8	JE9	JE10	JE11
JE7	2.405	-.030	-1.152	-1.522	1.070
JE8	-.030	2.738	-1.355	-.884	-.079
JE9	-1.152	-1.355	3.635	-.208	-1.018
JE10	-1.522	-.884	-.208	4.442	-2.153
JE11	1.070	-.079	-1.018	-2.153	2.976

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.782
Bartlett's Test of Sphericity	Approx. Chi-Square	96.073
	df	10
	Sig.	.000

Anti-image Matrices

		JE7	JE8	JE9	JE10	JE11
Anti-image Covariance	JE7	.416	-.005	-.132	-.142	.149
	JE8	-.005	.365	-.136	-.073	-.010
	JE9	-.132	-.136	.275	-.013	-.094
	JE10	-.142	-.073	-.013	.225	-.163
	JE11	.149	-.010	-.094	-.163	.336
Anti-image Correlation	JE7	.716[a]	-.012	-.390	-.466	.400
	JE8	-.012	.878[a]	-.429	-.253	-.028
	JE9	-.390	-.429	.824[a]	-.052	-.309
	JE10	-.466	-.253	-.052	.768[a]	-.592
	JE11	.400	-.028	-.309	-.592	.715[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JE7	1.000	.574
JE8	1.000	.747
JE9	1.000	.824
JE10	1.000	.844
JE11	1.000	.640

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.629	72.578	72.578	3.629	72.578	72.578
2	.645	12.890	85.469			
3	.360	7.191	92.660			

4	.228	4.564	97.224			
5	.139	2.776	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
JE7	.758
JE8	.864
JE9	.908
JE10	.919
JE11	.800

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

		JE7	JE8	JE9	JE10	JE11
Reproduced Correlation	JE7	.574[a]	.655	.688	.696	.606
	JE8	.655	.747[a]	.784	.794	.691
	JE9	.688	.784	.824[a]	.834	.726
	JE10	.696	.794	.834	.844[a]	.735
	JE11	.606	.691	.726	.735	.640[a]
Residual[b]	JE7		-.090	-.021	-.034	-.243
	JE8	-.090		-.021	-.071	-.084
	JE9	-.021	-.021		-.084	-.061
	JE10	-.034	-.071	-.084		.026
	JE11	-.243	-.084	-.061	.026	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 6 (60,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES JE12 JE13 JE14 JE15 JE16 JE17
  /MISSING LISTWISE
  /ANALYSIS JE12 JE13 JE14 JE15 JE16 JE17
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		JE12	JE13	JE14	JE15	JE16	JE17
Correlation	JE12	1.000	.278	.680	.635	.771	.208
	JE13	.278	1.000	.229	.543	.220	-.046
	JE14	.680	.229	1.000	.625	.664	.148
	JE15	.635	.543	.625	1.000	.773	.279
	JE16	.771	.220	.664	.773	1.000	.430

	JE17	.208	-.046	.148	.279	.430	1.000
Sig. (1-tailed)	JE12		.068	.000	.000	.000	.134
	JE13	.068		.112	.001	.121	.405
	JE14	.000	.112		.000	.000	.218
	JE15	.000	.001	.000		.000	.068
	JE16	.000	.121	.000	.000		.009
	JE17	.134	.405	.218	.068	.009	

a. Determinant = ,033

Inverse of Correlation Matrix

	JE12	JE13	JE14	JE15	JE16	JE17
JE12	2.950	-.343	-.831	.302	-1.994	.266
JE13	-.343	1.726	.212	-1.605	.909	.176
JE14	-.831	.212	2.204	-.700	-.429	.238
JE15	.302	-1.605	-.700	4.134	-2.579	-.077
JE16	-1.994	.909	-.429	-2.579	5.010	-.915
JE17	.266	.176	.238	-.077	-.915	1.333

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.719
Bartlett's Test of Sphericity	Approx. Chi-Square	89.058
	df	15
	Sig.	.000

Anti-image Matrices

		JE12	JE13	JE14	JE15	JE16	JE17
Anti-image Covariance	JE12	.339	-.067	-.128	.025	-.135	.068
	JE13	-.067	.579	.056	-.225	.105	.077
	JE14	-.128	.056	.454	-.077	-.039	.081
	JE15	.025	-.225	-.077	.242	-.125	-.014
	JE16	-.135	.105	-.039	-.125	.200	-.137
	JE17	.068	.077	.081	-.014	-.137	.750
Anti-image Correlation	JE12	.788[a]	-.152	-.326	.087	-.519	.134
	JE13	-.152	.485[a]	.109	-.601	.309	.116
	JE14	-.326	.109	.868[a]	-.232	-.129	.139
	JE15	.087	-.601	-.232	.703[a]	-.567	-.033
	JE16	-.519	.309	-.129	-.567	.693[a]	-.354
	JE17	.134	.116	.139	-.033	-.354	.651[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JE12	1.000	.732
JE13	1.000	.712
JE14	1.000	.650
JE15	1.000	.822
JE16	1.000	.875
JE17	1.000	.682

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.365	56.082	56.082	3.365	56.082	56.082
2	1.109	18.486	74.567	1.109	18.486	74.567
3	.790	13.173	87.741			
4	.333	5.553	93.294			
5	.283	4.711	98.005			
6	.120	1.995	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
JE12	.855	.014
JE13	.460	-.707
JE14	.806	-.026
JE15	.891	-.166
JE16	.910	.219
JE17	.387	.730

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		JE12	JE13	JE14	JE15	JE16	JE17
Reproduced Correlation	JE12	.732[a]	.384	.689	.760	.781	.342
	JE13	.384	.712[a]	.389	.528	.264	-.338
	JE14	.689	.389	.650[a]	.722	.727	.293
	JE15	.760	.528	.722	.822[a]	.775	.224
	JE16	.781	.264	.727	.775	.875[a]	.512
	JE17	.342	-.338	.293	.224	.512	.682[a]
Residual[b]	JE12		-.106	-.009	-.126	-.011	-.133
	JE13	-.106		-.160	.015	-.044	.292
	JE14	-.009	-.160		-.097	-.064	-.146
	JE15	-.126	.015	-.097		-.001	.055
	JE16	-.011	-.044	-.064	-.001		-.082
	JE17	-.133	.292	-.146	.055	-.082	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 10 (66,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES JE12 JE14 JE15 JE16 JE17
  /MISSING LISTWISE
  /ANALYSIS JE12 JE14 JE15 JE16 JE17
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		JE12	JE14	JE15	JE16	JE17
Correlation	JE12	1.000	.680	.635	.771	.208
	JE14	.680	1.000	.625	.664	.148
	JE15	.635	.625	1.000	.773	.279
	JE16	.771	.664	.773	1.000	.430
	JE17	.208	.148	.279	.430	1.000
Sig. (1-tailed)	JE12		.000	.000	.000	.134
	JE14	.000		.000	.000	.218
	JE15	.000	.000		.000	.068
	JE16	.000	.000	.000		.009
	JE17	.134	.218	.068	.009	

a. Determinant = ,057

Inverse of Correlation Matrix

	JE12	JE14	JE15	JE16	JE17
JE12	2.882	-.789	-.016	-1.814	.301
JE14	-.789	2.178	-.503	-.541	.216
JE15	-.016	-.503	2.642	-1.734	.087
JE16	-1.814	-.541	-1.734	4.532	-1.008
JE17	.301	.216	.087	-1.008	1.315

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.783
Bartlett's Test of Sphericity	Approx. Chi-Square	75.725
	df	10
	Sig.	.000

Anti-image Matrices

		JE12	JE14	JE15	JE16	JE17
Anti-image Covariance	JE12	.347	-.126	-.002	-.139	.079
	JE14	-.126	.459	-.087	-.055	.075
	JE15	-.002	-.087	.378	-.145	.025
	JE16	-.139	-.055	-.145	.221	-.169
	JE17	.079	.075	.025	-.169	.760
Anti-image Correlation	JE12	.800[a]	-.315	-.006	-.502	.155
	JE14	-.315	.874[a]	-.210	-.172	.128
	JE15	-.006	-.210	.832[a]	-.501	.047
	JE16	-.502	-.172	-.501	.721[a]	-.413
	JE17	.155	.128	.047	-.413	.607[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JE12	1.000	.748
JE14	1.000	.670
JE15	1.000	.740
JE16	1.000	.869

JE17	1.000	.182

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.208	64.168	64.168	3.208	64.168	64.168
2	.929	18.575	82.743			
3	.377	7.537	90.280			
4	.332	6.641	96.921			
5	.154	3.079	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
JE12	.865
JE14	.818
JE15	.861
JE16	.932
JE17	.427

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

		JE12	JE14	JE15	JE16	JE17
Reproduced Correlation	JE12	.748[a]	.707	.744	.806	.369
	JE14	.707	.670[a]	.704	.763	.349
	JE15	.744	.704	.740[a]	.802	.367
	JE16	.806	.763	.802	.869[a]	.398
	JE17	.369	.349	.367	.398	.182[a]
Residual[b]	JE12		-.028	-.109	-.035	-.160
	JE14	-.028		-.079	-.099	-.201
	JE15	-.109	-.079		-.029	-.088
	JE16	-.035	-.099	-.029		.033
	JE17	-.160	-.201	-.088	.033	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 6 (60,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES JS1 JS2 JS3 JS4 JS5 JS6 JS7 JS8 JS9 JS10 JS11 JS12 JS13 JS14 JS15 JS16
  /MISSING LISTWISE
  /ANALYSIS JS1 JS2 JS3 JS4 JS5 JS6 JS7 JS8 JS9 JS10 JS11 JS12 JS13 JS14 JS15 JS16
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		JS1	JS2	JS3	JS4	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
Correlation	JS1	1.000	.600	-.044	.099	.701	.546	.232	.448	.635	.493	.517	.424	.405	.383	.583	.302
	JS2	.600	1.000	.030	.369	.713	.735	.409	.641	.593	.772	.758	.751	.770	.734	.541	.705
	JS3	-.044	.030	1.000	.710	.222	.436	.475	.360	.215	.282	.476	.357	.284	.200	.021	.296
	JS4	.099	.369	.710	1.000	.545	.639	.720	.474	.495	.523	.634	.710	.476	.439	.234	.536
	JS5	.701	.713	.222	.545	1.000	.795	.612	.671	.786	.644	.753	.726	.651	.557	.546	.614
	JS6	.546	.735	.436	.639	.795	1.000	.591	.692	.659	.824	.786	.769	.648	.630	.451	.653
	JS7	.232	.409	.475	.720	.612	.591	1.000	.620	.786	.609	.657	.706	.755	.579	.405	.746
	JS8	.448	.641	.360	.474	.671	.692	.620	1.000	.726	.667	.658	.628	.717	.720	.635	.793
	JS9	.635	.593	.215	.495	.786	.659	.786	.726	1.000	.657	.743	.758	.697	.663	.648	.683
	JS10	.493	.772	.282	.523	.644	.824	.609	.667	.657	1.000	.770	.707	.717	.824	.689	.820
	JS11	.517	.758	.476	.634	.753	.786	.657	.658	.743	.770	1.000	.846	.772	.708	.451	.725
	JS12	.424	.751	.357	.710	.726	.769	.706	.628	.758	.707	.846	1.000	.718	.652	.450	.650
	JS13	.405	.770	.284	.476	.651	.648	.755	.717	.697	.717	.772	.718	1.000	.762	.465	.861
	JS14	.383	.734	.200	.439	.557	.630	.579	.720	.663	.824	.708	.652	.762	1.000	.591	.847

	JS15	.583	.541	.021	.234	.546	.451	.405	.635	.648	.689	.451	.450	.465	.591	1.000	.585
	JS16	.302	.705	.296	.536	.614	.653	.746	.793	.683	.820	.725	.650	.861	.847	.585	1.000
Sig. (1-tailed)	JS1		.000	.409	.301	.000	.001	.108	.007	.000	.003	.002	.010	.013	.018	.000	.052
	JS2	.000		.438	.022	.000	.000	.012	.000	.000	.000	.000	.000	.000	.000	.001	.000
	JS3	.409	.438		.000	.119	.008	.004	.025	.127	.066	.004	.026	.064	.145	.456	.056
	JS4	.301	.022	.000		.001	.000	.000	.004	.003	.001	.000	.000	.004	.008	.107	.001
	JS5	.000	.000	.119	.001		.000	.000	.000	.000	.000	.000	.000	.000	.001	.001	.000
	JS6	.001	.000	.008	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.006	.000
	JS7	.108	.012	.004	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.013	.000
	JS8	.007	.000	.025	.004	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	JS9	.000	.000	.127	.003	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	JS10	.003	.000	.066	.001	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	JS11	.002	.000	.004	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.006	.000
	JS12	.010	.000	.026	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.006	.000
	JS13	.013	.000	.064	.004	.000	.000	.000	.000	.000	.000	.000	.000		.000	.005	.000
	JS14	.018	.000	.145	.008	.001	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	JS15	.000	.001	.456	.107	.001	.006	.013	.000	.000	.000	.006	.006	.005	.000		.000
	JS16	.052	.000	.056	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	

a. Determinant = 1,15E-010

Inverse of Correlation Matrix

	JS1	JS2	JS3	JS4	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
JS1	5.374	-2.738	-1.068	.629	-2.209	.227	1.746	.460	-4.434	-1.701	.231	2.533	-.960	.654	-.603	3.064
JS2	-2.738	15.423	5.026	-2.980	-.380	-1.876	6.934	-1.504	3.500	-1.711	-2.195	-5.173	-7.605	-.120	-.061	-1.808

JS3	-1.068	5.026	6.632	-4.088	2.644	-2.993	-.483	-2.433	3.416	1.526	-5.392	1.418	-2.261	-.018	-.953	1.551
JS4	.629	-2.980	-4.088	7.999	-2.077	-.668	-5.190	1.800	2.517	2.224	1.171	-3.216	5.005	-1.318	-.712	-2.093
JS5	-2.209	-.380	2.644	-2.077	8.070	-5.933	-1.947	.358	.572	6.105	-3.475	1.493	.470	.028	-2.214	-1.629
JS6	.227	-1.876	-2.993	-.668	-5.933	15.042	3.084	-4.378	-3.388	-14.722	4.428	-1.579	-.443	2.982	6.348	3.832
JS7	1.746	6.934	-.483	-5.190	-1.947	3.084	17.212	.569	-10.356	-7.289	4.960	-1.998	-9.689	3.687	2.864	-2.298
JS8	.460	-1.504	-2.433	1.800	.358	-4.378	.569	6.991	-1.770	5.999	1.469	-.416	.649	-1.469	-2.776	-4.845
JS9	-4.434	3.500	3.416	2.517	.572	-3.388	-10.356	-1.770	15.919	6.759	-5.886	-3.387	3.750	-3.638	-3.501	-.551
JS10	-1.701	-1.711	1.526	2.224	6.105	-14.722	-7.289	5.999	6.759	23.025	-6.023	.708	4.685	-5.596	-8.727	-7.157
JS11	.231	-2.195	-5.392	1.171	-3.475	4.428	4.960	1.469	-5.886	-6.023	11.774	-3.800	-1.658	.967	3.392	-1.658
JS12	2.533	-5.173	1.418	-3.216	1.493	-1.579	-1.998	-.416	-3.387	.708	-3.800	10.141	-.154	-.059	-.739	4.638
JS13	-.960	-7.605	-2.261	5.005	.470	-.443	-9.689	.649	3.750	4.685	-1.658	-.154	12.715	-1.907	-.358	-3.876
JS14	.654	-.120	-.018	-1.318	.028	2.982	3.687	-1.469	-3.638	-5.596	.967	-.059	-1.907	6.324	1.785	-1.301
JS15	-.603	-.061	-.953	-.712	-2.214	6.348	2.864	-2.776	-3.501	-8.727	3.392	-.739	-.358	1.785	6.182	.916
JS16	3.064	-1.808	1.551	-2.093	-1.629	3.832	-2.298	-4.845	-.551	-7.157	-1.658	4.638	-3.876	-1.301	.916	14.403

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.804
Bartlett's Test of Sphericity	Approx. Chi-Square	522.573
	df	120
	Sig.	.000

Anti-image Matrices

		JS1	JS2	JS3	JS4	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
Anti-image Covariance	JS1	.186	-.033	-.030	.015	-.051	.003	.019	.012	-.052	-.014	.004	.046	-.014	.019	-.018	.040

	JS2	-.033	.065	.049	-.024	-.003	-.008	.026	-.014	.014	-.005	-.012	-.033	-.039	-.001	-.001	-.008
	JS3	-.030	.049	.151	-.077	.049	-.030	-.004	-.052	.032	.010	-.069	.021	-.027	.000	-.023	.016
	JS4	.015	-.024	-.077	.125	-.032	-.006	-.038	.032	.020	.012	.012	-.040	.049	-.026	-.014	-.018
	JS5	-.051	-.003	.049	-.032	.124	-.049	-.014	.006	.004	.033	-.037	.018	.005	.001	-.044	-.014
	JS6	.003	-.008	-.030	-.006	-.049	.066	.012	-.042	-.014	-.043	.025	-.010	-.002	.031	.068	.018
	JS7	.019	.026	-.004	-.038	-.014	.012	.058	.005	-.038	-.018	.024	-.011	-.044	.034	.027	-.009
	JS8	.012	-.014	-.052	.032	.006	-.042	.005	.143	-.016	.037	.018	-.006	.007	-.033	-.064	-.048
	JS9	-.052	.014	.032	.020	.004	-.014	-.038	-.016	.063	.018	-.031	-.021	.019	-.036	-.036	-.002
	JS10	-.014	-.005	.010	.012	.033	-.043	-.018	.037	.018	.043	-.022	.003	.016	-.038	-.061	-.022
	JS11	.004	-.012	-.069	.012	-.037	.025	.024	.018	-.031	-.022	.085	-.032	-.011	.013	.047	-.010
	JS12	.046	-.033	.021	-.040	.018	-.010	-.011	-.006	-.021	.003	-.032	.099	-.001	-.001	-.012	.032
	JS13	-.014	-.039	-.027	.049	.005	-.002	-.044	.007	.019	.016	-.011	-.001	.079	-.024	-.005	-.021
	JS14	.019	-.001	.000	-.026	.001	.031	.034	-.033	-.036	-.038	.013	-.001	-.024	.158	.046	-.014
	JS15	-.018	-.001	-.023	-.014	-.044	.068	.027	-.064	-.036	-.061	.047	-.012	-.005	.046	.162	.010
	JS16	.040	-.008	.016	-.018	-.014	.018	-.009	-.048	-.002	-.022	-.010	.032	-.021	-.014	.010	.069
Anti-image Correlation	JS1	.800[a]	-.301	-.179	.096	-.335	.025	.182	.075	-.479	-.153	.029	.343	-.116	.112	-.105	.348
	JS2	-.301	.837[a]	.497	-.268	-.034	-.123	.426	-.145	.223	-.091	-.163	-.414	-.543	-.012	-.006	-.121
	JS3	-.179	.497	.531[a]	-.561	.361	-.300	-.045	-.357	.332	.124	-.610	.173	-.246	-.003	-.149	.159
	JS4	.096	-.268	-.561	.772[a]	-.259	-.061	-.442	.241	.223	.164	.121	-.357	.496	-.185	-.101	-.195
	JS5	-.335	-.034	.361	-.259	.851[a]	-.539	-.165	.048	.050	.448	-.356	.165	.046	.004	-.314	-.151
	JS6	.025	-.123	-.300	-.061	-.539	.768[a]	.192	-.427	-.219	-.791	.333	-.128	-.032	.306	.658	.260
	JS7	.182	.426	-.045	-.442	-.165	.192	.757[a]	.052	-.626	-.366	.348	-.151	-.655	.353	.278	-.146
	JS8	.075	-.145	-.357	.241	.048	-.427	.052	.843[a]	-.168	.473	.162	-.049	.069	-.221	-.422	-.483
	JS9	-.479	.223	.332	.223	.050	-.219	-.626	-.168	.803[a]	.353	-.430	-.267	.264	-.363	-.353	-.036

JS10	-.153	-.091	.124	.164	.448	-.791	-.366	.473	.353	.736[a]	-.366	.046	.274	-.464	-.731	-.393
JS11	.029	-.163	-.610	.121	-.356	.333	.348	.162	-.430	-.366	.833[a]	-.348	-.136	.112	.398	-.127
JS12	.343	-.414	.173	-.357	.165	-.128	-.151	-.049	-.267	.046	-.348	.886[a]	-.014	-.007	-.093	.384
JS13	-.116	-.543	-.246	.496	.046	-.032	-.655	.069	.264	.274	-.136	-.014	.832[a]	-.213	-.040	-.286
JS14	.112	-.012	-.003	-.185	.004	.306	.353	-.221	-.363	-.464	.112	-.007	-.213	.883[a]	.286	-.136
JS15	-.105	-.006	-.149	-.101	-.314	.658	.278	-.422	-.353	-.731	.398	-.093	-.040	.286	.694[a]	.097
JS16	.348	-.121	.159	-.195	-.151	.260	-.146	-.483	-.036	-.393	-.127	.384	-.286	-.136	.097	.875[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS1	1.000	.649
JS2	1.000	.780
JS3	1.000	.763
JS4	1.000	.835
JS5	1.000	.727
JS6	1.000	.750
JS7	1.000	.745
JS8	1.000	.695
JS9	1.000	.751
JS10	1.000	.787
JS11	1.000	.817
JS12	1.000	.772
JS13	1.000	.744

JS14	1.000	.704
JS15	1.000	.619
JS16	1.000	.760

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.085	63.034	63.034	10.085	63.034	63.034
2	1.814	11.337	74.371	1.814	11.337	74.371
3	.991	6.193	80.564			
4	.737	4.609	85.173			
5	.615	3.845	89.018			
6	.423	2.642	91.661			
7	.312	1.951	93.612			
8	.272	1.697	95.309			
9	.220	1.376	96.685			
10	.181	1.129	97.815			
11	.138	.862	98.677			
12	.084	.526	99.203			
13	.042	.266	99.468			
14	.037	.230	99.698			
15	.031	.192	99.890			

16	.018	.110	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
JS1	.582	-.557
JS2	.822	-.324
JS3	.392	.781
JS4	.669	.623
JS5	.841	-.140
JS6	.864	.069
JS7	.786	.355
JS8	.833	-.037
JS9	.859	-.117
JS10	.882	-.099
JS11	.897	.110
JS12	.869	.134
JS13	.862	.004
JS14	.831	-.117
JS15	.661	-.426
JS16	.871	.029

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		JS1	JS2	JS3	JS4	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
Reproduced Correlation	JS1	.649[a]	.659	-.207	.043	.567	.464	.260	.505	.565	.569	.460	.431	.499	.549	.622	.491
	JS2	.659	.780[a]	.070	.348	.737	.687	.531	.697	.744	.757	.701	.670	.707	.721	.681	.706
	JS3	-.207	.070	.763[a]	.749	.221	.392	.586	.298	.246	.268	.438	.445	.342	.235	-.074	.364
	JS4	.043	.348	.749	.835[a]	.476	.621	.747	.535	.502	.528	.669	.664	.580	.483	.177	.601
	JS5	.567	.737	.221	.476	.727[a]	.717	.612	.706	.739	.756	.739	.712	.725	.715	.616	.729
	JS6	.464	.687	.392	.621	.717	.750[a]	.704	.717	.734	.755	.782	.759	.745	.709	.541	.754
	JS7	.260	.531	.586	.747	.612	.704	.745[a]	.642	.634	.658	.745	.730	.680	.612	.369	.695
	JS8	.505	.697	.298	.535	.706	.717	.642	.695[a]	.720	.738	.743	.719	.718	.697	.566	.725
	JS9	.565	.744	.246	.502	.739	.734	.634	.720	.751[a]	.769	.758	.730	.740	.727	.618	.745
	JS10	.569	.757	.268	.528	.756	.755	.658	.738	.769	.787[a]	.780	.753	.760	.744	.625	.765
	JS11	.460	.701	.438	.669	.739	.782	.745	.743	.758	.780	.817[a]	.794	.774	.732	.546	.785
	JS12	.431	.670	.445	.664	.712	.759	.730	.719	.730	.753	.794	.772[a]	.750	.706	.517	.761
	JS13	.499	.707	.342	.580	.725	.745	.680	.718	.740	.760	.774	.750	.744[a]	.716	.568	.751
	JS14	.549	.721	.235	.483	.715	.709	.612	.697	.727	.744	.732	.706	.716	.704[a]	.599	.720
	JS15	.622	.681	-.074	.177	.616	.541	.369	.566	.618	.625	.546	.517	.568	.599	.619[a]	.563
	JS16	.491	.706	.364	.601	.729	.754	.695	.725	.745	.765	.785	.761	.751	.720	.563	.760[a]
Residual[b]	JS1		-.058	.163	.057	.134	.081	-.028	-.058	.070	-.075	.057	-.007	-.095	-.166	-.039	-.188

JS2	-.058		-.040	.021	-.024	.048	-.123	-.055	-.151	.015	.057	.080	.063	.013	-.140	-.001
JS3	.163	-.040		-.039	.002	.044	-.110	.062	-.031	.014	.038	-.088	-.058	-.035	.095	-.069
JS4	.057	.021	-.039		.070	.018	-.028	-.061	-.007	-.005	-.035	.045	-.104	-.044	.057	-.065
JS5	.134	-.024	.002	.070		.078	.000	-.035	.047	-.112	.014	.015	-.074	-.158	-.070	-.114
JS6	.081	.048	.044	.018	.078		-.112	-.025	-.074	.069	.004	.010	-.097	-.079	-.090	-.101
JS7	-.028	-.123	-.110	-.028	.000	-.112		-.022	.152	-.049	-.087	-.024	.075	-.033	.036	.050
JS8	-.058	-.055	.062	-.061	-.035	-.025	-.022		.006	-.071	-.085	-.090	-.001	.024	.068	.068
JS9	.070	-.151	-.031	-.007	.047	-.074	.152	.006		-.112	-.014	.028	-.043	-.065	.030	-.062
JS10	-.075	.015	.014	-.005	-.112	.069	-.049	-.071	-.112		-.010	-.046	-.043	.080	.064	.054
JS11	.057	.057	.038	-.035	.014	.004	-.087	-.085	-.014	-.010		.053	-.002	-.024	-.095	-.060
JS12	-.007	.080	-.088	.045	.015	.010	-.024	-.090	.028	-.046	.053		-.032	-.054	-.067	-.111
JS13	-.095	.063	-.058	-.104	-.074	-.097	.075	-.001	-.043	-.043	-.002	-.032		.046	-.103	.110
JS14	-.166	.013	-.035	-.044	-.158	-.079	-.033	.024	-.065	.080	-.024	-.054	.046		-.008	.127
JS15	-.039	-.140	.095	.057	-.070	-.090	.036	.068	.030	.064	-.095	-.067	-.103	-.008		.021
JS16	-.188	-.001	-.069	-.065	-.114	-.101	.050	.068	-.062	.054	-.060	-.111	.110	.127	.021	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 67 (55,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES JS1 JS2 JS3 JS5 JS6 JS7 JS8 JS9 JS10 JS11 JS12 JS13 JS14 JS15 JS16
  /MISSING LISTWISE
  /ANALYSIS JS1 JS2 JS3 JS5 JS6 JS7 JS8 JS9 JS10 JS11 JS12 JS13 JS14 JS15 JS16
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		JS1	JS2	JS3	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
Correlation	JS1	1.000	.600	-.044	.701	.546	.232	.448	.635	.493	.517	.424	.405	.383	.583	.302
	JS2	.600	1.000	.030	.713	.735	.409	.641	.593	.772	.758	.751	.770	.734	.541	.705
	JS3	-.044	.030	1.000	.222	.436	.475	.360	.215	.282	.476	.357	.284	.200	.021	.296
	JS5	.701	.713	.222	1.000	.795	.612	.671	.786	.644	.753	.726	.651	.557	.546	.614
	JS6	.546	.735	.436	.795	1.000	.591	.692	.659	.824	.786	.769	.648	.630	.451	.653
	JS7	.232	.409	.475	.612	.591	1.000	.620	.786	.609	.657	.706	.755	.579	.405	.746
	JS8	.448	.641	.360	.671	.692	.620	1.000	.726	.667	.658	.628	.717	.720	.635	.793
	JS9	.635	.593	.215	.786	.659	.786	.726	1.000	.657	.743	.758	.697	.663	.648	.683
	JS10	.493	.772	.282	.644	.824	.609	.667	.657	1.000	.770	.707	.717	.824	.689	.820
	JS11	.517	.758	.476	.753	.786	.657	.658	.743	.770	1.000	.846	.772	.708	.451	.725
	JS12	.424	.751	.357	.726	.769	.706	.628	.758	.707	.846	1.000	.718	.652	.450	.650
	JS13	.405	.770	.284	.651	.648	.755	.717	.697	.717	.772	.718	1.000	.762	.465	.861
	JS14	.383	.734	.200	.557	.630	.579	.720	.663	.824	.708	.652	.762	1.000	.591	.847
	JS15	.583	.541	.021	.546	.451	.405	.635	.648	.689	.451	.450	.465	.591	1.000	.585
	JS16	.302	.705	.296	.614	.653	.746	.793	.683	.820	.725	.650	.861	.847	.585	1.000
Sig. (1-tailed)	JS1		.000	.409	.000	.001	.108	.007	.000	.003	.002	.010	.013	.018	.000	.052
	JS2	.000		.438	.000	.000	.012	.000	.000	.000	.000	.000	.000	.000	.001	.000
	JS3	.409	.438		.119	.008	.004	.025	.127	.066	.004	.026	.064	.145	.456	.056
	JS5	.000	.000	.119		.000	.000	.000	.000	.000	.000	.000	.000	.001	.001	.000
	JS6	.001	.000	.008	.000		.000	.000	.000	.000	.000	.000	.000	.000	.006	.000

JS7	.108	.012	.004	.000	.000		.000	.000	.000	.000	.000	.000	.000	.013	.000
JS8	.007	.000	.025	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
JS9	.000	.000	.127	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
JS10	.003	.000	.066	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
JS11	.002	.000	.004	.000	.000	.000	.000	.000	.000		.000	.000	.000	.006	.000
JS12	.010	.000	.026	.000	.000	.000	.000	.000	.000	.000		.000	.000	.006	.000
JS13	.013	.000	.064	.000	.000	.000	.000	.000	.000	.000	.000		.000	.005	.000
JS14	.018	.000	.145	.001	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
JS15	.000	.001	.456	.001	.006	.013	.000	.000	.000	.006	.006	.005	.000		.000
JS16	.052	.000	.056	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	

a. Determinant = 9,20E-010

Inverse of Correlation Matrix

	JS1	JS2	JS3	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
JS1	5.324	-2.503	-.746	-2.046	.279	2.154	.318	-4.632	-1.876	.139	2.785	-1.354	.758	-.547	3.228
JS2	-2.503	14.312	3.503	-1.154	-2.125	5.001	-.834	4.438	-.882	-1.759	-6.371	-5.740	-.611	-.326	-2.588
JS3	-.746	3.503	4.543	1.583	-3.335	-3.136	-1.513	4.702	2.663	-4.794	-.226	.297	-.692	-1.316	.481
JS5	-2.046	-1.154	1.583	7.531	-6.107	-3.294	.826	1.226	6.683	-3.171	.658	1.770	-.314	-2.399	-2.173
JS6	.279	-2.125	-3.335	-6.107	14.987	2.651	-4.228	-3.178	-14.536	4.526	-1.848	-.025	2.872	6.289	3.658
JS7	2.154	5.001	-3.136	-3.294	2.651	13.844	1.737	-8.722	-5.846	5.720	-4.085	-6.441	2.831	2.402	-3.657
JS8	.318	-.834	-1.513	.826	-4.228	1.737	6.585	-2.337	5.498	1.205	.308	-.477	-1.173	-2.615	-4.374
JS9	-4.632	4.438	4.702	1.226	-3.178	-8.722	-2.337	15.126	6.059	-6.255	-2.375	2.175	-3.223	-3.276	.108
JS10	-1.876	-.882	2.663	6.683	-14.536	-5.846	5.498	6.059	22.407	-6.348	1.602	3.294	-5.229	-8.529	-6.575
JS11	.139	-1.759	-4.794	-3.171	4.526	5.720	1.205	-6.255	-6.348	11.603	-3.329	-2.391	1.160	3.496	-1.352

JS12	2.785	-6.371	-.226	.658	-1.848	-4.085	.308	-2.375	1.602	-3.329	8.847	1.858	-.589	-1.026	3.796
JS13	-1.354	-5.740	.297	1.770	-.025	-6.441	-.477	2.175	3.294	-2.391	1.858	9.583	-1.082	.088	-2.566
JS14	.758	-.611	-.692	-.314	2.872	2.831	-1.173	-3.223	-5.229	1.160	-.589	-1.082	6.106	1.668	-1.646
JS15	-.547	-.326	-1.316	-2.399	6.289	2.402	-2.615	-3.276	-8.529	3.496	-1.026	.088	1.668	6.118	.729
JS16	3.228	-2.588	.481	-2.173	3.658	-3.657	-4.374	.108	-6.575	-1.352	3.796	-2.566	-1.646	.729	13.855

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.796
Bartlett's Test of Sphericity	Approx. Chi-Square	482.031
	df	105
	Sig.	.000

Anti-image Matrices

		JS1	JS2	JS3	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
Anti-image Covariance	JS1	.188	-.033	-.031	-.051	.004	.029	.009	-.058	-.016	.002	.059	-.027	.023	-.017	.044
	JS2	-.033	.070	.054	-.011	-.010	.025	-.009	.020	-.003	-.011	-.050	-.042	-.007	-.004	-.013
	JS3	-.031	.054	.220	.046	-.049	-.050	-.051	.068	.026	-.091	-.006	.007	-.025	-.047	.008
	JS5	-.051	-.011	.046	.133	-.054	-.032	.017	.011	.040	-.036	.010	.025	-.007	-.052	-.021
	JS6	.004	-.010	-.049	-.054	.067	.013	-.043	-.014	-.043	.026	-.014	.000	.031	.069	.018
	JS7	.029	.025	-.050	-.032	.013	.072	.019	-.042	-.019	.036	-.033	-.049	.033	.028	-.019
	JS8	.009	-.009	-.051	.017	-.043	.019	.152	-.023	.037	.016	.005	-.008	-.029	-.065	-.048
	JS9	-.058	.020	.068	.011	-.014	-.042	-.023	.066	.018	-.036	-.018	.015	-.035	-.035	.001
	JS10	-.016	-.003	.026	.040	-.043	-.019	.037	.018	.045	-.024	.008	.015	-.038	-.062	-.021
	JS11	.002	-.011	-.091	-.036	.026	.036	.016	-.036	-.024	.086	-.032	-.022	.016	.049	-.008

	JS12	.059	-.050	-.006	.010	-.014	-.033	.005	-.018	.008	-.032	.113	.022	-.011	-.019	.031
	JS13	-.027	-.042	.007	.025	.000	-.049	-.008	.015	.015	-.022	.022	.104	-.018	.001	-.019
	JS14	.023	-.007	-.025	-.007	.031	.033	-.029	-.035	-.038	.016	-.011	-.018	.164	.045	-.019
	JS15	-.017	-.004	-.047	-.052	.069	.028	-.065	-.035	-.062	.049	-.019	.001	.045	.163	.009
	JS16	.044	-.013	.008	-.021	.018	-.019	-.048	.001	-.021	-.008	.031	-.019	-.019	.009	.072
Anti-image Correlation	JS1	.775[a]	-.287	-.152	-.323	.031	.251	.054	-.516	-.172	.018	.406	-.190	.133	-.096	.376
	JS2	-.287	.839[a]	.434	-.111	-.145	.355	-.086	.302	-.049	-.136	-.566	-.490	-.065	-.035	-.184
	JS3	-.152	.434	.446[a]	.271	-.404	-.395	-.277	.567	.264	-.660	-.036	.045	-.131	-.250	.061
	JS5	-.323	-.111	.271	.828[a]	-.575	-.323	.117	.115	.514	-.339	.081	.208	-.046	-.353	-.213
	JS6	.031	-.145	-.404	-.575	.746[a]	.184	-.426	-.211	-.793	.343	-.160	-.002	.300	.657	.254
	JS7	.251	.355	-.395	-.323	.184	.731[a]	.182	-.603	-.332	.451	-.369	-.559	.308	.261	-.264
	JS8	.054	-.086	-.277	.117	-.426	.182	.854[a]	-.234	.453	.138	.040	-.060	-.185	-.412	-.458
	JS9	-.516	.302	.567	.115	-.211	-.603	-.234	.781[a]	.329	-.472	-.205	.181	-.335	-.341	.007
	JS10	-.172	-.049	.264	.514	-.793	-.332	.453	.329	.727[a]	-.394	.114	.225	-.447	-.728	-.373
	JS11	.018	-.136	-.660	-.339	.343	.451	.138	-.472	-.394	.805[a]	-.329	-.227	.138	.415	-.107
	JS12	.406	-.566	-.036	.081	-.160	-.369	.040	-.205	.114	-.329	.861[a]	.202	-.080	-.139	.343
	JS13	-.190	-.490	.045	.208	-.002	-.559	-.060	.181	.225	-.227	.202	.879[a]	-.141	.011	-.223
	JS14	.133	-.065	-.131	-.046	.300	.308	-.185	-.335	-.447	.138	-.080	-.141	.892[a]	.273	-.179
	JS15	-.096	-.035	-.250	-.353	.657	.261	-.412	-.341	-.728	.415	-.139	.011	.273	.686[a]	.079
	JS16	.376	-.184	.061	-.213	.254	-.264	-.458	.007	-.373	-.107	.343	-.223	-.179	.079	.876[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS1	1.000	.712
JS2	1.000	.778
JS3	1.000	.724
JS5	1.000	.737
JS6	1.000	.739
JS7	1.000	.752
JS8	1.000	.704
JS9	1.000	.754
JS10	1.000	.786
JS11	1.000	.818
JS12	1.000	.751
JS13	1.000	.768
JS14	1.000	.704
JS15	1.000	.625
JS16	1.000	.782

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	9.666	64.440	64.440	9.666	64.440	64.440
2	1.468	9.787	74.227	1.468	9.787	74.227
3	.957	6.378	80.605			
4	.737	4.915	85.519			
5	.614	4.094	89.613			
6	.372	2.483	92.096			
7	.291	1.943	94.039			
8	.271	1.806	95.845			
9	.215	1.436	97.281			
10	.151	1.008	98.289			
11	.104	.697	98.985			
12	.060	.403	99.388			
13	.039	.262	99.650			
14	.034	.227	99.876			
15	.019	.124	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
JS1	.605	-.589

JS2	.835	-.285
JS3	.355	.773
JS5	.842	-.169
JS6	.857	.067
JS7	.770	.400
JS8	.838	.045
JS9	.864	-.087
JS10	.886	-.047
JS11	.892	.148
JS12	.857	.127
JS13	.868	.120
JS14	.839	-.018
JS15	.677	-.408
JS16	.873	.139

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		JS1	JS2	JS3	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
Reproduced Correlation	JS1	.712[a]	.672	-.240	.609	.479	.230	.480	.573	.563	.452	.444	.454	.518	.650	.446
	JS2	.672	.778[a]	.077	.751	.697	.529	.687	.746	.753	.703	.680	.691	.705	.682	.689
	JS3	-.240	.077	.724[a]	.168	.356	.582	.332	.240	.279	.431	.403	.401	.284	-.074	.418
	JS5	.609	.751	.168	.737[a]	.710	.580	.698	.742	.753	.726	.700	.710	.709	.639	.711

	JS6	.479	.697	.356	.710	.739[a]	.686	.721	.735	.756	.775	.743	.752	.718	.553	.758
	JS7	.230	.529	.582	.580	.686	.752[a]	.663	.630	.663	.746	.710	.716	.638	.358	.728
	JS8	.480	.687	.332	.698	.721	.663	.704[a]	.720	.740	.754	.724	.733	.702	.549	.738
	JS9	.573	.746	.240	.742	.735	.630	.720	.754[a]	.769	.758	.730	.739	.726	.620	.742
	JS10	.563	.753	.279	.753	.756	.663	.740	.769	.786[a]	.783	.753	.763	.743	.619	.767
	JS11	.452	.703	.431	.726	.775	.746	.754	.758	.783	.818[a]	.784	.792	.746	.544	.799
	JS12	.444	.680	.403	.700	.743	.710	.724	.730	.753	.784	.751[a]	.759	.717	.529	.766
	JS13	.454	.691	.401	.710	.752	.716	.733	.739	.763	.792	.759	.768[a]	.726	.539	.775
	JS14	.518	.705	.284	.709	.718	.638	.702	.726	.743	.746	.717	.726	.704[a]	.575	.730
	JS15	.650	.682	-.074	.639	.553	.358	.549	.620	.619	.544	.529	.539	.575	.625[a]	.534
	JS16	.446	.689	.418	.711	.758	.728	.738	.742	.767	.799	.766	.775	.730	.534	.782[a]
Residual[b]	JS1		-.072	.197	.093	.067	.003	-.033	.062	-.070	.065	-.020	-.049	-.135	-.066	-.143
	JS2	-.072		-.047	-.039	.038	-.120	-.046	-.153	.019	.055	.071	.080	.029	-.140	.016
	JS3	.197	-.047		.054	.080	-.107	.028	-.025	.003	.045	-.046	-.118	-.085	.096	-.122
	JS5	.093	-.039	.054		.084	.032	-.027	.044	-.109	.027	.026	-.059	-.152	-.093	-.097
	JS6	.067	.038	.080	.084		-.095	-.030	-.075	.068	.012	.026	-.104	-.088	-.102	-.105
	JS7	.003	-.120	-.107	.032	-.095		-.042	.156	-.054	-.089	-.004	.039	-.060	.047	.018
	JS8	-.033	-.046	.028	-.027	-.030	-.042		.006	-.073	-.096	-.095	-.016	.018	.085	.055
	JS9	.062	-.153	-.025	.044	-.075	.156	.006		-.112	-.015	.029	-.042	-.063	.027	-.059
	JS10	-.070	.019	.003	-.109	.068	-.054	-.073	-.112		-.013	-.046	-.046	.080	.071	.053
	JS11	.065	.055	.045	.027	.012	-.089	-.096	-.015	-.013		.063	-.020	-.037	-.093	-.075
	JS12	-.020	.071	-.046	.026	.026	-.004	-.095	.029	-.046	.063		-.041	-.065	-.079	-.117
	JS13	-.049	.080	-.118	-.059	-.104	.039	-.016	-.042	-.046	-.020	-.041		.036	-.073	.087
	JS14	-.135	.029	-.085	-.152	-.088	-.060	.018	-.063	.080	-.037	-.065	.036		.016	.118

	JS15	-.066	-.140	.096	-.093	-.102	.047	.085	.027	.071	-.093	-.079	-.073	.016	.050
	JS16	-.143	.016	-.122	-.097	-.105	.018	.055	-.059	.053	-.075	-.117	.087	.118	.050

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 61 (58,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES JS1 JS2 JS5 JS6 JS7 JS8 JS9 JS10 JS11 JS12 JS13 JS14 JS15 JS16
  /MISSING LISTWISE
  /ANALYSIS JS1 JS2 JS5 JS6 JS7 JS8 JS9 JS10 JS11 JS12 JS13 JS14 JS15 JS16
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		JS1	JS2	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
Correlation	JS1	1.000	.600	.701	.546	.232	.448	.635	.493	.517	.424	.405	.383	.583	.302
	JS2	.600	1.000	.713	.735	.409	.641	.593	.772	.758	.751	.770	.734	.541	.705
	JS5	.701	.713	1.000	.795	.612	.671	.786	.644	.753	.726	.651	.557	.546	.614
	JS6	.546	.735	.795	1.000	.591	.692	.659	.824	.786	.769	.648	.630	.451	.653
	JS7	.232	.409	.612	.591	1.000	.620	.786	.609	.657	.706	.755	.579	.405	.746
	JS8	.448	.641	.671	.692	.620	1.000	.726	.667	.658	.628	.717	.720	.635	.793
	JS9	.635	.593	.786	.659	.786	.726	1.000	.657	.743	.758	.697	.663	.648	.683
	JS10	.493	.772	.644	.824	.609	.667	.657	1.000	.770	.707	.717	.824	.689	.820
	JS11	.517	.758	.753	.786	.657	.658	.743	.770	1.000	.846	.772	.708	.451	.725

	JS12	.424	.751	.726	.769	.706	.628	.758	.707	.846	1.000	.718	.652	.450	.650
	JS13	.405	.770	.651	.648	.755	.717	.697	.717	.772	.718	1.000	.762	.465	.861
	JS14	.383	.734	.557	.630	.579	.720	.663	.824	.708	.652	.762	1.000	.591	.847
	JS15	.583	.541	.546	.451	.405	.635	.648	.689	.451	.450	.465	.591	1.000	.585
	JS16	.302	.705	.614	.653	.746	.793	.683	.820	.725	.650	.861	.847	.585	1.000
Sig. (1-tailed)	JS1		.000	.000	.001	.108	.007	.000	.003	.002	.010	.013	.018	.000	.052
	JS2	.000		.000	.000	.012	.000	.000	.000	.000	.000	.000	.000	.001	.000
	JS5	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.001	.001	.000
	JS6	.001	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.006	.000
	JS7	.108	.012	.000	.000		.000	.000	.000	.000	.000	.000	.000	.013	.000
	JS8	.007	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	JS9	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	JS10	.003	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	JS11	.002	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.006	.000
	JS12	.010	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.006	.000
	JS13	.013	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.005	.000
	JS14	.018	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	JS15	.000	.001	.001	.006	.013	.000	.000	.000	.006	.006	.005	.000		.000
	JS16	.052	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	

a. Determinant = 4,18E-009

Inverse of Correlation Matrix

	JS1	JS2	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
JS1	5.202	-1.928	-1.786	-.268	1.639	.069	-3.859	-1.439	-.649	2.748	-1.305	.644	-.763	3.307
JS2	-1.928	11.612	-2.374	.446	7.418	.333	.813	-2.935	1.937	-6.197	-5.969	-.078	.689	-2.959
JS5	-1.786	-2.374	6.980	-4.945	-2.202	1.353	-.412	5.755	-1.501	.737	1.666	-.073	-1.941	-2.341
JS6	-.268	.446	-4.945	12.539	.349	-5.339	.273	-12.582	1.008	-2.013	.193	2.364	5.323	4.011
JS7	1.639	7.418	-2.202	.349	11.680	.693	-5.477	-4.008	2.412	-4.241	-6.236	2.354	1.493	-3.325
JS8	.069	.333	1.353	-5.339	.693	6.081	-.771	6.385	-.391	.232	-.378	-1.403	-3.054	-4.213
JS9	-3.859	.813	-.412	.273	-5.477	-.771	10.260	3.304	-1.294	-2.141	1.867	-2.507	-1.914	-.390
JS10	-1.439	-2.935	5.755	-12.582	-4.008	6.385	3.304	20.846	-3.539	1.734	3.120	-4.824	-7.757	-6.857
JS11	-.649	1.937	-1.501	1.008	2.412	-.391	-1.294	-3.539	6.545	-3.567	-2.078	.430	2.107	-.844
JS12	2.748	-6.197	.737	-2.013	-4.241	.232	-2.141	1.734	-3.567	8.836	1.873	-.623	-1.091	3.820
JS13	-1.305	-5.969	1.666	.193	-6.236	-.378	1.867	3.120	-2.078	1.873	9.563	-1.037	.174	-2.598
JS14	.644	-.078	-.073	2.364	2.354	-1.403	-2.507	-4.824	.430	-.623	-1.037	6.001	1.468	-1.573
JS15	-.763	.689	-1.941	5.323	1.493	-3.054	-1.914	-7.757	2.107	-1.091	.174	1.468	5.737	.869
JS16	3.307	-2.959	-2.341	4.011	-3.325	-4.213	-.390	-6.857	-.844	3.820	-2.598	-1.573	.869	13.804

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.821
Bartlett's Test of Sphericity	Approx. Chi-Square	453.397
	df	91
	Sig.	.000

Anti-image Matrices

		JS1	JS2	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
Anti-image Covariance	JS1	.192	-.032	-.049	-.004	.027	.002	-.072	-.013	-.019	.060	-.026	.021	-.026	.046
	JS2	-.032	.086	-.029	.003	.055	.005	.007	-.012	.025	-.060	-.054	-.001	.010	-.018
	JS5	-.049	-.029	.143	-.057	-.027	.032	-.006	.040	-.033	.012	.025	-.002	-.048	-.024
	JS6	-.004	.003	-.057	.080	.002	-.070	.002	-.048	.012	-.018	.002	.031	.074	.023
	JS7	.027	.055	-.027	.002	.086	.010	-.046	-.016	.032	-.041	-.056	.034	.022	-.021
	JS8	.002	.005	.032	-.070	.010	.164	-.012	.050	-.010	.004	-.007	-.038	-.088	-.050
	JS9	-.072	.007	-.006	.002	-.046	-.012	.097	.015	-.019	-.024	.019	-.041	-.033	-.003
	JS10	-.013	-.012	.040	-.048	-.016	.050	.015	.048	-.026	.009	.016	-.039	-.065	-.024
	JS11	-.019	.025	-.033	.012	.032	-.010	-.019	-.026	.153	-.062	-.033	.011	.056	-.009
	JS12	.060	-.060	.012	-.018	-.041	.004	-.024	.009	-.062	.113	.022	-.012	-.022	.031
	JS13	-.026	-.054	.025	.002	-.056	-.007	.019	.016	-.033	.022	.105	-.018	.003	-.020
	JS14	.021	-.001	-.002	.031	.034	-.038	-.041	-.039	.011	-.012	-.018	.167	.043	-.019
	JS15	-.026	.010	-.048	.074	.022	-.088	-.033	-.065	.056	-.022	.003	.043	.174	.011
	JS16	.046	-.018	-.024	.023	-.021	-.050	-.003	-.024	-.009	.031	-.020	-.019	.011	.072
Anti-image Correlation	JS1	.785[a]	-.248	-.296	-.033	.210	.012	-.528	-.138	-.111	.405	-.185	.115	-.140	.390
	JS2	-.248	.812[a]	-.264	.037	.637	.040	.074	-.189	.222	-.612	-.566	-.009	.084	-.234
	JS5	-.296	-.264	.855[a]	-.529	-.244	.208	-.049	.477	-.222	.094	.204	-.011	-.307	-.238
	JS6	-.033	.037	-.529	.764[a]	.029	-.611	.024	-.778	.111	-.191	.018	.273	.628	.305
	JS7	.210	.637	-.244	.029	.751[a]	.082	-.500	-.257	.276	-.417	-.590	.281	.182	-.262
	JS8	.012	.040	.208	-.611	.082	.817[a]	-.098	.567	-.062	.032	-.050	-.232	-.517	-.460
	JS9	-.528	.074	-.049	.024	-.500	-.098	.878[a]	.226	-.158	-.225	.189	-.319	-.249	-.033
	JS10	-.138	-.189	.477	-.778	-.257	.567	.226	.739[a]	-.303	.128	.221	-.431	-.709	-.404

	JS11	-.111	.222	-.222	.111	.276	-.062	-.158	-.303	.899[a]	-.469	-.263	.069	.344	-.089
	JS12	.405	-.612	.094	-.191	-.417	.032	-.225	.128	-.469	.832[a]	.204	-.086	-.153	.346
	JS13	-.185	-.566	.204	.018	-.590	-.050	.189	.221	-.263	.204	.862[a]	-.137	.023	-.226
	JS14	.115	-.009	-.011	.273	.281	-.232	-.319	-.431	.069	-.086	-.137	.904[a]	.250	-.173
	JS15	-.140	.084	-.307	.628	.182	-.517	-.249	-.709	.344	-.153	.023	.250	.710[a]	.098
	JS16	.390	-.234	-.238	.305	-.262	-.460	-.033	-.404	-.089	.346	-.226	-.173	.098	.864[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS1	1.000	.903
JS2	1.000	.736
JS5	1.000	.795
JS6	1.000	.734
JS7	1.000	.737
JS8	1.000	.701
JS9	1.000	.760
JS10	1.000	.786
JS11	1.000	.786
JS12	1.000	.737
JS13	1.000	.826
JS14	1.000	.747
JS15	1.000	.566
JS16	1.000	.878

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	9.552	68.226	68.226	9.552	68.226	68.226
2	1.140	8.143	76.369	1.140	8.143	76.369
3	.839	5.990	82.359			
4	.728	5.199	87.558			
5	.395	2.825	90.383			
6	.357	2.551	92.934			
7	.272	1.944	94.879			
8	.224	1.598	96.476			
9	.159	1.137	97.613			
10	.150	1.071	98.684			
11	.073	.520	99.205			
12	.055	.391	99.596			
13	.034	.243	99.839			
14	.023	.161	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
JS1	.615	.724
JS2	.845	.147
JS5	.844	.286
JS6	.852	.094
JS7	.761	-.398
JS8	.835	-.065
JS9	.867	.093
JS10	.886	-.026
JS11	.885	-.040
JS12	.854	-.082
JS13	.868	-.270
JS14	.842	-.197
JS15	.686	.309
JS16	.873	-.341

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		JS1	JS2	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
Reproduced Correlation	JS1	.903[a]	.626	.726	.592	.180	.466	.600	.526	.516	.466	.339	.375	.646	.290
	JS2	.626	.736[a]	.756	.733	.584	.696	.746	.745	.742	.710	.694	.682	.625	.687
	JS5	.726	.756	.795[a]	.746	.529	.686	.758	.741	.736	.698	.656	.655	.668	.639
	JS6	.592	.733	.746	.734[a]	.610	.705	.747	.752	.750	.720	.714	.698	.613	.711
	JS7	.180	.584	.529	.610	.737[a]	.661	.622	.685	.689	.682	.768	.719	.399	.799
	JS8	.466	.696	.686	.705	.661	.701[a]	.718	.742	.742	.719	.742	.716	.553	.751
	JS9	.600	.746	.758	.747	.622	.718	.760[a]	.766	.764	.733	.727	.711	.623	.725
	JS10	.526	.745	.741	.752	.685	.742	.766	.786[a]	.786	.759	.777	.751	.600	.783
	JS11	.516	.742	.736	.750	.689	.742	.764	.786	.786[a]	.760	.779	.753	.595	.786
	JS12	.466	.710	.698	.720	.682	.719	.733	.759	.760	.737[a]	.764	.735	.561	.773
	JS13	.339	.694	.656	.714	.768	.742	.727	.777	.779	.764	.826[a]	.784	.512	.850
	JS14	.375	.682	.655	.698	.719	.716	.711	.751	.753	.735	.784	.747[a]	.517	.802
	JS15	.646	.625	.668	.613	.399	.553	.623	.600	.595	.561	.512	.517	.566[a]	.493
	JS16	.290	.687	.639	.711	.799	.751	.725	.783	.786	.773	.850	.802	.493	.878[a]
Residual[b]	JS1		-.026	-.025	-.046	.053	-.019	.035	-.033	.002	-.042	.066	.007	-.063	.013
	JS2	-.026		-.043	.002	-.176	-.055	-.153	.027	.016	.041	.076	.051	-.084	.018
	JS5	-.025	-.043		.049	.084	-.015	.027	-.097	.017	.028	-.005	-.097	-.122	-.025
	JS6	-.046	.002	.049		-.019	-.013	-.087	.071	.036	.049	-.066	-.068	-.162	-.058
	JS7	.053	-.176	.084	-.019		-.041	.164	-.076	-.032	.024	-.012	-.140	.006	-.053
	JS8	-.019	-.055	-.015	-.013	-.041		.008	-.075	-.084	-.090	-.025	.004	.082	.042
	JS9	.035	-.153	.027	-.087	.164	.008		-.109	-.021	.025	-.030	-.049	.024	-.041
	JS10	-.033	.027	-.097	.071	-.076	-.075	-.109		-.016	-.052	-.059	.072	.090	.037

	JS11	.002	.016	.017	.036	-.032	-.084	-.021	-.016		.087	-.008	-.045	-.144	-.061
	JS12	-.042	.041	.028	.049	.024	-.090	.025	-.052	.087		-.046	-.083	-.111	-.124
	JS13	.066	.076	-.005	-.066	-.012	-.025	-.030	-.059	-.008	-.046		-.022	-.047	.012
	JS14	.007	.051	-.097	-.068	-.140	.004	-.049	.072	-.045	-.083	-.022		.074	.045
	JS15	-.063	-.084	-.122	-.162	.006	.082	.024	.090	-.144	-.111	-.047	.074		.091
	JS16	.013	.018	-.025	-.058	-.053	.042	-.041	.037	-.061	-.124	.012	.045	.091	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 40 (43,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES JS2 JS5 JS6 JS7 JS8 JS9 JS10 JS11 JS12 JS13 JS14 JS15 JS16
  /MISSING LISTWISE
  /ANALYSIS JS2 JS5 JS6 JS7 JS8 JS9 JS10 JS11 JS12 JS13 JS14 JS15 JS16
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		JS2	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
Correlation	JS2	1.000	.713	.735	.409	.641	.593	.772	.758	.751	.770	.734	.541	.705
	JS5	.713	1.000	.795	.612	.671	.786	.644	.753	.726	.651	.557	.546	.614
	JS6	.735	.795	1.000	.591	.692	.659	.824	.786	.769	.648	.630	.451	.653
	JS7	.409	.612	.591	1.000	.620	.786	.609	.657	.706	.755	.579	.405	.746

	JS8	.641	.671	.692	.620	1.000	.726	.667	.658	.628	.717	.720	.635	.793
	JS9	.593	.786	.659	.786	.726	1.000	.657	.743	.758	.697	.663	.648	.683
	JS10	.772	.644	.824	.609	.667	.657	1.000	.770	.707	.717	.824	.689	.820
	JS11	.758	.753	.786	.657	.658	.743	.770	1.000	.846	.772	.708	.451	.725
	JS12	.751	.726	.769	.706	.628	.758	.707	.846	1.000	.718	.652	.450	.650
	JS13	.770	.651	.648	.755	.717	.697	.717	.772	.718	1.000	.762	.465	.861
	JS14	.734	.557	.630	.579	.720	.663	.824	.708	.652	.762	1.000	.591	.847
	JS15	.541	.546	.451	.405	.635	.648	.689	.451	.450	.465	.591	1.000	.585
	JS16	.705	.614	.653	.746	.793	.683	.820	.725	.650	.861	.847	.585	1.000
Sig. (1-tailed)	JS2		.000	.000	.012	.000	.000	.000	.000	.000	.000	.000	.001	.000
	JS5	.000		.000	.000	.000	.000	.000	.000	.000	.000	.001	.001	.000
	JS6	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.006	.000
	JS7	.012	.000	.000		.000	.000	.000	.000	.000	.000	.000	.013	.000
	JS8	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	JS9	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	JS10	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	JS11	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.006	.000
	JS12	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.006	.000
	JS13	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.005	.000
	JS14	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	JS15	.001	.001	.006	.013	.000	.000	.000	.006	.006	.005	.000		.000
	JS16	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	

a. Determinant = 2,17E-008

Inverse of Correlation Matrix

	JS2	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
JS2	10.897	-3.036	.347	8.025	.359	-.618	-3.468	1.697	-5.178	-6.453	.161	.406	-1.734
JS5	-3.036	6.367	-5.037	-1.639	1.377	-1.737	5.261	-1.724	1.680	1.218	.148	-2.203	-1.205
JS6	.347	-5.037	12.525	.434	-5.335	.074	-12.656	.974	-1.872	.125	2.398	5.283	4.181
JS7	8.025	-1.639	.434	11.164	.671	-4.261	-3.555	2.616	-5.107	-5.825	2.151	1.734	-4.366
JS8	.359	1.377	-5.335	.671	6.080	-.719	6.405	-.383	.196	-.361	-1.412	-3.044	-4.258
JS9	-.618	-1.737	.074	-4.261	-.719	7.396	2.236	-1.775	-.102	.899	-2.029	-2.480	2.064
JS10	-3.468	5.261	-12.656	-3.555	6.405	2.236	20.448	-3.718	2.495	2.759	-4.646	-7.968	-5.942
JS11	1.697	-1.724	.974	2.616	-.383	-1.775	-3.718	6.464	-3.225	-2.241	.511	2.012	-.431
JS12	-5.178	1.680	-1.872	-5.107	.196	-.102	2.495	-3.225	7.384	2.562	-.963	-.688	2.073
JS13	-6.453	1.218	.125	-5.825	-.361	.899	2.759	-2.241	2.562	9.236	-.875	-.018	-1.768
JS14	.161	.148	2.398	2.151	-1.412	-2.029	-4.646	.511	-.963	-.875	5.921	1.562	-1.982
JS15	.406	-2.203	5.283	1.734	-3.044	-2.480	-7.968	2.012	-.688	-.018	1.562	5.625	1.354
JS16	-1.734	-1.205	4.181	-4.366	-4.258	2.064	-5.942	-.431	2.073	-1.768	-1.982	1.354	11.701

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.810
Bartlett's Test of Sphericity	Approx. Chi-Square	420.527
	df	78
	Sig.	.000

Anti-image Matrices

		JS2	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16
Anti-image Covariance	JS2	.092	-.044	.003	.066	.005	-.008	-.016	.024	-.064	-.064	.002	.007	-.014
	JS5	-.044	.157	-.063	-.023	.036	-.037	.040	-.042	.036	.021	.004	-.062	-.016
	JS6	.003	-.063	.080	.003	-.070	.001	-.049	.012	-.020	.001	.032	.075	.029
	JS7	.066	-.023	.003	.090	.010	-.052	-.016	.036	-.062	-.056	.033	.028	-.033
	JS8	.005	.036	-.070	.010	.164	-.016	.052	-.010	.004	-.006	-.039	-.089	-.060
	JS9	-.008	-.037	.001	-.052	-.016	.135	.015	-.037	-.002	.013	-.046	-.060	.024
	JS10	-.016	.040	-.049	-.016	.052	.015	.049	-.028	.017	.015	-.038	-.069	-.025
	JS11	.024	-.042	.012	.036	-.010	-.037	-.028	.155	-.068	-.038	.013	.055	-.006
	JS12	-.064	.036	-.020	-.062	.004	-.002	.017	-.068	.135	.038	-.022	-.017	.024
	JS13	-.064	.021	.001	-.056	-.006	.013	.015	-.038	.038	.108	-.016	.000	-.016
	JS14	.002	.004	.032	.033	-.039	-.046	-.038	.013	-.022	-.016	.169	.047	-.029
	JS15	.007	-.062	.075	.028	-.089	-.060	-.069	.055	-.017	.000	.047	.178	.021
	JS16	-.014	-.016	.029	-.033	-.060	.024	-.025	-.006	.024	-.016	-.029	.021	.085
Anti-image Correlation	JS2	.786[a]	-.364	.030	.728	.044	-.069	-.232	.202	-.577	-.643	.020	.052	-.154
	JS5	-.364	.830[a]	-.564	-.194	.221	-.253	.461	-.269	.245	.159	.024	-.368	-.140
	JS6	.030	-.564	.746[a]	.037	-.611	.008	-.791	.108	-.195	.012	.278	.629	.345
	JS7	.728	-.194	.037	.722[a]	.081	-.469	-.235	.308	-.562	-.574	.265	.219	-.382
	JS8	.044	.221	-.611	.081	.804[a]	-.107	.574	-.061	.029	-.048	-.235	-.520	-.505
	JS9	-.069	-.253	.008	-.469	-.107	.894[a]	.182	-.257	-.014	.109	-.307	-.385	.222
	JS10	-.232	.461	-.791	-.235	.574	.182	.728[a]	-.323	.203	.201	-.422	-.743	-.384
	JS11	.202	-.269	.108	.308	-.061	-.257	-.323	.885[a]	-.467	-.290	.083	.334	-.050

	JS12	-.577	.245	-.195	-.562	.029	-.014	.203	-.467	.833[a]	.310	-.146	-.107	.223
	JS13	-.643	.159	.012	-.574	-.048	.109	.201	-.290	.310	.855[a]	-.118	-.002	-.170
	JS14	.020	.024	.278	.265	-.235	-.307	-.422	.083	-.146	-.118	.899[a]	.271	-.238
	JS15	.052	-.368	.629	.219	-.520	-.385	-.743	.334	-.107	-.002	.271	.668[a]	.167
	JS16	-.154	-.140	.345	-.382	-.505	.222	-.384	-.050	.223	-.170	-.238	.167	.873[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS2	1.000	.702
JS5	1.000	.689
JS6	1.000	.720
JS7	1.000	.603
JS8	1.000	.703
JS9	1.000	.737
JS10	1.000	.790
JS11	1.000	.785
JS12	1.000	.740
JS13	1.000	.768
JS14	1.000	.723
JS15	1.000	.453
JS16	1.000	.789

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	9.200	70.770	70.770	9.200	70.770	70.770
2	.840	6.463	77.233			
3	.749	5.758	82.991			
4	.674	5.185	88.176			
5	.366	2.813	90.989			
6	.343	2.642	93.631			
7	.244	1.876	95.507			
8	.195	1.498	97.004			
9	.155	1.192	98.196			
10	.104	.801	98.997			
11	.073	.559	99.556			
12	.035	.267	99.824			
13	.023	.176	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
JS2	.838
JS5	.830
JS6	.849
JS7	.776
JS8	.838
JS9	.858
JS10	.889
JS11	.886
JS12	.860
JS13	.876
JS14	.850
JS15	.673
JS16	.888

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

	JS2	JS5	JS6	JS7	JS8	JS9	JS10	JS11	JS12	JS13	JS14	JS15	JS16

Reproduced Correlation	JS2	.702[a]	.695	.711	.651	.702	.719	.745	.742	.721	.734	.712	.564	.744
	JS5	.695	.689[a]	.704	.644	.696	.712	.737	.735	.714	.727	.706	.559	.737
	JS6	.711	.704	.720[a]	.659	.711	.728	.754	.752	.730	.744	.721	.571	.754
	JS7	.651	.644	.659	.603[a]	.651	.666	.690	.688	.668	.680	.660	.523	.689
	JS8	.702	.696	.711	.651	.703[a]	.719	.745	.743	.721	.735	.713	.564	.744
	JS9	.719	.712	.728	.666	.719	.737[a]	.763	.760	.738	.752	.730	.578	.762
	JS10	.745	.737	.754	.690	.745	.763	.790[a]	.787	.764	.779	.756	.598	.789
	JS11	.742	.735	.752	.688	.743	.760	.787	.785[a]	.762	.776	.753	.596	.787
	JS12	.721	.714	.730	.668	.721	.738	.764	.762	.740[a]	.754	.731	.579	.764
	JS13	.734	.727	.744	.680	.735	.752	.779	.776	.754	.768[a]	.745	.590	.778
	JS14	.712	.706	.721	.660	.713	.730	.756	.753	.731	.745	.723[a]	.572	.755
	JS15	.564	.559	.571	.523	.564	.578	.598	.596	.579	.590	.572	.453[a]	.598
	JS16	.744	.737	.754	.689	.744	.762	.789	.787	.764	.778	.755	.598	.789[a]
Residual[b]	JS2		.017	.024	-.242	-.061	-.127	.027	.016	.030	.036	.022	-.023	-.039
	JS5	.017		.090	-.032	-.024	.073	-.094	.018	.013	-.076	-.149	-.013	-.123
	JS6	.024	.090		-.068	-.020	-.069	.070	.035	.040	-.096	-.091	-.120	-.101
	JS7	-.242	-.032	-.068		-.031	.120	-.081	-.031	.038	.075	-.082	-.118	.056
	JS8	-.061	-.024	-.020	-.031		.006	-.078	-.085	-.092	-.018	.007	.070	.048
	JS9	-.127	.073	-.069	.120	.006		-.106	-.017	.020	-.055	-.067	.070	-.079
	JS10	.027	-.094	.070	-.081	-.078	-.106		-.017	-.057	-.061	.068	.091	.030
	JS11	.016	.018	.035	-.031	-.085	-.017	-.017		.084	-.005	-.045	-.146	-.062
	JS12	.030	.013	.040	.038	-.092	.020	-.057	.084		-.036	-.079	-.129	-.114
	JS13	.036	-.076	-.096	.075	-.018	-.055	-.061	-.005	-.036		.017	-.125	.083
	JS14	.022	-.149	-.091	-.082	.007	-.067	.068	-.045	-.079	.017		.019	.092

	JS15	-.023	-.013	-.120	-.118	.070	.070	.091	-.146	-.129	-.125	.019	-.013
	JS16	-.039	-.123	-.101	.056	.048	-.079	.030	-.062	-.114	.083	.092	-.013

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 44 (56,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES OC1 OC2 OC3 OC4 OC5 OC6 OC7 OC8
  /MISSING LISTWISE
  /ANALYSIS OC1 OC2 OC3 OC4 OC5 OC6 OC7 OC8
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		OC1	OC2	OC3	OC4	OC5	OC6	OC7	OC8
Correlation	OC1	1.000	.450	.463	.138	.235	.194	-.032	.168
	OC2	.450	1.000	.285	-.064	.322	.382	.284	.392
	OC3	.463	.285	1.000	.258	.408	.337	.077	.181
	OC4	.138	-.064	.258	1.000	.314	.390	.266	.471
	OC5	.235	.322	.408	.314	1.000	.542	.211	.425
	OC6	.194	.382	.337	.390	.542	1.000	.359	.447
	OC7	-.032	.284	.077	.266	.211	.359	1.000	.489
	OC8	.168	.392	.181	.471	.425	.447	.489	1.000

Sig. (1-tailed)	OC1		.006	.005	.234	.106	.152	.432	.188
	OC2	.006		.063	.369	.041	.019	.064	.016
	OC3	.005	.063		.085	.013	.034	.344	.169
	OC4	.234	.369	.085		.046	.017	.078	.004
	OC5	.106	.041	.013	.046		.001	.131	.010
	OC6	.152	.019	.034	.017	.001		.026	.007
	OC7	.432	.064	.344	.078	.131	.026		.003
	OC8	.188	.016	.169	.004	.010	.007	.003	

a. Determinant = ,089

Inverse of Correlation Matrix

	OC1	OC2	OC3	OC4	OC5	OC6	OC7	OC8
OC1	1.594	-.739	-.536	-.283	.023	.124	.312	.035
OC2	-.739	1.947	-.098	.831	-.103	-.450	-.305	-.618
OC3	-.536	-.098	1.509	-.233	-.384	-.157	-.004	.200
OC4	-.283	.831	-.233	1.738	-.061	-.435	-.148	-.762

OC5	.023	-.103	-.384	-.061	1.651	-.587	.114	-.361
OC6	.124	-.450	-.157	-.435	-.587	1.795	-.237	-.049
OC7	.312	-.305	-.004	-.148	.114	-.237	1.449	-.514
OC8	.035	-.618	.200	-.762	-.361	-.049	-.514	1.985

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.694
Bartlett's Test of Sphericity	Approx. Chi-Square	61.651
	df	28
	Sig.	.000

Anti-image Matrices

		OC1	OC2	OC3	OC4	OC5	OC6	OC7	OC8
Anti-image Covariance	OC1	.627	-.238	-.223	-.102	.009	.043	.135	.011
	OC2	-.238	.514	-.033	.245	-.032	-.129	-.108	-.160
	OC3	-.223	-.033	.663	-.089	-.154	-.058	-.002	.067
	OC4	-.102	.245	-.089	.575	-.021	-.139	-.059	-.221
	OC5	.009	-.032	-.154	-.021	.606	-.198	.048	-.110
	OC6	.043	-.129	-.058	-.139	-.198	.557	-.091	-.014
	OC7	.135	-.108	-.002	-.059	.048	-.091	.690	-.179
	OC8	.011	-.160	.067	-.221	-.110	-.014	-.179	.504
Anti-image Correlation	OC1	.600[a]	-.420	-.345	-.170	.014	.073	.205	.020
	OC2	-.420	.573[a]	-.057	.451	-.057	-.240	-.182	-.315
	OC3	-.345	-.057	.752[a]	-.144	-.243	-.095	-.003	.115
	OC4	-.170	.451	-.144	.562[a]	-.036	-.246	-.093	-.410
	OC5	.014	-.057	-.243	-.036	.807[a]	-.341	.074	-.199
	OC6	.073	-.240	-.095	-.246	-.341	.798[a]	-.147	-.026
	OC7	.205	-.182	-.003	-.093	.074	-.147	.738[a]	-.303
	OC8	.020	-.315	.115	-.410	-.199	-.026	-.303	.719[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC1	1.000	.701
OC2	1.000	.870
OC3	1.000	.685
OC4	1.000	.794
OC5	1.000	.549
OC6	1.000	.598
OC7	1.000	.704
OC8	1.000	.690

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.159	39.489	39.489	3.159	39.489	39.489
2	1.390	17.374	56.864	1.390	17.374	56.864
3	1.042	13.031	69.894	1.042	13.031	69.894
4	.726	9.071	78.966			
5	.573	7.164	86.130			
6	.468	5.852	91.982			
7	.374	4.678	96.660			
8	.267	3.340	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component		
	1	2	3
OC1	.483	.683	.034
OC2	.606	.361	-.610
OC3	.584	.472	.348
OC4	.550	-.393	.581
OC5	.721	.035	.170
OC6	.762	-.129	.031
OC7	.525	-.518	-.400
OC8	.735	-.359	-.144

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Reproduced Correlations

		OC1	OC2	OC3	OC4	OC5	OC6	OC7	OC8
Reproduced Correlation	OC1	.701[a]	.518	.617	.017	.378	.281	-.115	.105
	OC2	.518	.870[a]	.312	-.163	.346	.396	.375	.404
	OC3	.617	.312	.685[a]	.338	.497	.395	-.077	.210
	OC4	.017	-.163	.338	.794[a]	.481	.488	.260	.461
	OC5	.378	.346	.497	.481	.549[a]	.550	.292	.493
	OC6	.281	.396	.395	.488	.550	.598[a]	.454	.602
	OC7	-.115	.375	-.077	.260	.292	.454	.704[a]	.629
	OC8	.105	.404	.210	.461	.493	.602	.629	.690[a]
Residual[b]	OC1		-.069	-.154	.121	-.143	-.086	.082	.063
	OC2	-.069		-.027	.099	-.024	-.014	-.090	-.012

	OC3	-.154	-.027		-.080	-.089	-.058	.154	-.029
	OC4	.121	.099	-.080		-.167	-.098	.006	.010
	OC5	-.143	-.024	-.089	-.167		-.007	-.081	-.067
	OC6	-.086	-.014	-.058	-.098	-.007		-.095	-.155
	OC7	.082	-.090	.154	.006	-.081	-.095		-.140
	OC8	.063	-.012	-.029	.010	-.067	-.155	-.140	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 20 (71,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES OC1 OC2 OC4 OC5 OC6 OC7 OC8
  /MISSING LISTWISE
  /ANALYSIS OC1 OC2 OC4 OC5 OC6 OC7 OC8
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		OC1	OC2	OC4	OC5	OC6	OC7	OC8
Correlation	OC1	1.000	.450	.138	.235	.194	-.032	.168
	OC2	.450	1.000	-.064	.322	.382	.284	.392
	OC4	.138	-.064	1.000	.314	.390	.266	.471
	OC5	.235	.322	.314	1.000	.542	.211	.425
	OC6	.194	.382	.390	.542	1.000	.359	.447
	OC7	-.032	.284	.266	.211	.359	1.000	.489
	OC8	.168	.392	.471	.425	.447	.489	1.000
Sig. (1-tailed)	OC1		.006	.234	.106	.152	.432	.188
	OC2	.006		.369	.041	.019	.064	.016
	OC4	.234	.369		.046	.017	.078	.004
	OC5	.106	.041	.046		.001	.131	.010
	OC6	.152	.019	.017	.001		.026	.007
	OC7	.432	.064	.078	.131	.026		.003
	OC8	.188	.016	.004	.010	.007	.003	

a. Determinant = ,135

Inverse of Correlation Matrix

	OC1	OC2	OC4	OC5	OC6	OC7	OC8
OC1	1.404	-.774	-.365	-.114	.068	.311	.106

OC2	-.774	1.941	.815	-.128	-.460	-.305	-.606
OC4	-.365	.815	1.702	-.120	-.459	-.148	-.731
OC5	-.114	-.128	-.120	1.553	-.626	.113	-.310
OC6	.068	-.460	-.459	-.626	1.779	-.238	-.028
OC7	.311	-.305	-.148	.113	-.238	1.449	-.513
OC8	.106	-.606	-.731	-.310	-.028	-.513	1.959

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.660
Bartlett's Test of Sphericity	Approx. Chi-Square	51.823
	df	21
	Sig.	.000

Anti-image Matrices

		OC1	OC2	OC4	OC5	OC6	OC7	OC8
Anti-image Covariance	OC1	.712	-.284	-.153	-.052	.027	.153	.038
	OC2	-.284	.515	.247	-.042	-.133	-.109	-.159
	OC4	-.153	.247	.587	-.045	-.152	-.060	-.219
	OC5	-.052	-.042	-.045	.644	-.227	.050	-.102
	OC6	.027	-.133	-.152	-.227	.562	-.092	-.008
	OC7	.153	-.109	-.060	.050	-.092	.690	-.181
	OC8	.038	-.159	-.219	-.102	-.008	-.181	.510
Anti-image Correlation	OC1	.506[a]	-.469	-.236	-.077	.043	.218	.064
	OC2	-.469	.528[a]	.449	-.074	-.247	-.182	-.311
	OC4	-.236	.449	.530[a]	-.074	-.264	-.094	-.400
	OC5	-.077	-.074	-.074	.798[a]	-.377	.075	-.178
	OC6	.043	-.247	-.264	-.377	.764[a]	-.148	-.015
	OC7	.218	-.182	-.094	.075	-.148	.729[a]	-.305
	OC8	.064	-.311	-.400	-.178	-.015	-.305	.727[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC1	1.000	.642
OC2	1.000	.735
OC4	1.000	.570
OC5	1.000	.500
OC6	1.000	.601
OC7	1.000	.461
OC8	1.000	.661

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.905	41.501	41.501	2.905	41.501	41.501
2	1.266	18.082	59.583	1.266	18.082	59.583
3	.937	13.382	72.965			
4	.726	10.367	83.332			
5	.483	6.904	90.236			
6	.415	5.935	96.171			
7	.268	3.829	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
OC1	.408	.690
OC2	.602	.610
OC4	.560	-.506
OC5	.706	.049
OC6	.774	-.055
OC7	.587	-.340
OC8	.788	-.200

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		OC1	OC2	OC4	OC5	OC6	OC7	OC8
Reproduced Correlation	OC1	.642[a]	.667	-.120	.322	.278	.005	.183
	OC2	.667	.735[a]	.028	.455	.432	.146	.352
	OC4	-.120	.028	.570[a]	.371	.461	.501	.543
	OC5	.322	.455	.371	.500[a]	.543	.398	.546
	OC6	.278	.432	.461	.543	.601[a]	.473	.621
	OC7	.005	.146	.501	.398	.473	.461[a]	.531
	OC8	.183	.352	.543	.546	.621	.531	.661[a]
Residual[b]	OC1		-.217	.258	-.087	-.083	-.037	-.016
	OC2	-.217		-.092	-.133	-.050	.139	.040
	OC4	.258	-.092		-.057	-.072	-.236	-.072
	OC5	-.087	-.133	-.057		-.001	-.186	-.121

	OC6	-.083	-.050	-.072	-.001		-.114	-.173
	OC7	-.037	.139	-.236	-.186	-.114		-.042
	OC8	-.016	.040	-.072	-.121	-.173	-.042	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 15 (71,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES OC1 OC4 OC5 OC6 OC7 OC8
  /MISSING LISTWISE
  /ANALYSIS OC1 OC4 OC5 OC6 OC7 OC8
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		OC1	OC4	OC5	OC6	OC7	OC8
Correlation	OC1	1.000	.138	.235	.194	-.032	.168
	OC4	.138	1.000	.314	.390	.266	.471
	OC5	.235	.314	1.000	.542	.211	.425
	OC6	.194	.390	.542	1.000	.359	.447
	OC7	-.032	.266	.211	.359	1.000	.489
	OC8	.168	.471	.425	.447	.489	1.000
Sig. (1-tailed)	OC1		.234	.106	.152	.432	.188
	OC4	.234		.046	.017	.078	.004
	OC5	.106	.046		.001	.131	.010
	OC6	.152	.017	.001		.026	.007
	OC7	.432	.078	.131	.026		.003
	OC8	.188	.004	.010	.007	.003	

a. Determinant = ,261

Inverse of Correlation Matrix

	OC1	OC4	OC5	OC6	OC7	OC8
OC1	1.096	-.040	-.164	-.115	.189	-.136
OC4	-.040	1.360	-.066	-.266	-.020	-.477
OC5	-.164	-.066	1.545	-.657	.093	-.350
OC6	-.115	-.266	-.657	1.670	-.310	-.171
OC7	.189	-.020	.093	-.310	1.401	-.608

OC8	-.136	-.477	-.350	-.171	-.608	1.770

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.747
Bartlett's Test of Sphericity	Approx. Chi-Square	35.139
	df	15
	Sig.	.002

Anti-image Matrices

		OC1	OC4	OC5	OC6	OC7	OC8
Anti-image Covariance	OC1	.913	-.027	-.097	-.063	.123	-.070
	OC4	-.027	.736	-.032	-.117	-.010	-.198
	OC5	-.097	-.032	.647	-.255	.043	-.128
	OC6	-.063	-.117	-.255	.599	-.132	-.058
	OC7	.123	-.010	.043	-.132	.714	-.245
	OC8	-.070	-.198	-.128	-.058	-.245	.565
Anti-image Correlation	OC1	.712[a]	-.033	-.126	-.085	.152	-.098
	OC4	-.033	.813[a]	-.046	-.176	-.014	-.307
	OC5	-.126	-.046	.742[a]	-.409	.063	-.212
	OC6	-.085	-.176	-.409	.760[a]	-.203	-.100
	OC7	.152	-.014	.063	-.203	.690[a]	-.386
	OC8	-.098	-.307	-.212	-.100	-.386	.739[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC1	1.000	.751
OC4	1.000	.451
OC5	1.000	.580
OC6	1.000	.608
OC7	1.000	.668
OC8	1.000	.664

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.647	44.120	44.120	2.647	44.120	44.120
2	1.075	17.912	62.031	1.075	17.912	62.031
3	.726	12.098	74.129			

4	.690	11.507	85.636			
5	.481	8.025	93.661			
6	.380	6.339	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
OC1	.318	.806
OC4	.669	-.056
OC5	.711	.275
OC6	.776	.075
OC7	.598	-.557
OC8	.796	-.175

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		OC1	OC4	OC5	OC6	OC7	OC8
Reproduced Correlation	OC1	.751[a]	.168	.447	.308	-.259	.112
	OC4	.168	.451[a]	.460	.515	.431	.542
	OC5	.447	.460	.580[a]	.572	.272	.517
	OC6	.308	.515	.572	.608[a]	.422	.604
	OC7	-.259	.431	.272	.422	.668[a]	.573
	OC8	.112	.542	.517	.604	.573	.664[a]
Residual[b]	OC1		-.031	-.212	-.113	.226	.056
	OC4	-.031		-.146	-.126	-.166	-.071
	OC5	-.212	-.146		-.030	-.061	-.092
	OC6	-.113	-.126	-.030		-.063	-.157
	OC7	.226	-.166	-.061	-.063		-.084
	OC8	.056	-.071	-.092	-.157	-.084	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 13 (86,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES OC4 OC5 OC6 OC7 OC8
  /MISSING LISTWISE
```

```
/ANALYSIS OC4 OC5 OC6 OC7 OC8
/PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		OC4	OC5	OC6	OC7	OC8
Correlation	OC4	1.000	.314	.390	.266	.471
	OC5	.314	1.000	.542	.211	.425
	OC6	.390	.542	1.000	.359	.447
	OC7	.266	.211	.359	1.000	.489
	OC8	.471	.425	.447	.489	1.000
Sig. (1-tailed)	OC4		.046	.017	.078	.004
	OC5	.046		.001	.131	.010
	OC6	.017	.001		.026	.007
	OC7	.078	.131	.026		.003
	OC8	.004	.010	.007	.003	

a. Determinant = ,286

Inverse of Correlation Matrix

	OC4	OC5	OC6	OC7	OC8
OC4	1.358	-.072	-.270	-.013	-.482
OC5	-.072	1.520	-.674	.121	-.370
OC6	-.270	-.674	1.658	-.290	-.186
OC7	-.013	.121	-.290	1.368	-.585
OC8	-.482	-.370	-.186	-.585	1.753

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.743
Bartlett's Test of Sphericity	Approx. Chi-Square	33.169
	df	10
	Sig.	.000

Anti-image Matrices

		OC4	OC5	OC6	OC7	OC8
Anti-image Covariance	OC4	.736	-.035	-.120	-.007	-.202

	OC5	-.035	.658	-.267	.058	-.139
	OC6	-.120	-.267	.603	-.128	-.064
	OC7	-.007	.058	-.128	.731	-.244
	OC8	-.202	-.139	-.064	-.244	.570
Anti-image Correlation	OC4	.804[a]	-.050	-.180	-.010	-.312
	OC5	-.050	.719[a]	-.425	.084	-.227
	OC6	-.180	-.425	.748[a]	-.193	-.109
	OC7	-.010	.084	-.193	.721[a]	-.378
	OC8	-.312	-.227	-.109	-.378	.735[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC4	1.000	.454
OC5	1.000	.488
OC6	1.000	.600
OC7	1.000	.397
OC8	1.000	.643

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.582	51.649	51.649	2.582	51.649	51.649
2	.844	16.881	68.530			
3	.704	14.079	82.608			
4	.486	9.721	92.330			
5	.384	7.670	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
OC4	.674
OC5	.699
OC6	.775
OC7	.630

OC8	.802

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

		OC4	OC5	OC6	OC7	OC8
Reproduced Correlation	OC4	.454[a]	.471	.522	.424	.540
	OC5	.471	.488[a]	.541	.440	.560
	OC6	.522	.541	.600[a]	.488	.621
	OC7	.424	.440	.488	.397[a]	.505
	OC8	.540	.560	.621	.505	.643[a]
Residual[b]	OC4		-.157	-.132	-.159	-.069
	OC5	-.157		.001	-.229	-.135
	OC6	-.132	.001		-.129	-.174
	OC7	-.159	-.229	-.129		-.016
	OC8	-.069	-.135	-.174	-.016	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 8 (80,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES OC9 OC10 OC11 OC12 OC13 OC14 OC15 OC16
  /MISSING LISTWISE
  /ANALYSIS OC9 OC10 OC11 OC12 OC13 OC14 OC15 OC16
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		OC9	OC10	OC11	OC12	OC13	OC14	OC15	OC16
Correlation	OC9	1.000	.470	.479	.382	.191	.259	.203	.527
	OC10	.470	1.000	.744	.441	.327	.589	.673	.607
	OC11	.479	.744	1.000	.262	.611	.698	.525	.580
	OC12	.382	.441	.262	1.000	.228	.278	.268	.333
	OC13	.191	.327	.611	.228	1.000	.656	.483	.471

	OC14	.259	.589	.698	.278	.656	1.000	.740	.580
	OC15	.203	.673	.525	.268	.483	.740	1.000	.672
	OC16	.527	.607	.580	.333	.471	.580	.672	1.000
Sig. (1-tailed)	OC9		.004	.004	.018	.155	.083	.141	.001
	OC10	.004		.000	.007	.039	.000	.000	.000
	OC11	.004	.000		.081	.000	.000	.001	.000
	OC12	.018	.007	.081		.113	.069	.076	.036
	OC13	.155	.039	.000	.113		.000	.003	.004
	OC14	.083	.000	.000	.069	.000		.000	.000
	OC15	.141	.000	.001	.076	.003	.000		.000
	OC16	.001	.000	.000	.036	.004	.000	.000	

a. Determinant = ,006

Inverse of Correlation Matrix

	OC9	OC10	OC11	OC12	OC13	OC14	OC15	OC16
OC9	1.865	-.242	-.633	-.384	.263	.106	.670	-.978
OC10	-.242	4.513	-3.024	-.968	1.367	.489	-2.150	-.020
OC11	-.633	-3.024	4.695	.788	-1.579	-1.511	1.508	-.209
OC12	-.384	-.968	.788	1.451	-.407	-.232	.323	-.041
OC13	.263	1.367	-1.579	-.407	2.396	-.704	-.443	-.341
OC14	.106	.489	-1.511	-.232	-.704	3.603	-1.903	.123
OC15	.670	-2.150	1.508	.323	-.443	-1.903	4.001	-1.407
OC16	-.978	-.020	-.209	-.041	-.341	.123	-1.407	2.698

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.734
Bartlett's Test of Sphericity	Approx. Chi-Square	130.339
	df	28
	Sig.	.000

Anti-image Matrices

		OC9	OC10	OC11	OC12	OC13	OC14	OC15	OC16
Anti-image Covariance	OC9	.536	-.029	-.072	-.142	.059	.016	.090	-.194
	OC10	-.029	.222	-.143	-.148	.126	.030	-.119	-.002
	OC11	-.072	-.143	.213	.116	-.140	-.089	.080	-.016
	OC12	-.142	-.148	.116	.689	-.117	-.044	.056	-.010
	OC13	.059	.126	-.140	-.117	.417	-.082	-.046	-.053
	OC14	.016	.030	-.089	-.044	-.082	.278	-.132	.013
	OC15	.090	-.119	.080	.056	-.046	-.132	.250	-.130
	OC16	-.194	-.002	-.016	-.010	-.053	.013	-.130	.371
Anti-image	OC9	.731[a]	-.083	-.214	-.233	.125	.041	.245	-.436

Correlation	OC10	-.083	.686[a]	-.657	-.378	.416	.121	-.506	-.006
	OC11	-.214	-.657	.689[a]	.302	-.471	-.367	.348	-.059
	OC12	-.233	-.378	.302	.664[a]	-.218	-.101	.134	-.021
	OC13	.125	.416	-.471	-.218	.724[a]	-.240	-.143	-.134
	OC14	.041	.121	-.367	-.101	-.240	.829[a]	-.501	.039
	OC15	.245	-.506	.348	.134	-.143	-.501	.695[a]	-.428
	OC16	-.436	-.006	-.059	-.021	-.134	.039	-.428	.841[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC9	1.000	.728
OC10	1.000	.725
OC11	1.000	.722
OC12	1.000	.541
OC13	1.000	.632
OC14	1.000	.823
OC15	1.000	.717
OC16	1.000	.672

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.432	55.396	55.396	4.432	55.396	55.396
2	1.130	14.120	69.516	1.130	14.120	69.516
3	.709	8.865	78.381			
4	.666	8.327	86.708			
5	.501	6.259	92.967			
6	.272	3.404	96.372			
7	.194	2.423	98.795			
8	.096	1.205	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
OC9	.560	.643
OC10	.833	.178
OC11	.848	-.062
OC12	.489	.550
OC13	.678	-.414

OC14	.837	-.350
OC15	.800	-.276
OC16	.816	.086

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		OC9	OC10	OC11	OC12	OC13	OC14	OC15	OC16
Reproduced Correlation	OC9	.728[a]	.581	.435	.628	.114	.244	.271	.512
	OC10	.581	.725[a]	.695	.505	.491	.635	.617	.694
	OC11	.435	.695	.722[a]	.380	.601	.731	.695	.686
	OC12	.628	.505	.380	.541[a]	.104	.217	.239	.446
	OC13	.114	.491	.601	.104	.632[a]	.713	.657	.518
	OC14	.244	.635	.731	.217	.713	.823[a]	.767	.653
	OC15	.271	.617	.695	.239	.657	.767	.717[a]	.629
	OC16	.512	.694	.686	.446	.518	.653	.629	.672[a]
Residual[b]	OC9		-.112	.044	-.245	.078	.015	-.067	.015
	OC10	-.112		.049	-.064	-.165	-.046	.056	-.087
	OC11	.044	.049		-.118	.010	-.033	-.170	-.106
	OC12	-.245	-.064	-.118		.124	.061	.029	-.112
	OC13	.078	-.165	.010	.124		-.057	-.174	-.047
	OC14	.015	-.046	-.033	.061	-.057		-.027	-.073
	OC15	-.067	.056	-.170	.029	-.174	-.027		.043
	OC16	.015	-.087	-.106	-.112	-.047	-.073	.043	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 17 (60,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES OC10 OC11 OC12 OC13 OC14 OC15 OC16
  /MISSING LISTWISE
  /ANALYSIS OC10 OC11 OC12 OC13 OC14 OC15 OC16
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		OC10	OC11	OC12	OC13	OC14	OC15	OC16
Correlation	OC10	1.000	.744	.441	.327	.589	.673	.607
	OC11	.744	1.000	.262	.611	.698	.525	.580
	OC12	.441	.262	1.000	.228	.278	.268	.333
	OC13	.327	.611	.228	1.000	.656	.483	.471
	OC14	.589	.698	.278	.656	1.000	.740	.580
	OC15	.673	.525	.268	.483	.740	1.000	.672
	OC16	.607	.580	.333	.471	.580	.672	1.000
Sig. (1-tailed)	OC10		.000	.007	.039	.000	.000	.000
	OC11	.000		.081	.000	.000	.001	.000
	OC12	.007	.081		.113	.069	.076	.036
	OC13	.039	.000	.113		.000	.003	.004
	OC14	.000	.000	.069	.000		.000	.000
	OC15	.000	.001	.076	.003	.000		.000
	OC16	.000	.000	.036	.004	.000	.000	

a. Determinant = ,011

Inverse of Correlation Matrix

	OC10	OC11	OC12	OC13	OC14	OC15	OC16
OC10	4.482	-3.105	-1.017	1.401	.503	-2.063	-.147
OC11	-3.105	4.480	.658	-1.489	-1.475	1.735	-.541
OC12	-1.017	.658	1.372	-.353	-.210	.461	-.242
OC13	1.401	-1.489	-.353	2.359	-.719	-.537	-.203
OC14	.503	-1.475	-.210	-.719	3.597	-1.942	.179
OC15	-2.063	1.735	.461	-.537	-1.942	3.760	-1.056
OC16	-.147	-.541	-.242	-.203	.179	-1.056	2.185

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.721
Bartlett's Test of Sphericity	Approx. Chi-Square	115.943
	df	21
	Sig.	.000

Anti-image Matrices

		OC10	OC11	OC12	OC13	OC14	OC15	OC16
Anti-image Covariance	OC10	.223	-.155	-.165	.133	.031	-.122	-.015
	OC11	-.155	.223	.107	-.141	-.092	.103	-.055
	OC12	-.165	.107	.729	-.109	-.043	.089	-.081
	OC13	.133	-.141	-.109	.424	-.085	-.061	-.039

	OC14	.031	-.092	-.043	-.085	.278	-.144	.023
	OC15	-.122	.103	.089	-.061	-.144	.266	-.128
	OC16	-.015	-.055	-.081	-.039	.023	-.128	.458
Anti-image Correlation	OC10	.647[a]	-.693	-.410	.431	.125	-.503	-.047
	OC11	-.693	.655[a]	.265	-.458	-.368	.423	-.173
	OC12	-.410	.265	.624[a]	-.196	-.094	.203	-.140
	OC13	.431	-.458	-.196	.726[a]	-.247	-.180	-.089
	OC14	.125	-.368	-.094	-.247	.816[a]	-.528	.064
	OC15	-.503	.423	.203	-.180	-.528	.689[a]	-.368
	OC16	-.047	-.173	-.140	-.089	.064	-.368	.902[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC10	1.000	.679
OC11	1.000	.707
OC12	1.000	.215
OC13	1.000	.495
OC14	1.000	.747
OC15	1.000	.691
OC16	1.000	.638

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.172	59.607	59.607	4.172	59.607	59.607
2	.917	13.103	72.710			
3	.672	9.606	82.316			
4	.526	7.520	89.836			
5	.400	5.711	95.547			
6	.215	3.076	98.623			
7	.096	1.377	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
OC10	.824

OC11	.841
OC12	.464
OC13	.704
OC14	.864
OC15	.831
OC16	.799

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

		OC10	OC11	OC12	OC13	OC14	OC15	OC16
Reproduced Correlation	OC10	.679[a]	.693	.382	.580	.712	.685	.658
	OC11	.693	.707[a]	.390	.592	.727	.699	.672
	OC12	.382	.390	.215[a]	.327	.401	.386	.371
	OC13	.580	.592	.327	.495[a]	.608	.585	.562
	OC14	.712	.727	.401	.608	.747[a]	.718	.690
	OC15	.685	.699	.386	.585	.718	.691[a]	.664
	OC16	.658	.672	.371	.562	.690	.664	.638[a]
Residual[b]	OC10		.051	.058	-.253	-.123	-.012	-.051
	OC11	.051		-.128	.019	-.028	-.174	-.092
	OC12	.058	-.128		-.099	-.123	-.118	-.038
	OC13	-.253	.019	-.099		.047	-.102	-.091
	OC14	-.123	-.028	-.123	.047		.022	-.110
	OC15	-.012	-.174	-.118	-.102	.022		.008
	OC16	-.051	-.092	-.038	-.091	-.110	.008	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 14 (66,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES OC17 OC18 OC19 OC20 OC21 OC22 OC23 OC24
  /MISSING LISTWISE
  /ANALYSIS OC17 OC18 OC19 OC20 OC21 OC22 OC23 OC24
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		OC17	OC18	OC19	OC20	OC21	OC22	OC23	OC24
Correlation	OC17	1.000	.000	.641	.114	.255	.385	-.074	-.149
	OC18	.000	1.000	.255	.299	.202	.299	-.067	.271
	OC19	.641	.255	1.000	.393	.288	.536	-.095	.009
	OC20	.114	.299	.393	1.000	.340	.559	.195	-.009
	OC21	.255	.202	.288	.340	1.000	.346	.305	-.034
	OC22	.385	.299	.536	.559	.346	1.000	-.018	-.122
	OC23	-.074	-.067	-.095	.195	.305	-.018	1.000	.486
	OC24	-.149	.271	.009	-.009	-.034	-.122	.486	1.000
Sig. (1-tailed)	OC17		.500	.000	.275	.087	.018	.349	.216
	OC18	.500		.087	.054	.142	.054	.363	.074
	OC19	.000	.087		.016	.061	.001	.309	.481
	OC20	.275	.054	.016		.033	.001	.151	.480
	OC21	.087	.142	.061	.033		.030	.051	.430
	OC22	.018	.054	.001	.001	.030		.462	.260
	OC23	.349	.363	.309	.151	.051	.462		.003
	OC24	.216	.074	.481	.480	.430	.260	.003	

a. Determinant = ,079

Inverse of Correlation Matrix

	OC17	OC18	OC19	OC20	OC21	OC22	OC23	OC24
OC17	1.988	.235	-1.327	.487	-.179	-.304	-.144	.276
OC18	.235	1.503	-.105	-.287	-.350	-.279	.615	-.719
OC19	-1.327	-.105	2.447	-.587	-.178	-.433	.541	-.519
OC20	.487	-.287	-.587	1.812	-.078	-.740	-.550	.347
OC21	-.179	-.350	-.178	-.078	1.479	-.158	-.708	.444
OC22	-.304	-.279	-.433	-.740	-.158	1.932	.026	.246
OC23	-.144	.615	.541	-.550	-.708	.026	1.980	-1.182
OC24	.276	-.719	-.519	.347	.444	.246	-1.182	1.864

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.542
Bartlett's Test of Sphericity	Approx. Chi-Square	64.759
	df	28
	Sig.	.000

Anti-image Matrices

		OC17	OC18	OC19	OC20	OC21	OC22	OC23	OC24
Anti-image	OC17	.503	.079	-.273	.135	-.061	-.079	-.036	.075

Covariance	OC18	.079	.665	-.029	-.105	-.158	-.096	.207	-.257
	OC19	-.273	-.029	.409	-.132	-.049	-.092	.112	-.114
	OC20	.135	-.105	-.132	.552	-.029	-.211	-.153	.103
	OC21	-.061	-.158	-.049	-.029	.676	-.055	-.242	.161
	OC22	-.079	-.096	-.092	-.211	-.055	.518	.007	.068
	OC23	-.036	.207	.112	-.153	-.242	.007	.505	-.320
	OC24	.075	-.257	-.114	.103	.161	.068	-.320	.536
Anti-image	OC17	.567[a]	.136	-.602	.256	-.105	-.155	-.072	.143
Correlation	OC18	.136	.449[a]	-.055	-.174	-.235	-.164	.356	-.430
	OC19	-.602	-.055	.623[a]	-.279	-.093	-.199	.246	-.243
	OC20	.256	-.174	-.279	.615[a]	-.048	-.396	-.290	.189
	OC21	-.105	-.235	-.093	-.048	.612[a]	-.093	-.414	.267
	OC22	-.155	-.164	-.199	-.396	-.093	.781[a]	.013	.129
	OC23	-.072	.356	.246	-.290	-.414	.013	.319[a]	-.615
	OC24	.143	-.430	-.243	.189	.267	.129	-.615	.313[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC17	1.000	.657
OC18	1.000	.822
OC19	1.000	.683
OC20	1.000	.543
OC21	1.000	.539
OC22	1.000	.679
OC23	1.000	.894
OC24	1.000	.648

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.717	33.963	33.963	2.717	33.963	33.963
2	1.665	20.815	54.778	1.665	20.815	54.778
3	1.083	13.534	68.312	1.083	13.534	68.312
4	.955	11.937	80.248			
5	.680	8.502	88.750			
6	.383	4.786	93.537			
7	.304	3.801	97.338			
8	.213	2.662	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component		
	1	2	3
OC17	.615	-.381	.366
OC18	.443	.298	-.732
OC19	.802	-.197	.014
OC20	.693	.221	-.121
OC21	.593	.249	.353
OC22	.812	-.098	-.100
OC23	.079	.802	.495
OC24	-.030	.793	-.135

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Reproduced Correlations

		OC17	OC18	OC19	OC20	OC21	OC22	OC23	OC24
Reproduced Correlation	OC17	.657[a]	-.110	.574	.298	.400	.500	-.076	-.370
	OC18	-.110	.822[a]	.287	.461	.079	.404	-.088	.322
	OC19	.574	.287	.683[a]	.511	.432	.670	-.088	-.183
	OC20	.298	.461	.511	.543[a]	.423	.553	.172	.171
	OC21	.400	.079	.432	.423	.539[a]	.422	.421	.132
	OC22	.500	.404	.670	.553	.422	.679[a]	-.064	-.089
	OC23	-.076	-.088	-.088	.172	.421	-.064	.894[a]	.567
	OC24	-.370	.322	-.183	.171	.132	-.089	.567	.648[a]
Residual[b]	OC17		.110	.067	-.184	-.145	-.115	.002	.221
	OC18	.110		-.032	-.162	.123	-.104	.021	-.051
	OC19	.067	-.032		-.117	-.144	-.133	-.007	.191
	OC20	-.184	-.162	-.117		-.083	.006	.023	-.180
	OC21	-.145	.123	-.144	-.083		-.076	-.116	-.165
	OC22	-.115	-.104	-.133	.006	-.076		.046	-.033
	OC23	.002	.021	-.007	.023	-.116	.046		-.081
	OC24	.221	-.051	.191	-.180	-.165	-.033	-.081	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 20 (71,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES OC17 OC19 OC20 OC21 OC22 OC23 OC24
  /MISSING LISTWISE
```

```
/ANALYSIS OC17 OC19 OC20 OC21 OC22 OC23 OC24
/PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		OC17	OC19	OC20	OC21	OC22	OC23	OC24
Correlation	OC17	1.000	.641	.114	.255	.385	-.074	-.149
	OC19	.641	1.000	.393	.288	.536	-.095	.009
	OC20	.114	.393	1.000	.340	.559	.195	-.009
	OC21	.255	.288	.340	1.000	.346	.305	-.034
	OC22	.385	.536	.559	.346	1.000	-.018	-.122
	OC23	-.074	-.095	.195	.305	-.018	1.000	.486
	OC24	-.149	.009	-.009	-.034	-.122	.486	1.000
Sig. (1-tailed)	OC17		.000	.275	.087	.018	.349	.216
	OC19	.000		.016	.061	.001	.309	.481
	OC20	.275	.016		.033	.001	.151	.480
	OC21	.087	.061	.033		.030	.051	.430
	OC22	.018	.001	.001	.030		.462	.260
	OC23	.349	.309	.151	.051	.462		.003
	OC24	.216	.481	.480	.430	.260	.003	

a. Determinant = ,119

Inverse of Correlation Matrix

	OC17	OC19	OC20	OC21	OC22	OC23	OC24
OC17	1.952	-1.311	.531	-.125	-.260	-.240	.388
OC19	-1.311	2.440	-.607	-.202	-.453	.583	-.569
OC20	.531	-.607	1.757	-.145	-.793	-.433	.210
OC21	-.125	-.202	-.145	1.398	-.223	-.565	.276
OC22	-.260	-.453	-.793	-.223	1.880	.140	.112
OC23	-.240	.583	-.433	-.565	.140	1.728	-.888
OC24	.388	-.569	.210	.276	.112	-.888	1.520

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.568
Bartlett's Test of Sphericity	Approx. Chi-Square	55.086

	df	21
	Sig.	.000

Anti-image Matrices

		OC17	OC19	OC20	OC21	OC22	OC23	OC24
Anti-image Covariance	OC17	.512	-.275	.155	-.046	-.071	-.071	.131
	OC19	-.275	.410	-.142	-.059	-.099	.138	-.153
	OC20	.155	-.142	.569	-.059	-.240	-.143	.079
	OC21	-.046	-.059	-.059	.715	-.085	-.234	.130
	OC22	-.071	-.099	-.240	-.085	.532	.043	.039
	OC23	-.071	.138	-.143	-.234	.043	.579	-.338
	OC24	.131	-.153	.079	.130	.039	-.338	.658
Anti-image Correlation	OC17	.554[a]	-.601	.287	-.076	-.136	-.130	.226
	OC19	-.601	.585[a]	-.293	-.109	-.211	.284	-.295
	OC20	.287	-.293	.587[a]	-.093	-.436	-.248	.129
	OC21	-.076	-.109	-.093	.692[a]	-.138	-.363	.189
	OC22	-.136	-.211	-.436	-.138	.757[a]	.078	.066
	OC23	-.130	.284	-.248	-.363	.078	.390[a]	-.548
	OC24	.226	-.295	.129	.189	.066	-.548	.357[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC17	1.000	.533
OC19	1.000	.681
OC20	1.000	.517
OC21	1.000	.458
OC22	1.000	.659
OC23	1.000	.790
OC24	1.000	.573

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.590	36.994	36.994	2.590	36.994	36.994
2	1.621	23.150	60.145	1.621	23.150	60.145
3	.957	13.676	73.820			
4	.794	11.337	85.158			
5	.431	6.150	91.308			

6	.383	5.468	96.777			
7	.226	3.223	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
OC17	.674	-.280
OC19	.813	-.141
OC20	.670	.260
OC21	.591	.329
OC22	.810	-.051
OC23	.071	.886
OC24	-.116	.748

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		OC17	OC19	OC20	OC21	OC22	OC23	OC24
Reproduced Correlation	OC17	.533[a]	.588	.379	.307	.561	-.200	-.287
	OC19	.588	.681[a]	.508	.435	.666	-.067	-.200
	OC20	.379	.508	.517[a]	.482	.530	.278	.117
	OC21	.307	.435	.482	.458[a]	.462	.333	.177
	OC22	.561	.666	.530	.462	.659[a]	.012	-.132
	OC23	-.200	-.067	.278	.333	.012	.790[a]	.654
	OC24	-.287	-.200	.117	.177	-.132	.654	.573[a]
Residual[b]	OC17		.053	-.266	-.052	-.175	.126	.138
	OC19	.053		-.115	-.147	-.130	-.028	.208
	OC20	-.266	-.115		-.141	.029	-.083	-.126
	OC21	-.052	-.147	-.141		-.116	-.028	-.211
	OC22	-.175	-.130	.029	-.116		-.030	.010
	OC23	.126	-.028	-.083	-.028	-.030		-.168
	OC24	.138	.208	-.126	-.211	.010	-.168	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 16 (76,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES OC17 OC19 OC20 OC21 OC22 OC24
  /MISSING LISTWISE
  /ANALYSIS OC17 OC19 OC20 OC21 OC22 OC24
```

```
/PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		OC17	OC19	OC20	OC21	OC22	OC24
Correlation	OC17	1.000	.641	.114	.255	.385	-.149
	OC19	.641	1.000	.393	.288	.536	.009
	OC20	.114	.393	1.000	.340	.559	-.009
	OC21	.255	.288	.340	1.000	.346	-.034
	OC22	.385	.536	.559	.346	1.000	-.122
	OC24	-.149	.009	-.009	-.034	-.122	1.000
Sig. (1-tailed)	OC17		.000	.275	.087	.018	.216
	OC19	.000		.016	.061	.001	.481
	OC20	.275	.016		.033	.001	.480
	OC21	.087	.061	.033		.030	.430
	OC22	.018	.001	.001	.030		.260
	OC24	.216	.481	.480	.430	.260	

a. Determinant = ,205

Inverse of Correlation Matrix

	OC17	OC19	OC20	OC21	OC22	OC24
OC17	1.918	-1.230	.471	-.203	-.241	.265
OC19	-1.230	2.243	-.461	-.011	-.500	-.269
OC20	.471	-.461	1.649	-.286	-.758	-.012
OC21	-.203	-.011	-.286	1.213	-.177	-.014
OC22	-.241	-.500	-.758	-.177	1.868	.184
OC24	.265	-.269	-.012	-.014	.184	1.064

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.661
Bartlett's Test of Sphericity	Approx. Chi-Square	41.477
	df	15
	Sig.	.000

Anti-image Matrices

		OC17	OC19	OC20	OC21	OC22	OC24
Anti-image Covariance	OC17	.521	-.286	.149	-.087	-.067	.130
	OC19	-.286	.446	-.125	-.004	-.119	-.113
	OC20	.149	-.125	.607	-.143	-.246	-.007

	OC21	-.087	-.004	-.143	.824	-.078	-.011
	OC22	-.067	-.119	-.246	-.078	.535	.092
	OC24	.130	-.113	-.007	-.011	.092	.940
Anti-image Correlation	OC17	.574[a]	-.593	.265	-.133	-.127	.186
	OC19	-.593	.652[a]	-.240	-.007	-.244	-.174
	OC20	.265	-.240	.626[a]	-.203	-.432	-.009
	OC21	-.133	-.007	-.203	.841[a]	-.118	-.012
	OC22	-.127	-.244	-.432	-.118	.751[a]	.130
	OC24	.186	-.174	-.009	-.012	.130	.319[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC17	1.000	.687
OC19	1.000	.678
OC20	1.000	.645
OC21	1.000	.384
OC22	1.000	.668
OC24	1.000	.587

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.587	43.116	43.116	2.587	43.116	43.116
2	1.062	17.703	60.819	1.062	17.703	60.819
3	.953	15.883	76.702			
4	.738	12.295	88.997			
5	.384	6.395	95.392			
6	.276	4.608	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
OC17	.681	-.472
OC19	.818	-.093
OC20	.663	.454
OC21	.580	.219
OC22	.812	.091

OC24	-.138	.754

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		OC17	OC19	OC20	OC21	OC22	OC24
Reproduced Correlation	OC17	.687[a]	.601	.237	.291	.510	-.450
	OC19	.601	.678[a]	.500	.454	.656	-.183
	OC20	.237	.500	.645[a]	.484	.579	.250
	OC21	.291	.454	.484	.384[a]	.491	.085
	OC22	.510	.656	.579	.491	.668[a]	-.044
	OC24	-.450	-.183	.250	.085	-.044	.587[a]
Residual[b]	OC17		.040	-.123	-.037	-.125	.301
	OC19	.040		-.107	-.166	-.120	.192
	OC20	-.123	-.107		-.143	-.021	-.260
	OC21	-.037	-.166	-.143		-.145	-.119
	OC22	-.125	-.120	-.021	-.145		-.079
	OC24	.301	.192	-.260	-.119	-.079	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 12 (80,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES OC17 OC19 OC20 OC21 OC22
  /MISSING LISTWISE
  /ANALYSIS OC17 OC19 OC20 OC21 OC22
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		OC17	OC19	OC20	OC21	OC22
Correlation	OC17	1.000	.641	.114	.255	.385
	OC19	.641	1.000	.393	.288	.536
	OC20	.114	.393	1.000	.340	.559
	OC21	.255	.288	.340	1.000	.346
	OC22	.385	.536	.559	.346	1.000
Sig. (1-tailed)	OC17		.000	.275	.087	.018
	OC19	.000		.016	.061	.001

	OC20	.275	.016		.033	.001
	OC21	.087	.061	.033		.030
	OC22	.018	.001	.001	.030	

a. Determinant = ,218

Inverse of Correlation Matrix

	OC17	OC19	OC20	OC21	OC22
OC17	1.852	-1.162	.475	-.200	-.287
OC19	-1.162	2.175	-.464	-.015	-.454
OC20	.475	-.464	1.649	-.287	-.756
OC21	-.200	-.015	-.287	1.213	-.175
OC22	-.287	-.454	-.756	-.175	1.837

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.680
Bartlett's Test of Sphericity	Approx. Chi-Square	40.365
	df	10
	Sig.	.000

Anti-image Matrices

		OC17	OC19	OC20	OC21	OC22
Anti-image Covariance	OC17	.540	-.289	.155	-.089	-.084
	OC19	-.289	.460	-.129	-.006	-.114
	OC20	.155	-.129	.607	-.143	-.250
	OC21	-.089	-.006	-.143	.824	-.078
	OC22	-.084	-.114	-.250	-.078	.544
Anti-image Correlation	OC17	.585[a]	-.579	.272	-.133	-.155
	OC19	-.579	.677[a]	-.245	-.009	-.227
	OC20	.272	-.245	.621[a]	-.203	-.434
	OC21	-.133	-.009	-.203	.841[a]	-.117
	OC22	-.155	-.227	-.434	-.117	.757[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC17	1.000	.878
OC19	1.000	.791
OC20	1.000	.786
OC21	1.000	.431
OC22	1.000	.691

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.575	51.505	51.505	2.575	51.505	51.505
2	1.001	20.022	71.527	1.001	20.022	71.527
3	.738	14.762	86.288			
4	.397	7.939	94.227			
5	.289	5.773	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
OC17	.676	-.649
OC19	.824	-.336
OC20	.667	.583
OC21	.582	.303
OC22	.810	.185

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		OC17	OC19	OC20	OC21	OC22
Reproduced Correlation	OC17	.878[a]	.775	.072	.196	.427
	OC19	.775	.791[a]	.353	.377	.605
	OC20	.072	.353	.786[a]	.565	.649
	OC21	.196	.377	.565	.431[a]	.528
	OC22	.427	.605	.649	.528	.691[a]
Residual[b]	OC17		-.134	.041	.058	-.042
	OC19	-.134		.040	-.090	-.069
	OC20	.041	.040		-.225	-.090
	OC21	.058	-.090	-.225		-.182
	OC22	-.042	-.069	-.090	-.182	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 7 (70,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES OC17 OC19 OC21 OC22
  /MISSING LISTWISE
  /ANALYSIS OC17 OC19 OC21 OC22
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		OC17	OC19	OC21	OC22
Correlation	OC17	1.000	.641	.255	.385
	OC19	.641	1.000	.288	.536
	OC21	.255	.288	1.000	.346
	OC22	.385	.536	.346	1.000
Sig. (1-tailed)	OC17		.000	.087	.018
	OC19	.000		.061	.001
	OC21	.087	.061		.030
	OC22	.018	.001	.030	

a. Determinant = ,359

Inverse of Correlation Matrix

	OC17	OC19	OC21	OC22
OC17	1.716	-1.029	-.117	-.069
OC19	-1.029	2.044	-.096	-.666
OC21	-.117	-.096	1.163	-.306
OC22	-.069	-.666	-.306	1.490

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.684
Bartlett's Test of Sphericity	Approx. Chi-Square	27.457
	df	6
	Sig.	.000

Anti-image Matrices

		OC17	OC19	OC21	OC22
Anti-image Covariance	OC17	.583	-.293	-.059	-.027
	OC19	-.293	.489	-.040	-.219
	OC21	-.059	-.040	.860	-.177
	OC22	-.027	-.219	-.177	.671
Anti-image Correlation	OC17	.668[a]	-.549	-.083	-.043
	OC19	-.549	.634[a]	-.062	-.382

	OC21	-.083	-.062	.805[a]	-.233
	OC22	-.043	-.382	-.233	.734[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC17	1.000	.618
OC19	1.000	.734
OC21	1.000	.321
OC22	1.000	.582

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.256	56.397	56.397	2.256	56.397	56.397
2	.826	20.662	77.059			
3	.592	14.801	91.859			
4	.326	8.141	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
OC17	.786
OC19	.857
OC21	.566
OC22	.763

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

		OC17	OC19	OC21	OC22
Reproduced Correlation	OC17	.618[a]	.674	.445	.600
	OC19	.674	.734[a]	.485	.654
	OC21	.445	.485	.321[a]	.432

	OC22	.600	.654	.432	.582[a]
Residual[b]	OC17		-.033	-.191	-.215
	OC19	-.033		-.197	-.118
	OC21	-.191	-.197		-.086
	OC22	-.215	-.118	-.086	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 5 (83,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES OC25 OC26 OC27 OC28 OC29
  /MISSING LISTWISE
  /ANALYSIS OC25 OC26 OC27 OC28 OC29
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		OC25	OC26	OC27	OC28	OC29
Correlation	OC25	1.000	.622	.322	.051	.342
	OC26	.622	1.000	.303	.144	.536
	OC27	.322	.303	1.000	.426	.416
	OC28	.051	.144	.426	1.000	.424
	OC29	.342	.536	.416	.424	1.000
Sig. (1-tailed)	OC25		.000	.041	.395	.032
	OC26	.000		.052	.225	.001
	OC27	.041	.052		.010	.011
	OC28	.395	.225	.010		.010
	OC29	.032	.001	.011	.010	

a. Determinant = ,248

Inverse of Correlation Matrix

	OC25	OC26	OC27	OC28	OC29
OC25	1.716	-.994	-.336	.198	.000
OC26	-.994	2.025	-.008	.095	-.781
OC27	-.336	-.008	1.425	-.473	-.273
OC28	.198	.095	-.473	1.396	-.515
OC29	.000	-.781	-.273	-.515	1.750

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.666
Bartlett's Test of Sphericity	Approx. Chi-Square	36.989
	df	10
	Sig.	.000

Anti-image Matrices

		OC25	OC26	OC27	OC28	OC29
Anti-image Covariance	OC25	.583	-.286	-.137	.083	9.813E-5
	OC26	-.286	.494	-.003	.034	-.220
	OC27	-.137	-.003	.702	-.238	-.109
	OC28	.083	.034	-.238	.716	-.211
	OC29	9.813E-5	-.220	-.109	-.211	.571
Anti-image Correlation	OC25	.638[a]	-.533	-.215	.128	.000
	OC26	-.533	.631[a]	-.005	.057	-.415
	OC27	-.215	-.005	.745[a]	-.335	-.173
	OC28	.128	.057	-.335	.615[a]	-.329
	OC29	.000	-.415	-.173	-.329	.709[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC25	1.000	.776
OC26	1.000	.798
OC27	1.000	.591
OC28	1.000	.801
OC29	1.000	.649

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.465	49.292	49.292	2.465	49.292	49.292
2	1.151	23.019	72.311	1.151	23.019	72.311
3	.625	12.490	84.801			
4	.448	8.955	93.756			
5	.312	6.244	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1	Component 2
OC25	.686	-.553
OC26	.777	-.441
OC27	.691	.337
OC28	.531	.720
OC29	.795	.134

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		OC25	OC26	OC27	OC28	OC29
Reproduced Correlation	OC25	.776[a]	.777	.288	-.034	.471
	OC26	.777	.798[a]	.388	.094	.558
	OC27	.288	.388	.591[a]	.610	.594
	OC28	-.034	.094	.610	.801[a]	.519
	OC29	.471	.558	.594	.519	.649[a]
Residual[b]	OC25		-.155	.034	.085	-.128
	OC26	-.155		-.085	.049	-.022
	OC27	.034	-.085		-.184	-.178
	OC28	.085	.049	-.184		-.094
	OC29	-.128	-.022	-.178	-.094	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 7 (70,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES OC25 OC26 OC27 OC29
  /MISSING LISTWISE
  /ANALYSIS OC25 OC26 OC27 OC29
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		OC25	OC26	OC27	OC29
Correlation	OC25	1.000	.622	.322	.342
	OC26	.622	1.000	.303	.536
	OC27	.322	.303	1.000	.416

	OC29	.342	.536	.416	1.000
Sig. (1-tailed)	OC25		.000	.041	.032
	OC26	.000		.052	.001
	OC27	.041	.052		.011
	OC29	.032	.001	.011	

a. Determinant = ,346

Inverse of Correlation Matrix

	OC25	OC26	OC27	OC29
OC25	1.688	-1.007	-.269	.073
OC26	-1.007	2.019	.024	-.746
OC27	-.269	.024	1.265	-.447
OC29	.073	-.746	-.447	1.560

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.654
Bartlett's Test of Sphericity	Approx. Chi-Square	28.502
	df	6
	Sig.	.000

Anti-image Matrices

		OC25	OC26	OC27	OC29
Anti-image Covariance	OC25	.593	-.296	-.126	.028
	OC26	-.296	.495	.009	-.237
	OC27	-.126	.009	.790	-.226
	OC29	.028	-.237	-.226	.641
Anti-image Correlation	OC25	.645[a]	-.546	-.184	.045
	OC26	-.546	.617[a]	.015	-.420
	OC27	-.184	.015	.731[a]	-.318
	OC29	.045	-.420	-.318	.673[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC25	1.000	.592
OC26	1.000	.706
OC27	1.000	.406
OC29	1.000	.580

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.285	57.114	57.114	2.285	57.114	57.114
2	.794	19.861	76.975			
3	.607	15.185	92.161			
4	.314	7.839	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
OC25	.769
OC26	.840
OC27	.637
OC29	.762

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

		OC25	OC26	OC27	OC29
Reproduced Correlation	OC25	.592[a]	.646	.490	.586
	OC26	.646	.706[a]	.536	.640
	OC27	.490	.536	.406[a]	.486
	OC29	.586	.640	.486	.580[a]
Residual[b]	OC25		-.025	-.169	-.244
	OC26	-.025		-.233	-.104
	OC27	-.169	-.233		-.070
	OC29	-.244	-.104	-.070	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 5 (83,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES WLB1 WLB2 WLB3 WLB4 WLB5 WLB6
  /MISSING LISTWISE
  /ANALYSIS WLB1 WLB2 WLB3 WLB4 WLB5 WLB6
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
```

```
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		WLB1	WLB2	WLB3	WLB4	WLB5	WLB6
Correlation	WLB1	1.000	.468	.513	.578	.390	.086
	WLB2	.468	1.000	.630	.574	.361	.360
	WLB3	.513	.630	1.000	.723	.471	.201
	WLB4	.578	.574	.723	1.000	.465	.176
	WLB5	.390	.361	.471	.465	1.000	.357
	WLB6	.086	.360	.201	.176	.357	1.000
Sig. (1-tailed)	WLB1		.005	.002	.000	.017	.326
	WLB2	.005		.000	.000	.025	.025
	WLB3	.002	.000		.000	.004	.143
	WLB4	.000	.000	.000		.005	.177
	WLB5	.017	.025	.004	.005		.026
	WLB6	.326	.025	.143	.177	.026	

a. Determinant = ,098

Inverse of Correlation Matrix

	WLB1	WLB2	WLB3	WLB4	WLB5	WLB6
WLB1	1.642	-.331	-.137	-.574	-.261	.199
WLB2	-.331	1.992	-.789	-.351	.128	-.514
WLB3	-.137	-.789	2.563	-1.171	-.365	.116
WLB4	-.574	-.351	-1.171	2.500	-.288	.075
WLB5	-.261	.128	-.365	-.288	1.519	-.442
WLB6	.199	-.514	.116	.075	-.442	1.289

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.797
Bartlett's Test of Sphericity	Approx. Chi-Square	60.755
	df	15
	Sig.	.000

Anti-image Matrices

		WLB1	WLB2	WLB3	WLB4	WLB5	WLB6
Anti-image Covariance	WLB1	.609	-.101	-.033	-.140	-.105	.094
	WLB2	-.101	.502	-.155	-.070	.042	-.200
	WLB3	-.033	-.155	.390	-.183	-.094	.035
	WLB4	-.140	-.070	-.183	.400	-.076	.023
	WLB5	-.105	.042	-.094	-.076	.658	-.226

	WLB6	.094	-.200	.035	.023	-.226	.776
Anti-image Correlation	WLB1	.856[a]	-.183	-.067	-.283	-.165	.137
	WLB2	-.183	.807[a]	-.349	-.157	.073	-.320
	WLB3	-.067	-.349	.792[a]	-.463	-.185	.064
	WLB4	-.283	-.157	-.463	.807[a]	-.148	.042
	WLB5	-.165	.073	-.185	-.148	.818[a]	-.316
	WLB6	.137	-.320	.064	.042	-.316	.596[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WLB1	1.000	.643
WLB2	1.000	.631
WLB3	1.000	.751
WLB4	1.000	.771
WLB5	1.000	.539
WLB6	1.000	.902

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.215	53.583	53.583	3.215	53.583	53.583
2	1.022	17.034	70.617	1.022	17.034	70.617
3	.648	10.805	81.422			
4	.501	8.351	89.773			
5	.354	5.902	95.674			
6	.260	4.326	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
WLB1	.721	-.352
WLB2	.791	.072
WLB3	.850	-.168
WLB4	.846	-.235
WLB5	.680	.275
WLB6	.410	.857

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		WLB1	WLB2	WLB3	WLB4	WLB5	WLB6
Reproduced Correlation	WLB1	.643[a]	.545	.672	.693	.394	-.006
	WLB2	.545	.631[a]	.660	.652	.558	.386
	WLB3	.672	.660	.751[a]	.759	.532	.205
	WLB4	.693	.652	.759	.771[a]	.511	.145
	WLB5	.394	.558	.532	.511	.539[a]	.515
	WLB6	-.006	.386	.205	.145	.515	.902[a]
Residual[b]	WLB1		-.076	-.158	-.115	-.004	.092
	WLB2	-.076		-.030	-.078	-.197	-.027
	WLB3	-.158	-.030		-.036	-.061	-.004
	WLB4	-.115	-.078	-.036		-.046	.030
	WLB5	-.004	-.197	-.061	-.046		-.158
	WLB6	.092	-.027	-.004	.030	-.158	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 8 (53,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES WLB1 WLB2 WLB3 WLB4 WLB5
  /MISSING LISTWISE
  /ANALYSIS WLB1 WLB2 WLB3 WLB4 WLB5
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		WLB1	WLB2	WLB3	WLB4	WLB5
Correlation	WLB1	1.000	.468	.513	.578	.390
	WLB2	.468	1.000	.630	.574	.361
	WLB3	.513	.630	1.000	.723	.471
	WLB4	.578	.574	.723	1.000	.465
	WLB5	.390	.361	.471	.465	1.000
Sig. (1-tailed)	WLB1		.005	.002	.000	.017
	WLB2	.005		.000	.000	.025
	WLB3	.002	.000		.000	.004
	WLB4	.000	.000	.000		.005

	WLB5	.017	.025	.004	.005

a. Determinant = ,126

Inverse of Correlation Matrix

	WLB1	WLB2	WLB3	WLB4	WLB5
WLB1	1.611	-.251	-.155	-.585	-.192
WLB2	-.251	1.787	-.742	-.321	-.049
WLB3	-.155	-.742	2.552	-1.178	-.325
WLB4	-.585	-.321	-1.178	2.496	-.262
WLB5	-.192	-.049	-.325	-.262	1.368

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.837
Bartlett's Test of Sphericity	Approx. Chi-Square	54.802
	df	10
	Sig.	.000

Anti-image Matrices

		WLB1	WLB2	WLB3	WLB4	WLB5
Anti-image Covariance	WLB1	.621	-.087	-.038	-.146	-.087
	WLB2	-.087	.559	-.163	-.072	-.020
	WLB3	-.038	-.163	.392	-.185	-.093
	WLB4	-.146	-.072	-.185	.401	-.077
	WLB5	-.087	-.020	-.093	-.077	.731
Anti-image Correlation	WLB1	.882[a]	-.148	-.076	-.292	-.130
	WLB2	-.148	.866[a]	-.348	-.152	-.031
	WLB3	-.076	-.348	.789[a]	-.467	-.174
	WLB4	-.292	-.152	-.467	.802[a]	-.142
	WLB5	-.130	-.031	-.174	-.142	.914[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WLB1	1.000	.559
WLB2	1.000	.605
WLB3	1.000	.747
WLB4	1.000	.747
WLB5	1.000	.435

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.094	61.880	61.880	3.094	61.880	61.880
2	.671	13.413	75.293			
3	.554	11.081	86.375			
4	.418	8.369	94.744			
5	.263	5.256	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
WLB1	.748
WLB2	.778
WLB3	.864
WLB4	.865
WLB5	.660

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

		WLB1	WLB2	WLB3	WLB4	WLB5
Reproduced Correlation	WLB1	.559[a]	.582	.646	.646	.493
	WLB2	.582	.605[a]	.672	.673	.513
	WLB3	.646	.672	.747[a]	.747	.570
	WLB4	.646	.673	.747	.747[a]	.570
	WLB5	.493	.513	.570	.570	.435[a]
Residual[b]	WLB1		-.113	-.133	-.068	-.103
	WLB2	-.113		-.042	-.099	-.152
	WLB3	-.133	-.042		-.024	-.099
	WLB4	-.068	-.099	-.024		-.105
	WLB5	-.103	-.152	-.099	-.105	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 8 (80,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES WLB7 WLB8 WLB9 WLB10 WLB11
  /MISSING LISTWISE
  /ANALYSIS WLB7 WLB8 WLB9 WLB10 WLB11
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		WLB7	WLB8	WLB9	WLB10	WLB11
Correlation	WLB7	1.000	.230	.166	.130	.171
	WLB8	.230	1.000	.591	.310	.419
	WLB9	.166	.591	1.000	.042	.217
	WLB10	.130	.310	.042	1.000	.648
	WLB11	.171	.419	.217	.648	1.000
Sig. (1-tailed)	WLB7		.111	.190	.247	.183
	WLB8	.111		.000	.048	.011
	WLB9	.190	.000		.412	.125
	WLB10	.247	.048	.412		.000
	WLB11	.183	.011	.125	.000	

a. Determinant = ,279

Inverse of Correlation Matrix

	WLB7	WLB8	WLB9	WLB10	WLB11
WLB7	1.066	-.167	-.060	-.034	-.077
WLB8	-.167	1.852	-.978	-.281	-.354
WLB9	-.060	-.978	1.605	.338	-.146
WLB10	-.034	-.281	.338	1.800	-1.116
WLB11	-.077	-.354	-.146	-1.116	1.916

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.601
Bartlett's Test of Sphericity	Approx. Chi-Square	33.811
	df	10
	Sig.	.000

Anti-image Matrices

		WLB7	WLB8	WLB9	WLB10	WLB11
Anti-image Covariance	WLB7	.938	-.084	-.035	-.018	-.038
	WLB8	-.084	.540	-.329	-.084	-.100
	WLB9	-.035	-.329	.623	.117	-.048
	WLB10	-.018	-.084	.117	.556	-.323
	WLB11	-.038	-.100	-.048	-.323	.522

Anti-image Correlation	WLB7	.865[a]	-.119	-.046	-.025	-.054
	WLB8	-.119	.631[a]	-.567	-.154	-.188
	WLB9	-.046	-.567	.535[a]	.199	-.083
	WLB10	-.025	-.154	.199	.557[a]	-.601
	WLB11	-.054	-.188	-.083	-.601	.623[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WLB7	1.000	.207
WLB8	1.000	.762
WLB9	1.000	.800
WLB10	1.000	.848
WLB11	1.000	.803

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.236	44.714	44.714	2.236	44.714	44.714
2	1.184	23.679	68.393	1.184	23.679	68.393
3	.890	17.809	86.202			
4	.368	7.364	93.566			
5	.322	6.434	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
WLB7	.409	.199
WLB8	.798	.353
WLB9	.597	.665
WLB10	.676	-.626
WLB11	.786	-.430

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		WLB7	WLB8	WLB9	WLB10	WLB11
Reproduced Correlation	WLB7	.207[a]	.397	.377	.151	.236
	WLB8	.397	.762[a]	.712	.318	.476
	WLB9	.377	.712	.800[a]	-.013	.184
	WLB10	.151	.318	-.013	.848[a]	.800
	WLB11	.236	.476	.184	.800	.803[a]
Residual[b]	WLB7		-.167	-.211	-.021	-.065
	WLB8	-.167		-.121	-.008	-.056
	WLB9	-.211	-.121		.055	.033
	WLB10	-.021	-.008	.055		-.153
	WLB11	-.065	-.056	.033	-.153	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 7 (70,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES WLB7 WLB8 WLB10 WLB11
  /MISSING LISTWISE
  /ANALYSIS WLB7 WLB8 WLB10 WLB11
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		WLB7	WLB8	WLB10	WLB11
Correlation	WLB7	1.000	.230	.130	.171
	WLB8	.230	1.000	.310	.419
	WLB10	.130	.310	1.000	.648
	WLB11	.171	.419	.648	1.000
Sig. (1-tailed)	WLB7		.111	.247	.183
	WLB8	.111		.048	.011
	WLB10	.247	.048		.000
	WLB11	.183	.011	.000	

a. Determinant = ,448

Inverse of Correlation Matrix

	WLB7	WLB8	WLB10	WLB11
WLB7	1.064	-.203	-.022	-.083
WLB8	-.203	1.256	-.075	-.443
WLB10	-.022	-.075	1.729	-1.085
WLB11	-.083	-.443	-1.085	1.903

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.624
Bartlett's Test of Sphericity	Approx. Chi-Square	21.533
	df	6
	Sig.	.001

Anti-image Matrices

		WLB7	WLB8	WLB10	WLB11
Anti-image Covariance	WLB7	.940	-.152	-.012	-.041
	WLB8	-.152	.796	-.035	-.185
	WLB10	-.012	-.035	.578	-.330
	WLB11	-.041	-.185	-.330	.526
Anti-image Correlation	WLB7	.741[a]	-.176	-.016	-.058
	WLB8	-.176	.737[a]	-.051	-.286
	WLB10	-.016	-.051	.596[a]	-.598
	WLB11	-.058	-.286	-.598	.585[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WLB7	1.000	.161
WLB8	1.000	.473
WLB10	1.000	.648
WLB11	1.000	.740

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.021	50.536	50.536	2.021	50.536	50.536
2	.954	23.841	74.377			
3	.686	17.150	91.526			
4	.339	8.474	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
WLB7	.402

WLB8	.687
WLB10	.805
WLB11	.860

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

		WLB7	WLB8	WLB10	WLB11
Reproduced Correlation	WLB7	.161[a]	.276	.323	.345
	WLB8	.276	.473[a]	.553	.591
	WLB10	.323	.553	.648[a]	.692
	WLB11	.345	.591	.692	.740[a]
Residual[b]	WLB7		-.046	-.193	-.174
	WLB8	-.046		-.244	-.172
	WLB10	-.193	-.244		-.044
	WLB11	-.174	-.172	-.044	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 4 (66,0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES WLB12 WLB13 WLB14 WLB15
  /MISSING LISTWISE
  /ANALYSIS WLB12 WLB13 WLB14 WLB15
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		WLB12	WLB13	WLB14	WLB15
Correlation	WLB12	1.000	.357	.281	.500
	WLB13	.357	1.000	.353	.443
	WLB14	.281	.353	1.000	.337
	WLB15	.500	.443	.337	1.000
Sig. (1-tailed)	WLB12		.026	.066	.002
	WLB13	.026		.028	.007
	WLB14	.066	.028		.034

	WLB15	.002	.007	.034

a. Determinant = ,483

Inverse of Correlation Matrix

	WLB12	WLB13	WLB14	WLB15
WLB12	1.389	-.201	-.130	-.561
WLB13	-.201	1.350	-.284	-.402
WLB14	-.130	-.284	1.210	-.217
WLB15	-.561	-.402	-.217	1.532

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.728
Bartlett's Test of Sphericity	Approx. Chi-Square	19.532
	df	6
	Sig.	.003

Anti-image Matrices

		WLB12	WLB13	WLB14	WLB15
Anti-image Covariance	WLB12	.720	-.107	-.078	-.264
	WLB13	-.107	.741	-.174	-.194
	WLB14	-.078	-.174	.826	-.117
	WLB15	-.264	-.194	-.117	.653
Anti-image Correlation	WLB12	.717[a]	-.147	-.101	-.385
	WLB13	-.147	.750[a]	-.222	-.279
	WLB14	-.101	-.222	.789[a]	-.159
	WLB15	-.385	-.279	-.159	.690[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WLB12	1.000	.545
WLB13	1.000	.546
WLB14	1.000	.416
WLB15	1.000	.638

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.144	53.600	53.600	2.144	53.600	53.600

2	.755	18.871	72.471			
3	.619	15.486	87.956			
4	.482	12.044	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
WLB12	.738
WLB13	.739
WLB14	.645
WLB15	.799

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

		WLB12	WLB13	WLB14	WLB15
Reproduced Correlation	WLB12	.545[a]	.545	.476	.590
	WLB13	.545	.546[a]	.476	.590
	WLB14	.476	.476	.416[a]	.515
	WLB15	.590	.590	.515	.638[a]
Residual[b]	WLB12		-.188	-.195	-.090
	WLB13	-.188		-.123	-.147
	WLB14	-.195	-.123		-.178
	WLB15	-.090	-.147	-.178	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 6 (100,0%) nonredundant residuals with absolute values greater than 0.05.

```
RELIABILITY
  /VARIABLES=EP1 EP2 EP3
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.806	3

```
RELIABILITY
  /VARIABLES=EP4 EP5 EP6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.781	3

```
RELIABILITY
  /VARIABLES=JE1 JE2 JE3 JE4 JE5 JE6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.879	6

```
RELIABILITY
  /VARIABLES=JE7 JE8 JE9 JE10 JE11
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.899	5

```
RELIABILITY
  /VARIABLES=JE12 JE14 JE15 JE16 JE17
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.852	5

```
RELIABILITY
  /VARIABLES=JS2 JS5 JS6 JS7 JS8 JS9 JS10 JS11 JS12 JS13 JS14 JS15 JS16
```

```
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.964	13

```
RELIABILITY
  /VARIABLES=OC4 OC5 OC6 OC7 OC8
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.715	5

```
RELIABILITY
  /VARIABLES=OC10 OC11 OC12 OC13 OC14 OC15 OC16
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%

Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.885	7

```
RELIABILITY
  /VARIABLES=OC17 OC19 OC21 OC22
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.725	4

```
RELIABILITY
  /VARIABLES=OC25 OC26 OC27 OC29
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.732	4

```
RELIABILITY
  /VARIABLES=WLB1 WLB2 WLB3 WLB4 WLB5
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.842	5

```
RELIABILITY
  /VARIABLES=WLB7 WLB8 WLB10 WLB11
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.651	4

```
RELIABILITY
  /VARIABLES=WLB12 WLB13 WLB14 WLB15
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.707	4

B. Data Perhitungan *Construct Reliability* (CR) dan *Variance Extracted* (VE)

VARIABEL	INDIKATOR	FAKTOR LOADING	ERROR	Σ Faktor Loading	(Σ Faktor Loading)²	ΣError	CR	Σ(Faktor Loading)²	VE
EP	EP1	0,60	0,67	3,170	10,049	3,010	0,770	2,030	0,403
	EP2	0,57	0,68						
	EP3	0,42	0,83						
	EP4	0,75	0,44						
	EP5	0,65	0,58						
	EP6	0,60	0,64						
WLB	WLB1	0,23	0,95	2,610	6,812	2,260	0,751	1,735	0,434
	WLB2	0,50	0,75						
	WLB3	0,72	0,48						
	WLB4	0,70	0,51						
	WLB5	0,69	0,52						
	WLB6	0,18	0,97						
	WLB7	0,35	0,88						
	WLB8	0,19	0,96						
	WLB9	0,24	0,94						
	WLB10	0,09	0,99						
	WLB11	0,18	0,97						
	WLB12	0,20	0,96						
	WLB13	0,21	0,95						
JE	JE1	0,36	0,87	4,500	20,250	4,090	0,832	2,922	0,417
	JE2	0,42	0,82						
	JE3	0,42	0,83						
	JE4	0,38	0,86						
	JE5	0,39	0,85						
	JE6	0,32	0,90						
	JE7	0,61	0,63						
	JE8	0,65	0,58						
	JE9	0,65	0,58						
	JE10	0,78	0,39						
	JE11	0,66	0,56						
	JE12	0,58	0,67						
	JE13	0,57	0,68						
	JE14	0,35	0,88						
	JE15	0,44	0,81						
	JE16	0,13	0,98						
JS	JS1	0,64	0,59	7,750	60,063	6,950	0,896	5,085	0,423

VARIABEL	INDIKATOR	FAKTOR LOADING	ERROR	Σ Faktor Loading	(Σ Faktor Loading)²	ΣError	CR	Σ(Faktor Loading)²	VE
	JS2	0,65	0,59						
	JS3	0,67	0,55						
	JS4	0,54	0,71						
	JS5	0,71	0,50						
	JS6	0,72	0,48						
	JS7	0,76	0,42						
	JS8	0,76	0,43						
	JS9	0,67	0,56						
	JS10	0,53	0,72						
	JS11	0,54	0,71						
	JS12	0,46	0,78						
	JS13	0,56	0,69						
OC	OC1	0,43	0,82	4,500	20,250	4,080	0,832	2,915	0,417
	OC2	0,61	0,63						
	OC3	0,68	0,54						
	OC4	0,42	0,83						
	OC5	0,61	0,63						
	OC6	0,33	0,89						
	OC7	0,37	0,86						
	OC8	0,55	0,69						
	OC9	0,69	0,52						
	OC10	0,73	0,47						
	OC11	0,63	0,60						
	OC12	0,38	0,85						
	OC13	0,35	0,88						
	OC14	0,33	0,89						
	OC15	0,36	0,87						
	OC16	0,29	0,92						
	OC17	0,49	0,76						
	OC18	0,21	0,96						
	OC19	0,18	0,97						
	OC20	0,37	0,86						

Sumber: Data olahan SEM Lisrel

C. Output Analisis SEM dengan Lisrel

```
                                DATE: 12/12/2020
                                  TIME: 17:28


                                L I S R E L  8.80

                                       BY

                              Karl G. Jöreskog & Dag Sörbom


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 The following lines were read from file
C:\Users\sitirafikaarman\Documents\Bismillah
Tesis\acakadut\SYNTAX.pr2:

 RAW DATA FROM FILE WLB.psf
 LATENT VARIABLES: EP WLB JE JS OC
 RELATIONSHIPS:
 EP1=EP
 EP2=EP
 !EP3=EP
 EP4=EP
 EP5=EP
 EP6=EP
 !WLB1=WLB
 WLB2=WLB
 WLB3=WLB
 WLB4=WLB
 WLB5=WLB
 !WLB6=WLB
 !WLB7=WLB
 !WLB8=WLB
 !WLB9=WLB
 !WLB10=WLB
 !WLB11=WLB
 !WLB12=WLB
 !WLB13=WLB
 !JE1=JE
```

```
!JE2=JE
!JE3=JE
!JE4=JE
!JE5=JE
!JE6=JE
JE7=JE
JE8=JE
JE9=JE
JE10=JE
JE11=JE
JE12=JE
JE13=JE
!JE14=JE
!JE15=JE
!JE16=JE
JS1=JS
JS2=JS
JS3=JS
JS4=JS
JS5=JS
JS6=JS
JS7=JS
JS8=JS
JS9=JS
JS10=JS
JS11=JS
!JS12=JS
JS13=JS
!OC1=OC
OC2=OC
OC3=OC
!OC4=OC
OC5=OC
!OC6=OC
!OC7=OC
OC8=OC
OC9=OC
OC10=OC
OC11=OC
!OC12=OC
!OC13=OC
!OC14=OC
!OC15=OC
!OC16=OC
!OC17=OC
!OC18=OC
!OC19=OC
!OC20=OC

EP=JE OC JS WLB
JE=WLB
OC=WLB
JS=WLB
```

```
SET THE ERROR COVARIANCE JS11 JS10 FREE
SET THE ERROR COVARIANCE JS JE FREE
SET THE ERROR COVARIANCE OC10 OC3 FREE
ADMISSIBILITY CHECK OFF
SET THE ERROR COVARIANCE JS6 JS4 FREE
SET THE ERROR COVARIANCE JS3 JS2 FREE
SET THE ERROR COVARIANCE JS10 JS9 FREE
SET THE ERROR COVARIANCE WLB5 WLB2 FREE
SET THE ERROR COVARIANCE JS2 JS1 FREE
SET THE ERROR COVARIANCE JE9 JE8 FREE
SET THE ERROR COVARIANCE JS7 JS3 FREE
SET THE ERROR COVARIANCE OC11 OC10 FREE
SET THE ERROR COVARIANCE OC JS FREE
SET THE ERROR COVARIANCE OC5 JE7 FREE
SET THE ERROR COVARIANCE JS8 JS7 FREE
SET THE ERROR COVARIANCE OC10 OC9 FREE
SET THE ERROR COVARIANCE OC10 OC8 FREE
SET THE ERROR COVARIANCE OC3 OC2 FREE
SET THE ERROR COVARIANCE JS9 JS8 FREE
SET THE ERROR COVARIANCE OC11 JS3 FREE
SET THE ERROR COVARIANCE EP4 EP1 FREE
SET THE ERROR COVARIANCE OC5 JE8 FREE
SET THE ERROR COVARIANCE JS4 JS2 FREE
SET THE ERROR COVARIANCE JS6 JS1 FREE
SET THE ERROR COVARIANCE JS4 JE13 FREE
SET THE ERROR COVARIANCE JS13 JS11 FREE
SET THE ERROR COVARIANCE JS11 JS9 FREE
SET THE ERROR COVARIANCE JS9 EP2 FREE
SET THE ERROR COVARIANCE JS13 JS10 FREE
SET THE ERROR COVARIANCE JS3 JE7 FREE
SET THE ERROR COVARIANCE JE10 JE8 FREE
SET THE ERROR COVARIANCE JE10 JE9 FREE
SET THE ERROR COVARIANCE JE12 JE9 FREE
SET THE ERROR COVARIANCE EP5 EP1 FREE
SET THE ERROR COVARIANCE EP6 EP1 FREE
SET THE ERROR COVARIANCE JS13 JS7 FREE
SET THE ERROR COVARIANCE OC8 JS6 FREE
SET THE ERROR COVARIANCE WLB2 EP6 FREE
SET THE ERROR COVARIANCE JE11 JE7 FREE
SET THE ERROR COVARIANCE OC JE FREE
SET THE ERROR COVARIANCE OC11 OC3 FREE
SET THE ERROR COVARIANCE JE12 JE7 FREE
SET THE ERROR COVARIANCE JS9 JE11 FREE
SET THE ERROR COVARIANCE OC11 OC5 FREE
SET THE ERROR COVARIANCE OC8 JE11 FREE
SET THE ERROR COVARIANCE JS1 JE13 FREE
SET THE ERROR COVARIANCE JS7 EP2 FREE
SET THE ERROR COVARIANCE EP4 EP2 FREE
SET THE ERROR COVARIANCE JS11 JS7 FREE
SET THE ERROR COVARIANCE WLB2 JS3 FREE
SET THE ERROR COVARIANCE JS6 JE12 FREE
SET THE ERROR COVARIANCE OC3 JS8 FREE
SET THE ERROR COVARIANCE OC3 JS9 FREE
SET THE ERROR COVARIANCE OC3 JS10 FREE
```

```
 SET THE ERROR COVARIANCE OC8 JS10 FREE
 SET THE ERROR COVARIANCE JS5 JS2 FREE
 SET THE ERROR COVARIANCE WLB3 JS7 FREE
 SET THE ERROR COVARIANCE WLB4 JS7 FREE
 SET THE ERROR COVARIANCE WLB4 EP1 FREE
 SET THE ERROR COVARIANCE OC5 EP6 FREE
 SET THE ERROR COVARIANCE OC5 JE10 FREE
 SET THE ERROR COVARIANCE JE9 JE7 FREE
 SET THE ERROR COVARIANCE JE13 JE10 FREE
 SET THE ERROR COVARIANCE OC11 EP2 FREE
 SET THE ERROR COVARIANCE JS2 JE8 FREE
 SET THE ERROR COVARIANCE JS8 EP1 FREE
 SET THE ERROR COVARIANCE OC8 OC5 FREE
 SET THE ERROR COVARIANCE OC8 EP5 FREE
 SET THE ERROR COVARIANCE EP1 TO 0.01
 SET THE ERROR COVARIANCE EP5 EP4 FREE
 SET THE ERROR COVARIANCE JS3 EP5 FREE

 OPTIONS:SC
 PATH DIAGRAM
 END OF PROBLEM

 Sample Size =   340
```

Covariance Matrix

	EP1	EP2	EP4	EP5	EP6	JE7
EP1	0.81					
EP2	0.31	0.60				
EP4	0.25	0.32	0.73			
EP5	0.30	0.24	0.50	1.06		
EP6	0.30	0.21	0.33	0.37	0.80	
JE7	0.25	0.07	0.27	0.25	0.26	0.85
JE8	0.05	0.08	0.09	0.04	0.13	0.26
JE9	0.00	0.08	0.22	0.14	0.12	0.22
JE10	0.11	0.15	0.27	0.17	0.20	0.43
JE11	0.13	0.08	0.13	0.13	0.13	0.25
JE12	0.07	0.07	0.14	0.16	0.11	0.22
JE13	0.11	0.03	0.16	0.12	0.11	0.33
JS1	0.26	0.04	0.15	0.17	0.22	0.37

JS2	0.23	0.09	0.15	0.26	0.20
0.38					
JS3	0.20	0.06	0.12	0.28	0.21
0.46					
JS4	0.24	0.13	0.15	0.22	0.18
0.28					
JS5	0.31	0.10	0.23	0.16	0.21
0.38					
JS6	0.33	0.16	0.25	0.25	0.20
0.37					
JS7	0.22	0.13	0.16	0.25	0.25
0.34					
JS8	0.22	0.05	0.19	0.22	0.22
0.39					
JS9	0.35	-0.01	0.16	0.17	0.30
0.41					
JS10	0.17	0.08	0.09	0.08	0.17
0.20					
JS11	0.14	0.09	0.16	0.15	0.19
0.27					
JS13	0.18	0.11	0.21	0.20	0.15
0.28					
OC2	0.28	-0.03	0.07	0.06	0.21
0.07					
OC3	0.23	-0.09	0.06	-0.06	0.11
0.00					
OC5	0.26	-0.02	-0.03	-0.05	0.14
-0.12					
OC8	0.29	-0.07	0.09	0.20	0.10
0.31					
OC9	0.37	-0.04	0.13	0.01	0.14
0.15					
OC10	0.38	-0.03	0.16	0.16	0.09
0.28					
OC11	0.35	0.09	0.23	0.24	0.17
0.21					
WLB2	0.04	-0.01	-0.03	-0.08	0.19
-0.21					
WLB3	0.04	-0.01	0.00	-0.05	0.02
-0.15					
WLB4	-0.02	0.03	0.04	0.11	-0.01
-0.17					
WLB5	0.05	-0.06	0.02	0.06	-0.07
-0.13					

Covariance Matrix

	JE8	JE9	JE10	JE11	JE12	JE13
	--------	--------	--------	--------	--------	-

JE8	0.64					
JE9	0.52	1.03				
JE10	0.52	0.67	1.01			

JE11	0.29	0.36	0.45	0.65	
JE12	0.28	0.47	0.38	0.42	0.90
JE13	0.21	0.24	0.41	0.33	0.34
0.78					
JS1	0.20	0.21	0.29	0.24	0.22
0.37					
JS2	0.12	0.18	0.30	0.26	0.24
0.26					
JS3	0.19	0.23	0.35	0.24	0.19
0.29					
JS4	0.16	0.29	0.25	0.35	0.29
0.07					
JS5	0.16	0.21	0.35	0.32	0.24
0.29					
JS6	0.18	0.31	0.34	0.34	0.37
0.23					
JS7	0.24	0.24	0.36	0.29	0.23
0.30					
JS8	0.21	0.26	0.35	0.30	0.19
0.28					
JS9	0.25	0.25	0.36	0.35	0.17
0.19					
JS10	0.15	0.25	0.25	0.21	0.24
0.16					
JS11	0.17	0.22	0.35	0.25	0.19
0.26					
JS13	0.17	0.25	0.29	0.23	0.25
0.25					
OC2	-0.03	0.03	0.04	0.10	0.06
0.05					
OC3	-0.04	-0.08	0.04	0.12	0.08
0.20					
OC5	0.07	-0.03	-0.04	0.06	0.02
0.15					
OC8	0.04	-0.05	0.17	0.08	0.10
0.33					
OC9	0.03	0.03	0.16	0.11	0.12
0.21					
OC10	0.02	0.06	0.17	0.14	0.18
0.27					
OC11	0.03	0.11	0.16	0.14	0.20
0.17					
WLB2	-0.06	-0.18	-0.10	-0.02	-0.03
-0.12					
WLB3	-0.09	-0.10	-0.11	0.03	0.09
0.09					
WLB4	-0.09	-0.11	-0.04	0.02	0.17
0.05					
WLB5	-0.15	-0.09	-0.13	0.04	0.10
0.06					

Covariance Matrix

	JS1	JS2	JS3	JS4	JS5	JS6
JS1	0.85					
JS2	0.51	0.82				
JS3	0.47	0.58	0.94			
JS4	0.22	0.46	0.35	1.12		
JS5	0.37	0.30	0.35	0.40	0.74	
JS6	0.26	0.37	0.35	0.59	0.46	0.76
JS7	0.48	0.42	0.59	0.35	0.42	0.43
JS8	0.40	0.41	0.48	0.39	0.45	0.51
JS9	0.38	0.34	0.36	0.41	0.39	0.40
JS10	0.22	0.16	0.22	0.25	0.23	0.24
JS11	0.26	0.18	0.25	0.16	0.27	0.22
JS13	0.32	0.25	0.27	0.26	0.31	0.29
OC2	0.15	0.17	0.12	0.16	0.17	0.20
OC3	0.19	0.13	0.08	-0.07	0.27	0.13
OC5	0.20	0.10	0.16	-0.01	0.21	0.11
OC8	0.27	0.25	0.34	0.04	0.35	0.16
OC9	0.28	0.09	0.06	0.07	0.35	0.27
OC10	0.29	0.18	0.20	0.11	0.33	0.30
OC11	0.22	0.18	0.03	0.18	0.26	0.35
WLB2	0.00	-0.16	-0.31	-0.14	-0.05	-0.15
WLB3	0.05	-0.09	-0.16	-0.07	-0.02	-0.06
WLB4	0.05	-0.03	-0.10	-0.12	-0.04	-0.02
WLB5	0.00	-0.03	-0.12	0.01	-0.04	0.02

Covariance Matrix

	JS7	JS8	JS9	JS10	JS11	JS13
JS7	0.93					
JS8	0.66	0.98				

JS9	0.44	0.62	1.07			
JS10	0.24	0.31	0.54	0.76		
JS11	0.36	0.33	0.44	0.55	0.85	
JS13	0.46	0.37	0.30	0.34	0.46	0.95
OC2	0.11	0.16	0.27	0.15	0.12	0.19
OC3	0.18	0.02	0.08	0.02	0.12	0.23
OC5	0.25	0.17	0.21	0.13	0.06	0.17
OC8	0.31	0.25	0.32	0.12	0.20	0.23
OC9	0.23	0.17	0.30	0.21	0.24	0.24
OC10	0.18	0.21	0.34	0.24	0.18	0.17
OC11	0.12	0.16	0.32	0.22	0.15	0.20
WLB2	-0.11	-0.25	-0.09	-0.13	-0.12	-0.12
WLB3	-0.02	-0.19	-0.04	0.02	-0.02	-0.10
WLB4	0.04	-0.15	-0.07	0.05	0.04	-0.03
WLB5	-0.06	-0.12	0.03	0.07	0.00	-0.02

Covariance Matrix

	OC2	OC3	OC5	OC8	OC9	OC10	-
OC2	1.11						
OC3	0.77	1.40					
OC5	0.45	0.70	1.09				
OC8	0.38	0.56	0.50	1.18			
OC9	0.42	0.67	0.47	0.40	1.28		
OC10	0.38	0.43	0.39	0.59	0.77	1.05	
OC11	0.39	0.36	0.25	0.28	0.54	0.71	
WLB2	0.25	0.42	0.20	0.05	0.34	0.12	
WLB3	0.03	0.22	0.20	0.10	0.23	0.25	
WLB4	0.02	0.22	0.18	0.05	0.16	0.15	
WLB5	0.04	0.18	0.18	0.07	0.21	0.27	

Covariance Matrix

	OC11	WLB2	WLB3	WLB4	WLB5
OC11	1.02				
WLB2	0.15	1.34			
WLB3	0.21	0.48	1.02		
WLB4	0.15	0.42	0.58	1.18	
WLB5	0.22	0.17	0.62	0.65	1.09

Number of Iterations = 57

LISREL Estimates (Maximum Likelihood)

Measurement Equations

EP1 = 0.90*EP, Errorvar.= 0.0100, R^2 = 0.99

EP2 = 0.38*EP, Errorvar.= 0.49 , R^2 = 0.23
(0.034) (0.035)
11.16 13.88

EP4 = 0.60*EP, Errorvar.= 0.39 , R^2 = 0.48
(0.055) (0.050)
11.00 7.80

EP5 = 0.61*EP, Errorvar.= 0.71 , R^2 = 0.34
(0.065) (0.071)
9.38 9.92

EP6 = 0.63*EP, Errorvar.= 0.43 , R^2 = 0.48
(0.056) (0.055)
11.23 7.88

JE7 = 0.64*JE, Errorvar.= 0.39 , R^2 = 0.51
(0.045)
8.69

JE8 = 0.42*JE, Errorvar.= 0.47 , R^2 = 0.27
(0.047) (0.036)
8.88 12.91

JE9 = 0.51*JE, Errorvar.= 0.76 , R^2 = 0.26
(0.067) (0.061)
7.62 12.51

JE10 = 0.63*JE, Errorvar.= 0.61 , R^2 = 0.39
(0.064) (0.048)
9.79 12.58

JE11 = 0.69*JE, Errorvar.= 0.20 , R^2 = 0.71
(0.063) (0.030)

```
       10.96                6.72

JE12 = 0.61*JE, Errorvar.= 0.53  , R² = 0.41
      (0.067)             (0.047)
       9.09                11.29

JE13 = 0.52*JE, Errorvar.= 0.52  , R² = 0.34
      (0.055)             (0.041)
       9.43                12.68

 JS1 = 0.58*JS, Errorvar.= 0.50  , R² = 0.40
                          (0.042)
                           12.03

 JS2 = 0.56*JS, Errorvar.= 0.49  , R² = 0.39
      (0.046)             (0.038)
       12.25               12.68

 JS3 = 0.58*JS, Errorvar.= 0.55  , R² = 0.38
      (0.058)             (0.042)
       10.09               13.14

 JS4 = 0.54*JS, Errorvar.= 0.82  , R² = 0.26
      (0.064)             (0.064)
       8.41                12.89

 JS5 = 0.67*JS, Errorvar.= 0.29  , R² = 0.60
      (0.057)             (0.027)
       11.77               11.02

 JS6 = 0.70*JS, Errorvar.= 0.29  , R² = 0.63
      (0.065)             (0.027)
       10.78               10.75

 JS7 = 0.67*JS, Errorvar.= 0.48  , R² = 0.48
      (0.061)             (0.038)
       10.99               12.82

 JS8 = 0.68*JS, Errorvar.= 0.47  , R² = 0.50
      (0.062)             (0.039)
       11.03               12.02

 JS9 = 0.58*JS, Errorvar.= 0.67  , R² = 0.34
      (0.060)             (0.050)
       9.63                13.27

JS10 = 0.37*JS, Errorvar.= 0.63  , R² = 0.18
      (0.051)             (0.047)
       7.09                13.20

JS11 = 0.40*JS, Errorvar.= 0.69  , R² = 0.19
      (0.055)             (0.053)
```

7.31 13.04

JS13 = 0.48*JS, Errorvar.= 0.73 , R² = 0.24
(0.059) (0.058)
8.08 12.74

OC2 = 0.61*OC, Errorvar.= 0.73 , R² = 0.34
(0.063)
11.69

OC3 = 0.88*OC, Errorvar.= 0.62 , R² = 0.56
(0.072) (0.068)
12.25 9.08

OC5 = 0.74*OC, Errorvar.= 0.59 , R² = 0.48
(0.078) (0.056)
9.48 10.65

OC8 = 0.60*OC, Errorvar.= 0.83 , R² = 0.30
(0.073) (0.067)
8.14 12.46

OC9 = 0.75*OC, Errorvar.= 0.72 , R² = 0.44
(0.081) (0.062)
9.28 11.57

OC10 = 0.69*OC, Errorvar.= 0.59 , R² = 0.45
(0.076) (0.052)
9.14 11.42

OC11 = 0.68*OC, Errorvar.= 0.56 , R² = 0.45
(0.077) (0.057)
8.82 9.75

WLB2 = 0.60*WLB, Errorvar.= 0.95 , R² = 0.28
(0.064) (0.083)
9.48 11.37

WLB3 = 0.74*WLB, Errorvar.= 0.45 , R² = 0.54
(0.050) (0.046)
14.69 9.76

WLB4 = 0.75*WLB, Errorvar.= 0.61 , R² = 0.48
(0.055) (0.057)
13.60 10.68

WLB5 = 0.82*WLB, Errorvar.= 0.42 , R² = 0.61
(0.055) (0.056)
14.87 7.51

```
Error Covariance for EP4 and EP1 = -0.29
                                   (0.042)
                                    -6.95

Error Covariance for EP4 and EP2 = 0.11
                                  (0.028)
                                   3.91

Error Covariance for EP5 and EP1 = -0.22
                                  (0.046)
                                   -4.79

Error Covariance for EP5 and EP4 = 0.15
                                  (0.043)
                                    3.42

Error Covariance for EP6 and EP1 = -0.27
                                  (0.041)
                                   -6.59

Error Covariance for JE9 and JE7 = -0.12
                                  (0.029)
                                   -4.05

Error Covariance for JE9 and JE8 = 0.29
                                  (0.037)
                                    7.82

Error Covariance for JE10 and JE8 = 0.25
                                  (0.033)
                                    7.65

Error Covariance for JE10 and JE9 = 0.35
                                  (0.042)
                                    8.18

Error Covariance for JE11 and JE7 = -0.20
                                   (0.027)
                                    -7.55

Error Covariance for JE12 and JE7 = -0.19
                                   (0.032)
                                    -5.82

Error Covariance for JE12 and JE9 = 0.15
                                  (0.031)
                                    4.74

Error Covariance for JE13 and JE10 = 0.080
                                    (0.024)
                                      3.28

Error Covariance for JS1 and JE13 = 0.11
                                  (0.025)
```

```
                                    4.47

Error Covariance for JS2 and JE8 = -0.05
                                  (0.017)
                                   -3.19

Error Covariance for JS2 and JS1 = 0.17
                                 (0.027)
                                   6.14

Error Covariance for JS3 and EP5 = 0.078
                                 (0.026)
                                   2.99

Error Covariance for JS3 and JE7 = 0.093
                                 (0.022)
                                   4.22

Error Covariance for JS3 and JS2 = 0.15
                                 (0.023)
                                   6.58

Error Covariance for JS4 and JE13 = -0.12
                                   (0.030)
                                    -4.10

Error Covariance for JS4 and JS2 = 0.19
                                 (0.028)
                                   6.64

Error Covariance for JS5 and JS2 = -0.08
                                 (0.019)
                                   -4.04

Error Covariance for JS6 and JE12 = 0.073
                                   (0.021)
                                     3.42

Error Covariance for JS6 and JS1 = -0.11
                                 (0.019)
                                   -5.74

Error Covariance for JS6 and JS4 = 0.19
                                 (0.029)
                                   6.57

Error Covariance for JS7 and EP2 = 0.092
                                 (0.019)
                                   4.90

Error Covariance for JS7 and JS3 = 0.17
                                 (0.023)
                                   7.30
```

```
Error Covariance for JS8 and EP1 = -0.07
                                   (0.023)
                                    -3.23

Error Covariance for JS8 and JS7 = 0.18
                                  (0.025)
                                   7.01

Error Covariance for JS9 and EP2 = -0.13
                                  (0.023)
                                   -5.56

Error Covariance for JS9 and JE11 = 0.083
                                   (0.021)
                                     3.99

Error Covariance for JS9 and JS8 = 0.14
                                  (0.025)
                                   5.62

Error Covariance for JS10 and JS9 = 0.29
                                  (0.034)
                                    8.52

Error Covariance for JS11 and JS7 = 0.073
                                   (0.020)
                                     3.60

Error Covariance for JS11 and JS9 = 0.17
                                  (0.031)
                                    5.48

Error Covariance for JS11 and JS10 = 0.41
                                   (0.041)
                                     9.93

Error Covariance for JS13 and JS7 = 0.14
                                  (0.027)
                                    5.36

Error Covariance for JS13 and JS10 = 0.18
                                   (0.032)
                                     5.49

Error Covariance for JS13 and JS11 = 0.28
                                   (0.040)
                                     6.92

Error Covariance for OC3 and JS8 = -0.14
                                  (0.027)
                                   -5.05

Error Covariance for OC3 and JS9 = -0.18
                                  (0.033)
```

```
                                    -5.40

Error Covariance for OC3 and JS10 = -0.11
                                   (0.026)
                                    -4.25

Error Covariance for OC3 and OC2 = 0.24
                                  (0.051)
                                   4.82

Error Covariance for OC5 and EP6 = 0.092
                                  (0.028)
                                   3.23

Error Covariance for OC5 and JE7 = -0.23
                                  (0.034)
                                   -6.98

Error Covariance for OC5 and JE8 = 0.077
                                  (0.026)
                                   3.00

Error Covariance for OC5 and JE10 = -0.11
                                   (0.028)
                                    -3.89

Error Covariance for OC8 and EP5 = 0.099
                                  (0.034)
                                   2.90

Error Covariance for OC8 and JE11 = -0.09
                                   (0.025)
                                    -3.75

Error Covariance for OC8 and JS6 = -0.09
                                  (0.022)
                                   -4.25

Error Covariance for OC8 and JS10 = -0.09
                                   (0.025)
                                    -3.70

Error Covariance for OC8 and OC5 = 0.11
                                  (0.036)
                                   2.96

Error Covariance for OC10 and OC3 = -0.16
                                   (0.031)
                                    -5.04

Error Covariance for OC10 and OC8 = 0.23
                                   (0.032)
                                    7.26
```

Error Covariance for OC10 and OC9 = 0.26
(0.037)
6.92

Error Covariance for OC11 and EP2 = 0.065
(0.021)
3.01

Error Covariance for OC11 and JS3 = -0.13
(0.023)
-5.57

Error Covariance for OC11 and OC3 = -0.20
(0.039)
-5.23

Error Covariance for OC11 and OC5 = -0.15
(0.031)
-4.92

Error Covariance for OC11 and OC10 = 0.26
(0.037)
7.06

Error Covariance for WLB2 and EP6 = 0.21
(0.041)
5.07

Error Covariance for WLB2 and JS3 = -0.16
(0.033)
-4.82

Error Covariance for WLB3 and JS7 = 0.089
(0.023)
3.90

Error Covariance for WLB4 and EP1 = -0.10
(0.031)
-3.30

Error Covariance for WLB4 and JS7 = 0.091
(0.026)
3.56

Error Covariance for WLB5 and WLB2 = -0.32
(0.047)
-6.83

Structural Equations

EP = - 0.095*JE + 0.53*JS + 0.17*OC + 0.038*WLB, Errorvar.= 0.69 , R^2 = 0.31

```
              (0.067)    (0.093)    (0.063)    (0.052)
(0.054)
              -1.43       5.65       2.63       0.73
12.81

       JE =  - 0.098*WLB, Errorvar.= 0.99 , R² = 0.0096
              (0.059)                (0.15)
              -1.67                   6.81

       JS =  - 0.13*WLB, Errorvar.= 0.98 , R² = 0.016
              (0.063)                (0.16)
              -2.04                   6.23

       OC = 0.34*WLB, Errorvar.= 0.88 , R² = 0.12
             (0.067)                (0.17)
              5.10                   5.32


 Error Covariance for JS and JE = 0.73
                                 (0.095)
                                   7.74

 Error Covariance for OC and JE = 0.26
                                 (0.063)
                                   4.14

 Error Covariance for OC and JS = 0.51
                                 (0.085)
                                   6.00

         Reduced Form Equations

       EP = 0.037*WLB, Errorvar.= 1.00, R² = 0.0013
             (0.053)
              0.70

       JE =  - 0.098*WLB, Errorvar.= 0.99, R² = 0.0096
              (0.059)
              -1.67

       JS =  - 0.13*WLB, Errorvar.= 0.98, R² = 0.016
              (0.063)
              -2.04

       OC = 0.34*WLB, Errorvar.= 0.88, R² = 0.12
             (0.067)
              5.10


         Correlation Matrix of Independent Variables

                WLB
             --------
```

1.00

Covariance Matrix of Latent Variables

	EP	JE	JS	OC	WLB
EP	1.00				
JE	0.33	1.00			
JS	0.53	0.75	1.00		
OC	0.40	0.23	0.47	1.00	
WLB	0.04	-0.10	-0.13	0.34	1.00

Goodness of Fit Statistics

Degrees of Freedom = 485
Minimum Fit Function Chi-Square = 1093.55 (P = 0.0)
Normal Theory Weighted Least Squares Chi-Square = 1032.58 (P = 0.0)
Estimated Non-centrality Parameter (NCP) = 547.58
90 Percent Confidence Interval for NCP = (458.95 ; 643.95)

Minimum Fit Function Value = 3.23
Population Discrepancy Function Value (F0) = 1.62
90 Percent Confidence Interval for F0 = (1.35 ; 1.90)
Root Mean Square Error of Approximation (RMSEA) = 0.058
90 Percent Confidence Interval for RMSEA = (0.053 ; 0.063)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.0050

Expected Cross-Validation Index (ECVI) = 3.90
90 Percent Confidence Interval for ECVI = (3.64 ; 4.19)
ECVI for Saturated Model = 3.72
ECVI for Independence Model = 44.29

Chi-Square for Independence Model with 595 Degrees of Freedom = 14942.73
Independence AIC = 15012.73
Model AIC = 1322.58
Saturated AIC = 1260.00
Independence CAIC = 15181.74
Model CAIC = 2022.78
Saturated CAIC = 4302.24

Normed Fit Index (NFI) = 0.93
Non-Normed Fit Index (NNFI) = 0.95
Parsimony Normed Fit Index (PNFI) = 0.76
Comparative Fit Index (CFI) = 0.96
Incremental Fit Index (IFI) = 0.96
Relative Fit Index (RFI) = 0.91

Critical N (CN) = 174.72

Root Mean Square Residual (RMR) = 0.071
Standardized RMR = 0.073
Goodness of Fit Index (GFI) = 0.85
Adjusted Goodness of Fit Index (AGFI) = 0.81
Parsimony Goodness of Fit Index (PGFI) = 0.66

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
EP1	OC	21.1	0.29
EP2	OC	21.6	-0.18
JE7	EP	16.6	0.16
JE7	JS	14.3	0.37
JS4	OC	8.2	-0.15
OC3	EP	17.9	-0.18
OC3	JS	13.6	-0.21
OC8	JE	11.6	0.17
OC8	JS	13.9	0.21

Standardized Solution

LAMBDA-Y

	EP	JE	JS	OC
EP1	0.90	- -	- -	- -
EP2	0.38	- -	- -	- -
EP4	0.60	- -	- -	- -
EP5	0.61	- -	- -	- -
EP6	0.63	- -	- -	- -
JE7	- -	0.64	- -	- -
JE8	- -	0.42	- -	- -
JE9	- -	0.51	- -	- -
JE10	- -	0.63	- -	- -
JE11	- -	0.69	- -	- -
JE12	- -	0.61	- -	- -
JE13	- -	0.52	- -	- -
JS1	- -	- -	0.58	- -
JS2	- -	- -	0.56	- -
JS3	- -	- -	0.58	- -
JS4	- -	- -	0.54	- -
JS5	- -	- -	0.67	- -
JS6	- -	- -	0.70	- -
JS7	- -	- -	0.67	- -
JS8	- -	- -	0.68	- -
JS9	- -	- -	0.58	- -
JS10	- -	- -	0.37	- -
JS11	- -	- -	0.40	- -
JS13	- -	- -	0.48	- -

OC2	- -	- -	- -	0.61
OC3	- -	- -	- -	0.88
OC5	- -	- -	- -	0.74
OC8	- -	- -	- -	0.60
OC9	- -	- -	- -	0.75
OC10	- -	- -	- -	0.69
OC11	- -	- -	- -	0.68

LAMBDA-X

	WLB
WLB2	0.60
WLB3	0.74
WLB4	0.75
WLB5	0.82

BETA

	EP	JE	JS	OC
EP	- -	-0.10	0.53	0.17
JE	- -	- -	- -	- -
JS	- -	- -	- -	- -
OC	- -	- -	- -	- -

GAMMA

	WLB
EP	0.04
JE	-0.10
JS	-0.13
OC	0.34

Correlation Matrix of ETA and KSI

	EP	JE	JS	OC	WLB
EP	1.00				
JE	0.33	1.00			
JS	0.53	0.75	1.00		
OC	0.40	0.23	0.47	1.00	
WLB	0.04	-0.10	-0.13	0.34	1.00

PSI

	EP	JE	JS	OC
EP	0.69			
JE	- -	0.99		
JS	- -	0.73	0.98	
OC	- -	0.26	0.51	0.88

Regression Matrix ETA on KSI (Standardized)

	WLB
EP	0.04
JE	-0.10
JS	-0.13
OC	0.34

Completely Standardized Solution

LAMBDA-Y

	EP	JE	JS	OC
EP1	0.99	- -	- -	- -
EP2	0.48	- -	- -	- -
EP4	0.70	- -	- -	- -
EP5	0.59	- -	- -	- -
EP6	0.69	- -	- -	- -
JE7	- -	0.71	- -	- -
JE8	- -	0.52	- -	- -
JE9	- -	0.51	- -	- -
JE10	- -	0.63	- -	- -
JE11	- -	0.84	- -	- -
JE12	- -	0.64	- -	- -
JE13	- -	0.58	- -	- -
JS1	- -	- -	0.64	- -
JS2	- -	- -	0.63	- -
JS3	- -	- -	0.62	- -
JS4	- -	- -	0.51	- -
JS5	- -	- -	0.78	- -
JS6	- -	- -	0.80	- -
JS7	- -	- -	0.70	- -
JS8	- -	- -	0.70	- -
JS9	- -	- -	0.58	- -
JS10	- -	- -	0.42	- -
JS11	- -	- -	0.44	- -
JS13	- -	- -	0.49	- -
OC2	- -	- -	- -	0.58
OC3	- -	- -	- -	0.75
OC5	- -	- -	- -	0.69
OC8	- -	- -	- -	0.55
OC9	- -	- -	- -	0.66
OC10	- -	- -	- -	0.67
OC11	- -	- -	- -	0.67

LAMBDA-X

	WLB
WLB2	0.53

WLB3	0.74
WLB4	0.69
WLB5	0.78

BETA

	EP	JE	JS	OC
EP	- -	-0.10	0.53	0.17
JE	- -	- -	- -	- -
JS	- -	- -	- -	- -
OC	- -	- -	- -	- -

GAMMA

	WLB
EP	0.04
JE	-0.10
JS	-0.13
OC	0.34

Correlation Matrix of ETA and KSI

	EP	JE	JS	OC	WLB
EP	1.00				
JE	0.33	1.00			
JS	0.53	0.75	1.00		
OC	0.40	0.23	0.47	1.00	
WLB	0.04	-0.10	-0.13	0.34	1.00

PSI

	EP	JE	JS	OC
EP	0.69			
JE	- -	0.99		
JS	- -	0.73	0.98	
OC	- -	0.26	0.51	0.88

THETA-EPS

	EP1	EP2	EP4	EP5	EP6	JE7
EP1	0.01					
EP2	- -	0.77				
EP4	-0.37	0.16	0.52			
EP5	-0.24	- -	0.16	0.66		
EP6	-0.33	- -	- -	- -	0.52	
JE7	- -	- -	- -	- -	- -	0.49

JE8	- -	- -	- -	- -	- -
- -					
JE9	- -	- -	- -	- -	- -
-0.13					
JE10	- -	- -	- -	- -	- -
- -					
JE11	- -	- -	- -	- -	- -
-0.27					
JE12	- -	- -	- -	- -	- -
-0.22					
JE13	- -	- -	- -	- -	- -
- -					
JS1	- -	- -	- -	- -	- -
- -					
JS2	- -	- -	- -	- -	- -
- -					
JS3	- -	- -	- -	0.08	- -
0.11					
JS4	- -	- -	- -	- -	- -
- -					
JS5	- -	- -	- -	- -	- -
- -					
JS6	- -	- -	- -	- -	- -
- -					
JS7	- -	0.12	- -	- -	- -
- -					
JS8	-0.08	- -	- -	- -	- -
- -					
JS9	- -	-0.16	- -	- -	- -
- -					
JS10	- -	- -	- -	- -	- -
- -					
JS11	- -	- -	- -	- -	- -
- -					
JS13	- -	- -	- -	- -	- -
- -					
OC2	- -	- -	- -	- -	- -
- -					
OC3	- -	- -	- -	- -	- -
- -					
OC5	- -	- -	- -	- -	0.09
-0.24					
OC8	- -	- -	- -	0.09	- -
- -					
OC9	- -	- -	- -	- -	- -
- -					
OC10	- -	- -	- -	- -	- -
- -					
OC11	- -	0.08	- -	- -	- -
- -					

THETA-EPS

```
                JE8         JE9         JE10        JE11        JE12
JE13
            --------    --------    --------    --------    --------    -
-------
      JE8       0.73
      JE9       0.35        0.74
     JE10       0.31        0.34        0.61
     JE11        - -         - -         - -        0.29
     JE12        - -        0.15         - -         - -        0.59
     JE13        - -         - -        0.09         - -         - -
0.66
      JS1        - -         - -         - -         - -         - -
0.14
      JS2      -0.07         - -         - -         - -         - -
- -
      JS3        - -         - -         - -         - -         - -
- -
      JS4        - -         - -         - -         - -         - -
-0.13
      JS5        - -         - -         - -         - -         - -
- -
      JS6        - -         - -         - -         - -        0.09
- -
      JS7        - -         - -         - -         - -         - -
- -
      JS8        - -         - -         - -         - -         - -
- -
      JS9        - -         - -         - -        0.10         - -
- -
     JS10        - -         - -         - -         - -         - -
- -
     JS11        - -         - -         - -         - -         - -
- -
     JS13        - -         - -         - -         - -         - -
- -
      OC2        - -         - -         - -         - -         - -
- -
      OC3        - -         - -         - -         - -         - -
- -
      OC5       0.09         - -       -0.10         - -         - -
- -
      OC8        - -         - -         - -       -0.10         - -
- -
      OC9        - -         - -         - -         - -         - -
- -
     OC10        - -         - -         - -         - -         - -
- -
     OC11        - -         - -         - -         - -         - -
- -

          THETA-EPS

                JS1         JS2         JS3         JS4         JS5
JS6
```

```
          --------  --------  --------  --------  --------  -
-------
      JS1       0.60
      JS2       0.20       0.61
      JS3        - -       0.18       0.62
      JS4        - -       0.20        - -       0.74
      JS5        - -      -0.10        - -        - -       0.40
      JS6      -0.14        - -        - -       0.20        - -
0.37
      JS7        - -        - -       0.18        - -        - -
- -
      JS8        - -        - -        - -        - -        - -
- -
      JS9        - -        - -        - -        - -        - -
- -
     JS10        - -        - -        - -        - -        - -
- -
     JS11        - -        - -        - -        - -        - -
- -
     JS13        - -        - -        - -        - -        - -
- -
      OC2        - -        - -        - -        - -        - -
- -
      OC3        - -        - -        - -        - -        - -
- -
      OC5        - -        - -        - -        - -        - -
- -
      OC8        - -        - -        - -        - -        - -
-0.10
      OC9        - -        - -        - -        - -        - -
- -
     OC10        - -        - -        - -        - -        - -
- -
     OC11        - -        - -      -0.14        - -        - -
- -

         THETA-EPS

                JS7        JS8        JS9       JS10       JS11
JS13
          --------  --------  --------  --------  --------  -
-------
      JS7       0.52
      JS8       0.19       0.50
      JS9        - -       0.14       0.66
     JS10        - -        - -       0.33       0.82
     JS11       0.08        - -       0.19       0.50       0.81
     JS13       0.15        - -        - -       0.21       0.31
0.76
      OC2        - -        - -        - -        - -        - -
- -
      OC3        - -      -0.12      -0.15      -0.11        - -
- -
```

```
      OC5        - -        - -        - -        - -        - -
- -
      OC8        - -        - -        - -      -0.10        - -
- -
      OC9        - -        - -        - -        - -        - -
- -
     OC10        - -        - -        - -        - -        - -
- -
     OC11        - -        - -        - -        - -        - -
- -

         THETA-EPS

                OC2        OC3        OC5        OC8        OC9
OC10
            --------   --------   --------   --------   --------   -
-------
      OC2       0.66
      OC3       0.20       0.44
      OC5        - -        - -       0.52
      OC8        - -        - -       0.09       0.70
      OC9        - -        - -        - -        - -       0.56
     OC10        - -      -0.13        - -       0.21       0.22
0.55
     OC11        - -      -0.17      -0.14        - -        - -
0.25

         THETA-EPS

                OC11
            --------
     OC11       0.55

         THETA-DELTA-EPS

                EP1        EP2        EP4        EP5        EP6
JE7
            --------   --------   --------   --------   --------   -
-------
     WLB2        - -        - -        - -        - -       0.20
- -
     WLB3        - -        - -        - -        - -        - -
- -
     WLB4      -0.10        - -        - -        - -        - -
- -
     WLB5        - -        - -        - -        - -        - -
- -

         THETA-DELTA-EPS

                JE8        JE9       JE10       JE11       JE12
JE13
            --------   --------   --------   --------   --------   -
-------
```

```
     WLB2        - -         - -         - -         - -         - -
- -
     WLB3        - -         - -         - -         - -         - -
- -
     WLB4        - -         - -         - -         - -         - -
- -
     WLB5        - -         - -         - -         - -         - -
- -

         THETA-DELTA-EPS

                JS1         JS2         JS3         JS4         JS5
JS6
            --------    --------    --------    --------    --------   -
-------
     WLB2        - -         - -       -0.15         - -         - -
- -
     WLB3        - -         - -         - -         - -         - -
- -
     WLB4        - -         - -         - -         - -         - -
- -
     WLB5        - -         - -         - -         - -         - -
- -

         THETA-DELTA-EPS

                JS7         JS8         JS9        JS10        JS11
JS13
            --------    --------    --------    --------    --------   -
-------
     WLB2        - -         - -         - -         - -         - -
- -
     WLB3       0.09         - -         - -         - -         - -
- -
     WLB4       0.09         - -         - -         - -         - -
- -
     WLB5        - -         - -         - -         - -         - -
- -

         THETA-DELTA-EPS

                OC2         OC3         OC5         OC8         OC9
OC10
            --------    --------    --------    --------    --------   -
-------
     WLB2        - -         - -         - -         - -         - -
- -
     WLB3        - -         - -         - -         - -         - -
- -
     WLB4        - -         - -         - -         - -         - -
- -
     WLB5        - -         - -         - -         - -         - -
- -
```

THETA-DELTA-EPS

	OC11
WLB2	- -
WLB3	- -
WLB4	- -
WLB5	- -

THETA-DELTA

	WLB2	WLB3	WLB4	WLB5
WLB2	0.72			
WLB3	- -	0.46		
WLB4	- -	- -	0.52	
WLB5	-0.27	- -	- -	0.39

Regression Matrix ETA on KSI (Standardized)

	WLB
EP	0.04
JE	-0.10
JS	-0.13
OC	0.34

Time used: 0.594 Seconds

D. Hasil Analisis *Goodness of Fit*

Group	*Indicator*	*Value*	Keterangan
1	*Degrees of Freedom*	485	*Good Fit*
	Minimum Fit Function Chi Square	1093.55	
	Normal Theory WLS Chi Square	1032.58	
	NCP	547.58	
	Confidence Interval	458.95 ; 643.95	
2	RMSEA	0.058	*Good Fit*
	Confidence Interval	0.053 ; 0.063	
	P Value	0.0050	
3	ECVI *Model*	3.90	*Good Fit*
	ECVI *Saturated*	3.72	
	ECVI *Independence*	44.29	
4	AIC *Model*	1322.58	*Good Fit*
	AIC *Saturated*	1260.00	
	AIC *Independence*	15012.73	
	CAIC *Model*	2022.78	
	CAIC *Saturated*	4302.24	
	CAIC *Independence*	15181.74	
5	NFI	0.93	*Good Fit*
	NNFI	0.95	
	PNFI	0.76	
	CFI	0.96	
	IFI	0.96	
	RFI	0.91	
6	*Critical N*	174.72	*Marginal Fit*
7	RMR	0.071	*Marginal Fit*
	SRMR	0.073	
	GFI	0.85	
	AGFI	0.81	
	PGFI	0.66	

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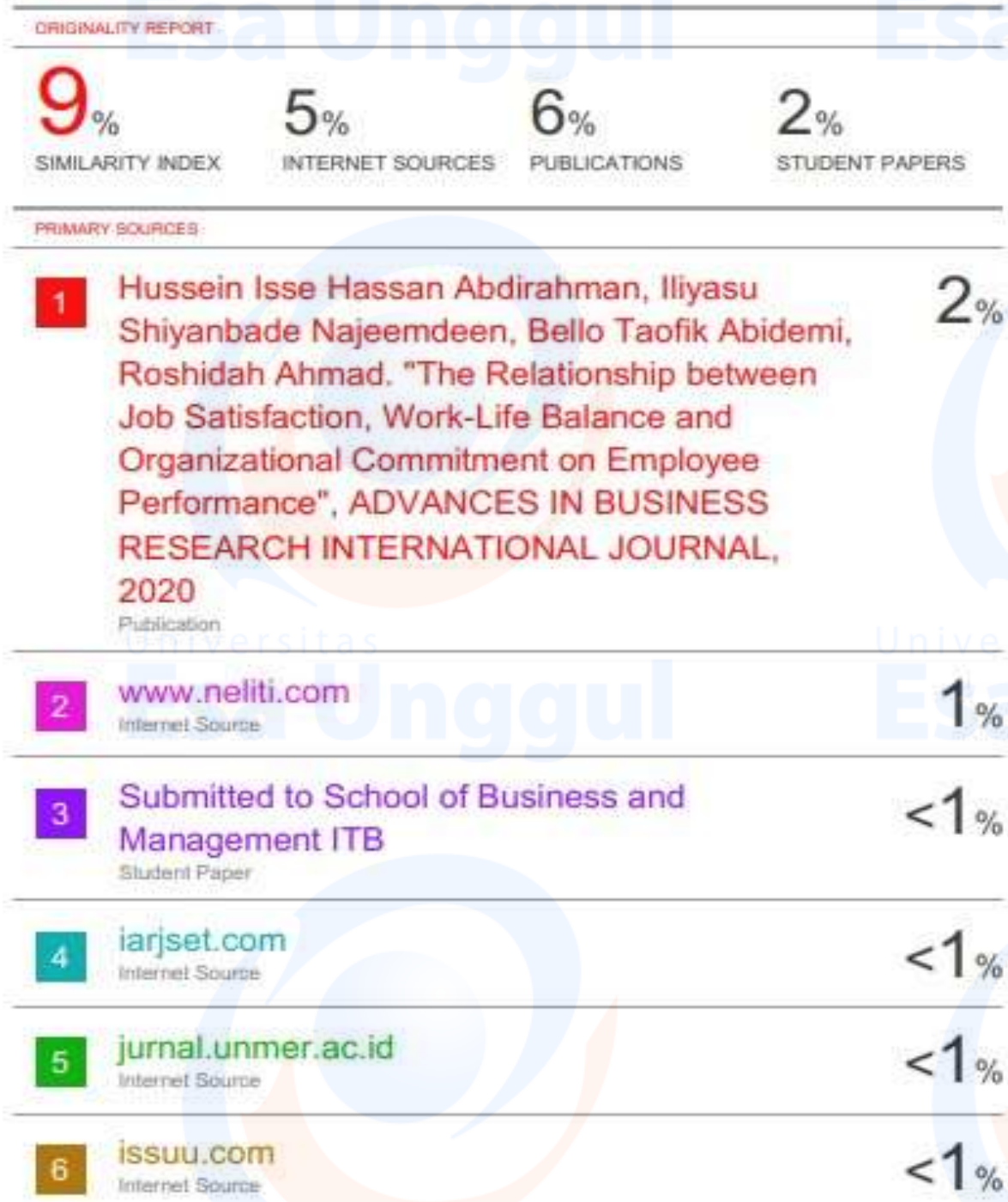

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