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The following lines were read from file D:\2DATA712\PATH.LS8:

```
TI PATH 712
!DA NI=21 NO=420 MA=CM
SY='D:\2DATA712\DATA420.dsf' NG=1
MO NX=11 NY=10 NK=3 NE=3 BE=FU GA=FI PS=SY TE=SY TD=SY
LE
JS OC OCB
LK
TAK LEAD POR
FR LY(2,1) LY(4,2) LY(5,2) LY(7,3) LY(8,3) LY(9,3) LY(10,3) LX(1,1) LX(2,1)
FR LX(3,1) LX(4,1) LX(5,1) LX(6,2) LX(7,2) LX(8,2) LX(9,2) LX(10,3) LX(11,3)
FR BE(2,1) BE(3,1) BE(3,2) GA(1,1) GA(1,2) GA(1,3) GA(2,2) GA(2,3) GA(3,1)
FR GA(3,2) GA(3,3)
FR TE 8 7 TE 10 7 TE 10 2 TE 9 6 TE 10 8 TD 7 6 TD 5 1 TE 6 2 TD 5 3 TD 5 4
VA 1 LY(1,1)
VA 1 LY(3,2)
VA 1 LY(6,3)
PD
OU AM RS EF FS SC
```

TI PATH 712

```
Number of Input Variables 21
Number of Y - Variables 10
Number of X - Variables 11
Number of ETA - Variables 3
Number of KSI - Variables 3
Number of Observations 420
```

TI PATH 712

Covariance Matrix

	J1	J2	C1	C2	C3	O1
	-----	-----	-----	-----	-----	-----
J1	0.17					
J2	0.13	0.19				
C1	0.10	0.12	0.34			
C2	0.11	0.14	0.27	0.46		
C3	0.10	0.13	0.28	0.31	0.43	
O1	0.09	0.08	0.10	0.09	0.10	0.22

O2	0.07	0.08	0.07	0.08	0.08	0.06
O3	0.06	0.07	0.06	0.06	0.07	0.04
O4	0.11	0.10	0.13	0.12	0.12	0.13
O5	0.07	0.09	0.10	0.13	0.13	0.06
T1	0.10	0.10	0.08	0.07	0.09	0.09
T2	0.11	0.12	0.10	0.11	0.11	0.10
T3	0.08	0.07	0.09	0.06	0.06	0.11
T4	0.11	0.10	0.09	0.09	0.08	0.10
T5	0.10	0.10	0.08	0.08	0.08	0.10
L1	0.09	0.11	0.09	0.11	0.11	0.08
L2	0.09	0.10	0.09	0.12	0.11	0.08
L3	0.09	0.11	0.09	0.11	0.11	0.09
L4	0.08	0.09	0.09	0.11	0.10	0.09
P1	0.08	0.09	0.12	0.13	0.11	0.09
P2	0.08	0.10	0.12	0.13	0.11	0.09

Covariance Matrix

	O2	O3	O4	O5	T1	T2
O2	0.19					
O3	0.11	0.17				
O4	0.07	0.05	0.23			
O5	0.12	0.09	0.10	0.23		
T1	0.05	0.05	0.10	0.06	0.23	
T2	0.07	0.06	0.11	0.07	0.12	0.23
T3	0.04	0.03	0.10	0.02	0.11	0.12
T4	0.05	0.05	0.11	0.04	0.10	0.14
T5	0.04	0.04	0.10	0.04	0.09	0.14
L1	0.07	0.06	0.09	0.07	0.07	0.09
L2	0.07	0.05	0.09	0.08	0.07	0.09
L3	0.07	0.06	0.09	0.07	0.08	0.10
L4	0.05	0.04	0.09	0.06	0.06	0.08
P1	0.06	0.06	0.09	0.07	0.07	0.09
P2	0.07	0.07	0.10	0.08	0.06	0.09

Covariance Matrix

	T3	T4	T5	L1	L2	L3
T3	0.28					
T4	0.12	0.28				
T5	0.15	0.16	0.28			
L1	0.06	0.08	0.09	0.20		
L2	0.06	0.07	0.08	0.15	0.18	
L3	0.07	0.08	0.09	0.15	0.15	0.18
L4	0.07	0.07	0.08	0.11	0.11	0.13
P1	0.08	0.09	0.09	0.08	0.08	0.08
P2	0.08	0.10	0.08	0.09	0.07	0.08

Covariance Matrix

	L4	P1	P2
L4	0.15		
P1	0.07	0.21	
P2	0.07	0.14	0.22

TI PATH 712

Parameter Specifications

LAMBDA-Y

	JS	OC	OCB
	-----	-----	-----
J1	0	0	0
J2	1	0	0
C1	0	0	0
C2	0	2	0
C3	0	3	0
O1	0	0	0
O2	0	0	4
O3	0	0	5
O4	0	0	6
O5	0	0	7

LAMBDA-X

	TAK	LEAD	POR
	-----	-----	-----
T1	8	0	0
T2	9	0	0
T3	10	0	0
T4	11	0	0
T5	12	0	0
L1	0	13	0
L2	0	14	0
L3	0	15	0
L4	0	16	0
P1	0	0	17
P2	0	0	18

BETA

	JS	OC	OCB
	-----	-----	-----
JS	0	0	0
OC	19	0	0
OCB	20	21	0

GAMMA

	TAK	LEAD	POR
	-----	-----	-----
JS	22	23	24
OC	0	25	26
OCB	27	28	29

PHI

	TAK	LEAD	POR
	-----	-----	-----
TAK	0		
LEAD	30	0	
POR	31	32	0

PSI

	JS	OC	OCB
	-----	-----	-----
	33	34	35

THETA-EPS

	J1	J2	C1	C2	C3	O1
J1	36					
J2	0	37				
C1	0	0	38			
C2	0	0	0	39		
C3	0	0	0	0	40	
O1	0	41	0	0	0	42
O2	0	0	0	0	0	0
O3	0	0	0	0	0	0
O4	0	0	0	0	0	46
O5	0	48	0	0	0	0

THETA-EPS

	O2	O3	O4	O5
O2	43			
O3	44	45		
O4	0	0	47	
O5	49	50	0	51

THETA-DELTA

	T1	T2	T3	T4	T5	L1
T1	52					
T2	0	53				
T3	0	0	54			
T4	0	0	0	55		
T5	56	0	57	58	59	
L1	0	0	0	0	0	60
L2	0	0	0	0	0	61
L3	0	0	0	0	0	0
L4	0	0	0	0	0	0
P1	0	0	0	0	0	0
P2	0	0	0	0	0	0

THETA-DELTA

	L2	L3	L4	P1	P2
L2	62				
L3	0	63			
L4	0	0	64		
P1	0	0	0	65	
P2	0	0	0	0	66

TI PATH 712

Number of Iterations = 45

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y

	JS	OC	OCB
--	----	----	-----

J1	1.00	--	--
J2	1.08	--	--
	(0.06)		
	19.25		
C1	--	1.00	--
C2	--	1.10	--
		(0.06)	
		19.36	
C3	--	1.13	--
		(0.05)	
		20.72	
O1	--	--	1.00
O2	--	--	0.71
			(0.08)
			8.95
O3	--	--	0.61
			(0.07)
			8.26
O4	--	--	1.09
			(0.08)
			14.05
O5	--	--	0.80
			(0.09)
			9.24

LAMBDA-X

	TAK	LEAD	POR
	-----	-----	-----
T1	0.31	--	--
	(0.02)		
	14.20		
T2	0.39	--	--
	(0.02)		
	19.01		
T3	0.32	--	--
	(0.03)		
	12.51		
T4	0.35	--	--
	(0.02)		
	14.39		
T5	0.35	--	--
	(0.03)		
	14.13		
L1	--	0.36	--
		(0.02)	
		19.69	
L2	--	0.37	--
		(0.02)	
		21.53	
L3	--	0.40	--
		(0.02)	
		24.63	
L4	--	0.31	--
		(0.02)	
		19.02	
P1	--	--	0.37
			(0.02)
			18.05
P2	--	--	0.38
			(0.02)
			18.01

BETA

	JS	OC	OCB
JS	- -	- -	- -
OC	0.38 (0.12) 3.10	- -	- -
OCB	0.26 (0.11) 2.51	0.08 (0.04) 2.21	- -

GAMMA

	TAK	LEAD	POR
JS	0.18 (0.02) 7.91	0.10 (0.02) 5.44	0.05 (0.02) 2.49
OC	- -	0.07 (0.04) 2.10	0.16 (0.04) 4.62
OCB	0.07 (0.03) 2.43	0.06 (0.02) 2.70	0.08 (0.02) 3.63

Covariance Matrix of ETA and KSI

	JS	OC	OCB	TAK	LEAD	POR
JS	0.12					
OC	0.10	0.25				
OCB	0.09	0.10	0.09			
TAK	0.28	0.26	0.26	1.00		
LEAD	0.24	0.26	0.23	0.62	1.00	
POR	0.22	0.29	0.24	0.63	0.55	1.00

PHI

	TAK	LEAD	POR
TAK	1.00		
LEAD	0.62 (0.04) 16.51	1.00	
POR	0.63 (0.04) 15.18	0.55 (0.04) 12.84	1.00

PSI  
Note: This matrix is diagonal.

	JS	OC	OCB
	0.03 (0.00) 6.45	0.15 (0.02) 9.47	0.00 (0.01) 0.56

Squared Multiple Correlations for Structural Equations

	JS	OC	OCB
	0.73	0.42	0.96

Squared Multiple Correlations for Reduced Form

	JS	OC	OCB
	0.73	0.40	0.92

Reduced Form

	TAK	LEAD	POR
	-----	-----	-----
JS	0.18 (0.02) 7.91	0.10 (0.02) 5.44	0.05 (0.02) 2.49
OC	0.07 (0.02) 2.90	0.11 (0.03) 3.72	0.18 (0.03) 5.45
OCB	0.13 (0.02) 5.50	0.09 (0.02) 4.73	0.11 (0.02) 5.05

THETA-EPS

	J1	J2	C1	C2	C3	O1
	-----	-----	-----	-----	-----	-----
J1	0.06 (0.01) 10.06					
J2	- -	0.05 (0.01) 8.11				
C1	- -	- -	0.09 (0.01) 9.33			
C2	- -	- -	- -	0.15 (0.01) 10.82		
C3	- -	- -	- -	- -	0.11 (0.01) 8.92	
O1	- -	-0.02 (0.00) -3.90	- -	- -	- -	0.13 (0.01) 11.63
O2	- -	- -	- -	- -	- -	- -
O3	- -	- -	- -	- -	- -	- -
O4	- -	- -	- -	- -	- -	0.04 (0.01) 3.81
O5	- -	0.00 (0.00) -0.06	- -	- -	- -	- -

THETA-EPS

	O2	O3	O4	O5
	-----	-----	-----	-----
O2	0.15 (0.01) 13.76			
O3	0.07 (0.01) 8.30	0.14 (0.01) 13.95		
O4	- -	- -	0.13 (0.01) 11.03	
O5	0.07 (0.01) 7.18	0.05 (0.01) 5.67	- -	0.17 (0.01) 13.59

Squared Multiple Correlations for Y - Variables

J1	J2	C1	C2	C3	O1
0.68	0.75	0.73	0.66	0.75	0.41

Squared Multiple Correlations for Y - Variables

O2	O3	O4	O5
0.23	0.19	0.45	0.25

THETA-DELTA

	T1	T2	T3	T4	T5	L1
T1	0.13 (0.01) 12.53					
T2	- -	0.08 (0.01) 9.74				
T3	- -	- -	0.18 (0.01) 13.09			
T4	- -	- -	- -	0.16 (0.01) 12.46		
T5	-0.02 (0.01) -2.89	- -	0.03 (0.01) 3.53	0.03 (0.01) 3.64	0.15 (0.01) 11.96	
L1	- -	- -	- -	- -	- -	0.07 (0.01) 11.58
L2	- -	- -	- -	- -	- -	0.02 (0.00) 3.98
L3	- -	- -	- -	- -	- -	- -
L4	- -	- -	- -	- -	- -	- -
P1	- -	- -	- -	- -	- -	- -
P2	- -	- -	- -	- -	- -	- -

THETA-DELTA

	L2	L3	L4	P1	P2
L2	0.05 (0.00) 10.43				
L3	- -	0.02 (0.00) 6.33			
L4	- -	- -	0.06 (0.00) 12.52		
P1	- -	- -	- -	0.07 (0.01) 7.93	
P2	- -	- -	- -	- -	0.07 (0.01) 8.00

Squared Multiple Correlations for X - Variables

T1	T2	T3	T4	T5	L1
0.44	0.66	0.36	0.44	0.45	0.66

Squared Multiple Correlations for X - Variables

L2	L3	L4	P1	P2
0.74	0.87	0.63	0.67	0.67

Goodness of Fit Statistics

Degrees of Freedom = 165  
 Minimum Fit Function Chi-Square = 310.35 (P = 0.00)  
 Normal Theory Weighted Least Squares Chi-Square = 318.81 (P = 0.00)  
 Estimated Non-centrality Parameter (NCP) = 153.81  
 90 Percent Confidence Interval for NCP = (107.10 ; 208.33)

Minimum Fit Function Value = 0.74  
 Population Discrepancy Function Value (F0) = 0.37  
 90 Percent Confidence Interval for F0 = (0.26 ; 0.50)  
 Root Mean Square Error of Approximation (RMSEA) = 0.047  
 90 Percent Confidence Interval for RMSEA = (0.039 ; 0.055)  
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.72

Expected Cross-Validation Index (ECVI) = 1.08  
 90 Percent Confidence Interval for ECVI = (0.96 ; 1.21)  
 ECVI for Saturated Model = 1.10  
 ECVI for Independence Model = 35.39

Chi-Square for Independence Model with 210 Degrees of Freedom = 14788.17  
 Independence AIC = 14830.17  
 Model AIC = 450.81  
 Saturated AIC = 462.00  
 Independence CAIC = 14936.02  
 Model CAIC = 783.47  
 Saturated CAIC = 1626.30

Normed Fit Index (NFI) = 0.98  
 Non-Normed Fit Index (NNFI) = 0.99  
 Parsimony Normed Fit Index (PNFI) = 0.77  
 Comparative Fit Index (CFI) = 0.99  
 Incremental Fit Index (IFI) = 0.99  
 Relative Fit Index (RFI) = 0.97

Critical N (CN) = 284.76

Root Mean Square Residual (RMR) = 0.010  
 Standardized RMR = 0.040  
 Goodness of Fit Index (GFI) = 0.93  
 Adjusted Goodness of Fit Index (AGFI) = 0.91  
 Parsimony Goodness of Fit Index (PGFI) = 0.67

TI PATH 712

Fitted Covariance Matrix

	J1	J2	C1	C2	C3	O1
	-----	-----	-----	-----	-----	-----
J1	0.17					
J2	0.13	0.19				
C1	0.10	0.11	0.34			
C2	0.11	0.12	0.28	0.46		
C3	0.11	0.12	0.28	0.31	0.43	
O1	0.09	0.08	0.10	0.11	0.12	0.21
O2	0.07	0.07	0.07	0.08	0.08	0.06
O3	0.06	0.06	0.06	0.07	0.07	0.05
O4	0.10	0.11	0.11	0.12	0.13	0.13
O5	0.07	0.08	0.08	0.09	0.09	0.07
T1	0.09	0.09	0.08	0.09	0.09	0.08
T2	0.11	0.12	0.10	0.11	0.11	0.10
T3	0.09	0.10	0.08	0.09	0.09	0.08
T4	0.10	0.11	0.09	0.10	0.10	0.09
T5	0.10	0.11	0.09	0.10	0.10	0.09
L1	0.09	0.10	0.09	0.10	0.11	0.08
L2	0.09	0.10	0.09	0.10	0.11	0.09
L3	0.10	0.11	0.10	0.11	0.12	0.09
L4	0.08	0.08	0.08	0.09	0.09	0.07
P1	0.08	0.09	0.11	0.12	0.12	0.09
P2	0.09	0.09	0.11	0.12	0.12	0.09

Fitted Covariance Matrix

	O2	O3	O4	O5	T1	T2
	-----	-----	-----	-----	-----	-----
O2	0.19					
O3	0.11	0.17				
O4	0.07	0.06	0.23			
O5	0.12	0.09	0.08	0.23		
T1	0.06	0.05	0.09	0.06	0.23	
T2	0.07	0.06	0.11	0.08	0.12	0.23
T3	0.06	0.05	0.09	0.06	0.10	0.12
T4	0.06	0.06	0.10	0.07	0.11	0.14
T5	0.06	0.06	0.10	0.07	0.09	0.14
L1	0.06	0.05	0.09	0.07	0.07	0.09
L2	0.06	0.05	0.09	0.07	0.07	0.09
L3	0.07	0.06	0.10	0.07	0.08	0.10
L4	0.05	0.04	0.08	0.06	0.06	0.07
P1	0.06	0.06	0.10	0.07	0.07	0.09
P2	0.07	0.06	0.10	0.07	0.08	0.09

Fitted Covariance Matrix

	T3	T4	T5	L1	L2	L3
	-----	-----	-----	-----	-----	-----
T3	0.28					
T4	0.11	0.28				
T5	0.15	0.16	0.28			
L1	0.07	0.08	0.08	0.20		
L2	0.07	0.08	0.08	0.15	0.18	
L3	0.08	0.09	0.09	0.15	0.15	0.18
L4	0.06	0.07	0.07	0.11	0.11	0.12
P1	0.07	0.08	0.08	0.07	0.07	0.08
P2	0.08	0.09	0.09	0.08	0.08	0.08

Fitted Covariance Matrix

	L4	P1	P2
	-----	-----	-----
L4	0.15		
P1	0.06	0.21	
P2	0.07	0.14	0.22

Fitted Residuals

	J1	J2	C1	C2	C3	O1
	-----	-----	-----	-----	-----	-----
J1	0.00					
J2	0.00	0.00				
C1	0.00	0.01	0.00			
C2	0.00	0.02	0.00	0.00		
C3	-0.02	0.01	0.00	0.00	0.00	
O1	0.00	0.00	0.00	-0.03	-0.02	0.00
O2	0.00	0.01	-0.01	0.00	-0.01	0.00
O3	0.00	0.01	0.00	-0.01	-0.01	-0.01
O4	0.01	-0.01	0.01	-0.01	-0.01	0.00
O5	0.00	0.01	0.01	0.04	0.03	-0.01
T1	0.01	0.00	0.00	-0.02	0.00	0.01
T2	0.00	0.00	0.01	0.00	0.00	0.00
T3	-0.01	-0.02	0.01	-0.03	-0.03	0.03
T4	0.01	-0.01	-0.01	-0.01	-0.02	0.01
T5	0.00	-0.01	-0.02	-0.02	-0.02	0.01
L1	0.00	0.01	0.00	0.01	0.01	0.00
L2	0.00	0.00	0.00	0.01	0.01	0.00
L3	-0.01	0.00	-0.01	0.00	-0.01	0.00
L4	0.00	0.00	0.01	0.02	0.01	0.01
P1	-0.01	0.00	0.01	0.01	-0.01	0.00
P2	0.00	0.00	0.01	0.01	-0.01	0.00

Fitted Residuals

	O2	O3	O4	O5	T1	T2
	-----	-----	-----	-----	-----	-----
O2	0.00					
O3	0.00	0.00				
O4	0.00	-0.01	0.00			
O5	0.00	0.00	0.02	0.00		
T1	0.00	0.00	0.01	0.00	0.00	
T2	0.00	0.00	0.00	-0.01	0.00	0.00
T3	-0.02	-0.02	0.01	-0.04	0.01	0.00
T4	-0.01	-0.01	0.01	-0.04	-0.01	0.00
T5	-0.03	-0.02	0.00	-0.03	0.00	0.00
L1	0.01	0.00	0.00	0.00	0.00	0.01
L2	0.01	0.00	0.00	0.01	0.00	0.00
L3	0.00	0.00	-0.01	-0.01	0.00	0.00
L4	0.00	0.00	0.01	0.00	0.00	0.01
P1	0.00	0.01	-0.01	0.00	0.00	0.00
P2	0.01	0.01	0.00	0.00	-0.01	0.00

Fitted Residuals

	T3	T4	T5	L1	L2	L3
	-----	-----	-----	-----	-----	-----
T3	0.00					
T4	0.01	0.00				
T5	0.00	0.00	0.00			
L1	-0.01	0.00	0.01	0.00		
L2	-0.01	-0.01	0.00	0.00	0.00	
L3	-0.01	-0.01	0.00	0.00	0.00	0.00
L4	0.01	0.00	0.01	0.00	0.00	0.00
P1	0.01	0.00	0.00	0.00	0.00	0.00
P2	0.00	0.02	0.00	0.01	-0.01	-0.01



	O2	O3	O4	O5	T1	T2
O2	-1.28					
O3	-1.28	-1.28				
O4	-0.42	-1.68	-1.28			
O5	-2.32	-2.04	4.31	-2.29		
T1	-0.35	0.33	1.22	-0.62	- -	
T2	-0.50	-0.38	0.14	-1.98	-1.09	- -
T3	-2.03	-2.41	1.27	-4.49	1.48	0.18
T4	-1.70	-0.85	2.09	-4.39	-2.12	0.61
T5	-3.27	-2.05	0.33	-3.99	-0.55	0.75
L1	1.98	0.81	0.37	0.62	0.04	0.98
L2	1.55	-0.07	0.27	1.66	0.09	0.47
L3	0.55	0.27	-1.79	-1.15	0.24	0.37
L4	-0.62	-0.26	1.89	0.46	0.03	1.04
P1	-0.73	0.95	-1.24	0.13	-0.51	0.85
P2	0.92	1.61	-0.89	0.72	-1.97	-0.44

Standardized Residuals

	T3	T4	T5	L1	L2	L3
T3	- -					
T4	0.98	- -				
T5	-0.06	1.90	0.97			
L1	-1.12	-0.02	0.89	- -		
L2	-1.65	-1.85	-0.16	- -	- -	
L3	-1.13	-1.75	0.24	-0.03	2.69	- -
L4	1.64	0.47	1.82	-1.71	-2.64	1.15
P1	0.97	0.62	0.63	0.81	1.04	-0.56
P2	0.12	2.25	-0.64	1.69	-1.32	-1.93

Standardized Residuals

	L4	P1	P2
L4	- -		
P1	1.75	- -	
P2	1.94	-1.28	- -

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -4.49  
 Median Standardized Residual = 0.00  
 Largest Standardized Residual = 4.31

Stemleaf Plot

```

- 4|5
- 4|420
- 3|
- 3|33
- 2|7765
- 2|4443311100000000
- 1|999998888877777755
- 1|4333333222111111000
- 0|9999877777666666555555
- 0|44444333222111000000000000000000000000
0|1111111222223333334444
0|5555566666666677788888999
1|00000011112223334
1|555556666677778888999
2|0000123444
2|67899
3|13
3|5
4|13

```

Largest Negative Standardized Residuals

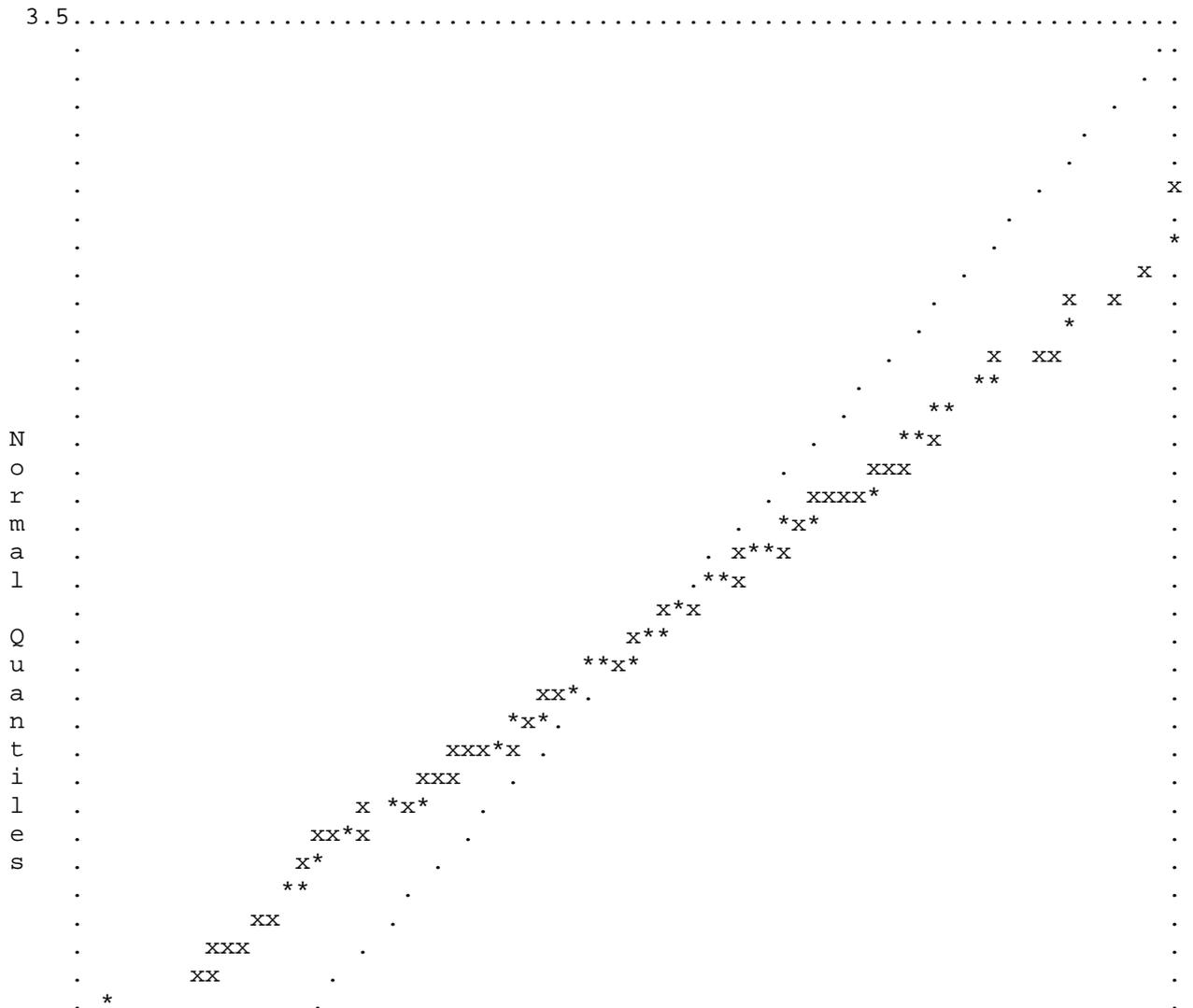
Residual for	O1 and	C2	-3.34
Residual for	O3 and	O1	-2.67
Residual for	O4 and	J2	-2.72
Residual for	T3 and	J2	-4.16
Residual for	T3 and	O5	-4.49
Residual for	T4 and	O5	-4.39
Residual for	T5 and	O2	-3.27
Residual for	T5 and	O5	-3.99
Residual for	L4 and	L2	-2.64

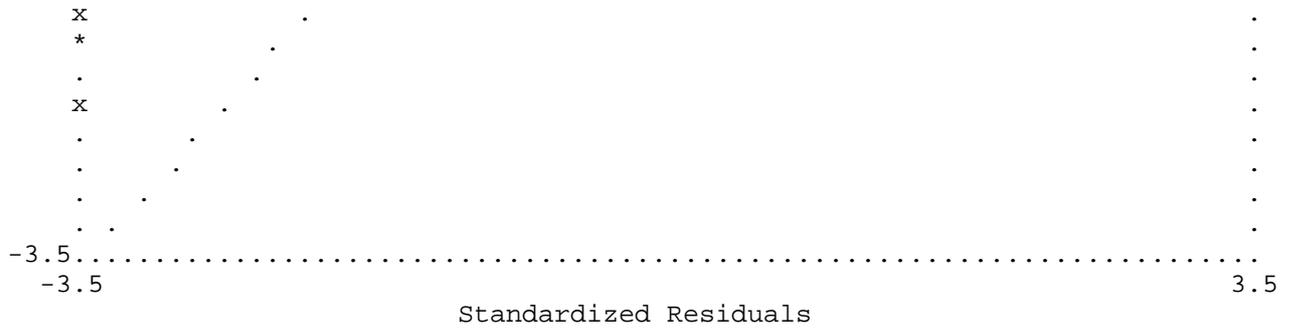
Largest Positive Standardized Residuals

Residual for	O2 and	J2	2.85
Residual for	O4 and	O1	3.14
Residual for	O5 and	C2	3.33
Residual for	O5 and	C3	3.51
Residual for	O5 and	O4	4.31
Residual for	T1 and	J1	2.87
Residual for	T3 and	O1	4.10
Residual for	L1 and	J2	2.80
Residual for	L3 and	L2	2.69
Residual for	L4 and	O1	2.63

TI PATH 712

Qplot of Standardized Residuals





TI PATH 712

Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

	JS	OC	OCB
	-----	-----	-----
J1	- -	3.30	5.88
J2	- -	6.79	10.59
C1	0.70	- -	1.36
C2	0.23	- -	0.17
C3	1.61	- -	3.02
O1	0.37	3.94	- -
O2	2.75	2.49	- -
O3	0.22	1.28	- -
O4	0.05	0.54	- -
O5	2.01	17.95	- -

Expected Change for LAMBDA-Y

	JS	OC	OCB
	-----	-----	-----
J1	- -	-0.08	-0.85
J2	- -	0.12	1.23
C1	0.07	- -	0.12
C2	0.04	- -	0.05
C3	-0.11	- -	-0.21
O1	-0.13	-0.12	- -
O2	0.26	-0.08	- -
O3	0.07	-0.06	- -
O4	-0.05	0.05	- -
O5	-0.31	0.26	- -

Standardized Expected Change for LAMBDA-Y

	JS	OC	OCB
	-----	-----	-----
J1	- -	-0.04	-0.25
J2	- -	0.06	0.37
C1	0.02	- -	0.04
C2	0.02	- -	0.02
C3	-0.04	- -	-0.06
O1	-0.05	-0.06	- -
O2	0.09	-0.04	- -
O3	0.03	-0.03	- -
O4	-0.02	0.02	- -
O5	-0.11	0.13	- -

Completely Standardized Expected Change for LAMBDA-Y

	JS	OC	OCB
	-----	-----	-----
J1	- -	-0.09	-0.60
J2	- -	0.14	0.85
C1	0.04	- -	0.06
C2	0.02	- -	0.02
C3	-0.06	- -	-0.09
O1	-0.10	-0.13	- -
O2	0.21	-0.09	- -
O3	0.06	-0.07	- -
O4	-0.03	0.05	- -
O5	-0.22	0.27	- -

Modification Indices for LAMBDA-X

	TAK	LEAD	POR
	-----	-----	-----
T1	- -	0.22	2.10
T2	- -	0.79	0.07
T3	- -	1.48	0.28
T4	- -	2.45	2.54
T5	- -	1.29	1.06
L1	1.55	- -	3.00
L2	1.04	- -	0.35
L3	2.38	- -	8.41
L4	4.16	- -	7.27
P1	1.32	0.54	- -
P2	0.47	0.54	- -

Expected Change for LAMBDA-X

	TAK	LEAD	POR
	-----	-----	-----
T1	- -	0.01	-0.05
T2	- -	0.02	0.01
T3	- -	-0.04	0.02
T4	- -	-0.05	0.05
T5	- -	0.03	-0.03
L1	0.02	- -	0.03
L2	-0.02	- -	-0.01
L3	-0.03	- -	-0.05
L4	0.04	- -	0.05
P1	0.05	0.02	- -
P2	-0.03	-0.02	- -

Standardized Expected Change for LAMBDA-X

	TAK	LEAD	POR
	-----	-----	-----
T1	- -	0.01	-0.05
T2	- -	0.02	0.01
T3	- -	-0.04	0.02
T4	- -	-0.05	0.05
T5	- -	0.03	-0.03
L1	0.02	- -	0.03
L2	-0.02	- -	-0.01
L3	-0.03	- -	-0.05
L4	0.04	- -	0.05
P1	0.05	0.02	- -
P2	-0.03	-0.02	- -

Completely Standardized Expected Change for LAMBDA-X

	TAK	LEAD	POR
	-----	-----	-----
T1	- -	0.03	-0.10
T2	- -	0.05	0.02
T3	- -	-0.07	0.03
T4	- -	-0.09	0.10
T5	- -	0.06	-0.06
L1	0.05	- -	0.07
L2	-0.04	- -	-0.02
L3	-0.07	- -	-0.12
L4	0.10	- -	0.12
P1	0.11	0.05	- -
P2	-0.06	-0.05	- -

Modification Indices for BETA

	JS	OC	OCB
	-----	-----	-----
JS	- -	1.63	1.63
OC	- -	- -	1.63
OCB	- -	- -	- -

Expected Change for BETA

	JS	OC	OCB
	-----	-----	-----
JS	- -	0.08	0.98
OC	- -	- -	-0.90
OCB	- -	- -	- -

Standardized Expected Change for BETA

	JS	OC	OCB
	-----	-----	-----
JS	- -	0.46	9.55
OC	- -	- -	-6.03
OCB	- -	- -	- -

Modification Indices for GAMMA

	TAK	LEAD	POR
	-----	-----	-----
JS	- -	- -	- -
OC	1.63	- -	- -
OCB	- -	- -	- -

Expected Change for GAMMA

	TAK	LEAD	POR
	-----	-----	-----
JS	- -	- -	- -
OC	-0.07	- -	- -
OCB	- -	- -	- -

Standardized Expected Change for GAMMA

	TAK	LEAD	POR
	-----	-----	-----
JS	- -	- -	- -
OC	-0.13	- -	- -

OCB            - -            - -            - -

No Non-Zero Modification Indices for PHI

Modification Indices for PSI

	JS	OC	OCB
	-----	-----	-----
JS	- -		
OC	1.63	- -	
OCB	- -	- -	- -

Expected Change for PSI

	JS	OC	OCB
	-----	-----	-----
JS	- -		
OC	0.01	- -	
OCB	- -	- -	- -

Standardized Expected Change for PSI

	JS	OC	OCB
	-----	-----	-----
JS	- -		
OC	0.07	- -	
OCB	- -	- -	- -

Modification Indices for THETA-EPS

	J1	J2	C1	C2	C3	O1
	-----	-----	-----	-----	-----	-----
J1	- -					
J2	1.63	- -				
C1	0.67	0.58	- -			
C2	0.04	1.26	3.90	- -		
C3	3.91	1.60	0.53	1.70	- -	
O1	1.41	- -	0.20	5.30	0.10	- -
O2	0.22	3.73	0.53	0.55	1.47	1.77
O3	0.17	0.39	0.48	2.97	0.00	1.92
O4	7.04	13.28	4.20	0.55	0.56	- -
O5	0.02	- -	2.17	3.06	7.93	4.45

Modification Indices for THETA-EPS

	O2	O3	O4	O5
	-----	-----	-----	-----
O2	- -			
O3	- -	- -		
O4	1.40	2.11	- -	
O5	- -	- -	19.84	- -

Expected Change for THETA-EPS

	J1	J2	C1	C2	C3	O1
	-----	-----	-----	-----	-----	-----
J1	- -					
J2	-0.03	- -				
C1	0.00	0.00	- -			
C2	0.00	0.01	-0.03	- -		
C3	-0.01	0.01	0.01	0.02	- -	
O1	-0.01	- -	0.00	-0.02	0.00	- -

O2	0.00	0.01	0.00	0.01	-0.01	0.01
O3	0.00	0.00	0.00	-0.01	0.00	-0.01
O4	0.01	-0.02	0.01	-0.01	-0.01	- -
O5	0.00	- -	-0.01	0.01	0.02	-0.01

Expected Change for THETA-EPS

	O2	O3	O4	O5
	-----	-----	-----	-----
O2	- -			
O3	- -	- -		
O4	-0.01	-0.01	- -	
O5	- -	- -	0.03	- -

Completely Standardized Expected Change for THETA-EPS

	J1	J2	C1	C2	C3	O1
	-----	-----	-----	-----	-----	-----
J1	- -					
J2	-0.18	- -				
C1	0.02	-0.01	- -			
C2	0.00	0.02	-0.07	- -		
C3	-0.04	0.02	0.03	0.05	- -	
O1	-0.03	- -	0.01	-0.06	0.01	- -
O2	-0.01	0.05	-0.02	0.02	-0.03	0.04
O3	0.01	0.02	0.02	-0.04	0.00	-0.04
O4	0.06	-0.10	0.05	-0.02	-0.02	- -
O5	0.00	- -	-0.04	0.04	0.07	-0.06

Completely Standardized Expected Change for THETA-EPS

	O2	O3	O4	O5
	-----	-----	-----	-----
O2	- -			
O3	- -	- -		
O4	-0.03	-0.04	- -	
O5	- -	- -	0.13	- -

Modification Indices for THETA-DELTA-EPS

	J1	J2	C1	C2	C3	O1
	-----	-----	-----	-----	-----	-----
T1	4.27	0.06	0.03	5.76	1.97	1.36
T2	0.20	0.05	0.02	0.15	0.64	1.35
T3	0.40	5.50	8.80	1.46	6.02	10.78
T4	3.10	1.33	0.04	0.01	1.00	0.26
T5	0.04	0.22	2.13	0.16	0.55	0.08
L1	0.15	5.07	0.35	0.11	0.87	0.63
L2	0.49	4.28	0.94	0.55	1.14	0.61
L3	1.21	0.73	0.63	0.32	1.65	0.07
L4	0.03	0.10	1.58	0.03	0.00	3.85
P1	1.50	0.18	0.50	1.92	2.43	0.03
P2	0.29	0.81	0.21	0.22	1.04	1.20

Modification Indices for THETA-DELTA-EPS

	O2	O3	O4	O5
	-----	-----	-----	-----
T1	0.49	0.43	0.12	0.37
T2	0.14	0.00	0.28	0.02
T3	0.62	1.16	0.30	7.08
T4	0.11	0.27	2.73	8.76

T5	3.45	0.00	0.24	0.08
L1	1.24	0.04	0.01	0.92
L2	0.32	1.78	1.08	5.69
L3	0.29	1.56	2.58	5.32
L4	4.46	0.07	0.45	0.55
P1	1.69	1.02	0.76	0.03
P2	0.68	0.81	0.33	0.05

Expected Change for THETA-DELTA-EPS

	J1	J2	C1	C2	C3	O1
	-----	-----	-----	-----	-----	-----
T1	0.01	0.00	0.00	-0.02	0.01	0.01
T2	0.00	0.00	0.00	0.00	0.00	-0.01
T3	0.00	-0.01	0.02	-0.01	-0.02	0.02
T4	0.01	-0.01	0.00	0.00	-0.01	0.00
T5	0.00	0.00	-0.01	0.00	0.01	0.00
L1	0.00	0.01	0.00	0.00	0.00	0.00
L2	0.00	-0.01	0.00	0.00	0.00	0.00
L3	0.00	0.00	0.00	0.00	-0.01	0.00
L4	0.00	0.00	0.01	0.00	0.00	0.01
P1	-0.01	0.00	0.00	0.01	-0.01	0.00
P2	0.00	0.00	0.00	0.00	-0.01	0.01

Expected Change for THETA-DELTA-EPS

	O2	O3	O4	O5
	-----	-----	-----	-----
T1	0.00	0.00	0.00	0.00
T2	0.00	0.00	0.00	0.00
T3	0.01	-0.01	0.00	-0.02
T4	0.00	0.00	0.01	-0.02
T5	-0.01	0.00	0.00	0.00
L1	0.00	0.00	0.00	0.00
L2	0.00	0.00	0.00	0.01
L3	0.00	0.00	-0.01	-0.01
L4	-0.01	0.00	0.00	0.00
P1	-0.01	0.01	-0.01	0.00
P2	0.00	0.00	0.00	0.00

Completely Standardized Expected Change for THETA-DELTA-EPS

	J1	J2	C1	C2	C3	O1
	-----	-----	-----	-----	-----	-----
T1	0.05	0.01	0.00	-0.06	0.03	0.03
T2	-0.01	0.00	0.00	0.01	0.02	-0.03
T3	-0.02	-0.06	0.07	-0.03	-0.06	0.10
T4	0.04	-0.03	0.00	0.00	-0.02	0.01
T5	0.00	0.01	-0.03	-0.01	0.02	0.01
L1	-0.01	0.04	-0.01	-0.01	0.02	-0.02
L2	0.01	-0.03	-0.02	0.01	0.02	-0.01
L3	-0.02	0.01	-0.01	0.01	-0.02	0.00
L4	0.00	-0.01	0.02	0.00	0.00	0.05
P1	-0.03	0.01	0.02	0.03	-0.03	0.00
P2	-0.01	0.02	0.01	0.01	-0.02	0.03

Completely Standardized Expected Change for THETA-DELTA-EPS

	O2	O3	O4	O5
	-----	-----	-----	-----
T1	-0.02	0.02	0.01	0.02
T2	0.01	0.00	-0.01	0.00

T3	0.02	-0.03	0.02	-0.08
T4	0.01	0.01	0.04	-0.09
T5	-0.05	0.00	-0.01	-0.01
L1	0.02	0.00	0.00	-0.02
L2	0.01	-0.03	0.02	0.05
L3	0.01	0.02	-0.03	-0.04
L4	-0.05	-0.01	0.02	0.02
P1	-0.03	0.03	-0.02	0.00
P2	0.02	0.02	-0.01	-0.01

Modification Indices for THETA-DELTA

	T1	T2	T3	T4	T5	L1
	-----	-----	-----	-----	-----	-----
T1	- -					
T2	1.14	- -				
T3	2.20	0.01	- -			
T4	4.48	0.24	0.96	- -		
T5	- -	0.14	- -	- -	- -	
L1	0.77	0.04	0.90	0.92	0.08	- -
L2	0.26	0.54	0.93	2.12	0.00	- -
L3	0.91	0.37	0.10	1.28	0.47	0.33
L4	1.91	0.81	5.60	0.44	0.10	0.94
P1	0.03	0.37	0.59	1.00	1.22	2.08
P2	4.97	0.37	0.12	8.57	2.10	6.41

Modification Indices for THETA-DELTA

	L2	L3	L4	P1	P2
	-----	-----	-----	-----	-----
L2	- -				
L3	4.95	- -			
L4	3.53	1.32	- -		
P1	3.52	0.01	0.07	- -	
P2	6.67	0.91	1.46	1.63	- -

Expected Change for THETA-DELTA

	T1	T2	T3	T4	T5	L1
	-----	-----	-----	-----	-----	-----
T1	- -					
T2	-0.01	- -				
T3	0.01	0.00	- -			
T4	-0.02	0.00	0.01	- -		
T5	- -	0.00	- -	- -	- -	
L1	0.00	0.00	-0.01	0.00	0.00	- -
L2	0.00	0.00	0.00	-0.01	0.00	- -
L3	0.00	0.00	0.00	0.00	0.00	0.00
L4	-0.01	0.00	0.01	0.00	0.00	0.00
P1	0.00	0.00	0.01	-0.01	0.01	-0.01
P2	-0.01	0.00	0.00	0.02	-0.01	0.01

Expected Change for THETA-DELTA

	L2	L3	L4	P1	P2
	-----	-----	-----	-----	-----
L2	- -				
L3	0.01	- -			
L4	-0.01	0.01	- -		
P1	0.01	0.00	0.00	- -	
P2	-0.01	0.00	0.00	-0.10	- -

Completely Standardized Expected Change for THETA-DELTA

	T1	T2	T3	T4	T5	L1
T1	- -					
T2	-0.04	- -				
T3	0.05	0.00	- -			
T4	-0.07	0.01	0.03	- -		
T5	- -	0.01	- -	- -	- -	
L1	-0.02	0.00	-0.02	0.02	0.01	- -
L2	0.01	0.01	-0.02	-0.03	0.00	- -
L3	0.02	0.01	-0.01	-0.02	0.01	-0.01
L4	-0.03	-0.02	0.06	0.02	0.01	-0.02
P1	0.00	0.01	0.02	-0.03	0.03	-0.03
P2	-0.06	-0.01	0.01	0.08	-0.04	0.05

Completely Standardized Expected Change for THETA-DELTA

	L2	L3	L4	P1	P2
L2	- -				
L3	0.05	- -			
L4	-0.04	0.03	- -		
P1	0.03	0.00	-0.01	- -	
P2	-0.05	-0.02	0.03	-0.48	- -

Maximum Modification Index is 19.84 for Element (10, 9) of THETA-EPS

TI PATH 712

Factor Scores Regressions

ETA

	J1	J2	C1	C2	C3	O1
JS	0.24	0.34	0.01	0.01	0.01	0.08
OC	0.01	0.03	0.29	0.19	0.28	0.02
OCB	0.07	0.12	0.03	0.02	0.03	0.06

ETA

	O2	O3	O4	O5	T1	T2
JS	0.01	0.01	0.01	0.01	0.02	0.05
OC	0.01	0.01	0.02	0.01	0.00	0.00
OCB	0.02	0.01	0.04	0.02	0.03	0.06

ETA

	T3	T4	T5	L1	L2	L3
JS	0.01	0.02	0.02	0.01	0.02	0.04
OC	0.00	0.00	0.00	0.00	0.01	0.02
OCB	0.02	0.02	0.02	0.02	0.03	0.08

ETA

	L4	P1	P2
JS	0.01	0.01	0.01
OC	0.01	0.02	0.02

OCB            0.02            0.08            0.07

KSI

	J1	J2	C1	C2	C3	O1
	-----	-----	-----	-----	-----	-----
TAK	0.16	0.25	0.00	0.00	0.00	0.12
LEAD	0.04	0.07	0.01	0.01	0.01	0.04
POR	0.04	0.09	0.05	0.03	0.05	0.10

KSI

	O2	O3	O4	O5	T1	T2
	-----	-----	-----	-----	-----	-----
TAK	0.03	0.03	0.07	0.04	0.38	0.69
LEAD	0.01	0.01	0.03	0.02	0.01	0.02
POR	0.03	0.03	0.09	0.05	0.03	0.05

KSI

	T3	T4	T5	L1	L2	L3
	-----	-----	-----	-----	-----	-----
TAK	0.19	0.25	0.27	0.01	0.02	0.05
LEAD	0.00	0.01	0.01	0.27	0.45	1.19
POR	0.01	0.02	0.02	0.01	0.01	0.03

KSI

	L4	P1	P2
	-----	-----	-----
TAK	0.02	0.06	0.06
LEAD	0.37	0.01	0.01
POR	0.01	0.89	0.85

TI PATH 712

Standardized Solution

LAMBDA-Y

	JS	OC	OCB
	-----	-----	-----
J1	0.35	- -	- -
J2	0.37	- -	- -
C1	- -	0.50	- -
C2	- -	0.55	- -
C3	- -	0.56	- -
O1	- -	- -	0.30
O2	- -	- -	0.21
O3	- -	- -	0.18
O4	- -	- -	0.32
O5	- -	- -	0.24

LAMBDA-X

	TAK	LEAD	POR
	-----	-----	-----
T1	0.31	- -	- -
T2	0.39	- -	- -
T3	0.32	- -	- -
T4	0.35	- -	- -
T5	0.35	- -	- -

L1	- -	0.36	- -
L2	- -	0.37	- -
L3	- -	0.40	- -
L4	- -	0.31	- -
P1	- -	- -	0.37
P2	- -	- -	0.38

BETA

	JS	OC	OCB
	-----	-----	-----
JS	- -	- -	- -
OC	0.26	- -	- -
OCB	0.31	0.14	- -

GAMMA

	TAK	LEAD	POR
	-----	-----	-----
JS	0.53	0.30	0.15
OC	- -	0.15	0.33
OCB	0.25	0.19	0.27

Correlation Matrix of ETA and KSI

	JS	OC	OCB	TAK	LEAD	POR
	-----	-----	-----	-----	-----	-----
JS	1.00					
OC	0.58	1.00				
OCB	0.90	0.70	1.00			
TAK	0.81	0.51	0.86	1.00		
LEAD	0.71	0.51	0.78	0.62	1.00	
POR	0.65	0.58	0.81	0.63	0.55	1.00

PSI

Note: This matrix is diagonal.

	JS	OC	OCB
	-----	-----	-----
	0.27	0.58	0.04

Regression Matrix ETA on KSI (Standardized)

	TAK	LEAD	POR
	-----	-----	-----
JS	0.53	0.30	0.15
OC	0.14	0.22	0.37
OCB	0.43	0.31	0.37

TI PATH 712

Completely Standardized Solution

LAMBDA-Y

	JS	OC	OCB
	-----	-----	-----
J1	0.83	- -	- -
J2	0.87	- -	- -
C1	- -	0.85	- -
C2	- -	0.81	- -
C3	- -	0.86	- -

O1	- -	- -	0.64
O2	- -	- -	0.48
O3	- -	- -	0.44
O4	- -	- -	0.67
O5	- -	- -	0.50

LAMBDA-X

	TAK	LEAD	POR
	-----	-----	-----
T1	0.66	- -	- -
T2	0.82	- -	- -
T3	0.60	- -	- -
T4	0.67	- -	- -
T5	0.67	- -	- -
L1	- -	0.81	- -
L2	- -	0.86	- -
L3	- -	0.93	- -
L4	- -	0.79	- -
P1	- -	- -	0.82
P2	- -	- -	0.82

BETA

	JS	OC	OCB
	-----	-----	-----
JS	- -	- -	- -
OC	0.26	- -	- -
OCB	0.31	0.14	- -

GAMMA

	TAK	LEAD	POR
	-----	-----	-----
JS	0.53	0.30	0.15
OC	- -	0.15	0.33
OCB	0.25	0.19	0.27

Correlation Matrix of ETA and KSI

	JS	OC	OCB	TAK	LEAD	POR
	-----	-----	-----	-----	-----	-----
JS	1.00					
OC	0.58	1.00				
OCB	0.90	0.70	1.00			
TAK	0.81	0.51	0.86	1.00		
LEAD	0.71	0.51	0.78	0.62	1.00	
POR	0.65	0.58	0.81	0.63	0.55	1.00

PSI

Note: This matrix is diagonal.

	JS	OC	OCB
	-----	-----	-----
	0.27	0.58	0.04

THETA-EPS

	J1	J2	C1	C2	C3	O1
	-----	-----	-----	-----	-----	-----
J1	0.32					
J2	- -	0.25				

C1	- -	- -	0.27			
C2	- -	- -	- -	0.34		
C3	- -	- -	- -	- -	0.25	
O1	- -	-0.09	- -	- -	- -	0.59
O2	- -	- -	- -	- -	- -	- -
O3	- -	- -	- -	- -	- -	- -
O4	- -	- -	- -	- -	- -	0.16
O5	- -	0.00	- -	- -	- -	- -

THETA-EPS

	O2	O3	O4	O5
	-----	-----	-----	-----
O2	0.77			
O3	0.38	0.81		
O4	- -	- -	0.55	
O5	0.31	0.24	- -	0.75

THETA-DELTA

	T1	T2	T3	T4	T5	L1
	-----	-----	-----	-----	-----	-----
T1	0.56					
T2	- -	0.34				
T3	- -	- -	0.64			
T4	- -	- -	- -	0.56		
T5	-0.09	- -	0.12	0.12	0.55	
L1	- -	- -	- -	- -	- -	0.34
L2	- -	- -	- -	- -	- -	0.08
L3	- -	- -	- -	- -	- -	- -
L4	- -	- -	- -	- -	- -	- -
P1	- -	- -	- -	- -	- -	- -
P2	- -	- -	- -	- -	- -	- -

THETA-DELTA

	L2	L3	L4	P1	P2
	-----	-----	-----	-----	-----
L2	0.26				
L3	- -	0.13			
L4	- -	- -	0.37		
P1	- -	- -	- -	0.33	
P2	- -	- -	- -	- -	0.33

Regression Matrix ETA on KSI (Standardized)

	TAK	LEAD	POR
	-----	-----	-----
JS	0.53	0.30	0.15
OC	0.14	0.22	0.37
OCB	0.43	0.31	0.37

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Total and Indirect Effects

Total Effects of KSI on ETA

	TAK	LEAD	POR
	-----	-----	-----
JS	0.18	0.10	0.05
	(0.02)	(0.02)	(0.02)

	7.91	5.44	2.49
OC	0.07	0.11	0.18
	(0.02)	(0.03)	(0.03)
	2.90	3.72	5.45
OCB	0.13	0.09	0.11
	(0.02)	(0.02)	(0.02)
	5.50	4.73	5.05

Indirect Effects of KSI on ETA

	TAK	LEAD	POR
	-----	-----	-----
JS	- -	- -	- -
OC	0.07	0.04	0.02
	(0.02)	(0.01)	(0.01)
	2.90	2.68	2.00
OCB	0.05	0.04	0.03
	(0.02)	(0.01)	(0.01)
	2.69	2.91	2.86

Total Effects of ETA on ETA

	JS	OC	OCB
	-----	-----	-----
JS	- -	- -	- -
OC	0.38	- -	- -
	(0.12)		
	3.10		
OCB	0.30	0.08	- -
	(0.10)	(0.04)	
	2.82	2.21	

Largest Eigenvalue of B\*B' (Stability Index) is 0.217

Indirect Effects of ETA on ETA

	JS	OC	OCB
	-----	-----	-----
JS	- -	- -	- -
OC	- -	- -	- -
OCB	0.03	- -	- -
	(0.02)		
	1.88		

Total Effects of ETA on Y

	JS	OC	OCB
	-----	-----	-----
J1	1.00	- -	- -
J2	1.08	- -	- -
	(0.06)		
	19.25		
C1	0.38	1.00	- -
	(0.12)		
	3.10		
C2	0.42	1.10	- -
	(0.14)	(0.06)	
	3.10	19.36	
C3	0.43	1.13	- -
	(0.14)	(0.05)	
	3.10	20.72	
O1	0.30	0.08	1.00

	(0.10)	(0.04)	
	2.82	2.21	
O2	0.21	0.06	0.71
	(0.08)	(0.03)	(0.08)
	2.78	2.19	8.95
O3	0.18	0.05	0.61
	(0.07)	(0.02)	(0.07)
	2.76	2.18	8.26
O4	0.32	0.09	1.09
	(0.11)	(0.04)	(0.08)
	2.84	2.22	14.05
O5	0.24	0.07	0.80
	(0.09)	(0.03)	(0.09)
	2.78	2.19	9.24

Indirect Effects of ETA on Y

	JS	OC	OCB
	-----	-----	-----
J1	- -	- -	- -
J2	- -	- -	- -
C1	0.38	- -	- -
	(0.12)		
	3.10		
C2	0.42	- -	- -
	(0.14)		
	3.10		
C3	0.43	- -	- -
	(0.14)		
	3.10		
O1	0.30	0.08	- -
	(0.10)	(0.04)	
	2.82	2.21	
O2	0.21	0.06	- -
	(0.08)	(0.03)	
	2.78	2.19	
O3	0.18	0.05	- -
	(0.07)	(0.02)	
	2.76	2.18	
O4	0.32	0.09	- -
	(0.11)	(0.04)	
	2.84	2.22	
O5	0.24	0.07	- -
	(0.09)	(0.03)	
	2.78	2.19	

Total Effects of KSI on Y

	TAK	LEAD	POR
	-----	-----	-----
J1	0.18	0.10	0.05
	(0.02)	(0.02)	(0.02)
	7.91	5.44	2.49
J2	0.20	0.11	0.06
	(0.02)	(0.02)	(0.02)
	8.03	5.47	2.49
C1	0.07	0.11	0.18
	(0.02)	(0.03)	(0.03)
	2.90	3.72	5.45
C2	0.08	0.12	0.20
	(0.03)	(0.03)	(0.04)
	2.89	3.71	5.42

C3	0.08 (0.03)	0.13 (0.03)	0.21 (0.04)
	2.90	3.72	5.46
O1	0.13 (0.02)	0.09 (0.02)	0.11 (0.02)
	5.50	4.73	5.05
O2	0.09 (0.02)	0.07 (0.01)	0.08 (0.02)
	5.13	4.49	4.76
O3	0.08 (0.02)	0.06 (0.01)	0.07 (0.01)
	4.99	4.40	4.65
O4	0.14 (0.03)	0.10 (0.02)	0.12 (0.02)
	5.55	4.76	5.09
O5	0.10 (0.02)	0.07 (0.02)	0.09 (0.02)
	5.19	4.53	4.81

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Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA

	TAK -----	LEAD -----	POR -----
JS	0.53	0.30	0.15
OC	0.14	0.22	0.37
OCB	0.43	0.31	0.37

Standardized Indirect Effects of KSI on ETA

	TAK -----	LEAD -----	POR -----
JS	- -	- -	- -
OC	0.14	0.08	0.04
OCB	0.18	0.12	0.10

Standardized Total Effects of ETA on ETA

	JS -----	OC -----	OCB -----
JS	- -	- -	- -
OC	0.26	- -	- -
OCB	0.34	0.14	- -

Standardized Indirect Effects of ETA on ETA

	JS -----	OC -----	OCB -----
JS	- -	- -	- -
OC	- -	- -	- -
OCB	0.04	- -	- -

Standardized Total Effects of ETA on Y

	JS -----	OC -----	OCB -----
J1	0.35	- -	- -
J2	0.37	- -	- -
C1	0.13	0.50	- -

C2	0.14	0.55	- -
C3	0.15	0.56	- -
O1	0.10	0.04	0.30
O2	0.07	0.03	0.21
O3	0.06	0.02	0.18
O4	0.11	0.04	0.32
O5	0.08	0.03	0.24

Completely Standardized Total Effects of ETA on Y

	JS	OC	OCB
	-----	-----	-----
J1	0.83	- -	- -
J2	0.87	- -	- -
C1	0.22	0.85	- -
C2	0.21	0.81	- -
C3	0.23	0.86	- -
O1	0.22	0.09	0.64
O2	0.17	0.07	0.48
O3	0.15	0.06	0.44
O4	0.23	0.09	0.67
O5	0.17	0.07	0.50

Standardized Indirect Effects of ETA on Y

	JS	OC	OCB
	-----	-----	-----
J1	- -	- -	- -
J2	- -	- -	- -
C1	0.13	- -	- -
C2	0.14	- -	- -
C3	0.15	- -	- -
O1	0.10	0.04	- -
O2	0.07	0.03	- -
O3	0.06	0.02	- -
O4	0.11	0.04	- -
O5	0.08	0.03	- -

Completely Standardized Indirect Effects of ETA on Y

	JS	OC	OCB
	-----	-----	-----
J1	- -	- -	- -
J2	- -	- -	- -
C1	0.22	- -	- -
C2	0.21	- -	- -
C3	0.23	- -	- -
O1	0.22	0.09	- -
O2	0.17	0.07	- -
O3	0.15	0.06	- -
O4	0.23	0.09	- -
O5	0.17	0.07	- -

Standardized Total Effects of KSI on Y

	TAK	LEAD	POR
	-----	-----	-----
J1	0.18	0.10	0.05
J2	0.20	0.11	0.06
C1	0.07	0.11	0.18
C2	0.08	0.12	0.20
C3	0.08	0.13	0.21

O1	0.13	0.09	0.11
O2	0.09	0.07	0.08
O3	0.08	0.06	0.07
O4	0.14	0.10	0.12
O5	0.10	0.07	0.09

Completely Standardized Total Effects of KSI on Y

	TAK	LEAD	POR
	-----	-----	-----
J1	0.44	0.24	0.12
J2	0.46	0.26	0.13
C1	0.12	0.19	0.31
C2	0.11	0.18	0.30
C3	0.12	0.19	0.32
O1	0.28	0.20	0.24
O2	0.21	0.15	0.18
O3	0.19	0.14	0.16
O4	0.29	0.21	0.25
O5	0.22	0.15	0.19

Time used: 0.125 Seconds