ภาคผนวก ค
รายงานผลการวิเคราะห์ด้วยการวิเคราะห์อิทธิพลเชิงสาเหตุ

ผลการวิเคราะห์ด้วยการวิเคราะห์อิทธิพลเชิงสาเหตุด้วยโปรแกรม LISREL

1. ความสัมพันธ์ระหว่างบทบาทของนักทรัพยากรมนุษย์และผลการปฏิบัติงานขององค์การในราชการ

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                              L I S R E L  8.53

                                     BY

                        Karl G. J”reskog & Dag S”rbom

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 TI HR roles and Organizational Performance in Public Service
 second time
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 MO NX=4 NY=4 NK=1 NE=1 LY=FU,FI LX=FU,FI GA=FU,FI PH=SY,FR PS=DI,FR TE=DI,FR
TD=DI,FR
 LE
 'ORG PERF'
 LK
 'HR ROLE'
 FR LY(1,1) LY(2,1) LY(3,1) LY(4,1) LX(1,1) LX(2,1) LX(3,1) LX(4,1) GA(1,1)
 PD
 OU AM PC RS EF SC

 TI HR roles and Organizational Performance in Public Service

                          Number of Input Variables 10
                          Number of Y - Variables    4
                          Number of X - Variables    4
                          Number of ETA - Variables  1
                          Number of KSI - Variables  1
                          Number of Observations   110
```

TI HR roles and Organizational Performance in Public Service

Covariance Matrix

	EFFECT	SERVICE	ECIENCY	DEVELOP	MEANHR1	MEANHR2
EFFECT	0.25					
SERVICE	0.05	0.38				
ECIENCY	0.06	0.09	0.35			
DEVELOP	0.12	0.12	0.10	0.32		
MEANHR1	0.02	0.02	0.01	0.01	0.07	
MEANHR2	0.00	0.01	0.01	0.00	0.04	0.06
MEANHR3	0.01	0.02	0.01	0.00	0.05	0.05
MEANHR4	0.01	0.02	0.01	0.01	0.06	0.04

Covariance Matrix

	MEANHR3	MEANHR4
MEANHR3	0.06	
MEANHR4	0.06	0.07

TI HR roles and Organizational Performance in Public Service

Parameter Specifications

LAMBDA-Y

	ORG PERF
EFFECT	0
SERVICE	1
ECIENCY	2
DEVELOP	3

LAMBDA-X

	HR ROLE
MEANHR1	4
MEANHR2	5
MEANHR3	6
MEANHR4	7

GAMMA

	HR ROLE
ORG PERF	8

PSI

ORG PERF
9

THETA-EPS

EFFECT	SERVICE	ECIENCY	DEVELOP

10	11	12	13

THETA-DELTA

MEANHR1	MEANHR2	MEANHR3	MEANHR4
14	15	16	17

TI HR roles and Organizational Performance in Public Service

Number of Iterations = 15

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y

	ORG PERF
EFFECT	0.26
SERVICE	0.26 (0.08) 3.22
ECIENCY	0.23 (0.08) 3.01
DEVELOP	0.45 (0.14) 3.32

LAMBDA-X

	HR ROLE
MEANHR1	0.24 (0.02) 11.77
MEANHR2	0.18 (0.02) 9.20
MEANHR3	0.22 (0.02) 12.16
MEANHR4	0.26 (0.02) 13.16

GAMMA

	HR ROLE
ORG PERF	0.12
	(0.12)
	1.01

Covariance Matrix of ETA and KSI

	ORG PERF	HR ROLE
ORG PERF	1.00	
HR ROLE	0.12	1.00

PHI

	HR ROLE
	1.00

PSI

	ORG PERF
	0.99
	(0.43)
	2.29

Squared Multiple Correlations for Structural Equations

	ORG PERF
	0.01

THETA-EPS

	EFFECT	SERVICE	ECIENCY	DEVELOP
	0.18	0.31	0.30	0.11
	(0.03)	(0.05)	(0.04)	(0.06)
	5.75	6.60	6.78	1.96

Squared Multiple Correlations for Y - Variables

	EFFECT	SERVICE	ECIENCY	DEVELOP
	0.28	0.18	0.15	0.65

THETA-DELTA

	MEANHR1	MEANHR2	MEANHR3	MEANHR4
	0.02	0.02	0.01	0.01
	(0.00)	(0.00)	(0.00)	(0.00)
	5.74	6.84	5.32	3.54

Squared Multiple Correlations for X - Variables

MEANHR1	MEANHR2	MEANHR3	MEANHR4
0.79	0.57	0.82	0.90

Goodness of Fit Statistics

Degrees of Freedom = 19
Minimum Fit Function Chi-Square = 61.42 (P = 0.00)
Normal Theory Weighted Least Squares Chi-Square = 52.02 (P = 0.00)
Estimated Non-centrality Parameter (NCP) = 33.02
90 Percent Confidence Interval for NCP = (15.28 ; 58.40)

Minimum Fit Function Value = 0.56
Population Discrepancy Function Value (F0) = 0.30
90 Percent Confidence Interval for F0 = (0.14 ; 0.54)
Root Mean Square Error of Approximation (RMSEA) = 0.13
90 Percent Confidence Interval for RMSEA = (0.086 ; 0.17)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.0019

Expected Cross-Validation Index (ECVI) = 0.79
90 Percent Confidence Interval for ECVI = (0.63 ; 1.02)
ECVI for Saturated Model = 0.66
ECVI for Independence Model = 4.41

Chi-Square for Independence Model with 28 Degrees of Freedom = 465.02
Independence AIC = 481.02
Model AIC = 86.02
Saturated AIC = 72.00
Independence CAIC = 510.62
Model CAIC = 148.93
Saturated CAIC = 205.22

Normed Fit Index (NFI) = 0.87
Non-Normed Fit Index (NNFI) = 0.86
Parsimony Normed Fit Index (PNFI) = 0.59
Comparative Fit Index (CFI) = 0.90
Incremental Fit Index (IFI) = 0.90
Relative Fit Index (RFI) = 0.81

Critical N (CN) = 65.23

Root Mean Square Residual (RMR) = 0.0087
Standardized RMR = 0.049
Goodness of Fit Index (GFI) = 0.89
Adjusted Goodness of Fit Index (AGFI) = 0.80
Parsimony Goodness of Fit Index (PGFI) = 0.47

TI HR roles and Organizational Performance in Public Service

Fitted Covariance Matrix

EFFECT	SERVICE	ECIENCY	DEVELOP	MEANHR1	MEANHR2

EFFECT	0.25					
SERVICE	0.07	0.38				
ECIENCY	0.06	0.06	0.35			
DEVELOP	0.12	0.12	0.10	0.32		
MEANHR1	0.01	0.01	0.01	0.01	0.07	
MEANHR2	0.01	0.01	0.00	0.01	0.04	0.06
MEANHR3	0.01	0.01	0.01	0.01	0.05	0.04
MEANHR4	0.01	0.01	0.01	0.01	0.06	0.05

Fitted Covariance Matrix

	MEANHR3	MEANHR4
MEANHR3	0.06	
MEANHR4	0.06	0.07

Fitted Residuals

	EFFECT	SERVICE	ECIENCY	DEVELOP	MEANHR1	MEANHR2
EFFECT	0.00					
SERVICE	-0.02	0.00				
ECIENCY	0.00	0.03	0.00			
DEVELOP	0.00	0.00	-0.01	0.00		
MEANHR1	0.01	0.02	0.01	0.00	0.00	
MEANHR2	0.00	0.00	0.01	-0.01	0.00	0.00
MEANHR3	0.01	0.01	0.01	-0.01	0.00	0.01
MEANHR4	0.00	0.01	0.01	-0.01	0.00	0.00

Fitted Residuals

	MEANHR3	MEANHR4
MEANHR3	0.00	
MEANHR4	0.00	0.00

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.02
Median Fitted Residual = 0.00
Largest Fitted Residual = 0.03

Stemleaf Plot

```
- 2|1
- 1|0
- 0|765443320000000000
  0|22245556677
  1|2456
  2|
  3|1
```

Standardized Residuals

	EFFECT	SERVICE	ECIENCY	DEVELOP	MEANHR1	MEANHR2
EFFECT	- -					
SERVICE	-1.34	- -				
ECIENCY	-0.25	1.22	- -			
DEVELOP	1.61	0.05	-0.89	- -		

MEANHR1	1.14	1.11	0.37	0.25	- -	
MEANHR2	-0.28	0.31	0.48	-0.82	-1.09	- -
MEANHR3	0.68	1.17	0.42	-1.63	-4.90	6.27
MEANHR4	0.20	0.99	0.49	-1.06	6.16	-4.85

Standardized Residuals

	MEANHR3	MEANHR4
MEANHR3	- -	
MEANHR4	-1.00	- -

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -4.90
Median Standardized Residual = 0.00
Largest Standardized Residual = 6.27

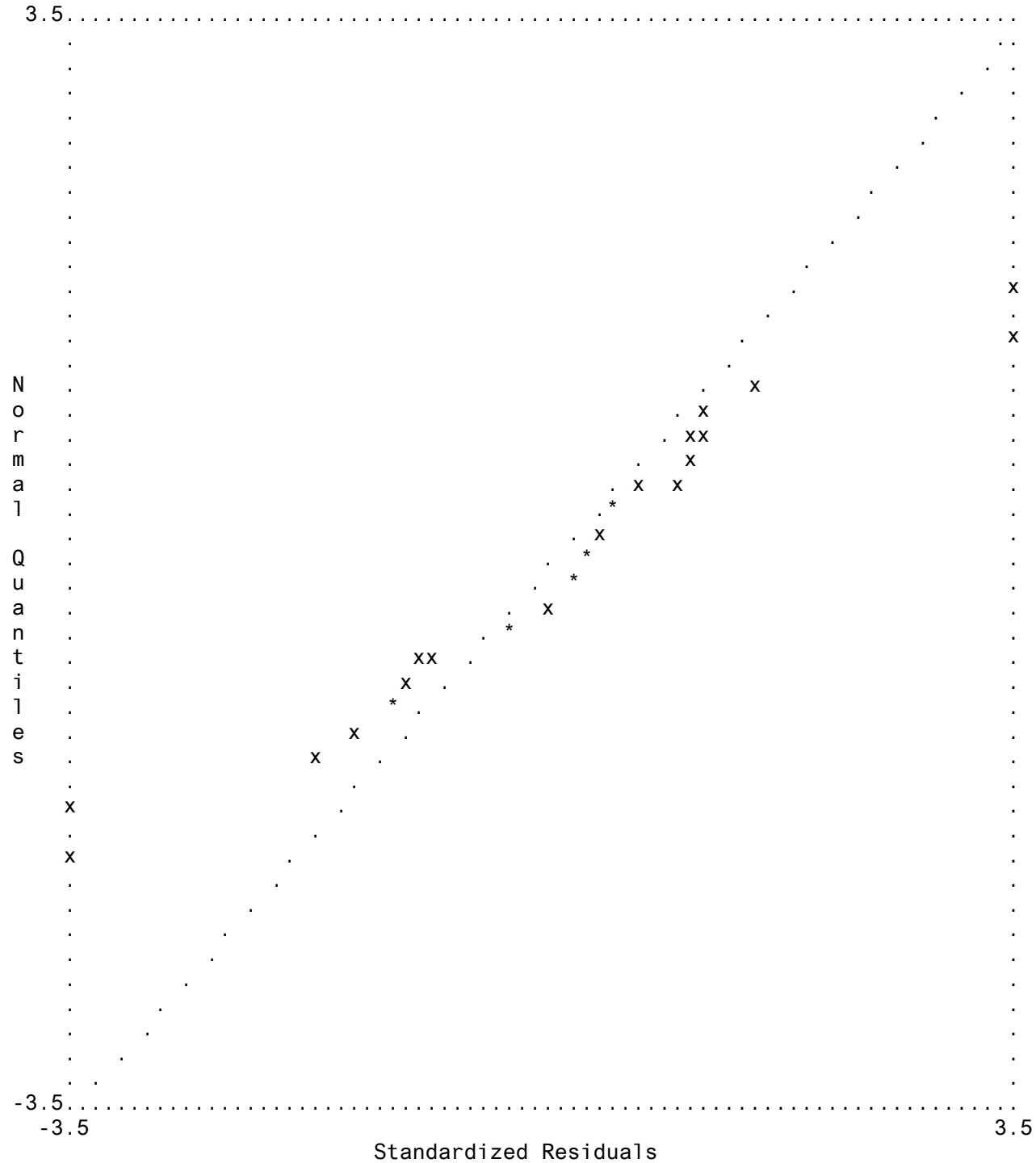
Stemleaf Plot

```
- 4|99
- 2|
- 0|631109832000000000
  0|22344557011226
  2|
  4|
  6|23
```

Largest Negative Standardized Residuals
Residual for MEANHR3 and MEANHR1 -4.90
Residual for MEANHR4 and MEANHR2 -4.85
Largest Positive Standardized Residuals
Residual for MEANHR3 and MEANHR2 6.27
Residual for MEANHR4 and MEANHR1 6.16

TI HR roles and Organizational Performance in Public Service

Qplot of Standardized Residuals



TI HR roles and Organizational Performance in Public Service

Modification Indices and Expected Change

No Non-Zero Modification Indices for LAMBDA-Y

No Non-Zero Modification Indices for LAMBDA-X

No Non-Zero Modification Indices for GAMMA

No Non-Zero Modification Indices for PHI

No Non-Zero Modification Indices for PSI

Modification Indices for THETA-EPS

	EFFECT	SERVICE	ECIENCY	DEVELOP
EFFECT	- -			
SERVICE	1.81	- -		
ECIENCY	0.06	1.48	- -	
DEVELOP	2.60	0.00	0.79	- -

Expected Change for THETA-EPS

	EFFECT	SERVICE	ECIENCY	DEVELOP
EFFECT	- -			
SERVICE	-0.04	- -		
ECIENCY	-0.01	0.04	- -	
DEVELOP	0.10	0.00	-0.04	- -

Completely Standardized Expected Change for THETA-EPS

	EFFECT	SERVICE	ECIENCY	DEVELOP
EFFECT	- -			
SERVICE	-0.14	- -		
ECIENCY	-0.02	0.11	- -	
DEVELOP	0.37	0.01	-0.13	- -

Modification Indices for THETA-DELTA-EPS

	EFFECT	SERVICE	ECIENCY	DEVELOP
MEANHR1	1.10	0.00	0.33	0.59
MEANHR2	0.58	0.25	0.19	0.00
MEANHR3	0.92	0.72	0.04	2.55
MEANHR4	1.07	0.00	0.08	0.08

Expected Change for THETA-DELTA-EPS

	EFFECT	SERVICE	ECIENCY	DEVELOP
MEANHR1	0.01	0.00	0.00	0.00
MEANHR2	-0.01	0.00	0.00	0.00
MEANHR3	0.00	0.01	0.00	-0.01
MEANHR4	-0.01	0.00	0.00	0.00

Completely Standardized Expected Change for THETA-DELTA-EPS

	EFFECT	SERVICE	ECIENCY	DEVELOP
MEANHR1	0.05	0.00	-0.03	0.03
MEANHR2	-0.04	-0.03	0.03	0.00
MEANHR3	0.04	0.04	0.01	-0.06
MEANHR4	-0.04	0.00	0.01	0.01

Modification Indices for THETA-DELTA

	MEANHR1	MEANHR2	MEANHR3	MEANHR4
MEANHR1	- -			
MEANHR2	1.19	- -		
MEANHR3	24.02	39.28	- -	
MEANHR4	37.91	23.55	0.99	- -

Expected Change for THETA-DELTA

	MEANHR1	MEANHR2	MEANHR3	MEANHR4
MEANHR1	- -			
MEANHR2	0.00	- -		
MEANHR3	-0.01	0.01	- -	
MEANHR4	0.02	-0.01	0.00	- -

Completely Standardized Expected Change for THETA-DELTA

	MEANHR1	MEANHR2	MEANHR3	MEANHR4
MEANHR1	- -			
MEANHR2	-0.04	- -		
MEANHR3	-0.18	0.22	- -	
MEANHR4	0.26	-0.16	-0.04	- -

Maximum Modification Index is 39.28 for Element (3, 2) of THETA-DELTA

Covariance Matrix of Parameter Estimates

	LY 2,1	LY 3,1	LY 4,1	LX 1,1	LX 2,1	LX 3,1
LY 2,1	0.01					
LY 3,1	0.00	0.01				
LY 4,1	0.00	0.00	0.02			
LX 1,1	0.00	0.00	0.00	0.00		
LX 2,1	0.00	0.00	0.00	0.00	0.00	
LX 3,1	0.00	0.00	0.00	0.00	0.00	0.00
LX 4,1	0.00	0.00	0.00	0.00	0.00	0.00
GA 1,1	0.00	0.00	0.00	0.00	0.00	0.00
PS 1,1	-0.02	-0.02	-0.05	0.00	0.00	0.00
TE 1,1	0.00	0.00	0.00	0.00	0.00	0.00
TE 2,2	0.00	0.00	0.00	0.00	0.00	0.00
TE 3,3	0.00	0.00	0.00	0.00	0.00	0.00
TE 4,4	0.00	0.00	-0.01	0.00	0.00	0.00
TD 1,1	0.00	0.00	0.00	0.00	0.00	0.00
TD 2,2	0.00	0.00	0.00	0.00	0.00	0.00
TD 3,3	0.00	0.00	0.00	0.00	0.00	0.00
TD 4,4	0.00	0.00	0.00	0.00	0.00	0.00

Covariance Matrix of Parameter Estimates

	LX 4,1	GA 1,1	PS 1,1	TE 1,1	TE 2,2	TE 3,3
LX 4,1	0.00					
GA 1,1	0.00	0.01				
PS 1,1	0.00	0.01	0.18			
TE 1,1	0.00	0.00	-0.01	0.00		
TE 2,2	0.00	0.00	0.00	0.00	0.00	

TE 3,3	0.00	0.00	0.00	0.00	0.00	0.00
TE 4,4	0.00	0.00	0.01	0.00	0.00	0.00
TD 1,1	0.00	0.00	0.00	0.00	0.00	0.00
TD 2,2	0.00	0.00	0.00	0.00	0.00	0.00
TD 3,3	0.00	0.00	0.00	0.00	0.00	0.00
TD 4,4	0.00	0.00	0.00	0.00	0.00	0.00

Covariance Matrix of Parameter Estimates

	TE 4,4	TD 1,1	TD 2,2	TD 3,3	TD 4,4
TE 4,4	0.00				
TD 1,1	0.00	0.00			
TD 2,2	0.00	0.00	0.00		
TD 3,3	0.00	0.00	0.00	0.00	
TD 4,4	0.00	0.00	0.00	0.00	0.00

TI HR roles and Organizational Performance in Public Service

Correlation Matrix of Parameter Estimates

	LY 2,1	LY 3,1	LY 4,1	LX 1,1	LX 2,1	LX 3,1
LY 2,1	1.00					
LY 3,1	0.35	1.00				
LY 4,1	0.42	0.40	1.00			
LX 1,1	0.00	0.00	0.00	1.00		
LX 2,1	0.00	0.00	0.00	0.50	1.00	
LX 3,1	0.00	0.00	0.00	0.66	0.51	1.00
LX 4,1	0.00	0.00	0.00	0.70	0.55	0.72
GA 1,1	-0.12	-0.12	-0.23	0.05	0.04	0.06
PS 1,1	-0.55	-0.52	-0.84	0.00	0.00	0.00
TE 1,1	0.20	0.19	0.48	0.00	0.00	0.00
TE 2,2	-0.17	0.01	0.16	0.00	0.00	0.00
TE 3,3	0.01	-0.15	0.13	0.00	0.00	0.00
TE 4,4	-0.04	-0.05	-0.73	0.00	0.00	0.00
TD 1,1	0.00	0.00	0.00	-0.11	0.00	0.00
TD 2,2	0.00	0.00	0.00	0.00	-0.07	0.00
TD 3,3	0.00	0.00	0.00	0.00	0.00	-0.12
TD 4,4	0.00	0.00	0.00	0.06	0.03	0.07

Correlation Matrix of Parameter Estimates

	LX 4,1	GA 1,1	PS 1,1	TE 1,1	TE 2,2	TE 3,3
LX 4,1	1.00					
GA 1,1	0.06	1.00				
PS 1,1	0.00	0.20	1.00			
TE 1,1	0.00	-0.11	-0.40	1.00		
TE 2,2	0.00	-0.03	-0.08	0.08	1.00	
TE 3,3	0.00	-0.02	-0.06	0.06	0.03	1.00
TE 4,4	0.00	0.16	0.41	-0.41	-0.22	-0.18
TD 1,1	0.04	0.00	0.00	0.00	0.00	0.00
TD 2,2	0.01	0.00	0.00	0.00	0.00	0.00
TD 3,3	0.06	0.00	0.00	0.00	0.00	0.00
TD 4,4	-0.16	0.00	0.00	0.00	0.00	0.00

Correlation Matrix of Parameter Estimates

	TE 4,4	TD 1,1	TD 2,2	TD 3,3	TD 4,4

TE 4,4	1.00				
TD 1,1	0.00	1.00			
TD 2,2	0.00	0.00	1.00		
TD 3,3	0.00	-0.01	0.00	1.00	
TD 4,4	0.00	-0.22	-0.07	-0.29	1.00

TI HR roles and Organizational Performance in Public Service

Standardized Solution

LAMBDA-Y

	ORG PERF
EFFECT	0.26
SERVICE	0.26
ECIENCY	0.23
DEVELOP	0.45

LAMBDA-X

	HR ROLE
MEANHR1	0.24
MEANHR2	0.18
MEANHR3	0.22
MEANHR4	0.26

GAMMA

	HR ROLE
ORG PERF	0.12

Correlation Matrix of ETA and KSI

	ORG PERF	HR ROLE
ORG PERF	1.00	
HR ROLE	0.12	1.00

PSI

ORG PERF
0.99

Regression Matrix ETA on KSI (Standardized)

	HR ROLE
ORG PERF	0.12

TI HR roles and Organizational Performance in Public Service

Completely Standardized Solution

LAMBDA-Y

	ORG PERF
EFFECT	0.53
SERVICE	0.42
ECIENCY	0.39
DEVELOP	0.81

LAMBDA-X

	HR ROLE
MEANHR1	0.89
MEANHR2	0.76
MEANHR3	0.91
MEANHR4	0.95

GAMMA

	HR ROLE
ORG PERF	0.12

Correlation Matrix of ETA and KSI

	ORG PERF	HR ROLE
ORG PERF	1.00	
HR ROLE	0.12	1.00

PSI

ORG PERF
0.99

THETA-EPS

EFFECT	SERVICE	ECIENCY	DEVELOP
0.72	0.82	0.85	0.35

THETA-DELTA

MEANHR1	MEANHR2	MEANHR3	MEANHR4
0.21	0.43	0.18	0.10

Regression Matrix ETA on KSI (Standardized)

	HR ROLE
ORG PERF	0.12

TI HR roles and Organizational Performance in Public Service

Total and Indirect Effects

Total Effects of KSI on Y

	HR ROLE
EFFECT	0.03
	(0.03)
	1.01
SERVICE	0.03
	(0.03)
	1.00
ECIENCY	0.03
	(0.03)
	0.99
DEVELOP	0.05
	(0.05)
	1.04

TI HR roles and Organizational Performance in Public Service

Standardized Total and Indirect Effects

Standardized Total Effects of KSI on Y

	HR ROLE
EFFECT	0.03
SERVICE	0.03
ECIENCY	0.03
DEVELOP	0.05

Completely Standardized Total Effects of KSI on Y

	HR ROLE
EFFECT	0.06
SERVICE	0.05
ECIENCY	0.05
DEVELOP	0.10

2. ความสัมพันธ์ระหว่างบทบาทของนักทรัพยากรมนุษย์และผลการปฏิบัติงานขององค์การในรัฐวิสาหกิจ

L I S R E L 8.53

BY

Karl G. J”reskog & Dag S”rbom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 The following lines were read from file Z:\Data files_revised\path SE.LPJ:

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 MO NX=4 NY=3 NK=1 NE=1 LY=FU,FI LX=FU,FI GA=FU,FI PH=SY,FR PS=DI,FR TE=DI,FR
TD=DI,FR
 LE
 'ORG PERF'
 LK
 'HR ROLE'
 FI PH(1,1)
 FR LY(2,1) LY(3,1) LX(1,1) LX(2,1) LX(3,1) LX(4,1) GA(1,1)
 VA 1.08 LY(1,1)
 VA 1.00 PH(1,1)
 PD
 OU RS

 TI HR Role and Organizational Performance in State Enterprises

                           Number of Input Variables  9
                           Number of Y - Variables    3
                           Number of X - Variables    4
                           Number of ETA - Variables  1
                           Number of KSI - Variables  1
                           Number of Observations    32

 TI HR Role and Organizational Performance in State Enterprises

         Covariance Matrix

              POLICY     RESULT       ORGD    MEANHR1    MEANHR2    MEANHR3
             --------   --------   --------   --------   --------   --------
   POLICY       1.31
   RESULT       0.31       0.70
     ORGD       0.65       0.15       0.53
  MEANHR1       0.13       0.07       0.07       0.15
  MEANHR2       0.09       0.08       0.07       0.12       0.10
  MEANHR3       0.07       0.07       0.05       0.11       0.09       0.10
```

MEANHR4	0.13	0.09	0.08	0.17	0.13	0.12

Covariance Matrix

	MEANHR4
MEANHR4	0.20

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Parameter Specifications

LAMBDA-Y

	ORG PERF
POLICY	0
RESULT	1
ORGD	2

LAMBDA-X

	HR ROLE
MEANHR1	3
MEANHR2	4
MEANHR3	5
MEANHR4	6

GAMMA

	HR ROLE
ORG PERF	7

PSI

ORG PERF
8

THETA-EPS

POLICY	RESULT	ORGD
9	10	11

THETA-DELTA

MEANHR1	MEANHR2	MEANHR3	MEANHR4
12	13	14	15

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Number of Iterations = 28

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y

	ORG PERF
POLICY	1.08
RESULT	0.28
	(0.16)
	1.73
ORGD	0.59
	(0.19)
	3.07

LAMBDA-X

	HR ROLE
MEANHR1	0.39
	(0.05)
	7.59
MEANHR2	0.30
	(0.04)
	6.89
MEANHR3	0.28
	(0.04)
	6.29
MEANHR4	0.44
	(0.06)
	7.55

GAMMA

	HR ROLE
ORG PERF	0.30
	(0.19)
	1.61

Covariance Matrix of ETA and KSI

	ORG PERF	HR ROLE
ORG PERF	1.00	
HR ROLE	0.30	1.00

PHI

HR ROLE
1.00

PSI

ORG PERF
0.91
(0.39)
2.35

Squared Multiple Correlations for Structural Equations

ORG PERF
0.09

THETA-EPS

POLICY	RESULT	ORGD
0.14	0.62	0.17
(0.35)	(0.16)	(0.11)
0.41	3.87	1.53

Squared Multiple Correlations for Y - Variables

POLICY	RESULT	ORGD
0.89	0.11	0.67

THETA-DELTA

MEANHR1	MEANHR2	MEANHR3	MEANHR4
0.01	0.01	0.02	0.01
(0.00)	(0.00)	(0.01)	(0.00)
1.84	3.50	3.71	2.09

Squared Multiple Correlations for X - Variables

MEANHR1	MEANHR2	MEANHR3	MEANHR4
0.97	0.87	0.78	0.96

Goodness of Fit Statistics

Degrees of Freedom = 13
Minimum Fit Function Chi-Square = 19.88 (P = 0.098)
Normal Theory Weighted Least Squares Chi-Square = 18.19 (P = 0.15)
Estimated Non-centrality Parameter (NCP) = 5.19
90 Percent Confidence Interval for NCP = (0.0 ; 20.61)

Minimum Fit Function Value = 0.64
Population Discrepancy Function Value (F0) = 0.17
90 Percent Confidence Interval for F0 = (0.0 ; 0.66)
Root Mean Square Error of Approximation (RMSEA) = 0.11
90 Percent Confidence Interval for RMSEA = (0.0 ; 0.23)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.20

Expected Cross-Validation Index (ECVI) = 1.55
90 Percent Confidence Interval for ECVI = (1.39 ; 2.05)
ECVI for Saturated Model = 1.81
ECVI for Independence Model = 6.85

Chi-Square for Independence Model with 21 Degrees of Freedom = 198.41
Independence AIC = 212.41
Model AIC = 48.19
Saturated AIC = 56.00
Independence CAIC = 229.67
Model CAIC = 85.18
Saturated CAIC = 125.04

Normed Fit Index (NFI) = 0.90
Non-Normed Fit Index (NNFI) = 0.94
Parsimony Normed Fit Index (PNFI) = 0.56
Comparative Fit Index (CFI) = 0.96
Incremental Fit Index (IFI) = 0.96
Relative Fit Index (RFI) = 0.84

Critical N (CN) = 44.17

Root Mean Square Residual (RMR) = 0.020
Standardized RMR = 0.065
Goodness of Fit Index (GFI) = 0.86
Adjusted Goodness of Fit Index (AGFI) = 0.69
Parsimony Goodness of Fit Index (PGFI) = 0.40

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Fitted Covariance Matrix

	POLICY	RESULT	ORGD	MEANHR1	MEANHR2	MEANHR3
POLICY	1.31					
RESULT	0.31	0.70				
ORGD	0.64	0.17	0.53			
MEANHR1	0.13	0.03	0.07	0.15		
MEANHR2	0.10	0.03	0.05	0.12	0.10	
MEANHR3	0.09	0.02	0.05	0.11	0.08	0.10
MEANHR4	0.14	0.04	0.08	0.17	0.13	0.12

Fitted Covariance Matrix

	MEANHR4
MEANHR4	0.20

Fitted Residuals

	POLICY	RESULT	ORGD	MEANHR1	MEANHR2	MEANHR3
POLICY	0.00					
RESULT	0.00	0.00				
ORGD	0.00	-0.02	0.00			
MEANHR1	0.01	0.04	0.01	0.00		
MEANHR2	-0.01	0.05	0.02	0.00	0.00	
MEANHR3	-0.02	0.04	0.00	0.00	0.01	0.00
MEANHR4	-0.02	0.05	0.00	0.00	0.00	0.00

Fitted Residuals

	MEANHR4
MEANHR4	0.00

Summary Statistics for Fitted Residuals

```
Smallest Fitted Residual =   -0.02
  Median Fitted Residual =    0.00
 Largest Fitted Residual =    0.05
```

Stemleaf Plot

```
- 2|1
- 1|852
- 0|211000000000
  0|1114578
  1|7
  2|
  3|
  4|05
  5|14
```

Standardized Residuals

	POLICY	RESULT	ORGD	MEANHR1	MEANHR2	MEANHR3
POLICY	- -					
RESULT	0.26	- -				
ORGD	0.90	-0.58	- -			
MEANHR1	0.53	0.76	0.26	- -		
MEANHR2	-0.52	1.17	0.84	-1.78	- -	
MEANHR3	-0.64	1.04	-0.02	-0.60	3.03	- -
MEANHR4	-0.91	0.91	0.03	2.92	-0.46	-1.61

Standardized Residuals

	MEANHR4
MEANHR4	- -

Summary Statistics for Standardized Residuals

```
Smallest Standardized Residual =   -1.78
  Median Standardized Residual =    0.00
 Largest Standardized Residual =    3.03
```

Stemleaf Plot

```
- 1|86
- 1|
- 0|966655
- 0|000000000
  0|33
  0|58899
  1|02
  1|
  2|
  2|9
  3|0
Largest Positive Standardized Residuals
Residual for  MEANHR3 and  MEANHR2   3.03
Residual for  MEANHR4 and  MEANHR1   2.92
```

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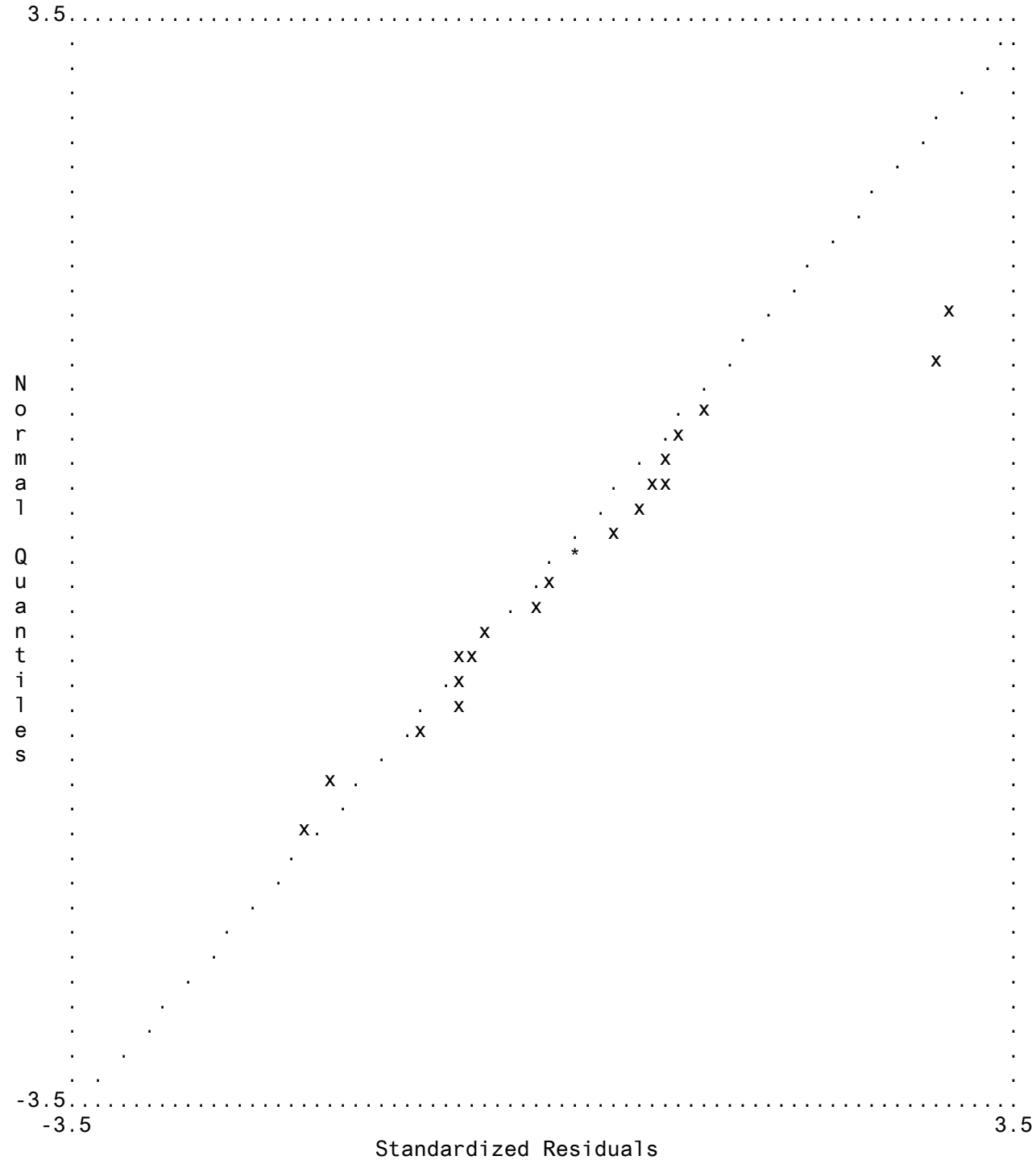
Qplot of Standardized Residuals



Time used: 0.016 Seconds