

ภาคผนวก จ
ผลการวิเคราะห์ข้อมูลโดยใช้โปรแกรม SPSS

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
ปัจจัยสนับสนุนนโยบาย(ร่วมมือ1)	273	1	5	3.40	.958
ร่วมมือ2	273	1	5	3.44	.834
ร่วมมือ3	273	1	5	3.47	.862
ร่วมมือ4	273	1	5	3.53	.831
ร่วมมือ5	273	1	5	3.43	.885
Valid N (listwise)	273				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
ปัจจัยสนับสนุนนโยบาย(ทัศนคติ1)	273	1	5	3.16	.950
ทัศนคติ2	273	1	5	3.18	.901
ทัศนคติ3	273	1	5	3.21	.890
ทัศนคติ4	273	1	5	3.21	.902
Valid N (listwise)	273				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
ปัจจัยสนับสนุนนโยบาย(พัฒนา1)	273	1	5	3.66	1.086
พัฒนา2	273	1	5	3.54	1.011
พัฒนา3	273	1	5	3.33	1.030
พัฒนา4	273	1	5	3.48	1.011
พัฒนา5	273	1	5	3.51	1.019
Valid N (listwise)	273				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
สมรรถนะขององค์กร(โครงสร้าง1)	273	1	5	3.74	1.009
โครงสร้าง2	273	1	5	3.44	1.002
โครงสร้าง3	273	1	5	3.59	.970
โครงสร้าง4	273	1	5	3.67	.975
โครงสร้าง5	273	1	5	3.55	1.021
Valid N (listwise)	273				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
สมรรถนะขององค์กร(งบประมาณ1)	273	1	5	3.10	1.044
งบ2	273	1	5	3.25	.988
งบ3	273	1	5	3.35	.962
งบ4	273	1	5	3.37	1.000
งบ5	273	1	5	3.34	.968
Valid N (listwise)	273				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
สมรรถนะขององค์กร(บุคลากร1)	273	1	5	3.44	.898
บุคลากร2	273	1	5	3.49	.959
บุคลากร3	273	1	5	3.48	.947
บุคลากร4	273	1	5	3.28	.957
บุคลากร5	273	1	5	3.47	1.000
Valid N (listwise)	273				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
สมรรถนะขององค์กร(วัสดุ1)	273	1	5	3.38	.963
วัสดุ2	273	1	5	3.43	.979
วัสดุ3	273	1	5	3.36	.968
วัสดุ4	273	1	5	3.43	.949
วัสดุ5	273	1	5	3.44	.999
Valid N (listwise)	273				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
สมรรถนะขององค์กร(ระบบ1)	273	1	5	3.36	.949
ระบบ2	273	1	5	3.33	.994
ระบบ3	273	1	5	3.44	1.035
ระบบ4	273	1	5	3.40	.973
ระบบ5	273	1	5	3.37	1.000
ระบบ6	273	1	5	3.40	.984
ระบบ7	273	1	5	3.50	.982
Valid N (listwise)	273				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
สาระของนโยบาย(วัตถุประสงค์1)	273	1	5	3.33	.931
วัตถุประสงค์2	273	1	5	3.36	.952
วัตถุประสงค์3	273	1	5	3.38	.913
วัตถุประสงค์4	273	1	5	3.32	.945
วัตถุประสงค์5	273	1	5	3.35	.989
วัตถุประสงค์6	273	1	5	3.41	.943
Valid N (listwise)	273				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
สาระของนโยบาย(มาตรฐาน1)	273	1	5	3.46	.970
มาตรฐาน2	273	1	5	3.41	.955
มาตรฐาน3	273	1	5	3.33	.982
มาตรฐาน4	273	1	5	3.29	.988
มาตรฐาน5	273	1	5	3.34	.918
มาตรฐาน6	273	1	5	3.31	.951
Valid N (listwise)	273				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
สาระของนโยบาย(สอดคล้อง1)	273	1	5	3.55	.942
สอดคล้อง2	273	1	5	3.45	.958
สอดคล้อง3	273	1	5	3.37	.923
สอดคล้อง4	273	1	5	3.41	.916
สอดคล้อง5	273	1	5	3.41	.959
สอดคล้อง6	273	1	5	3.49	1.000
Valid N (listwise)	273				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
ผลของการนำนโยบายการศึกษาไปปฏิบัติ(ประสิทธิ	273	1	5	3.30	.861
ประสิทธิ2	273	1	5	3.32	.865
ประสิทธิ3	273	1	5	3.45	.934
ประสิทธิ4	273	1	5	3.40	.958
ประสิทธิ5	273	1	5	3.34	.894
ประสิทธิ6	273	1	5	3.27	.912
ประสิทธิ7	273	1	5	3.24	.883
ประสิทธิ8	273	1	5	3.31	1.000
Valid N (listwise)	273				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
ผลของการนำนโยบายการศึกษาไปปฏิบัติ	273	1	5	2.98	1.066
รับโอน2	273	1	5	3.31	1.207
รับโอน3	273	1	5	2.95	1.231
รับโอน4	273	1	5	2.83	1.225
รับโอน5	273	1	5	2.82	1.276
Valid N (listwise)	273				

Correlations

		EFFE	STRU	BUDG	PERS	MATE	MASY	OBJE	STAP	PRAC	COOP	ATTT	HRDE
EFFE	Pearson Correlation	1	.521*	.684*	.707*	.698*	.789*	.795*	.839*	.817*	.609*	.532*	.591*
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
STRU	Pearson Correlation	.521*	1	.520*	.664*	.522*	.588*	.507*	.508*	.572*	.522*	.353*	.670*
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
BUDG	Pearson Correlation	.684*	.520*	1	.737*	.749*	.732*	.658*	.632*	.635*	.610*	.532*	.598*
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
PERS	Pearson Correlation	.707*	.664*	.737*	1	.750*	.816*	.718*	.691*	.659*	.592*	.456*	.671*
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
MATE	Pearson Correlation	.698*	.522*	.749*	.750*	1	.806*	.703*	.674*	.715*	.581*	.472*	.552*
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
MASY	Pearson Correlation	.789*	.588*	.732*	.816*	.806*	1	.783*	.756*	.743*	.665*	.517*	.636*
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
OBJE	Pearson Correlation	.795*	.507*	.658*	.718*	.703*	.783*	1	.864*	.814*	.601*	.488*	.530*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
STAP	Pearson Correlation	.839*	.508*	.632*	.691*	.674*	.756*	.864*	1	.835*	.610*	.484*	.516*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
PRAC	Pearson Correlation	.817*	.572*	.635*	.659*	.715*	.743*	.814*	.835*	1	.592*	.445*	.560*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
COOP	Pearson Correlation	.609*	.522*	.610*	.592*	.581*	.665*	.601*	.610*	.592*	1	.644*	.557*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
ATTT	Pearson Correlation	.532*	.353*	.532*	.456*	.472*	.517*	.488*	.484*	.445*	.644*	1	.374*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
HRDE	Pearson Correlation	.591*	.670*	.598*	.671*	.552*	.636*	.530*	.516*	.560*	.557*	.374*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	273	273	273	273	273	273	273	273	273	273	273	273

**.

Correlation is significant at the 0.01 level (2-tailed).

Correlations

		EDTR	STRU	BUDG	PERS	MATE	MASY	OBJE	STAP	PRAC	COOP	ATTT	HRDE
EDTR	Pearson Correlation	1	.285*	.525*	.421*	.473*	.537*	.469*	.556*	.535*	.421*	.542*	.361*
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
STRU	Pearson Correlation	.285*	1	.520*	.664*	.522*	.588*	.507*	.508*	.572*	.522*	.353*	.670*
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
BUDG	Pearson Correlation	.525*	.520*	1	.737*	.749*	.732*	.658*	.632*	.635*	.610*	.532*	.598*
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
PERS	Pearson Correlation	.421*	.664*	.737*	1	.750*	.816*	.718*	.691*	.659*	.592*	.456*	.671*
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
MATE	Pearson Correlation	.473*	.522*	.749*	.750*	1	.806*	.703*	.674*	.715*	.581*	.472*	.552*
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
MASY	Pearson Correlation	.537*	.588*	.732*	.816*	.806*	1	.783*	.756*	.743*	.665*	.517*	.636*
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
OBJE	Pearson Correlation	.469*	.507*	.658*	.718*	.703*	.783*	1	.864*	.814*	.601*	.488*	.530*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
STAP	Pearson Correlation	.556*	.508*	.632*	.691*	.674*	.756*	.864*	1	.835*	.610*	.484*	.516*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
PRAC	Pearson Correlation	.535*	.572*	.635*	.659*	.715*	.743*	.814*	.835*	1	.592*	.445*	.560*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
COOP	Pearson Correlation	.421*	.522*	.610*	.592*	.581*	.665*	.601*	.610*	.592*	1	.644*	.557*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
ATTT	Pearson Correlation	.542*	.353*	.532*	.456*	.472*	.517*	.488*	.484*	.445*	.644*	1	.374*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	273	273	273	273	273	273	273	273	273	273	273	273
HRDE	Pearson Correlation	.361*	.670*	.598*	.671*	.552*	.636*	.530*	.516*	.560*	.557*	.374*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	273	273	273	273	273	273	273	273	273	273	273	273

**.

Correlation is significant at the 0.01 level (2-tailed).

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.839 ^a	.703	.702	.42045
2	.871 ^b	.759	.758	.37943
3	.884 ^c	.781	.779	.36261
4	.888 ^d	.788	.785	.35732
5	.890 ^e	.792	.788	.35462

a. Predictors: (Constant), STAP

b. Predictors: (Constant), STAP, MASY

c. Predictors: (Constant), STAP, MASY, PRAC

d. Predictors: (Constant), STAP, MASY, PRAC,
ATTT

e. Predictors: (Constant), STAP, MASY, PRAC,
ATTT, HRDE

ANOVA^f

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	113.606	1	113.606	642.653	.000 ^a
	Residual	47.907	271	.177		
	Total	161.513	272			
2	Regression	122.642	2	61.321	425.944	.000 ^b
	Residual	38.871	270	.144		
	Total	161.513	272			
3	Regression	126.143	3	42.048	319.783	.000 ^c
	Residual	35.370	269	.131		
	Total	161.513	272			
4	Regression	127.296	4	31.824	249.256	.000 ^d
	Residual	34.217	268	.128		
	Total	161.513	272			
5	Regression	127.935	5	25.587	203.463	.000 ^e
	Residual	33.577	267	.126		
	Total	161.513	272			

a. Predictors: (Constant), STAP

b. Predictors: (Constant), STAP, MASY

c. Predictors: (Constant), STAP, MASY, PRAC

d. Predictors: (Constant), STAP, MASY, PRAC, ATTT

e. Predictors: (Constant), STAP, MASY, PRAC, ATTT, HRDE

f. Dependent Variable: EFFE

Coefficients^a

Model		Unstandardized Coefficients		Standardize d Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.726	.106		6.855	.000
	STAP	.776	.031	.839	25.351	.000
2	(Constant)	.469	.101		4.652	.000
	STAP	.524	.042	.566	12.411	.000
	MASY	.325	.041	.361	7.922	.000
3	(Constant)	.348	.099		3.506	.001
	STAP	.358	.052	.387	6.940	.000
	MASY	.259	.041	.288	6.282	.000
	PRAC	.261	.051	.281	5.160	.000
4	(Constant)	.213	.108		1.984	.048
	STAP	.338	.051	.365	6.597	.000
	MASY	.227	.042	.253	5.423	.000
	PRAC	.261	.050	.280	5.223	.000
	ATTT	.097	.032	.100	3.005	.003
5	(Constant)	.137	.112		1.222	.223
	STAP	.344	.051	.372	6.760	.000
	MASY	.190	.045	.212	4.261	.000
	PRAC	.242	.050	.261	4.826	.000
	ATTT	.093	.032	.096	2.892	.004
	HRDE	.074	.033	.083	2.255	.025

a.

Dependent Variable: EFFE

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.556 ^a	.309	.307	.82076
2	.637 ^b	.406	.402	.76243
3	.650 ^c	.422	.416	.75335
4	.659 ^d	.434	.426	.74708
5	.668 ^e	.446	.436	.74050
6	.675 ^f	.456	.444	.73507
7	.682 ^g	.465	.450	.73083
8	.689 ^h	.474	.458	.72545

- a. Predictors: (Constant), STAP
- b. Predictors: (Constant), STAP, ATTT
- c. Predictors: (Constant), STAP, ATTT, BUDG
- d. Predictors: (Constant), STAP, ATTT, BUDG,
OBJE
- e. Predictors: (Constant), STAP, ATTT, BUDG,
OBJE, PRAC
- f. Predictors: (Constant), STAP, ATTT, BUDG,
OBJE, PRAC, STRU
- g. Predictors: (Constant), STAP, ATTT, BUDG,
OBJE, PRAC, STRU, MASY
- h. Predictors: (Constant), STAP, ATTT, BUDG,
OBJE, PRAC, STRU, MASY, COOP

ANOVA ⁱ

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	81.788	1	81.788	121.411	.000 ^a
	Residual	182.560	271	.674		
	Total	264.348	272			
2	Regression	107.397	2	53.699	92.377	.000 ^b
	Residual	156.951	270	.581		
	Total	264.348	272			
3	Regression	111.679	3	37.226	65.592	.000 ^c
	Residual	152.669	269	.568		
	Total	264.348	272			
4	Regression	114.772	4	28.693	51.410	.000 ^d
	Residual	149.576	268	.558		
	Total	264.348	272			
5	Regression	117.940	5	23.588	43.016	.000 ^e
	Residual	146.408	267	.548		
	Total	264.348	272			
6	Regression	120.621	6	20.104	37.206	.000 ^f
	Residual	143.727	266	.540		
	Total	264.348	272			
7	Regression	122.806	7	17.544	32.846	.000 ^g
	Residual	141.542	265	.534		
	Total	264.348	272			
8	Regression	125.410	8	15.676	29.787	.000 ^h
	Residual	138.938	264	.526		
	Total	264.348	272			

a. Predictors: (Constant), STAP

b. Predictors: (Constant), STAP, ATTT

c. Predictors: (Constant), STAP, ATTT, BUDG

d. Predictors: (Constant), STAP, ATTT, BUDG, OBJE

e. Predictors: (Constant), STAP, ATTT, BUDG, OBJE, PRAC

f. Predictors: (Constant), STAP, ATTT, BUDG, OBJE, PRAC, STRU

g. Predictors: (Constant), STAP, ATTT, BUDG, OBJE, PRAC, STRU,
MASY

h. Predictors: (Constant), STAP, ATTT, BUDG, OBJE, PRAC, STRU,
MASY, COOP

i. Dependent Variable: EDTR

Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.768	.207		3.717	.000
	STAP	.659	.060	.556	11.019	.000
2	(Constant)	.042	.221		.188	.851
	STAP	.455	.063	.384	7.165	.000
	ATTT	.442	.067	.356	6.637	.000
3	(Constant)	-.090	.224		-.403	.687
	STAP	.354	.073	.299	4.871	.000
	ATTT	.378	.070	.304	5.416	.000
	BUDG	.205	.075	.174	2.747	.006
4	(Constant)	-.053	.222		-.236	.813
	STAP	.550	.110	.464	4.995	.000
	ATTT	.389	.069	.313	5.611	.000
	BUDG	.251	.077	.213	3.275	.001
	OBJE	-.262	.111	-.225	-2.354	.019
5	(Constant)	-.158	.225		-.702	.483
	STAP	.426	.121	.359	3.527	.000
	ATTT	.392	.069	.316	5.705	.000
	BUDG	.219	.077	.186	2.845	.005
	OBJE	-.341	.115	-.292	-2.959	.003
	PRAC	.255	.106	.214	2.404	.017
6	(Constant)	.025	.238		.107	.915
	STAP	.426	.120	.360	3.556	.000
	ATTT	.400	.068	.322	5.848	.000
	BUDG	.255	.078	.217	3.266	.001
	OBJE	-.340	.114	-.292	-2.979	.003
	PRAC	.314	.109	.264	2.895	.004
	STRU	-.148	.066	-.127	-2.228	.027
7	(Constant)	.049	.237		.206	.837
	STAP	.398	.120	.336	3.317	.001
	ATTT	.386	.068	.311	5.657	.000
	BUDG	.198	.083	.168	2.385	.018
	OBJE	-.401	.118	-.344	-3.414	.001
	PRAC	.294	.108	.247	2.707	.007
	STRU	-.177	.068	-.152	-2.623	.009
	MASY	.201	.100	.175	2.023	.044
8	(Constant)	.179	.242		.740	.460
	STAP	.419	.119	.354	3.506	.001
	ATTT	.457	.075	.368	6.104	.000
	BUDG	.215	.083	.182	2.598	.010
	OBJE	-.404	.117	-.347	-3.466	.001
	PRAC	.303	.108	.254	2.808	.005
	STRU	-.152	.068	-.130	-2.228	.027
	MASY	.241	.100	.210	2.399	.017
	COOP	-.211	.095	-.156	-2.224	.027

a.

Dependent Variable: EDTR

Excluded Variables ¹

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics	
					Tolerance	
1	STRU	.003 ^a	.059	.953	.004	.742
	BUDG	.289 ^a	4.595	.000	.269	.601
	PERS	.071 ^a	1.016	.311	.062	.523
	MATE	.180 ^a	2.664	.008	.160	.546
	MASY	.272 ^a	3.604	.000	.214	.429
	OBJE	-.044 ^a	-.441	.659	-.027	.254
	PRAC	.234 ^a	2.577	.010	.155	.304
	COOP	.130 ^a	2.060	.040	.124	.628
	ATTT	.356 ^a	6.637	.000	.375	.766
HRDE	.101 ^a	1.722	.086	.104	.734	
2	STRU	-.049 ^b	-.884	.378	-.054	.727
	BUDG	.174 ^b	2.747	.006	.165	.534
	PERS	-.012 ^b	-.187	.852	-.011	.504
	MATE	.090 ^b	1.377	.170	.084	.518
	MASY	.158 ^b	2.140	.033	.129	.399
	OBJE	-.146 ^b	-1.550	.122	-.094	.247
	PRAC	.187 ^b	2.202	.029	.133	.301
	COOP	-.090 ^b	-1.317	.189	-.080	.469
	HRDE	.042 ^b	.758	.449	.046	.714
3	STRU	-.096 ^c	-1.700	.090	-.103	.674
	PERS	-.140 ^c	-1.859	.064	-.113	.373
	MATE	-.006 ^c	-.084	.933	-.005	.371
	MASY	.083 ^c	1.011	.313	.062	.316
	OBJE	-.225 ^c	-2.354	.019	-.142	.232
	PRAC	.139 ^c	1.608	.109	.098	.284
	COOP	-.144 ^c	-2.074	.039	-.126	.441
	HRDE	-.018 ^c	-.301	.764	-.018	.610
4	STRU	-.086 ^d	-1.543	.124	-.094	.671
	PERS	-.107 ^d	-1.386	.167	-.085	.355
	MATE	.031 ^d	.396	.692	.024	.356
	MASY	.154 ^d	1.807	.072	.110	.289
	PRAC	.214 ^d	2.404	.017	.146	.261
	COOP	-.134 ^d	-1.936	.054	-.118	.439
	HRDE	-.006 ^d	-.099	.921	-.006	.606
5	STRU	-.127 ^e	-2.228	.027	-.135	.630
	PERS	-.112 ^e	-1.469	.143	-.090	.354
	MATE	-.016 ^e	-.203	.840	-.012	.334
	MASY	.126 ^e	1.479	.140	.090	.282
	COOP	-.153 ^e	-2.226	.027	-.135	.434
	HRDE	-.032 ^e	-.534	.594	-.033	.587
6	PERS	-.049 ^f	-.583	.561	-.036	.290
	MATE	-.003 ^f	-.037	.970	-.002	.332
	MASY	.175 ^f	2.023	.044	.123	.269
	COOP	-.127 ^f	-1.812	.071	-.111	.416
	HRDE	.038 ^f	.569	.570	.035	.458
7	PERS	-.141 ^g	-1.546	.123	-.095	.242
	MATE	-.079 ^g	-.932	.352	-.057	.278
	COOP	-.156 ^g	-2.224	.027	-.136	.403
	HRDE	.013 ^g	.195	.845	.012	.442
8	MATE	-.084 ^h	-.996	.320	-.061	.278
	HRDE	.034 ^h	.495	.621	.031	.434