ภาคผนวก ฉ

ผลการวิเคราะห์โมเดลความสัมพันธ์เชิงสาเหตุความผูกพันต่อองค์การของครู
ในโรงเรียนอาชีวศึกษาเอกชนที่ปรับเป็นโมเดลประหยัด

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BY

Karl G. J"reskog & Dag S"rbom

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THE CAUSAL MODEL OF ORGANIZATIONAL COMMITMENT OF TEACHERS IN PRIVATE VOCATIONAL SCHOOLS
DA NI=33 NO=700 MA=CM
LA
'Y1"Y2"Y3"Y4"Y5"Y6"Y7"Y8"Y9"Y10"Y11"Y12"Y13"Y14"Y15"Y16"Y17"Y18"Y19"Y20"Y21"Y22"Y23"Y24"Y25"Y26"Y27"Y28"Y29"Y30"X1"X2"X3'
KM
1
.642 1
.505 .504 1
.555 .565 .654 1
.564 .603 .608 .663 1
.590 .568 .620 .678 .640 1

.660 .503 .698 .692 .646 .710 1

.485 .480 .647 .633 .598 .630 .689 1

.378 .553 .329 .469 .474 .508 .395 .408 1

.603 .493 .673 .651 .654 .687 .726 .690 .389 1

.604 .509 .657 .673 .607 .735 .717 .650 .470 .733 1

.698 .492 .603 .598 .557 .623 .721 .592 .396 .729 .688 1

.460 .367 .524 .560 .519 .537 .560 .551 .239 .678 .608 .582 1

.414 .432 .349 .458 .396 .428 .392 .383 .411 .466 .496 .456 .439 1

.612 .486 .613 .654 .630 .691 .730 .669 .385 .757 .706 .735 .645 .467 1

.394 .389 .449 .417 .481 .442 .462 .465 .243 .485 .465 .449 .446 .318 .514 1

.444 .414 .436 .454 .433 .483 .486 .465 .304 .503 .528 .525 .458 .384 .568 .392 1

.566 .390 .498 .451 .494 .520 .574 .506 .300 .539 .526 .623 .503 .357 .580 .430 .498 1

.454 .421 .443 .469 .522 .543 .525 .510 .372 .584 .538 .499 .535 .358 .588 .414 .450 .481 1

.420 .353 .503 .495 .458 .507 .528 .548 .250 .632 .586 .522 .765 .375 .628 .442 .446 .498 .539 1

.611 .439 .518 .502 .544 .535 .641 .541 .308 .644 .591 .694 .571 .380 .660 .472 .480 .695 .532 .640 1

.519 .449 .551 .551 .559 .528 .606 .599 .308 .676 .642 .553 .587 .452 .679 .508 .462 .510 .506 .667 .681 1

.566 .498 .561 .542 .562 .599 .623 .583 .388 .694 .647 .636 .605 .501 .690 .486 .495 .533 .541 .659 .691 .763 1

.530 .575 .419 .491 .527 .528 .524 .478 .514 .539 .561 .501 .443 .485 .556 .449 .404 .421 .465 .519 .587 .635 .711 1

.520 .435 .517 .545 .509 .581 .574 .584 .325 .629 .626 .549 .599 .417 .675 .438 .458 .463 .499 .655 .610 .718 .709 .600 1

.250 .294 .241 .334 .248 .334 .205 .302 .323 .310 .356 .271 .438 .345 .355 .180 .290 .316 .433 .482 .350 .385 .406 .422 .488 1

.411 .495 .369 .437 .429 .395 .366 .405 .464 .412 .434 .436 .403 .423 .476 .366 .384 .359 .450 .472 .493 .507 .530 .614 .502 .524 1

.617 .512 .474 .444 .493 .485 .581 .466 .356 .580 .498 .658 .438 .334 .577 .394 .413 .512 .415 .420 .570 .537 .567 .461 .445 .182 .370 1

.368 .534 .328 .348 .448 .367 .308 .295 .506 .356 .337 .316 .262 .312 .344 .256 .255 .301 .322 .276 .297 .308 .330 .388 .260 .210 .353 .518 1

.551 .579 .435 .446 .547 .502 .512 .449 .422 .555 .462 .562 .417 .384 .553 .382 .387 .480 .431 .396
.539 .447 .523 .466 .385 .198 .425 .686 .635 1

.544 .400 .527 .519 .512 .526 .556 .525 .237 .575 .543 .585 .458 .317 .586 .380 .434 .475 .414 .429
.531 .511 .526 .395 .512 .191 .326 .558 .344 .528 1

.475 .343 .561 .517 .446 .533 .560 .519 .180 .563 .547 .565 .521 .276 .578 .360 .436 .435 .408 .497
.518 .532 .509 .345 .522 .206 .295 .461 .239 .445 .787 1

.549 .410 .576 .552 .507 .572 .592 .548 .245 .600 .583 .611 .509 .321 .611 .382 .460 .476 .431 .484
.546 .545 .542 .403 .552 .223 .335 .537 .324 .520 .939 .933 1

SD

.80345 .61390 .78815 .68667 .79444 .72031 .82119 .72205 .65085 .79788 .82917 .84931 .88046
.77874 .87755

1.09540 1.04914 .96638 .80620 .72426 .81837 .75757 .79016 .67660 .75728 .73975 .63703 .54176
.49368 .58878

.68291 .80481 .63033

MO NY=30 NX=3 NE=4 NK=1 LX=FU,FI LY=FU,FI BE=FU,FI GA=FU,FR PH=FU,FR PS=DI,FR
TE=FU,FI TD=FU,FI

ST 1 LY(7,1) LY(15,2) LY(30,4) LY(21,3)

ST .50 LX(1,1)

FR LX(2,1) LX(3,1)

FR LY(2,1) LY(3,1) LY(4,1) LY(5,1) LY(6,1) LY(1,1) LY(8,1) LY(9,1) LY(11,2) LY(12,2) LY(13,2) LY
(14,2) LY(10,2)

FR LY(16,2) LY(17,2) LY(18,2) LY(19,2)

FR LY(20,3) LY(22,3) LY(23,3) LY(24,3) LY(25,3) LY(26,3) LY(27,3) LY(29,4) LY(28,4)

FR BE(2,1) BE(4,1) BE(3,2) BE(4,2) BE(4,3)

FI GA(3,1)

FR TE(1,1) TE(2,2) TE(3,3) TE(4,4) TE(5,5) TE(6,6) TE(7,7) TE(8,8) TE(9,9) TE(10,10) TE(11,11) TE
(12,12)

FR TE(13,13) TE(14,14)

FR TE(15,15) TE(16,16) TE(17,17) TE(18,18) TE(19,19) TE(20,20) TE(21,21) TE(22,22) TE(23,23) TE
(24,24)

FR TE(25,25) TE(26,26) TE(27,27) TE(28,28) TE(29,29) TE(30,30)

FR TD(1,1) TD(2,2) TD(3,3)

FR TE(2,1) TE(9,2) TE(12,1) TE(24,2) TE(29,2) TE(28,12) TE(29,9) TE(20,13) TE(21,18) TE(27,24) TE (27,26)

FR TE(28,1) TE(24,9) TE(26,5) TE(30,29) TE(26,19) TE(24,23) TE(26,27) TE(11,6) TE(22,6)

FR TD(2,1) TD(2,3)

FR TE(22,12) TE(8,1) TE(30,2) TE(21,12) TE(27,9) TE(26,25) TE(3,1) TE(27,2) TE(28,2) TE(14,7) TE (18,10) TE(26,7)

FR TE(9,3) TE(21,1) TE(27,7) TE(7,2) TE(5,2) TE(11,3) TE(18,1) TE(4,2) TE(11,4) TE(23,4) TE(11,9) TE(14,11) TE(16,9)

FR TE(18,11) TE(28,7) TE(7,5) TE(6,2) TE(9,1) TE(8,6) TE(10,3) TE(9,6) TE(17,2) TE(24,3) TE(9,7) TE (29,5) TE(12,7)

FR TE(13,9) TE(27,10) TE(30,22) TE(12,5) TE(24,1) TE(30,5) TE(14,9) TE(18,12) TE(11,7) TE(21,7) TE (26,13) TE(6,3)

FR TE(14,2) TE(16,5) TE(19,4) TE(24,5) TE(26,4) TE(27,1) TE(5,1) TE(14,3) TE(19,3) TE(27,4) TE (18,7) TE(25,12) TE(15,3)

FR TE(17,10) TE(30,11) TE(21,14) TE(24,14) TE(26,18) TE(19,12) TE(28,11) TE(29,12) TE(9,5) TE (18,17) TE(27,14) TE(26,20)

FR TE(29,23) TE(5,4) TE(4,1) TE(13,4) TE(18,4) TE(20,5) TE(24,6) TE(30,1) TE(29,3) TE(12,8) TE (13,10) TE(23,4) TE(30,25)

FR TE(20,9) TE(30,9) TE(23,13) TE(26,14) TE(28,25) TE(9,22) TE(14,23) TE(19,27) TE(24,26) TE (16,26) TE(9,26) TE(2,26)

FR TE(15,11) TE(20,10) TE(20,12) TE(14,13) TE(25,13) TE(14,4) TE(28,9) TE(24,16) TE(28,14) TE (20,19) TE(9,4) TE(29,21)

FR TE(29,4) TE(25,21) TE(29,25) TE(30,27) TE(16,2) TE(29,1) TE(19,3) TE(25,18) TE(29,28) TE(6,1) TE(29,6) TE(19,9) TE(19,13)

FR TE(29,22) TE(29,27) TE(27,6) TE(30,6) TE(4,3) TE(10,5) TE(16,10) TE(16,12) TE(19,11) TE(12,6) TE(28,5) TE(8,5) TE(23,2)

FR TE(16,11) TE(20,1) TE(24,7) TE(26,11) TE(13,1) TE(19,1) TE(26,3) TE(17,4) TE(22,14) TE(24,4) TE(27,5) TE(8,2) TE(23,1)

FR TE(27,16) TE(14,8) TE(10,1) TE(19,5) TE(23,9) TE(23,10) TE(15,7) TE(10,2) TE(16,4) TE(28,3) TE (28,4) TE(13,2) TE(14,1)

FR TE(21,4) TE(21,8) TE(24,10) TE(14,12) TE(18,16) TE(20,15) TE(21,17) TE(29,13) TE(15,13) TE (25,17) TE(29,18) TE(28,19)

FR TE(15,6) TE(15,2) TE(12,4) TE(26,6) TE(10,7) TE(8,4) TE(7,3) TE(9,8) TE(12,9) TE(27,11) TE (21,19) TE(30,26) TE(24,12)

FR TE(25,15) TE(27,17) TE(21,6) TE(22,1) TE(22,4) TE(17,14) TE(22,19) TE(29,26) TE(13,5) TE(17,5) TE(15,12) TE(19,14)

FR TE(18,2) TE(17,6) TE(13,8) TE(21,15) TE(30,17) TE(17,9) TE(21,11) TE(23,27) TE(24,11) TE (22,16) TE(22,17) TE(26,17)

FR TE(28,18) TE(29,11) TE(26,15) TE(29,14) TE(21,13) TE(23,22) TE(22,13) TE(24,22) TE(26,23) TE (24,21) TE(26,22) TE(29,24)

FR TE(17,15) TE(21,16) TE(28,21) TE(28,26) TE(16,6) TE(17,3) TE(12,3) TE(18,6) TE(13,11) TE(22,3) TE(23,3) TE(27,3) TE(10,9)

FR TE(7,4) TE(10,6) TE(13,6) TE(17,7) TE(25,5) TE(10,8) TE(23,8) TE(25,10) TE(25,3) TE(15,9) TE (29,14) TE(24,20) TE(25,24)

FR TE(21,3) TE(28,20) TE(29,19) TE(28,23) TE(20,8) TE(17,18) TE(24,13) TE(26,21) TE(17,8) TE (23,7) TE(26,8) TE(21,10) TE(11,2)

FR TE(18,9) TE(19,2) TE(24,9) TE(30,14) TE(24,19) TE(25,19) TE(30,20) TE(30,24) TE(29,20) TE (15,4) TE(11,10) TE(12,11) TE(19,7)

FR TE(20,11) TE(6,4) TE(25,4) TE(11,8) TE(23,15) TE(22,21) TE(25,22) TE(15,1) TE(28,15) TE(20,18) TE(22,18) TE(28,10) TE(29,8)

FR TE(18,15) TH(1,23) TH(1,28) TH(1,9) TH(1,6) TH(2,13) TH(2,22)'TH(1,21) TH(1,2) TH(1,5) TH (1,15) TH(3,16) TH(2,24) TH(1,26)

FR TH(3,26) TH(2,29) TH(3,29) TH(2,5) TH(2,20) TH(1,18) TH(2,8) TH(2,11) TH(3,5) TH(2,14) TH(2,9) TH(2,3) TH(3,3) TH(3,14) TH(1,4)

FR TH(3,9) TH(1,10) TH(1,14) TH(1,13) TH(2,18) TH(3,19) TH(3,24) TH(2,15) TH(1,1) TH(3,1) TH(3,2) TH(3,4) TH(3,6) TH(3,12) TH(1,25)

FR TH(1,27) TH(1,29) TH(2,4) TH(3,7) TH(3,11) TH(3,10) TH(1,7) TH(1,19) TH(2,23) TH(3,23) TH(1,7) TH(1,29) TH(2,17) TH(1,29)

FR TE(11,1) TE(11,5) TH(1,12) TH(3,17) TH(3,18) TH(1,22) TH(2,27) TH(2,28) TH(2,30) TH(1,16) TH (2,16) TH(1,24) TH(2,19) TH(2,21)

FR TH(3,21) TH(3,22) TH(2,26)

FR TE(10,4) TE(18,5) TE(22,2) TE(22,8) TE(22,10) TE(22,11) TE(26,12) TE(3,28) TE(17,16) TE(18,14) TE(20,14)

LE

'ORGAN-AT' 'JOB-SAT' 'QUALI-LIFE' 'ORGAN-COMMIT'

LK

'LEAD-ADM'

PATH DIAGRAM

OU SE TV EF RS MI NS SS FS ND=3 AD=OFF IT=100000

THE CAUSAL MODEL OF ORGANIZATIONAL COMMITMENT OF TEACHERS IN PRIVATE VOCATIONAL SCHOOLS

Number of Input Variables 33

Number of Y - Variables 30

Number of X - Variables 3

Number of ETA - Variables 4

Number of KSI - Variables 1

Number of Observations 700

THE CAUSAL MODEL OF ORGANIZATIONAL COMMITMENT OF TEACHERS IN PRIVATE VOCATIONAL SCHOOLS

Covariance Matrix

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.646					
Y2	0.317	0.377				
Y3	0.320	0.244	0.621			
Y4	0.306	0.238	0.354	0.472		
Y5	0.360	0.294	0.381	0.362	0.631	
Y6	0.341	0.251	0.352	0.335	0.366	0.519
Y7	0.435	0.254	0.452	0.390	0.421	0.420
Y8	0.281	0.213	0.368	0.314	0.343	0.328
Y9	0.198	0.221	0.169	0.210	0.245	0.238
Y10	0.387	0.241	0.423	0.357	0.415	0.395
Y11	0.402	0.259	0.429	0.383	0.400	0.439
Y12	0.476	0.257	0.404	0.349	0.376	0.381
Y13	0.325	0.198	0.364	0.339	0.363	0.341

Y14	0.259	0.207	0.214	0.245	0.245	0.240
Y15	0.432	0.262	0.424	0.394	0.439	0.437
Y16	0.347	0.262	0.388	0.314	0.419	0.349
Y17	0.374	0.267	0.361	0.327	0.361	0.365
Y18	0.439	0.231	0.379	0.299	0.379	0.362
Y19	0.294	0.208	0.281	0.260	0.334	0.315
Y20	0.244	0.157	0.287	0.246	0.264	0.264
Y21	0.402	0.221	0.334	0.282	0.354	0.315
Y22	0.316	0.209	0.329	0.287	0.336	0.288
Y23	0.359	0.242	0.349	0.294	0.353	0.341
Y24	0.288	0.239	0.223	0.228	0.283	0.257
Y25	0.316	0.202	0.309	0.283	0.306	0.317
Y26	0.149	0.134	0.141	0.170	0.146	0.178
Y27	0.210	0.194	0.185	0.191	0.217	0.181
Y28	0.269	0.170	0.202	0.165	0.212	0.189
Y29	0.146	0.162	0.128	0.118	0.176	0.131
Y30	0.261	0.209	0.202	0.180	0.256	0.213
X1	0.298	0.168	0.284	0.243	0.278	0.259
X2	0.307	0.169	0.356	0.286	0.285	0.309
X3	0.278	0.159	0.286	0.239	0.254	0.260

Covariance Matrix

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	0.674					
Y8	0.409	0.521				
Y9	0.211	0.192	0.424			
Y10	0.476	0.398	0.202	0.637		
Y11	0.488	0.389	0.254	0.485	0.688	
Y12	0.503	0.363	0.219	0.494	0.485	0.721
Y13	0.405	0.350	0.137	0.476	0.444	0.435
Y14	0.251	0.215	0.208	0.290	0.320	0.302
Y15	0.526	0.424	0.220	0.530	0.514	0.548
Y16	0.416	0.368	0.173	0.424	0.422	0.418

Y17	0.419	0.352	0.208	0.421	0.459	0.468
Y18	0.456	0.353	0.189	0.416	0.421	0.511
Y19	0.348	0.297	0.195	0.376	0.360	0.342
Y20	0.314	0.287	0.118	0.365	0.352	0.321
Y21	0.431	0.320	0.164	0.421	0.401	0.482
Y22	0.377	0.328	0.152	0.409	0.403	0.356
Y23	0.404	0.333	0.200	0.438	0.424	0.427
Y24	0.291	0.234	0.226	0.291	0.315	0.288
Y25	0.357	0.319	0.160	0.380	0.393	0.353
Y26	0.125	0.161	0.156	0.183	0.218	0.170
Y27	0.191	0.186	0.192	0.209	0.229	0.236
Y28	0.258	0.182	0.126	0.251	0.224	0.303
Y29	0.125	0.105	0.163	0.140	0.138	0.132
Y30	0.248	0.191	0.162	0.261	0.226	0.281
X1	0.312	0.259	0.105	0.313	0.307	0.339
X2	0.370	0.302	0.094	0.362	0.365	0.386
X3	0.306	0.249	0.101	0.302	0.305	0.327

Covariance Matrix

	Y13	Y14	Y15	Y16	Y17	Y18
Y13	0.775					
Y14	0.301	0.606				
Y15	0.498	0.319	0.770			
Y16	0.430	0.271	0.494	1.200		
Y17	0.423	0.314	0.523	0.450	1.101	
Y18	0.428	0.269	0.492	0.455	0.505	0.934
Y19	0.380	0.225	0.416	0.366	0.381	0.375
Y20	0.488	0.212	0.399	0.351	0.339	0.349
Y21	0.411	0.242	0.474	0.423	0.412	0.550
Y22	0.392	0.267	0.451	0.422	0.367	0.373
Y23	0.421	0.308	0.478	0.421	0.410	0.407
Y24	0.264	0.256	0.330	0.333	0.287	0.275
Y25	0.399	0.246	0.449	0.363	0.364	0.339

Y26	0.285	0.199	0.230	0.146	0.225	0.226
Y27	0.226	0.210	0.266	0.255	0.257	0.221
Y28	0.209	0.141	0.274	0.234	0.235	0.268
Y29	0.114	0.120	0.149	0.138	0.132	0.144
Y30	0.216	0.176	0.286	0.246	0.239	0.273
X1	0.275	0.169	0.351	0.284	0.311	0.313
X2	0.369	0.173	0.408	0.317	0.368	0.338
X3	0.282	0.158	0.338	0.264	0.304	0.290

Covariance Matrix

	Y19	Y20	Y21	Y22	Y23	Y24
Y19	0.650					
Y20	0.315	0.525				
Y21	0.351	0.379	0.670			
Y22	0.309	0.366	0.422	0.574		
Y23	0.345	0.377	0.447	0.457	0.624	
Y24	0.254	0.254	0.325	0.325	0.380	0.458
Y25	0.305	0.359	0.378	0.412	0.424	0.307
Y26	0.258	0.258	0.212	0.216	0.237	0.211
Y27	0.231	0.218	0.257	0.245	0.267	0.265
Y28	0.181	0.165	0.253	0.220	0.243	0.169
Y29	0.128	0.099	0.120	0.115	0.129	0.130
Y30	0.205	0.169	0.260	0.199	0.243	0.186
X1	0.228	0.212	0.297	0.264	0.284	0.183
X2	0.265	0.290	0.341	0.324	0.324	0.188
X3	0.219	0.221	0.282	0.260	0.270	0.172

Covariance Matrix

	Y25	Y26	Y27	Y28	Y29	Y30
Y25	0.573					
Y26	0.273	0.547				
Y27	0.242	0.247	0.406			
Y28	0.183	0.073	0.128	0.294		

Y29	0.097	0.077	0.111	0.139	0.244	
Y30	0.172	0.086	0.159	0.219	0.185	0.347
X1	0.265	0.096	0.142	0.206	0.116	0.212
X2	0.318	0.123	0.151	0.201	0.095	0.211
X3	0.263	0.104	0.135	0.183	0.101	0.193

Covariance Matrix

	X1	X2	X3
X1	0.466		
X2	0.433	0.648	
X3	0.404	0.473	0.397

THE CAUSAL MODEL OF ORGANIZATIONAL COMMITMENT OF TEACHERS IN PRIVATE VOCATIONAL SCHOOLS

Parameter Specifications

LAMBDA-Y

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
Y1	1	0	0	0
Y2	2	0	0	0
Y3	3	0	0	0
Y4	4	0	0	0
Y5	5	0	0	0
Y6	6	0	0	0
Y7	0	0	0	0
Y8	7	0	0	0
Y9	8	0	0	0
Y10	0	9	0	0
Y11	0	10	0	0
Y12	0	11	0	0
Y13	0	12	0	0
Y14	0	13	0	0

Y15	0	0	0	0
Y16	0	14	0	0
Y17	0	15	0	0
Y18	0	16	0	0
Y19	0	17	0	0
Y20	0	0	18	0
Y21	0	0	0	0
Y22	0	0	19	0
Y23	0	0	20	0
Y24	0	0	21	0
Y25	0	0	22	0
Y26	0	0	23	0
Y27	0	0	24	0
Y28	0	0	0	25
Y29	0	0	0	26
Y30	0	0	0	0

LAMBDA-X

	LEAD-ADM
X1	0
X2	27
X3	28

BETA

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
ORGAN-AT	0	0	0	0
JOB-SAT	29	0	0	0
QUALI-LI	0	30	0	0
ORGAN-CO	31	32	33	0

GAMMA

	LEAD-ADM
ORGAN-AT	34

JOB-SAT 35

QUALI-LI 0

ORGAN-CO 36

PHI

LEAD-ADM

37

PSI

Note: This matrix is diagonal.

ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
38	39	40	41

THETA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	42					
Y2	43	44				
Y3	45	0	46			
Y4	47	48	49	50		
Y5	51	52	0	53	54	
Y6	55	56	57	58	0	59
Y7	0	60	61	62	63	0
Y8	65	66	0	67	68	69
Y9	71	72	73	74	75	76
Y10	80	81	82	83	84	85
Y11	90	91	92	93	94	95
Y12	101	0	102	103	104	105
Y13	111	112	0	113	114	115
Y14	121	122	123	124	0	0
Y15	132	133	134	135	0	136
Y16	0	143	0	144	145	146
Y17	0	152	153	154	155	156

Y18	165	166	0	167	168	169
Y19	180	181	182	183	184	0
Y20	192	0	0	0	193	0
Y21	205	0	206	207	0	208
Y22	222	223	224	225	0	226
Y23	240	241	242	243	0	0
Y24	253	254	255	256	257	258
Y25	0	0	273	274	275	0
Y26	0	287	288	289	290	291
Y27	311	312	313	314	315	316
Y28	329	330	331	332	333	0
Y29	349	350	351	352	353	354
Y30	373	374	0	0	375	376

THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	64					
Y8	0	70				
Y9	77	78	79			
Y10	86	87	88	89		
Y11	96	97	98	99	100	
Y12	106	107	108	0	109	110
Y13	0	116	117	118	119	0
Y14	125	126	127	0	128	129
Y15	137	0	138	0	139	140
Y16	0	0	147	148	149	150
Y17	157	158	159	160	0	0
Y18	170	0	171	172	173	174
Y19	185	0	186	0	187	188
Y20	0	194	195	196	197	198
Y21	209	210	0	211	212	213
Y22	0	227	228	229	230	231
Y23	244	245	246	247	0	0

Y24	259	0	260	261	262	263
Y25	0	0	0	276	0	277
Y26	292	293	294	0	295	296
Y27	317	0	318	319	320	0
Y28	334	0	335	336	337	338
Y29	0	355	356	0	357	358
Y30	0	0	377	0	378	0

THETA-EPS

	Y13	Y14	Y15	Y16	Y17	Y18
Y13	120					
Y14	130	131				
Y15	141	0	142			
Y16	0	0	0	151		
Y17	0	161	162	163	164	
Y18	0	175	176	177	178	179
Y19	189	190	0	0	0	0
Y20	199	200	201	0	0	202
Y21	214	215	216	217	218	219
Y22	232	233	0	234	235	236
Y23	248	249	250	0	0	0
Y24	264	265	0	266	0	0
Y25	278	0	279	0	280	281
Y26	297	298	299	300	301	302
Y27	0	321	0	322	323	0
Y28	0	339	340	0	0	341
Y29	359	360	0	0	0	361
Y30	0	379	0	0	380	0

THETA-EPS

	Y19	Y20	Y21	Y22	Y23	Y24
Y19	191					
Y20	203	204				

Y21	220	0	221			
Y22	237	0	238	239		
Y23	0	0	0	251	252	
Y24	267	268	269	270	271	272
Y25	282	0	283	284	0	285
Y26	303	304	305	306	307	308
Y27	324	0	0	0	325	326
Y28	342	343	344	0	345	0
Y29	362	363	364	365	366	367
Y30	0	381	0	382	0	383

THETA-EPS

	Y25	Y26	Y27	Y28	Y29	Y30
Y25	286					
Y26	309	310				
Y27	0	327	328			
Y28	346	347	0	348		
Y29	368	369	370	371	372	
Y30	384	385	386	0	387	388

THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
X1	389	390	0	391	392	393
X2	0	0	414	415	416	0
X3	439	440	441	442	443	444

THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
X1	394	0	395	396	0	397
X2	0	417	418	0	419	0
X3	445	0	446	447	448	449

THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17	Y18

X1	398	399	400	401	0	402
X2	420	421	422	423	424	425
X3	0	450	0	451	452	453

THETA-DELTA-EPS

	Y19	Y20	Y21	Y22	Y23	Y24
X1	403	0	404	405	406	407
X2	426	427	428	429	430	431
X3	454	0	455	456	457	458

THETA-DELTA-EPS

	Y25	Y26	Y27	Y28	Y29	Y30
X1	408	409	410	411	412	0
X2	0	432	433	434	435	436
X3	0	459	0	0	460	0

THETA-DELTA

	X1	X2	X3
X1	413		
X2	437	438	
X3	0	461	462

THE CAUSAL MODEL OF ORGANIZATIONAL COMMITMENT OF TEACHERS IN PRIVATE VOCATIONAL SCHOOLS

Number of Iterations =255

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
Y1	0.877	--	--	--
	(0.039)			

	22.569			
Y2	0.551	--	--	--
	(0.032)			
	16.958			
Y3	0.901	--	--	--
	(0.035)			
	25.979			
Y4	0.786	--	--	--
	(0.037)			
	21.360			
Y5	0.880	--	--	--
	(0.037)			
	23.867			
Y6	0.861	--	--	--
	(0.033)			
	26.432			
Y7	1.000	--	--	--
Y8	0.843	--	--	--
	(0.033)			
	25.586			
Y9	0.425	--	--	--
	(0.040)			
	10.609			
Y10	--	0.904	--	--
		(0.030)		
		30.001		
Y11	--	0.896	--	--
		(0.034)		
		26.365		
Y12	--	0.930	--	--
		(0.032)		
		29.223		

Y13	--	0.824	--	--
		(0.036)		
		23.061		
Y14	--	0.550	--	--
		(0.036)		
		15.210		
Y15	--	1.000	--	--
Y16	--	0.854	--	--
		(0.049)		
		17.274		
Y17	--	0.878	--	--
		(0.046)		
		19.061		
Y18	--	0.876	--	--
		(0.043)		
		20.290		
Y19	--	0.723	--	--
		(0.034)		
		20.994		
Y20	--	--	0.824	--
			(0.035)	
			23.263	
Y21	--	--	1.000	--
Y22	--	--	0.953	--
			(0.037)	
			25.548	
Y23	--	--	0.992	--
			(0.038)	
			26.223	
Y24	--	--	0.700	--
			(0.036)	
			19.300	
Y25	--	--	0.931	--

(0.039)

23.688

Y26 -- -- 0.445 --

(0.046)

9.609

Y27 -- -- 0.560 --

(0.033)

16.782

Y28 -- -- -- 0.936

(0.044)

21.056

Y29 -- -- -- 0.535

(0.040)

13.331

Y30 -- -- -- 1.000

LAMBDA-X

LEAD-ADM

X1 0.500

X2 0.568

(0.022)

26.167

X3 0.481

(0.010)

49.409

BETA

ORGAN-AT JOB-SAT QUALI-LI ORGAN-CO

--- --- --- ---

ORGAN-AT -- -- -- --

JOB-SAT 0.909 -- -- --

(0.042)

21.756

QUALI-LI -- 0.804 -- --

(0.033)

24.185

ORGAN-CO -0.200 0.386 0.215 - -

(0.095) (0.115) (0.075)

-2.113 3.369 2.886

GAMMA

LEAD-ADM

ORGAN-AT 0.374

(0.019)

19.903

JOB-SAT 0.080

(0.018)

4.552

QUALI-LI - -

ORGAN-CO 0.087

(0.017)

5.186

Covariance Matrix of ETA and KSI

ORGAN-AT JOB-SAT QUALI-LI ORGAN-CO LEAD-ADM

-------- -------- -------- -------- --------

ORGAN-AT 0.488

JOB-SAT 0.494 0.585

QUALI-LI 0.397 0.470 0.459

ORGAN-CO 0.234 0.290 0.251 0.229

LEAD-ADM 0.631 0.708 0.569 0.417 1.686

PHI

LEAD-ADM

1.686

(0.103)

16.405

PSI

Note: This matrix is diagonal.

ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
0.252	0.079	0.081	0.074
(0.020)	(0.010)	(0.009)	(0.009)
12.945	7.625	8.651	8.128

Squared Multiple Correlations for Structural Equations

ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
0.483	0.865	0.824	0.679

Squared Multiple Correlations for Reduced Form

ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
0.483	0.508	0.419	0.450

Reduced Form

	LEAD-ADM
ORGAN-AT	0.374
	(0.019)
	19.903
JOB-SAT	0.420
	(0.019)
	21.560
QUALI-LI	0.337
	(0.018)
	18.778
ORGAN-CO	0.247
	(0.014)
	17.631

THETA-EPS

Y1	Y2	Y3	Y4	Y5	Y6

Y1	0.264						
	(0.018)						
	14.573						
Y2	0.078	0.230					
	(0.012)	(0.014)					
	6.736	17.025					
Y3	-0.067	--	0.226				
	(0.012)		(0.016)				
	-5.726		14.072				
Y4	-0.030	0.029	0.009	0.171			
	(0.013)	(0.010)	(0.013)	(0.019)			
	-2.285	3.066	0.695	8.815			
Y5	-0.021	0.057	--	0.026	0.253		
	(0.013)	(0.011)		(0.012)	(0.016)		
	-1.580	5.158		2.096	15.479		
Y6	-0.029	0.022	-0.024	0.007	--	0.158	
	(0.010)	(0.009)	(0.010)	(0.012)		(0.012)	
	-2.723	2.437	-2.445	0.612		13.634	
Y7	--	-0.020	0.012	0.006	-0.010	--	
		(0.008)	(0.011)	(0.013)	(0.010)		
		-2.435	1.101	0.479	-1.014		
Y8	-0.076	-0.009	--	-0.008	-0.017	-0.024	
	(0.011)	(0.009)		(0.012)	(0.010)	(0.009)	
	-7.173	-1.039		-0.681	-1.626	-2.716	
Y9	0.013	0.104	-0.014	0.048	0.061	0.059	
	(0.014)	(0.013)	(0.014)	(0.014)	(0.015)	(0.013)	
	0.901	8.114	-1.018	3.521	4.187	4.498	
Y10	-0.006	-0.003	0.022	0.007	0.021	0.011	
	(0.011)	(0.008)	(0.011)	(0.011)	(0.010)	(0.009)	
	-0.521	-0.325	2.100	0.573	2.054	1.255	
Y11	0.016	0.017	0.031	0.037	0.012	0.059	
	(0.012)	(0.010)	(0.013)	(0.014)	(0.012)	(0.011)	
	1.332	1.771	2.327	2.679	0.997	5.276	

Y12	0.068	--	-0.013	-0.014	-0.034	-0.018
	(0.012)		(0.012)	(0.013)	(0.011)	(0.010)
	5.684		-1.057	-1.039	-3.244	-1.829
Y13	-0.019	-0.007	--	0.023	0.013	-0.002
	(0.012)	(0.009)		(0.010)	(0.013)	(0.009)
	-1.487	-0.799		2.354	1.008	-0.208
Y14	0.021	0.056	-0.032	0.029	--	--
	(0.015)	(0.012)	(0.014)	(0.012)		
	1.448	4.646	-2.332	2.414		
Y15	0.001	-0.006	-0.022	0.004	--	0.011
	(0.011)	(0.008)	(0.011)	(0.012)		(0.009)
	0.110	-0.780	-2.031	0.368		1.240
Y16	--	0.033	--	-0.017	0.044	-0.012
		(0.014)		(0.017)	(0.018)	(0.015)
		2.285		-1.027	2.460	-0.809
Y17	--	0.033	-0.030	-0.013	-0.024	-0.010
		(0.013)	(0.018)	(0.017)	(0.018)	(0.015)
		2.483	-1.697	-0.770	-1.346	-0.673
Y18	0.059	-0.007	--	-0.035	-0.002	-0.008
	(0.017)	(0.011)		(0.015)	(0.014)	(0.013)
	3.542	-0.667		-2.414	-0.151	-0.564
Y19	-0.017	0.014	-0.037	-0.020	0.020	--
	(0.013)	(0.011)	(0.013)	(0.012)	(0.013)	
	-1.315	1.300	-2.985	-1.668	1.573	
Y20	-0.023	--	--	--	-0.010	--
	(0.010)				(0.009)	
	-2.407				-1.049	
Y21	0.054	--	-0.021	-0.030	--	-0.025
	(0.012)		(0.011)	(0.011)		(0.010)
	4.483		-1.896	-2.651		-2.560
Y22	-0.009	0.005	-0.014	-0.012	--	-0.037
	(0.010)	(0.008)	(0.010)	(0.010)		(0.008)
	-0.945	0.664	-1.366	-1.180		-4.852

Y23	0.018	0.026	-0.008	-0.018	--	--
	(0.010)	(0.008)	(0.011)	(0.010)		
	1.767	3.323	-0.770	-1.795		
Y24	0.047	0.084	-0.027	0.010	0.035	0.019
	(0.011)	(0.010)	(0.011)	(0.010)	(0.010)	(0.008)
	4.401	8.780	-2.496	0.987	3.514	2.272
Y25	--	--	-0.026	-0.009	-0.019	--
			(0.010)	(0.010)	(0.009)	
			-2.534	-0.846	-2.083	
Y26	--	0.042	-0.015	0.033	-0.006	0.029
		(0.011)	(0.014)	(0.012)	(0.014)	(0.012)
		3.823	-1.036	2.684	-0.415	2.439
Y27	0.023	0.075	-0.011	0.018	0.021	-0.008
	(0.010)	(0.010)	(0.011)	(0.010)	(0.011)	(0.009)
	2.231	7.527	-1.059	1.882	1.881	-0.935
Y28	0.071	0.049	0.008	-0.006	0.016	--
	(0.010)	(0.007)	(0.007)	(0.007)	(0.009)	
	7.239	6.822	1.039	-0.837	1.832	
Y29	0.034	0.096	0.022	0.025	0.067	0.026
	(0.010)	(0.009)	(0.007)	(0.007)	(0.010)	(0.007)
	3.416	10.579	2.929	3.668	7.027	3.710
Y30	0.047	0.086	--	--	0.049	0.013
	(0.011)	(0.009)			(0.010)	(0.007)
	4.436	9.495			5.106	1.818

THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	0.185					
	(0.013)					
	14.376					
Y8	--	0.176				
		(0.012)				
		14.416				

Y9	0.004	0.021	0.331		
	(0.013)	(0.013)	(0.020)		
	0.337	1.626	16.852		
Y10	0.026	0.021	0.011	0.161	
	(0.010)	(0.009)	(0.012)	(0.012)	
	2.779	2.315	0.905	13.478	
Y11	0.047	0.017	0.066	0.012	0.219
	(0.012)	(0.011)	(0.014)	(0.011)	(0.018)
	3.816	1.564	4.669	1.095	12.354
Y12	0.036	-0.025	0.024	--	-0.002	0.214
	(0.012)	(0.010)	(0.012)	(0.012)	(0.016)
	3.068	-2.601	1.942	-0.134	13.660
Y13	--	0.007	-0.027	0.049	0.015	--
		(0.011)	(0.014)	(0.011)	(0.013)	
		0.659	-1.952	4.366	1.166	
Y14	-0.024	-0.016	0.088	--	0.029	0.008
	(0.012)	(0.012)	(0.015)	(0.012)	(0.013)	
	-1.976	-1.321	5.949	2.378	0.607	
Y15	0.029	--	0.009	--	-0.011	0.004
	(0.010)		(0.012)	(0.011)	(0.011)	
	2.950		0.750	-0.966	0.361	
Y16	--	--	-0.008	-0.034	-0.025	-0.041
			(0.019)	(0.015)	(0.017)	(0.016)
			-0.424	-2.319	-1.471	-2.511
Y17	-0.015	-0.014	0.027	-0.043	--	--
	(0.016)	(0.016)	(0.017)	(0.014)		
	-0.955	-0.911	1.549	-3.062		
Y18	0.027	--	0.012	-0.048	-0.030	0.036
	(0.014)		(0.014)	(0.012)	(0.015)	(0.017)
	1.946		0.878	-3.867	-1.972	2.170
Y19	-0.009	--	0.041	--	-0.020	-0.048
	(0.011)		(0.014)	(0.012)	(0.012)	
	-0.792		2.932	-1.674	-4.084	

Y20	--	0.016	-0.008	0.025	0.013	-0.026
		(0.009)	(0.010)	(0.009)	(0.009)	(0.008)
		1.893	-0.863	2.796	1.472	-3.124
Y21	0.034	-0.013	--	-0.004	-0.018	0.047
	(0.011)	(0.010)		(0.011)	(0.012)	(0.013)
	3.096	-1.327		-0.363	-1.512	3.722
Y22	--	0.005	-0.008	0.002	-0.001	-0.057
		(0.008)	(0.010)	(0.009)	(0.009)	(0.009)
		0.561	-0.785	0.267	-0.081	-6.267
Y23	0.010	-0.004	0.031	0.015	--	--
	(0.008)	(0.008)	(0.010)	(0.009)		
	1.218	-0.509	3.094	1.680		
Y24	0.016	--	0.106	-0.008	0.020	-0.014
	(0.009)		(0.011)	(0.009)	(0.010)	(0.008)
	1.856		9.255	-0.832	2.019	-1.629
Y25	--	--	--	-0.015	--	-0.047
				(0.009)		(0.010)
				-1.688		-4.875
Y26	-0.043	0.014	0.082	--	0.032	-0.012
	(0.013)	(0.012)	(0.014)		(0.013)	(0.013)
	-3.413	1.189	5.725		2.396	-0.952
Y27	-0.028	--	0.098	-0.028	-0.005	--
	(0.009)		(0.012)	(0.008)	(0.010)	
	-3.011		8.249	-3.382	-0.516	
Y28	0.033	--	0.030	0.005	-0.018	0.046
	(0.007)		(0.009)	(0.006)	(0.008)	(0.008)
	4.785		3.446	0.804	-2.216	5.551
Y29	--	0.006	0.109	--	0.003	-0.015
		(0.007)	(0.011)		(0.009)	(0.007)
		0.899	10.106		0.314	-2.035
Y30	--	--	0.062	--	-0.033	--
			(0.011)		(0.009)	
			5.831		-3.553	

THETA-EPS

	Y13	Y14	Y15	Y16	Y17	Y18
Y13	0.379					
	(0.022)					
	17.062					
Y14	0.041	0.430				
	(0.015)	(0.024)				
	2.774	18.027				
Y15	0.021	--	0.186			
	(0.011)		(0.014)			
	1.817		13.694			
Y16	--	--	--	0.774		
				(0.043)		
				17.870		
Y17	--	0.035	0.011	0.011	0.651	
		(0.020)	(0.016)	(0.029)	(0.038)	
		1.735	0.667	0.383	17.359	
Y18	--	-0.011	-0.020	0.020	0.057	0.488
		(0.018)	(0.015)	(0.025)	(0.023)	(0.030)
		-0.595	-1.325	0.802	2.462	16.321
Y19	0.034	-0.009	--	--	--	--
	(0.014)	(0.015)				
	2.327	-0.601				
Y20	0.165	0.004	0.018	--	--	0.015
	(0.014)	(0.012)	(0.009)			(0.011)
	11.741	0.335	2.025			1.384
Y21	0.019	-0.014	0.003	0.017	0.000	0.139
	(0.012)	(0.014)	(0.011)	(0.018)	(0.016)	(0.017)
	1.691	-0.996	0.305	0.950	-0.012	8.254
Y22	0.013	0.019	--	0.029	-0.028	-0.015
	(0.011)	(0.012)		(0.015)	(0.014)	(0.013)
	1.200	1.676		1.950	-2.010	-1.177

Y23	0.033	0.050	0.010	--	--	--
	(0.011)	(0.012)	(0.008)			
	2.937	4.129	1.247			
Y24	-0.009	0.072	--	0.047	--	--
	(0.011)	(0.013)		(0.015)		
	-0.829	5.559		3.103		
Y25	0.028	--	0.010	--	-0.023	-0.036
	(0.011)		(0.009)		(0.015)	(0.013)
	2.484		1.116		-1.523	-2.677
Y26	0.106	0.082	0.023	-0.039	0.041	0.050
	(0.015)	(0.017)	(0.013)	(0.022)	(0.021)	(0.018)
	6.861	4.923	1.708	-1.814	1.933	2.827
Y27	--	0.064	--	0.028	0.029	--
		(0.013)		(0.017)	(0.015)	
		4.800		1.647	1.923	
Y28	--	-0.007	0.006	--	--	0.023
		(0.010)	(0.007)			(0.010)
		-0.722	0.772			2.204
Y29	0.001	0.035	--	--	--	0.003
	(0.009)	(0.011)				(0.010)
	0.096	3.130				0.296
Y30	--	0.020	--	--	-0.013	--
		(0.011)			(0.012)	
		1.772			-1.104	

THETA-EPS

	Y19	Y20	Y21	Y22	Y23	Y24
Y19	0.345					
	(0.020)					
	17.458					
Y20	0.038	0.209				
	(0.012)	(0.012)				
	3.282	16.812				

Y21 0.009 -- 0.212

(0.012) (0.016)

0.757 13.551

Y22 -0.016 -- -0.013 0.153

(0.010) (0.010) (0.013)

-1.594 -1.368 11.678

Y23 -- -- -- 0.020 0.175

(0.009) (0.012)

2.230 14.860

Y24 0.012 -0.008 0.009 0.019 0.061 0.232

(0.011) (0.009) (0.009) (0.010) (0.011) (0.016)

1.070 -0.907 1.045 1.872 5.684 14.791

Y25 -0.015 -- -0.044 0.001 -- 0.010

(0.011) (0.010) (0.009) (0.009)

-1.306 -4.327 0.158 1.030

Y26 0.103 0.084 0.010 0.018 0.033 0.067

(0.016) (0.014) (0.015) (0.014) (0.014) (0.014)

6.267 6.177 0.656 1.299 2.335 4.751

Y27 0.037 -- -- -- 0.011 0.084

(0.012) (0.009) (0.011)

3.097 1.327 7.881

Y28 -0.012 -0.015 0.015 -- 0.012 --

(0.009) (0.007) (0.008) (0.006)

-1.402 -2.209 1.953 1.990

Y29 0.019 0.003 -0.017 -0.009 -0.003 0.033

(0.009) (0.008) (0.008) (0.008) (0.007) (0.008)

2.175 0.317 -2.122 -1.218 -0.377 3.944

Y30 -- -0.020 -- -0.034 -- 0.009

(0.007) (0.007) (0.008)

-2.770 -4.903 1.143

THETA-EPS

Y25 Y26 Y27 Y28 Y29 Y30

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Y25 0.172

(0.013)

13.770

Y26 0.074 0.446

(0.014) (0.025)

5.108 17.692

Y27 - - 0.127 0.262

(0.014) (0.014)

8.801 18.145

Y28 -0.032 -0.024 - - 0.089

(0.007) (0.009) (0.008)

-4.306 -2.539 10.820

Y29 -0.027 0.022 0.038 0.023 0.180

(0.008) (0.011) (0.009) (0.007) (0.011)

-3.292 1.981 4.421 3.273 15.690

Y30 -0.059 -0.014 0.025 - - 0.065 0.121

(0.008) (0.011) (0.008) (0.009) (0.010)

-6.943 -1.272 3.089 7.240 11.807

Squared Multiple Correlations for Y - Variables

Y1	Y2	Y3	Y4	Y5	Y6
0.587	0.392	0.637	0.638	0.600	0.696

Squared Multiple Correlations for Y - Variables

Y7	Y8	Y9	Y10	Y11	Y12
0.726	0.663	0.210	0.749	0.682	0.703

Squared Multiple Correlations for Y - Variables

Y13	Y14	Y15	Y16	Y17	Y18
0.511	0.292	0.759	0.355	0.409	0.479

Squared Multiple Correlations for Y - Variables

Y19	Y20	Y21	Y22	Y23	Y24

0.470 0.599 0.684 0.732 0.720 0.492

Squared Multiple Correlations for Y - Variables

Y25	Y26	Y27	Y28	Y29	Y30
0.698	0.169	0.355	0.692	0.267	0.655

THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
X1	0.025	0.005	--	0.001	0.004	-0.010
	(0.009)	(0.007)		(0.010)	(0.011)	(0.007)
	2.640	0.693		0.101	0.334	-1.372
X2	--	--	0.031	0.007	-0.020	--
			(0.010)	(0.012)	(0.012)	
			3.173	0.634	-1.623	
X3	0.016	0.008	0.012	0.004	-0.007	-0.001
	(0.006)	(0.004)	(0.005)	(0.009)	(0.009)	(0.005)
	2.834	1.919	2.653	0.460	-0.755	-0.163

THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
X1	-0.007	--	-0.021	-0.001	--	0.006
	(0.008)		(0.012)	(0.007)		(0.009)
	-0.880		-1.788	-0.113		0.716
X2	--	0.006	-0.039	--	0.003	--
		(0.006)	(0.013)		(0.009)	
		1.124	-2.954		0.319	
X3	-0.004	--	-0.017	-0.003	0.003	0.003
	(0.005)		(0.010)	(0.005)	(0.005)	(0.005)
	-0.774		-1.613	-0.684	0.635	0.549

THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17	Y18
X1	-0.006	-0.020	0.004	-0.013	--	0.003

	(0.005)	(0.013)	(0.005)	(0.017)		(0.014)
	-1.278	-1.579	0.842	-0.746		0.189
X2	0.024	-0.041	0.005	-0.025	0.011	-0.024
	(0.007)	(0.015)	(0.007)	(0.021)	(0.016)	(0.017)
	3.255	-2.710	0.779	-1.216	0.681	-1.427
X3	--	-0.024	--	-0.023	0.003	-0.013
		(0.011)		(0.015)	(0.007)	(0.013)
		-2.161		-1.543	0.452	-1.025

THETA-DELTA-EPS

	Y19	Y20	Y21	Y22	Y23	Y24
X1	-0.018	--	0.015	0.002	0.008	-0.007
	(0.012)		(0.011)	(0.009)	(0.009)	(0.009)
	-1.535		1.407	0.243	0.827	-0.774
X2	-0.022	0.012	0.008	0.013	0.000	-0.030
	(0.014)	(0.005)	(0.013)	(0.011)	(0.011)	(0.011)
	-1.583	2.284	0.675	1.236	0.022	-2.800
X3	-0.022	--	0.005	0.002	0.000	-0.012
	(0.010)		(0.010)	(0.008)	(0.008)	(0.008)
	-2.083		0.504	0.239	-0.050	-1.518

THETA-DELTA-EPS

	Y25	Y26	Y27	Y28	Y29	Y30
X1	0.000	-0.015	0.002	0.012	0.009	--
	(0.004)	(0.012)	(0.005)	(0.003)	(0.008)	
	-0.110	-1.258	0.498	3.582	1.124	
X2	--	-0.020	-0.008	-0.011	-0.013	-0.005
		(0.015)	(0.006)	(0.005)	(0.009)	(0.005)
		-1.317	-1.452	-2.243	-1.360	-0.942
X3	--	-0.011	--	--	0.004	--
		(0.011)			(0.007)	
		-0.991			0.553	

THETA-DELTA

	X1	X2	X3
X1	0.047		
	(0.007)		
	6.863		
X2	-0.045	0.101	
	(0.009)	(0.025)	
	-4.724	3.982	
X3	- -	0.012	0.008
		(0.013)	(0.006)
		0.960	1.320

Squared Multiple Correlations for X - Variables

X1	X2	X3
0.900	0.844	0.980

Goodness of Fit Statistics

Degrees of Freedom = 99

Minimum Fit Function Chi-Square = 82.749 (P = 0.880)

Normal Theory Weighted Least Squares Chi-Square = 83.262 (P = 0.872)

Estimated Non-centrality Parameter (NCP) = 0.0

90 Percent Confidence Interval for NCP = (0.0 ; 7.916)

Minimum Fit Function Value = 0.118

Population Discrepancy Function Value (F0) = 0.0

90 Percent Confidence Interval for F0 = (0.0 ; 0.0113)

Root Mean Square Error of Approximation (RMSEA) = 0.0

90 Percent Confidence Interval for RMSEA = (0.0 ; 0.0107)

P-Value for Test of Close Fit (RMSEA < 0.05) = 1.000

Expected Cross-Validation Index (ECVI) = 1.464

90 Percent Confidence Interval for ECVI = (1.464 ; 1.475)

ECVI for Saturated Model = 1.605

ECVI for Independence Model = 30.330

Chi-Square for Independence Model with 528 Degrees of Freedom = 21134.436

Independence AIC = 21200.436

Model AIC = 1007.262

Saturated AIC = 1122.000

Independence CAIC = 21383.622

Model CAIC = 3571.861

Saturated CAIC = 4236.156

Normed Fit Index (NFI) = 0.996

Non-Normed Fit Index (NNFI) = 1.004

Parsimony Normed Fit Index (PNFI) = 0.187

Comparative Fit Index (CFI) = 1.000

Incremental Fit Index (IFI) = 1.001

Relative Fit Index (RFI) = 0.979

Critical N (CN) = 1138.381

Root Mean Square Residual (RMR) = 0.00633

Standardized RMR = 0.0120

Goodness of Fit Index (GFI) = 0.993

Adjusted Goodness of Fit Index (AGFI) = 0.959

Parsimony Goodness of Fit Index (PGFI) = 0.175

THE CAUSAL MODEL OF ORGANIZATIONAL COMMITMENT OF TEACHERS IN PRIVATE VOCATIONAL SCHOOLS

Fitted Covariance Matrix

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.640					
Y2	0.314	0.378				

Y3	0.319	0.242	0.623			
Y4	0.306	0.241	0.355	0.473		
Y5	0.356	0.294	0.387	0.364	0.631	
Y6	0.340	0.253	0.354	0.337	0.370	0.520
Y7	0.428	0.249	0.452	0.390	0.420	0.420
Y8	0.285	0.218	0.371	0.316	0.346	0.330
Y9	0.195	0.218	0.173	0.211	0.244	0.238
Y10	0.386	0.244	0.425	0.358	0.414	0.396
Y11	0.405	0.262	0.430	0.385	0.402	0.440
Y12	0.472	0.253	0.402	0.348	0.371	0.378
Y13	0.339	0.217	0.367	0.343	0.371	0.349
Y14	0.260	0.206	0.214	0.243	0.240	0.234
Y15	0.435	0.266	0.423	0.393	0.435	0.436
Y16	0.370	0.265	0.380	0.315	0.415	0.351
Y17	0.381	0.273	0.361	0.328	0.359	0.364
Y18	0.438	0.231	0.390	0.305	0.379	0.365
Y19	0.296	0.211	0.285	0.261	0.334	0.308
Y20	0.264	0.180	0.295	0.257	0.278	0.282
Y21	0.402	0.219	0.337	0.283	0.350	0.317
Y22	0.323	0.214	0.328	0.286	0.333	0.289
Y23	0.364	0.243	0.347	0.292	0.347	0.339
Y24	0.291	0.237	0.224	0.229	0.280	0.259
Y25	0.324	0.204	0.307	0.282	0.306	0.318
Y26	0.155	0.139	0.145	0.172	0.150	0.181
Y27	0.218	0.197	0.189	0.193	0.217	0.183
Y28	0.263	0.169	0.205	0.166	0.208	0.188
Y29	0.144	0.165	0.134	0.123	0.177	0.134
Y30	0.252	0.215	0.211	0.184	0.255	0.214
X1	0.301	0.179	0.284	0.249	0.281	0.261
X2	0.314	0.197	0.354	0.289	0.296	0.308
X3	0.282	0.176	0.286	0.243	0.260	0.260

Fitted Covariance Matrix

	Y7	Y8	Y9	Y10	Y11	Y12

Y7	0.673					
Y8	0.412	0.524				
Y9	0.212	0.196	0.420			
Y10	0.473	0.398	0.201	0.638		
Y11	0.490	0.390	0.254	0.486	0.689	
Y12	0.496	0.363	0.220	0.492	0.486	0.720
Y13	0.407	0.351	0.146	0.485	0.446	0.448
Y14	0.248	0.214	0.204	0.291	0.318	0.307
Y15	0.523	0.417	0.219	0.529	0.513	0.548
Y16	0.422	0.356	0.172	0.417	0.422	0.423
Y17	0.419	0.352	0.212	0.422	0.460	0.478
Y18	0.460	0.365	0.196	0.415	0.429	0.512
Y19	0.349	0.301	0.193	0.382	0.359	0.346
Y20	0.328	0.293	0.131	0.376	0.361	0.335
Y21	0.432	0.322	0.169	0.421	0.403	0.484
Y22	0.379	0.324	0.153	0.407	0.401	0.360
Y23	0.404	0.328	0.199	0.436	0.418	0.434
Y24	0.295	0.234	0.224	0.290	0.314	0.293
Y25	0.370	0.312	0.157	0.380	0.392	0.360
Y26	0.134	0.163	0.157	0.189	0.220	0.183
Y27	0.195	0.188	0.193	0.210	0.231	0.245
Y28	0.252	0.185	0.123	0.251	0.225	0.298
Y29	0.125	0.112	0.162	0.140	0.142	0.130
Y30	0.234	0.197	0.162	0.262	0.227	0.270
X1	0.309	0.266	0.113	0.319	0.317	0.336
X2	0.358	0.308	0.113	0.363	0.363	0.374
X3	0.300	0.256	0.112	0.305	0.308	0.320

Fitted Covariance Matrix

	Y13	Y14	Y15	Y16	Y17	Y18
Y13	0.776					
Y14	0.307	0.607				

Y15	0.503	0.322	0.771			
Y16	0.411	0.275	0.499	1.200		
Y17	0.423	0.318	0.524	0.450	1.103	
Y18	0.422	0.271	0.492	0.457	0.507	0.936
Y19	0.382	0.224	0.423	0.361	0.372	0.370
Y20	0.485	0.217	0.406	0.331	0.340	0.354
Y21	0.407	0.245	0.474	0.418	0.413	0.550
Y22	0.382	0.266	0.448	0.411	0.365	0.377
Y23	0.417	0.307	0.476	0.398	0.409	0.408
Y24	0.262	0.253	0.329	0.328	0.289	0.288
Y25	0.389	0.241	0.448	0.374	0.361	0.347
Y26	0.278	0.197	0.232	0.139	0.224	0.233
Y27	0.217	0.209	0.263	0.252	0.260	0.231
Y28	0.224	0.142	0.277	0.232	0.239	0.261
Y29	0.129	0.120	0.155	0.133	0.136	0.139
Y30	0.239	0.180	0.290	0.248	0.242	0.254
X1	0.286	0.175	0.358	0.290	0.311	0.313
X2	0.355	0.180	0.407	0.318	0.364	0.328
X3	0.281	0.163	0.341	0.268	0.302	0.285

Fitted Covariance Matrix

	Y19	Y20	Y21	Y22	Y23	Y24
Y19	0.651					
Y20	0.318	0.521				
Y21	0.349	0.378	0.671			
Y22	0.308	0.360	0.424	0.569		
Y23	0.337	0.375	0.455	0.454	0.626	
Y24	0.250	0.257	0.331	0.325	0.379	0.457
Y25	0.302	0.352	0.383	0.408	0.423	0.309
Y26	0.254	0.252	0.214	0.213	0.235	0.210
Y27	0.228	0.212	0.257	0.245	0.266	0.264
Y28	0.184	0.179	0.250	0.224	0.245	0.164
Y29	0.132	0.113	0.147	0.118	0.130	0.127

Y30	0.210	0.186	0.251	0.205	0.248	0.184
X1	0.238	0.235	0.300	0.273	0.290	0.192
X2	0.268	0.278	0.332	0.321	0.321	0.196
X3	0.225	0.226	0.279	0.263	0.271	0.180

Fitted Covariance Matrix

	Y25	Y26	Y27	Y28	Y29	Y30
Y25	0.570					
Y26	0.264	0.536				
Y27	0.239	0.241	0.406			
Y28	0.186	0.081	0.131	0.291		
Y29	0.098	0.082	0.114	0.138	0.246	
Y30	0.174	0.097	0.165	0.215	0.188	0.350
X1	0.264	0.111	0.162	0.208	0.120	0.209
X2	0.301	0.124	0.173	0.211	0.114	0.232
X3	0.255	0.111	0.153	0.188	0.111	0.201

Fitted Covariance Matrix

	X1	X2	X3
X1	0.468		
X2	0.434	0.644	
X3	0.406	0.473	0.398

Fitted Residuals

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.006					
Y2	0.002	-0.001				
Y3	0.001	0.001	-0.001			
Y4	0.000	-0.003	-0.001	-0.001		
Y5	0.004	0.000	-0.007	-0.002	0.000	
Y6	0.002	-0.002	-0.003	-0.002	-0.004	-0.001
Y7	0.007	0.004	-0.001	0.000	0.002	0.000
Y8	-0.003	-0.005	-0.003	-0.002	-0.003	-0.003

Y9	0.003	0.003	-0.004	-0.001	0.001	0.001
Y10	0.000	-0.002	-0.002	-0.001	0.001	-0.001
Y11	-0.002	-0.002	-0.001	-0.002	-0.002	-0.001
Y12	0.005	0.003	0.002	0.001	0.005	0.003
Y13	-0.013	-0.019	-0.003	-0.005	-0.008	-0.008
Y14	-0.001	0.001	0.001	0.002	0.005	0.006
Y15	-0.003	-0.004	0.001	0.001	0.004	0.000
Y16	-0.023	-0.003	0.007	-0.001	0.003	-0.002
Y17	-0.007	-0.006	0.000	-0.001	0.002	0.001
Y18	0.001	0.000	-0.011	-0.006	0.000	-0.003
Y19	-0.002	-0.003	-0.003	-0.001	0.000	0.008
Y20	-0.019	-0.024	-0.008	-0.011	-0.015	-0.017
Y21	0.000	0.002	-0.002	-0.001	0.004	-0.002
Y22	-0.007	-0.005	0.001	0.001	0.003	-0.001
Y23	-0.004	-0.002	0.003	0.003	0.006	0.002
Y24	-0.003	0.001	-0.001	0.000	0.003	-0.001
Y25	-0.008	-0.002	0.001	0.001	0.000	-0.001
Y26	-0.006	-0.006	-0.004	-0.003	-0.004	-0.003
Y27	-0.008	-0.004	-0.004	-0.002	0.000	-0.002
Y28	0.005	0.001	-0.003	-0.001	0.004	0.001
Y29	0.002	-0.003	-0.007	-0.005	-0.001	-0.004
Y30	0.009	-0.005	-0.009	-0.004	0.001	-0.001
X1	-0.003	-0.011	-0.001	-0.005	-0.003	-0.003
X2	-0.007	-0.028	0.002	-0.003	-0.010	0.001
X3	-0.004	-0.017	0.001	-0.004	-0.006	-0.001

Fitted Residuals

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	0.001					
Y8	-0.003	-0.002				
Y9	-0.001	-0.004	0.004			
Y10	0.002	-0.001	0.001	-0.002		
Y11	-0.002	-0.001	0.000	-0.001	-0.001	

Y12	0.007	0.000	-0.001	0.002	-0.001	0.001
Y13	-0.002	0.000	-0.009	-0.009	-0.003	-0.013
Y14	0.002	0.002	0.005	-0.002	0.002	-0.006
Y15	0.003	0.007	0.001	0.001	0.000	-0.001
Y16	-0.007	0.012	0.002	0.006	0.000	-0.006
Y17	0.000	0.000	-0.004	-0.001	-0.001	-0.010
Y18	-0.004	-0.012	-0.008	0.000	-0.007	-0.001
Y19	-0.001	-0.004	0.002	-0.007	0.001	-0.004
Y20	-0.014	-0.006	-0.013	-0.010	-0.009	-0.014
Y21	-0.001	-0.002	-0.005	0.000	-0.002	-0.002
Y22	-0.002	0.004	-0.001	0.001	0.003	-0.004
Y23	0.000	0.005	0.001	0.001	0.006	-0.007
Y24	-0.003	-0.001	0.003	0.001	0.000	-0.005
Y25	-0.013	0.008	0.003	0.000	0.001	-0.007
Y26	-0.009	-0.002	-0.001	-0.006	-0.001	-0.012
Y27	-0.003	-0.001	-0.001	0.000	-0.002	-0.009
Y28	0.007	-0.002	0.003	0.000	-0.001	0.004
Y29	0.000	-0.006	0.000	0.000	-0.004	0.003
Y30	0.014	-0.006	0.000	-0.002	-0.002	0.011
X1	0.003	-0.007	-0.008	-0.006	-0.010	0.004
X2	0.012	-0.007	-0.019	-0.002	0.002	0.012
X3	0.007	-0.006	-0.012	-0.003	-0.003	0.007

Fitted Residuals

	Y13	Y14	Y15	Y16	Y17	Y18
Y13	-0.001					
Y14	-0.006	0.000				
Y15	-0.004	-0.003	-0.001			
Y16	0.019	-0.004	-0.005	0.000		
Y17	0.000	-0.004	-0.001	0.001	-0.002	
Y18	0.006	-0.002	-0.001	-0.002	-0.002	-0.002
Y19	-0.002	0.001	-0.007	0.005	0.009	0.004
Y20	0.003	-0.006	-0.007	0.020	-0.002	-0.006

Y21	0.005	-0.003	0.000	0.005	-0.001	-0.001
Y22	0.009	0.001	0.003	0.010	0.002	-0.004
Y23	0.004	0.001	0.002	0.023	0.001	-0.001
Y24	0.002	0.002	0.001	0.005	-0.002	-0.013
Y25	0.011	0.005	0.001	-0.010	0.003	-0.008
Y26	0.007	0.002	-0.001	0.006	0.001	-0.007
Y27	0.009	0.001	0.003	0.003	-0.003	-0.010
Y28	-0.015	-0.001	-0.003	0.002	-0.004	0.007
Y29	-0.015	0.000	-0.006	0.006	-0.004	0.005
Y30	-0.023	-0.004	-0.004	-0.001	-0.003	0.019
X1	-0.010	-0.006	-0.007	-0.005	0.000	0.001
X2	0.014	-0.007	0.001	-0.001	0.004	0.010
X3	0.002	-0.006	-0.003	-0.004	0.002	0.005

Fitted Residuals

	Y19	Y20	Y21	Y22	Y23	Y24
Y19	-0.001					
Y20	-0.004	0.004				
Y21	0.002	0.001	-0.001			
Y22	0.001	0.006	-0.002	0.005		
Y23	0.008	0.002	-0.008	0.003	-0.002	
Y24	0.004	-0.002	-0.006	0.001	0.001	0.001
Y25	0.003	0.007	-0.005	0.003	0.001	-0.001
Y26	0.004	0.006	-0.002	0.003	0.002	0.001
Y27	0.004	0.006	0.000	0.000	0.000	0.001
Y28	-0.003	-0.014	0.003	-0.003	-0.002	0.005
Y29	-0.003	-0.014	0.003	-0.003	-0.001	0.003
Y30	-0.005	-0.017	0.009	-0.005	-0.005	0.002
X1	-0.010	-0.022	-0.003	-0.009	-0.006	-0.010
X2	-0.004	0.012	0.010	0.003	0.003	-0.008
X3	-0.006	-0.005	0.003	-0.003	-0.001	-0.008

Fitted Residuals

	Y25	Y26	Y27	Y28	Y29	Y30

Y25	0.004					
Y26	0.010	0.011				
Y27	0.003	0.006	0.000			
Y28	-0.004	-0.008	-0.004	0.003		
Y29	0.000	-0.005	-0.003	0.001	-0.002	
Y30	-0.003	-0.011	-0.006	0.004	-0.003	-0.003
X1	0.000	-0.015	-0.020	-0.001	-0.004	0.004
X2	0.017	-0.002	-0.021	-0.010	-0.019	-0.021
X3	0.009	-0.007	-0.019	-0.005	-0.010	-0.008

Fitted Residuals

	X1	X2	X3
X1	-0.002		
X2	-0.001	0.003	
X3	-0.001	0.000	-0.001

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.028

Median Fitted Residual = -0.001

Largest Fitted Residual = 0.023

Stemleaf Plot

- 2|8
- 2|4332110
- 1|999997775555
- 1|444433333222111100000000000
- 0|99999998888888888887777777777777777766666666666666666666666655555555555+06
- 0|44444444444444444444444444444443333333333333333333333333333333333333+64
 0|11111111111111111111111111111111111111111111111111111112222222222222222222+64
 0|55555555555555566666666666677777777778889999999
 1|0000111222244
 1|799
 2|03

Standardized Residuals

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	1.339					
Y2	0.553	-0.466				
Y3	0.207	0.203	-0.769			
Y4	-0.047	-0.824	-0.456	-0.776		
Y5	0.959	0.118	-0.946	-0.906	0.107	
Y6	0.489	-0.742	-1.091	-1.059	-0.644	-0.667
Y7	1.218	1.034	-0.253	0.016	0.443	-0.062
Y8	-0.924	-1.204	-0.509	-1.054	-0.995	-1.507
Y9	0.691	0.908	-0.883	-0.394	0.326	0.181
Y10	0.167	-0.590	-0.500	-0.620	0.234	-0.348
Y11	-1.119	-1.004	-0.343	-1.027	-0.990	-0.570
Y12	1.018	0.369	0.424	0.318	0.949	0.807
Y13	-2.181	-2.526	-0.296	-0.907	-1.491	-1.210
Y14	-0.197	0.183	0.150	0.431	0.416	0.560
Y15	-0.935	-0.871	0.166	0.460	0.499	0.117
Y16	-1.313	-0.394	0.444	-0.167	0.496	-0.441
Y17	-0.408	-0.677	-0.092	-0.271	0.344	0.248
Y18	0.233	0.029	-0.880	-1.299	0.046	-0.801
Y19	-0.406	-0.472	-0.827	-0.438	-0.023	0.818
Y20	-2.890	-2.445	-0.783	-1.703	-2.439	-1.945
Y21	-0.020	0.168	-0.411	-0.125	0.367	-0.377
Y22	-1.276	-0.920	0.314	0.226	0.323	-0.196
Y23	-0.778	-0.306	0.536	0.665	0.586	0.233
Y24	-0.562	0.296	-0.151	-0.165	0.599	-0.299
Y25	-0.782	-0.169	0.211	0.294	0.017	-0.160
Y26	-0.499	-0.878	-0.821	-0.772	-0.909	-0.500
Y27	-1.104	-0.852	-0.723	-0.436	0.076	-0.347
Y28	1.744	0.257	-0.702	-0.469	1.221	0.131
Y29	0.640	-1.178	-1.310	-1.321	-0.446	-1.043
Y30	1.962	-1.499	-1.076	-0.576	0.299	-0.281
X1	-0.452	-1.929	-0.064	-2.288	-1.139	-0.565

X2	-0.636	-2.720	0.292	-0.965	-2.348	0.096
X3	-0.512	-2.482	0.100	-1.653	-2.036	-0.132

Standardized Residuals

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	0.564					
Y8	-0.615	-2.481				
Y9	-0.174	-0.862	1.023			
Y10	0.794	-0.244	0.296	-1.127		
Y11	-0.772	-0.744	-0.157	-0.290	-0.869	
Y12	1.821	0.020	-0.128	0.423	-0.538	0.437
Y13	-0.230	-0.085	-1.643	-2.310	-0.608	-1.482
Y14	0.578	0.390	0.868	-0.187	0.627	-1.388
Y15	0.839	1.044	0.119	0.298	0.159	-0.182
Y16	-0.430	0.808	0.190	1.694	0.059	-0.752
Y17	-0.075	0.115	-0.432	-0.323	-0.090	-0.880
Y18	-0.843	-1.066	-0.952	0.038	-1.869	-0.291
Y19	-0.284	-0.449	0.480	-0.899	0.289	-1.309
Y20	-1.408	-1.210	-2.339	-2.579	-1.803	-2.374
Y21	-0.189	-0.420	-0.535	-0.154	-0.604	-0.552
Y22	-0.214	0.813	-0.386	0.379	0.729	-0.827
Y23	0.077	0.950	0.237	0.414	0.885	-0.842
Y24	-0.838	-0.110	0.815	0.389	0.103	-0.870
Y25	-1.473	0.872	0.370	-0.010	0.152	-1.382
Y26	-1.802	-0.287	-0.373	-0.988	-0.322	-2.079
Y27	-0.589	-0.134	-0.141	-0.093	-0.358	-0.903
Y28	1.815	-0.359	0.650	0.031	-0.511	1.289
Y29	-0.041	-1.422	0.143	-0.023	-1.420	0.544
Y30	1.856	-0.857	0.004	-0.251	-0.537	1.530
X1	0.687	-0.998	-1.768	-1.450	-1.357	0.793
X2	1.415	-0.835	-3.049	-0.254	0.324	1.347
X3	1.233	-1.062	-2.556	-0.619	-0.622	1.229

Standardized Residuals

	Y13	Y14	Y15	Y16	Y17	Y18
Y13	-0.290					
Y14	-1.252	-0.144				
Y15	-1.222	-0.332	-0.506			
Y16	0.981	-0.175	-0.447	-0.120		
Y17	-0.015	-0.679	-0.570	0.146	-1.056	
Y18	0.422	-0.447	-0.194	-0.308	-0.482	-0.685
Y19	-0.587	0.307	-0.893	0.245	0.545	0.315
Y20	0.901	-1.333	-1.621	1.202	-0.103	-0.766
Y21	0.826	-0.674	0.141	0.670	-0.090	-0.121
Y22	1.836	0.125	0.521	1.330	0.274	-0.709
Y23	0.957	0.357	0.642	1.456	0.068	-0.095
Y24	0.369	0.595	0.149	0.523	-0.157	-1.038
Y25	1.941	0.445	0.215	-0.668	0.382	-1.367
Y26	0.942	0.335	-0.280	0.638	0.098	-0.848
Y27	0.723	0.178	0.281	0.406	-0.413	-0.674
Y28	-1.758	-0.431	-0.917	0.150	-0.342	1.457
Y29	-2.488	-0.038	-1.030	0.403	-0.327	0.679
Y30	-2.289	-0.897	-0.662	-0.092	-0.360	1.697
X1	-1.027	-1.989	-1.229	-1.207	-0.006	0.183
X2	1.220	-1.855	0.138	-0.164	0.400	1.904
X3	0.189	-1.814	-0.480	-0.936	0.154	1.170

Standardized Residuals

	Y19	Y20	Y21	Y22	Y23	Y24
Y19	-0.496					
Y20	-0.943	1.689				
Y21	0.428	0.179	-0.331			
Y22	0.306	1.042	-0.616	1.765		
Y23	0.738	0.365	-1.444	1.075	-1.073	
Y24	0.740	-0.554	-1.076	0.176	0.246	0.266

Y25	0.629	1.188	-1.503	1.243	0.185	-0.275
Y26	0.925	1.148	-0.372	0.689	0.440	0.235
Y27	0.682	0.703	0.003	-0.046	0.180	0.367
Y28	-0.761	-2.957	0.788	-0.658	-0.658	0.737
Y29	-0.648	-3.323	0.533	-1.025	-0.369	0.760
Y30	-0.537	-3.023	1.287	-1.519	-0.794	0.380
X1	-3.107	-2.369	-0.782	-2.295	-1.723	-2.126
X2	-0.908	1.087	1.944	0.540	0.752	-1.397
X3	-1.809	-0.571	0.790	-0.706	-0.347	-1.713

Standardized Residuals

	Y25	Y26	Y27	Y28	Y29	Y30
Y25	1.894					
Y26	1.856	1.939				
Y27	0.395	1.111	-0.141			
Y28	-1.060	-1.551	-0.497	1.711		
Y29	-0.093	-1.423	-0.641	0.420	-1.186	
Y30	-0.645	-2.142	-1.135	1.561	-1.414	-1.372
X1	0.055	-2.585	-2.143	-0.354	-1.337	0.722
X2	1.650	-0.223	-1.917	-2.132	-4.148	-3.572
X3	1.119	-1.282	-2.038	-1.355	-3.280	-1.873

Standardized Residuals

	X1	X2	X3
X1	-1.355		
X2	-0.859	1.476	
X3	-1.148	0.076	-0.788

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -4.148

Median Standardized Residual = -0.271

Largest Standardized Residual = 1.962

Stemleaf Plot

- 4|1

- 3|6

- 3|331000

- 2|976665555

- 2|4444333333211111000

- 1|99999988888877766655555555

- 1|444444444444443333333333222222221111111111111110000000000000

- 0|99999999999999999999999998888888888888888888887777777777777776666666+36

- 0|444444444444444444444444433333333333333333333333322222222222222222222+42

0|11111111111111111111111122222222222222222222222222233333333333333333333+31

0|55555555555566666666666677777777777777888888888888999999999

1|000000001111122222222233334

1|555567777778889999999

2|0

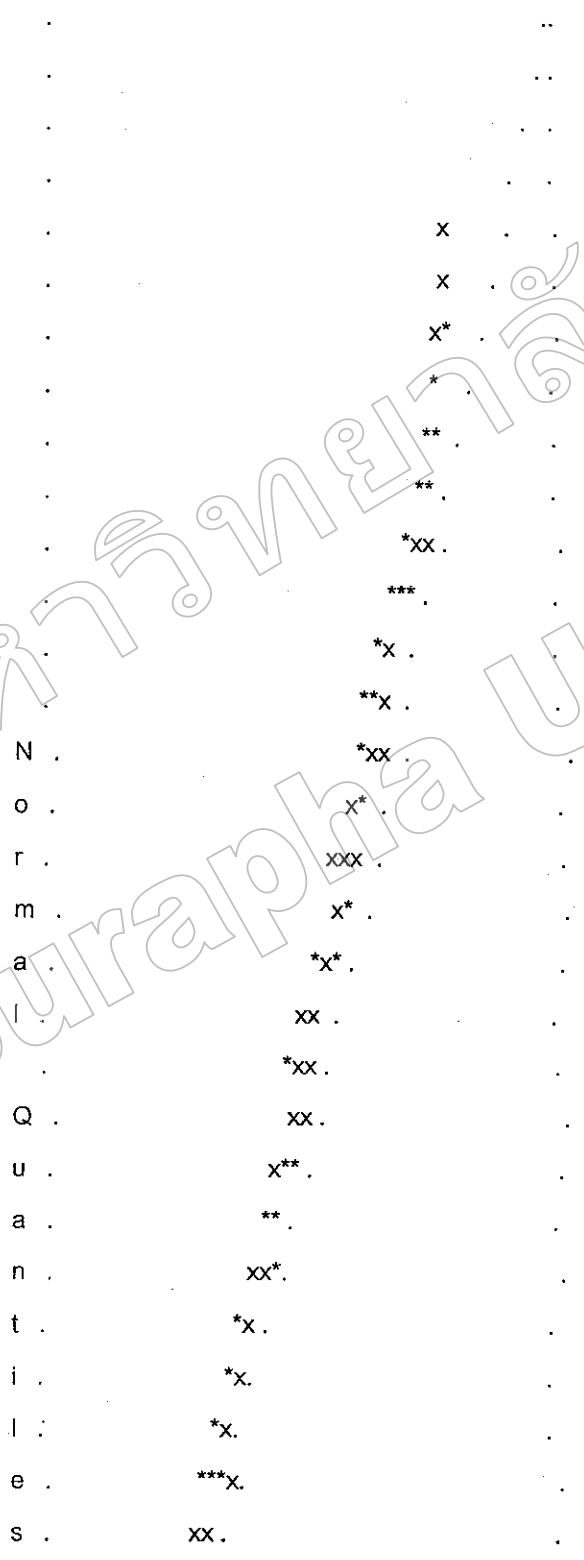
Largest Negative Standardized Residuals

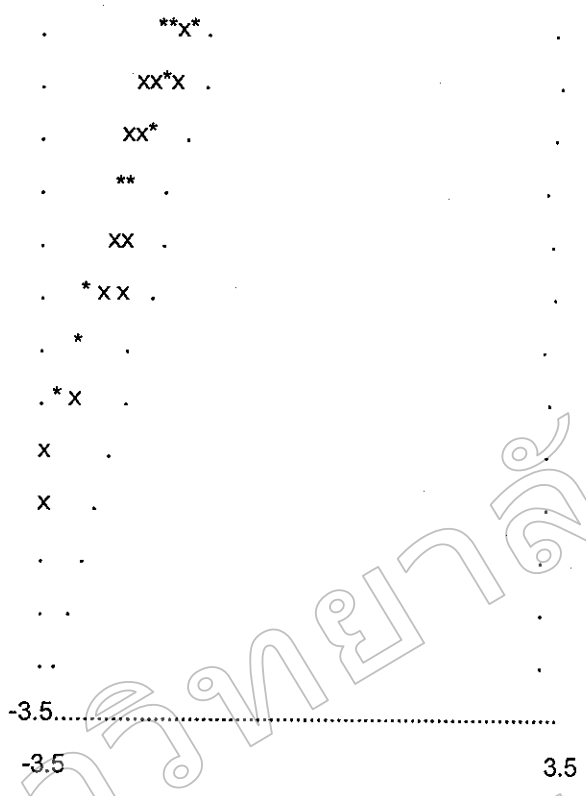
Residual for	Y20 and	Y1	-2.890
Residual for	Y20 and	Y10	-2.579
Residual for	Y28 and	Y20	-2.957
Residual for	Y29 and	Y20	-3.323
Residual for	Y30 and	Y20	-3.023
Residual for	X1 and	Y19	-3.107
Residual for	X1 and	Y26	-2.585
Residual for	X2 and	Y2	-2.720
Residual for	X2 and	Y9	-3.049
Residual for	X2 and	Y29	-4.148
Residual for	X2 and	Y30	-3.572
Residual for	X3 and	Y29	-3.280

THE CAUSAL MODEL OF ORGANIZATIONAL COMMITMENT OF TEACHERS IN PRIVATE VOCATIONAL SCHOOLS

Qplot of Standardized Residuals

3.5.....





THE CAUSAL MODEL OF ORGANIZATIONAL COMMITMENT OF TEACHERS IN PRIVATE VOCATIONAL SCHOOLS

Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
Y1	--	0.403	0.027	0.222
Y2	--	1.378	0.737	3.582
Y3	--	0.967	0.592	1.151
Y4	--	0.000	0.000	0.000
Y5	--	1.329	0.692	1.170
Y6	--	0.145	0.349	0.037
Y7	--	0.038	0.433	1.333
Y8	--	0.187	0.358	0.104
Y9	--	--	--	--

Y10	1.212	--	0.046	0.094
Y11	0.769	--	0.510	0.480
Y12	0.164	--	0.653	1.228
Y13	0.852	--	0.024	1.383
Y14	0.368	--	0.199	0.000
Y15	1.353	--	0.293	1.077
Y16	0.108	--	0.912	0.005
Y17	0.029	--	0.004	0.007
Y18	2.340	--	0.007	1.737
Y19	0.747	--	0.306	0.039
Y20	6.220	3.890	--	0.410
Y21	0.213	0.305	--	0.072
Y22	0.286	0.291	--	0.000
Y23	0.728	1.400	--	0.220
Y24	0.508	1.097	--	1.111
Y25	0.018	0.037	--	1.789
Y26	0.180	--	--	0.180
Y27	0.266	0.201	--	0.604
Y28	0.048	0.169	0.992	--
Y29	0.785	0.785	0.785	--
Y30	0.040	0.060	0.747	--

Expected Change for LAMBDA-Y

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
Y1	--	-0.120	-0.017	-0.092
Y2	--	-0.171	-0.064	-0.292
Y3	--	-0.136	-0.070	-0.085
Y4	--	-0.007	0.005	-0.001
Y5	--	0.173	0.071	0.208
Y6	--	0.047	-0.041	0.015
Y7	--	0.028	-0.048	0.094
Y8	--	0.053	0.048	-0.023
Y9	--	--	--	--

Y10	-0.457	--	0.074	0.029
Y11	-0.624	--	0.112	-0.310
Y12	0.083	--	-0.102	0.110
Y13	0.136	--	0.036	-0.119
Y14	0.103	--	0.077	-0.006
Y15	0.159	--	0.066	-0.101
Y16	-0.062	--	0.159	0.010
Y17	0.044	--	-0.011	0.013
Y18	-0.329	--	-0.015	0.190
Y19	0.126	--	0.084	-0.025
Y20	-0.157	-0.186	--	-0.103
Y21	0.041	0.084	--	0.028
Y22	0.039	0.060	--	0.001
Y23	0.061	0.113	--	-0.049
Y24	-0.090	-0.377	--	0.108
Y25	0.009	0.020	--	0.247
Y26	0.108	--	--	-0.674
Y27	-0.038	-0.038	--	-0.070
Y28	0.016	0.043	0.098	--
Y29	-0.073	-0.286	-0.356	--
Y30	0.014	-0.027	-0.090	--

Standardized Expected Change for LAMBDA-Y

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
Y1	--	-0.092	-0.012	-0.044
Y2	--	-0.131	-0.044	-0.140
Y3	--	-0.104	-0.047	-0.041
Y4	--	-0.005	0.003	-0.001
Y5	--	0.132	0.048	0.099
Y6	--	0.036	-0.028	0.007
Y7	--	0.021	-0.033	0.045
Y8	--	0.040	0.032	-0.011
Y9	--	--	--	--

Y10	-0.319	--	0.050	0.014
Y11	-0.436	--	0.076	-0.149
Y12	0.058	--	-0.069	0.053
Y13	0.095	--	0.024	-0.057
Y14	0.072	--	0.052	-0.003
Y15	0.111	--	0.045	-0.048
Y16	-0.043	--	0.108	0.005
Y17	0.031	--	-0.007	0.006
Y18	-0.230	--	-0.010	0.091
Y19	0.088	--	0.057	-0.012
Y20	-0.110	-0.143	--	-0.049
Y21	0.029	0.064	--	0.014
Y22	0.027	0.046	--	0.000
Y23	0.042	0.087	--	-0.024
Y24	-0.063	-0.288	--	0.052
Y25	0.006	0.015	--	0.118
Y26	0.075	--	--	-0.323
Y27	-0.027	-0.029	--	-0.033
Y28	0.011	0.033	0.066	--
Y29	-0.051	-0.219	-0.241	--
Y30	0.010	-0.020	-0.061	--

No Non-Zero Modification Indices for LAMBDA-X

Modification Indices for BETA

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
ORGAN-AT	--	--	0.698	0.698
JOB-SAT	--	--	1.400	1.400
QUALI-LI	1.846	--	--	0.596
ORGAN-CO	--	--	--	--

Expected Change for BETA

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
ORGAN-AT	--	--	-0.116	-0.541

JOB-SAT -- -- 0.118 0.549

QUALI-LI -0.134 -- -- 0.153

ORGAN-CO -- -- -- --

Standardized Expected Change for BETA

ORGAN-AT JOB-SAT QUALI-LI ORGAN-CO

-------- -------- -------- --------

ORGAN-AT -- -- -0.246 -1.616

JOB-SAT -- -- 0.228 1.498

QUALI-LI -0.282 -- -- 0.471

ORGAN-CO -- -- -- --

Modification Indices for GAMMA

LEAD-ADM

ORGAN-AT --

JOB-SAT --

QUALI-LI 0.065

ORGAN-CO --

Expected Change for GAMMA

LEAD-ADM

ORGAN-AT --

JOB-SAT --

QUALI-LI 0.005

ORGAN-CO --

Standardized Expected Change for GAMMA

LEAD-ADM

ORGAN-AT --

JOB-SAT --

QUALI-LI 0.010

ORGAN-CO --

No Non-Zero Modification Indices for PHI

Modification Indices for PSI

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
ORGAN-AT	--			
JOB-SAT	--	--		
QUALI-LI	0.698	1.400	--	
ORGAN-CO	--	--	--	--

Expected Change for PSI

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
ORGAN-AT	--			
JOB-SAT	--	--		
QUALI-LI	-0.009	0.010	--	
ORGAN-CO	--	--	--	--

Standardized Expected Change for PSI

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
ORGAN-AT	--			
JOB-SAT	--	--		
QUALI-LI	-0.020	0.018	--	
ORGAN-CO	--	--	--	--

Modification Indices for THETA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	--					
Y2	--	--				
Y3	--	2.504	--			
Y4	--	--	--	--		
Y5	--	--	0.475	--	--	
Y6	--	--	--	--	0.320	--
Y7	0.421	--	--	--	--	0.003
Y8	--	--	0.019	--	--	--
Y9	--	--	--	--	--	--
Y10	--	--	--	--	--	--

Y11	--	--	--	--	--	--
Y12	--	0.070	--	--	--	--
Y13	--	--	0.002	--	--	--
Y14	--	--	--	--	0.027	0.296
Y15	--	--	--	--	0.291	--
Y16	0.947	--	0.067	--	--	--
Y17	0.001	--	--	--	--	--
Y18	--	--	0.404	--	--	--
Y19	--	--	--	--	--	2.052
Y20	--	3.736	0.001	0.000	--	1.796
Y21	--	0.533	--	--	0.015	--
Y22	--	--	--	--	0.038	--
Y23	--	--	--	--	0.021	0.005
Y24	--	--	--	--	--	--
Y25	0.000	0.150	--	--	--	0.001
Y26	0.180	--	--	--	--	--
Y27	--	--	--	--	--	--
Y28	--	--	--	--	--	0.011
Y29	--	--	--	--	--	--
Y30	--	--	1.489	0.000	--	--

Modification Indices for THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	--					
Y8	0.191	--				
Y9	--	--	--			
Y10	--	--	--	--		
Y11	--	--	--	--	--	
Y12	--	--	--	0.259	--	--
Y13	0.230	--	--	--	--	1.156
Y14	--	--	--	0.088	--	--
Y15	--	0.957	--	0.165	--	--
Y16	0.186	0.380	--	--	--	--

Y17	--	--	--	--	0.000	0.320
Y18	--	0.677	--	--	--	--
Y19	--	0.147	--	0.353	--	--
Y20	0.092	--	--	--	--	--
Y21	--	--	0.498	--	--	--
Y22	0.060	--	--	--	--	--
Y23	--	--	--	--	0.499	0.405
Y24	--	0.065	--	--	--	--
Y25	2.130	0.644	0.498	--	0.022	--
Y26	--	--	--	0.180	--	--
Y27	--	0.013	--	--	--	0.424
Y28	--	0.004	--	--	--	--
Y29	0.785	--	--	0.711	--	--
Y30	2.827	0.248	--	0.014	--	0.729

Modification Indices for THETA-EPS

	Y13	Y14	Y15	Y16	Y17	Y18
Y13	--					
Y14	--	--				
Y15	--	0.136	--			
Y16	0.134	0.190	0.292	--		
Y17	0.012	--	--	--	--	
Y18	0.461	--	--	--	--	--
Y19	--	--	0.973	0.009	0.288	0.064
Y20	--	--	--	1.131	0.013	--
Y21	--	--	--	--	--	--
Y22	--	--	0.020	--	--	--
Y23	--	--	--	1.955	0.030	0.335
Y24	--	--	0.005	--	0.002	0.742
Y25	--	0.199	--	1.834	--	--
Y26	--	--	--	--	--	--
Y27	0.787	--	0.774	--	--	0.302
Y28	0.070	--	--	0.016	0.001	--

Y29	--	--	0.109	0.429	0.018	--
Y30	1.779	--	0.208	0.392	--	1.528

Modification Indices for THETA-EPS

	Y19	Y20	Y21	Y22	Y23	Y24
Y19	--					
Y20	--	--				
Y21	--	0.417	--			
Y22	--	0.083	--	--		
Y23	0.357	0.601	2.004	--	--	
Y24	--	--	--	--	--	--
Y25	--	0.288	--	--	0.278	--
Y26	--	--	--	--	--	--
Y27	--	0.267	0.310	0.111	--	--
Y28	--	--	--	0.012	--	1.097
Y29	--	--	--	--	--	--
Y30	0.037	--	0.040	--	0.877	--

Modification Indices for THETA-EPS

	Y25	Y26	Y27	Y28	Y29	Y30
Y25	--					
Y26	--	--				
Y27	0.075	--	--			
Y28	--	--	0.001	--		
Y29	--	--	--	--	--	
Y30	--	--	--	--	--	--

Expected Change for THETA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	--					
Y2	--	--				
Y3	--	0.017	--			
Y4	--	--	--	--		

Y5	--	--	-0.008	--	--	
Y6	--	--	--	--	-0.007	--
Y7	0.010	--	--	--	--	-0.001
Y8	--	--	0.002	--	--	--
Y9	--	--	--	--	--	--
Y10	--	--	--	--	--	--
Y11	--	--	--	--	--	--
Y12	--	0.003	--	--	--	--
Y13	--	--	0.000	--	--	--
Y14	--	--	--	--	0.002	0.006
Y15	--	--	--	--	0.006	--
Y16	-0.019	--	0.005	--	--	--
Y17	0.000	--	--	--	--	--
Y18	--	--	-0.010	--	--	--
Y19	--	--	--	--	--	0.016
Y20	--	-0.016	0.000	0.000	--	-0.011
Y21	--	0.006	--	--	0.001	--
Y22	--	--	--	--	0.002	--
Y23	--	--	--	--	0.001	-0.001
Y24	--	--	--	--	--	--
Y25	0.000	0.003	--	--	--	0.000
Y26	0.007	--	--	--	--	--
Y27	--	--	--	--	--	--
Y28	--	--	--	--	--	0.001
Y29	--	--	--	--	--	--
Y30	--	--	-0.011	0.000	--	--

Expected Change for THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	--					
Y8	-0.004	--				
Y9	--	--	--			
Y10	--	--	--	--		

Y11	--	--	--	--	--
Y12	--	--	--	0.005	--	--
Y13	0.005	--	--	--	--	-0.013
Y14	--	--	--	-0.004	--	--
Y15	--	0.009	--	0.004	--	--
Y16	-0.007	0.010	--	--	--	--
Y17	--	--	--	--	0.000	-0.009
Y18	--	-0.011	--	--	--	--
Y19	--	-0.004	--	-0.007	--	--
Y20	-0.002	--	--	--	--	--
Y21	--	--	-0.009	--	--	--
Y22	0.002	--	--	--	--	--
Y23	--	--	--	--	0.007	-0.006
Y24	--	-0.002	--	--	--	--
Y25	-0.013	0.007	0.009	--	-0.001	--
Y26	--	--	--	-0.008	--	--
Y27	--	0.001	--	--	--	-0.006
Y28	--	0.000	--	--	--	--
Y29	-0.007	--	--	0.006	--	--
Y30	0.012	-0.004	--	0.001	--	0.007

Expected Change for THETA-EPS

	Y13	Y14	Y15	Y16	Y17	Y18
Y13	--					
Y14	--	--				
Y15	--	-0.005	--			
Y16	0.007	-0.010	-0.009	--		
Y17	-0.002	--	--	--	--	
Y18	0.012	--	--	--	--	--
Y19	--	--	-0.012	-0.002	0.010	0.004
Y20	--	--	--	0.015	0.002	--
Y21	--	--	--	--	--	--
Y22	--	--	0.001	--	--	--

Y23	--	--	--	0.022	-0.002	0.007
Y24	--	--	0.001	--	0.001	-0.011
Y25	--	0.006	--	-0.022	--	--
Y26	--	--	--	--	--	--
Y27	0.010	--	0.008	--	--	-0.007
Y28	-0.002	--	--	0.002	0.000	--
Y29	--	--	-0.002	0.008	-0.002	--
Y30	-0.012	--	-0.003	-0.008	--	0.015

Expected Change for THETA-EPS

	Y19	Y20	Y21	Y22	Y23	Y24
Y19	--					
Y20	--	--				
Y21	--	0.007	--			
Y22	--	-0.003	--	--		
Y23	0.007	0.007	-0.016	--	--	
Y24	--	--	--	--	--	--
Y25	--	0.005	--	--	-0.006	--
Y26	--	--	--	--	--	--
Y27	--	0.004	0.005	-0.003	--	--
Y28	--	--	--	-0.001	--	0.008
Y29	--	--	--	--	--	--
Y30	-0.002	--	0.002	--	-0.009	--

Expected Change for THETA-EPS

	Y25	Y26	Y27	Y28	Y29	Y30
Y25	--					
Y26	--	--				
Y27	-0.002	--	--			
Y28	--	--	0.000	--		
Y29	--	--	--	--	--	
Y30	--	--	--	--	--	--

Modification Indices for THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
X1	--	--	0.810	--	--	--
X2	0.029	2.320	--	--	--	0.295
X3	--	--	--	--	--	--

Modification Indices for THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
X1	--	0.656	--	--	0.769	--
X2	0.351	--	--	1.172	--	1.936
X3	--	1.318	--	--	--	--

Modification Indices for THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17	Y18
X1	--	--	--	--	0.423	--
X2	--	--	--	--	--	--
X3	0.582	--	0.769	--	--	--

Modification Indices for THETA-DELTA-EPS

	Y19	Y20	Y21	Y22	Y23	Y24
X1	--	17.736	--	--	--	--
X2	--	--	--	--	--	--
X3	--	12.190	--	--	--	--

Modification Indices for THETA-DELTA-EPS

	Y25	Y26	Y27	Y28	Y29	Y30
X1	--	--	--	--	--	10.259
X2	0.049	--	--	--	--	--
X3	1.584	--	3.149	0.649	--	6.304

Expected Change for THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6

X1	--	--	0.010	--	--	--
X2	-0.002	-0.015	--	--	--	0.006
X3	--	--	--	--	--	--

Expected Change for THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
X1	--	0.004	--	--	-0.010	--
X2	0.007	--	--	-0.012	--	0.017
X3	--	-0.005	--	--	--	--

Expected Change for THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17	Y18
X1	--	--	--	--	0.011	--
X2	--	--	--	--	--	--
X3	0.007	--	-0.008	--	--	--

Expected Change for THETA-DELTA-EPS

	Y19	Y20	Y21	Y22	Y23	Y24
X1	--	-0.021	--	--	--	--
X2	--	--	--	--	--	--
X3	--	0.014	--	--	--	--

Expected Change for THETA-DELTA-EPS

	Y25	Y26	Y27	Y28	Y29	Y30
X1	--	--	--	--	--	0.015
X2	-0.002	--	--	--	--	--
X3	0.007	--	-0.015	-0.006	--	-0.010

Maximum Modification Index is 17.74 for Element (1,20) of THETA DELTA-EPSILON

THE CAUSAL MODEL OF ORGANIZATIONAL COMMITMENT OF TEACHERS IN PRIVATE VOCATIONAL SCHOOLS

Factor Scores Regressions

ETA

Y1	Y2	Y3	Y4	Y5	Y6

ORGAN-AT	0.221	-0.049	0.169	0.108	0.104	0.248
JOB-SAT	0.006	-0.058	0.065	0.086	0.023	0.077
QUALI-LI	-0.026	-0.128	0.059	0.120	0.017	0.098
ORGAN-CO	-0.100	-0.200	0.003	0.100	-0.018	0.012

ETA

	Y7	Y8	Y9	Y10	Y11	Y12
ORGAN-AT	0.074	0.205	-0.015	-0.053	-0.135	0.090
JOB-SAT	-0.090	0.061	-0.096	0.117	0.095	0.185
QUALI-LI	-0.113	0.026	-0.102	0.000	0.029	0.143
ORGAN-CO	-0.079	0.001	-0.106	0.010	0.125	0.008

ETA

	Y13	Y14	Y15	Y16	Y17	Y18
ORGAN-AT	0.004	0.035	0.000	0.002	0.038	-0.018
JOB-SAT	-0.001	0.025	0.103	0.024	0.044	0.071
QUALI-LI	-0.124	-0.007	-0.030	-0.010	0.034	-0.020
ORGAN-CO	-0.063	0.019	-0.022	0.007	0.021	0.018

ETA

	Y19	Y20	Y21	Y22	Y23	Y24
ORGAN-AT	0.066	0.020	-0.010	0.126	-0.002	-0.055
JOB-SAT	0.118	-0.011	-0.024	0.117	-0.016	0.025
QUALI-LI	0.058	0.181	0.154	0.198	0.098	0.041
ORGAN-CO	0.049	0.036	-0.012	0.017	-0.058	0.079

ETA

	Y25	Y26	Y27	Y28	Y29	Y30
ORGAN-AT	0.037	-0.037	0.011	-0.127	-0.074	0.026
JOB-SAT	0.132	-0.088	0.029	-0.022	-0.004	0.127
QUALI-LI	0.245	-0.090	0.062	0.008	0.026	0.181
ORGAN-CO	0.163	-0.007	-0.009	0.436	-0.005	0.411

ETA

	X1	X2	X3
ORGAN-AT	0.004	-0.066	0.092
JOB-SAT	-0.168	-0.151	0.362
QUALI-LI	-0.223	-0.182	0.370
ORGAN-CO	-0.127	-0.039	0.220

KSI

	Y1	Y2	Y3	Y4	Y5	Y6
LEAD-ADM	-0.126	-0.089	-0.067	-0.059	0.055	-0.008

KSI

	Y7	Y8	Y9	Y10	Y11	Y12
LEAD-ADM	0.107	-0.048	0.138	0.043	-0.053	-0.007

KSI

	Y13	Y14	Y15	Y16	Y17	Y18
LEAD-ADM	-0.033	0.123	-0.046	0.056	-0.022	0.070

KSI

	Y19	Y20	Y21	Y22	Y23	Y24
LEAD-ADM	0.094	0.014	-0.107	-0.036	-0.067	0.120

KSI

	Y25	Y26	Y27	Y28	Y29	Y30
LEAD-ADM	0.022	0.053	-0.074	0.069	-0.142	0.055

KSI

	X1	X2	X3
LEAD-ADM	0.500	0.268	1.267

THE CAUSAL MODEL OF ORGANIZATIONAL COMMITMENT OF TEACHERS IN PRIVATE VOCATIONAL SCHOOLS

Standardized Solution

LAMBDA-Y

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
Y1	0.613	--	--	--
Y2	0.385	--	--	--
Y3	0.630	--	--	--
Y4	0.549	--	--	--
Y5	0.615	--	--	--
Y6	0.601	--	--	--
Y7	0.699	--	--	--
Y8	0.589	--	--	--
Y9	0.297	--	--	--
Y10	--	0.691	--	--
Y11	--	0.685	--	--
Y12	--	0.712	--	--
Y13	--	0.630	--	--
Y14	--	0.421	--	--
Y15	--	0.765	--	--
Y16	--	0.653	--	--
Y17	--	0.672	--	--
Y18	--	0.670	--	--
Y19	--	0.553	--	--
Y20	--	--	0.558	--
Y21	--	--	0.677	--
Y22	--	--	0.646	--
Y23	--	--	0.671	--
Y24	--	--	0.474	--
Y25	--	--	0.630	--
Y26	--	--	0.301	--
Y27	--	--	0.379	--
Y28	--	--	--	0.448
Y29	--	--	--	0.256

Y30 -- -- -- 0.479

LAMBDA-X

LEAD-ADM

X1 0.649

X2 0.737

X3 0.625

BETA

ORGAN-AT JOB-SAT QUALI-LI ORGAN-CO

--- --- --- ---

ORGAN-AT -- -- -- --

JOB-SAT 0.831 -- -- --

QUALI-LI -- 0.907 -- --

ORGAN-CO -0.292 0.617 0.305 --

GAMMA

LEAD-ADM

ORGAN-AT 0.695

JOB-SAT 0.136

QUALI-LI --

ORGAN-CO 0.237

Correlation Matrix of ETA and KSI

ORGAN-AT JOB-SAT QUALI-LI ORGAN-CO LEAD-ADM

--- --- --- --- ---

ORGAN-AT 1.000

JOB-SAT 0.925 1.000

QUALI-LI 0.839 0.907 1.000

ORGAN-CO 0.699 0.792 0.773 1.000

LEAD-ADM 0.695 0.713 0.647 0.671 1.000

PSI

Note: This matrix is diagonal.

ORGAN-AT JOB-SAT QUALI-LI ORGAN-CO

--- --- --- ---

0.517 0.135 0.176 0.321

Regression Matrix ETA on KSI (Standardized)

LEAD-ADM

ORGAN-AT 0.695

JOB-SAT 0.713

QUALI-LI 0.647

ORGAN-CO 0.671

THE CAUSAL MODEL OF ORGANIZATIONAL COMMITMENT OF TEACHERS IN PRIVATE VOCATIONAL SCHOOLS

Total and Indirect Effects

Total Effects of KSI on ETA

LEAD-ADM

ORGAN-AT 0.374

(0.019)

19.903

JOB-SAT 0.420

(0.019)

21.560

QUALI-LI 0.337

(0.018)

18.778

ORGAN-CO 0.247

(0.014)

17.631

Indirect Effects of KSI on ETA

LEAD-ADM

ORGAN-AT - -

JOB-SAT 0.340

(0.021)

16.087

QUALI-LI 0.337

(0.018)

18.778

ORGAN-CO 0.160

(0.015)

10.529

Total Effects of ETA on ETA

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
ORGAN-AT	--	--	--	--
JOB-SAT	0.909	--	--	--
	(0.042)			
	21.756			
QUALI-LI	0.731	0.804	--	--
	(0.038)	(0.033)		
	19.385	24.185		
ORGAN-CO	0.308	0.559	0.215	--
	(0.033)	(0.089)	(0.075)	
	9.236	6.268	2.886	

Largest Eigenvalue of B*B' (Stability Index) is 0.924

Indirect Effects of ETA on ETA

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
ORGAN-AT	--	--	--	--
JOB-SAT	--	--	--	--
QUALI-LI	0.731	--	--	--
	(0.038)			
	19.385			
ORGAN-CO	0.509	0.173	--	--
	(0.088)	(0.060)		
	5.758	2.886		

Total Effects of ETA on Y

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
Y1	0.877	--	--	--
	(0.039)			
	22.569			
Y2	0.551	--	--	--
	(0.032)			
	16.958			
Y3	0.901	--	--	--
	(0.035)			
	25.979			
Y4	0.786	--	--	--
	(0.037)			
	21.360			
Y5	0.880	--	--	--
	(0.037)			
	23.867			
Y6	0.861	--	--	--
	(0.033)			
	26.432			
Y7	1.000	--	--	--
Y8	0.843	--	--	--
	(0.033)			
	25.586			
Y9	0.425	--	--	--
	(0.040)			
	10.609			
Y10	0.822	0.904	--	--
	(0.039)	(0.030)		
	21.108	30.001		
Y11	0.814	0.896	--	--
	(0.042)	(0.034)		
	19.592	26.365		

Y12	0.846	0.930	--	--
	(0.040)	(0.032)		
	20.963	29.223		
Y13	0.749	0.824	--	--
	(0.042)	(0.036)		
	17.733	23.061		
Y14	0.501	0.550	--	--
	(0.038)	(0.036)		
	13.143	15.210		
Y15	0.909	1.000	--	--
	(0.042)			
	21.756			
Y16	0.776	0.854	--	--
	(0.052)	(0.049)		
	14.829	17.274		
Y17	0.799	0.878	--	--
	(0.051)	(0.046)		
	15.703	19.061		
Y18	0.796	0.876	--	--
	(0.046)	(0.043)		
	17.254	20.290		
Y19	0.657	0.723	--	--
	(0.039)	(0.034)		
	16.785	20.994		
Y20	0.602	0.662	0.824	--
	(0.034)	(0.028)	(0.035)	
	17.921	23.326	23.263	
Y21	0.731	0.804	1.000	--
	(0.038)	(0.033)		
	19.385	24.185		
Y22	0.696	0.766	0.953	--
	(0.036)	(0.030)	(0.037)	
	19.361	25.335	25.548	

Y23	0.724	0.797	0.992	--
	(0.037)	(0.031)	(0.038)	
	19.439	26.088	26.223	
Y24	0.512	0.563	0.700	--
	(0.032)	(0.030)	(0.036)	
	15.922	18.754	19.300	
Y25	0.680	0.748	0.931	--
	(0.036)	(0.029)	(0.039)	
	19.055	25.433	23.688	
Y26	0.325	0.358	0.445	--
	(0.037)	(0.037)	(0.046)	
	8.745	9.612	9.609	
Y27	0.409	0.450	0.560	--
	(0.029)	(0.027)	(0.033)	
	13.971	16.461	16.782	
Y28	0.289	0.524	0.202	0.936
	(0.030)	(0.085)	(0.069)	(0.044)
	9.500	6.167	2.904	21.056
Y29	0.165	0.299	0.115	0.535
	(0.022)	(0.053)	(0.041)	(0.040)
	7.526	5.671	2.822	13.331
Y30	0.308	0.559	0.215	1.000
	(0.033)	(0.089)	(0.075)	
	9.236	6.268	2.886	

Indirect Effects of ETA on Y

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
Y1	--	--	--	--
Y2	--	--	--	--
Y3	--	--	--	--
Y4	--	--	--	--
Y5	--	--	--	--
Y6	--	--	--	--

Y7	--	--	--	--
Y8	--	--	--	--
Y9	--	--	--	--
Y10	0.822	--	--	--
	(0.039)			
	21.108			
Y11	0.814	--	--	--
	(0.042)			
	19.592			
Y12	0.846	--	--	--
	(0.040)			
	20.963			
Y13	0.749	--	--	--
	(0.042)			
	17.733			
Y14	0.501	--	--	--
	(0.038)			
	13.143			
Y15	0.909	--	--	--
	(0.042)			
	21.756			
Y16	0.776	--	--	--
	(0.052)			
	14.829			
Y17	0.799	--	--	--
	(0.051)			
	15.703			
Y18	0.796	--	--	--
	(0.046)			
	17.254			
Y19	0.657	--	--	--
	(0.039)			
	16.785			

Y20	0.602	0.662	--	--
	(0.034)	(0.028)		
	17.921	23.326		
Y21	0.731	0.804	--	--
	(0.038)	(0.033)		
	19.385	24.185		
Y22	0.696	0.766	--	--
	(0.036)	(0.030)		
	19.361	25.335		
Y23	0.724	0.797	--	--
	(0.037)	(0.031)		
	19.439	26.088		
Y24	0.512	0.563	--	--
	(0.032)	(0.030)		
	15.922	18.754		
Y25	0.680	0.748	--	--
	(0.036)	(0.029)		
	19.055	25.433		
Y26	0.325	0.358	--	--
	(0.037)	(0.037)		
	8.745	9.612		
Y27	0.409	0.450	--	--
	(0.029)	(0.027)		
	13.971	16.461		
Y28	0.289	0.524	0.202	--
	(0.030)	(0.085)	(0.069)	
	9.500	6.167	2.904	
Y29	0.165	0.299	0.115	--
	(0.022)	(0.053)	(0.041)	
	7.526	5.671	2.822	
Y30	0.308	0.559	0.215	--
	(0.033)	(0.089)	(0.075)	
	9.236	6.268	2.886	

Total Effects of KSI on Y

LEAD-ADM

Y1 0.328

(0.018)

18.380

Y2 0.206

(0.014)

14.875

Y3 0.337

(0.018)

18.672

Y4 0.294

(0.017)

17.003

Y5 0.329

(0.018)

18.517

Y6 0.322

(0.016)

19.605

Y7 0.374

(0.019)

19.903

Y8 0.315

(0.016)

19.386

Y9 0.159

(0.016)

9.871

Y10 0.380

(0.018)

21.169

Y11 0.376

(0.019)

19.903

Y12 0.391

(0.019)

20.617

Y13 0.346

(0.020)

17.689

Y14 0.231

(0.017)

13.560

Y15 0.420

(0.019)

21.560

Y16 0.359

(0.024)

14.981

Y17 0.369

(0.023)

15.811

Y18 0.368

(0.021)

17.107

Y19 0.304

(0.018)

17.121

Y20 0.278

(0.016)

17.904

Y21 0.337

(0.018)

18.778

Y22 0.322

(0.017)

19.235

Y23 0.335

(0.017)

19.419

Y24 0.236

(0.015)

15.898

Y25 0.314

(0.017)

19.023

Y26 0.150

(0.017)

8.992

Y27 0.189

(0.013)

14.379

Y28 0.232

(0.013)

18.482

Y29 0.132

(0.012)

10.737

Y30 0.247

(0.014)

17.631

THE CAUSAL MODEL OF ORGANIZATIONAL COMMITMENT OF TEACHERS IN PRIVATE VOCATIONAL SCHOOLS

Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA

LEAD-ADM

ORGAN-AT 0.695

JOB-SAT 0.713

QUALI-LI 0.647

ORGAN-CO 0.671

Standardized Indirect Effects of KSI on ETA

LEAD-ADM

ORGAN-AT --

JOB-SAT 0.577

QUALI-LI 0.647

ORGAN-CO 0.434

Standardized Total Effects of ETA on ETA

ORGAN-AT JOB-SAT QUALI-LI ORGAN-CO

-------- -------- -------- --------

ORGAN-AT -- -- -- --

JOB-SAT 0.831 -- -- --

QUALI-LI 0.754 0.907 -- --

ORGAN-CO 0.450 0.893 0.305 --

Standardized Indirect Effects of ETA on ETA

ORGAN-AT JOB-SAT QUALI-LI ORGAN-CO

-------- -------- -------- --------

ORGAN-AT -- -- -- --

JOB-SAT -- -- -- --

QUALI-LI 0.754 -- -- --

ORGAN-CO 0.742 0.276 -- --

Standardized Total Effects of ETA on Y

ORGAN-AT JOB-SAT QUALI-LI ORGAN-CO

-------- -------- -------- --------

Y1 0.613 -- -- --

Y2 0.385 -- -- --

Y3 0.630 -- -- --

Y4	0.549	--	--	--
Y5	0.615	--	--	--
Y6	0.601	--	--	--
Y7	0.699	--	--	--
Y8	0.589	--	--	--
Y9	0.297	--	--	--
Y10	0.574	0.691	--	--
Y11	0.569	0.685	--	--
Y12	0.591	0.712	--	--
Y13	0.523	0.630	--	--
Y14	0.350	0.421	--	--
Y15	0.635	0.765	--	--
Y16	0.542	0.653	--	--
Y17	0.558	0.672	--	--
Y18	0.556	0.670	--	--
Y19	0.459	0.553	--	--
Y20	0.421	0.507	0.558	--
Y21	0.511	0.615	0.677	--
Y22	0.487	0.586	0.646	--
Y23	0.506	0.609	0.671	--
Y24	0.357	0.430	0.474	--
Y25	0.475	0.572	0.630	--
Y26	0.227	0.274	0.301	--
Y27	0.286	0.344	0.379	--
Y28	0.202	0.401	0.137	0.448
Y29	0.115	0.229	0.078	0.256
Y30	0.215	0.428	0.146	0.479

Standardized Indirect Effects of ETA on Y

	ORGAN-AT	JOB-SAT	QUALI-LI	ORGAN-CO
Y1	--	--	--	--
Y2	--	--	--	--
Y3	--	--	--	--

Y4	--	--	--	--
Y5	--	--	--	--
Y6	--	--	--	--
Y7	--	--	--	--
Y8	--	--	--	--
Y9	--	--	--	--
Y10	0.574	--	--	--
Y11	0.569	--	--	--
Y12	0.591	--	--	--
Y13	0.523	--	--	--
Y14	0.350	--	--	--
Y15	0.635	--	--	--
Y16	0.542	--	--	--
Y17	0.558	--	--	--
Y18	0.556	--	--	--
Y19	0.459	--	--	--
Y20	0.421	0.507	--	--
Y21	0.511	0.615	--	--
Y22	0.487	0.586	--	--
Y23	0.506	0.609	--	--
Y24	0.357	0.430	--	--
Y25	0.475	0.572	--	--
Y26	0.227	0.274	--	--
Y27	0.286	0.344	--	--
Y28	0.202	0.401	0.137	--
Y29	0.115	0.229	0.078	--
Y30	0.215	0.428	0.146	--

Standardized Total Effects of KSI on Y

	LEAD-ADM

Y1	0.426
Y2	0.268
Y3	0.438

Y4	0.382
Y5	0.428
Y6	0.418
Y7	0.486
Y8	0.409
Y9	0.206
Y10	0.493
Y11	0.489
Y12	0.507
Y13	0.449
Y14	0.300
Y15	0.545
Y16	0.466
Y17	0.479
Y18	0.478
Y19	0.394
Y20	0.361
Y21	0.438
Y22	0.418
Y23	0.434
Y24	0.307
Y25	0.408
Y26	0.195
Y27	0.246
Y28	0.301
Y29	0.172
Y30	0.321

Time used: 15.256 Seconds