

UNIVERSITY OF MALAYA

The Faculty of Business and Accountancy

TITLE OF THESIS

THE RELATIONSHIP BETWEEN PERSONALITY TRAITS AND DRIVERS' JOB PERFORMANCE: AN EMPIRICAL STUDY ON HAULAGE COMPANIES IN PENINSULAR MALAYSIA.

My name is Chandra Mohan and I am conducting a research on the relationship between personality traits and drivers' job performance in haulage companies in Malaysia. You are invited to participate in a Questionnaire Survey that seeks to investigate the relationship between personality traits and drivers' job performance. This research forms a part of a Master in Business Administration programme in University Malaya, Kuala Lumpur. My supervisor, Mr. Zulkufly Ramly will be guiding through this research.

Procedures to be followed.

The Questionnaire comprises two parts. Part 1 consists of driver personality test and demographics detail, words that best describe them. Part 2 consists of statements on performance rating of the said driver, which needs to be answered by the driver's immediate supervisor or officer or manager. Based on an earlier pre-testing of the questionnaire, it is estimated that Part 1 would require no more than 5 minutes and Part 2 no more than 10 minutes in total to complete all the questions. Participation is purely voluntary and no financial remuneration or incentive will be offered for taking part in this research. There is no cost to you apart your time.

Possible Discomforts and Risks

There are no foreseeable risks or discomforts above those associated with the time taken to complete the questionnaire.

Responsibilities of the Researcher

To ensure the confidentiality of the information provided by you and your drivers, your name and your driver's name will not be attached to data collected. You and your drivers participation in this study is on voluntary basis. This Information Sheet accompanying the survey questionnaire should adequately address the concern of consent. Consent will be implied when a person returns a completed survey response. You and your drivers' are free to withdraw the consent and to discontinue participation at any time. All data collected is anonymous and confidential. All information collected will be represented as overall data. The results of the research will be made available to interested parties in final thesis format through University Malaya Library.

Responsibilities of the Participant

If there is anything that might unduly affect your response to the statements in the questionnaire, you are asked not to participate. You may leave the survey voluntarily without any explanation.

Freedom of Consent

If you decide to participate, you are free to withdraw your consent and to discontinue at any time. However, we would appreciate you letting us know your decision.

Inquiries If you have any questions, we expect you to ask us. If you have any additional questions at any time you may contact:

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Supervisor
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Thank you for your valuable assistance in participating in the survey.

DRIVER PERSONALITY AND JOB PERFORMANCE VALIDATION PROJECT
Part 1 to be filled by the driver.

Part 2 to be filled by the supervisor or officer or the manager whom the driver reports to.

Part 1 (A): Pengukur Kepribadian

Soal selidik keperibadian

Sila gunakan senarai ciri-ciri di bawah bagi menggambarkan diri anda dengan setepat yang boleh. Gambarkan diri anda seperti mana anda melihat diri anda pada masa sekarang dan bukan mengikut individu yang ingin anda jadi pada masa depan. Gambarkan diri anda secara am dengan membuat perbandingan dengan orang yang anda kenali yang sebaya dan sama jantina

Gunakan skala di bawah untuk penilaian

1 = sangat tidak tepat 2 = sebahagian tidak tepat 3 = tepat mahupun tidak tepat
 4 = sebahagian tepat 5 = sangat tepat

1	Kuat bercakap		21	Teratur	
2	Berani		22	Praktikal	
3	Bertenaga		23	Cekap	
4	Menonjol diri		24	Sistematik	
5	Pendiam		25	Dengki	
6	Pemalu		26	Risau	
7	Segan		27	Iri hati	
8	Suka menyendiri		28	Kepala angin	
9	Dingin		29	Mudah tersinggung	
10	Kasar		30	Ada angin	
11	Tidak bersimpati		31	Tenang	
12	Biadap		32	Tidak iri hati	
13	Bersimpati		33	Kompleks	
14	Baik hati		34	Kreatif	
15	Mesra		35	Mendalam	
16	Berkerjasama		36	Berimaginasi	
17	Cuai		37	Intelektual	
18	Tidak teratur		38	Berfalsafah	
19	Cincai		39	Tidak kreatif	
20	Tidak cekap		40	Tidak berpengetahuan	

Instruction for Part 2: PERFORMANCE RATING OF DRIVER

Things To Remember When Providing Ratings

- Compare in terms of optimum performance as a benchmark and not minimum standards.
- Relate to specific examples of behavior that you have observed from actual job performance.

- Lowest rating (1) on your form will be used for people who are very poor performers and you wish they had never been hired and highest rating (8) will be attained for exceptional performance
- When not sure, please check with records and references and other people if you do not have sufficient information to make a good rating.

ABILITY TO LEARN

- Learns new job-related skills and practices quickly.
- Able to learn from written documentation.
- Learns from instruction as well as from observation.

REASONING ABILITY

- Reasons through problems using job knowledge.
- Makes few errors in judgment.
- Demonstrates good reasoning whenever making an exception to a standard procedure.

JOB SKILLS COMPETENCIES

- Remembers how to perform tasks correctly.
- Understands the reasons for specific work procedures and follows the appropriately
- Makes very few mistakes.

OPENNESS TO NEW LEARNING

- Willingly tries out new procedures, practices, or equipment (does not show resistance, negativity or opposition.)
- Tries to learn more than just the basic information about the equipment he/she is using.
- Asks questions when he/she can't figure out things.

PRODUCTIVITY

- Achieves a high level of productivity on the job and does not often have lapses in performance
- Puts forth a lot of effort; accomplishes as much or more than what you expect.
- Willing to work overtime when asked to do so.

QUALITY

- Is neat and orderly in his approach to tasks.
- Is rarely sloppy or haphazard in approaching tasks.

SAFETY

- Complies with safety rules (e.g., wears safety equipment where required on a regular basis).
- Does not act in an impulsive / rash manner which might lead to an accident.

TEAMWORK

- Helps other people who may not know as much as he/she does.
- Voluntarily assists others with their work when his/her work load permits.
- Does not try to sabotage other people / teams to achieve more for self or for own team.

RELATIONSHIPS WITH CO-WORKERS

- Relates to people at work in a friendly, cordial manner.
- Acts in a tactful, courteous manner toward coworkers.
- Shows respect for individual differences/diversity.

RELATIONSHIPS WITH TEAM LEADERS, SUPERVISORS, AND MANAGERS

- Shows respect and consideration for supervisors.
- Can question policies / rules that he does not understand or accept without coming across as argumentative or quarrelsome.
- Does not challenge the supervisor in a destructive manner.

DEPENDABILITY AND RELIABILITY

- Keeps his/her word even when it is inconvenient / unpleasant to do so.
- Does not violate company rules or policies.
- Has the initiative to do things that need to be taken care of without waiting to be told.
- Uses company resources with care (e.g., careful with equipment, not wasteful).

ABILITY TO FUNCTION UNDER STRESS

- Maintains composure even under very demanding work conditions.
- When a conflict arises, does not lose control of his/her feelings.

ATTENDANCE AND TIMELINESS

- Has a good attendance record.
- Has a valid excuse whenever he/she is absent; does not take "sick" days unless absolutely necessary and does not come in late except for rare circumstances.

NUMBER OF TRIPS PER MONTH

- No of containers delivered and collected per month

REVENUE PER MONTH

- Total revenue generated by driver per month

OVERALL RATING

- The general opinion of this driver and NOT AN AVERAGE RATING

PART 2: DRIVER JOB PERFORMANCE TEST

Here are the rating categories you will use for each dimension:

1 = Performance does not meet, or rarely meets, minimum job standards.

2 = Performance is less than satisfactory in many respects.
 3 = Performance is satisfactory in most respects but not all.
 4 = Performance is satisfactory in all respects.
 5 = Performance is above average performance but not superior.
 6 = Performance is superior in almost all respects.
 7 = Performance is definitely superior in all respects.
 8 = Single best performance I have ever observed or even hope to observe.
 NA = I cannot make a rating on this dimension because I have not had sufficient opportunity to observe the employee's performance in this area.
 After reading the descriptions of each dimension, please provide ratings for this individual:

<input type="text"/>	ABILITY TO LEARN	<input type="text"/>	RELATIONSHIPS WITH CO-WORKERS
<input type="text"/>	REASONING ABILITY	<input type="text"/>	RELATIONSHIPS WITH SUPERVISORS
<input type="text"/>	JOB SKILLS COMPETENCIES	<input type="text"/>	DEPENDABILITY AND RELIABILITY
<input type="text"/>	OPENNESS TO NEW LEARNING	<input type="text"/>	FUNCTION UNDER STRESS
<input type="text"/>	PRODUCTIVITY	<input type="text"/>	ATTENDANCE AND TIMELINESS
<input type="text"/>	QUALITY	<input type="text"/>	NUMBER OF TRIPS PER MONTH
<input type="text"/>	SAFETY	<input type="text"/>	REVENUE PER MONTH
<input type="text"/>	TEAMWORK	<input type="text"/>	OVERALL RATING

(OVERALL RATING - Your general opinion of this person, not an average rating)

		EXTRAVERSION POSITIVE	EXTRAVERSION NEGATIVE	AGREEABLENESS NEGATIVE	AGREEABLENESS POSITIVE
ability to learn	Pearson	0.095	-0.003	-0.131	-0.023
	Sig. (1-	0.126	0.485	0.057	0.39
	N	147	147	147	147
reasoning ability	Pearson	0.097	-0.051	-0.121	-0.047
	Sig. (1-	0.122	0.269	0.072	0.287
	N	147	147	147	147
job skills competencies	Pearson	0.066	-0.066	-.161*	0.031
	Sig. (1-	0.214	0.213	0.025	0.356
	N	147	147	147	147
openess to new learning	Pearson	.148*	-.160*	-.169*	0.048
	Sig. (1-	0.036	0.026	0.02	0.282
	N	147	147	147	147
productivity	Pearson	0.124	-.150*	-0.136	0.041
	Sig. (1-	0.068	0.035	0.05	0.309
	N	147	147	147	147
quality	Pearson	.161*	-.170*	-.167*	0.014
	Sig. (1-	0.026	0.02	0.022	0.434
	N	146	146	146	146
safety	Pearson	.220**	-.157*	-.184*	-0.012
	Sig. (1-	0.004	0.029	0.013	0.441
	N	147	147	147	147
team work	Pearson	0.108	-0.044	-.173*	0.026
	Sig. (1-	0.096	0.298	0.018	0.379
	N	147	147	147	147
relationship with co workers	Pearson	0.131	-0.02	-.276**	0.018
	Sig. (1-	0.057	0.405	0	0.414
	N	147	147	147	147
relationship with superiors	Pearson	.144*	-0.058	-.223**	0.027
	Sig. (1-	0.04	0.243	0.003	0.374
	N	147	147	147	147
dependability and reliability	Pearson	.179*	-0.061	-.227**	-0.032
	Sig. (1-	0.015	0.232	0.003	0.35
	N	147	147	147	147
function under stress	Pearson	0.067	-0.032	-.209**	-0.011
	Sig. (1-	0.212	0.351	0.005	0.448
	N	147	147	147	147
attendance	Pearson	.227**	-0.134	-0.131	-0.072
	Sig. (1-	0.003	0.053	0.057	0.194
	N	147	147	147	147
trips per month	Pearson	.137*	-.144*	-0.083	-0.041
	Sig. (1-	0.049	0.041	0.16	0.309
	N	147	147	147	147
revenue per month	Pearson	.142*	-.154*	-0.077	-0.075
	Sig. (1-	0.043	0.031	0.177	0.182
	N	147	147	147	147
overall rating	Pearson	.200**	-0.132	-0.105	-0.033
	Sig. (1-	0.007	0.055	0.103	0.347
	N	147	147	147	147

Appendix B, continued

		CONSCIENTIOUS- NESS NEGATIVE	CONSCIENTIOUS- NESS POSITIVE	EMOTIONAL STABILITY NEGATIVE	EMOTIONAL STABILITY POSITIVE
ability to learn	Pearson	-0.254**	0.12	-0.198**	-0.068
	Sig. (1-	0.001	0.073	0.008	0.206
	N	147	147	147	147
reasoning ability	Pearson	-0.261**	.178*	-0.217**	-0.011
	Sig. (1-	0.001	0.016	0.004	0.45
	N	147	147	147	147
job skills competencies	Pearson	-0.323**	0.086	-0.222**	-0.012
	Sig. (1-	0	0.15	0.004	0.442
	N	147	147	147	147
openess to new learning	Pearson	-0.243**	.154*	-0.248**	0.045
	Sig. (1-	0.002	0.032	0.001	0.292
	N	147	147	147	147
productivity	Pearson	-0.289**	0.091	-0.206**	-0.034
	Sig. (1-	0	0.136	0.006	0.34
	N	147	147	147	147
quality	Pearson	-0.313**	.180*	-0.286**	0.011
	Sig. (1-	0	0.015	0	0.447
	N	146	146	146	146
safety	Pearson	-0.336**	.214**	-0.251**	0.089
	Sig. (1-	0	0.005	0.001	0.141
	N	147	147	147	147
team work	Pearson	-0.266**	0.131	-0.297**	0.071
	Sig. (1-	0.001	0.057	0	0.198
	N	147	147	147	147
relationship with co workers	Pearson	-0.382**	0.108	-0.372**	-0.009
	Sig. (1-	0	0.096	0	0.457
	N	147	147	147	147
relationship with superiors	Pearson	-0.351**	.142*	-0.319**	-0.042
	Sig. (1-	0	0.043	0	0.309
	N	147	147	147	147
dependability and reliability	Pearson	-0.228**	-0.059	-0.232**	-0.157*
	Sig. (1-	0.003	0.238	0.002	0.029
	N	147	147	147	147
function under stress	Pearson	-0.325**	0.117	-0.261**	-0.072
	Sig. (1-	0	0.078	0.001	0.194
	N	147	147	147	147
attendance	Pearson	-0.333**	0.014	-0.244**	-0.05
	Sig. (1-	0	0.433	0.001	0.275
	N	147	147	147	147
trips per month	Pearson	-0.340**	0.095	-0.180*	-0.01
	Sig. (1-	0	0.125	0.015	0.454
	N	147	147	147	147
revenue per month	Pearson	-0.315**	0.06	-0.205**	-0.026
	Sig. (1-	0	0.235	0.006	0.375
	N	147	147	147	147
overall rating	Pearson	-0.314**	0.077	-0.251**	0.024
	Sig. (1-	0	0.177	0.001	0.385
	N	147	147	147	147

Appendix B, continued

		INTELLIGENCE POSITIVE	INTELLIGENCE NEGATIVE	berani/bold	berkerjasama/ cooperative
ability to learn	Pearson	-0.013	-0.106	.219**	-0.027
	Sig. (1-	0.437	0.101	0.004	0.373
	N	147	147	147	147
reasoning ability	Pearson	0.027	-0.045	.216**	-0.041
	Sig. (1-	0.373	0.293	0.004	0.312
	N	147	147	147	147
job skills competencies	Pearson	-0.129	-0.092	.267**	0.027
	Sig. (1-	0.06	0.135	0.001	0.374
	N	147	147	147	147
openess to new learning	Pearson	0.032	-0.077	.230**	0.078
	Sig. (1-	0.349	0.176	0.002	0.175
	N	147	147	147	147
productivity	Pearson	-0.035	-0.133	.270**	0.066
	Sig. (1-	0.339	0.054	0	0.214
	N	147	147	147	147
quality	Pearson	-0.009	-0.111	.256**	0.039
	Sig. (1-	0.458	0.091	0.001	0.32
	N	146	146	146	146
safety	Pearson	0.036	-.188*	.273**	0.018
	Sig. (1-	0.334	0.011	0	0.414
	N	147	147	147	147
team work	Pearson	0.088	-0.102	.148*	0.071
	Sig. (1-	0.144	0.109	0.037	0.198
	N	147	147	147	147
relationship with co workers	Pearson	0.035	-0.074	.251**	0.063
	Sig. (1-	0.338	0.187	0.001	0.222
	N	147	147	147	147
relationship with superiors	Pearson	0.061	-.154*	.303**	0.085
	Sig. (1-	0.231	0.032	0	0.152
	N	147	147	147	147
dependability and reliability	Pearson	-0.051	-0.131	.223**	0
	Sig. (1-	0.268	0.057	0.003	0.498
	N	147	147	147	147
function under stress	Pearson	-0.033	-0.022	.254**	-0.017
	Sig. (1-	0.348	0.394	0.001	0.42
	N	147	147	147	147
attendance	Pearson	-.136*	-0.049	.268**	0
	Sig. (1-	0.05	0.278	0.001	0.499
	N	147	147	147	147
trips per month	Pearson	-0.036	-0.119	.193**	0.054
	Sig. (1-	0.332	0.075	0.01	0.258
	N	147	147	147	147
revenue per month	Pearson	-0.035	-0.132	.181*	0.002
	Sig. (1-	0.337	0.055	0.014	0.49
	N	147	147	147	147
overall rating	Pearson	0.023	-0.112	.238**	0.046
	Sig. (1-	0.389	0.089	0.002	0.288
	N	147	147	147	147

Appendix B, continued

		sistematik/ systematic	tenang/relaxed
ability to learn	Pearson	0.009	-0.115
	Sig. (1-	0.456	0.083
	N	147	147
reasoning ability	Pearson	0.103	-0.118
	Sig. (1-	0.107	0.078
	N	147	147
job skills competencies	Pearson	0.016	-0.133
	Sig. (1-	0.424	0.054
	N	147	147
openess to new learning	Pearson	0.119	-0.067
	Sig. (1-	0.076	0.211
	N	147	147
productivity	Pearson	0.089	-.145 [*]
	Sig. (1-	0.142	0.04
	N	147	147
quality	Pearson	0.126	-0.082
	Sig. (1-	0.065	0.161
	N	146	146
safety	Pearson	.151 [*]	0.025
	Sig. (1-	0.034	0.383
	N	147	147
team work	Pearson	0.062	0.021
	Sig. (1-	0.226	0.401
	N	147	147
relationship with co workers	Pearson	0.07	-0.051
	Sig. (1-	0.201	0.27
	N	147	147
relationship with superiors	Pearson	0.035	-0.099
	Sig. (1-	0.337	0.117
	N	147	147
dependability and reliability	Pearson	-0.083	-.219 ^{**}
	Sig. (1-	0.159	0.004
	N	147	147
function under stress	Pearson	0.064	-0.132
	Sig. (1-	0.22	0.056
	N	147	147
attendance	Pearson	0	-0.096
	Sig. (1-	0.499	0.123
	N	147	147
trips per month	Pearson	0.033	-0.113
	Sig. (1-	0.344	0.086
	N	147	147
revenue per month	Pearson	-0.002	-.145 [*]
	Sig. (1-	0.492	0.04
	N	147	147
overall rating	Pearson	0.051	-0.054
	Sig. (1-	0.27	0.26
	N	147	147

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

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

Appendix C: Correlation Conscientiousness Traits

		cuai/careless	tidak teratur/ disorganized	cincai/sloppy	tidak cekap/ inefficient	CONSCIENTIOUS-NESS NEGATIVE
ability to learn	Pearson Sig. (1- N	-0.131 0.056 147	-.277** 0 147	-.201** 0.007 147	-0.11 0.093 147	-.254** 0.001 147
reasoning ability	Pearson Sig. (1- N	-0.136 0.051 147	-.243** 0.002 147	-.242** 0.002 147	-0.127 0.063 147	-.261** 0.001 147
job skills competencies	Pearson Sig. (1- N	-.197** 0.009 147	-.257** 0.001 147	-.362** 0 147	-0.114 0.084 147	-.323** 0 147
openess to new learning	Pearson Sig. (1- N	-0.135 0.052 147	-.235** 0.002 147	-.195** 0.009 147	-0.128 0.061 147	-.243** 0.002 147
productivity	Pearson Sig. (1- N	-.179* 0.015 147	-.265** 0.001 147	-.270** 0 147	-0.104 0.106 147	-.289** 0 147
quality	Pearson Sig. (1- N	-.200** 0.008 146	-.260** 0.001 146	-.232** 0.002 146	-.208** 0.006 146	-.313** 0 146
safety	Pearson Sig. (1- N	-.234** 0.002 147	-.232** 0.002 147	-.301** 0 147	-.209** 0.006 147	-.336** 0 147
team work	Pearson Sig. (1- N	-.200** 0.008 147	-.186* 0.012 147	-.234** 0.002 147	-.155* 0.03 147	-.266** 0.001 147
relationship with co workers	Pearson Sig. (1- N	-.267** 0.001 147	-.258** 0.001 147	-.402** 0 147	-.174* 0.017 147	-.382** 0 147
relationship with superiors	Pearson Sig. (1- N	-.264** 0.001 147	-.243** 0.002 147	-.330** 0 147	-.182* 0.014 147	-.351** 0 147
dependability and reliability	Pearson Sig. (1- N	-0.041 0.31 147	-.189* 0.011 147	-.380** 0 147	-0.017 0.42 147	-.228** 0.003 147
function under stress	Pearson Sig. (1- N	-.193** 0.009 147	-.215** 0.004 147	-.315** 0 147	-.217** 0.004 147	-.325** 0 147
attendance	Pearson Sig. (1- N	-.202** 0.007 147	-.299** 0 147	-.375** 0 147	-0.08 0.167 147	-.333** 0 147
trips per month	Pearson Sig. (1- N	-.246** 0.001 147	-.303** 0 147	-.297** 0 147	-0.134 0.052 147	-.340** 0 147
revenue per month	Pearson Sig. (1- N	-.223** 0.003 147	-.302** 0 147	-.286** 0 147	-0.091 0.138 147	-.315** 0 147
overall rating	Pearson Sig. (1- N	-.253** 0.001 147	-.261** 0.001 147	-.265** 0.001 147	-0.122 0.071 147	-.314** 0 147

		teratur/ organized	praktikal/ practical	cepat/efficient	sistematik/ systematic	CONSCIENTIO US-NESS POSITIVE
ability to learn	Pearson	0.108	0.094	0.115	0.009	0.12
	Sig. (1-	0.096	0.129	0.082	0.456	0.073
	N	147	146	147	147	147
reasoning	Pearson	.140*	.149*	0.117	0.103	.178*
ability	Sig. (1-	0.045	0.036	0.08	0.107	0.016
	N	147	146	147	147	147
job skills	Pearson	0.064	0.103	0.03	0.016	0.086
competencies	Sig. (1-	0.22	0.107	0.361	0.424	0.15
	N	147	146	147	147	147
openess to	Pearson	0.104	.145*	0.087	0.119	.154*
new learning	Sig. (1-	0.105	0.041	0.148	0.076	0.032
	N	147	146	147	147	147
productivity	Pearson	0.037	0.112	0.028	0.089	0.091
	Sig. (1-	0.327	0.089	0.369	0.142	0.136
	N	147	146	147	147	147
quality	Pearson	0.084	.187*	0.125	0.126	.180*
	Sig. (1-	0.156	0.012	0.066	0.065	0.015
	N	146	145	146	146	146
safety	Pearson	.153*	.215**	0.118	.151*	.214**
	Sig. (1-	0.033	0.005	0.077	0.034	0.005
	N	147	146	147	147	147
team work	Pearson	.159*	.198**	-0.037	0.062	0.131
	Sig. (1-	0.028	0.008	0.329	0.226	0.057
	N	147	146	147	147	147
relationship	Pearson	0.129	.185*	-0.078	0.07	0.108
with co	Sig. (1-	0.06	0.013	0.174	0.201	0.096
workers	N	147	146	147	147	147
relationship	Pearson	.140*	.251**	-0.011	0.035	.142*
with superiors	Sig. (1-	0.045	0.001	0.45	0.337	0.043
	N	147	146	147	147	147
dependability	Pearson	-0.029	0.082	-.174*	-0.083	-0.059
and reliability	Sig. (1-	0.362	0.164	0.018	0.159	0.238
	N	147	146	147	147	147
function under	Pearson	0.126	.142*	0	0.064	0.117
stress	Sig. (1-	0.064	0.043	0.498	0.22	0.078
	N	147	146	147	147	147
attendance	Pearson	0.05	0.115	-.153*	0	0.014
	Sig. (1-	0.274	0.084	0.032	0.499	0.433
	N	147	146	147	147	147
trips per month	Pearson	0.093	.189*	-0.056	0.033	0.095
	Sig. (1-	0.13	0.011	0.251	0.344	0.125
	N	147	146	147	147	147
revenue per	Pearson	0.049	.158*	-0.056	-0.002	0.06
month	Sig. (1-	0.277	0.028	0.249	0.492	0.235
	N	147	146	147	147	147
overall rating	Pearson	0.092	.179*	-0.072	0.051	0.077
	Sig. (1-	0.134	0.015	0.192	0.27	0.177
	N	147	146	147	147	147

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

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