

C:\CH12_HBAT_MULTIGROUPCFA_FTPT_AMOS.amw

Analysis Summary

Date and Time

Date:

Time:

Title

Ch12_hbat_multigroupcfa_ftpt_amos:

Groups

Group number 1 (Group number 1)

Notes for Group (Group number 1)

The model is recursive.

Sample size = 191

Variable Summary (PART-TIME)

Your model contains the following variables (PART-TIME)

Observed, endogenous variables

OC1
OC2
OC3
OC4
JS5
JS4
JS3
JS2
JS1
SI1
SI2
SI3
SI4
EP1
EP2
EP3
EP4
AC4
AC3
AC2
AC1

Unobserved, exogenous variables

OCommitment
e1
e2
e3
e4
JobSat
e5
e6
e7
e8
e9
StayIntent
e10
e11
e12
e13
Environment
e14
e15
e16
e17
AttCowork
e18
e19
e20
e21

Variable counts (PART-TIME)

Number of variables in your model:	47
Number of observed variables:	21
Number of unobserved variables:	26
Number of exogenous variables:	26
Number of endogenous variables:	21

Parameter Summary (PART-TIME)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	26	0	0	26	0	52
Labeled	16	10	26	0	21	73
Unlabeled	0	0	0	0	0	0
Total	42	10	26	26	21	125

Sample Moments (PART-TIME)

Sample Covariances (PART-TIME)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	OC1
AC1	1.926																				
AC2	1.663	3.151																			
AC3	1.375	1.791	2.081																		
AC4	1.424	1.856	1.548	2.546																	
EP4	.128	.192	.080	.336	1.775																
EP3	.328	.266	.237	.341	1.110	2.021															
EP2	.187	.343	.223	.404	1.315	1.102	2.471														
EP1	.163	.293	.223	.325	1.298	1.179	1.639	2.835													
SI4	.205	.255	.305	.393	.493	.417	.655	.675	.908												
SI3	.144	.151	.248	.213	.479	.332	.450	.588	.648	.983											
SI2	.171	.308	.252	.296	.349	.265	.455	.508	.558	.485	.667										
SI1	.182	.204	.179	.263	.376	.214	.367	.442	.488	.440	.472	.659									
JS1	.047	-.143	-.199	-.108	-.053	-.058	.099	-.038	.087	-.113	.101	.111	1.848								
JS2	-.195	-.392	-.314	-.092	.128	.176	.336	.242	.210	.050	.107	.132	.996	1.773							
JS3	-.003	-.209	-.212	.053	.208	.261	.213	.240	.227	.121	.165	.196	.959	.815	1.687						
JS4	-.005	-.166	-.046	.011	.171	.124	.281	.212	.181	.072	.130	.121	.909	.826	.848	1.605					
JS5	3.092	.174	-1.250	1.201	2.995	5.633	3.926	5.392	4.764	2.616	3.404	3.479	16.778	15.058	13.033	13.506	422.234				
OC4	.362	.643	.586	.845	.801	.642	1.142	1.046	.756	.436	.607	.457	.427	.296	.008	.273	7.453	4.008			
OC3	.365	.150	.247	.203	.914	.640	1.006	.700	.393	.298	.347	.254	.407	.251	.178	.340	3.970	1.950	2.9		
OC2	.782	.740	.730	.911	.825	.813	1.097	.685	.774	.624	.706	.473	.500	.406	.220	.369	11.564	3.037	2.0		
OC1	.116	.251	.191	.379	.663	.314	1.043	.384	.230	.078	.195	.108	.412	.275	.183	.294	5.748	2.345	1.9		

Condition number = 2708.030

Eigenvalues

425.230 13.464 6.923 5.264 2.709 2.392 1.763 1.505 1.335 1.026 .964 .914 .841 .800 .711 .614 .509 .483 .352 .226 .157

Determinant of sample covariance matrix = 3895.352

Sample Correlations (PART-TIME)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	OC1
AC1	1.000																				
AC2	.675	1.000																			
AC3	.687	.699	1.000																		
AC4	.643	.655	.672	1.000																	
EP4	.069	.081	.042	.158	1.000																
EP3	.166	.106	.116	.151	.586	1.000															
EP2	.086	.123	.098	.161	.628	.493	1.000														
EP1	.070	.098	.092	.121	.579	.492	.619	1.000													
SI4	.155	.151	.222	.258	.389	.308	.437	.421	1.000												
SI3	.104	.086	.174	.135	.362	.236	.289	.352	.686	1.000											
SI2	.151	.212	.214	.227	.321	.228	.354	.369	.717	.599	1.000										
SI1	.162	.142	.153	.203	.347	.185	.287	.323	.630	.547	.712	1.000									
JS1	.025	-.059	-.102	-.050	-.029	-.030	.046	-.017	.067	-.084	.091	.101	1.000								
JS2	-.106	-.166	-.163	-.043	.072	.093	.160	.108	.166	.038	.098	.122	.550	1.000							
JS3	-.002	-.090	-.113	.025	.120	.142	.104	.110	.183	.094	.156	.186	.543	.471	1.000						
JS4	-.003	-.074	-.025	.005	.101	.069	.141	.100	.150	.058	.125	.117	.528	.490	.515	1.000					
JS5	.108	.005	-.042	.037	.109	.193	.122	.156	.243	.128	.203	.209	.601	.550	.488	.519	1.000				
OC4	.130	.181	.203	.264	.300	.226	.363	.310	.396	.220	.371	.281	.157	.111	.003	.108	.181	1.000			
OC3	.152	.049	.099	.074	.396	.260	.369	.240	.238	.173	.245	.181	.173	.109	.079	.155	.112	.562	1.000		
OC2	.270	.200	.243	.274	.297	.274	.335	.195	.389	.302	.415	.279	.176	.146	.081	.140	.270	.727	.561	1.0	
OC1	.035	.059	.056	.100	.209	.093	.279	.096	.101	.033	.100	.056	.127	.087	.059	.098	.118	.493	.475	.5	

Condition number = 35.582

Eigenvalues

5.721 3.279 2.355 1.919 1.468 .641 .633 .559 .548 .482 .462 .430 .385 .359 .319 .299 .283 .246 .235 .215 .161

Sample Means (PART-TIME)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
	2.921	3.770	2.911	3.330	5.901	8.838	8.853	8.681	3.539	3.497	4.246	4.251	3.995	4.183	3.094	2.665	54.637	8.471	8.717	8.555

Group number 2 (Group number 2)

Notes for Group (Group number 2)

Variable Summary (FULL-TIME)

Observed, endogenous variables

Unobserved, exogenous variables

Variable counts (FULL-TIME)

Parameter Summary (FULL-TIME)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	26	0	0	26	0	52
Labeled	16	10	26	0	21	73
Unlabeled	0	0	0	0	0	0
Total	42	10	26	26	21	125

Sample Covariances (FULL-TIME)

[illegible]

AC4	1.538	1.819	1.506	2.601																	
EP4	.368	.523	.382	.541	2.074																
EP3	.386	.365	.353	.468	1.361	1.541															
EP2	.575	.625	.519	.763	1.609	1.542	2.803														
EP1	.490	.633	.537	.533	1.555	1.298	1.894	3.768													
SI4	.318	.399	.354	.386	.550	.522	.761	.644	.953												
SI3	.409	.405	.315	.407	.531	.474	.683	.625	.660	1.070											
SI2	.299	.256	.259	.327	.537	.486	.648	.662	.661	.618	.857										
SI1	.353	.356	.309	.304	.568	.463	.609	.623	.627	.575	.634	.841									
JS1	.158	.219	.153	.218	.406	.374	.424	.392	.287	.235	.180	.169	1.662								
JS2	.171	.300	.196	.125	.477	.385	.408	.585	.193	.231	.193	.161	1.026	1.961							
JS3	.188	.282	.185	.248	.344	.236	.295	.482	.239	.308	.089	.159	.813	.957	1.741						
JS4	.164	.208	.200	.188	.267	.257	.201	.315	.231	.297	.074	.143	.844	.996	.863	1.666					
JS5	3.286	5.258	4.094	6.287	5.674	5.798	5.398	6.594	3.812	2.740	2.760	2.949	13.358	16.379	12.343	13.378	424.098				
OC4	.478	.538	.599	.753	1.052	.939	1.365	1.029	.872	.807	.770	.869	.481	.221	.582	.224	7.207	4.379			
OC3	.275	.358	.338	.669	.882	.832	1.099	.792	.482	.410	.503	.422	.360	.280	.217	.245	6.096	2.105	3.13		
OC2	.783	.791	.911	1.075	1.159	1.217	1.534	1.260	1.134	.960	1.076	1.126	.381	.146	.551	.202	5.642	3.536	2.22		
OC1	.068	.361	.303	.507	.842	.615	.835	.439	.541	.559	.570	.606	.273	.142	.448	.089	3.449	2.568	1.88		

Condition number = 2347.124

Eigenvalues

426.937 16.147 6.663 5.080 2.967 2.604 1.995 1.644 1.325 1.118 .921 .862 .809 .759 .742 .625 .578 .368 .331 .232 .182

Determinant of sample covariance matrix = 5899.167

Sample Correlations (FULL-TIME)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
AC1	1.000																			
AC2	.663	1.000																		
AC3	.689	.675	1.000																	
AC4	.692	.683	.675	1.000																
EP4	.185	.220	.192	.233	1.000															
EP3	.226	.178	.205	.234	.761	1.000														
EP2	.249	.226	.224	.283	.667	.742	1.000													
EP1	.183	.198	.200	.170	.556	.539	.583	1.000												
SI4	.236	.248	.263	.245	.391	.431	.466	.340	1.000											
SI3	.286	.237	.220	.244	.357	.369	.395	.311	.654	1.000										
SI2	.234	.168	.203	.219	.403	.423	.418	.369	.731	.646	1.000									
SI1	.279	.235	.243	.205	.430	.406	.396	.350	.700	.606	.747	1.000								
JS1	.089	.103	.086	.105	.218	.234	.196	.157	.228	.176	.151	.143	1.000							
JS2	.089	.130	.101	.055	.237	.222	.174	.215	.141	.160	.149	.126	.568	1.000						
JS3	.103	.129	.102	.117	.181	.144	.134	.188	.186	.226	.073	.132	.478	.518	1.000					
JS4	.092	.098	.112	.090	.144	.160	.093	.126	.184	.222	.062	.121	.507	.551	.507	1.000				
JS5	.116	.155	.144	.189	.191	.227	.157	.165	.190	.129	.145	.156	.503	.568	.454	.503	1.000			
OC4	.166	.156	.207	.223	.349	.362	.390	.253	.427	.373	.397	.453	.178	.075	.211	.083	.167	1.000		
OC3	.113	.122	.138	.234	.346	.379	.371	.231	.279	.224	.307	.260	.158	.113	.093	.107	.167	.569	1.000	
OC2	.251	.212	.291	.295	.356	.434	.405	.287	.514	.410	.514	.543	.131	.046	.185	.069	.121	.747	.555	1.0
OC1	.020	.089	.089	.128	.237	.201	.202	.092	.224	.219	.250	.268	.086	.041	.138	.028	.068	.497	.433	.5

Condition number = 40.515

Eigenvalues

6.822 2.686 2.431 1.577 1.420 .663 .567 .553 .511 .478 .439 .414 .364 .346 .340 .296 .270 .251 .215 .188 .168

Sample Means (FULL-TIME)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
	2.612	3.354	2.651	3.105	5.766	9.010	8.842	8.388	3.426	3.450	4.167	4.158	4.383	4.220	3.325	2.670	55.011	8.344	8.598	8.292

Models

Unconstrained (Unconstrained)

Notes for Model (Unconstrained)

Computation of degrees of freedom (Unconstrained)

Number of distinct sample moments: 504
Number of distinct parameters to be estimated: 146
Degrees of freedom (504 - 146): 358

Result (Unconstrained)

Minimum was achieved
Chi-square = 433.792
Degrees of freedom = 358
Probability level = .004

PART-TIME (PART-TIME - Unconstrained)

Estimates (PART-TIME - Unconstrained)

Scalar Estimates (PART-TIME - Unconstrained)

Maximum Likelihood Estimates

Regression Weights: (PART-TIME - Unconstrained)

	Estimate	S.E.	C.R.	P	Label
OC1 <--- OCommitment	1.000				
OC2 <--- OCommitment	1.270	.148	8.574	***	a1_1
OC3 <--- OCommitment	.816	.111	7.366	***	a2_1
OC4 <--- OCommitment	1.174	.139	8.456	***	a3_1
JS5 <--- JobSat	1.000				
JS4 <--- JobSat	.056	.006	9.070	***	a4_1
JS3 <--- JobSat	.057	.006	8.892	***	a5_1
JS2 <--- JobSat	.061	.007	9.281	***	a6_1
JS1 <--- JobSat	.068	.007	10.101	***	a7_1
SI1 <--- StayIntent	1.000				
SI2 <--- StayIntent	1.112	.092	12.085	***	a8_1
SI3 <--- StayIntent	1.173	.113	10.338	***	a9_1
SI4 <--- StayIntent	1.319	.107	12.279	***	a10_1
EP1 <--- Environment	1.000				
EP2 <--- Environment	.992	.097	10.258	***	a11_1
EP3 <--- Environment	.748	.087	8.609	***	a12_1
EP4 <--- Environment	.849	.082	10.336	***	a13_1
AC4 <--- AttCowork	1.000				
AC3 <--- AttCowork	.965	.077	12.612	***	a14_1
AC2 <--- AttCowork	1.154	.094	12.217	***	a15_1
AC1 <--- AttCowork	.884	.074	11.921	***	a16_1

Standardized Regression Weights: (PART-TIME - Unconstrained)

	Estimate
OC1 <--- OCommitment	.600
OC2 <--- OCommitment	.868
OC3 <--- OCommitment	.672
OC4 <--- OCommitment	.837
JS5 <--- JobSat	.759
JS4 <--- JobSat	.695
JS3 <--- JobSat	.682
JS2 <--- JobSat	.711
JS1 <--- JobSat	.777
SI1 <--- StayIntent	.769
SI2 <--- StayIntent	.850
SI3 <--- StayIntent	.738
SI4 <--- StayIntent	.864
EP1 <--- Environment	.748
EP2 <--- Environment	.795
EP3 <--- Environment	.663
EP4 <--- Environment	.803
AC4 <--- AttCowork	.796
AC3 <--- AttCowork	.849
AC2 <--- AttCowork	.825
AC1 <--- AttCowork	.809

Intercepts: (PART-TIME - Unconstrained)

	Estimate	S.E.	C.R.	P	Label
OC1	5.613	.172	32.545	***	i1_1
OC2	8.555	.151	56.528	***	i2_1
OC3	8.717	.126	69.390	***	i3_1
OC4	8.471	.145	58.323	***	i4_1
JS5	54.637	1.491	36.651	***	i5_1
JS4	2.665	.092	28.995	***	i6_1
JS3	3.094	.094	32.833	***	i7_1
JS2	4.183	.097	43.308	***	i8_1
JS1	3.995	.099	40.504	***	i9_1
SI1	4.251	.059	72.167	***	i10_1
SI2	4.246	.059	71.653	***	i11_1
SI3	3.497	.072	48.624	***	i12_1
SI4	3.539	.069	51.193	***	i13_1
EP1	8.681	.122	71.062	***	i14_1
EP2	8.853	.114	77.639	***	i15_1
EP3	8.838	.103	85.695	***	i16_1
EP4	5.901	.097	61.040	***	i17_1
AC4	3.330	.116	28.767	***	i18_1
AC3	2.911	.105	27.815	***	i19_1

AC2	3.770	.129	29.271	***	i20_1
AC1	2.921	.101	29.019	***	i21_1

Covariances: (PART-TIME - Unconstrained)

		Estimate	S.E.	C.R.	P	Label
AttCowork	<--> OCommitment	.511	.164	3.113	.002	ccc1_1
OCommitment	<--> JobSat	5.340	2.016	2.649	.008	ccc2_1
OCommitment	<--> Environment	.841	.192	4.384	***	ccc3_1
JobSat	<--> StayIntent	2.103	.845	2.488	.013	ccc4_1
AttCowork	<--> StayIntent	.212	.068	3.093	.002	ccc5_1
AttCowork	<--> JobSat	-1.442	1.656	-.870	.384	ccc6_1
StayIntent	<--> Environment	.431	.082	5.255	***	ccc7_1
JobSat	<--> Environment	3.099	1.717	1.805	.071	ccc8_1
OCommitment	<--> StayIntent	.410	.093	4.432	***	ccc9_1
AttCowork	<--> Environment	.262	.137	1.922	.055	ccc10_1

Correlations: (PART-TIME - Unconstrained)

	Estimate
AttCowork <--> OCommitment	.282
OCommitment <--> JobSat	.240
OCommitment <--> Environment	.468
JobSat <--> StayIntent	.216
AttCowork <--> StayIntent	.267
AttCowork <--> JobSat	-.073
StayIntent <--> Environment	.547
JobSat <--> Environment	.158
OCommitment <--> StayIntent	.461
AttCowork <--> Environment	.164

Variances: (PART-TIME - Unconstrained)

	Estimate	S.E.	C.R.	P	Label
OCommitment	2.034	.473	4.303	***	vvv1_1
JobSat	243.559	42.300	5.758	***	vvv2_1
StayIntent	.390	.065	6.040	***	vvv3_1
Environment	1.588	.280	5.664	***	vvv4_1
AttCowork	1.612	.254	6.340	***	vvv5_1
e1	3.617	.403	8.967	***	v1_1
e2	1.073	.205	5.226	***	v2_1
e3	1.644	.191	8.589	***	v3_1
e4	1.203	.195	6.165	***	v4_1
e5	178.675	24.182	7.389	***	v5_1
e6	.829	.102	8.142	***	v6_1
e7	.903	.109	8.259	***	v7_1
e8	.876	.110	7.986	***	v8_1
e9	.731	.103	7.102	***	v9_1
e10	.270	.033	8.072	***	v10_1
e11	.185	.028	6.653	***	v11_1
e12	.447	.053	8.367	***	v12_1
e13	.230	.037	6.257	***	v13_1
e14	1.247	.164	7.623	***	v14_1
e15	.908	.132	6.854	***	v15_1
e16	1.133	.134	8.459	***	v16_1
e17	.631	.094	6.701	***	v17_1
e18	.934	.122	7.680	***	v18_1
e19	.580	.088	6.620	***	v19_1
e20	1.004	.140	7.166	***	v20_1
e21	.667	.089	7.480	***	v21_1

Squared Multiple Correlations: (PART-TIME - Unconstrained)

	Estimate
AC1	.654
AC2	.681
AC3	.721
AC4	.633
EP4	.644
EP3	.440
EP2	.632
EP1	.560
SI4	.747
SI3	.545
SI2	.722
SI1	.591
JS1	.604

JS2	.506
JS3	.465
JS4	.483
JS5	.577
OC4	.700
OC3	.452
OC2	.754
OC1	.360

Matrices (PART-TIME - Unconstrained)

Implied Covariances (PART-TIME - Unconstrained)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4
AC1	1.926																	
AC2	1.644	3.151																
AC3	1.375	1.795	2.081															
AC4	1.425	1.860	1.556	2.546														
EP4	.197	.257	.215	.223	1.775													
EP3	.173	.226	.189	.196	1.008	2.021												
EP2	.230	.300	.251	.260	1.337	1.178	2.471											
EP1	.232	.303	.253	.262	1.348	1.188	1.575	2.835										
SI4	.247	.322	.269	.279	.482	.425	.563	.568	.908									
SI3	.219	.286	.239	.248	.429	.378	.501	.505	.603	.983								
SI2	.208	.272	.227	.235	.406	.358	.475	.479	.572	.508	.667							
SI1	.187	.244	.204	.212	.365	.322	.427	.431	.514	.457	.433	.659						
JS1	-.086	-.113	-.094	-.098	.178	.157	.208	.210	.188	.167	.158	.142	1.848					
JS2	-.077	-.101	-.084	-.087	.160	.141	.187	.188	.168	.150	.142	.128	1.001	1.773				
JS3	-.072	-.094	-.079	-.082	.149	.131	.174	.176	.157	.140	.133	.119	.936	.839	1.687			
JS4	-.072	-.094	-.079	-.081	.148	.131	.173	.175	.157	.139	.132	.119	.931	.834	.780	1.605		
JS5	-1.274	-1.664	-1.392	-1.442	2.630	2.317	3.074	3.099	2.774	2.466	2.339	2.103	16.495	14.780	13.820	13.745	422.234	
OC4	.531	.693	.579	.600	.839	.739	.980	.988	.635	.565	.536	.481	.425	.381	.356	.354	6.271	4.008
OC3	.369	.482	.403	.417	.583	.514	.681	.687	.441	.392	.372	.335	.295	.264	.247	.246	4.358	1.950
OC2	.574	.749	.626	.649	.907	.799	1.060	1.068	.687	.610	.579	.521	.459	.411	.385	.383	6.780	3.033
OC1	.452	.590	.493	.511	.714	.629	.835	.841	.541	.481	.456	.410	.362	.324	.303	.301	5.340	2.389

Implied Correlations (PART-TIME - Unconstrained)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC1
AC1	1.000																			
AC2	.667	1.000																		
AC3	.687	.701	1.000																	
AC4	.643	.657	.676	1.000																
EP4	.106	.109	.112	.105	1.000															
EP3	.088	.090	.092	.087	.532	1.000														
EP2	.105	.108	.111	.104	.638	.527	1.000													
EP1	.099	.101	.104	.098	.601	.496	.595	1.000												
SI4	.187	.190	.196	.184	.380	.314	.376	.354	1.000											
SI3	.159	.163	.167	.157	.324	.268	.321	.302	.638	1.000										
SI2	.183	.187	.193	.181	.373	.308	.370	.348	.734	.627	1.000									
SI1	.166	.169	.174	.163	.338	.279	.335	.315	.664	.567	.653	1.000								
JS1	-.046	-.047	-.048	-.045	.098	.081	.097	.092	.145	.124	.143	.129	1.000							
JS2	-.042	-.043	-.044	-.041	.090	.074	.089	.084	.133	.113	.130	.118	.553	1.000						
JS3	-.040	-.041	-.042	-.039	.086	.071	.085	.080	.127	.109	.125	.113	.530	.485	1.000					
JS4	-.041	-.042	-.043	-.040	.088	.073	.087	.082	.130	.111	.128	.115	.540	.494	.474	1.000				
JS5	-.045	-.046	-.047	-.044	.096	.079	.095	.090	.142	.121	.139	.126	.590	.540	.518	.528	1.000			
OC4	.191	.195	.201	.188	.314	.260	.311	.293	.333	.284	.327	.296	.156	.143	.137	.140	.152	1.000		
OC3	.153	.157	.161	.151	.253	.209	.250	.236	.268	.229	.263	.238	.125	.115	.110	.112	.122	.562	1.000	
OC2	.198	.202	.208	.195	.326	.269	.323	.304	.345	.295	.340	.307	.162	.148	.142	.145	.158	.726	.583	1.000
OC1	.137	.140	.144	.135	.225	.186	.223	.210	.239	.204	.235	.212	.112	.102	.098	.100	.109	.502	.403	.500

Implied Means (PART-TIME - Unconstrained)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
	2.921	3.770	2.911	3.330	5.901	8.838	8.853	8.681	3.539	3.497	4.246	4.251	3.995	4.183	3.094	2.665	54.637	8.471	8.717	8.555

Residual Covariances (PART-TIME - Unconstrained)

[illegible]

S14	-.042	-.067	.035	.114	.011	-.007	.091	.107	.000										
S13	-.075	-.135	.009	-.035	.050	-.046	-.051	.083	.045	.000									
S12	-.037	.036	.025	.060	-.057	-.093	-.020	.029	-.013	-.023	.000								
S11	-.005	-.040	-.025	.051	.010	-.108	-.060	.011	-.027	-.016	.039	.000							
JS1	.133	-.030	-.105	-.011	-.231	-.215	-.109	-.248	-.101	-.280	-.058	-.031	.000						
JS2	-.118	-.291	-.229	-.004	-.031	.036	.149	.054	.042	-.099	-.035	.004	-.005	.000					
JS3	.069	-.114	-.133	.135	.059	.130	.038	.064	.069	-.019	.033	.077	.023	-.023	.000				
JS4	.067	-.072	.033	.092	.022	-.007	.107	.037	.024	-.067	-.002	-.022	-.008	.068	.000				
JS5	4.366	1.838	.141	2.643	.365	3.316	.852	2.293	1.990	.150	1.065	1.376	.284	.278	-.787	-.239	.000		
OC4	-.169	-.050	.007	.244	-.038	-.097	.162	.058	.121	-.129	.071	-.024	.002	-.085	-.348	-.081	1.182	.000	
OC3	-.003	-.332	-.156	-.214	.331	.126	.325	.014	-.048	-.095	-.025	-.080	.112	-.014	-.069	.094	-.388	.000	.000
OC2	.208	-.009	.104	.262	-.082	.014	.037	-.383	.087	.014	.127	-.047	.041	-.005	-.165	-.013	4.784	.004	-.082
OC1	-.336	-.339	-.303	-.132	-.051	-.315	.208	-.457	-.311	-.403	-.261	-.302	.050	-.049	-.120	-.007	.409	-.044	.293

Residual Means (PART-TIME - Unconstrained)

[illegible]

Standardized Residual Covariances (PART-TIME - Unconstrained)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC
AC1	.000																		
AC2	.086	.000																	
AC3	.003	-.020	.000																
AC4	-.004	-.018	-.040	.000															
EP4	-.508	-.378	-.960	.734	.000														
EP3	1.073	.217	.318	.880	.651	.000													
EP2	-.267	.210	-.173	.788	-.121	-.416	.000												
EP1	-.402	-.045	-.171	.321	-.263	-.047	.285	.000											
SI4	-.430	-.537	.346	1.014	.114	-.073	.788	.865	.000										
SI3	-.747	-1.044	.086	-.303	.498	-.430	-.429	.658	.556	.000									
SI2	-.440	.340	.289	.630	-.681	-1.056	-.202	.275	-.190	-.334	.000								
SI1	-.059	-.374	-.287	.536	.124	-1.247	-.619	.105	-.393	-.245	.676	.000							
JS1	.971	-.170	-.738	-.067	-1.749	-1.531	-.703	-1.488	-1.067	-2.837	-.708	-.386	.000						
JS2	-.877	-1.698	-1.643	-.028	-.243	.259	.979	.329	.449	-1.032	-.442	.055	-.035	.000					
JS3	.529	-.682	-.974	.894	.469	.967	.258	.400	.765	-.205	.420	.998	.156	-.168	.000				
JS4	.521	-.443	.249	.630	.182	-.055	.740	.241	.273	-.728	-.032	.029	-.152	-.061	.518	.000			
JS5	2.108	.694	.065	1.110	.183	1.560	.362	.910	1.387	.101	.866	1.128	.121	.123	-.361	-.112	.000		
OC4	-.823	-.192	.033	1.036	-.187	-.455	.679	.226	.830	-.860	.569	-.195	.009	-.434	-1.827	-.435	.391	.000	
OC3	-.020	-1.471	-.847	-1.056	1.920	.693	1.594	.063	-.389	-.741	-.236	-.766	.649	-.081	-.419	.586	-.149	.001	-.00
OC2	.973	-.032	.465	1.066	-.386	.061	.150	-1.439	.572	.090	.976	-.369	.197	-.026	-.830	-.069	1.520	.010	-.20
OC1	-1.389	-1.096	-1.204	-.476	-.217	-1.264	.749	-1.541	-1.841	-2.311	-1.805	-2.111	.212	-.212	-.533	-.032	.115	-.114	-.91

Standardized Residual Means (PART-TIME - Unconstrained)

[illegible]

Modification Indices (PART-TIME - Unconstrained)

Covariances: (PART-TIME - Unconstrained)

		M.I.	Par Change
e21	<=> JobSat	4.037	2.164
e12	<=> JobSat	4.435	-1.775
e12	<=> e13	5.834	.070
e11	<=> e20	4.131	.084
e10	<=> e11	8.663	.059
e9	<=> Environment	6.507	-.209
e9	<=> e12	8.180	-.144
e8	<=> AttCowork	4.011	-.188
e7	<=> OCommitment	6.619	-.249
e5	<=> e21	4.323	2.057
e5	<=> e16	5.038	2.746
e4	<=> e21	11.384	-.290
e4	<=> e14	6.555	.297
e4	<=> e7	4.567	-.204
e3	<=> Environment	7.953	.321
e3	<=> e21	4.296	.185
e3	<=> e18	4.068	-.211
e3	<=> e17	7.641	.250
e3	<=> e5	4.796	-3.209
e2	<=> Environment	4.293	-.227
e2	<=> e21	5.662	.206
e2	<=> e14	6.304	-.294
e2	<=> e5	5.653	3.370

e1	<-->	StayIntent	9.485	-.242
e1	<-->	e15	4.502	.332

Variances: (PART-TIME - Unconstrained)

	M.I.	Par Change
--	------	------------

Regression Weights: (PART-TIME - Unconstrained)

		M.I.	Par Change
SI3	<-- JobSat	4.281	-.007
JS1	<-- Environment	8.410	-.175
JS1	<-- StayIntent	5.641	-.283
JS2	<-- AttCowork	4.006	-.123
JS5	<-- StayIntent	4.012	3.673
OC1	<-- StayIntent	8.351	-.699

Means: (PART-TIME - Unconstrained)

	M.I.	Par Change
--	------	------------

Intercepts: (PART-TIME - Unconstrained)

	M.I.	Par Change
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FULL-TIME (FULL-TIME - Unconstrained)

Estimates (FULL-TIME - Unconstrained)

Scalar Estimates (FULL-TIME - Unconstrained)

Maximum Likelihood Estimates

Regression Weights: (FULL-TIME - Unconstrained)

	Estimate	S.E.	C.R.	P	Label
OC1 <-- OCommitment	1.000				
OC2 <-- OCommitment	1.409	.157	8.974	***	a1_2
OC3 <-- OCommitment	.789	.106	7.410	***	a2_2
OC4 <-- OCommitment	1.209	.138	8.733	***	a3_2
JS5 <-- JobSat	1.000				
JS4 <-- JobSat	.063	.007	9.093	***	a4_2
JS3 <-- JobSat	.060	.007	8.591	***	a5_2
JS2 <-- JobSat	.075	.008	9.864	***	a6_2
JS1 <-- JobSat	.064	.007	9.175	***	a7_2
SI1 <-- StayIntent	1.000				
SI2 <-- StayIntent	1.041	.068	15.235	***	a8_2
SI3 <-- StayIntent	.999	.082	12.221	***	a9_2
SI4 <-- StayIntent	1.071	.073	14.707	***	a10_2
EP1 <-- Environment	1.000				
EP2 <-- Environment	1.102	.110	10.044	***	a11_2
EP3 <-- Environment	.874	.083	10.498	***	a12_2
EP4 <-- Environment	.955	.095	10.097	***	a13_2
AC4 <-- AttCowork	1.000				
AC3 <-- AttCowork	.849	.062	13.591	***	a14_2
AC2 <-- AttCowork	.998	.075	13.317	***	a15_2
AC1 <-- AttCowork	.850	.062	13.666	***	a16_2

Standardized Regression Weights: (FULL-TIME - Unconstrained)

	Estimate
OC1 <-- OCommitment	.585
OC2 <-- OCommitment	.900
OC3 <-- OCommitment	.644
OC4 <-- OCommitment	.834
JS5 <-- JobSat	.708
JS4 <-- JobSat	.711
JS3 <-- JobSat	.668
JS2 <-- JobSat	.786
JS1 <-- JobSat	.719
SI1 <-- StayIntent	.842
SI2 <-- StayIntent	.868
SI3 <-- StayIntent	.745
SI4 <-- StayIntent	.847
EP1 <-- Environment	.650
EP2 <-- Environment	.831
EP3 <-- Environment	.889
EP4 <-- Environment	.837

AC4 <--- AttCowork	.833
AC3 <--- AttCowork	.824
AC2 <--- AttCowork	.812
AC1 <--- AttCowork	.828

Intercepts: (FULL-TIME - Unconstrained)

	Estimate	S.E.	C.R.	P	Label
OC1	4.225	.171	24.695	***	i1_2
OC2	8.292	.157	52.872	***	i2_2
OC3	8.598	.123	70.087	***	i3_2
OC4	8.344	.145	57.511	***	i4_2
JS5	55.011	1.428	38.525	***	i5_2
JS4	2.670	.089	29.831	***	i6_2
JS3	3.325	.091	36.347	***	i7_2
JS2	4.220	.097	43.461	***	i8_2
JS1	4.383	.089	49.029	***	i9_2
SI1	4.158	.064	65.386	***	i10_2
SI2	4.167	.064	64.921	***	i11_2
SI3	3.450	.072	48.088	***	i12_2
SI4	3.426	.068	50.622	***	i13_2
EP1	8.388	.135	62.314	***	i14_2
EP2	8.842	.116	76.171	***	i15_2
EP3	9.010	.086	104.687	***	i16_2
EP4	5.766	.100	57.736	***	i17_2
AC4	3.105	.112	27.767	***	i18_2
AC3	2.651	.096	27.651	***	i19_2
AC2	3.354	.114	29.296	***	i20_2
AC1	2.612	.096	27.316	***	i21_2

Covariances: (FULL-TIME - Unconstrained)

		Estimate	S.E.	C.R.	P	Label
AttCowork <--> OCommitment		.607	.170	3.566	***	ccc1_2
OCommitment <--> JobSat		3.957	1.776	2.228	.026	ccc2_2
OCommitment <--> Environment		.950	.199	4.780	***	ccc3_2
JobSat <--> StayIntent		2.776	.942	2.948	.003	ccc4_2
AttCowork <--> StayIntent		.350	.086	4.057	***	ccc5_2
AttCowork <--> JobSat		3.546	1.608	2.206	.027	ccc6_2
StayIntent <--> Environment		.563	.099	5.675	***	ccc7_2
JobSat <--> Environment		5.635	1.633	3.451	***	ccc8_2
OCommitment <--> StayIntent		.694	.124	5.590	***	ccc9_2
AttCowork <--> Environment		.533	.145	3.677	***	ccc10_2

Correlations: (FULL-TIME - Unconstrained)

	Estimate
AttCowork <--> OCommitment	.313
OCommitment <--> JobSat	.188
OCommitment <--> Environment	.521
JobSat <--> StayIntent	.246
AttCowork <--> StayIntent	.337
AttCowork <--> JobSat	.181
StayIntent <--> Environment	.578
JobSat <--> Environment	.306
OCommitment <--> StayIntent	.623
AttCowork <--> Environment	.314

Variances: (FULL-TIME - Unconstrained)

	Estimate	S.E.	C.R.	P	Label
OCommitment	2.086	.473	4.407	***	vvv1_2
JobSat	212.834	38.927	5.467	***	vvv2_2
StayIntent	.596	.082	7.294	***	vvv3_2
Environment	1.594	.315	5.066	***	vvv4_2
AttCowork	1.804	.254	7.110	***	vvv5_2
e1	4.002	.419	9.549	***	v1_2
e2	.974	.209	4.654	***	v2_2
e3	1.831	.197	9.303	***	v3_2
e4	1.331	.193	6.890	***	v4_2
e5	211.265	25.382	8.323	***	v5_2
e6	.823	.099	8.290	***	v6_2
e7	.965	.111	8.708	***	v7_2
e8	.750	.104	7.181	***	v8_2
e9	.804	.098	8.207	***	v9_2
e10	.245	.032	7.639	***	v10_2
e11	.211	.030	6.968	***	v11_2

e12	.476	.053	8.909	***	v12_2
e13	.269	.036	7.525	***	v13_2
e14	2.175	.231	9.413	***	v14_2
e15	.867	.113	7.693	***	v15_2
e16	.323	.054	6.000	***	v16_2
e17	.620	.082	7.561	***	v17_2
e18	.797	.107	7.414	***	v18_2
e19	.612	.081	7.592	***	v19_2
e20	.929	.119	7.830	***	v20_2
e21	.598	.080	7.521	***	v21_2

Squared Multiple Correlations: (FULL-TIME - Unconstrained)

	Estimate
AC1	.685
AC2	.659
AC3	.680
AC4	.694
EP4	.701
EP3	.790
EP2	.691
EP1	.423
SI4	.717
SI3	.556
SI2	.754
SI1	.709
JS1	.517
JS2	.617
JS3	.446
JS4	.506
JS5	.502
OC4	.696
OC3	.415
OC2	.810
OC1	.343

Matrices (FULL-TIME - Unconstrained)

Implied Covariances (FULL-TIME - Unconstrained)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC
AC1	1.902																		
AC2	1.531	2.726																	
AC3	1.302	1.528	1.911																
AC4	1.534	1.801	1.531	2.601															
EP4	.433	.508	.432	.509	2.074														
EP3	.396	.465	.395	.466	1.331	1.541													
EP2	.499	.586	.498	.587	1.678	1.536	2.803												
EP1	.453	.532	.452	.533	1.522	1.393	1.757	3.768											
SI4	.318	.374	.318	.375	.576	.527	.665	.603	.953										
SI3	.297	.349	.297	.350	.538	.492	.620	.563	.638	1.070									
SI2	.310	.364	.309	.364	.560	.513	.647	.587	.665	.620	.857								
SI1	.297	.349	.297	.350	.538	.493	.621	.563	.638	.595	.621	.841							
JS1	.191	.225	.191	.225	.342	.313	.394	.358	.189	.176	.184	.176	1.662						
JS2	.227	.267	.227	.267	.406	.372	.468	.425	.224	.209	.218	.209	1.020	1.961					
JS3	.182	.214	.182	.214	.325	.297	.375	.340	.180	.168	.175	.168	.816	.970	1.741				
JS4	.190	.223	.189	.223	.339	.310	.391	.355	.187	.175	.182	.175	.851	1.010	.809	1.666			
JS5	3.015	3.539	3.009	3.546	5.382	4.925	6.211	5.635	2.973	2.774	2.891	2.776	13.518	16.053	12.855	13.397	424.098		
OC4	.624	.732	.623	.734	1.097	1.004	1.265	1.148	.898	.838	.874	.839	.304	.361	.289	.301	4.784	4.379	
OC3	.407	.478	.406	.479	.716	.655	.826	.749	.587	.547	.570	.548	.198	.236	.189	.197	3.123	1.990	3.13
OC2	.727	.853	.726	.855	1.278	1.170	1.475	1.338	1.047	.977	1.019	.978	.354	.421	.337	.351	5.577	3.553	2.32
OC1	.516	.606	.515	.607	.907	.830	1.047	.950	.743	.693	.723	.694	.251	.298	.239	.249	3.957	2.521	1.64

Implied Correlations (FULL-TIME - Unconstrained)

[illegible]

S11	.235	.231	.234	.237	.407	.433	.405	.317	.713	.628	.731	1.000								
JS1	.108	.106	.107	.108	.184	.196	.183	.143	.150	.132	.154	.149	1.000							
JS2	.118	.115	.117	.118	.201	.214	.200	.156	.164	.144	.168	.163	.565	1.000						
JS3	.100	.098	.100	.101	.171	.182	.170	.133	.139	.123	.143	.139	.480	.525	1.000					
JS4	.107	.105	.106	.107	.182	.194	.181	.142	.149	.131	.152	.148	.511	.559	.475	1.000				
JS5	.106	.104	.106	.107	.181	.193	.180	.141	.148	.130	.152	.147	.509	.557	.473	.504	1.000			
OC4	.216	.212	.215	.217	.364	.386	.361	.283	.440	.387	.451	.437	.113	.123	.105	.111	.111	1.000		
OC3	.167	.164	.166	.168	.281	.298	.279	.218	.340	.299	.348	.338	.087	.095	.081	.086	.086	.537	1.000	
OC2	.233	.229	.232	.234	.392	.417	.390	.305	.474	.418	.486	.472	.121	.133	.113	.120	.120	.751	.580	1.0
OC1	.152	.149	.151	.152	.255	.271	.253	.198	.309	.272	.316	.307	.079	.086	.073	.078	.078	.488	.377	.5

Implied Means (FULL-TIME - Unconstrained)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
	2.612	3.354	2.651	3.105	5.766	9.010	8.842	8.388	3.426	3.450	4.167	4.158	4.383	4.220	3.325	2.670	55.011	8.344	8.598	8.292

Residual Covariances (FULL-TIME - Unconstrained)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	OC1
AC1	.000																				
AC2	-.020	.000																			
AC3	.013	.012	.000																		
AC4	.004	.018	-.026	.000																	
EP4	-.064	.015	-.050	.033	.000																
EP3	-.009	-.100	-.043	.002	.031	.000															
EP2	.076	.039	.021	.176	-.069	.007	.000														
EP1	.037	.101	.085	.001	.033	-.095	.137	.000													
SI4	.000	.026	.037	.011	-.027	-.005	.096	.040	.000												
SI3	.112	.057	.018	.058	-.006	-.018	.063	.062	.023	.000											
SI2	-.010	-.107	-.050	-.037	-.024	-.026	.002	.076	-.004	-.002	.000										
SI1	.056	.006	.012	-.046	.030	-.030	-.012	.060	-.012	-.021	.013	.000									
JS1	-.034	-.006	-.038	-.007	.064	.061	.030	.034	.098	.058	-.004	-.007	.000								
JS2	-.056	.033	-.030	-.142	.072	.014	-.060	.160	-.031	.022	-.025	-.048	.006	.000							
JS3	.006	.068	.004	.034	.019	-.061	-.080	.141	.060	.141	-.086	-.009	-.003	-.012	.000						
JS4	-.026	-.015	.011	-.035	-.072	-.053	-.189	-.040	.044	.122	-.108	-.032	-.007	-.014	.054	.000					
JS5	.271	1.719	1.084	2.741	.292	.872	-.813	.959	.840	-.033	-.131	.172	-.160	.326	-.511	-.019	.000				
OC4	-.146	-.194	-.024	.020	-.045	-.064	.100	-.119	-.026	-.032	-.104	.030	.177	-.140	.293	-.077	2.422	.000			
OC3	-.132	-.120	-.068	.190	.166	.176	.273	.043	-.104	-.137	-.068	-.125	.161	.044	.028	.049	2.973	.115	.000		
OC2	.056	-.062	.185	.219	-.119	.047	.059	-.078	.087	-.018	.057	.148	.027	-.274	.214	-.149	.065	-.018	-.097	.000	
OC1	-.448	-.245	-.211	-.099	-.065	-.215	-.212	-.511	-.203	-.134	-.153	-.088	.021	-.157	.209	-.161	-.508	.047	.243	.005	.000

Residual Means (FULL-TIME - Unconstrained)

[illegible]

Standardized Residual Covariances (FULL-TIME - Unconstrained)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3
AC1	.000																		
AC2	-.107	.000																	
AC3	.079	.062	.000																
AC4	.024	.083	-.136	.000															
EP4	-.455	.091	-.351	.197	.000														
EP3	-.077	-.685	-.349	.015	.197	.000													
EP2	.464	.200	.126	.917	-.338	.037	.000												
EP1	.196	.450	.451	.003	.149	-.494	.535	.000											
SI4	-.003	.223	.381	.100	-.253	-.056	.785	.292	.000										
SI3	1.104	.467	.181	.488	-.058	-.188	.494	.427	.273	.000									
SI2	-.114	-.983	-.544	-.352	-.235	-.303	.015	.577	-.048	-.020	.000								
SI1	.617	.059	.131	-.436	.303	-.348	-.108	.460	-.153	-.264	.181	.000							
JS1	-.271	-.042	-.308	-.049	.487	.544	.195	.196	1.110	.626	-.044	-.086	.000						
JS2	-.415	.205	-.225	-.902	.501	.113	-.365	.836	-.321	.216	-.277	-.532	.043	.000					
JS3	.049	.449	.029	.228	.143	-.532	-.513	.788	.664	1.475	-1.000	-.101	-.025	-.086	.000				
JS4	-.208	-.101	.089	-.244	-.547	-.471	-1.244	-.229	.503	1.309	-1.283	-.382	-.053	-.100	.415	.000			
JS5	.137	.725	.546	1.183	.140	.483	-.334	.343	.596	-.022	-.098	.130	-.077	.142	-.245	-.009	.000		
OC4	-.711	-.791	-.116	.082	-.200	-.333	.387	-.406	-.168	-.196	-.704	.206	.939	-.684	1.521	-.411	.806	.000	
OC3	-.771	-.586	-.397	.948	.905	1.110	1.281	.175	-.825	-1.033	-.563	-1.057	1.016	.257	.174	.307	1.172	.395	.000
OC2	.252	-.233	.831	.844	-.490	.225	.209	-.246	.512	-.100	.353	.930	.132	-1.238	1.028	-.733	.020	-.043	-.303
OC1	-1.876	-.858	-.884	-.356	-.255	-.978	-.718	-1.508	-1.159	-.732	-.920	-.539	.097	-.651	.925	-.725	-.144	.118	.752

Standardized Residual Means (FULL-TIME - Unconstrained)

[illegible]**Modification Indices (FULL-TIME - Unconstrained)**

Covariances: (FULL-TIME - Unconstrained)

		M.I.	Par Change
e14 <-->	e16	4.299	-.152
e10 <-->	e18	4.163	-.081
e8 <-->	e18	4.402	-.148
e8 <-->	e11	4.606	.080
e7 <-->	OCommitment	4.880	.197
e7 <-->	e11	6.046	-.096
e6 <-->	e12	5.612	.119
e6 <-->	e11	5.684	-.088
e3 <-->	Environment	5.722	.251
e3 <-->	StayIntent	6.016	-.149
e3 <-->	e18	4.699	.216
e2 <-->	StayIntent	5.597	.134
e2 <-->	e17	4.098	-.166
e1 <-->	e21	4.155	-.256

Variances: (FULL-TIME - Unconstrained)

	M.I.	Par Change
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Regression Weights: (FULL-TIME - Unconstrained)

	M.I.	Par Change
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Means: (FULL-TIME - Unconstrained)

	M.I.	Par Change
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Intercepts: (FULL-TIME - Unconstrained)

	M.I.	Par Change
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Minimization History (Unconstrained)

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	16		-8.132	9999.000	25169.129	0	9999.000
1	e	17		-1.643	2.270	9701.931	17	.531
2	e	17		-.133	2.349	4286.242	7	.680
3	e	2		-.473	3.180	1669.636	5	.770
4	e	1		-.012	.679	1069.450	6	.782
5	e	0	1352.487		1.432	624.229	6	.746
6	e	0	917.373		1.886	613.852	1	.056
7	e	0	856.533		.884	470.835	1	1.072
8	e	0	1489.567		.329	442.173	1	1.148
9	e	0	1196.358		.408	436.225	1	1.176
10	e	0	1199.004		.153	434.248	1	1.218
11	e	0	1198.801		.125	433.824	1	1.138
12	e	0	1198.801		.027	433.792	1	1.056
13	e	0	1198.801		.003	433.792	1	1.006
14	e	0	1198.801		.000	433.792	1	1.000

Measurement weights (Measurement weights)

Notes for Model (Measurement weights)

Computation of degrees of freedom (Measurement weights)

Number of distinct sample moments: 504
Number of distinct parameters to be estimated: 130
Degrees of freedom (504 - 130): 374

Result (Measurement weights)

Minimum was achieved
Chi-square = 446.989
Degrees of freedom = 374
Probability level = .006

PART-TIME (PART-TIME - Measurement weights)

Estimates (PART-TIME - Measurement weights)

Scalar Estimates (PART-TIME - Measurement weights)

Maximum Likelihood Estimates

Regression Weights: (PART-TIME - Measurement weights)

	Estimate	S.E.	C.R.	P	Label
OC1 <--- OCommitment	1.000				
OC2 <--- OCommitment	1.342	.108	12.415	***	a1_1
OC3 <--- OCommitment	.802	.077	10.442	***	a2_1
OC4 <--- OCommitment	1.193	.098	12.160	***	a3_1
JS5 <--- JobSat	1.000				
JS4 <--- JobSat	.060	.005	12.862	***	a4_1
JS3 <--- JobSat	.059	.005	12.351	***	a5_1
JS2 <--- JobSat	.068	.005	13.615	***	a6_1
JS1 <--- JobSat	.065	.005	13.564	***	a7_1
SI1 <--- StayIntent	1.000				
SI2 <--- StayIntent	1.069	.055	19.503	***	a8_1
SI3 <--- StayIntent	1.063	.066	16.014	***	a9_1
SI4 <--- StayIntent	1.163	.061	19.198	***	a10_1
EP1 <--- Environment	1.000				
EP2 <--- Environment	1.042	.072	14.516	***	a11_1
EP3 <--- Environment	.819	.057	14.466	***	a12_1
EP4 <--- Environment	.900	.062	14.626	***	a13_1
AC4 <--- AttCowork	1.000				
AC3 <--- AttCowork	.902	.049	18.568	***	a14_1
AC2 <--- AttCowork	1.068	.059	18.071	***	a15_1
AC1 <--- AttCowork	.865	.048	18.090	***	a16_1

Standardized Regression Weights: (PART-TIME - Measurement weights)

	Estimate
OC1 <--- OCommitment	.588
OC2 <--- OCommitment	.881
OC3 <--- OCommitment	.652
OC4 <--- OCommitment	.829
JS5 <--- JobSat	.746
JS4 <--- JobSat	.706
JS3 <--- JobSat	.682
JS2 <--- JobSat	.745
JS1 <--- JobSat	.748
SI1 <--- StayIntent	.796
SI2 <--- StayIntent	.864
SI3 <--- StayIntent	.723
SI4 <--- StayIntent	.838
EP1 <--- Environment	.727
EP2 <--- Environment	.794
EP3 <--- Environment	.681
EP4 <--- Environment	.809
AC4 <--- AttCowork	.812
AC3 <--- AttCowork	.840
AC2 <--- AttCowork	.813
AC1 <--- AttCowork	.817

Intercepts: (PART-TIME - Measurement weights)

	Estimate	S.E.	C.R.	P	Label
OC1	5.613	.171	32.802	***	i1_1
OC2	8.555	.153	55.844	***	i2_1
OC3	8.717	.124	70.442	***	i3_1
OC4	8.471	.145	58.594	***	i4_1
JS5	54.637	1.471	37.150	***	i5_1
JS4	2.665	.093	28.733	***	i6_1
JS3	3.094	.094	32.845	***	i7_1
JS2	4.183	.100	41.791	***	i8_1
JS1	3.995	.096	41.627	***	i9_1
SI1	4.251	.061	69.950	***	i10_1
SI2	4.246	.060	70.956	***	i11_1
SI3	3.497	.071	49.132	***	i12_1
SI4	3.539	.067	52.683	***	i13_1
EP1	8.681	.120	72.464	***	i14_1
EP2	8.853	.114	77.479	***	i15_1
EP3	8.838	.105	84.408	***	i16_1
EP4	5.901	.097	60.852	***	i17_1
AC4	3.330	.119	28.097	***	i18_1
AC3	2.911	.103	28.192	***	i19_1
AC2	3.770	.126	29.829	***	i20_1
AC1	2.921	.102	28.673	***	i21_1

Covariances: (PART-TIME - Measurement weights)

	Estimate	S.E.	C.R.	P	Label

AttCowork	<-->	OCommitment	.529	.161	3.279	.001	ccc1_1
OCommitment	<-->	JobSat	5.008	1.851	2.706	.007	ccc2_1
OCommitment	<-->	Environment	.774	.165	4.690	***	ccc3_1
JobSat	<-->	StayIntent	2.197	.866	2.538	.011	ccc4_1
AttCowork	<-->	StayIntent	.237	.075	3.165	.002	ccc5_1
AttCowork	<-->	JobSat	-1.472	1.677	-.878	.380	ccc6_1
StayIntent	<-->	Environment	.432	.078	5.518	***	ccc7_1
JobSat	<-->	Environment	2.953	1.579	1.870	.062	ccc8_1
OCommitment	<-->	StayIntent	.426	.089	4.807	***	ccc9_1
AttCowork	<-->	Environment	.264	.135	1.958	.050	ccc10_1

Correlations: (PART-TIME - Measurement weights)

	Estimate
AttCowork <--> OCommitment	.288
OCommitment <--> JobSat	.239
OCommitment <--> Environment	.465
JobSat <--> StayIntent	.218
AttCowork <--> StayIntent	.268
AttCowork <--> JobSat	-.073
StayIntent <--> Environment	.539
JobSat <--> Environment	.163
OCommitment <--> StayIntent	.461
AttCowork <--> Environment	.166

Variances: (PART-TIME - Measurement weights)

	Estimate	S.E.	C.R.	P	Label
OCommitment	1.920	.352	5.450	***	vvv1_1
JobSat	228.715	34.898	6.554	***	vvv2_1
StayIntent	.445	.060	7.409	***	vvv3_1
Environment	1.442	.224	6.432	***	vvv4_1
AttCowork	1.758	.236	7.446	***	vvv5_1
e1	3.642	.401	9.077	***	v1_1
e2	1.001	.196	5.114	***	v2_1
e3	1.675	.190	8.801	***	v3_1
e4	1.239	.187	6.642	***	v4_1
e5	182.264	23.614	7.718	***	v5_1
e6	.819	.101	8.152	***	v6_1
e7	.902	.108	8.356	***	v7_1
e8	.846	.109	7.735	***	v8_1
e9	.770	.100	7.698	***	v9_1
e10	.257	.033	7.839	***	v10_1
e11	.172	.027	6.453	***	v11_1
e12	.460	.054	8.559	***	v12_1
e13	.256	.036	7.123	***	v13_1
e14	1.285	.160	8.014	***	v14_1
e15	.915	.129	7.122	***	v15_1
e16	1.116	.132	8.476	***	v16_1
e17	.618	.090	6.845	***	v17_1
e18	.911	.121	7.556	***	v18_1
e19	.596	.085	7.010	***	v19_1
e20	1.031	.137	7.541	***	v20_1
e21	.657	.088	7.469	***	v21_1

Squared Multiple Correlations: (PART-TIME - Measurement weights)

	Estimate
AC1	.667
AC2	.660
AC3	.706
AC4	.659
EP4	.654
EP3	.464
EP2	.631
EP1	.529
SI4	.701
SI3	.522
SI2	.747
SI1	.634
JS1	.560
JS2	.556
JS3	.465
JS4	.499
JS5	.557
OC4	.688
OC3	.425

OC2	.776
OC1	.345

Matrices (PART-TIME - Measurement weights)

Implied Covariances (PART-TIME - Measurement weights)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4
AC1	1.972																	
AC2	1.624	3.034																
AC3	1.371	1.692	2.026															
AC4	1.521	1.877	1.585	2.669														
EP4	.206	.254	.215	.238	1.786													
EP3	.187	.231	.195	.217	1.063	2.083												
EP2	.238	.294	.248	.276	1.352	1.230	2.481											
EP1	.229	.282	.238	.264	1.298	1.180	1.502	2.727										
SI4	.239	.294	.249	.276	.452	.411	.523	.502	.858									
SI3	.218	.269	.227	.252	.413	.376	.478	.459	.550	.963								
SI2	.219	.271	.229	.253	.416	.378	.481	.462	.553	.505	.680							
SI1	.205	.253	.214	.237	.389	.354	.450	.432	.517	.473	.475	.702						
JS1	-.083	-.103	-.087	-.096	.174	.158	.201	.193	.167	.153	.154	.144	1.750					
JS2	-.087	-.107	-.090	-.100	.181	.164	.209	.201	.174	.159	.160	.149	1.018	1.904				
JS3	-.075	-.092	-.078	-.086	.156	.142	.180	.173	.150	.137	.137	.129	.876	.911	1.686			
JS4	-.076	-.094	-.079	-.088	.159	.144	.184	.176	.153	.139	.140	.131	.893	.929	.799	1.634		
JS5	-1.273	-1.571	-1.327	-1.472	2.658	2.418	3.077	2.953	2.555	2.336	2.349	2.197	14.967	15.554	13.389	13.653	410.980	
OC4	.546	.673	.569	.631	.831	.756	.962	.923	.591	.541	.544	.509	.391	.406	.350	.357	5.974	3.971
OC3	.367	.453	.382	.424	.559	.508	.647	.621	.398	.364	.366	.342	.263	.273	.235	.240	4.017	1.837
OC2	.614	.757	.640	.709	.935	.850	1.082	1.039	.665	.608	.612	.572	.440	.457	.393	.401	6.721	3.074
OC1	.457	.564	.477	.529	.697	.634	.807	.774	.496	.453	.456	.426	.328	.341	.293	.299	5.008	2.290

Implied Correlations (PART-TIME - Measurement weights)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
AC1	1.000																			
AC2	.664	1.000																		
AC3	.686	.683	1.000																	
AC4	.663	.660	.682	1.000																
EP4	.110	.109	.113	.109	1.000															
EP3	.092	.092	.095	.092	.551	1.000														
EP2	.108	.107	.111	.107	.642	.541	1.000													
EP1	.099	.098	.101	.098	.588	.495	.578	1.000												
SI4	.183	.182	.189	.182	.365	.308	.359	.328	1.000											
SI3	.158	.157	.163	.157	.315	.265	.310	.283	.605	1.000										
SI2	.189	.188	.195	.188	.377	.317	.370	.339	.724	.625	1.000									
SI1	.174	.173	.179	.173	.347	.292	.341	.312	.667	.575	.688	1.000								
JS1	-.045	-.045	-.046	-.045	.098	.083	.097	.088	.137	.118	.141	.130	1.000							
JS2	-.045	-.044	-.046	-.044	.098	.083	.096	.088	.136	.117	.140	.129	.558	1.000						
JS3	-.041	-.041	-.042	-.041	.090	.076	.088	.081	.124	.107	.128	.118	.510	.508	1.000					
JS4	-.042	-.042	-.044	-.042	.093	.078	.091	.084	.129	.111	.133	.122	.528	.526	.481	1.000				
JS5	-.045	-.044	-.046	-.044	.098	.083	.096	.088	.136	.117	.140	.129	.558	.556	.509	.527	1.000			
OC4	.195	.194	.200	.194	.312	.263	.306	.281	.320	.277	.331	.305	.148	.148	.135	.140	.148	1.000		
OC3	.153	.152	.157	.152	.245	.206	.241	.220	.252	.217	.260	.239	.116	.116	.106	.110	.116	.540	1.000	
OC2	.207	.206	.213	.206	.331	.279	.325	.298	.340	.294	.351	.323	.157	.157	.143	.149	.157	.730	.574	1.0
OC1	.138	.137	.142	.137	.221	.186	.217	.199	.227	.196	.234	.216	.105	.105	.096	.099	.105	.487	.383	.5

Implied Means (PART-TIME - Measurement weights)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
	2.921	3.770	2.911	3.330	5.901	8.838	8.853	8.681	3.539	3.497	4.246	4.251	3.995	4.183	3.094	2.665	54.637	8.471	8.717	8.555

Residual Covariances (PART-TIME - Measurement weights)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
AC1	-.047																			
AC2	.039	.117																		
AC3	.004	.099	.055																	
AC4	-.097	-.021	-.037	-.123																
EP4	-.078	-.062	-.134	.098	-.011															
EP3	.140	.035	.042	.125	.047	-.062														
EP2	-.051	.049	-.026	.129	-.037	-.128	-.010													
EP1	-.065	.011	-.016	.061	.000	-.002	.137	.109												
SI4	-.034	-.039	.056	.117	.041	.006	.132	.173	.051											
SI3	-.074	-.118	.021	-.039	.066	-.044	-.029	.129	.098	.020										
SI2	-.048	.037	.024	.042	-.066	-.113	-.026	.046	.006	-.020	-.013									
SI1	-.023	-.049	-.034	.026	-.013	-.140	-.083	.010	-.030	-.032	-.003	-.042								
JS1	.130	-.040	-.113	-.012	-.227	-.217	-.103	-.232	-.081	-.265	-.053	-.033	.098							
JS2	-.108	-.285	-.223	.008	-.053	.012	.127	.041	.036	-.109	-.053	-.017	-.022	-.131						

J3J	.071	-.117	-.134	.139	.053	.120	.033	.067	.077	-.016	.028	.068	.082	-.095	.001				
J34	.071	-.072	.034	.099	.012	-.021	.097	.036	.028	-.067	-.011	-.010	.016	-.103	.049	-.029			
J35	4.365	1.745	.077	2.673	.337	3.216	.848	2.439	2.209	.280	1.055	1.282	1.812	-.496	-.356	-.147	11.254		
OC4	-.184	-.031	.018	.214	-.030	-.114	.180	.123	.165	-.105	.063	-.051	.036	-.110	-.342	-.084	1.480	.037	
OC3	-.002	-.303	-.135	-.221	.356	.132	.359	.080	-.004	-.066	-.018	-.088	.144	-.022	-.057	.100	-.047	.113	.089
OC2	.168	-.017	.090	.202	-.110	-.038	.015	-.354	.109	.016	.095	-.099	.060	-.051	-.173	-.032	4.843	-.037	-.041
OC1	-.341	-.313	-.286	-.150	-.034	-.320	.236	-.390	-.266	-.376	-.261	-.319	.084	-.065	-.110	-.005	.740	.054	.413

Residual Means (PART-TIME - Measurement weights)

[illegible]

Standardized Residual Covariances (PART-TIME - Measurement weights)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC5
AC1	-.231																		
AC2	.182	.375																	
AC3	.021	.453	.266																
AC4	-.486	-.083	-.184	-.449															
EP4	-.567	-.367	-.968	.618	-.060														
EP3	.950	.192	.278	.728	.294	-.291													
EP2	-.316	.245	-.159	.686	-.204	-.684	-.040												
EP1	-.387	.051	-.091	.309	.002	-.010	.627	.388											
SI4	-.353	-.330	.575	1.050	.433	.061	1.171	1.479	.575										
SI3	-.734	-.939	.206	-.332	.657	-.413	-.243	1.056	1.274	.205									
SI2	-.562	.353	.274	.426	-.777	-.1246	-.260	.444	.081	-.296	-.189								
SI1	-.266	-.452	-.391	.254	-.151	-.1532	-.824	.092	-.439	-.471	-.053	-.590							
JS1	.964	-.238	-.823	-.076	-1.760	-1.559	-.676	-1.456	-.899	-2.800	-.662	-.401	.548						
JS2	-.771	-1.636	-1.566	.050	-.391	.082	.799	.247	.388	-1.099	-.636	-.207	-.146	-.671					
JS3	.540	-.710	-.997	.901	.417	.879	.219	.427	.877	-.173	.355	.850	.590	-.654	.007				
JS4	.542	-.448	.255	.652	.098	-.154	.662	.235	.325	-.732	-.138	-.132	.114	-.710	.367	-.175			
JS5	2.111	.680	.037	1.111	.171	1.510	.365	1.000	1.607	.193	.861	1.032	.813	-.214	-.166	-.069	.267		
OC4	-.889	-.119	.085	.890	-.149	-.528	.757	.494	1.173	-.713	.501	-.403	.184	-.547	-1.804	-.447	.499	.091	
OC3	-.009	-1.390	-.758	-1.080	2.088	.723	1.790	.380	-.037	-.530	-.175	-.822	.874	-.130	-.351	.629	-.018	.403	.2
OC2	.765	-.062	.405	.790	-.511	-.165	.058	-1.340	.725	.103	.707	-.735	.295	-.238	-.863	-.162	1.541	-.098	-1.1
OC1	-1.407	-1.041	-1.163	-.530	-.144	-1.272	.856	-1.353	-1.637	-2.197	-1.800	-2.172	.369	-.275	-.493	-.021	.212	.143	1.3

Standardized Residual Means (PART-TIME - Measurement weights)

[illegible]

Modification Indices (PART-TIME - Measurement weights)

Covariances: (PART-TIME - Measurement weights)

	M.I.	Par Change
e12 <--> JobSat	4.027	-1.654
e12 <--> e13	9.442	.092
e11 <--> e20	4.267	.085
e10 <--> e11	4.523	.041
e9 <--> Environment	6.606	-.202
e9 <--> e12	9.208	-.155
e7 <--> OCommitment	6.392	-.237
e5 <--> e21	4.590	2.124
e5 <--> e16	4.715	2.660
e4 <--> e21	11.606	-.293
e4 <--> e14	6.729	.302
e4 <--> e7	4.433	-.202
e3 <--> Environment	8.380	.316
e3 <--> e21	4.262	.185
e3 <--> e17	7.395	.246
e3 <--> e5	4.314	-3.056
e2 <--> Environment	4.468	-.222
e2 <--> e21	5.610	.205
e2 <--> e14	6.482	-.298
e2 <--> e5	5.335	3.275
e1 <--> StayIntent	9.439	-2.259
e1 <--> e15	4.559	.336

Variances: (PART-TIME - Measurement weights)

	M.I.	Par Change
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Regression Weights: (PART-TIME - Measurement weights)

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		M.I.	Par Change
SI4 <---	Environment	4.724	.082
JS1 <---	Environment	6.985	-.168
JS5 <---	StayIntent	4.129	3.495
OC3 <---	Environment	4.850	.195
OC1 <---	StayIntent	7.517	-.621

Means: (PART-TIME - Measurement weights)

	M.I.	Par Change
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Intercepts: (PART-TIME - Measurement weights)

	M.I.	Par Change
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FULL-TIME (FULL-TIME - Measurement weights)

Estimates (FULL-TIME - Measurement weights)

Scalar Estimates (FULL-TIME - Measurement weights)

Maximum Likelihood Estimates

Regression Weights: (FULL-TIME - Measurement weights)

	Estimate	S.E.	C.R.	P	Label
OC1 <---	OCommitment	1.000			
OC2 <---	OCommitment	1.342	.108	12.415	*** a1_1
OC3 <---	OCommitment	.802	.077	10.442	*** a2_1
OC4 <---	OCommitment	1.193	.098	12.160	*** a3_1
JS5 <---	JobSat	1.000			
JS4 <---	JobSat	.060	.005	12.862	*** a4_1
JS3 <---	JobSat	.059	.005	12.351	*** a5_1
JS2 <---	JobSat	.068	.005	13.615	*** a6_1
JS1 <---	JobSat	.065	.005	13.564	*** a7_1
SI1 <---	StayIntent	1.000			
SI2 <---	StayIntent	1.069	.055	19.503	*** a8_1
SI3 <---	StayIntent	1.063	.066	16.014	*** a9_1
SI4 <---	StayIntent	1.163	.061	19.198	*** a10_1
EP1 <---	Environment	1.000			
EP2 <---	Environment	1.042	.072	14.516	*** a11_1
EP3 <---	Environment	.819	.057	14.466	*** a12_1
EP4 <---	Environment	.900	.062	14.626	*** a13_1
AC4 <---	AttCowork	1.000			
AC3 <---	AttCowork	.902	.049	18.568	*** a14_1
AC2 <---	AttCowork	1.068	.059	18.071	*** a15_1
AC1 <---	AttCowork	.865	.048	18.090	*** a16_1

Standardized Regression Weights: (FULL-TIME - Measurement weights)

	Estimate
OC1 <--- OCommitment	.596
OC2 <--- OCommitment	.889
OC3 <--- OCommitment	.663
OC4 <--- OCommitment	.842
JS5 <--- JobSat	.722
JS4 <--- JobSat	.703
JS3 <--- JobSat	.669
JS2 <--- JobSat	.754
JS1 <--- JobSat	.745
SI1 <--- StayIntent	.826
SI2 <--- StayIntent	.862
SI3 <--- StayIntent	.754
SI4 <--- StayIntent	.861
EP1 <--- Environment	.673
EP2 <--- Environment	.832
EP3 <--- Environment	.885
EP4 <--- Environment	.836
AC4 <--- AttCowork	.819
AC3 <--- AttCowork	.833
AC2 <--- AttCowork	.823
AC1 <--- AttCowork	.821

Intercepts: (FULL-TIME - Measurement weights)

	Estimate	S.E.	C.R.	P	Label
OC1	4.225	.172	24.518	***	i1_2
OC2	8.292	.155	53.415	***	i2_2

OC3	8.598	.124	69.128	***	i3_2
OC4	8.344	.146	57.281	***	i4_2
JS5	55.011	1.448	38.002	***	i5_2
JS4	2.670	.089	30.077	***	i6_2
JS3	3.325	.092	36.334	***	i7_2
JS2	4.220	.094	44.767	***	i8_2
JS1	4.383	.092	47.741	***	i9_2
SI1	4.158	.062	66.935	***	i10_2
SI2	4.167	.064	65.501	***	i11_2
SI3	3.450	.072	47.669	***	i12_2
SI4	3.426	.069	49.423	***	i13_2
EP1	8.388	.138	60.981	***	i14_2
EP2	8.842	.116	76.291	***	i15_2
EP3	9.010	.086	105.263	***	i16_2
EP4	5.766	.100	57.877	***	i17_2
AC4	3.105	.110	28.326	***	i18_2
AC3	2.651	.097	27.290	***	i19_2
AC2	3.354	.116	28.803	***	i20_2
AC1	2.612	.095	27.605	***	i21_2

Covariances: (FULL-TIME - Measurement weights)

		Estimate	S.E.	C.R.	P	Label
AttCowork	<--> OCommitment	.593	.162	3.655	***	ccc1_2
OCommitment	<--> JobSat	4.380	1.858	2.357	.018	ccc2_2
OCommitment	<--> Environment	1.032	.193	5.334	***	ccc3_2
JobSat	<--> StayIntent	2.809	.922	3.046	.002	ccc4_2
AttCowork	<--> StayIntent	.324	.079	4.110	***	ccc5_2
AttCowork	<--> JobSat	3.579	1.591	2.250	.024	ccc6_2
StayIntent	<--> Environment	.572	.093	6.124	***	ccc7_2
JobSat	<--> Environment	6.180	1.717	3.600	***	ccc8_2
OCommitment	<--> StayIntent	.679	.111	6.110	***	ccc9_2
AttCowork	<--> Environment	.542	.143	3.791	***	ccc10_2

Correlations: (FULL-TIME - Measurement weights)

	Estimate
AttCowork <--> OCommitment	.309
OCommitment <--> JobSat	.196
OCommitment <--> Environment	.522
JobSat <--> StayIntent	.252
AttCowork <--> StayIntent	.338
AttCowork <--> JobSat	.183
StayIntent <--> Environment	.580
JobSat <--> Environment	.307
OCommitment <--> StayIntent	.619
AttCowork <--> Environment	.314

Variances: (FULL-TIME - Measurement weights)

	Estimate	S.E.	C.R.	P	Label
OCommitment	2.197	.395	5.561	***	vvv1_2
JobSat	227.352	34.199	6.648	***	vvv2_2
StayIntent	.548	.070	7.784	***	vvv3_2
Environment	1.780	.276	6.438	***	vvv4_2
AttCowork	1.676	.217	7.728	***	vvv5_2
e1	3.979	.418	9.530	***	v1_2
e2	1.055	.196	5.385	***	v2_2
e3	1.804	.195	9.240	***	v3_2
e4	1.288	.186	6.931	***	v4_2
e5	208.506	25.108	8.304	***	v5_2
e6	.829	.098	8.499	***	v6_2
e7	.963	.109	8.800	***	v7_2
e8	.797	.101	7.887	***	v8_2
e9	.779	.097	8.016	***	v9_2
e10	.255	.032	8.024	***	v10_2
e11	.216	.030	7.256	***	v11_2
e12	.470	.053	8.886	***	v12_2
e13	.259	.036	7.282	***	v13_2
e14	2.155	.231	9.347	***	v14_2
e15	.861	.111	7.761	***	v15_2
e16	.331	.053	6.253	***	v16_2
e17	.622	.081	7.676	***	v17_2
e18	.824	.105	7.823	***	v18_2
e19	.600	.079	7.542	***	v19_2
e20	.910	.118	7.746	***	v20_2
e21	.608	.078	7.791	***	v21_2

Squared Multiple Correlations: (FULL-TIME - Measurement weights)

	Estimate
AC1	.673
AC2	.677
AC3	.694
AC4	.670
EP4	.699
EP3	.783
EP2	.692
EP1	.452
SI4	.741
SI3	.568
SI2	.743
SI1	.682
JS1	.555
JS2	.569
JS3	.447
JS4	.494
JS5	.522
OC4	.708
OC3	.439
OC2	.790
OC1	.356

Matrices (FULL-TIME - Measurement weights)

Implied Covariances (FULL-TIME - Measurement weights)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC
AC1	1.863																		
AC2	1.548	2.820																	
AC3	1.308	1.613	1.962																
AC4	1.450	1.789	1.511	2.500															
EP4	.423	.521	.440	.488	2.064														
EP3	.384	.474	.401	.444	1.312	1.524													
EP2	.489	.604	.510	.565	1.669	1.518	2.794												
EP1	.469	.579	.489	.542	1.602	1.457	1.855	3.935											
SI4	.326	.402	.340	.377	.599	.545	.694	.666	.999										
SI3	.298	.368	.311	.345	.548	.498	.634	.609	.677	1.089									
SI2	.300	.370	.312	.346	.551	.501	.638	.612	.681	.622	.842								
SI1	.280	.346	.292	.324	.515	.469	.597	.572	.637	.582	.585	.803							
JS1	.203	.250	.211	.234	.364	.331	.421	.404	.214	.195	.196	.184	1.753						
JS2	.211	.260	.219	.243	.378	.344	.438	.420	.222	.203	.204	.191	1.012	1.848					
JS3	.181	.224	.189	.210	.326	.296	.377	.362	.191	.175	.176	.164	.871	.905	1.742				
JS4	.185	.228	.193	.214	.332	.302	.384	.369	.195	.178	.179	.168	.888	.923	.794	1.639			
JS5	3.097	3.821	3.228	3.579	5.563	5.060	6.440	6.180	3.266	2.986	3.003	2.809	14.877	15.462	13.309	13.572	435.859		
OC4	.612	.755	.638	.707	1.108	1.008	1.283	1.231	.942	.861	.865	.810	.342	.355	.306	.312	5.224	4.414	
OC3	.411	.507	.429	.475	.745	.678	.863	.828	.633	.579	.582	.544	.230	.239	.206	.210	3.513	2.102	3.21
OC2	.688	.849	.717	.795	1.247	1.134	1.443	1.385	1.059	.968	.974	.911	.385	.400	.344	.351	5.878	3.517	2.36
OC1	.513	.633	.534	.593	.929	.845	1.076	1.032	.789	.722	.726	.679	.287	.298	.256	.261	4.380	2.621	1.76

Implied Correlations (FULL-TIME - Measurement weights)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC1
AC1	1.000																			
AC2	.675	1.000																		
AC3	.684	.686	1.000																	
AC4	.672	.674	.682	1.000																
EP4	.215	.216	.219	.215	1.000															
EP3	.228	.229	.232	.228	.740	1.000														
EP2	.214	.215	.218	.214	.695	.736	1.000													
EP1	.173	.174	.176	.173	.562	.595	.559	1.000												
SI4	.239	.240	.243	.238	.417	.442	.415	.336	1.000											
SI3	.209	.210	.213	.209	.365	.387	.364	.294	.649	1.000										
SI2	.239	.240	.243	.239	.418	.442	.416	.336	.742	.650	1.000									
SI1	.229	.230	.233	.229	.400	.424	.398	.322	.711	.623	.712	1.000								
JS1	.112	.112	.114	.112	.191	.203	.190	.154	.161	.141	.162	.155	1.000							
JS2	.113	.114	.115	.113	.194	.205	.193	.156	.163	.143	.164	.157	.562	1.000						
JS3	.101	.101	.102	.100	.172	.182	.171	.138	.145	.127	.145	.139	.498	.504	1.000					
JS4	.106	.106	.107	.106	.181	.191	.180	.145	.152	.133	.153	.146	.524	.530	.470	1.000				
JS5	.109	.109	.110	.108	.185	.196	.185	.149	.157	.137	.157	.150	.538	.545	.483	.508	1.000			
OC4	.213	.214	.217	.213	.367	.389	.365	.295	.448	.393	.449	.430	.123	.124	.110	.116	.119	1.000		
OC3	.168	.168	.171	.168	.289	.306	.288	.233	.353	.309	.354	.339	.097	.098	.087	.091	.094	.558	1.000	
OC2	.225	.226	.229	.225	.388	.410	.386	.312	.473	.414	.474	.454	.130	.131	.116	.122	.126	.748	.589	1.0
OC1	.151	.152	.154	.151	.260	.275	.259	.209	.318	.278	.318	.305	.087	.088	.078	.082	.084	.502	.395	.5

Implied Means (FULL-TIME - Measurement weights)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
	2.612	3.354	2.651	3.105	5.766	9.010	8.842	8.388	3.426	3.450	4.167	4.158	4.383	4.220	3.325	2.670	55.011	8.344	8.598	8.292

Residual Covariances (FULL-TIME - Measurement weights)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
AC1	.040																			
AC2	-.038	-.094																		
AC3	.007	-.073	-.051																	
AC4	.088	.030	-.006	.102																
EP4	-.054	.002	-.058	.053	.010															
EP3	.002	-.109	-.048	.024	.049	.017														
EP2	.086	.022	.009	.198	-.061	.024	.009													
EP1	.021	.054	.048	-.009	-.047	-.159	.039	-.167												
SI4	-.008	-.003	.015	.009	-.050	-.023	.067	-.022	-.047											
SI3	.111	.037	.004	.063	-.017	-.024	.049	.016	-.017	-.019										
SI2	.000	-.113	-.053	-.020	-.014	-.015	.011	.050	-.020	-.004	.015									
SI1	.073	.010	.016	-.020	-.053	-.006	.012	.051	-.010	-.007	.049	.038								
JS1	-.045	-.032	-.058	-.016	.042	.043	.003	-.012	.073	.039	-.017	-.015	-.091							
JS2	-.039	.040	-.023	-.118	.099	.041	-.030	.164	-.029	.028	-.011	-.030	.014	.113						
JS3	.007	.058	-.004	.039	.019	-.060	-.082	.120	.048	.133	-.087	-.005	-.058	.052	-.001					
JS4	-.021	-.020	.008	-.026	-.065	-.045	-.183	-.054	.037	.119	-.105	-.025	-.044	.073	.069	.027				
JS5	.189	1.437	.866	2.708	.111	.738	-1.042	.414	.546	-.246	-.242	.140	-1.519	.917	-.965	-.193	-11.760			
OC4	-.134	-.216	-.039	.046	-.056	-.069	.082	-.202	-.069	-.054	-.095	.059	.139	-.134	.276	-.088	1.982	-.035		
OC3	-.136	-.150	-.091	.194	.137	.154	.237	-.036	-.151	-.168	-.079	-.122	.130	.041	.011	.036	2.583	.003	-.087	
OC2	.095	-.058	.193	.279	-.087	.083	.091	-.125	.075	-.009	.102	.215	-.004	-.253	.207	-.149	-.236	.018	-.142	.103
OC1	-.445	-.272	-.231	-.085	-.087	-.230	-.241	-.593	-.249	-.162	-.156	-.073	-.014	-.156	.192	-.173	-.931	-.052	.127	-.005

Residual Means (FULL-TIME - Measurement weights)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	OC1
	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000

Standardized Residual Covariances (FULL-TIME - Measurement weights)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	
AC1	.216																			
AC2	-.196	-.341																		
AC3	.043	-.371	-.264																	
AC4	.490	.135	-.030	.414																
EP4	-.388	.011	-.407	.330	.050															
EP3	.018	-.740	-.389	.171	.323	.112														
EP2	.532	.109	.056	1.055	-.299	.134	.032													
EP1	.108	.230	.246	-.041	-.208	-.807	.148	-.432												
SI4	-.082	-.025	.146	.079	-.460	-.244	.537	-.152	-.477											
SI3	1.096	.302	.041	.536	-.149	-.252	.383	.108	-.195	-.177										
SI2	-.005	-1.032	-.578	-.190	-.141	-.169	.094	.379	-.252	-.048	.183									
SI1	.835	.089	.184	-.200	.550	-.073	.109	.391	-.134	-.094	.694	.489								
JS1	-.355	-.203	-.451	-.110	.309	.374	.017	-.065	.785	.404	-.194	-.175	-.529							
JS2	-.303	.252	-.173	-.788	.719	.348	-.187	.868	-.301	.282	-.130	-.346	.098	.622						
JS3	.056	.377	-.027	.265	.139	-.523	-.526	.654	.522	1.385	-1.022	-.064	-.426	.373	-.007					
JS4	-.172	-.135	.062	-.183	-.501	-.406	-1.214	-.305	.407	1.268	-1.272	-.306	-.332	.535	.532	.169				
JS5	.095	.588	.424	1.176	.052	.405	-.423	.143	.373	-.161	-.180	.107	-.698	.409	-.455	-.093	-.275			
OC4	-.657	-.865	-.185	.196	-.252	-.356	.318	-.670	-.433	-.330	-.651	.419	.714	-.674	1.426	-.469	.647	-.081		
OC3	-.792	-.708	-.512	.972	.735	.958	1.094	-.141	-1.144	-1.239	-.654	-1.037	.784	.241	.068	.223	.990	.010	-.277	
OC2	.436	-.216	.866	1.110	-.366	.402	.326	-.388	.436	-.050	.646	1.410	-.017	-1.191	1.003	-.745	-.072	.045	-.441	
OC1	-1.870	-.930	-.946	-.309	-.340	-1.042	-.810	-1.698	-1.376	-.870	-.937	-.453	-.060	-.663	.841	-.781	-.258	-.129	.383	

Standardized Residual Means (FULL-TIME - Measurement weights)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	OC1
	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000

Modification Indices (FULL-TIME - Measurement weights)

Covariances: (FULL-TIME - Measurement weights)

		M.I.	Par Change
e14 <-->	e16	4.732	-.160
e8 <-->	e18	4.309	-.147
e7 <-->	OCommitment	4.422	.194
e7 <-->	e11	5.852	-.095
e6 <-->	e12	5.724	.120
e6 <-->	e11	5.684	-.088
e3 <-->	Environment	5.547	.261

e3	<-->	StayIntent	6.205	-.145
e3	<-->	e18	4.344	.207
e3	<-->	e10	4.133	-.111
e2	<-->	StayIntent	6.413	.139
e1	<-->	e21	4.141	-.255

Variances: (FULL-TIME - Measurement weights)

	M.I.	Par Change
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Regression Weights: (FULL-TIME - Measurement weights)

	M.I.	Par Change
OC2 <---	StayIntent	4.823 .288

Means: (FULL-TIME - Measurement weights)

	M.I.	Par Change
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Intercepts: (FULL-TIME - Measurement weights)

	M.I.	Par Change
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Minimization History (Measurement weights)

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	12		-11.350	9999.000	27308.425	0	9999.000
1	e	13		-1.552	2.173	11343.367	16	.454
2	e	15		-.112	2.241	4403.432	6	.735
3	e*	1		-.259	3.148	1810.700	5	.699
4	e	0	1642.645		1.012	942.163	4	.781
5	e	0	457.439		2.138	625.802	2	.000
6	e	0	539.801		.652	473.458	1	1.138
7	e	0	636.202		.302	449.698	1	1.162
8	e	0	659.139		.162	447.092	1	1.108
9	e	0	699.772		.044	446.989	1	1.038
10	e	0	692.649		.003	446.989	1	1.003
11	e	0	670.787		.000	446.989	1	1.000

Measurement intercepts (Measurement intercepts)

Notes for Model (Measurement intercepts)

Computation of degrees of freedom (Measurement intercepts)

Number of distinct sample moments: 504
Number of distinct parameters to be estimated: 109
Degrees of freedom (504 - 109): 395

Result (Measurement intercepts)

Minimum was achieved
Chi-square = 518.310
Degrees of freedom = 395
Probability level = .000

PART-TIME (PART-TIME - Measurement intercepts)

Estimates (PART-TIME - Measurement intercepts)

Scalar Estimates (PART-TIME - Measurement intercepts)

Maximum Likelihood Estimates

Regression Weights: (PART-TIME - Measurement intercepts)

	Estimate	S.E.	C.R.	P	Label
OC1 <--- OCommitment	1.000				
OC2 <--- OCommitment	1.314	.108	12.218	***	a1_1
OC3 <--- OCommitment	.781	.076	10.309	***	a2_1
OC4 <--- OCommitment	1.160	.097	11.955	***	a3_1
JS5 <--- JobSat	1.000				
JS4 <--- JobSat	.060	.005	12.809	***	a4_1
JS3 <--- JobSat	.059	.005	12.356	***	a5_1
JS2 <--- JobSat	.068	.005	13.571	***	a6_1
JS1 <--- JobSat	.066	.005	13.468	***	a7_1
SI1 <--- StayIntent	1.000				
SI2 <--- StayIntent	1.068	.055	19.549	***	a8_1
SI3 <--- StayIntent	1.061	.066	16.026	***	a9_1

SI4 <--- StayIntent	1.163	.060	19.246	***	a10_1
EP1 <--- Environment	1.000				
EP2 <--- Environment	1.040	.072	14.495	***	a11_1
EP3 <--- Environment	.813	.057	14.383	***	a12_1
EP4 <--- Environment	.898	.062	14.594	***	a13_1
AC4 <--- AttCowork	1.000				
AC3 <--- AttCowork	.905	.048	18.666	***	a14_1
AC2 <--- AttCowork	1.076	.059	18.183	***	a15_1
AC1 <--- AttCowork	.871	.048	18.201	***	a16_1

Standardized Regression Weights: (PART-TIME - Measurement intercepts)

	Estimate
OC1 <--- OCommitment	.578
OC2 <--- OCommitment	.883
OC3 <--- OCommitment	.650
OC4 <--- OCommitment	.827
JS5 <--- JobSat	.745
JS4 <--- JobSat	.705
JS3 <--- JobSat	.684
JS2 <--- JobSat	.745
JS1 <--- JobSat	.744
SI1 <--- StayIntent	.797
SI2 <--- StayIntent	.865
SI3 <--- StayIntent	.722
SI4 <--- StayIntent	.838
EP1 <--- Environment	.727
EP2 <--- Environment	.795
EP3 <--- Environment	.673
EP4 <--- Environment	.808
AC4 <--- AttCowork	.812
AC3 <--- AttCowork	.842
AC2 <--- AttCowork	.816
AC1 <--- AttCowork	.820

Intercepts: (PART-TIME - Measurement intercepts)

	Estimate	S.E.	C.R.	P	Label
OC1	4.922	.126	39.049	***	i1_1
OC2	8.432	.109	77.560	***	i2_1
OC3	8.663	.088	98.952	***	i3_1
OC4	8.417	.102	82.341	***	i4_1
JS5	55.022	1.025	53.691	***	i5_1
JS4	2.676	.064	41.980	***	i6_1
JS3	3.221	.066	49.156	***	i7_1
JS2	4.211	.068	61.775	***	i8_1
JS1	4.207	.067	63.160	***	i9_1
SI1	4.210	.043	97.064	***	i10_1
SI2	4.213	.044	96.741	***	i11_1
SI3	3.480	.051	68.735	***	i12_1
SI4	3.489	.048	72.406	***	i13_1
EP1	8.564	.090	94.831	***	i14_1
EP2	8.855	.081	109.238	***	i15_1
EP3	8.992	.064	141.059	***	i16_1
EP4	5.836	.069	84.156	***	i17_1
AC4	3.198	.080	39.901	***	i18_1
AC3	2.761	.071	39.120	***	i19_1
AC2	3.532	.086	41.217	***	i20_1
AC1	2.745	.069	39.600	***	i21_1

Covariances: (PART-TIME - Measurement intercepts)

	Estimate	S.E.	C.R.	P	Label
AttCowork <--> OCommitment	.562	.167	3.369	***	ccc1_1
OCommitment <--> JobSat	4.951	1.892	2.616	.009	ccc2_1
OCommitment <--> Environment	.795	.170	4.677	***	ccc3_1
JobSat <--> StayIntent	2.155	.866	2.489	.013	ccc4_1
AttCowork <--> StayIntent	.242	.075	3.213	.001	ccc5_1
AttCowork <--> JobSat	-1.693	1.684	-1.005	.315	ccc6_1
StayIntent <--> Environment	.434	.079	5.523	***	ccc7_1
JobSat <--> Environment	2.944	1.582	1.861	.063	ccc8_1
OCommitment <--> StayIntent	.442	.092	4.827	***	ccc9_1
AttCowork <--> Environment	.267	.136	1.961	.050	ccc10_1

Correlations: (PART-TIME - Measurement intercepts)

	Estimate
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Variances: (PART-TIME - Measurement intercepts)

Squared Multiple Correlations: (PART-TIME - Measurement intercepts)

Matrices (PART-TIME - Measurement intercepts)

[illegible]

EP2	.241	.298	.251	.277	1.352	1.224	2.477														
EP1	.232	.287	.241	.267	1.300	1.177	1.505	2.740													
SI4	.245	.303	.255	.282	.454	.411	.525	.505	.860												
SI3	.224	.277	.233	.257	.414	.375	.479	.461	.551	.963											
SI2	.225	.278	.234	.259	.417	.377	.482	.464	.555	.506	.681										
SI1	.211	.261	.219	.242	.390	.353	.452	.434	.519	.474	.477	.704									
JS1	-.097	-.120	-.101	-.112	.174	.158	.202	.194	.165	.151	.152	.142	1.790								
JS2	-.100	-.124	-.104	-.115	.180	.163	.208	.200	.171	.156	.157	.147	1.025	1.905							
JS3	-.087	-.108	-.090	-.100	.156	.141	.181	.174	.148	.135	.136	.127	.888	.918	1.701						
JS4	-.088	-.109	-.091	-.101	.158	.143	.183	.176	.150	.136	.137	.129	.898	.928	.804	1.635					
JS5	-1.474	-1.821	-1.532	-1.693	2.645	2.395	3.061	2.944	2.506	2.285	2.301	2.155	15.045	15.541	13.472	13.622	411.439				
OC4	.568	.702	.590	.652	.829	.751	.960	.923	.597	.544	.548	.513	.379	.391	.339	.343	5.744	3.973			
OC3	.382	.472	.397	.439	.558	.505	.646	.621	.402	.366	.369	.345	.255	.263	.228	.231	3.866	1.830	2		
OC2	.643	.794	.668	.738	.939	.850	1.087	1.045	.675	.616	.620	.581	.429	.443	.384	.388	6.504	3.078	2		
OC1	.489	.605	.509	.562	.715	.647	.827	.795	.514	.469	.472	.442	.326	.337	.292	.296	4.951	2.343	1		

Implied Correlations (PART-TIME - Measurement intercepts)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
AC1	1.000																			
AC2	.669	1.000																		
AC3	.690	.687	1.000																	
AC4	.666	.663	.684	1.000																
EP4	.110	.110	.113	.109	1.000															
EP3	.092	.091	.094	.091	.544	1.000														
EP2	.108	.108	.111	.107	.642	.535	1.000													
EP1	.099	.099	.102	.098	.587	.489	.578	1.000												
SI4	.187	.186	.192	.185	.366	.305	.360	.329	1.000											
SI3	.161	.160	.166	.160	.315	.263	.310	.284	.605	1.000										
SI2	.193	.192	.198	.191	.377	.314	.371	.339	.724	.624	1.000									
SI1	.178	.177	.183	.176	.348	.290	.342	.313	.667	.575	.689	1.000								
JS1	-.051	-.051	-.053	-.051	.097	.081	.096	.088	.133	.115	.137	.127	1.000							
JS2	-.051	-.051	-.053	-.051	.098	.081	.096	.088	.133	.115	.138	.127	.555	1.000						
JS3	-.047	-.047	-.048	-.047	.089	.075	.088	.081	.122	.105	.126	.116	.509	.510	1.000					
JS4	-.049	-.048	-.050	-.048	.092	.077	.091	.083	.126	.109	.130	.120	.525	.526	.482	1.000				
JS5	-.051	-.051	-.053	-.051	.097	.081	.096	.088	.133	.115	.137	.127	.554	.555	.509	.525	1.000			
OC4	.201	.200	.207	.200	.311	.259	.306	.280	.323	.278	.333	.307	.142	.142	.130	.135	.142	1.000		
OC3	.158	.157	.163	.157	.244	.204	.240	.220	.254	.219	.262	.241	.112	.112	.103	.106	.112	.538	1.000	
OC2	.215	.214	.221	.213	.332	.276	.326	.299	.344	.297	.355	.327	.152	.152	.139	.144	.152	.730	.574	1.0
OC1	.141	.140	.145	.139	.217	.181	.214	.196	.226	.194	.233	.214	.099	.099	.091	.094	.099	.478	.376	.5

Implied Means (PART-TIME - Measurement intercepts)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
	2.745	3.532	2.761	3.198	5.836	8.992	8.855	8.564	3.489	3.480	4.213	4.210	4.207	4.211	3.221	2.676	55.022	8.417	8.663	8.432

Residual Covariances (PART-TIME - Measurement intercepts)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
AC1	-.077																			
AC2	.000	.064																		
AC3	-.024	.063	.032																	
AC4	-.122	-.053	-.059	-.143																
EP4	-.080	-.066	-.137	.097	-.014															
EP3	.139	.033	.041	.125	.052	-.093														
EP2	-.054	.045	-.028	.127	-.037	-.122	-.007													
EP1	-.069	.006	-.018	.059	-.002	.001	.134	.095												
SI4	-.041	-.048	.049	.111	.040	.007	.130	.170	.048											
SI3	-.080	-.125	.016	-.044	.065	-.043	-.029	.128	.097	.020										
SI2	-.054	.029	.018	.037	-.068	-.112	-.027	.044	.004	-.021	-.014									
SI1	-.029	-.056	-.040	.020	-.014	-.140	-.085	.007	-.032	-.033	-.005	-.044								
JS1	.144	-.022	-.098	.003	-.227	-.216	-.103	-.232	-.079	-.263	-.051	-.031	.058							
JS2	-.095	-.268	-.209	.023	-.052	.013	.127	.041	.039	-.105	-.050	-.015	-.029	-.132						
JS3	.084	-.101	-.121	.153	.052	.120	.032	.066	.079	-.014	.029	.069	.070	-.102	-.013					
JS4	.083	-.057	.046	.112	.013	-.019	.098	.037	.031	-.064	-.008	-.008	.011	-.102	.044	-.030				
JS5	4.566	1.995	.282	2.894	.351	3.239	.864	2.448	2.258	.331	1.102	1.325	1.733	-.483	-.439	-.116	10.794			
OC4	-.206	-.059	-.004	.192	-.028	-.109	.183	.123	.160	-.108	.059	-.055	.048	-.095	-.331	-.070	1.709	.036		
OC3	-.017	-.323	-.150	-.236	.356	.135	.360	.079	-.008	-.068	-.022	-.091	.152	-.013	-.050	.109	.104	.120	.086	
OC2	.139	-.054	.062	.173	-.114	-.037	.011	-.360	.099	.008	.086	-.108	.071	-.037	-.164	-.019	5.060	-.041	-.045	-.120
OC1	-.373	-.354	-.318	-.183	-.052	-.333	.216	-.411	-.284	-.391	-.277	-.334	.085	-.062	-.109	-.001	.797	.002	.376	-.024

Residual Means (PART-TIME - Measurement intercepts)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	OC1
	.177	.238	.150	.132	.065	-.154	-.002	.117	.051	.017	.033	.041	-.212	-.028	-.127	-.011	-.385	.054	.054	.123	.691

Standardized Residual Covariances (PART-TIME - Measurement intercepts)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	OC1
AC1	-.377																				
AC2	-.001	.202																			
AC3	-.132	.284	.152																		
AC4	-.602	-.213	-.284	-.520																	
EP4	-.581	-.384	-.977	.606	-.079																
EP3	.925	.177	.268	.718	.323	-.431															
EP2	-.332	.223	-.172	.675	-.202	-.649	-.026														
EP1	-.402	.029	-.106	.296	-.011	.007	.615	.337													
SI4	-.421	-.400	.504	.989	.414	.064	1.154	1.448	.545												
SI3	-.785	-.989	.153	-.374	.651	-.398	-.248	1.041	1.260	.202											
SI2	-.629	.275	.206	.369	-.789	-1.229	-.272	.421	.056	-.301	-.203										
SI1	-.332	-.518	-.451	.200	-.166	-1.516	-.838	.069	-.468	-.481	-.076	-.614									
JS1	1.046	-.132	-.707	.021	-1.742	-1.528	-.672	-1.441	-.866	-2.746	-.630	-.375	.316								
JS2	-.667	-1.523	-1.457	.143	-.386	.091	.804	.248	.421	-1.066	-.599	-.175	-.189	-.676							
JS3	.626	-.608	-.893	.983	.411	.870	.214	.418	.891	-.153	.374	.864	.496	-.698	-.075						
JS4	.629	-.352	.345	.736	.104	-.143	.668	.238	.359	-.699	-.101	-.099	.079	-.705	.329	-.181					
JS5	2.189	.771	.134	1.198	.177	1.509	.372	1.001	1.640	.227	.899	1.065	.770	-.208	-.204	-.055	.256				
OC4	-.988	-.228	-.018	.796	-.140	-.501	.768	.494	1.134	-.735	.466	-.437	.245	-.473	-1.742	-.374	.577	.088			
OC3	-.096	-1.465	-.836	-1.147	2.089	.733	1.795	.377	-.069	-.551	-.205	-.851	.912	-.073	-.307	.685	.041	.430	.2		
OC2	.625	-.196	.275	.672	-.527	-.162	.041	-1.358	.655	.054	.640	-.795	.344	-.172	-.812	-.096	1.608	-.108	-.1		
OC1	-1.465	-1.118	-1.234	-.620	-.212	-1.264	.751	-1.368	-1.678	-2.196	-1.836	-2.186	.355	-.251	-.468	-.006	.219	.005	1.1		

Standardized Residual Means (PART-TIME - Measurement intercepts)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	OC1
	1.720	1.865	1.449	1.108	.666	-1.461	-.014	.972	.751	.241	.557	.680	-2.183	-.279	-1.345	-.124	-.261	.373	.438	.799	3.874

Modification Indices (PART-TIME - Measurement intercepts)

Covariances: (PART-TIME - Measurement intercepts)

	M.I.	Par Change
e12 <--> e13	9.418	.092
e11 <--> e20	4.209	.085
e10 <--> e11	4.506	.041
e9 <--> Environment	6.110	-.198
e9 <--> e12	8.508	-.151
e7 <--> OCommitment	6.579	-.247
e5 <--> e21	4.734	2.166
e5 <--> e16	4.006	2.495
e4 <--> e21	11.921	-.298
e4 <--> e14	6.094	.289
e4 <--> e7	4.072	-.194
e3 <--> Environment	8.499	.320
e3 <--> e21	4.130	.183
e3 <--> e17	7.252	.244
e3 <--> e5	4.347	-3.080
e2 <--> Environment	4.545	-.224
e2 <--> e21	5.424	.202
e2 <--> e14	6.682	-.304
e2 <--> e5	5.222	3.249
e1 <--> StayIntent	8.056	-.251
e1 <--> e16	4.312	-.357

Variances: (PART-TIME - Measurement intercepts)

	M.I.	Par Change
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Regression Weights: (PART-TIME - Measurement intercepts)

	M.I.	Par Change
EP3 <--- AC2	4.505	-.045
EP3 <--- AC4	4.102	-.047
EP3 <--- EP4	4.891	-.031
EP3 <--- EP2	6.362	-.023
EP3 <--- EP1	5.903	-.023
EP3 <--- SI4	6.452	-.058
EP3 <--- SI3	6.443	-.058
EP3 <--- SI2	6.845	-.051
EP3 <--- SI1	7.118	-.052
EP3 <--- JS1	5.750	-.045
EP3 <--- JS2	5.050	-.042
EP3 <--- JS4	5.439	-.065
EP3 <--- OC4	6.534	-.025
EP3 <--- OC3	5.840	-.023
EP3 <--- OC2	5.200	-.022

EP3 <---	OC1	9.083	-.046
SI4 <---	Environment	4.708	.082
JS1 <---	Environment	7.074	-.171
JS1 <---	StayIntent	4.222	-.233
JS1 <---	AC1	4.024	-.047
JS1 <---	AC2	4.762	-.040
JS1 <---	AC3	6.122	-.057
JS1 <---	AC4	7.021	-.053
JS1 <---	EP4	8.667	-.035
JS1 <---	EP3	7.783	-.022
JS1 <---	EP2	7.098	-.021
JS1 <---	EP1	8.409	-.024
JS1 <---	SI4	8.660	-.059
JS1 <---	SI3	10.505	-.064
JS1 <---	SI2	6.782	-.044
JS1 <---	SI1	6.718	-.043
JS1 <---	JS2	4.657	-.035
JS1 <---	JS4	4.092	-.049
JS1 <---	OC4	4.846	-.018
JS1 <---	OC3	4.802	-.018
JS1 <---	OC2	5.444	-.019
JS1 <---	OC1	4.853	-.029
JS5 <---	StayIntent	4.316	3.574
OC3 <---	Environment	4.913	.196
OC1 <---	StayIntent	6.336	-.597
OC1 <---	AC1	9.811	.152
OC1 <---	AC2	12.186	.133
OC1 <---	AC3	10.263	.155
OC1 <---	AC4	11.173	.140
OC1 <---	EP4	16.298	.101
OC1 <---	EP3	14.427	.063
OC1 <---	EP2	17.415	.070
OC1 <---	EP1	14.965	.067
OC1 <---	SI4	11.514	.141
OC1 <---	SI3	11.218	.139
OC1 <---	SI2	13.040	.126
OC1 <---	SI1	13.610	.129
OC1 <---	JS1	14.614	.130
OC1 <---	JS2	15.119	.132
OC1 <---	JS3	13.973	.161
OC1 <---	JS4	13.974	.189
OC1 <---	JS5	13.515	.009
OC1 <---	OC4	16.424	.070
OC1 <---	OC3	18.961	.074
OC1 <---	OC2	16.836	.071

Means: (PART-TIME - Measurement intercepts)

	M.I.	Par Change
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Intercepts: (PART-TIME - Measurement intercepts)

	M.I.	Par Change
EP3	5.654	-.198
JS1	5.932	-.175
OC1	17.187	.622

FULL-TIME (FULL-TIME - Measurement intercepts)

Estimates (FULL-TIME - Measurement intercepts)

Scalar Estimates (FULL-TIME - Measurement intercepts)

Maximum Likelihood Estimates

Regression Weights: (FULL-TIME - Measurement intercepts)

	Estimate	S.E.	C.R.	P	Label
OC1 <---	OCommitment	1.000			
OC2 <---	OCommitment	1.314	.108	12.218	*** a1_1
OC3 <---	OCommitment	.781	.076	10.309	*** a2_1
OC4 <---	OCommitment	1.160	.097	11.955	*** a3_1
JS5 <---	JobSat	1.000			
JS4 <---	JobSat	.060	.005	12.809	*** a4_1
JS3 <---	JobSat	.059	.005	12.356	*** a5_1
JS2 <---	JobSat	.068	.005	13.571	*** a6_1
JS1 <---	JobSat	.066	.005	13.468	*** a7_1
SI1 <---	StayIntent	1.000			

SI2 <--- StayIntent	1.068	.055	19.549	***	a8_1
SI3 <--- StayIntent	1.061	.066	16.026	***	a9_1
SI4 <--- StayIntent	1.163	.060	19.246	***	a10_1
EP1 <--- Environment	1.000				
EP2 <--- Environment	1.040	.072	14.495	***	a11_1
EP3 <--- Environment	.813	.057	14.383	***	a12_1
EP4 <--- Environment	.898	.062	14.594	***	a13_1
AC4 <--- AttCowork	1.000				
AC3 <--- AttCowork	.905	.048	18.666	***	a14_1
AC2 <--- AttCowork	1.076	.059	18.183	***	a15_1
AC1 <--- AttCowork	.871	.048	18.201	***	a16_1

Standardized Regression Weights: (FULL-TIME - Measurement intercepts)

	Estimate
OC1 <--- OCommitment	.589
OC2 <--- OCommitment	.891
OC3 <--- OCommitment	.662
OC4 <--- OCommitment	.840
JS5 <--- JobSat	.721
JS4 <--- JobSat	.702
JS3 <--- JobSat	.671
JS2 <--- JobSat	.754
JS1 <--- JobSat	.742
SI1 <--- StayIntent	.827
SI2 <--- StayIntent	.862
SI3 <--- StayIntent	.754
SI4 <--- StayIntent	.861
EP1 <--- Environment	.672
EP2 <--- Environment	.832
EP3 <--- Environment	.882
EP4 <--- Environment	.836
AC4 <--- AttCowork	.818
AC3 <--- AttCowork	.835
AC2 <--- AttCowork	.825
AC1 <--- AttCowork	.823

Intercepts: (FULL-TIME - Measurement intercepts)

	Estimate	S.E.	C.R.	P	Label
OC1	4.922	.126	39.049	***	i1_1
OC2	8.432	.109	77.560	***	i2_1
OC3	8.663	.088	98.952	***	i3_1
OC4	8.417	.102	82.341	***	i4_1
JS5	55.022	1.025	53.691	***	i5_1
JS4	2.676	.064	41.980	***	i6_1
JS3	3.221	.066	49.156	***	i7_1
JS2	4.211	.068	61.775	***	i8_1
JS1	4.207	.067	63.160	***	i9_1
SI1	4.210	.043	97.064	***	i10_1
SI2	4.213	.044	96.741	***	i11_1
SI3	3.480	.051	68.735	***	i12_1
SI4	3.489	.048	72.406	***	i13_1
EP1	8.564	.090	94.831	***	i14_1
EP2	8.855	.081	109.238	***	i15_1
EP3	8.992	.064	141.059	***	i16_1
EP4	5.836	.069	84.156	***	i17_1
AC4	3.198	.080	39.901	***	i18_1
AC3	2.761	.071	39.120	***	i19_1
AC2	3.532	.086	41.217	***	i20_1
AC1	2.745	.069	39.600	***	i21_1

Covariances: (FULL-TIME - Measurement intercepts)

	Estimate	S.E.	C.R.	P	Label
AttCowork <--> OCommitment	.623	.167	3.725	***	ccc1_2
OCommitment <--> JobSat	4.340	1.901	2.283	.022	ccc2_2
OCommitment <--> Environment	1.065	.200	5.322	***	ccc3_2
JobSat <--> StayIntent	2.759	.922	2.993	.003	ccc4_2
AttCowork <--> StayIntent	.329	.079	4.156	***	ccc5_2
AttCowork <--> JobSat	3.437	1.586	2.167	.030	ccc6_2
StayIntent <--> Environment	.576	.094	6.127	***	ccc7_2
JobSat <--> Environment	6.149	1.719	3.577	***	ccc8_2
OCommitment <--> StayIntent	.702	.115	6.107	***	ccc9_2
AttCowork <--> Environment	.546	.144	3.801	***	ccc10_2

Correlations: (FULL-TIME - Measurement intercepts)

	Estimate
AttCowork <--> OCommitment	.316
OCommitment <--> JobSat	.190
OCommitment <--> Environment	.523
JobSat <--> StayIntent	.247
AttCowork <--> StayIntent	.342
AttCowork <--> JobSat	.176
StayIntent <--> Environment	.580
JobSat <--> Environment	.305
OCommitment <--> StayIntent	.622
AttCowork <--> Environment	.315

Variances: (FULL-TIME - Measurement intercepts)

	Estimate	S.E.	C.R.	P	Label
OCommitment	2.315	.422	5.488	***	vvv1_2
JobSat	226.395	34.136	6.632	***	vvv2_2
StayIntent	.550	.071	7.792	***	vvv3_2
Environment	1.792	.279	6.429	***	vvv4_2
AttCowork	1.678	.217	7.735	***	vvv5_2
e1	4.348	.455	9.556	***	v1_2
e2	1.039	.196	5.294	***	v2_2
e3	1.810	.196	9.247	***	v3_2
e4	1.304	.187	6.982	***	v4_2
e5	209.109	25.177	8.306	***	v5_2
e6	.831	.098	8.500	***	v6_2
e7	.966	.110	8.776	***	v7_2
e8	.798	.101	7.879	***	v8_2
e9	.804	.100	8.045	***	v9_2
e10	.255	.032	8.021	***	v10_2
e11	.216	.030	7.258	***	v11_2
e12	.471	.053	8.892	***	v12_2
e13	.259	.036	7.281	***	v13_2
e14	2.174	.233	9.342	***	v14_2
e15	.860	.111	7.734	***	v15_2
e16	.337	.053	6.317	***	v16_2
e17	.623	.081	7.658	***	v17_2
e18	.828	.105	7.852	***	v18_2
e19	.599	.079	7.541	***	v19_2
e20	.913	.118	7.733	***	v20_2
e21	.608	.078	7.777	***	v21_2

Squared Multiple Correlations: (FULL-TIME - Measurement intercepts)

	Estimate
AC1	.677
AC2	.680
AC3	.696
AC4	.670
EP4	.699
EP3	.779
EP2	.693
EP1	.452
SI4	.742
SI3	.568
SI2	.744
SI1	.683
JS1	.550
JS2	.568
JS3	.450
JS4	.492
JS5	.520
OC4	.705
OC3	.438
OC2	.794
OC1	.347

Matrices (FULL-TIME - Measurement intercepts)

Implied Covariances (FULL-TIME - Measurement intercepts)

[illegible]

Standardized Residual Covariances (FULL-TIME - Measurement intercepts)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC
AC1	.117																		
AC2	-.318	-.461																	
AC3	-.051	-.471	-.321																
AC4	.424	.061	-.070	.389															
EP4	-.422	-.029	-.433	.313	.022														
EP3	-.005	-.763	-.402	.169	.337	.122													
EP2	.494	.070	.029	1.038	-.320	.150	.020												
EP1	.073	.191	.217	-.059	-.241	-.807	.115	-.508											
SI4	-.154	-.101	.081	.028	-.487	-.247	.508	-.184	-.516										
SI3	1.033	.239	-.008	.497	-.163	-.242	.370	.088	-.217	-.186									
SI2	-.074	-1.097	-.636	-.237	-.164	-.167	.071	.349	-.288	-.063	.157								
SI1	.759	.015	.122	-.248	.521	-.075	.083	.358	-.176	-.115	.656	.454							
JS1	-.308	-.160	-.399	-.058	.304	.382	.016	-.070	.800	.426	-.166	-.150	-.717						
JS2	-.249	.301	-.115	-.726	.733	.378	-.171	.873	-.263	.321	-.090	-.309	.064	.624					
JS3	.092	.408	.014	.309	.135	-.514	-.527	.642	.538	1.401	-.996	-.045	-.495	.335	-.080				
JS4	-.121	-.086	.118	-.123	-.483	-.375	-1.195	-.294	.445	1.307	-1.231	-.269	-.351	.555	.504	.174			
JS5	.147	.635	.481	1.238	.071	.438	-.405	.153	.412	-.122	-.139	.145	-.715	.429	-.480	-.066	-.267		
OC4	-.742	-.951	-.266	.127	-.260	-.341	.311	-.682	-.470	-.352	-.683	.380	.757	-.612	1.464	-.409	.709	-.097	
OC3	-.860	-.778	-.577	.912	.723	.967	1.083	-.155	-1.177	-1.259	-.684	-1.069	.815	.289	.102	.269	1.038	.024	-.28
OC2	.319	-.332	.755	1.012	-.406	.383	.285	-.427	.354	-.108	.569	1.325	.025	-1.135	1.034	-.692	-.018	.017	-.47
OC1	-1.912	-1.013	-1.025	-.404	-.431	-1.097	-.883	-1.719	-1.469	-.958	-1.044	-.576	-.056	-.629	.808	-.742	-.238	-.281	.23

Standardized Residual Means (FULL-TIME - Measurement intercepts)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	O
	-1.393	-1.518	-1.127	-.845	-.705	.208	-.111	-1.277	-.906	-.421	-.711	-.836	1.900	.095	1.131	-.074	-.008	-.499	-.522	-.903	-3.8

Modification Indices (FULL-TIME - Measurement intercepts)

Covariances: (FULL-TIME - Measurement intercepts)

		M.I.	Par Change
e14 <-->	e16	5.039	-.166
e8 <-->	e18	4.346	-.148
e7 <-->	OCommitment	4.212	.194
e7 <-->	e12	4.049	.107
e7 <-->	e11	5.787	-.095
e6 <-->	e12	5.596	.119
e6 <-->	e11	5.690	-.088
e3 <-->	Environment	5.576	.263
e3 <-->	StayIntent	6.245	-.146
e3 <-->	e18	4.385	.209
e3 <-->	e10	4.132	-.111
e2 <-->	StayIntent	6.070	.135

Variances: (FULL-TIME - Measurement intercepts)

	M.I.	Par Change
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Regression Weights: (FULL-TIME - Measurement intercepts)

	M.I.	Par Change
JS1 <--- EP4	5.307	.026
JS1 <--- EP3	5.708	.018
JS1 <--- EP2	5.810	.018
JS1 <--- EP1	4.504	.017
JS1 <--- SI4	5.943	.046
JS1 <--- SI3	4.726	.041
JS1 <--- SI2	5.511	.038
JS1 <--- SI1	5.029	.036
JS1 <--- JS2	4.197	.032
JS1 <--- OC4	5.997	.019
JS1 <--- OC3	5.740	.019
JS1 <--- OC2	5.327	.018
OC2 <--- StayIntent	4.480	.277
OC1 <--- AC1	20.146	-.218
OC1 <--- AC2	14.900	-.147
OC1 <--- AC3	17.198	-.199
OC1 <--- AC4	16.180	-.168
OC1 <--- EP4	16.323	-.100
OC1 <--- EP3	18.422	-.070
OC1 <--- EP2	18.501	-.071
OC1 <--- EP1	18.727	-.073
OC1 <--- SI4	19.003	-.179

OC1 <---	SI3	17.447	-.171
OC1 <---	SI2	18.103	-.147
OC1 <---	SI1	17.961	-.147
OC1 <---	JS1	17.590	-.142
OC1 <---	JS2	16.010	-.135
OC1 <---	JS3	14.687	-.164
OC1 <---	JS4	15.539	-.198
OC1 <---	JS5	16.394	-.010
OC1 <---	OC4	16.292	-.069
OC1 <---	OC3	15.087	-.065
OC1 <---	OC2	16.075	-.068

Means: (FULL-TIME - Measurement intercepts)

	M.I.	Par Change
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Intercepts: (FULL-TIME - Measurement intercepts)

	M.I.	Par Change
JS1	5.472	.161
OC1	16.948	-.613

Minimization History (Measurement intercepts)

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	9		-.707	9999.000	4746.791	0	9999.000
1	e	19		-.097	4.107	1997.176	20	.303
2	e	1		-.001	2.159	751.027	5	.893
3	e	0	3627.994		.827	573.503	5	.791
4	e	0	2504.783		1.135	532.246	1	.756
5	e	0	2658.179		.222	518.895	1	1.098
6	e	0	2801.461		.079	518.320	1	1.074
7	e	0	2920.757		.016	518.310	1	1.015
8	e	0	2851.295		.000	518.310	1	1.000

Structural covariances (Structural covariances)

Notes for Model (Structural covariances)

Computation of degrees of freedom (Structural covariances)

Number of distinct sample moments: 504
Number of distinct parameters to be estimated: 94
Degrees of freedom (504 - 94): 410

Result (Structural covariances)

Minimum was achieved
Chi-square = 533.057
Degrees of freedom = 410
Probability level = .000

PART-TIME (PART-TIME - Structural covariances)

Estimates (PART-TIME - Structural covariances)

Scalar Estimates (PART-TIME - Structural covariances)

Maximum Likelihood Estimates

Regression Weights: (PART-TIME - Structural covariances)

	Estimate	S.E.	C.R.	P	Label
OC1 <---	OCommitment	1.000			
OC2 <---	OCommitment	1.311	.107	12.192	*** a1_1
OC3 <---	OCommitment	.784	.076	10.322	*** a2_1
OC4 <---	OCommitment	1.165	.097	11.960	*** a3_1
JS5 <---	JobSat	1.000			
JS4 <---	JobSat	.060	.005	12.818	*** a4_1
JS3 <---	JobSat	.059	.005	12.386	*** a5_1
JS2 <---	JobSat	.068	.005	13.528	*** a6_1
JS1 <---	JobSat	.066	.005	13.430	*** a7_1
SI1 <---	StayIntent	1.000			
SI2 <---	StayIntent	1.070	.055	19.547	*** a8_1
SI3 <---	StayIntent	1.063	.066	16.006	*** a9_1
SI4 <---	StayIntent	1.166	.061	19.201	*** a10_1
EP1 <---	Environment	1.000			
EP2 <---	Environment	1.043	.071	14.645	*** a11_1
EP3 <---	Environment	.819	.057	14.491	*** a12_1

EP4 <--- Environment	.899	.061	14.728	***	a13_1
AC4 <--- AttCowork	1.000				
AC3 <--- AttCowork	.902	.048	18.655	***	a14_1
AC2 <--- AttCowork	1.073	.059	18.188	***	a15_1
AC1 <--- AttCowork	.871	.048	18.259	***	a16_1

Standardized Regression Weights: (PART-TIME - Structural covariances)

	Estimate
OC1 <--- OCommitment	.591
OC2 <--- OCommitment	.888
OC3 <--- OCommitment	.665
OC4 <--- OCommitment	.839
JS5 <--- JobSat	.745
JS4 <--- JobSat	.706
JS3 <--- JobSat	.686
JS2 <--- JobSat	.743
JS1 <--- JobSat	.741
SI1 <--- StayIntent	.811
SI2 <--- StayIntent	.877
SI3 <--- StayIntent	.742
SI4 <--- StayIntent	.852
EP1 <--- Environment	.746
EP2 <--- Environment	.813
EP3 <--- Environment	.697
EP4 <--- Environment	.823
AC4 <--- AttCowork	.810
AC3 <--- AttCowork	.836
AC2 <--- AttCowork	.811
AC1 <--- AttCowork	.817

Intercepts: (PART-TIME - Structural covariances)

	Estimate	S.E.	C.R.	P	Label
OC1	4.908	.126	38.833	***	i1_1
OC2	8.417	.109	76.937	***	i2_1
OC3	8.654	.088	98.508	***	i3_1
OC4	8.404	.103	81.747	***	i4_1
JS5	54.879	1.031	53.210	***	i5_1
JS4	2.668	.064	41.602	***	i6_1
JS3	3.213	.066	48.759	***	i7_1
JS2	4.201	.069	61.220	***	i8_1
JS1	4.198	.067	62.631	***	i9_1
SI1	4.202	.044	96.381	***	i10_1
SI2	4.205	.044	95.988	***	i11_1
SI3	3.472	.051	68.279	***	i12_1
SI4	3.480	.048	71.807	***	i13_1
EP1	8.558	.091	94.366	***	i14_1
EP2	8.848	.082	108.543	***	i15_1
EP3	8.986	.064	140.205	***	i16_1
EP4	5.830	.070	83.590	***	i17_1
AC4	3.214	.081	39.837	***	i18_1
AC3	2.775	.071	39.058	***	i19_1
AC2	3.549	.086	41.143	***	i20_1
AC1	2.759	.070	39.538	***	i21_1

Covariances: (PART-TIME - Structural covariances)

	Estimate	S.E.	C.R.	P	Label
AttCowork <--> OCommitment	.593	.123	4.823	***	ccc1_1
OCommitment <--> JobSat	4.646	1.372	3.385	***	ccc2_1
OCommitment <--> Environment	.933	.143	6.512	***	ccc3_1
JobSat <--> StayIntent	2.471	.642	3.852	***	ccc4_1
AttCowork <--> StayIntent	.288	.056	5.165	***	ccc5_1
AttCowork <--> JobSat	1.009	1.145	.882	.378	ccc6_1
StayIntent <--> Environment	.506	.065	7.796	***	ccc7_1
JobSat <--> Environment	4.638	1.186	3.910	***	ccc8_1
OCommitment <--> StayIntent	.575	.080	7.178	***	ccc9_1
AttCowork <--> Environment	.415	.100	4.137	***	ccc10_1

Correlations: (PART-TIME - Structural covariances)

	Estimate
AttCowork <--> OCommitment	.307
OCommitment <--> JobSat	.209
OCommitment <--> Environment	.498
JobSat <--> StayIntent	.232

Variances: (PART-TIME - Structural covariances)

Squared Multiple Correlations: (PART-TIME - Structural covariances)

Matrices (PART-TIME - Structural covariances)

[illegible]

[illegible]

Standardized Residual Means (PART-TIME - Structural covariances)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	OC1
	1.600	1.747	1.322	.984	.698	-1.368	.044	.993	.845	.341	.662	.774	-2.094	-.181	-1.256	-.032	-.165	.455	.502	.876	3.897

Modification Indices (PART-TIME - Structural covariances)

Covariances: (PART-TIME - Structural covariances)

	M.I.	Par Change
e19 <--> JobSat	4.004	-2.070
e12 <--> e13	9.389	.091
e11 <--> e20	4.527	.088
e10 <--> e11	4.625	.042
e9 <--> Environment	7.211	-.222
e9 <--> OCommitment	4.974	.210
e9 <--> e12	8.485	-.151
e8 <--> AttCowork	4.565	-.209
e7 <--> OCommitment	6.183	-.240
e5 <--> e21	4.537	2.113
e4 <--> e21	11.323	-.289
e4 <--> e14	6.137	.289
e3 <--> Environment	8.480	.328
e3 <--> e21	4.233	.185
e3 <--> e17	7.089	.243
e3 <--> e5	4.302	-3.064
e2 <--> Environment	4.481	-.229
e2 <--> e21	6.209	.216
e2 <--> e14	6.983	-.311
e2 <--> e5	5.509	3.336
e1 <--> StayIntent	9.040	-.269
e1 <--> e16	4.150	-.350

Variances: (PART-TIME - Structural covariances)

	M.I.	Par Change
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Regression Weights: (PART-TIME - Structural covariances)

	M.I.	Par Change
AC3 <--- JobSat	4.046	-.009
EP3 <--- AC2	4.770	-.046
EP3 <--- AC4	4.379	-.048
EP3 <--- EP4	5.053	-.031
EP3 <--- EP2	6.550	-.024
EP3 <--- EP1	6.076	-.023
EP3 <--- SI4	6.570	-.059
EP3 <--- SI3	6.497	-.058
EP3 <--- SI2	6.920	-.051
EP3 <--- SI1	7.198	-.052
EP3 <--- JS1	6.022	-.046
EP3 <--- JS2	5.303	-.043
EP3 <--- JS4	5.833	-.068
EP3 <--- OC4	6.626	-.025
EP3 <--- OC3	5.930	-.023
EP3 <--- OC2	5.288	-.022
EP3 <--- OC1	9.206	-.046

SI4 <-- Environment	4.061	.072
JS1 <-- Environment	6.955	-.160
JS1 <-- AC1	4.520	-.050
JS1 <-- AC2	5.321	-.042
JS1 <-- AC3	6.726	-.060
JS1 <-- AC4	7.616	-.055
JS1 <-- EP4	8.833	-.036
JS1 <-- EP3	7.921	-.022
JS1 <-- EP2	7.223	-.022
JS1 <-- EP1	8.568	-.024
JS1 <-- SI4	8.664	-.059
JS1 <-- SI3	10.492	-.065
JS1 <-- SI2	6.779	-.044
JS1 <-- SI1	6.733	-.044
JS1 <-- JS2	4.585	-.035
JS1 <-- JS4	4.108	-.049
JS1 <-- OC4	4.756	-.018
JS1 <-- OC3	4.760	-.018
JS1 <-- OC2	5.336	-.019
JS1 <-- OC1	4.675	-.028
JS2 <-- AttCowork	4.438	-.126
OC3 <-- Environment	4.193	.170
OC1 <-- StayIntent	5.822	-.539
OC1 <-- AC1	9.992	.154
OC1 <-- AC2	12.306	.133
OC1 <-- AC3	10.353	.155
OC1 <-- AC4	11.288	.140
OC1 <-- EP4	16.286	.101
OC1 <-- EP3	14.489	.063
OC1 <-- EP2	17.437	.070
OC1 <-- EP1	14.968	.067
OC1 <-- SI4	11.381	.140
OC1 <-- SI3	11.079	.138
OC1 <-- SI2	12.952	.126
OC1 <-- SI1	13.536	.129
OC1 <-- JS1	14.933	.132
OC1 <-- JS2	15.414	.133
OC1 <-- JS3	14.286	.164
OC1 <-- JS4	14.360	.193
OC1 <-- JS5	13.841	.010
OC1 <-- OC4	16.410	.070
OC1 <-- OC3	19.017	.074
OC1 <-- OC2	16.898	.071

Means: (PART-TIME - Structural covariances)

	M.I.	Par Change
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Intercepts: (PART-TIME - Structural covariances)

	M.I.	Par Change
EP3	5.676	-.198
JS1	5.951	-.176
OC1	17.238	.624

FULL-TIME (FULL-TIME - Structural covariances)

Estimates (FULL-TIME - Structural covariances)

Scalar Estimates (FULL-TIME - Structural covariances)

Maximum Likelihood Estimates

Regression Weights: (FULL-TIME - Structural covariances)

	Estimate	S.E.	C.R.	P	Label
OC1 <-- OCommitment	1.000				
OC2 <-- OCommitment	1.311	.107	12.192	***	a1_1
OC3 <-- OCommitment	.784	.076	10.322	***	a2_1
OC4 <-- OCommitment	1.165	.097	11.960	***	a3_1
JS5 <-- JobSat	1.000				
JS4 <-- JobSat	.060	.005	12.818	***	a4_1
JS3 <-- JobSat	.059	.005	12.386	***	a5_1
JS2 <-- JobSat	.068	.005	13.528	***	a6_1
JS1 <-- JobSat	.066	.005	13.430	***	a7_1
SI1 <-- StayIntent	1.000				
SI2 <-- StayIntent	1.070	.055	19.547	***	a8_1
SI3 <-- StayIntent	1.063	.066	16.006	***	a9_1

SI4 <--- StayIntent	1.166	.061	19.201	***	a10_1
EP1 <--- Environment	1.000				
EP2 <--- Environment	1.043	.071	14.645	***	a11_1
EP3 <--- Environment	.819	.057	14.491	***	a12_1
EP4 <--- Environment	.899	.061	14.728	***	a13_1
AC4 <--- AttCowork	1.000				
AC3 <--- AttCowork	.902	.048	18.655	***	a14_1
AC2 <--- AttCowork	1.073	.059	18.188	***	a15_1
AC1 <--- AttCowork	.871	.048	18.259	***	a16_1

Standardized Regression Weights: (FULL-TIME - Structural covariances)

	Estimate
OC1 <--- OCommitment	.577
OC2 <--- OCommitment	.881
OC3 <--- OCommitment	.653
OC4 <--- OCommitment	.835
JS5 <--- JobSat	.721
JS4 <--- JobSat	.703
JS3 <--- JobSat	.674
JS2 <--- JobSat	.753
JS1 <--- JobSat	.742
SI1 <--- StayIntent	.812
SI2 <--- StayIntent	.851
SI3 <--- StayIntent	.739
SI4 <--- StayIntent	.851
EP1 <--- Environment	.653
EP2 <--- Environment	.820
EP3 <--- Environment	.874
EP4 <--- Environment	.822
AC4 <--- AttCowork	.823
AC3 <--- AttCowork	.838
AC2 <--- AttCowork	.828
AC1 <--- AttCowork	.827

Intercepts: (FULL-TIME - Structural covariances)

	Estimate	S.E.	C.R.	P	Label
OC1	4.908	.126	38.833	***	i1_1
OC2	8.417	.109	76.937	***	i2_1
OC3	8.654	.088	98.508	***	i3_1
OC4	8.404	.103	81.747	***	i4_1
JS5	54.879	1.031	53.210	***	i5_1
JS4	2.668	.064	41.602	***	i6_1
JS3	3.213	.066	48.759	***	i7_1
JS2	4.201	.069	61.220	***	i8_1
JS1	4.198	.067	62.631	***	i9_1
SI1	4.202	.044	96.381	***	i10_1
SI2	4.205	.044	95.988	***	i11_1
SI3	3.472	.051	68.279	***	i12_1
SI4	3.480	.048	71.807	***	i13_1
EP1	8.558	.091	94.366	***	i14_1
EP2	8.848	.082	108.543	***	i15_1
EP3	8.986	.064	140.205	***	i16_1
EP4	5.830	.070	83.590	***	i17_1
AC4	3.214	.081	39.837	***	i18_1
AC3	2.775	.071	39.058	***	i19_1
AC2	3.549	.086	41.143	***	i20_1
AC1	2.759	.070	39.538	***	i21_1

Covariances: (FULL-TIME - Structural covariances)

	Estimate	S.E.	C.R.	P	Label
AttCowork <--> OCommitment	.593	.123	4.823	***	ccc1_1
OCommitment <--> JobSat	4.646	1.372	3.385	***	ccc2_1
OCommitment <--> Environment	.933	.143	6.512	***	ccc3_1
JobSat <--> StayIntent	2.471	.642	3.852	***	ccc4_1
AttCowork <--> StayIntent	.288	.056	5.165	***	ccc5_1
AttCowork <--> JobSat	1.009	1.145	.882	.378	ccc6_1
StayIntent <--> Environment	.506	.065	7.796	***	ccc7_1
JobSat <--> Environment	4.638	1.186	3.910	***	ccc8_1
OCommitment <--> StayIntent	.575	.080	7.178	***	ccc9_1
AttCowork <--> Environment	.415	.100	4.137	***	ccc10_1

Correlations: (FULL-TIME - Structural covariances)

	Estimate
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Variances: (FULL-TIME - Structural covariances)

Squared Multiple Correlations: (FULL-TIME - Structural covariances)

Matrices (FULL-TIME - Structural covariances)

[illegible]

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	OC1
AC1	-.075																				
AC2	-.527	-.631																			
AC3	-.263	-.655	-.477																		
AC4	.182	-.153	-.281	.197																	
EP4	.321	.736	.328	1.077	.721																
EP3	.777	.001	.385	.953	1.180	.829															
EP2	1.258	.828	.796	1.816	.473	.954	.700														
EP1	.681	.808	.843	.544	.459	-.161	.820	-.079													
SI4	.273	.337	.532	.459	.189	.447	1.247	.391	.182												
SI3	1.433	.630	.383	.884	.458	.372	1.013	.609	.518	.364											
SI2	.359	-.687	-.205	.190	.544	.538	.782	.963	.524	.692	.898										
SI1	1.203	.446	.563	.165	1.262	.620	.775	.954	.634	.624	1.542	1.151									
JS1	.780	.932	.708	1.025	1.007	1.111	.698	.480	1.073	.650	.073	.082	-.704								
JS2	.855	1.408	1.007	.375	1.463	1.117	.514	1.456	-.026	.545	.157	-.077	.070	.604							
JS3	1.070	1.389	1.009	1.281	.753	.100	.059	1.148	.766	1.622	-.820	.159	-.528	.303	-.100						
JS4	.905	.944	1.160	.898	.142	.276	-.604	.214	.682	1.535	-1.050	-.060	-.373	.533	.446	.148					
JS5	1.199	1.689	1.550	2.278	.738	1.142	.236	.688	.657	.076	.090	.376	-.726	.418	-.526	-.103	-.302				
OC4	-.616	-.820	-.122	.265	.352	.265	.946	-.204	.615	.616	.392	1.504	.648	-.751	1.371	-.543	.597	.364			
OC3	-.756	-.668	-.463	1.028	1.269	1.527	1.636	.248	-.348	-.532	.182	-.254	.729	.194	.008	.175	.953	.432	.012		
OC2	.491	-.162	.947	1.194	.264	1.107	.987	.120	1.606	.966	1.847	2.625	-.094	-1.280	.938	-.827	-.139	.576	-.015	.6	
OC1	-1.813	-.906	-.916	-.301	.011	-.688	-.473	-1.409	-.732	-.282	-.276	.194	-.138	-.719	.736	-.832	-.322	.101	.568	.2	

Standardized Residual Means (FULL-TIME - Structural covariances)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	OC1
	-1.525	-1.649	-1.265	-.981	-.669	.283	-.054	-1.259	-.808	-.320	-.606	-.739	1.994	.199	1.223	.023	.091	-.416	-.457	-.823	-3.86

Modification Indices (FULL-TIME - Structural covariances)

Covariances: (FULL-TIME - Structural covariances)

		M.I.	Par Change
e14 <-->	e16	4.856	-.164
e8 <-->	OCommitment	4.797	-.199
e7 <-->	e12	4.230	.109
e7 <-->	e11	5.683	-.094
e6 <-->	e12	5.609	.118
e6 <-->	e11	5.917	-.090
e3 <-->	Environment	5.899	.264
e3 <-->	StayIntent	5.895	-.141
e3 <-->	e18	4.494	.211
e3 <-->	e10	4.034	-.110
e2 <-->	StayIntent	9.132	.167

Variances: (FULL-TIME - Structural covariances)

	M.I.	Par Change
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Regression Weights: (FULL-TIME - Structural covariances)

	M.I.	Par Change
JS1 <--- AC4	4.081	.039
JS1 <--- EP4	5.456	.027
JS1 <--- EP3	5.774	.018
JS1 <--- EP2	5.921	.019
JS1 <--- EP1	4.598	.017
JS1 <--- SI4	5.968	.047
JS1 <--- SI3	4.752	.042
JS1 <--- SI2	5.506	.038
JS1 <--- SI1	5.020	.036
JS1 <--- JS2	4.226	.032
JS1 <--- OC4	5.861	.019
JS1 <--- OC3	5.665	.019
JS1 <--- OC2	5.219	.018
OC2 <--- StayIntent	6.887	.365
OC1 <--- AC1	19.932	-.215
OC1 <--- AC2	14.793	-.145
OC1 <--- AC3	17.044	-.197
OC1 <--- AC4	16.060	-.166
OC1 <--- EP4	16.357	-.100
OC1 <--- EP3	18.402	-.070
OC1 <--- EP2	18.497	-.071
OC1 <--- EP1	18.723	-.073
OC1 <--- SI4	18.892	-.179
OC1 <--- SI3	17.347	-.171
OC1 <--- SI2	17.947	-.147

OC1 <--- SI1	17.817	-.146
OC1 <--- JS1	17.806	-.143
OC1 <--- JS2	16.258	-.136
OC1 <--- JS3	14.922	-.165
OC1 <--- JS4	15.846	-.200
OC1 <--- JS5	16.661	-.010
OC1 <--- OC4	16.346	-.070
OC1 <--- OC3	15.116	-.066
OC1 <--- OC2	15.982	-.068

Means: (FULL-TIME - Structural covariances)

	M.I.	Par Change
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Intercepts: (FULL-TIME - Structural covariances)

	M.I.	Par Change
JS1	5.433	.161
OC1	16.899	-.612

Minimization History (Structural covariances)

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	13		-.692	9999.000	4750.367	0	9999.000
1	e	13		-.130	3.050	2064.513	19	.419
2	e*	0	2989.254		1.843	1189.165	5	.713
3	e	0	1321.280		.575	952.327	6	.000
4	e	0	1193.290		1.572	643.098	2	.000
5	e	0	1382.451		.476	544.883	1	1.152
6	e	0	1807.917		.204	533.709	1	1.122
7	e	0	1783.076		.057	533.066	1	1.066
8	e	0	1789.883		.007	533.057	1	1.014
9	e	0	1825.815		.000	533.057	1	1.000

Measurement residuals (Measurement residuals)

Notes for Model (Measurement residuals)

Computation of degrees of freedom (Measurement residuals)

Number of distinct sample moments: 504
Number of distinct parameters to be estimated: 73
Degrees of freedom (504 - 73): 431

Result (Measurement residuals)

Minimum was achieved
Chi-square = 588.152
Degrees of freedom = 431
Probability level = .000

PART-TIME (PART-TIME - Measurement residuals)

Estimates (PART-TIME - Measurement residuals)

Scalar Estimates (PART-TIME - Measurement residuals)

Maximum Likelihood Estimates

Regression Weights: (PART-TIME - Measurement residuals)

	Estimate	S.E.	C.R.	P	Label
OC1 <--- OCommitment	1.000				
OC2 <--- OCommitment	1.313	.108	12.174	***	a1_1
OC3 <--- OCommitment	.783	.076	10.301	***	a2_1
OC4 <--- OCommitment	1.166	.098	11.942	***	a3_1
JS5 <--- JobSat	1.000				
JS4 <--- JobSat	.060	.005	12.788	***	a4_1
JS3 <--- JobSat	.059	.005	12.359	***	a5_1
JS2 <--- JobSat	.068	.005	13.487	***	a6_1
JS1 <--- JobSat	.066	.005	13.379	***	a7_1
SI1 <--- StayIntent	1.000				
SI2 <--- StayIntent	1.073	.055	19.516	***	a8_1
SI3 <--- StayIntent	1.065	.067	16.013	***	a9_1
SI4 <--- StayIntent	1.167	.061	19.184	***	a10_1
EP1 <--- Environment	1.000				
EP2 <--- Environment	1.034	.072	14.317	***	a11_1
EP3 <--- Environment	.802	.059	13.675	***	a12_1
EP4 <--- Environment	.897	.062	14.468	***	a13_1

AC4 <---	AttCowork	1.000				
AC3 <---	AttCowork	.905	.049	18.622	***	a14_1
AC2 <---	AttCowork	1.078	.059	18.157	***	a15_1
AC1 <---	AttCowork	.872	.048	18.208	***	a16_1

Standardized Regression Weights: (PART-TIME - Measurement residuals)

	Estimate
OC1 <--- OCommitment	.583
OC2 <--- OCommitment	.885
OC3 <--- OCommitment	.658
OC4 <--- OCommitment	.837
JS5 <--- JobSat	.731
JS4 <--- JobSat	.705
JS3 <--- JobSat	.680
JS2 <--- JobSat	.748
JS1 <--- JobSat	.741
SI1 <--- StayIntent	.811
SI2 <--- StayIntent	.864
SI3 <--- StayIntent	.741
SI4 <--- StayIntent	.852
EP1 <--- Environment	.698
EP2 <--- Environment	.812
EP3 <--- Environment	.768
EP4 <--- Environment	.823
AC4 <--- AttCowork	.815
AC3 <--- AttCowork	.837
AC2 <--- AttCowork	.820
AC1 <--- AttCowork	.822

Intercepts: (PART-TIME - Measurement residuals)

	Estimate	S.E.	C.R.	P	Label
OC1	4.887	.126	38.662	***	i1_1
OC2	8.417	.109	76.903	***	i2_1
OC3	8.655	.088	98.530	***	i3_1
OC4	8.405	.103	81.760	***	i4_1
JS5	54.832	1.031	53.172	***	i5_1
JS4	2.668	.064	41.594	***	i6_1
JS3	3.215	.066	48.782	***	i7_1
JS2	4.203	.069	61.285	***	i8_1
JS1	4.198	.067	62.617	***	i9_1
SI1	4.202	.044	96.392	***	i10_1
SI2	4.205	.044	95.725	***	i11_1
SI3	3.472	.051	68.284	***	i12_1
SI4	3.480	.048	71.813	***	i13_1
EP1	8.527	.092	93.026	***	i14_1
EP2	8.847	.082	108.545	***	i15_1
EP3	8.928	.067	133.600	***	i16_1
EP4	5.830	.070	83.587	***	i17_1
AC4	3.212	.081	39.843	***	i18_1
AC3	2.775	.071	39.055	***	i19_1
AC2	3.552	.086	41.108	***	i20_1
AC1	2.760	.070	39.558	***	i21_1

Covariances: (PART-TIME - Measurement residuals)

	Estimate	S.E.	C.R.	P	Label
AttCowork <--> OCommitment	.592	.123	4.823	***	ccc1_1
OCommitment <--> JobSat	4.623	1.368	3.379	***	ccc2_1
OCommitment <--> Environment	.934	.144	6.471	***	ccc3_1
JobSat <--> StayIntent	2.443	.639	3.820	***	ccc4_1
AttCowork <--> StayIntent	.286	.056	5.143	***	ccc5_1
AttCowork <--> JobSat	.986	1.140	.866	.387	ccc6_1
StayIntent <--> Environment	.508	.065	7.751	***	ccc7_1
JobSat <--> Environment	4.625	1.194	3.872	***	ccc8_1
OCommitment <--> StayIntent	.574	.080	7.172	***	ccc9_1
AttCowork <--> Environment	.425	.101	4.195	***	ccc10_1

Correlations: (PART-TIME - Measurement residuals)

	Estimate
AttCowork <--> OCommitment	.307
OCommitment <--> JobSat	.209
OCommitment <--> Environment	.497
JobSat <--> StayIntent	.230
AttCowork <--> StayIntent	.309

AttCowork	<-->	JobSat	.050
StayIntent	<-->	Environment	.564
JobSat	<-->	Environment	.241
OCommitment	<-->	StayIntent	.553
AttCowork	<-->	Environment	.254

Variances: (PART-TIME - Measurement residuals)

	Estimate	S.E.	C.R.	P	Label
OCommitment	2.165	.358	6.043	***	vvv1_1
JobSat	226.252	28.715	7.879	***	vvv2_1
StayIntent	.498	.052	9.502	***	vvv3_1
Environment	1.629	.216	7.544	***	vvv4_1
AttCowork	1.721	.181	9.524	***	vvv5_1
e1	4.195	.319	13.141	***	v1_1
e2	1.037	.149	6.960	***	v2_1
e3	1.743	.138	12.662	***	v3_1
e4	1.261	.138	9.138	***	v4_1
e5	196.991	17.731	11.110	***	v5_1
e6	.824	.071	11.540	***	v6_1
e7	.930	.078	11.880	***	v7_1
e8	.825	.076	10.795	***	v8_1
e9	.807	.074	10.930	***	v9_1
e10	.258	.023	11.093	***	v10_1
e11	.195	.021	9.457	***	v11_1
e12	.464	.038	12.234	***	v12_1
e13	.256	.026	9.928	***	v13_1
e14	1.715	.141	12.132	***	v14_1
e15	.903	.090	10.004	***	v15_1
e16	.730	.066	11.084	***	v16_1
e17	.625	.065	9.649	***	v17_1
e18	.867	.081	10.715	***	v18_1
e19	.601	.060	10.087	***	v19_1
e20	.973	.092	10.590	***	v20_1
e21	.628	.060	10.540	***	v21_1

Squared Multiple Correlations: (PART-TIME - Measurement residuals)

	Estimate
AC1	.676
AC2	.673
AC3	.701
AC4	.665
EP4	.677
EP3	.589
EP2	.659
EP1	.487
SI4	.726
SI3	.549
SI2	.747
SI1	.658
JS1	.549
JS2	.559
JS3	.462
JS4	.497
JS5	.535
OC4	.700
OC3	.432
OC2	.783
OC1	.340

Matrices (PART-TIME - Measurement residuals)

Implied Covariances (PART-TIME - Measurement residuals)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC
AC1	1.937																		
AC2	1.618	2.972																	
AC3	1.358	1.678	2.009																
AC4	1.501	1.855	1.557	2.587															
EP4	.333	.411	.345	.381	1.936														
EP3	.297	.367	.308	.341	1.172	1.777													
EP2	.383	.474	.398	.439	1.511	1.350	2.644												
EP1	.371	.458	.384	.425	1.462	1.306	1.684	3.344											
SI4	.291	.359	.301	.333	.532	.475	.613	.592	.935										
SI3	.265	.328	.275	.304	.485	.434	.559	.541	.619	1.029									
SI2	.267	.330	.277	.306	.489	.437	.563	.545	.624	.569	.768								

S11	.249	.308	.258	.286	.456	.407	.525	.508	.581	.530	.534	.757							
JS1	.057	.070	.059	.065	.273	.244	.315	.305	.188	.171	.173	.161	1.788						
JS2	.059	.072	.061	.067	.282	.252	.325	.314	.194	.177	.178	.166	1.013	1.872					
JS3	.051	.063	.053	.059	.247	.220	.284	.275	.169	.155	.156	.145	.885	.914	1.729				
JS4	.052	.064	.054	.059	.249	.222	.287	.277	.171	.156	.157	.146	.893	.922	.806	1.637			
JS5	.861	1.063	.892	.986	4.149	3.708	4.782	4.625	2.850	2.601	2.621	2.443	14.902	15.385	13.441	13.563	423.243		
OC4	.602	.744	.624	.690	.978	.874	1.127	1.089	.781	.713	.718	.669	.355	.367	.320	.323	5.392	4.206	
OC3	.404	.500	.419	.463	.656	.587	.756	.732	.524	.479	.482	.449	.238	.246	.215	.217	3.621	1.977	3.07
OC2	.678	.838	.703	.777	1.100	.983	1.268	1.226	.879	.802	.808	.753	.400	.413	.361	.364	6.070	3.315	2.22
OC1	.516	.638	.535	.592	.838	.749	.966	.934	.669	.611	.616	.574	.304	.314	.275	.277	4.623	2.525	1.69

Implied Correlations (PART-TIME - Measurement residuals)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC1
AC1	1.000																			
AC2	.674	1.000																		
AC3	.688	.687	1.000																	
AC4	.670	.669	.683	1.000																
EP4	.172	.171	.175	.170	1.000															
EP3	.160	.160	.163	.159	.632	1.000														
EP2	.169	.169	.172	.168	.668	.623	1.000													
EP1	.146	.145	.148	.144	.574	.536	.566	1.000												
SI4	.216	.216	.220	.214	.395	.369	.390	.335	1.000											
SI3	.188	.187	.191	.186	.344	.321	.339	.291	.631	1.000										
SI2	.219	.219	.223	.217	.401	.374	.395	.340	.736	.640	1.000									
SI1	.206	.205	.210	.204	.376	.351	.371	.319	.691	.601	.701	1.000								
JS1	.030	.030	.031	.030	.147	.137	.145	.125	.145	.126	.147	.138	1.000							
JS2	.031	.031	.031	.030	.148	.138	.146	.126	.147	.127	.149	.140	.554	1.000						
JS3	.028	.028	.028	.028	.135	.126	.133	.114	.133	.116	.135	.127	.503	.508	1.000					
JS4	.029	.029	.030	.029	.140	.130	.138	.118	.138	.120	.140	.132	.522	.527	.479	1.000				
JS5	.030	.030	.031	.030	.145	.135	.143	.123	.143	.125	.145	.137	.542	.547	.497	.515	1.000			
OC4	.211	.210	.215	.209	.343	.319	.338	.290	.394	.343	.400	.375	.129	.131	.119	.123	.128	1.000		
OC3	.166	.165	.169	.164	.269	.251	.265	.228	.309	.269	.314	.295	.102	.103	.093	.097	.100	.550	1.000	
OC2	.223	.222	.227	.221	.362	.338	.357	.307	.416	.362	.422	.397	.137	.138	.126	.130	.135	.740	.582	1.0
OC1	.147	.147	.150	.146	.239	.223	.236	.203	.275	.239	.279	.262	.090	.091	.083	.086	.089	.488	.384	.5

Implied Means (PART-TIME - Measurement residuals)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
	2.760	3.552	2.775	3.212	5.830	8.928	8.847	8.527	3.480	3.472	4.205	4.202	4.198	4.203	3.215	2.668	54.832	8.405	8.655	8.417

Residual Covariances (PART-TIME - Measurement residuals)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
AC1	-.012																			
AC2	.044	.179																		
AC3	.017	.113	.072																	
AC4	-.077	.001	-.009	-.042																
EP4	-.204	-.219	-.265	-.045	-.161															
EP3	.030	-.101	-.071	.001	-.062	.244														
EP2	-.196	-.131	-.175	-.035	-.196	-.249	-.174													
EP1	-.207	-.165	-.162	-.100	-.163	-.127	-.045	-.509												
SI4	-.086	-.104	.003	.060	-.038	-.058	.042	.082	-.026											
SI3	-.122	-.177	-.027	-.091	-.006	-.101	-.109	.047	.029	-.046										
SI2	-.096	-.022	-.025	-.011	-.140	-.172	-.108	-.037	-.065	-.084	-.101									
SI1	-.067	-.103	-.079	-.023	-.080	-.193	-.158	-.066	-.094	-.090	-.062	-.097								
JS1	-.010	-.213	-.258	-.173	-.326	-.303	-.216	-.343	-.101	-.284	-.072	-.050	.060							
JS2	-.254	-.465	-.374	-.159	-.154	-.076	.011	-.073	.016	-.127	-.071	-.034	-.018	-.099						
JS3	-.054	-.272	-.265	-.006	-.038	.041	-.071	-.035	.057	-.034	.010	.051	.073	-.099	-.041					
JS4	-.057	-.230	-.099	-.048	-.078	-.099	-.006	-.065	.010	-.084	-.028	-.026	.016	-.096	.043	-.032				
JS5	2.231	-.890	-2.143	.215	-1.154	1.926	-.857	.767	1.914	.015	.782	1.036	1.877	-.327	-.408	-.057	-1.009			
OC4	-.240	-.101	-.038	.154	-.177	-.232	.016	-.044	-.024	-.277	-.112	-.212	.071	-.071	-.312	-.050	2.061	-.198		
OC3	-.039	-.350	-.172	-.260	.258	.053	.249	-.031	-.131	-.181	-.135	-.195	.168	.005	-.037	.123	.349	-.027	-.072	
OC2	.104	-.097	.027	.134	-.276	-.171	-.171	-.541	-.105	-.178	-.102	-.280	.101	-.007	-.141	.005	5.494	-.278	-.200	-.417
OC1	-.400	-.387	-.345	-.213	-.175	-.435	.077	-.550	-.440	-.533	-.421	-.466	.107	-.039	-.092	.017	1.125	-.180	.258	-.213

Residual Means (PART-TIME - Measurement residuals)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	OC1
	.162	.217	.136	.117	.071	-.090	.006	.153	.059	.025	.041	.049	-.203	-.019	-.121	-.003	-.195	.066	.062	.138	.725

Standardized Residual Covariances (PART-TIME - Measurement residuals)

[illegible]

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Standardized Residual Means (PART-TIME - Measurement residuals)

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2	OC1
	1.599	1.736	1.323	1.006	.699	-.929	.050	1.154	.845	.338	.646	.774	-2.090	-.194	-1.266	-.028	-.131	.445	.490	.868	3.964

Modification Indices (PART-TIME - Measurement residuals)

Covariances: (PART-TIME - Measurement residuals)

	M.I.	Par Change
e16 <--> StayIntent	4.667	-.088
e16 <--> e21	4.663	.132
e15 <--> e16	10.635	-.236
e14 <--> StayIntent	4.310	.125
e14 <--> e15	4.087	.219
e12 <--> e13	8.591	.088
e11 <--> e20	4.453	.089
e10 <--> e11	5.836	.049
e9 <--> Environment	7.698	-.229
e9 <--> OCommitment	5.057	.212
e9 <--> e12	8.258	-.150
e8 <--> AttCowork	4.701	-.209
e7 <--> OCommitment	6.068	-.242
e5 <--> e21	4.391	2.104
e5 <--> e16	5.374	2.453
e4 <--> e21	11.556	-.290
e4 <--> e18	4.026	.200
e4 <--> e14	5.017	.297
e3 <--> Environment	8.376	.332
e3 <--> e21	4.307	.186
e3 <--> e17	6.584	.237
e2 <--> e21	6.180	.214
e2 <--> e14	5.492	-.315
e2 <--> e5	4.920	3.301
e1 <--> StayIntent	8.435	-.266
e1 <--> e16	5.302	-.333

Variances: (PART-TIME - Measurement residuals)

	M.I.	Par Change
e16	18.894	.397

Regression Weights: (PART-TIME - Measurement residuals)

	M.I.	Par Change
EP3 <--- EP2	4.956	-.017
EP3 <--- EP1	4.102	-.016
EP3 <--- SI4	4.973	-.042
EP3 <--- SI3	4.961	-.042
EP3 <--- SI2	5.364	-.037
EP3 <--- SI1	5.703	-.038
EP3 <--- JS1	4.906	-.034
EP3 <--- JS4	4.621	-.050
EP3 <--- OC4	5.112	-.018
EP3 <--- OC3	4.418	-.016
EP3 <--- OC1	7.950	-.035
JS1 <--- Environment	7.255	-.163
JS1 <--- AC1	4.427	-.049

JS1 <--- AC2	5.247	-.042
JS1 <--- AC3	6.669	-.060
JS1 <--- AC4	7.582	-.055
JS1 <--- EP4	8.801	-.036
JS1 <--- EP3	8.039	-.023
JS1 <--- EP2	7.212	-.022
JS1 <--- EP1	8.527	-.024
JS1 <--- SI4	8.590	-.059
JS1 <--- SI3	10.412	-.064
JS1 <--- SI2	6.710	-.044
JS1 <--- SI1	6.679	-.043
JS1 <--- JS2	4.641	-.035
JS1 <--- JS4	4.044	-.049
JS1 <--- OC4	4.723	-.018
JS1 <--- OC3	4.743	-.018
JS1 <--- OC2	5.283	-.019
JS1 <--- OC1	4.653	-.028
JS2 <--- AttCowork	4.507	-.125
OC3 <--- Environment	4.153	.171
OC1 <--- StayIntent	5.486	-.535
OC1 <--- AC1	10.513	.161
OC1 <--- AC2	12.843	.139
OC1 <--- AC3	10.849	.162
OC1 <--- AC4	11.822	.147
OC1 <--- EP4	16.828	.105
OC1 <--- EP3	15.267	.066
OC1 <--- EP2	17.991	.072
OC1 <--- EP1	15.550	.069
OC1 <--- SI4	11.919	.146
OC1 <--- SI3	11.598	.144
OC1 <--- SI2	13.497	.131
OC1 <--- SI1	14.088	.134
OC1 <--- JS1	15.411	.136
OC1 <--- JS2	15.930	.138
OC1 <--- JS3	14.662	.169
OC1 <--- JS4	14.815	.199
OC1 <--- JS5	14.305	.010
OC1 <--- OC4	16.987	.073
OC1 <--- OC3	19.585	.077
OC1 <--- OC2	17.508	.074

Means: (PART-TIME - Measurement residuals)

	M.I.	Par Change
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Intercepts: (PART-TIME - Measurement residuals)

	M.I.	Par Change
EP3	4.164	-.140
JS1	5.935	-.176
OC1	17.790	.646

FULL-TIME (FULL-TIME - Measurement residuals)

Estimates (FULL-TIME - Measurement residuals)

Scalar Estimates (FULL-TIME - Measurement residuals)

Maximum Likelihood Estimates

Regression Weights: (FULL-TIME - Measurement residuals)

	Estimate	S.E.	C.R.	P	Label
OC1 <--- OCommitment	1.000				
OC2 <--- OCommitment	1.313	.108	12.174	***	a1_1
OC3 <--- OCommitment	.783	.076	10.301	***	a2_1
OC4 <--- OCommitment	1.166	.098	11.942	***	a3_1
JS5 <--- JobSat	1.000				
JS4 <--- JobSat	.060	.005	12.788	***	a4_1
JS3 <--- JobSat	.059	.005	12.359	***	a5_1
JS2 <--- JobSat	.068	.005	13.487	***	a6_1
JS1 <--- JobSat	.066	.005	13.379	***	a7_1
SI1 <--- StayIntent	1.000				
SI2 <--- StayIntent	1.073	.055	19.516	***	a8_1
SI3 <--- StayIntent	1.065	.067	16.013	***	a9_1
SI4 <--- StayIntent	1.167	.061	19.184	***	a10_1
EP1 <--- Environment	1.000				
EP2 <--- Environment	1.034	.072	14.317	***	a11_1

EP3 <--- Environment	.802	.059	13.675	***	a12_1
EP4 <--- Environment	.897	.062	14.468	***	a13_1
AC4 <--- AttCowork	1.000				
AC3 <--- AttCowork	.905	.049	18.622	***	a14_1
AC2 <--- AttCowork	1.078	.059	18.157	***	a15_1
AC1 <--- AttCowork	.872	.048	18.208	***	a16_1

Standardized Regression Weights: (FULL-TIME - Measurement residuals)

	Estimate
OC1 <--- OCommitment	.583
OC2 <--- OCommitment	.885
OC3 <--- OCommitment	.658
OC4 <--- OCommitment	.837
JS5 <--- JobSat	.731
JS4 <--- JobSat	.705
JS3 <--- JobSat	.680
JS2 <--- JobSat	.748
JS1 <--- JobSat	.741
SI1 <--- StayIntent	.811
SI2 <--- StayIntent	.864
SI3 <--- StayIntent	.741
SI4 <--- StayIntent	.852
EP1 <--- Environment	.698
EP2 <--- Environment	.812
EP3 <--- Environment	.768
EP4 <--- Environment	.823
AC4 <--- AttCowork	.815
AC3 <--- AttCowork	.837
AC2 <--- AttCowork	.820
AC1 <--- AttCowork	.822

Intercepts: (FULL-TIME - Measurement residuals)

	Estimate	S.E.	C.R.	P	Label
OC1	4.887	.126	38.662	***	i1_1
OC2	8.417	.109	76.903	***	i2_1
OC3	8.655	.088	98.530	***	i3_1
OC4	8.405	.103	81.760	***	i4_1
JS5	54.832	1.031	53.172	***	i5_1
JS4	2.668	.064	41.594	***	i6_1
JS3	3.215	.066	48.782	***	i7_1
JS2	4.203	.069	61.285	***	i8_1
JS1	4.198	.067	62.617	***	i9_1
SI1	4.202	.044	96.392	***	i10_1
SI2	4.205	.044	95.725	***	i11_1
SI3	3.472	.051	68.284	***	i12_1
SI4	3.480	.048	71.813	***	i13_1
EP1	8.527	.092	93.026	***	i14_1
EP2	8.847	.082	108.545	***	i15_1
EP3	8.928	.067	133.600	***	i16_1
EP4	5.830	.070	83.587	***	i17_1
AC4	3.212	.081	39.843	***	i18_1
AC3	2.775	.071	39.055	***	i19_1
AC2	3.552	.086	41.108	***	i20_1
AC1	2.760	.070	39.558	***	i21_1

Covariances: (FULL-TIME - Measurement residuals)

	Estimate	S.E.	C.R.	P	Label
AttCowork <--> OCommitment	.592	.123	4.823	***	ccc1_1
OCommitment <--> JobSat	4.623	1.368	3.379	***	ccc2_1
OCommitment <--> Environment	.934	.144	6.471	***	ccc3_1
JobSat <--> StayIntent	2.443	.639	3.820	***	ccc4_1
AttCowork <--> StayIntent	.286	.056	5.143	***	ccc5_1
AttCowork <--> JobSat	.986	1.140	.866	.387	ccc6_1
StayIntent <--> Environment	.508	.065	7.751	***	ccc7_1
JobSat <--> Environment	4.625	1.194	3.872	***	ccc8_1
OCommitment <--> StayIntent	.574	.080	7.172	***	ccc9_1
AttCowork <--> Environment	.425	.101	4.195	***	ccc10_1

Correlations: (FULL-TIME - Measurement residuals)

	Estimate
AttCowork <--> OCommitment	.307
OCommitment <--> JobSat	.209
OCommitment <--> Environment	.497

Variances: (FULL-TIME - Measurement residuals)

Squared Multiple Correlations: (FULL-TIME - Measurement residuals)

Matrices (FULL-TIME - Measurement residuals)

[illegible]

Standardized Residual Means (FULL-TIME - Measurement residuals)

Modification Indices (FULL-TIME - Measurement residuals)

	M.I.	Par Change
e16 ↔ e17	9.214	.176
e15 ↔ e16	5.409	.161
e8 ↔ OCommitment	4.826	-.201
e7 ↔ e12	4.537	.111
e7 ↔ e11	6.484	-.095
e6 ↔ e12	5.929	.121
e6 ↔ e11	6.372	-.090
e3 ↔ Environment	5.664	.261
e3 ↔ StayIntent	5.823	-.138
e3 ↔ e18	4.408	.210
e3 ↔ e10	4.167	-.110
e3 ↔ e7	4.115	-.201
e2 ↔ StayIntent	9.569	.169

	M.I.	Par Change
e16	17.259	-.363

	M.I.	Par Change
EP3 <--- EP4	4.582	.023
EP3 <--- EP2	4.212	.015
EP3 <--- JS1	4.478	.031
EP3 <--- JS5	4.568	.002
EP3 <--- OC3	4.247	.015
EP3 <--- OC2	4.239	.015
JS1 <--- AC4	4.013	.038
JS1 <--- EP4	5.456	.027
JS1 <--- EP3	5.829	.018
JS1 <--- EP2	5.914	.019
JS1 <--- EP1	4.639	.017
JS1 <--- SI4	5.946	.047
JS1 <--- SI3	4.747	.042
JS1 <--- SI2	5.503	.038
JS1 <--- SI1	5.005	.036
JS1 <--- JS2	4.294	.032
JS1 <--- OC4	5.820	.019
JS1 <--- OC3	5.649	.019
JS1 <--- OC2	5.191	.018
OC2 <--- StayIntent	6.954	.362
OC1 <--- AC1	19.409	-.209
OC1 <--- AC2	14.232	-.140
OC1 <--- AC3	16.571	-.191
OC1 <--- AC4	15.537	-.161

OC1 <--- EP4	15.735	-.097
OC1 <--- EP3	17.868	-.069
OC1 <--- EP2	17.849	-.069
OC1 <--- EP1	18.380	-.072
OC1 <--- SI4	18.312	-.173
OC1 <--- SI3	16.758	-.166
OC1 <--- SI2	17.369	-.142
OC1 <--- SI1	17.215	-.142
OC1 <--- JS1	17.143	-.138
OC1 <--- JS2	15.622	-.131
OC1 <--- JS3	14.356	-.160
OC1 <--- JS4	15.301	-.194
OC1 <--- JS5	16.155	-.010
OC1 <--- OC4	15.759	-.067
OC1 <--- OC3	14.527	-.063
OC1 <--- OC2	15.453	-.066

Means: (FULL-TIME - Measurement residuals)

	M.I.	Par Change
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Intercepts: (FULL-TIME - Measurement residuals)

	M.I.	Par Change
JS1	5.421	.161
OC1	16.251	-.590

Minimization History (Measurement residuals)

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	11		-.586	9999.000	4756.669	0	9999.000
1	e*	9		-.161	3.925	1803.281	20	.406
2	e*	0	66852.242		1.249	1038.937	5	.661
3	e	0	2420.583		.662	945.850	8	.000
4	e	0	888.334		.801	744.537	3	.000
5	e	0	717.167		.721	619.597	1	1.044
6	e	0	1010.509		.245	590.846	1	1.141
7	e	0	1310.121		.133	588.223	1	1.092
8	e	0	1421.971		.029	588.152	1	1.025
9	e	0	1486.298		.002	588.152	1	1.002
10	e	0	1435.084		.000	588.152	1	1.000

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Unconstrained	146	433.792	358	.004	1.212
Measurement weights	130	446.989	374	.006	1.195
Measurement intercepts	109	518.310	395	.000	1.312
Structural covariances	94	533.057	410	.000	1.300
Measurement residuals	73	588.152	431	.000	1.365
Saturated model	504	.000	0		
Independence model	84	4691.301	420	.000	11.170

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Unconstrained	.908	.892	.983	.979	.982
Measurement weights	.905	.893	.983	.981	.983
Measurement intercepts	.890	.883	.971	.969	.971
Structural covariances	.886	.884	.971	.970	.971
Measurement residuals	.875	.878	.963	.964	.963
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Unconstrained	.852	.774	.837
Measurement weights	.890	.806	.875
Measurement intercepts	.940	.837	.913
Structural covariances	.976	.865	.948
Measurement residuals	1.026	.898	.988
Saturated model	.000	.000	.000

Independence model	1.000	.000	.000
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NCP

Model	NCP	LO 90	HI 90
Unconstrained	75.792	27.353	132.436
Measurement weights	72.989	24.028	130.175
Measurement intercepts	123.310	68.411	186.316
Structural covariances	123.057	67.501	186.729
Measurement residuals	157.152	97.647	224.718
Saturated model	.000	.000	.000
Independence model	4271.301	4054.630	4495.255

FMIN

Model	FMIN	F0	LO 90	HI 90
Unconstrained	1.090	.190	.069	.333
Measurement weights	1.123	.183	.060	.327
Measurement intercepts	1.302	.310	.172	.468
Structural covariances	1.339	.309	.170	.469
Measurement residuals	1.478	.395	.245	.565
Saturated model	.000	.000	.000	.000
Independence model	11.787	10.732	10.188	11.295

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Unconstrained	.023	.014	.030	1.000
Measurement weights	.022	.013	.030	1.000
Measurement intercepts	.028	.021	.034	1.000
Structural covariances	.027	.020	.034	1.000
Measurement residuals	.030	.024	.036	1.000
Independence model	.160	.156	.164	.000

AIC

Model	AIC	BCC	BIC	CAIC
Unconstrained	725.792	762.179		
Measurement weights	706.989	739.389		
Measurement intercepts	736.310	763.477		
Structural covariances	721.057	744.485		
Measurement residuals	734.152	752.346		
Saturated model	1008.000	1133.613		
Independence model	4859.301	4880.237		

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Unconstrained	1.824	1.702	1.966	1.915
Measurement weights	1.776	1.653	1.920	1.858
Measurement intercepts	1.850	1.712	2.008	1.918
Structural covariances	1.812	1.672	1.972	1.871
Measurement residuals	1.845	1.695	2.014	1.890
Saturated model	2.533	2.533	2.533	2.848
Independence model	12.209	11.665	12.772	12.262

HOELTER

Model	HOELTER .05	HOELTER .01
Unconstrained	371	390
Measurement weights	376	394
Measurement intercepts	341	357
Structural covariances	344	360
Measurement residuals	327	341
Independence model	41	43

Nested Model Comparisons

Assuming model Unconstrained to be correct:

Model	DF	CMIN	P	NFI Delta-1	IFI Delta-2	RFI rho-1	TLI rho2
Measurement weights	16	13.197	.658	.003	.003	-.001	-.002
Measurement intercepts	37	84.519	.000	.018	.020	.009	.010
Structural covariances	52	99.265	.000	.021	.023	.008	.009
Measurement residuals	73	154.360	.000	.033	.036	.014	.015

Assuming model Measurement weights to be correct:

Model	DF	CMIN	P	NFI Delta-1	IFI Delta-2	RFI rho-1	TLI rho2
Measurement intercepts	21	71.321	.000	.015	.017	.010	.012
Structural covariances	36	86.068	.000	.018	.020	.009	.010
Measurement residuals	57	141.163	.000	.030	.033	.015	.017

Assuming model Measurement intercepts to be correct:

Model	DF	CMIN	P	NFI Delta-1	IFI Delta-2	RFI rho-1	TLI rho2
Structural covariances	15	14.747	.470	.003	.003	-.001	-.001
Measurement residuals	36	69.842	.001	.015	.016	.005	.005

Assuming model Structural covariances to be correct:

Model	DF	CMIN	P	NFI Delta-1	IFI Delta-2	RFI rho-1	TLI rho2
Measurement residuals	21	55.095	.000	.012	.013	.006	.006

Execution time summary

Minimization: .018
Miscellaneous: .823
Bootstrap: .000
Total: .841