

ภาคผนวก ค

ผลการวิเคราะห์โมเดลความสัมพันธ์เชิงสาเหตุของการสนับสนุนด้านวิชาชีพ
ที่มีอิทธิพลต่อความผูกพันต่อวิชาชีพของครู
ในโรงเรียนสังกัดสำนักงานคณะกรรมการการการศึกษาขั้นพื้นฐานภาคตะวันออกที่ปรับแก้

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Karl G. Jöreskog & Dag Sörbom

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PATH ANALYSIS FOR COMMITMENT MODEL

DA NI=13 NO=450 MA=KM

LA

'Y1' 'Y2' 'Y3' 'Y4' 'Y5' 'Y6' 'Y7' 'Y8' 'Y9' 'Y10' 'X1' 'X2' 'X3'

KM

1.00

.732 1.00

.658 .756 1.00

.639 .658 .711 1.00

.639 .706 .733 .743 1.00

.343 .310 .379 .353 .415 1.00

.405 .461 .500 .492 .567 .645 1.00

.463 .413 .364 .351 .338 .298 .401 1.00

.311 .258 .209 .225 .215 .186 .276 .458 1.00

.386 .432 .386 .353 .399 .295 .437 .598 .317 1.00

.183 .206 .231 .234 .187 .301 .170 .178 .055 .157 1.00

.176 .250 .227 .197 .233 .211 .241 .318 .234 .333 .083 1.00

.182 .233 .246 .191 .235 .150 .205 .244 .093 .164 .129 .030 1.00

SD

.767 .603 .594 .579 .659 .601 .543 .616 .507 .528 .47 .45 .70

MO NY=10 NX=3 NE=3 NK=3 C

LX=FU,FI LY=FU,FI BE=FU,FI GA=FU,FR PH=FU,FI PS=FU,FI TD=FU,FI TE=FU,FI

ST 1 LX(1,1) LX(2,2) LX(3,3)

FR LY(1,1) LY(2,1) LY(3,1) LY(4,1) LY(5,1) LY(6,2) LY(8,3) LY(9,3) LY(7,2) LY(10,3)

FI GA(3,2) GA(3,1)

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

FR PH(1,1) PH(2,2) PH(3,3)

ST 0 TD(1,1) TD(2,2) TD(3,3)

FR PS(1,1) PS(2,2) PS(3,3) C

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) C

TE(10,10) TE(2,1) TE(7,5) TE(8,1) TE(6,2) TE(4,2) TE(9,8) TE(3,2) TE(9,1) C

TE(5,4) TE(7,4) TE(7,3) TE(10,6) TE(8,6) TE(9,6) TE(8,7) TE(5,2) TE(6,5) C

TD(3,1) TE(10,8) TE(8,5) TD(2,1) TE(9,3) TE(8,3) TE(10,5) TE(10,1) TE(7,1) C

TE(3,1) TE(4,1) TE(9,5) TE(5,3) C

TH(3,10) TH(2,7) TH(3,9) TH(2,6) TH(1,7) TH(2,1) TH(1,8) TH(1,10) TH(1,4) C

TH(1,3) TH(3,4) TH(2,5) TH(3,6) TH(3,2) TH(1,9)

LE

'PRINCIPAL' 'PEER' 'COMMITMENT'

LK

'GENDER' 'EDUCATION' 'EXPERIENCE'

PATH DIAGRAM

OU SE TV EF SS MI RS FS ND=3 AD=OFF IT=3000

PATH ANALYSIS FOR COMMITMENT MODEL

Number of Input Variables 13

Number of Y - Variables 10

Number of X - Variables 3

Number of ETA - Variables 3

Number of KSI - Variables 3

Number of Observations 450

PATH ANALYSIS FOR COMMITMENT MODEL

Covariance Matrix to be Analyzed

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	1.000					
Y2	0.732	1.000				
Y3	0.658	0.756	1.000			
Y4	0.639	0.658	0.711	1.000		
Y5	0.639	0.706	0.733	0.743	1.000	
Y6	0.343	0.310	0.379	0.353	0.415	1.000
Y7	0.405	0.461	0.500	0.492	0.567	0.645
Y8	0.463	0.413	0.364	0.351	0.338	0.298
Y9	0.311	0.258	0.209	0.225	0.215	0.186
Y10'	0.386	0.432	0.386	0.353	0.399	0.295
X1	0.183	0.206	0.231	0.234	0.187	0.301
X2	0.176	0.250	0.227	0.197	0.233	0.211
X3	0.182	0.233	0.246	0.191	0.235	0.150

Covariance Matrix to be Analyzed

	Y7	Y8	Y9	Y10'	X1	X2
Y7	1.000					
Y8	0.401	1.000				
Y9	0.276	0.458	1.000			
Y10'	0.437	0.598	0.317	1.000		
X1	0.170	0.178	0.055	0.157	1.000	
X2	0.241	0.318	0.234	0.333	0.083	1.000
X3	0.205	0.244	0.093	0.164	0.129	0.030

Covariance Matrix to be Analyzed

	X3
X3	1.000

PATH ANALYSIS FOR COMMITMENT MODEL

Parameter Specifications

LAMBDA-Y

PRINCIPA PEER COMMITME

	PRINCIPA	PEER	COMMITME
Y1	0	0	0
Y2	1	0	0
Y3	2	0	0
Y4	3	0	0
Y5	4	0	0
Y6	0	0	0
Y7	0	5	0
Y8	0	0	0
Y9	0	0	6
Y10'	0	0	7

BETA

	PRINCIPA	PEER	COMMITME
--	----------	------	----------

PRINCIPA	0	0	0
PEER	8	0	0
COMMITME	9	10	0

GAMMA

	GENDER	EDUCATIO	EXPERIEN
--	--------	----------	----------

PRINCIPA	11	12	13
PEER	14	15	16
COMMITME	0	0	17

PHI

Note: This matrix is diagonal.

	GENDER	EDUCATIO	EXPERIEN
--	--------	----------	----------

18	19	20
----	----	----

PSI

Note: This matrix is diagonal.

	PRINCIPA	PEER	COMMITME
--	----------	------	----------

21	22	23
----	----	----

THETA-EPS

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

Y1	24					
Y2	25	26				
Y3	27	28	29			
Y4	30	31	0	32		

Y5	0	33	34	35	36	
Y6	0	37	0	0	38	39
Y7	40	0	41	42	43	0
Y8	45	0	46	0	47	48
Y9	51	0	52	0	53	54
Y10'	57	0	0	0	58	59

THETA-EPS

	Y7	Y8	Y9	Y10'
--	----	----	----	------

Y7	44			
Y8	49	50		
Y9	0	55	56	
Y10'	0	60	0	61

THETA-DELTA-EPS

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

X1	0	0	62	63	0	0
X2	68	0	0	0	69	70
X3	0	73	0	74	0	75

THETA-DELTA-EPS

	Y7	Y8	Y9	Y10'
--	----	----	----	------

X1	64	65	66	67
X2	71	0	0	0
X3	0	0	76	77

THETA-DELTA

	X1	X2	X3
--	----	----	----

X1	0		
X2	72	0	
X3	78	0	0

PATH ANALYSIS FOR COMMITMENT MODEL

Number of Iterations = 24

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y

PRINCIPA PEER COMMITME

Y1	0.756	--	--
Y2	0.960	--	--
	(0.091)		
	10.557		
Y3	0.876	--	--
	(0.074)		
	11.783		
Y4	0.808	--	--
	(0.070)		
	11.526		
Y5	0.842	--	--
	(0.111)		
	7.600		
Y6	--	0.766	--
Y7	--	0.840	--
	(0.095)		
	8.840		
Y8	--	--	0.674
Y9	--	--	0.447

(0.058)
 7.744
 Y10' -- -- 0.703
 (0.061)
 11.616

LAMBDA-X

GENDER EDUCATIO EXPERIEN

 X1 1.000 -- --

X2 -- 1.000 --

X3 -- -- 1.000

BETA

PRINCIPA PEER COMMITME

 PRINCIPA -- -- --

PEER 0.289 -- --

(0.082)

3.544

COMMITME 0.279 0.541 --

(0.084) (0.100)

3.328 5.421

GAMMA

GENDER EDUCATIO EXPERIEN

 PRINCIPA 0.215 0.250 0.264

(0.051) (0.049) (0.052)

4.205 5.151 5.089

PEER 0.326 0.666 0.155

(0.058) (0.134) (0.055)

	5.644	4.981	2.819
COMMITME	--	--	0.160
		(0.064)	
		2.504	

Covariance Matrix of ETA and KSI

	PRINCIPA	PEER	COMMITME	GENDER	EDUCATIO	EXPERIEN
PRINCIPA	1.000					
PEER	0.567	1.000				
COMMITME	0.628	0.736	1.000			
GENDER	0.214	0.387	0.269	0.999		
EDUCATIO	0.250	0.739	0.469	--	1.000	
EXPERIEN	0.264	0.231	0.358	--	--	0.999

PHI

Note: This matrix is diagonal.

GENDER EDUCATIO EXPERIEN

0.999	1.000	0.999
(0.067)	(0.067)	(0.067)
14.988	14.984	14.989

PSI

Note: This matrix is diagonal.

PRINCIPA PEER COMMITME

0.822	0.182	0.369
(0.134)	(0.187)	(0.144)
6.154	0.971	2.565

Squared Multiple Correlations for Structural Equations

PRINCIPA	PEER	COMMITME
0.178	0.818	0.631

PRINCIPA	PEER	COMMITME
0.178	0.818	0.631

Squared Multiple Correlations for Reduced Form

PRINCIPA	PEER	COMMITME
0.178	0.749	0.421

PRINCIPA	PEER	COMMITME
0.178	0.749	0.421

Reduced Form

GENDER	EDUCATIO	EXPERIEN
0.215	0.250	0.264
(0.051)	(0.049)	(0.052)
4.205	5.151	5.089
0.388	0.739	0.231
(0.058)	(0.125)	(0.058)
6.729	5.896	4.008
0.270	0.469	0.359
(0.049)	(0.059)	(0.062)
5.547	7.965	5.736

THETA-EPS

Y1	Y2	Y3	Y4	Y5	Y6
0.427					
(0.076)					
5.599					
0.005	0.076				
(0.065)	(0.108)				
0.081	0.701				

Y3	-0.008	-0.089	0.228			
	(0.048)	(0.062)	(0.052)			
	-0.157	-1.429	4.414			
Y4	0.023	-0.120	--	0.345		
	(0.045)	(0.053)		(0.048)		
	0.517	-2.254		7.146		
Y5	--	-0.106	-0.008	0.061	0.288	
		(0.069)	(0.052)	(0.049)	(0.090)	
		-1.528	-0.158	1.237	3.193	
Y6	--	-0.111	--	--	0.046	0.411
		(0.033)			(0.035)	(0.070)
		-3.349			1.322	5.902
Y7	0.039	--	0.082	0.106	0.163	--
	(0.034)		(0.031)	(0.032)	(0.042)	
	1.141		2.647	3.293	3.926	
Y8	0.137	--	-0.014	--	-0.026	-0.090
	(0.034)		(0.023)		(0.033)	(0.053)
	4.053		-0.605		-0.795	-1.681
Y9	-0.106	--	-0.031	--	-0.017	-0.070
	(0.033)		(0.027)		(0.031)	(0.041)
	3.230		-1.159		-0.557	-1.692
Y10'	0.048	--	--	--	0.026	-0.103
	(0.034)				(0.034)	(0.048)
	1.400				0.764	-2.162

THETA-EPS

Y7 Y8 Y9 Y10'

Y7 0.292

		(0.072)	
		4.051	
Y8	-0.022	0.542	
	(0.034)	(0.077)	
	-0.652	7.043	
Y9	--	0.154	0.799
	(0.042)	(0.059)	
	3.671	13.484	
Y10'	--	0.120	-- 0.502
	(0.062)	(0.072)	
	1.935	6.963	

Squared Multiple Correlations for Y - Variables

Y1	Y2	Y3	Y4	Y5	Y6
0.572	0.924	0.771	0.654	0.711	0.588

Squared Multiple Correlations for Y - Variables

Y7	Y8	Y9	Y10'
0.707	0.456	0.200	0.496

THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
X1	--	--	0.039	0.054	--	--
		(0.028)	(0.029)			
		1.409	1.839			
X2	-0.022	--	--	--	0.019	-0.357
	(0.031)			(0.030)	(0.103)	
	-0.704			0.612	-3.479	

X3	--	-0.023	--	-0.030	--	-0.035
		(0.030)		(0.029)		(0.040)
		-0.759		-1.053		-0.876

THETA-DELTA-EPS

	Y7	Y8	Y9	Y10'
	-----	-----	-----	-----
X1	-0.159	-0.012	-0.070	-0.035
	(0.051)	(0.046)	(0.046)	(0.046)
	-3.083	-0.269	-1.520	-0.767
X2	-0.384	--	--	--
	(0.127)			
	-3.017			
X3	--	--	-0.062	-0.096
			(0.043)	(0.044)
			-1.426	-2.185

THETA-DELTA

	X1	X2	X3
	-----	-----	-----
X1	--		
X2	0.083	--	
	(0.047)		
	1.777		
X3	0.124	--	--
	(0.047)		
	2.619		

Squared Multiple Correlations for X - Variables

X1	X2	X3
-----	-----	-----

1.000 1.000 1.000

Goodness of Fit Statistics

Degrees of Freedom = 13

Minimum Fit Function Chi-Square = 2.868 (P = 0.998)

Normal Theory Weighted Least Squares Chi-Square = 2.849 (P = 0.998)

Estimated Non-centrality Parameter (NCP) = 0.0

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

Minimum Fit Function Value = 0.00639

Population Discrepancy Function Value (F0) = 0.0

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

Root Mean Square Error of Approximation (RMSEA) = 0.0

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

P-Value for Test of Close Fit (RMSEA < 0.05) = 1.00

Expected Cross-Validation Index (ECVI) = 0.376

90 Percent Confidence Interval for ECVI = (0.376 ; 0.376)

ECVI for Saturated Model = 0.405

ECVI for Independence Model = 6.215

Chi-Square for Independence Model with 78 Degrees of Freedom = 2764.562

Independence AIC = 2790.562

Model AIC = 158.849

Saturated AIC = 182.000

Independence CAIC = 2856.982

Model CAIC = 557.370

Saturated CAIC = 646.942

Normed Fit Index (NFI) = 0.999

Non-Normed Fit Index (NNFI) = 1.023

Parsimony Normed Fit Index (PNFI) = 0.166

Comparative Fit Index (CFI) = 1.000

Incremental Fit Index (IFI) = 1.004

Relative Fit Index (RFI) = 0.994

Critical N (CN) = 4336.033

Root Mean Square Residual (RMR) = 0.00732

Standardized RMR = 0.00733

Goodness of Fit Index (GFI) = 0.999

Adjusted Goodness of Fit Index (AGFI) = 0.993

Parsimony Goodness of Fit Index (PGFI) = 0.143

PATH ANALYSIS FOR COMMITMENT MODEL

Fitted Covariance Matrix

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.998					
Y2	0.730	0.997				
Y3	0.655	0.752	0.996			
Y4	0.634	0.655	0.708	0.997		
Y5	0.637	0.703	0.730	0.741	0.998	
Y6	0.328	0.306	0.380	0.350	0.412	0.997
Y7	0.398	0.457	0.500	0.491	0.564	0.643
Y8	0.457	0.406	0.357	0.342	0.330	0.290
Y9	0.318	0.269	0.215	0.227	0.219	0.182
Y10'	0.382	0.424	0.387	0.357	0.398	0.293
X1	0.162	0.206	0.227	0.227	0.181	0.297
X2	0.167	0.240	0.219	0.202	0.229	0.209
X3	0.199	0.230	0.231	0.182	0.222	0.142

Fitted Covariance Matrix

Y7	Y8	Y9	Y10'	X1	X2

Y7	0.998					
Y8	0.394	0.996				
Y9	0.276	0.456	0.999			
Y10'	0.435	0.594	0.314	0.997		
X1	0.167	0.169	0.051	0.154	0.999	
X2	0.237	0.316	0.210	0.330	0.083	1.000
X3	0.194	0.241	0.098	0.156	0.124	--

Fitted Covariance Matrix

X3

X3 0.999

Fitted Residuals

Y1 Y2 Y3 Y4 Y5 Y6

Y1	0.002					
Y2	0.002	0.003				
Y3	0.003	0.004	0.004			
Y4	0.005	0.003	0.003	0.003		
Y5	0.002	0.003	0.003	0.002	0.002	
Y6	0.015	0.004	-0.001	0.003	0.003	0.003
Y7	0.007	0.004	0.000	0.001	0.003	0.002
Y8	0.006	0.007	0.007	0.009	0.008	0.008
Y9	-0.007	-0.011	-0.006	-0.002	-0.004	0.004
Y10'	0.004	0.008	-0.001	-0.004	0.001	0.002
X1	0.021	0.000	0.004	0.007	0.006	0.004
X2	0.009	0.010	0.008	-0.005	0.004	0.002
X3	-0.017	0.003	0.015	0.009	0.013	0.008

Fitted Residuals

	Y7	Y8	Y9	Y10'	X1	X2
Y7	0.002					
Y8	0.007	0.004				
Y9	0.000	0.002	0.001			
Y10'	0.002	0.004	0.003	0.003		
X1	0.003	0.009	0.004	0.003	0.001	
X2	0.004	0.002	0.024	0.003	0.000	0.000
X3	0.011	0.003	-0.005	0.008	0.005	0.030

Fitted Residuals

X3

X3 0.001

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.017

Median Fitted Residual = 0.003

Largest Fitted Residual = 0.030

Stemleaf Plot

-1|7

-1|1

-0|7655

-0|4421100000

0|1111122222222222333333333333333333444444444444

0|55667777788888889999

1|013

1|55

2|14

2|

3|0

Standardized Residuals

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.365					
Y2	0.275	0.589				
Y3	0.708	0.712	0.737			
Y4	0.857	0.512	0.647	0.751		
Y5	0.499	0.645	0.574	0.346	0.449	
Y6	0.831	0.700	-0.109	0.165	0.506	0.737
Y7	0.697	0.747	0.069	0.195	0.520	0.367
Y8	0.553	0.477	0.594	0.450	0.684	0.958
Y9	-0.413	-0.470	-0.372	-0.056	-0.275	0.297
Y10'	0.468	0.622	-0.064	-0.184	0.120	0.279
X1	0.805	0.028	0.701	0.627	0.296	0.485
X2	0.852	0.634	0.352	-0.188	0.272	0.247
X3	-0.699	0.219	0.794	0.766	0.676	0.748

Standardized Residuals

	Y7	Y8	Y9	Y10'	X1	X2
Y7	0.330					
Y8	0.795	0.555				
Y9	-0.020	0.569	0.587			
Y10'	0.198	0.708	0.787	0.692		
X1	0.335	0.938	0.537	0.666	0.390	
X2	0.366	0.083	0.778	0.164	-0.025	-0.891
X3	0.886	0.145	-0.380	0.498	1.035	0.636

X3

Summary Statistics for Standardized Residuals

Median Standardized Residual = 0.499

Largest Standardized Residual = 1.035

- 8|9

- 610

- 4 | 71

- 2|878

~~-0|9816622~~

0|37824669

2|0257880033557779

4|2557880011245677999

6|2334557889000111445557899

8100356946

104

PATH ANALYSIS FOR COMMITMENT MODEL

Qplot of Standardized Residuals

3.5.....

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r	.	x	.
m	.	*	.
a	.	.x	.
l	.	*	.
.	.	x*	.
Q	.	*	.
u	.	x*	.
a	.	*x	.
n	.	*	.
t	.	*x	.
i	.	xx	.
l	.	*x	.
e	.	*x	.
s	.	x*	.
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PATH ANALYSIS FOR COMMITMENT MODEL

Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

	PRINCIPA	PEER	COMMITME
Y1	--	0.695	0.039
Y2	--	0.004	0.183
Y3	--	0.004	0.026
Y4	--	0.206	0.182
Y5	--	0.016	0.102
Y6	--	--	--
Y7	--	--	--
Y8	0.220	0.220	--
Y9	0.301	0.351	--
Y10'	0.004	0.004	--

Expected Change for LAMBDA-Y

	PRINCIPA	PEER	COMMITME
--	----------	------	----------

Y1	--	0.071	0.034
Y2	--	-0.005	0.130
Y3	--	-0.003	-0.023
Y4	--	-0.027	-0.056
Y5	--	0.018	0.060
Y6	--	--	--
Y7	--	--	--
Y8	0.038	-0.060	--
Y9	-0.041	0.074	--
Y10'	-0.006	0.009	--

Standardized Expected Change for LAMBDA-Y

	PRINCIPA	PEER	COMMITME
--	----------	------	----------

Y1	--	0.071	0.034
Y2	--	-0.005	0.130
Y3	--	-0.003	-0.023
Y4	--	-0.027	-0.056
Y5	--	0.018	0.060
Y6	--	--	--
Y7	--	--	--
Y8	0.038	-0.060	--
Y9	-0.041	0.074	--
Y10'	-0.006	0.009	--

Modification Indices for LAMBDA-X

	GENDER	EDUCATIO	EXPERIEN
X1	--	--	--
X2	--	--	0.395
X3	--	0.395	--

X1	--	--	--
X2	--	--	0.395
X3	--	0.395	--

Expected Change for LAMBDA-X

	GENDER	EDUCATIO	EXPERIEN
X1	--	--	--
X2	--	--	0.030
X3	--	0.029	--

X1	--	--	--
X2	--	--	0.030
X3	--	0.029	--

Standardized Expected Change for LAMBDA-X

	GENDER	EDUCATIO	EXPERIEN
X1	--	--	--
X2	--	--	0.030
X3	--	0.029	--

X1	--	--	--
X2	--	--	0.030
X3	--	0.029	--

No Non-Zero Modification Indices for BETA

No Non-Zero Modification Indices for GAMMA

Modification Indices for PHI

	GENDER	EDUCATIO	EXPERIEN
GENDER	--	--	--
EDUCATIO	--	--	--
EXPERIEN	--	0.395	--

Expected Change for PHI

	GENDER	EDUCATIO	EXPERIEN
--	--------	----------	----------


```

-----
GENDER    --
EDUCATIO  --  --
EXPERIEN  --  0.029  --

```

Standardized Expected Change for PHI

```

GENDER  EDUCATIO  EXPERIEN

```

```

-----
GENDER    --
EDUCATIO  --  --
EXPERIEN  --  0.029  --

```

No Non-Zero Modification Indices for PSI

Modification Indices for THETA-EPS

```

      Y1      Y2      Y3      Y4      Y5      Y6
-----
Y1     --
Y2     --  --
Y3     --  --  --
Y4     --  --  0.094  --
Y5     0.094  --  --  --  --
Y6     0.221  --  0.149  0.000  --  --
Y7     --  --  --  --  --  --
Y8     --  0.000  --  0.085  --  --
Y9     --  0.242  --  0.018  --  --
Y10'   --  0.224  0.100  0.077  --  --

```

Modification Indices for THETA-EPS

```

      Y7      Y8      Y9      Y10'
-----

```

Y7	--			
Y8	--	--		
Y9	0.005	--	--	
Y10'	0.005	--	--	--

Expected Change for THETA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	--					
Y2	--	--				
Y3	--	--	--			
Y4	--	--	0.034	--		
Y5	-0.030	--	--	--	--	
Y6	0.017	--	-0.014	-0.001	--	--
Y7	--	--	--	--	--	--
Y8	--	0.000	--	0.008	--	--
Y9	--	-0.016	--	0.004	--	--
Y10'	--	0.014	-0.010	-0.008	--	--

Expected Change for THETA-EPS

	Y7	Y8	Y9	Y10'
Y7	--			
Y8	--	--		
Y9	-0.003	--	--	
Y10'	0.005	--	--	--

Modification Indices for THETA-DELTA-EPS

Y1	Y2	Y3	Y4	Y5	Y6

X1	0.409	0.306	--	--	0.001	--
X2	--	0.008	0.065	0.171	--	--
X3	1.101	--	0.255	--	0.095	--

Modification Indices for THETA-DELTA-EPS

	Y7	Y8	Y9	Y10'
	-----	-----	-----	-----
X1	--	--	--	--
X2	--	0.220	0.532	0.001
X3	--	--	--	--

Expected Change for THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
	-----	-----	-----	-----	-----	-----
X1	0.020	-0.018	--	--	0.001	--
X2	--	0.003	0.007	-0.012	--	--
X3	-0.040	--	0.016	--	0.011	--

Expected Change for THETA-DELTA-EPS

	Y7	Y8	Y9	Y10'
	-----	-----	-----	-----
X1	--	--	--	--
X2	--	-0.019	0.032	0.001
X3	--	--	--	--

Modification Indices for THETA-DELTA

	X1	X2	X3
	-----	-----	-----
X1	--	--	--
X2	--	--	--
X3	--	0.395	--

Expected Change for THETA-DELTA

	X1	X2	X3
	-----	-----	-----
X1	--		
X2	--	--	
X3	--	0.029	--

Maximum Modification Index is 1.10 for Element (3, 1) of THETA DELTA-EPSILON

PATH ANALYSIS FOR COMMITMENT MODEL

Factor Scores Regressions

ETA

	Y1	Y2	Y3	Y4	Y5	Y6
	-----	-----	-----	-----	-----	-----
PRINCIPA	-0.072	0.635	0.208	0.185	0.194	0.183
PEER	0.017	0.248	-0.065	-0.013	-0.248	0.298
COMMITME	-0.159	0.266	0.030	0.063	-0.057	0.247

ETA

	Y7	Y8	Y9	Y10'	X1	X2
	-----	-----	-----	-----	-----	-----
PRINCIPA	-0.218	0.025	0.020	0.005	-0.055	-0.014
PEER	0.542	-0.033	0.004	0.009	0.165	0.552
COMMITME	0.072	0.199	0.116	0.297	0.025	0.170

ETA

X3

PRINCIPA	0.021
PEER	0.081
COMMITME	0.165

KSI

	Y1	Y2	Y3	Y4	Y5	Y6
	-----	-----	-----	-----	-----	-----
GENDER	0.046	0.041	-0.087	-0.164	0.024	-0.165
EDUCATIO	0.087	0.051	-0.084	-0.019	-0.321	0.274
EXPERIEN	-0.069	0.077	-0.038	0.111	-0.076	0.128

KSI

	Y7	Y8	Y9	Y10'	X1	X2
	-----	-----	-----	-----	-----	-----
GENDER	0.372	-0.014	0.062	0.016	1.050	-0.126
EDUCATIO	0.504	-0.079	-0.059	-0.086	-0.158	0.972
EXPERIEN	-0.108	-0.094	0.072	0.172	-0.165	-0.033

KSI

X3

GENDER	-0.158
EDUCATIO	-0.014
EXPERIEN	1.013

PATH ANALYSIS FOR COMMITMENT MODEL

Standardized Solution

LAMBDA-Y

	PRINCIPA	PEER	COMMITME
	-----	-----	-----
Y1	0.756	--	--
Y2	0.960	--	--
Y3	0.876	--	--
Y4	0.808	--	--
Y5	0.842	--	--
Y6	--	0.766	--

Y7	--	0.840	--
Y8	--	--	0.674
Y9	--	--	0.447
Y10'	--	--	0.703

LAMBDA-X

GENDER EDUCATIO EXPERIEN

X1	1.000	--	--
X2	--	1.000	--
X3	--	--	1.000

BETA

PRINCIPA PEER COMMITME

PRINCIPA	--	--	--
PEER	0.289	--	--
COMMITME	0.279	0.541	--

GAMMA

GENDER EDUCATIO EXPERIEN

PRINCIPA	0.214	0.250	0.264
PEER	0.326	0.666	0.155
COMMITME	--	--	0.160

Correlation Matrix of ETA and KSI

PRINCIPA PEER COMMITME GENDER EDUCATIO EXPERIEN

PRINCIPA	1.000					
PEER	0.567	1.000				

COMMITME	0.628	0.736	1.000			
GENDER	0.214	0.388	0.269	1.000		
EDUCATIO	0.250	0.739	0.469	--	1.000	
EXPERIEN	0.264	0.231	0.358	--	--	1.000

PSI

Note: This matrix is diagonal.

PRINCIPA PEER COMMITME

0.822 0.182 0.369

Regression Matrix ETA on KSI (Standardized)

GENDER EDUCATIO EXPERIEN

PRINCIPA 0.214 0.250 0.264

PEER 0.388 0.739 0.231

COMMITME 0.269 0.469 0.358

PATH ANALYSIS FOR COMMITMENT MODEL

Total and Indirect Effects

Total Effects of KSI on ETA

GENDER EDUCATIO EXPERIEN

PRINCIPA 0.215 0.250 0.264

(0.051) (0.049) (0.052)

4.205 5.151 5.089

PEER 0.388 0.739 0.231

(0.058) (0.125) (0.058)

6.729 5.896 4.008

COMMITME 0.270 0.469 0.359

(0.049) (0.059) (0.062)

5.547 7.965 5.736

Indirect Effects of KSI on ETA

GENDER EDUCATIO EXPERIEN

PRINCIPA	--	--	--
PEER	0.062	0.072	0.076
	(0.020)	(0.020)	(0.024)
	3.070	3.678	3.229
COMMITME	0.270	0.469	0.199
	(0.049)	(0.059)	(0.042)
	5.547	7.965	4.684

Total Effects of ETA on ETA

PRINCIPA PEER COMMITME

PRINCIPA	--	--	--
PEER	0.289	--	--
	(0.082)		
	3.544		
COMMITME	0.436	0.541	--
	(0.072)	(0.100)	
	6.061	5.421	

Largest Eigenvalue of B*B' (Stability Index) is 0.392

Indirect Effects of ETA on ETA

PRINCIPA PEER COMMITME

PRINCIPA	--	--	--
----------	----	----	----

PEER	--	--	--
COMMITME	0.156	--	--
	(0.060)		
	2.602		

Total Effects of ETA on Y

	PRINCIPA	PEER	COMMITME
	-----	-----	-----
Y1	0.756	--	--
Y2	0.960	--	--
	(0.091)		
	10.557		
Y3	0.876	--	--
	(0.074)		
	11.783		
Y4	0.808	--	--
	(0.070)		
	11.526		
Y5	0.842	--	--
	(0.111)		
	7.600		
Y6	0.222	0.766	--
	(0.063)		
	3.544		
Y7	0.243	0.840	--
	(0.062)	(0.095)	
	3.905	8.840	
Y8	0.294	0.364	0.674
	(0.048)	(0.067)	

	6.061	5.421	
Y9	0.195	0.242	0.447
	(0.037)	(0.049)	(0.058)
	5.202	4.977	7.744
Y10'	0.306	0.380	0.703
	(0.050)	(0.065)	(0.061)
	6.140	5.864	11.616

Indirect Effects of ETA on Y

	PRINCIPA	PEER	COMMITME
--	----------	------	----------

Y1	--	--	--
Y2	--	--	--
Y3	--	--	--
Y4	--	--	--
Y5	--	--	--
Y6	0.222	--	--
	(0.063)		
	3.544		
Y7	0.243	--	--
	(0.062)		
	3.905		
Y8	0.294	0.364	--
	(0.048)	(0.067)	
	6.061	5.421	
Y9	0.195	0.242	--
	(0.037)	(0.049)	
	5.202	4.977	
Y10'	0.306	0.380	--

(0.050) (0.065)

6.140 5.864

Total Effects of KSi on Y

GENDER EDUCATIO EXPERIEN

Y1 0.162 0.189 0.199

(0.039) (0.037) (0.039)

4.205 5.151 5.089

Y2 0.206 0.240 0.253

(0.045) (0.043) (0.047)

4.569 5.589 5.364

Y3 0.188 0.219 0.231

(0.042) (0.040) (0.042)

4.431 5.446 5.533

Y4 0.173 0.202 0.213

(0.040) (0.038) (0.040)

4.364 5.338 5.378

Y5 0.181 0.211 0.222

(0.041) (0.041) (0.042)

4.411 5.152 5.319

Y6 0.297 0.565 0.177

(0.044) (0.096) (0.044)

6.729 5.896 4.008

Y7 0.326 0.621 0.194

(0.057) (0.124) (0.045)

5.718 5.002 4.354

Y8 0.182 0.316 0.242

(0.033) (0.040) (0.042)

	5.547	7.965	5.736
Y9	0.121	0.210	0.160
	(0.024)	(0.034)	(0.034)
	5.068	6.159	4.745
Y10'	0.190	0.330	0.252
	(0.032)	(0.041)	(0.047)
	5.899	8.118	5.408

PATH ANALYSIS FOR COMMITMENT MODEL

Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA

GENDER EDUCATIO EXPERIEN

PRINCIPA	0.214	0.250	0.264
PEER	0.388	0.739	0.231
COMMITME	0.269	0.469	0.358

Standardized Indirect Effects of KSI on ETA

GENDER EDUCATIO EXPERIEN

PRINCIPA	--	--	--
PEER	0.062	0.072	0.076
COMMITME	0.269	0.469	0.199

Standardized Total Effects of ETA on ETA

PRINCIPA PEER COMMITME

PRINCIPA	--	--	--
PEER	0.289	--	--
COMMITME	0.436	0.541	--

Standardized Indirect Effects of ETA on ETA

	PRINCIPA	PEER	COMMITME
PRINCIPA	--	--	--
PEER	--	--	--
COMMITME	0.156	--	--

Standardized Total Effects of ETA on Y

	PRINCIPA	PEER	COMMITME
Y1	0.756	--	--
Y2	0.960	--	--
Y3	0.876	--	--
Y4	0.808	--	--
Y5	0.842	--	--
Y6	0.222	0.766	--
Y7	0.243	0.840	--
Y8	0.294	0.364	0.674
Y9	0.195	0.242	0.447
Y10'	0.306	0.380	0.703

Standardized Indirect Effects of ETA on Y

	PRINCIPA	PEER	COMMITME
Y1	--	--	--
Y2	--	--	--
Y3	--	--	--
Y4	--	--	--
Y5	--	--	--
Y6	0.222	--	--
Y7	0.243	--	--

Y8	0.294	0.364	--
Y9	0.195	0.242	--
Y10'	0.306	0.380	--

Standardized Total Effects of KSI on Y

GENDER EDUCATIO EXPERIEN

	-----	-----	-----
Y1	0.162	0.189	0.199
Y2	0.206	0.240	0.253
Y3	0.188	0.219	0.231
Y4	0.173	0.202	0.213
Y5	0.181	0.211	0.222
Y6	0.297	0.566	0.177
Y7	0.326	0.621	0.194
Y8	0.182	0.316	0.242
Y9	0.120	0.210	0.160
Y10'	0.189	0.330	0.252