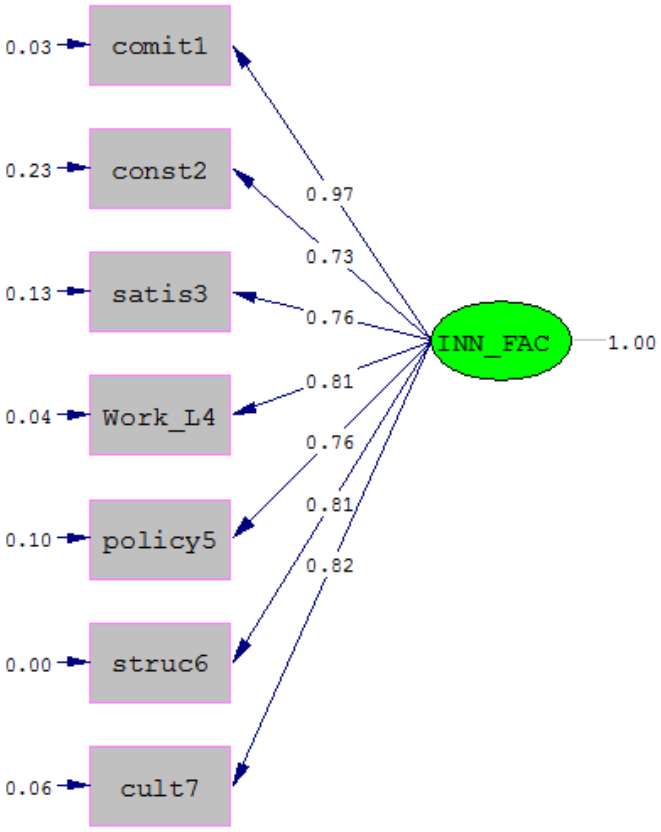
ภาคผนวก จ

ผลการวิเคราะห์ LISREL Model_CFA_ปัจจัยภายในองค์การ



Chi-Square=241.90, df=14, P-value=0.00000, RMSEA=0.216

DATE: 11/29/2015
TIME: 19:06

L I S R E L 8.80 BY

Karl G. J”reskog & Dag S”rbom

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The following lines were read from file G:\°··Õè4_data_ËÁÍ\Model_CFA.SPJ:

```
CFA_Model
Raw Data from file 'G:\°··Õè4_data_ËÁÍ\modelCFA_IN.psf'
Sample Size = 350
Latent Variables  INN_FAC
Relationships
comit1 = INN_FAC
const2 = INN_FAC
satis3 = INN_FAC
Work_L4 = INN_FAC
policy5 = INN_FAC
struc6 = INN_FAC
cult7 = INN_FAC
Path Diagram
End of Problem
```

Sample Size = 350

CFA_Model

Covariance Matrix

	comit1	const2	satis3	Work_L4	policy5	struc6
comit1	0.98					
const2	0.71	0.77				
satis3	0.74	0.58	0.71			
Work_L4	0.80	0.60	0.60	0.70		
policy5	0.72	0.57	0.60	0.59	0.68	
struc6	0.79	0.60	0.62	0.66	0.62	0.66
cult7	0.79	0.61	0.63	0.66	0.64	0.66

Covariance Matrix

	cult7
cult7	0.73

CFA_Model

Number of Iterations = 12

LISREL Estimates (Maximum Likelihood)

Measurement Equations

comit1 = 0.97*INN_FAC, Errorvar.= 0.030 , Rý = 0.97
(0.038) (0.0027)
25.62 11.04

const2 = 0.73*INN_FAC, Errorvar.= 0.23 , Rý = 0.70
(0.038) (0.018)
19.40 13.11

satis3 = 0.76*INN_FAC, Errorvar.= 0.13 , Rý = 0.82
(0.035) (0.0096)
22.09 12.99

Work_L4 = 0.81*INN_FAC, Errorvar.= 0.035 , Rý = 0.95
(0.032) (0.0029)
25.10 12.13

policy5 = 0.76*INN_FAC, Errorvar.= 0.10 , Rý = 0.85
(0.033) (0.0080)
22.64 12.95

struc6 = 0.81*INN_FAC, Errorvar.= 0.0028 , Rý = 1.00
(0.031) (0.00098)
26.31 2.83

cult7 = 0.82*INN_FAC, Errorvar.= 0.057 , Rý = 0.92
(0.033) (0.0045)
24.42 12.60

Correlation Matrix of Independent Variables

	INN_FAC
	1.00

Goodness of Fit Statistics

Degrees of Freedom = 14
Minimum Fit Function Chi-Square = 215.81 (P = 0.0)
Normal Theory Weighted Least Squares Chi-Square = 241.90 (P = 0.0)
Estimated Non-centrality Parameter (NCP) = 227.90

```
90 Percent Confidence Interval for NCP = (181.14 ; 282.09)

Minimum Fit Function Value = 0.62
Population Discrepancy Function Value (F0) = 0.65
90 Percent Confidence Interval for F0 = (0.52 ; 0.81)
Root Mean Square Error of Approximation (RMSEA) = 0.22
90 Percent Confidence Interval for RMSEA = (0.19 ; 0.24)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00
Expected Cross-Validation Index (ECVI) = 0.77
90 Percent Confidence Interval for ECVI = (0.64 ; 0.93)
ECVI for Saturated Model = 0.16
ECVI for Independence Model = 16.60
Chi-Square for Independence Model with 21 Degrees of Freedom =
5779.75
Independence AIC = 5793.75
Model AIC = 269.90
Saturated AIC = 56.00
Independence CAIC = 5827.76
Model CAIC = 337.91
Saturated CAIC = 192.02
Normed Fit Index (NFI) = 0.96
Non-Normed Fit Index (NNFI) = 0.95
Parsimony Normed Fit Index (PNFI) = 0.64
Comparative Fit Index (CFI) = 0.96
Incremental Fit Index (IFI) = 0.96
Relative Fit Index (RFI) = 0.94
Critical N (CN) = 48.13
Root Mean Square Residual (RMR) = 0.011
Standardized RMR = 0.015
Goodness of Fit Index (GFI) = 0.83
Adjusted Goodness of Fit Index (AGFI) = 0.67
Parsimony Goodness of Fit Index (PGFI) = 0.42
The Modification Indices Suggest to Add an Error Covariance
Between    and     Decrease in Chi-Square    New Estimate
Work_L4   comit1            111.2                 0.02
Work_L4   satis3             41.6                -0.02
policy5   comit1             20.5                -0.01
policy5   satis3             13.0                 0.02
policy5   Work_L4            50.6                -0.02
struc6    comit1             10.6                -0.01
struc6    satis3              8.1                 0.01
struc6    policy5            12.5                 0.01
cult7     comit1             10.5                -0.01
cult7     policy5            27.1                 0.02
Time used:    0.016 Seconds
```

DATE: 11/29/2015
TIME: 19:12

L I S R E L 8.80

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CFA_Model

Covariance Matrix

	comit1	const2	satis3	Work_L4	policy5	struc6
comit1	0.98					
const2	0.71	0.77				
satis3	0.74	0.58	0.71			
Work_L4	0.80	0.60	0.60	0.70		
policy5	0.72	0.57	0.60	0.59	0.68	
struc6	0.79	0.60	0.62	0.66	0.62	0.66
cult7	0.79	0.61	0.63	0.66	0.64	0.66

Covariance Matrix

	cult7
cult7	0.73

CFA_Model

Number of Iterations = 5

LISREL Estimates (Maximum Likelihood)

Measurement Equations

```
comit1 = 0.97*INN_FAC, Errorvar.= 0.043  , Rý = 0.96
(0.038)                  (0.0051)
25.25                    8.41

const2 = 0.74*INN_FAC, Errorvar.= 0.22  , Rý = 0.72
(0.038)                  (0.017)
19.68                    12.60

satis3 = 0.77*INN_FAC, Errorvar.= 0.12   , Rý = 0.83
(0.035)                  (0.0095)
22.15                    12.97

Work_L4 = 0.81*INN_FAC, Errorvar.= 0.038  , Rý = 0.94
(0.032)                  (0.0035)
24.98                    11.06

policy5 = 0.76*INN_FAC, Errorvar.= 0.10   , Rý = 0.85
(0.033)                  (0.0078)
22.73                    12.76

struc6 = 0.81*INN_FAC, Errorvar.= 0.00083, Rý = 1.00
(0.031)                  (0.0018)
26.37                    0.45

cult7 = 0.82*INN_FAC, Errorvar.= 0.058  , Rý = 0.92
(0.034)                  (0.0047)
24.37                    12.24


Error Covariance for Work_L4 and comit1 = 0.021
(0.0031)6.88

Error Covariance for Work_L4 and satis3 = -0.02
(0.0037)-5.66

Error Covariance for policy5 and comit1 = -0.01
(0.0032)-2.46

Error Covariance for policy5 and satis3 = 0.018
(0.0060)2.95

Error Covariance for policy5 and Work_L4 = -0.02
(0.0035)-5.70

Error Covariance for struc6 and comit1 = 0.0037
(0.0022)1.70

Error Covariance for struc6 and const2 = -0.01
(0.0029)-2.76

Error Covariance for cult7 and policy5 = 0.018(0.0047)
3.89
```

Correlation Matrix of Independent Variables

INN_FAC

1.00

Goodness of Fit Statistics

Degrees of Freedom = 6
Minimum Fit Function Chi-Square = 8.23 (P = 0.22)
Normal Theory Weighted Least Squares Chi-Square = 8.37 (P = 0.21)
Chi-Square Difference with 0 Degree of Freedom = 0.00 (P = 1.00)
Estimated Non-centrality Parameter (NCP) = 2.37
90 Percent Confidence Interval for NCP = (0.0 ; 14.21)

Minimum Fit Function Value = 0.024
Population Discrepancy Function Value (F0) = 0.0068
90 Percent Confidence Interval for F0 = (0.0 ; 0.041)
Root Mean Square Error of Approximation (RMSEA) = 0.034
90 Percent Confidence Interval for RMSEA = (0.0 ; 0.082)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.65

Expected Cross-Validation Index (ECVI) = 0.15
90 Percent Confidence Interval for ECVI = (0.14 ; 0.18)
ECVI for Saturated Model = 0.16
ECVI for Independence Model = 16.60

Chi-Square for Independence Model with 21 Degrees of Freedom = 5779.75
Independence AIC = 5793.75
Model AIC = 52.37
Saturated AIC = 56.00
Independence CAIC = 5827.76
Model CAIC = 159.24
Saturated CAIC = 192.02

Normed Fit Index (NFI) = 1.00
Non-Normed Fit Index (NNFI) = 1.00
Parsimony Normed Fit Index (PNFI) = 0.29
Comparative Fit Index (CFI) = 1.00
Incremental Fit Index (IFI) = 1.00
Relative Fit Index (RFI) = 1.00

Critical N (CN) = 713.68

Root Mean Square Residual (RMR) = 0.0039
Standardized RMR = 0.0053
Goodness of Fit Index (GFI) = 0.99
Adjusted Goodness of Fit Index (AGFI) = 0.97
Parsimony Goodness of Fit Index (PGFI) = 0.21

CFA_Model

Factor Scores Regressions

KSI

	comit1	const2	satis3	Work_L4	policy5	struc6
INN_FAC	-0.16	0.05	0.02	0.10	0.01	1.25

KSI

	cult7
INN_FAC	0.00

CFA_Model

Standardized Solution

LAMBDA-X

	INN_FAC
comit1	0.97
const2	0.74
satis3	0.77
Work_L4	0.81
policy5	0.76
struc6	0.81
cult7	0.82

PHI

	INN_FAC
	1.00

CFA_Model

Completely Standardized Solution

LAMBDA-X

	INN_FAC
comit1	0.98
const2	0.85
satis3	0.91
Work_L4	0.97
policy5	0.92
struc6	1.00
cult7	0.96

PHI

INN_FAC

1.00

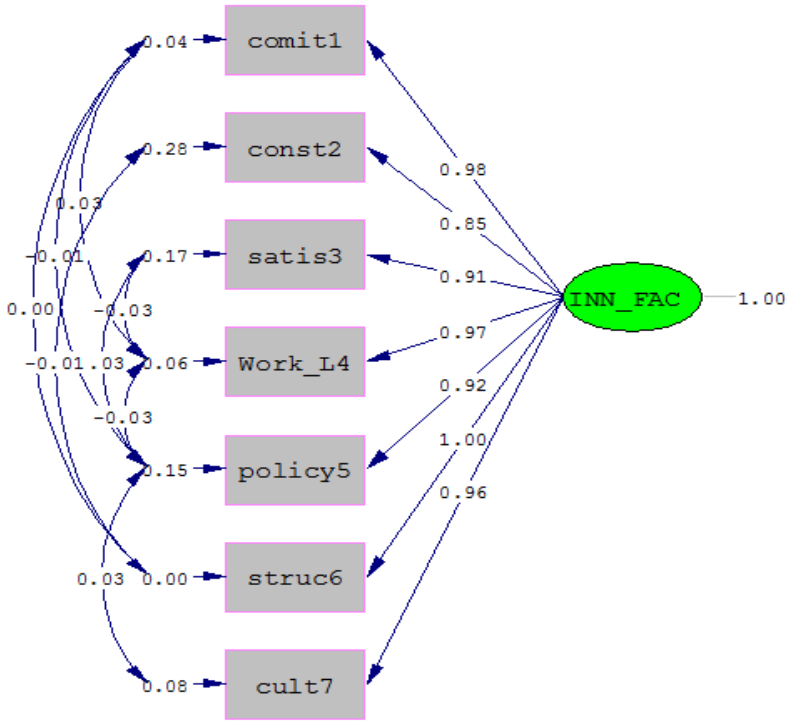
THETA-DELTA

comit1	const2	satis3	Work_L4	policy5	struc6
comit1	0.04				
const2	- -	0.28			
satis3	- -	- -	0.17		
Work_L4	0.03	- -	-0.03	0.06	
policy5	-0.01	- -	0.03	-0.03	0.15
struc6	0.00	-0.01	- -	- -	- -
0.00					
cult7	- -	- -	- -	- -	0.03
- -					

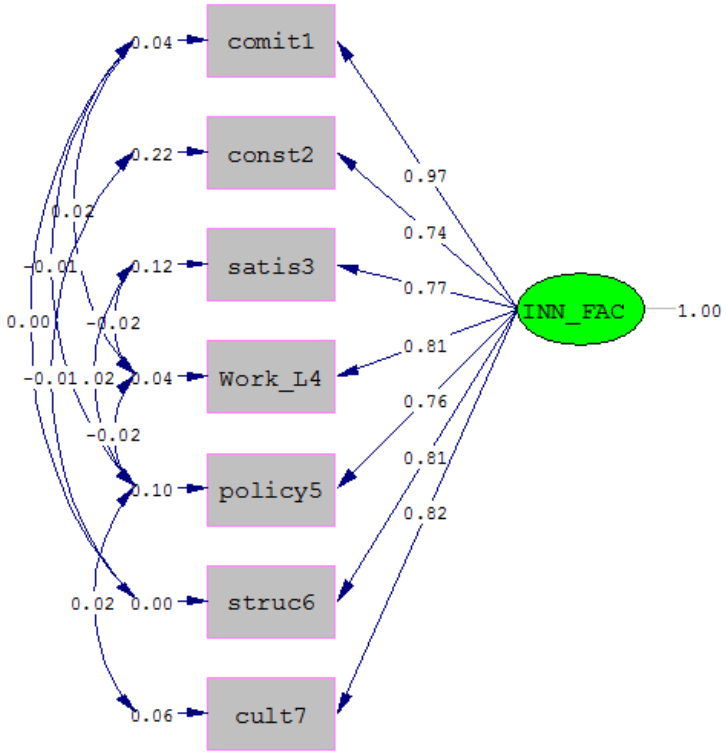
THETA-DELTA

cult7
cult7 0.08

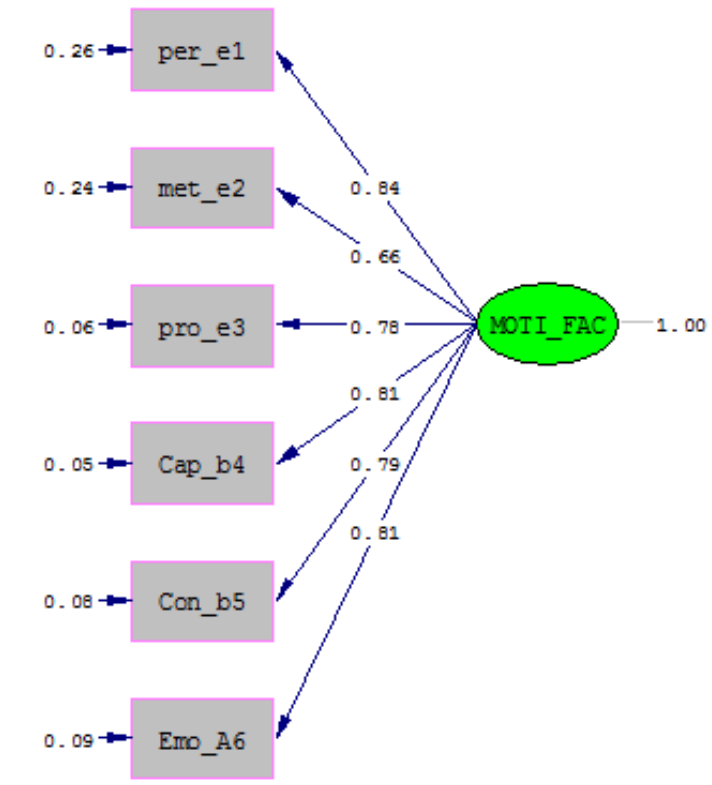
Time used: 0.031 Seconds



Chi-Square=8.37, df=6, P-value=0.21252, RMSEA=0.034


comit1
const2
satis3
Work_L4
policy5
struc6
cult7
INN_FAC
1.00
0.97
0.74
0.77
0.81
0.76
0.81
0.82
0.04
0.22
0.12
0.04
0.10
0.00
0.06
0.02
-0.01
0.00
-0.01
0.02
-0.02
-0.02
0.02
Chi-Square=8.37, df=6, P-value=0.21252, RMSEA=0.034

ผลการวิเคราะห์ LISREL Model_CFA_ปัจจัยแรงจูงใจ



DATE: 11/29/2015
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L I S R E L 8.80

BY

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The following lines were read from file
G:\°··Õè4_data_ËÁÍ\Model_CFA_MOTI.SPJ:

```
MOTI_FAC
Raw Data from file 'G:\°··Õè4_data_ËÁÍ\modelCFA_MOTI.psf'
Sample Size = 350
Latent Variables  MOTI_FAC
Relationships
per_e1 = MOTI_FAC
met_e2 = MOTI_FAC
pro_e3 = MOTI_FAC
Cap_b4 = MOTI_FAC
Con_b5 = MOTI_FAC
Emo_A6 = MOTI_FAC
Path Diagram
End of Problem

Sample Size =   350

MOTI_FAC

Covariance Matrix

per_e1     met_e2     pro_e3     Cap_b4     Con_b5     Emo_A6
--------   --------   --------   --------   --------   --------
per_e1       0.97
met_e2       0.66       0.67
pro_e3       0.67       0.53       0.67
Cap_b4       0.67       0.53       0.63       0.70
Con_b5       0.65       0.49       0.61       0.64       0.71
Emo_A6       0.67       0.52       0.63       0.65       0.65
0.74


MOTI_FAC

Number of Iterations = 11

LISREL Estimates (Maximum Likelihood)

Measurement Equations

per_e1 = 0.84*MOTI_FAC, Errorvar.= 0.26  , Rý = 0.73
(0.042)                   (0.021)
20.03                     12.37

met_e2 = 0.66*MOTI_FAC, Errorvar.= 0.24  , Rý = 0.64
(0.036)                   (0.019)
18.11                     12.66

pro_e3 = 0.78*MOTI_FAC, Errorvar.= 0.060  , Rý = 0.91
(0.033)                   (0.0060)
24.09                     10.02

Cap_b4 = 0.81*MOTI_FAC, Errorvar.= 0.046  , Rý = 0.93
(0.033)                   (0.0052)
24.67                     8.77

Con_b5 = 0.79*MOTI_FAC, Errorvar.= 0.084  , Rý = 0.88
(0.034)                   (0.0077)
```

```
23.38                    10.90

Emo_A6 = 0.81*MOTI_FAC, Errorvar.= 0.086  , Rý = 0.88
(0.034)                  (0.0079)
23.42                    10.87

Correlation Matrix of Independent Variables

MOTI_FAC
--------
1.00

Goodness of Fit Statistics

Degrees of Freedom = 9
Minimum Fit Function Chi-Square = 109.86 (P = 0.0)
Normal Theory Weighted Least Squares Chi-Square = 113.17 (P =
0.0)
Estimated Non-centrality Parameter (NCP) = 104.17
90 Percent Confidence Interval for NCP = (73.53 ; 142.27)

Minimum Fit Function Value = 0.31
Population Discrepancy Function Value (F0) = 0.30
90 Percent Confidence Interval for F0 = (0.21 ; 0.41)
Root Mean Square Error of Approximation (RMSEA) = 0.18
90 Percent Confidence Interval for RMSEA = (0.15 ; 0.21)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

Expected Cross-Validation Index (ECVI) = 0.39
90 Percent Confidence Interval for ECVI = (0.31 ; 0.50)
ECVI for Saturated Model = 0.12
ECVI for Independence Model = 10.47

Chi-Square for Independence Model with 15 Degrees of Freedom =
3643.49
Independence AIC = 3655.49
Model AIC = 137.17
Saturated AIC = 42.00
Independence CAIC = 3684.64
Model CAIC = 195.47
Saturated CAIC = 144.02

Normed Fit Index (NFI) = 0.97
Non-Normed Fit Index (NNFI) = 0.95
Parsimony Normed Fit Index (PNFI) = 0.58
Comparative Fit Index (CFI) = 0.97
Incremental Fit Index (IFI) = 0.97
Relative Fit Index (RFI) = 0.95

Critical N (CN) = 69.83

Root Mean Square Residual (RMR) = 0.025
Standardized RMR = 0.032
Goodness of Fit Index (GFI) = 0.90
Adjusted Goodness of Fit Index (AGFI) = 0.77
Parsimony Goodness of Fit Index (PGFI) = 0.39
```

The Modification Indices Suggest to Add an Error Covariance

Between	and	Decrease in Chi-Square	New Estimate
met_e2	per_e1	72.2	0.12
Con_b5	met_e2	15.6	-0.03
Con_b5	pro_e3	9.3	-0.02
Emo_A6	Con_b5	17.3	0.03

Time used: 0.031 Seconds

DATE: 12/ 5/2015
TIME: 11:18

L I S R E L 8.80

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MOTI_FAC

Covariance Matrix

	per_e1	met_e2	pro_e3	Cap_b4	Con_b5	Emo_A6
per_e1	0.97					
met_e2	0.66	0.67				
pro_e3	0.67	0.53	0.67			
Cap_b4	0.67	0.53	0.63	0.70		
Con_b5	0.65	0.49	0.61	0.64	0.71	
Emo_A6	0.67	0.52	0.63	0.65	0.65	0.74

MOTI_FAC

Number of Iterations = 4

LISREL Estimates (Maximum Likelihood)

Measurement Equations

per_e1 = 0.84*MOTI_FAC, Errorvar.= 0.26 , Rý = 0.73
(0.042) (0.022)
19.89 12.17

met_e2 = 0.66*MOTI_FAC, Errorvar.= 0.24 , Rý = 0.64
(0.037) (0.019)
17.97 12.51

pro_e3 = 0.79*MOTI_FAC, Errorvar.= 0.051 , Rý = 0.92
(0.032) (0.0062)
24.37 8.19

Cap_b4 = 0.81*MOTI_FAC, Errorvar.= 0.050 , Rý = 0.93
(0.033) (0.0064)
24.48 7.86

Con_b5 = 0.78*MOTI_FAC, Errorvar.= 0.11 , Rý = 0.85
(0.034) (0.011)
22.48 10.18

Emo_A6 = 0.80*MOTI_FAC, Errorvar.= 0.095 , Rý = 0.87
(0.035) (0.0090)
23.11 10.50

Error Covariance for met_e2 and per_e1 = 0.11
(0.016)
6.90

Error Covariance for Con_b5 and Cap_b4 = 0.019
(0.0059)
3.20

Error Covariance for Emo_A6 and Con_b5 = 0.029
(0.0069)
4.27

Correlation Matrix of Independent Variables

MOTI_FAC

1.00

Goodness of Fit Statistics

Degrees of Freedom = 6
Minimum Fit Function Chi-Square = 8.60 (P = 0.20)
Normal Theory Weighted Least Squares Chi-Square = 8.70 (P = 0.19)
Chi-Square Difference with 0 Degree of Freedom = 0.00 (P = 1.00)
Estimated Non-centrality Parameter (NCP) = 2.70
90 Percent Confidence Interval for NCP = (0.0 ; 14.77)

Minimum Fit Function Value = 0.025
Population Discrepancy Function Value (F0) = 0.0077
90 Percent Confidence Interval for F0 = (0.0 ; 0.042)
Root Mean Square Error of Approximation (RMSEA) = 0.036
90 Percent Confidence Interval for RMSEA = (0.0 ; 0.084)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.62

Expected Cross-Validation Index (ECVI) = 0.11
90 Percent Confidence Interval for ECVI = (0.10 ; 0.15)
ECVI for Saturated Model = 0.12

ECVI for Independence Model = 10.47

Chi-Square for Independence Model with 15 Degrees of Freedom = 3643.49
Independence AIC = 3655.49
Model AIC = 38.70
Saturated AIC = 42.00
Independence CAIC = 3684.64
Model CAIC = 111.57
Saturated CAIC = 144.02

Normed Fit Index (NFI) = 1.00
Non-Normed Fit Index (NNFI) = 1.00
Parsimony Normed Fit Index (PNFI) = 0.40
Comparative Fit Index (CFI) = 1.00
Incremental Fit Index (IFI) = 1.00
Relative Fit Index (RFI) = 0.99

Critical N (CN) = 683.05

Root Mean Square Residual (RMR) = 0.0047
Standardized RMR = 0.0066
Goodness of Fit Index (GFI) = 0.99
Adjusted Goodness of Fit Index (AGFI) = 0.97
Parsimony Goodness of Fit Index (PGFI) = 0.28

MOTI_FAC

Factor Scores Regressions

KSI

per_e1	met_e2	pro_e3	Cap_b4	Con_b5	Emo_A6
MOTI_FAC	0.07	0.04	0.42	0.41	0.07

0.21
MOTI_FAC

Standardized Solution

LAMBDA-X

	MOTI_FAC
per_e1	0.84
met_e2	0.66
pro_e3	0.79
Cap_b4	0.81
Con_b5	0.78
Emo_A6	0.80

PHI

MOTI_FAC
1.00

MOTI_FAC
Completely Standardized Solution

LAMBDA-X

	MOTI_FAC
per_e1	0.85
met_e2	0.80
pro_e3	0.96
Cap_b4	0.96
Con_b5	0.92
Emo_A6	0.93

PHI

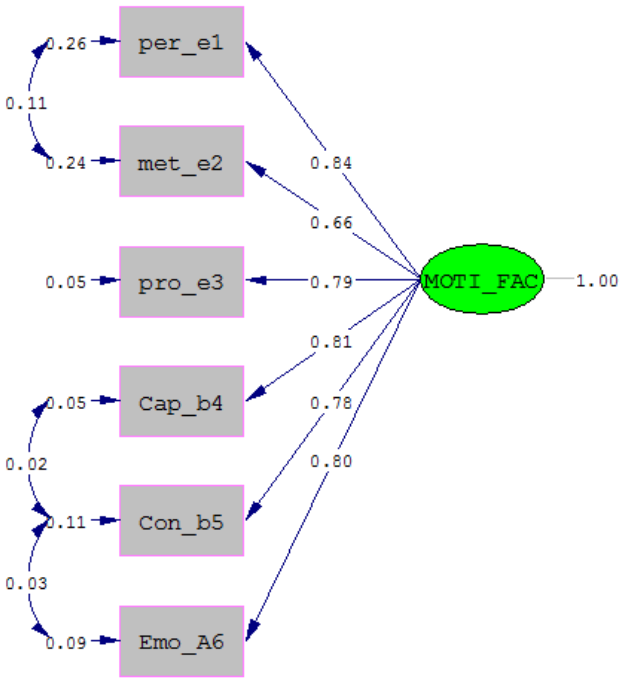
	MOTI_FAC
1.00	

THETA-DELTA

per_e1	met_e2	pro_e3	Cap_b4	Con_b5	Emo_A6
per_e1	0.27				
met_e2	0.14	0.36			
pro_e3	- -	- -	0.08		
Cap_b4	- -	- -	- -	0.07	
Con_b5	- -	- -	- -	0.03	0.15
Emo_A6	- -	- -	- -	- -	0.04

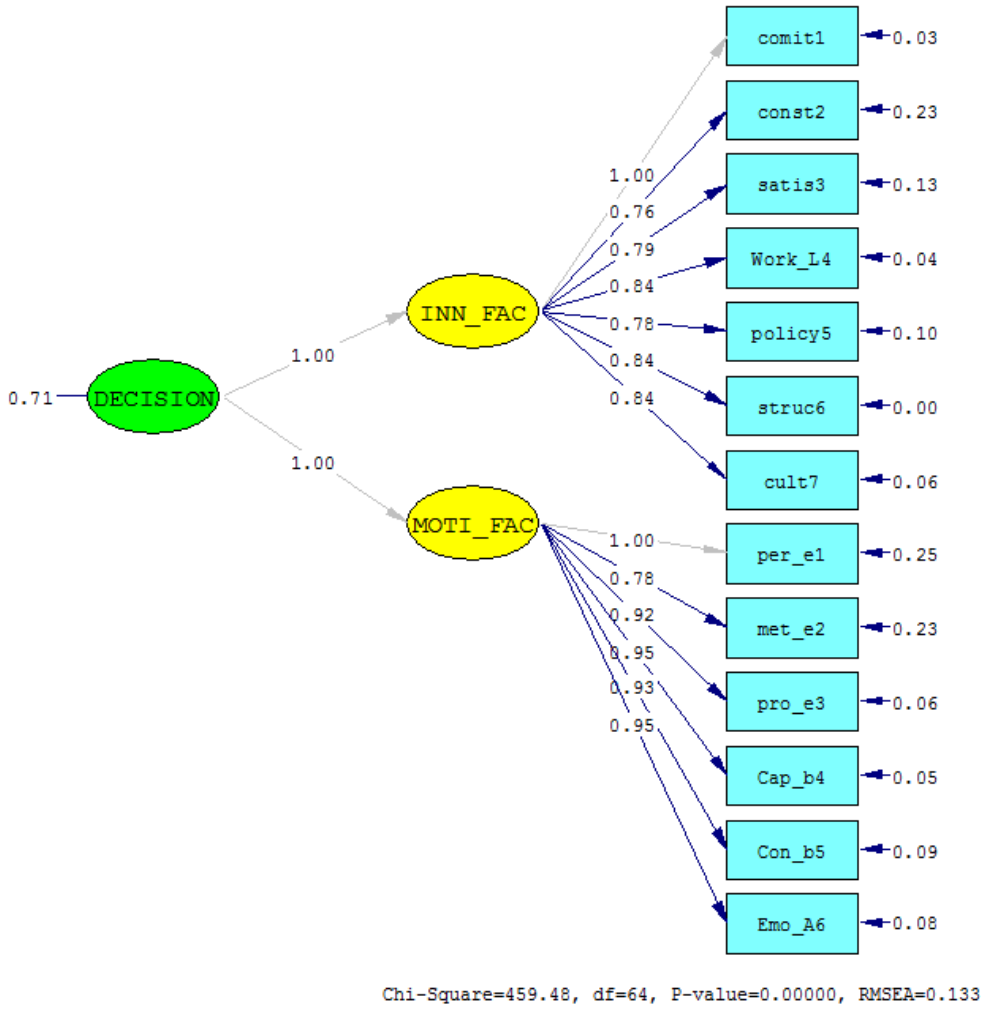
0.13

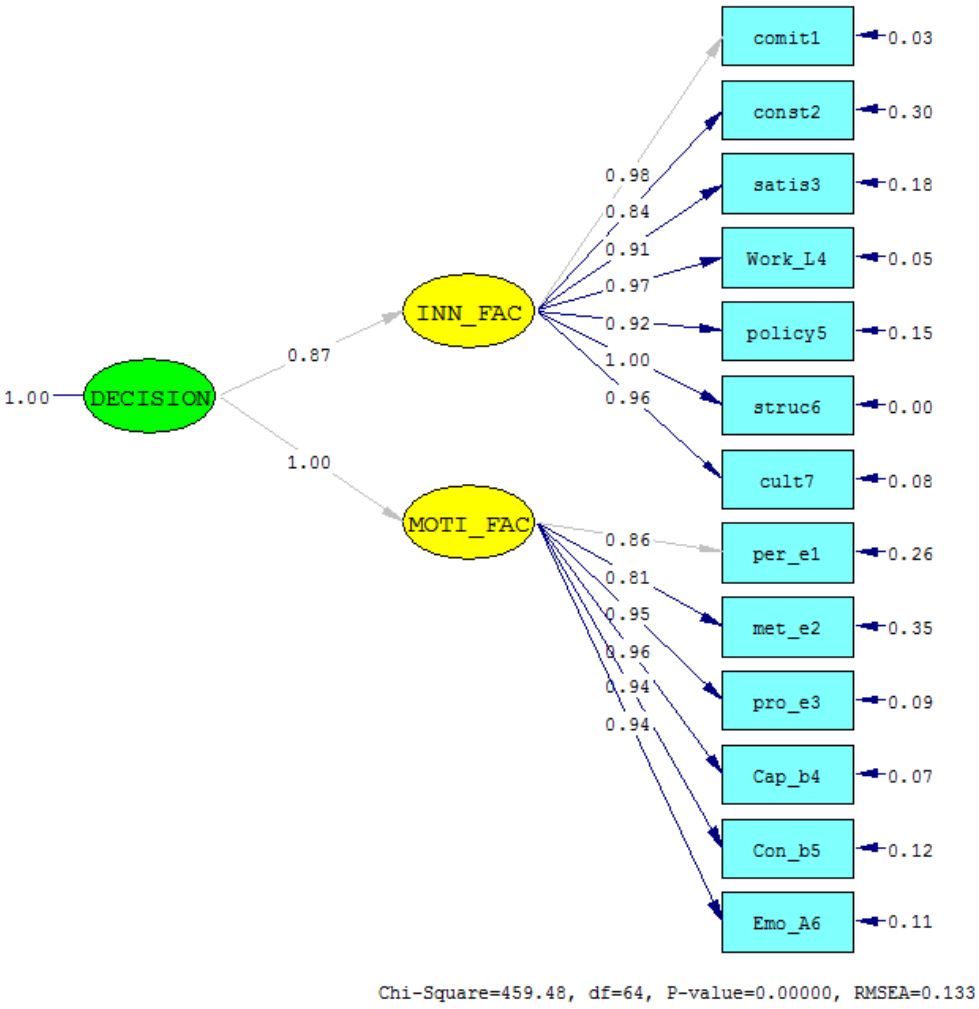
Time used: 0.000 Seconds



Chi-Square=8.70, df=6, P-value=0.19107, RMSEA=0.036

ผลการวิเคราะห์ LISREL Model_ปัจจัยที่อิทธิพลต่อการลาออกของแพทย์ในระบบราชการไทย





DATE: 11/29/2015
TIME: 15:39

L I S R E L 8.80

BY

Karl G. J”reskog & Dag S”rbom

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The following lines were read from file
G:\°··Õè4_data_ËÁÍ\model14.SPJ:

```
DECISION_MODEL
Raw Data from file 'G:\°··Õè4_data_ËÁÍ\model14.psf'
Sample Size = 350
Latent Variables  INN_FAC MOTI_FAC DECISION
Relationships
comit1 = 1.00*INN_FAC
const2 = INN_FAC
satis3 = INN_FAC
Work_L4 = INN_FAC
policy5 = INN_FAC
struc6 = INN_FAC
cult7 = INN_FAC
per_e1 = 1.00*MOTI_FAC
met_e2 = MOTI_FAC
pro_e3 = MOTI_FAC
Cap_b4 = MOTI_FAC
Con_b5 = MOTI_FAC
Emo_A6 = MOTI_FAC
INN_FAC = 1.00*DECISION
MOTI_FAC = 1.00*DECISION
Path Diagram
End of Problem

Sample Size =   350

DECISION_MODEL


         Covariance Matrix

              comit1     const2     satis3    Work_L4    policy5
struc6
            --------   --------   --------   --------   --------
--------
   comit1       0.98
   const2       0.71       0.77
   satis3       0.74       0.58       0.71
  Work_L4       0.80       0.60       0.60       0.70
  policy5       0.72       0.57       0.60       0.59       0.68
   struc6       0.79       0.60       0.62       0.66       0.62
0.66
    cult7       0.79       0.61       0.63       0.66       0.64
0.66
   per_e1       0.76       0.58       0.58       0.63       0.59
0.62
   met_e2       0.60       0.49       0.47       0.51       0.49
0.51
   pro_e3       0.65       0.52       0.52       0.55       0.52
0.55
   Cap_b4       0.66       0.51       0.53       0.56       0.53
0.56
   Con_b5       0.63       0.49       0.51       0.53       0.51
0.53
   Emo_A6       0.68       0.55       0.55       0.58       0.56
0.58
```

Covariance Matrix

	cult7	per_e1	met_e2	pro_e3	Cap_b4	Con_b5
cult7	0.73					
per_e1	0.63	0.97				
met_e2	0.52	0.66	0.67			
pro_e3	0.56	0.67	0.53	0.67		
Cap_b4	0.57	0.67	0.53	0.63	0.70	
Con_b5	0.56	0.65	0.49	0.61	0.64	0.71
Emo_A6	0.60	0.67	0.52	0.63	0.65	0.65

Covariance Matrix

	Emo_A6
Emo_A6	0.74

DECISION_MODEL

Number of Iterations = 58

LISREL Estimates (Maximum Likelihood)

Measurement Equations

comit1 = 1.00*INN_FAC, Errorvar.= 0.030 , Rý = 0.97
(0.0027)
11.25

const2 = 0.76*INN_FAC, Errorvar.= 0.23 , Rý = 0.70
(0.027) (0.017)
28.00 13.29

satis3 = 0.79*INN_FAC, Errorvar.= 0.13 , Rý = 0.82
(0.021) (0.0095)
38.16 13.18

Work_L4 = 0.84*INN_FAC, Errorvar.= 0.035 , Rý = 0.95
(0.013) (0.0029)
64.81 12.31

policy5 = 0.78*INN_FAC, Errorvar.= 0.10 , Rý = 0.85
(0.019) (0.0078)
41.12 13.13

struc6 = 0.84*INN_FAC, Errorvar.= 0.0029 , Rý = 1.00
(0.0084) (0.00094)
98.95 3.12

cult7 = 0.84*INN_FAC, Errorvar.= 0.056 , Rý = 0.92
(0.015) (0.0044)
55.57 12.77

per_e1 = 1.00*MOTI_FAC, Errorvar.= 0.25 , Rý = 0.74
(0.020)
12.56

met_e2 = 0.78*MOTI_FAC, Errorvar.= 0.23 , Rý = 0.65
(0.039) (0.018)
20.02 12.84

pro_e3 = 0.92*MOTI_FAC, Errorvar.= 0.060 , Rý = 0.91
(0.033) (0.0058)
27.99 10.33

Cap_b4 = 0.95*MOTI_FAC, Errorvar.= 0.049 , Rý = 0.93
(0.033) (0.0052)
28.72 9.42

Con_b5 = 0.93*MOTI_FAC, Errorvar.= 0.088 , Rý = 0.88
(0.035) (0.0078)
26.70 11.31

Emo_A6 = 0.95*MOTI_FAC, Errorvar.= 0.083 , Rý = 0.89
(0.035) (0.0075)
27.13 11.05

Structural Equations

INN_FAC = 1.00*DECISION, Errorvar.= 0.23 , Rý = 0.75
(0.038)
6.16
MOTI_FAC = 1.00*DECISION, Errorvar.= 0.0059, Rý = 0.99
(0.033)
0.18

Variances of Independent Variables

DECISION

0.71
(0.06)
11.46

Covariance Matrix of Latent Variables

	INN_FAC	MOTI_FAC	DECISION
INN_FAC	0.95		
MOTI_FAC	0.71	0.72	
DECISION	0.71	0.71	0.71

Goodness of Fit Statistics
Degrees of Freedom = 64
Minimum Fit Function Chi-Square = 427.95 (P = 0.0)
Normal Theory Weighted Least Squares Chi-Square = 459.48 (P = 0.0)
Estimated Non-centrality Parameter (NCP) = 395.48
90 Percent Confidence Interval for NCP = (331.16 ; 467.28)

Minimum Fit Function Value = 1.23
Population Discrepancy Function Value (F0) = 1.13
90 Percent Confidence Interval for F0 = (0.95 ; 1.34)
Root Mean Square Error of Approximation (RMSEA) = 0.13
90 Percent Confidence Interval for RMSEA = (0.12 ; 0.14)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

Expected Cross-Validation Index (ECVI) = 1.47
90 Percent Confidence Interval for ECVI = (1.29 ; 1.68)
ECVI for Saturated Model = 0.52
ECVI for Independence Model = 51.41

Chi-Square for Independence Model with 78 Degrees of Freedom = 17915.50
Independence AIC = 17941.50
Model AIC = 513.48
Saturated AIC = 182.00
Independence CAIC = 18004.65
Model CAIC = 644.64
Saturated CAIC = 624.07
Normed Fit Index (NFI) = 0.98
Non-Normed Fit Index (NNFI) = 0.98
Parsimony Normed Fit Index (PNFI) = 0.80
Comparative Fit Index (CFI) = 0.98
Incremental Fit Index (IFI) = 0.98
Relative Fit Index (RFI) = 0.97

Critical N (CN) = 77.02

Root Mean Square Residual (RMR) = 0.022
Standardized RMR = 0.030
Goodness of Fit Index (GFI) = 0.83
Adjusted Goodness of Fit Index (AGFI) = 0.76
Parsimony Goodness of Fit Index (PGFI) = 0.58

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
met_e2	INN_FAC	16.0	0.22
Con_b5	INN_FAC	13.2	-0.14

The Modification Indices Suggest to Add an Error Covariance

Between	and	Decrease in Chi-Square	New Estimate
Work_L4	comit1	110.2	0.02
Work_L4	satis3	43.3	-0.02
policy5	comit1	21.6	-0.01
policy5	satis3	13.2	0.02
policy5	Work_L4	53.2	-0.02
struc6	policy5	10.4	0.01
cult7	comit1	11.4	-0.01
cult7	policy5	27.4	0.02
per_e1	comit1	20.2	0.02
met_e2	per_e1	68.5	0.11
Con_b5	met_e2	17.7	-0.04
Con_b5	Cap_b4	15.9	0.02
Emo_A6	Con_b5	18.4	0.02

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DECISION_MODEL

Covariance Matrix

	comit1	const2	satis3	Work_L4	policy5	struc6
comit1	0.98					
const2	0.71	0.77				
satis3	0.74	0.58	0.71			
Work_L4	0.80	0.60	0.60	0.70		
policy5	0.72	0.57	0.60	0.59	0.68	
struc6	0.79	0.60	0.62	0.66	0.62	0.66
cult7	0.79	0.61	0.63	0.66	0.64	0.66
per_e1	0.76	0.58	0.58	0.63	0.59	0.62

Covariance Matrix

	comit1	const2	satis3	Work_L4	policy5	struc6
met_e2	0.60	0.49	0.47	0.51	0.49	0.51
pro_e3	0.65	0.52	0.52	0.55	0.52	0.55
Cap_b4	0.66	0.51	0.53	0.56	0.53	0.56
Con_b5	0.63	0.49	0.51	0.53	0.51	0.53
Emo_A6	0.68	0.55	0.55	0.58	0.56	0.58

Covariance Matrix

	cult7	per_e1	met_e2	pro_e3	Cap_b4	Con_b5
cult7	0.73					
per_e1	0.63	0.97				
met_e2	0.52	0.66	0.67			
pro_e3	0.56	0.67	0.53	0.67		
Cap_b4	0.57	0.67	0.53	0.63	0.70	
Con_b5	0.56	0.65	0.49	0.61	0.64	0.71
Emo_A6	0.60	0.67	0.52	0.63	0.65	0.65

Covariance Matrix

	Emo_A6
Emo_A6	0.74

DECISION_MODEL

Number of Iterations = 0

LISREL Estimates (Maximum Likelihood)

Measurement Equations

comit1 = 1.00*INN_FAC, Errorvar.= 0.062 , Rý = 0.94
(0.0084)
7.37

const2 = 0.78*INN_FAC, Errorvar.= 0.22 , Rý = 0.71
(0.028) (0.017)
27.36 13.01

satis3 = 0.81*INN_FAC, Errorvar.= 0.12 , Rý = 0.84
(0.022) (0.0093)
36.30 12.37

Work_L4 = 0.84*INN_FAC, Errorvar.= 0.054 , Rý = 0.92
(0.010) (0.0067)
80.90 7.99

policy5 = 0.81*INN_FAC, Errorvar.= 0.076 , Rý = 0.89
(0.022) (0.012)
36.44 6.49

struc6 = 0.84*INN_FAC, Errorvar.= 0.012 , Rý = 0.98
(0.0090) (0.0033)
93.93 3.74

cult7 = 0.86*INN_FAC, Errorvar.= 0.046 , Rý = 0.94

(0.017) (0.0049)
50.68 9.49

per_e1 = 1.00*MOTI_FAC, Errorvar.= 0.25 , Rý = 0.74
(0.020)
12.50

met_e2 = 0.78*MOTI_FAC, Errorvar.= 0.23 , Rý = 0.65
(0.030) (0.018)
25.90 12.69

pro_e3 = 0.93*MOTI_FAC, Errorvar.= 0.054 , Rý = 0.92
(0.033) (0.0060)
28.10 9.10

Cap_b4 = 0.95*MOTI_FAC, Errorvar.= 0.054 , Rý = 0.92
(0.034) (0.0061)
28.21 8.90

Con_b5 = 0.91*MOTI_FAC, Errorvar.= 0.11 , Rý = 0.84
(0.036) (0.010)
25.38 10.77

Emo_A6 = 0.95*MOTI_FAC, Errorvar.= 0.088 , Rý = 0.88
(0.036) (0.0083)
26.71 10.64

Error Covariance for Work_L4 and comit1 = 0.039
(0.0067)
5.76

Error Covariance for Work_L4 and satis3 = -0.02
(0.0037)
-5.22

Error Covariance for policy5 and comit1 = -0.02
(0.0078)
-2.04

Error Covariance for policy5 and satis3 = 0.0038
(0.0075)
0.51

Error Covariance for policy5 and Work_L4 = -0.03
(0.0067)
-4.07

Error Covariance for struc6 and comit1 = 0.019
(0.0048)
3.92

Error Covariance for struc6 and Work_L4 = 0.014
(0.0043)
3.15

Error Covariance for struc6 and policy5 = -0.01

(0.0059)
-1.41

Error Covariance for cult7 and comit1 = 0.0029
(0.0028)
1.01

Error Covariance for cult7 and policy5 = 0.00066
(0.0065)
0.10

Error Covariance for per_e1 and comit1 = 0.020
(0.0041)
4.89

Error Covariance for met_e2 and per_e1 = 0.10
(0.015)
6.86

Error Covariance for Con_b5 and met_e2 = -0.01
(0.0071)
-1.45

Error Covariance for Con_b5 and Cap_b4 = 0.023
(0.0058)
3.96

Error Covariance for Emo_A6 and Con_b5 = 0.028
(0.0064)
4.30

Structural Equations

INN_FAC = 1.00*DECISION, Errorvar.= 0.20 , Rý = 0.78
(0.036)
5.57

MOTI_FAC = 1.00*DECISION, Errorvar.= 0.0095, Rý = 0.99
(0.032)
0.30

Variances of Independent Variables

DECISION

0.71
(0.06)
11.33

Covariance Matrix of Latent Variables

	INN_FAC	MOTI_FAC	DECISION
INN_FAC	0.91		
MOTI_FAC	0.71	0.72	
DECISION	0.71	0.71	0.71

Goodness of Fit Statistics

Degrees of Freedom = 49
Minimum Fit Function Chi-Square = 77.66 (P = 0.0056)
Normal Theory Weighted Least Squares Chi-Square = 71.57 (P = 0.019)
Chi-Square Difference with 0 Degree of Freedom = 0.0 (P = 1.00)
Estimated Non-centrality Parameter (NCP) = 22.57
90 Percent Confidence Interval for NCP = (3.91 ; 49.22)

Minimum Fit Function Value = 0.22
Population Discrepancy Function Value (F0) = 0.063
90 Percent Confidence Interval for F0 = (0.011 ; 0.14)
Root Mean Square Error of Approximation (RMSEA) = 0.036
90 Percent Confidence Interval for RMSEA = (0.015 ; 0.053)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.91

Expected Cross-Validation Index (ECVI) = 0.43
90 Percent Confidence Interval for ECVI = (0.38 ; 0.51)
ECVI for Saturated Model = 0.51
ECVI for Independence Model = 51.41

Chi-Square for Independence Model with 78 Degrees of Freedom = 18428.83
Independence AIC = 18454.83
Model AIC = 155.57
Saturated AIC = 182.00
Independence CAIC = 18518.35
Model CAIC = 360.78
Saturated CAIC = 626.64

Normed Fit Index (NFI) = 1.00
Non-Normed Fit Index (NNFI) = 1.00
Parsimony Normed Fit Index (PNFI) = 0.63
Comparative Fit Index (CFI) = 1.00
Incremental Fit Index (IFI) = 1.00
Relative Fit Index (RFI) = 0.99

Critical N (CN) = 347.32

Root Mean Square Residual (RMR) = 0.015
Standardized RMR = 0.021
Goodness of Fit Index (GFI) = 0.97
Adjusted Goodness of Fit Index (AGFI) = 0.94
Parsimony Goodness of Fit Index (PGFI) = 0.52

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
met_e2	INN_FAC	10.3	0.17
Emo_A6	INN_FAC	10.1	0.13

DECISION_MODEL

Factor Scores Regressions

ETA

	comit1	const2	satis3	Work_L4	policy5	struc6
INN_FAC	-0.18	0.03	0.08	0.19	0.19	0.72
MOTI_FAC	-0.06	0.00	0.01	0.04	0.02	0.09

ETA

	cult7	per_e1	met_e2	pro_e3	Cap_b4	Con_b5
INN_FAC	0.16	0.02	-0.01	0.01	0.01	0.00
MOTI_FAC	0.01	0.06	0.04	0.32	0.30	0.05

ETA

	Emo_A6
INN_FAC	0.01
MOTI_FAC	0.18

DECISION_MODEL

Standardized Solution

LAMBDA-Y

	INN_FAC	MOTI_FAC
comit1	0.95	- -
const2	0.74	- -
satis3	0.77	- -
Work_L4	0.80	- -
policy5	0.77	- -
struc6	0.81	- -
cult7	0.82	- -
per_e1	- -	0.85
met_e2	- -	0.66
pro_e3	- -	0.79
Cap_b4	- -	0.80
Con_b5	- -	0.77
Emo_A6	- -	0.81

GAMMA

	DECISION
INN_FAC	0.88
MOTI_FAC	0.99

Correlation Matrix of ETA and KSI

	INN_FAC	MOTI_FAC	DECISION
INN_FAC	1.00		
MOTI_FAC	0.88	1.00	
DECISION	0.88	0.99	1.00

PSI
Note: This matrix is diagonal.

INN_FAC	MOTI_FAC
0.22	0.01

DECISION_MODEL

Completely Standardized Solution

LAMBDA-Y

	INN_FAC	MOTI_FAC
comit1	0.97	- -
const2	0.85	- -
satis3	0.91	- -
Work_L4	0.96	- -
policy5	0.94	- -
struc6	0.99	- -
cult7	0.97	- -
per_e1	- -	0.86
met_e2	- -	0.81
pro_e3	- -	0.96
Cap_b4	- -	0.96
Con_b5	- -	0.92
Emo_A6	- -	0.94

GAMMA

	DECISION
INN_FAC	0.88
MOTI_FAC	0.99

Correlation Matrix of ETA and KSI

	INN_FAC	MOTI_FAC	DECISION
INN_FAC	1.00		
MOTI_FAC	0.88	1.00	
DECISION	0.88	0.99	1.00

PSI
Note: This matrix is diagonal.

INN_FAC	MOTI_FAC
0.22	0.01

THETA-EPS

comit1	const2	satis3	Work_L4	policy5	struc6
comit1	0.06				
const2	- -	0.29			
satis3	- -	- -	0.16		
Work_L4	0.05	- -	-0.03	0.08	
policy5	-0.02	- -	0.01	-0.04	0.11
struc6	0.02	- -	- -	0.02	-0.01
0.02					
cult7	0.00	- -	- -	- -	0.00
- -					
per_e1	0.02	- -	- -	- -	- -
- -					
met_e2	- -	- -	- -	- -	- -
- -					
pro_e3	- -	- -	- -	- -	- -
- -					
Cap_b4	- -	- -	- -	- -	- -
- -					
Con_b5	- -	- -	- -	- -	- -
- -					
Emo_A6	- -	- -	- -	- -	- -
- -					

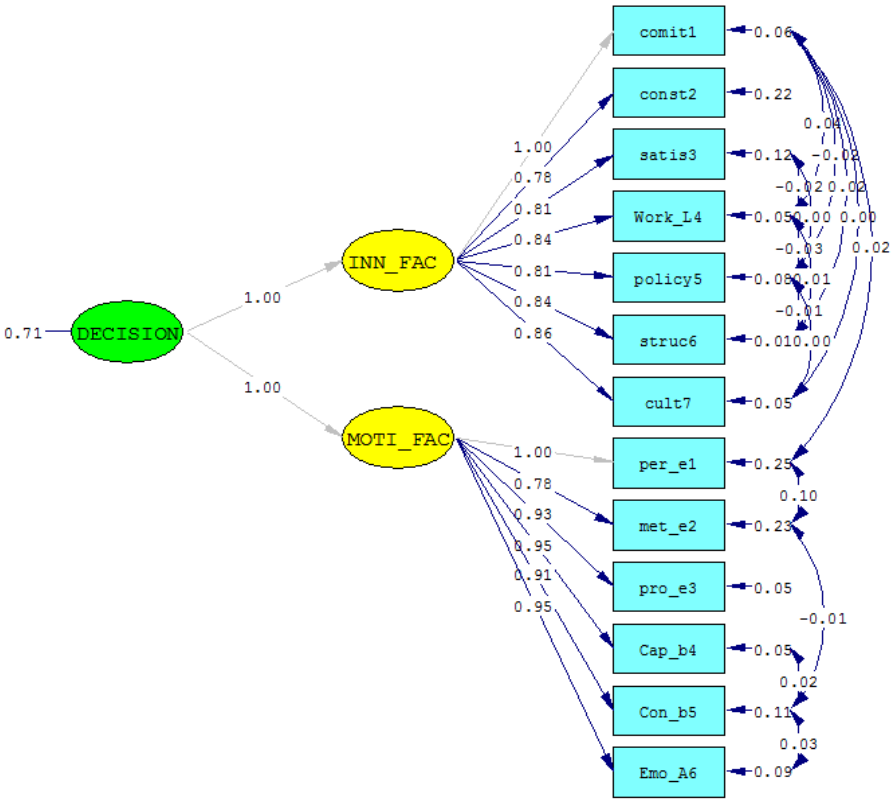
THETA-EPS

cult7	per_e1	met_e2	pro_e3	Cap_b4	Con_b5
cult7	0.06				
per_e1	- -	0.26			
met_e2	- -	0.13	0.35		
pro_e3	- -	- -	- -	0.08	
Cap_b4	- -	- -	- -	- -	0.08
Con_b5	- -	- -	-0.01	- -	0.03
0.16					
Emo_A6	- -	- -	- -	- -	- -
0.04					

THETA-EPS

Emo_A6
Emo_A6 0.12

Time used: 0.047 Seconds



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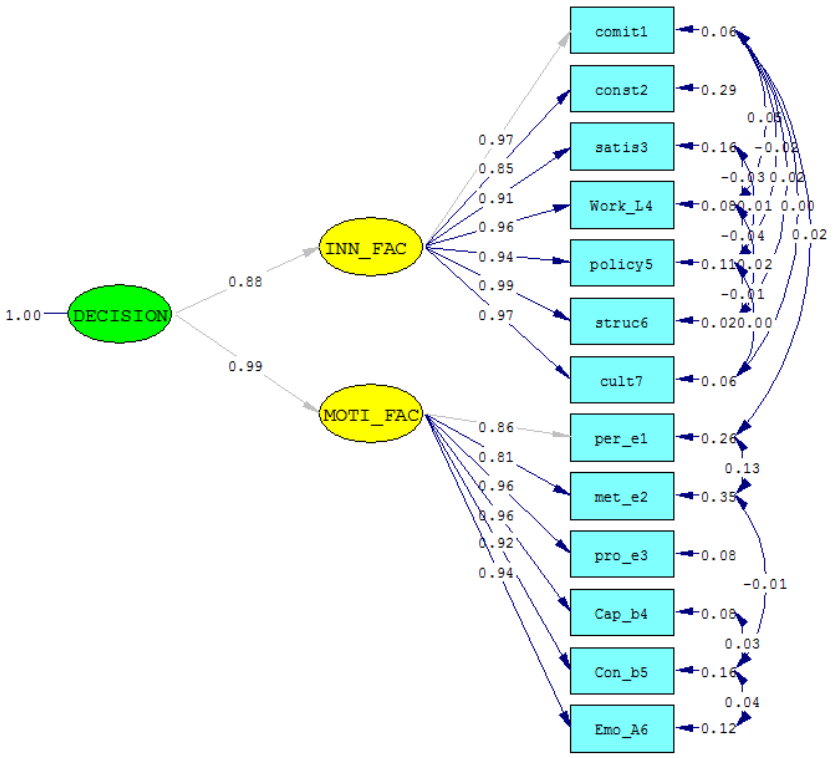

Chi-Square=71.57, df=49, P-value=0.01939, RMSEA=0.036