

ภาคผนวก ค

ตารางวิเคราะห์ผล SPSS 17.0 for windows

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Edu * Work	400	100.0%	0	.0%	400	100.0%

Edu * Work Crosstabulation

			Work				Total
			1.00	2.00	3.00	4.00	
Edu	1.00	Count	53	137	44	77	311
		% within Work	67.9%	78.7%	83.0%	81.1%	77.8%
	2.00	Count	25	36	9	17	87
		% within Work	32.1%	20.7%	17.0%	17.9%	21.8%
	3.00	Count	0	1	0	1	2
		% within Work	.0%	.6%	.0%	1.1%	.5%
Total	Count	78	174	53	95	400	
	% within Work	100.0%	100.0%	100.0%	100.0%	100.0%	

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Pos * Work	400	100.0%	0	.0%	400	100.0%

Pos * Work Crosstabulation

			Work				Total
			1.00	2.00	3.00	4.00	
Pos	1.00	Count	36	87	30	59	212
		% within Work	46.2%	50.0%	56.6%	62.1%	53.0%
	2.00	Count	30	70	19	28	147
		% within Work	38.5%	40.2%	35.8%	29.5%	36.8%
	3.00	Count	11	11	3	6	31
		% within Work	14.1%	6.3%	5.7%	6.3%	7.8%
	4.00	Count	1	6	1	2	10
		% within Work	1.3%	3.4%	1.9%	2.1%	2.5%
Total	Count	78	174	53	95	400	
	% within Work	100.0%	100.0%	100.0%	100.0%	100.0%	

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Edu * Pos	400	100.0%	0	.0%	400	100.0%

Edu * Pos Crosstabulation

			Pos				Total
			1.00	2.00	3.00	4.00	
Edu	1.00	Count	175	107	22	7	311
		% within Pos	82.5%	72.8%	71.0%	70.0%	77.8%
	2.00	Count	37	39	8	3	87
		% within Pos	17.5%	26.5%	25.8%	30.0%	21.8%
	3.00	Count	0	1	1	0	2
		% within Pos	.0%	.7%	3.2%	.0%	.5%
Total	Count		212	147	31	10	400
	% within Pos		100.0%	100.0%	100.0%	100.0%	100.0%

Correlations

[DataSet1] C:\Users\Administrator.GOOD-20130916GI\Documents\ann11.sav

Descriptive Statistics

	Mean	Std. Deviation	N
Tangible	3.5009	.49075	400
Intangible	3.6080	.48758	400
Environment	3.3754	.49672	400
Competency	3.5075	.48018	400

Correlations

		Tangible	Intangible	Environment	Competency
Tangible	Pearson Correlation	1	.697**	.505**	.449**
	Sig. (2-tailed)		.000	.000	.000
	N	400	400	400	400
Intangible	Pearson Correlation	.697**	1	.591**	.510**
	Sig. (2-tailed)	.000		.000	.000
	N	400	400	400	400
Environment	Pearson Correlation	.505**	.591**	1	.642**
	Sig. (2-tailed)	.000	.000		.000
	N	400	400	400	400
Competency	Pearson Correlation	.449**	.510**	.642**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	400	400	400	400

** . Correlation is significant at the 0.01 level (2-tailed).

Regression

[DataSet1] C:\Users\Administrator.GOOD-20130916GI\Documents\ann11.sav

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Environment, Tangible, Intangible ^a	.	Enter

a. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.665 ^a	.442	.438	.35998	.442	104.647	3	396	.000	1.755

a. Predictors: (Constant), Environment, Tangible, Intangible

b. Dependent Variable: Competency

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	40.683	3	13.561	104.647	.000 ^a
	Residual	51.317	396	.130		
	Total	92.000	399			

a. Predictors: (Constant), Environment, Tangible, Intangible

b. Dependent Variable: Competency

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.017	.151		6.742	.000		
	Tangible	.088	.052	.090	1.692	.091	.501	1.997
	Intangible	.143	.056	.146	2.566	.011	.437	2.288
	Environment	.493	.046	.510	10.823	.000	.633	1.579

a. Dependent Variable: Competency

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Tangible	Intangible	Environment
1	1	3.974	1.000	.00	.00	.00	.00
	2	.011	19.234	.88	.01	.02	.37
	3	.010	19.582	.12	.37	.08	.54
	4	.005	27.244	.00	.63	.90	.09

a. Dependent Variable: Competency

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.4421	4.5830	3.5075	.31932	400
Residual	-.98874	1.03774	.00000	.35863	400
Std. Predicted Value	-3.336	3.368	.000	1.000	400
Std. Residual	-2.747	2.883	.000	.996	400

a. Dependent Variable: Competency