

C:\CH10\_HBAT\_CFA\_AMOS.amw

#### Analysis Summary

##### Date and Time

Date:

Time:

##### Title

Ch10\_hbat\_cfa\_amos

##### Groups

##### Group number 1 (Group number 1)

##### Notes for Group (Group number 1)

The model is recursive.

Sample size = 400

##### Variable Summary (Group number 1)

##### Your model contains the following variables (Group number 1)

##### 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 (Group number 1)

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 (Group number 1)**

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

**Models****Default model (Default model)****Notes for Model (Default model)****Computation of degrees of freedom (Default model)**

Number of distinct sample moments: 252  
 Number of distinct parameters to be estimated: 73  
 Degrees of freedom (252 - 73): 179

**Result (Default model)**

Minimum was achieved  
 Chi-square = 237.671  
 Degrees of freedom = 179  
 Probability level = .002

**Group number 1 (Group number 1 - Default model)****Estimates (Group number 1 - Default model)****Scalar Estimates (Group number 1 - Default model)****Maximum Likelihood Estimates****Regression Weights: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
OC1 <--- OCommitment	1.000				
OC2 <--- OCommitment	1.313	.108	12.190	***	
OC3 <--- OCommitment	.783	.076	10.313	***	
OC4 <--- OCommitment	1.166	.098	11.956	***	
JS5 <--- JobSat	1.000				
JS4 <--- JobSat	.060	.005	12.804	***	
JS3 <--- JobSat	.059	.005	12.375	***	
JS2 <--- JobSat	.068	.005	13.505	***	
JS1 <--- JobSat	.066	.005	13.396	***	
SI1 <--- StayIntent	1.000				
SI2 <--- StayIntent	1.073	.055	19.540	***	
SI3 <--- StayIntent	1.065	.066	16.033	***	
SI4 <--- StayIntent	1.167	.061	19.207	***	
EP1 <--- Environment	1.000				
EP2 <--- Environment	1.034	.072	14.279	***	
EP3 <--- Environment	.806	.059	13.702	***	
EP4 <--- Environment	.901	.062	14.458	***	
AC4 <--- AttCowork	1.000				
AC3 <--- AttCowork	.905	.049	18.611	***	
AC2 <--- AttCowork	1.078	.059	18.150	***	
AC1 <--- AttCowork	.873	.048	18.201	***	

**Standardized Regression Weights: (Group number 1 - Default model)**

	Estimate
OC1 <--- OCommitment	.583
OC2 <--- OCommitment	.885
OC3 <--- OCommitment	.657
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	.697
EP2 <--- Environment	.810
EP3 <--- Environment	.770
EP4 <--- Environment	.824

AC4 <--- AttCowork	.815
AC3 <--- AttCowork	.837
AC2 <--- AttCowork	.820
AC1 <--- AttCowork	.822

**Intercepts: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
OC1	4.888	.126	38.712	***	
OC2	8.418	.109	77.000	***	
OC3	8.655	.088	98.654	***	
OC4	8.405	.103	81.864	***	
JS5	54.832	1.030	53.239	***	
JS4	2.668	.064	41.646	***	
JS3	3.215	.066	48.843	***	
JS2	4.203	.068	61.362	***	
JS1	4.198	.067	62.695	***	
SI1	4.203	.044	96.514	***	
SI2	4.205	.044	95.847	***	
SI3	3.473	.051	68.371	***	
SI4	3.480	.048	71.904	***	
EP1	8.528	.092	93.145	***	
EP2	8.848	.081	108.682	***	
EP3	8.928	.067	133.765	***	
EP4	5.828	.070	83.549	***	
AC4	3.212	.081	39.851	***	
AC3	2.775	.071	39.104	***	
AC2	3.553	.086	41.160	***	
AC1	2.760	.070	39.608	***	

**Covariances: (Group number 1 - Default model)**

		Estimate	S.E.	C.R.	P	Label
AttCowork	<--> OCommitment	.592	.123	4.828	***	
OCommitment	<--> JobSat	4.623	1.366	3.383	***	
OCommitment	<--> Environment	.932	.144	6.476	***	
JobSat	<--> StayIntent	2.443	.639	3.825	***	
AttCowork	<--> StayIntent	.286	.055	5.149	***	
AttCowork	<--> JobSat	.986	1.138	.866	.387	
StayIntent	<--> Environment	.507	.065	7.754	***	
JobSat	<--> Environment	4.619	1.191	3.878	***	
OCommitment	<--> StayIntent	.574	.080	7.181	***	
AttCowork	<--> Environment	.425	.101	4.208	***	

**Correlations: (Group number 1 - Default model)**

	Estimate
AttCowork <--> OCommitment	.307
OCommitment <--> JobSat	.209
OCommitment <--> Environment	.497
JobSat <--> StayIntent	.230
AttCowork <--> StayIntent	.308
AttCowork <--> JobSat	.050
StayIntent <--> Environment	.563
JobSat <--> Environment	.241
OCommitment <--> StayIntent	.553
AttCowork <--> Environment	.254

**Variances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
OCommitment	2.164	.358	6.051	***	
JobSat	226.281	28.680	7.890	***	
StayIntent	.498	.052	9.514	***	
Environment	1.623	.215	7.534	***	
AttCowork	1.720	.181	9.520	***	
e1	4.195	.319	13.158	***	
e2	1.035	.149	6.959	***	
e3	1.744	.138	12.679	***	
e4	1.263	.138	9.156	***	
e5	196.962	17.707	11.123	***	
e6	.824	.071	11.554	***	
e7	.930	.078	11.895	***	
e8	.825	.076	10.809	***	
e9	.807	.074	10.945	***	
e10	.258	.023	11.107	***	
e11	.195	.021	9.468	***	

e12	.464	.038	12.249	***
e13	.256	.026	9.941	***
e14	1.721	.142	12.161	***
e15	.910	.090	10.069	***
e16	.723	.065	11.047	***
e17	.623	.065	9.625	***
e18	.870	.081	10.725	***
e19	.601	.060	10.095	***
e20	.972	.092	10.597	***
e21	.628	.060	10.546	***

**Squared Multiple Correlations: (Group number 1 - Default model)**

	Estimate
AC1	.676
AC2	.673
AC3	.701
AC4	.664
EP4	.679
EP3	.593
EP2	.656
EP1	.485
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 (Group number 1 - Default model)**

**Implied Covariances (Group number 1 - Default model)**

	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	1.556	2.589															
EP4	.334	.413	.346	.383	1.939														
EP3	.299	.369	.310	.343	1.178	1.777													
EP2	.383	.474	.398	.439	1.511	1.352	2.644												
EP1	.371	.458	.385	.425	1.462	1.308	1.677	3.344											
SI4	.291	.359	.301	.333	.532	.476	.611	.591	.935										
SI3	.265	.328	.275	.304	.486	.435	.558	.539	.619	1.029									
SI2	.267	.330	.277	.306	.489	.438	.562	.543	.624	.569	.768								
SI1	.249	.308	.258	.286	.456	.408	.524	.507	.581	.530	.534	.756							
JS1	.057	.070	.059	.065	.274	.245	.314	.304	.188	.171	.173	.161	1.788						
JS2	.058	.072	.061	.067	.283	.253	.325	.314	.194	.177	.178	.166	1.013	1.871					
JS3	.051	.063	.053	.059	.247	.221	.284	.274	.169	.155	.156	.145	.885	.914	1.729				
JS4	.052	.064	.053	.059	.249	.223	.286	.277	.171	.156	.157	.146	.893	.922	.806	1.637			
JS5	.860	1.063	.892	.986	4.160	3.722	4.774	4.619	2.850	2.602	2.621	2.443	14.902	15.385	13.442	13.564	423.243		
OC4	.602	.744	.624	.690	.979	.876	1.124	1.087	.781	.713	.718	.669	.355	.367	.320	.323	5.391	4.206	
OC3	.404	.500	.419	.463	.657	.588	.755	.730	.524	.478	.482	.449	.238	.246	.215	.217	3.620	1.977	3.07
OC2	.678	.838	.703	.777	1.103	.987	1.265	1.224	.879	.802	.808	.753	.400	.413	.361	.364	6.071	3.315	2.22
OC1	.516	.638	.535	.592	.840	.751	.964	.932	.669	.611	.616	.574	.304	.314	.275	.277	4.623	2.524	1.69

### Implied Correlations (Group number 1 - Default model)

[illegible]

S11	.206	.205	.210	.204	.377	.352	.370	.318	.691	.601	.701	1.000								
JS1	.030	.030	.031	.030	.147	.137	.145	.124	.145	.126	.147	.138	1.000							
JS2	.031	.031	.031	.030	.148	.139	.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	.029	.029	.140	.131	.138	.118	.138	.120	.140	.132	.522	.527	.479	1.000				
JS5	.030	.030	.031	.030	.145	.136	.143	.123	.143	.125	.145	.137	.542	.547	.497	.515	1.000			
OC4	.211	.210	.215	.209	.343	.320	.337	.290	.394	.342	.399	.375	.129	.131	.119	.123	.128	1.000		
OC3	.166	.165	.169	.164	.269	.252	.265	.228	.309	.269	.314	.295	.102	.103	.093	.097	.100	.550	1.000	
OC2	.223	.223	.227	.221	.363	.339	.356	.307	.416	.362	.422	.397	.137	.138	.126	.130	.135	.740	.582	1.000
OC1	.147	.147	.150	.146	.239	.223	.235	.202	.275	.239	.279	.262	.090	.091	.083	.086	.089	.488	.384	.500

**Implied Means (Group number 1 - Default model)**

	AC1	AC2	AC3	AC4	EP4	EP3	EP2	EP1	SI4	SI3	SI2	SI1	JS1	JS2	JS3	JS4	JS5	OC4	OC3	OC2
	2.760	3.553	2.775	3.212	5.828	8.928	8.848	8.528	3.480	3.473	4.205	4.203	4.198	4.203	3.215	2.668	54.832	8.405	8.655	8.418

### Minimization History (Default model)

Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	11	-.582	9999.000	4437.714	0	9999.000
1	e*	9	-.155	3.887	1472.801	20	.415
2	e*	0	19111.499	1.268	692.039	5	.659
3	e	0	1923.065	.689	574.419	6	.000
4	e	0	547.658	1.224	472.882	2	.000
5	e	0	879.971	.556	275.340	1	1.140
6	e	0	1019.956	.322	242.742	1	1.182
7	e	0	1378.088	.166	237.984	1	1.134
8	e	0	1547.371	.048	237.674	1	1.061
9	e	0	1576.378	.005	237.671	1	1.008
10	e	0	1583.522	.000	237.671	1	1.000

### Model Fit Summary

**CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	73	237.671	179	.002	1.328
Saturated model	252	.000	0		
Independence model	21	4440.904	231	.000	19.225

### Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.946	.931	.986	.982	.986
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

### Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.775	.733	.764
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

**NCP**

Model	NCP	LO 90	HI 90
Default model	58.671	22.629	102.806
Saturated model	.000	.000	.000
Independence model	4209.904	3997.096	4429.984

## FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	.596	.147	.057	.258
Saturated model	.000	.000	.000	.000
Independence model	11.130	10.551	10.018	11.103

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.029	.018	.038	1.000
Independence model	.214	.208	.219	.000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	383.671	392.191		
Saturated model	504.000	533.411		
Independence model	4482.904	4485.355		

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	.962	.871	1.072	.983
Saturated model	1.263	1.263	1.263	1.337
Independence model	11.235	10.702	11.787	11.241

**HOELTER**

Model	HOELTER .05	HOELTER .01
Default model	355	380
Independence model	25	26

**Execution time summary**

Minimization: .016  
 Miscellaneous: .292  
 Bootstrap: .000  
 Total: .308