

Table: 4.13: Result of correlation analysis between major variables

	variables	1	2	3	4	5	6	7	8	9	10
1	Challenging work	1	.302**	.319**	.479**	.255**	.149*	.138	.301**	.177*	.390**
2	Freedom	.302**	1	.151*	.270**	.069	.032	.118	.204**	.131	.113
3	Work Group support	.319**	.151*	1	.423**	-.237**	.505**	.678**	.711**	.579**	-.233**
4	Innovative behaviour	.479**	.270**	.423**	1	.136	.268**	.341**	.480**	.394**	.105
5	Organizational impediment	.255**	.069	-.237**	.136	1	-.267**	-.454**	-.323**	-.243**	.641**
6	Knowledge transfer	.149*	.032	.505**	.268**	-.267**	1	.583**	.573**	.452**	-.277**
7	Supervisory encouragement	.138	.118	.678**	.341**	-.454**	.583**	1	.666**	.533**	-.407**
8	Organizational encouragement	.301**	.204**	.711**	.480**	-.323**	.573**	.666**	1	.573**	-.294**
9	Sufficient resources	.177*	.131	.579**	.394**	-.243**	.452**	.533**	.573**	1	-.306**
10	Workload pressure	.390**	.113	-.233**	.105	.641**	-.277**	-.407**	-.294**	-.306**	1

** Correlation is significant at the 0.01 level (1-tailed)

* Correlation is significant at the 0.05 level (1-tailed)

Subject RE: FW: KEYS
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Congratulations Azizah, You have been approved to receive the KEYS instrument at no charge for your research. When you know how many surveys you need for your research, please let me know and we can have the survey and User's guide sent to you- Just let me know how many surveys you need—Thanks and let me know if you have any questions- Rachael