APPENDICES

- A. Questionnaires before Pre-Test
- **B.** Questionnaires after Pre-Test
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Appendix A. Questionnaires before Pre-Test

Questionnaire:

Research Title

The Role of 'Ethical Brand' and Its Effect on Industrial Buyers' Responses In Malaysia

Prepared by:

SULAIMAN M. ALI

Supervisor:

DR. SHARIFAH FARIDAH SYED ALWI



FACULTY OF BUSINESS AND ACCUNTANCY 2008



FACULTY OF BUSINESS AND ACCUNTANCY

THE ROLE OF 'ETHICAL BRAND' AND ITS EFFECT ON INDUSTRIAL BUYERS' RESPONSES IN MALAYSIA

(A SURVEY OF ELECTRONIC OFFICE EQUIPMENT USERS) 2008

Dear Respected Respondent.

This survey is designed to assess the level of agreement/satisfaction with various brands of electronic office equipment products that have been used by industrial buyers in Malaysia and the associated service by the respective supplier. Your opinion will help office equipment providers improve their products and services, thereby enabling them to make improvements to meet your expectations and enhancing mutual value. We would therefore greatly appreciate your participation in answering this questionnaire.

In return for your valuable time and effort to participate in this survey, we will be happy to share with you an executive summary of the findings of this study (electronic copies only). Please provide details of your contact in your classification section of the survey questionnaire. Please complete all questions according to the instructions given for each section. For most questions, you will be asked to tick or check the appropriate box that best expresses your opinion.

In case you have additional ideas to improve the offerings from office equipment providers that are not listed in this questionnaire, please feel free to include them in the space provided. We thank you for your suggestions of new ideas.

At this point, no names are required. Individual participants will not be recognized in the analysis as only aggregated outcome will be analyzed and presented. There are no correct or incorrect responses. We are merely interested in your personal point of view.

Thank you so much for your time and thoughtfulness. It is only with your generous that this study can be successful.

In making your ratings, please remember the following points

- 1. Please answer each of the statements related to the questions by ticking $(\sqrt{})$ alongside the number that best describes your answer.
- 2. Be sure to answer all items **do not** omit any.
- 3. Never tick more than one number on a single scale.

If you have any questions about this survey, please contact: Sulaiman M. Ali, Ph.D Student, Mobile phone: +60163050347;

or e-mail: elman_ali@perdana.um.edu.my or elman_ali@yahoo.com.

Once you have completed this survey please send it to the address below;

55-13-5, Pantai Indah Apartment, Jalan Pantai Dalam, Lembah Pantai 96200 Kuala Lumpur

)

For the purpose of completing the questionnaire, please select one of the following brands owned by the company that you are responding in this case

Brands of Electronic Office Equipment	
Alcatel	
Avaya	
Brother	
Canon	
Ericsson	
Epson	
Fujitsu	
Fuji-Xerox	
Gestetner	
Hitachi	
Hewlett Packard	
Infocus/Plus	
Lexmark	
Minolta	
NEC	
Nortel	
Panasonic	
Ricoh	
Sanyo	
Sharp	
Siemens	
Sony	
Toshiba	
Others, (please specify)	

SECTION I: PERCEPTION OF RESPONDENT

Direction:		1	2	3	3 4			5	6		7
	se mark with a √ in the ropriate box	Strongly disagree	Disagree	Sligh		Noutra		ightly	Agroo		ngly
аррі	opriate box	disagree	Disagree	disa	gree	Neutra	ıı ag	ree	Agree	agre	е
	Product Quality				1	2	3	4	5	6	7
1	Our company buys provides good perform		because	it							
2	Our company considue to good features	ders buyi	ng brand	X							
3	The product specification match with our needs		of brand	X							
4	Brand X can be op (good durability)	perated fo	r long ti	me [
5	Our company buy products of brand pleasing										
6	We believe that bra quality products for a	-		igh							
7	Products of brand 2 consistent	K are dep	endable a	and [
8	Our company buys innovative	brand X t	because it	is							
	Service Quality				1	2	3	4	5	6	7
9	When staff of bran something by a certain	-		do							
10	When our company brand X are sympathe			of							
12	Our company can tru	st employ	ees of bra	nd							
13	We buy brand X as are polite	employees	s of branc	l X							

14	Employees of brand X give us personal attention							
15	Our company buys brand X because it provides good online information							
16	Our company buys brand X because it provides good information & documentation							
17	Our company buys brand X because it quickly provides supplementary information							
	Perceived Price	1	2	3	4	5	6	7
18	Compared to its competitors, the overall prices of brand X are most likely higher							
19	Relative to other electronic brands, the prices of brand X are most likely higher							
20	Our company expects the overall prices of brand X to be high							
21	Brand X's prices are likely to be higher than average market prices for the same products							
22	The higher price of brand X reflects its quality							
23	Higher price of brand X indicates its prestige							
24	This brand has good price information for every type of product and situation							
25	The price of this brand is acceptable							
26	This brand provides good optional prices based on the product performance.							

Ethical Brand 2 3 7 1 5 6 Our company uses brand X, because it lets us maximize our profit We consider using brand X because the company continually succeeds to increase the wealth of stakeholders The company of brand X always respects 29 its suppliers We decide to use brand X because the company has a programme to re-educate and empower its employees Our company would like to use brand X because the managers of the organization 31 respect the laws and regulations of the country Our company would like to use brand X because it has programmes that encourage 32 the diversity of the workforce (in terms of age, gender, or race) We would like to use brand X because its 33 internal policy prevents discrimination. We consider using brand X as it respects social customs and cultural heritage We decide to use brand X because it is committed to "sustainable development" through consuming less natural resources We decide to use brand X because it is committed to "sustainable development" through burdening the environment with less effluent Our company uses brand X because the manager of the company monitors the potential negative impacts on the community We consider using brand X as it preserves the jobs at a reasonable profit margin and helps its employees to engage community work

39	We decide to use brand X because it has a "Recycling" programme							
40	We decide to use brand X because it has a "Recovery" programme							
41	We decide to use brand X because it has a "Disposal" programme							
	Company Reputation	1	2	3	4	5	6	7
42	We consider buying brand X because it is well managed							
43	Our company buys brand X because it is customer focused							
44	We buy brand X because the company has the reputation of being a good corporate citizen							
45	Our company buys brand X because it is product driven							
46	Our company decides to buy brand x because it is a successful company							
47	We always decide to buy brand X because the company is innovation oriented							
	Brand Loyalty	1	2	3	4	5	6	7
48	The relationship our company has with brand X is something we are very committed to							
49	We use our maximum effort to maintain the relationship with brand \boldsymbol{X}							
50	We would do almost anything to keep the relationship with brand X							
51	We care a great deal about the long term relationship with brand X							
52	If asked, we would recommend products of brand X							
53	We intend to use products of brand X again in the future							

				SECTION	II : PRO	FILE II	NFORMAT	TIC	N					
	_	ne table below, pl								ntity c	f eac	n type o	f	
_	elec	ctronic office equi	pment	currently i	ın use wi	thin yo	ur organız	atı	on.					
	l	-1 0 -1	-1	- f tl			-1			4 41-		4°		4
_	_	olumn 2, please			options p	orovae	d on the a	ver	age ag	e of tr	ie par	ticular e	quipme	ent
_	use	d within your orga	anızat	ion.										
_	ln c	olumn 3, please	indica	to the bran	d namo(s	c) of cu	rront oqui	nm	ont in	LICO				
_	III C	olullii 3, piease	iiiuica	te the bian	u name(s		irrent equi	μm	ent in	use.				
							1			2			3	
		Type of Electron	nic Offi	ce Fauinm	ent	Nur	nber of		Averag		of	Fauir	ment l	_ orand
		Type of Electron		oo Equipiii			ment in us	se		ipmen			n use	l
	*	Computer Serve	rs			_ 90p		-	90			1		
	*	Desktop Compu										1		
	*	Notebook Comp										1		
	*	Dot Matrix Print										1		
	*	Laser Printers										1		
	*	Photocopiers										1		
	*	Scanners												
	*	Multy-functional	Produ	ıcts (perfor	ms more	:								
		than one functio												
		copying and fax												
	*	Multimedia proje	ectors	LCD projec	ctors									
	*	Electronic White	e Boar	ds										
	*	PBX/PABX (Pho	ne-lin	e switches)									
	*	Fax Machines												
	_	ase indicate the բ			•		ny, for exa	amı	ole Bar	nking,	Educ	ation, R	etail,	
	Cor	nsulting, Farm, Ed	quipm	ent Manufa	cture, et	c.								
	_													
_	DI	· · · · · · · ·												
_	Plea	ase indicate the r	numbe	er of employ	ees in y	our co	mpany.							
		Less than 5												
_		Between 5 & 15												
_		Between 16 & 3												
_		Between 31 & 5												
_		Between 51 & 1						_						
_		Between 101 &						_						
_		Between 251 &						_						
_		Above 500	JUU					_						
		ADONE 200												

4	Please indicate your overall satisfaction with the following office equipment brands by checking
	the satisfaction box of the brands and/or products that are currently in use or have been used in the
	past 2 years in your office

	1 Strongly dissatisfied	2	3	4 Neutral	5		6		7 Strong satisfi		
	Brands of Electr	onic Offic	ce Equipme	ent	1	2	3	4	5	6	7
*	Alcatel										
*	Avaya										
*	Brother										
*	Canon										
*	Ericsson										
*	Epson										
*	Fujitsu										
*	Fuji-Xerox										
*	Gestetner										
*	Hitachi										
*	Hewlett Packard										
*	Infocus/Plus										
*	Lexmark										
*	Minolta										
*	NEC										
*	Nortel										
*	Panasonic										
*	Ricoh										
*	Sanyo										
*	Sharp										
*	Siemens										
*	Sony										
*	Toshiba										
*	Others, (please sp	pecify)									

5 Please indicate if your company is considering to buy any of these products this year by putting a check in the line for the corresponding item in column A.

In column B, please check if this purchase is to replace an existing product currently or previously in use

In column C, please indicate if the replacement will most likely be of the same brand as the product in use

In column D, please indicate if purchases of additional units of that product this year will be of the same brand as those currenly in use within your company

If you are "unsure" about the purchase decision, please do not put a check in any box.

		Α.		^	_
		Α	В	С	D
	Type of Electronic Office Equipment	Intent to	Expected	Replacement	Additional units
		purchase	to be a	likely by the	purchase of
		equipment	replacement	same brand	existing brands
		this year	purchase		· ·
*	Computer Servers				
*	Desktop Computers				
*	Notebook Computers				
*	Dot Matrix Printers				
*	Laser Printers				
*	Photocopiers				
*	Scanners				
*	Multi-functional Products (performs more				
	than one function like printing, scanning,				
	copying and faxing)				
*	Multimedia projectors/LCD projectors				
*	Electronic White Boards				
*	PBX/PABX (Phone-line switches)				
*	Fax Machines				

	 * Electronic White Boards 				
	* PBX/PABX (Phone-line switches)				
	* Fax Machines				
6	How is the purchase decision of office equipm	ent made in yo	our company?	,	
	Owner/CEO decides Based on individual staff requests As and when needed Based on budgetary plans and procedures Purchase Committee Centralized Head Office decision Others (please specify)				
7	Your role in the usage and purchase of office eas:	equipment with	in your orgar	nization can be	st be described
	Chief decision-maker Involved in decision-making with others Primary influencer Member of the budget committee Member of the purchase committee Custodian of office equipment Technical evaluator No role in the purchase decision-making Others	-			

SECTION III: DEMOGRAPHIC PROFILE:

Area/district of research	1 :	
2. Gender	3. Age	4. Race
□Male	□20-24 years old	□Bumi Putra
□Female	□25-29 years old	□Chinese
	□30-34 years old	□Indian
	□35-39 years old	□Foreigner
	□40-44 years old	
	□45-49 years old	
	□50-54 years old	
	□55-60 years old	
5. Highest Qualification	6. Working Experience	7. Employment in
☐ Secondary School	Under 5 years	7. Employment in company
(SPM/STPM)	□6-10 years	□Under 5 years
□Diploma	□11-15 years	□6-10 years
□Master	□16-20 years	□11-15 years
□PhD	□21-More	□16-20 years
□Professional		□21-More
Qualification		
8. Departmental/Area	9. Position	10. Income per month
□Accounting	□Executive	□< RM 2,000.00
□Financial	□Non-Executive	□RM 2,000.00 - 2,999.00
□Human Resource		□RM 3,000.00 - 3,999.00
□Sales/Marketing		□RM 4,000.00 – 4,999.00
□Production		□RM 5,000.00 – 5,999.00
□Others, please specify		□RM 6,000.00 – 6,999.00
		□RM 7,000.00 – 7,999.00
		□RM 8,000.00 – 8,999.00
		□RM 9,000.00 – 9,999.00
		□RM 10,000.00 – More
	ĺ	1

Comments/Suggestions:	

Thank you for your cooperation

Appendix B. Questionnaires after Pre-Test

Questionnaire:

Research Title

The Role of 'Ethical Brand' and Its Effect on Industrial Buyers' Responses

Prepared by:

SULAIMAN M. ALI

Supervisor:

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No.	Brands of Electronic Office Equipment	
1.	Alcatel	
2.	Avaya	
3.	Brother	
4.	Canon	
5.	Ericsson	
6.	Epson	
7.	Fujitsu	
8.	Fuji-Xerox	
9.	Gestetner	
10.	Hitachi	
11.	Hewlett Packard	
12.	Infocus/Plus	
13.	Lexmark	
14.	Minolta	
15.	NEC	
16.	Nortel	
17.	Panasonic	
18.	Ricoh	
19.	Sanyo	
20.	Sharp	
21.	Siemens	
22.	Sony	
23.	Toshiba	
24.	Others, (please specify):	

SECTION I: PERCEPTION OF RESPONDENT

Direction:	1	2	3	4	5	6	7
Please mark with a tick in the appropriate box	Strongly disagree	Disagree	Slightly disagree	Neutral	Slightly agree	Agree	Strongly agree

Please respond to the following statement according to the chosen brand above – known as brand \boldsymbol{X} below:

Par	rt A	Stron disag						ongly agree
1	Our company buys brand X because it provides good performance	1	2	3	4	5	6	7
2	Our company considers buying brand X due to good features	1	2	3	4	5	6	7
3	The product specifications of brand X match with our needs	1	2	3	4	5	6	7

Coı	Continue Part A		Strongly disagree						Strongly agree	
4	Brand X can be operated for a long time (good durability)	1	2	3	4	5	6	7		
5	Our company buys brand X because products of brand X are aesthetically pleasing	1	2	3	4	5	6	7		
6	We believe that brand X produces high quality products for all categories	1	2	3	4	5	6	7		
7	Our company buys brand X because it is innovative	1	2	3	4	5	6	7		

Par	t B	Stron disag	O v	·				Strongly agree	
8	When staff of brand X promises to do something by a certain time, they do so	1	2	3	4	5	6	7	
9	When our company has problems, staff of brand X are sympathetic and reassuring	1	2	3	4	5	6	7	
10	Our company can trust employees of brand X	1	2	3	4	5	6	7	
11	We buy brand X as employees of brand X are polite	1	2	3	4	5	6	7	
12	Employees of brand X give us personal attention	1	2	3	4	5	6	7	
13	Our company buys brand X because it provides good online information	1	2	3	4	5	6	7	
14	Our company buys brand X because it provides good information & documentation	1	2	3	4	5	6	7	
15	Our company buys brand X because it quickly provides supplementary information	1	2	3	4	5	6	7	

Par	Part C		Strongly disagree					Strongly agree		
16	Our company expects the overall prices of brand X to be high	1	2	3	4	5	6	7		
17	Brand X's prices are likely to be higher than average market prices for the same products	1	2	3	4	5	6	7		
18	The higher price of brand X reflects its quality	1	2	3	4	5	6	7		
19	This brand has good price information for every type of product and situation	1	2	3	4	5	6	7		
20	The price of this brand is acceptable	1	2	3	4	5	6	7		

Par	t D	Stron					Str	ongly
		disag	ree		1			agree
21	Our company uses brand X, because it contributes to profit maximization	1	$\begin{array}{c} 2 \\ \square \end{array}$	3	4	5	6	7
22	We consider using brand X because the company continually succeeds in increasing the wealth of stakeholders	1	2	3	4	5	6	7
23	The company of brand X always respects its suppliers	1	$\frac{2}{\Box}$	3	4	5 	6	7
24	Our company would like to use brand X because the managers of the organization respect the laws and regulations of the country	1	2	3	4	5	6	7
25	We would like to use brand X because its internal policy prevents discrimination.	1		3	4	5	6	7
26	We consider using brand X as it respects social customs and cultural heritage	$\frac{1}{\Box}$	$\stackrel{2}{\square}$	3	4	5	6	7
27	We decide to use brand X because it is committed to "sustainable development" through consuming less natural resources	1	2	3	4	5	6	7
28	Our company uses brand X because the manager of the company monitors the potential negative impact on the community	1	2	3	4	5	6	7
29	We consider using brand X as it preserves the jobs at a reasonable profit margin and helps its employees to engage in community work	1	2	3	4	5	6	7
30	We decide to use brand X because it has a "Recycling" programme	1	$\stackrel{2}{\square}$	3	4	5	6	7
31	We decide to use brand X because it has a "Recovery" programme	1	$\frac{2}{\Box}$	3	4	5	6	7
32	We decide to use brand X because it has a "Disposal" programme	1	2	3	4	5	6	7

Qu	estion E	Stror disag	0.					ongly agree
33	We consider buying brand X because it is well managed	1	2	3	4	5	6	7
34	Our company buys brand X because it is customer focused	1	2	3	4	5	6	7
35	We buy brand X because the company has the reputation of being a good corporate citizen	1	2	3	4	5	6	7
36	Our company buys brand X because it is product driven	1	2	3	4	5	6	7
37	Our company decides to buy brand x because it is a successful company	1	2	3	4	5	6	7
38	We always decide to buy brand X because the company is innovation oriented	1	2	3	4	5	6	7

Que	estion F	Stro	ngly				Stro	ngly
		disa	gree				agree	
39	The relationship our company has with brand X	1	2	3	4	5	6	7
	is something we are very committed to							
40	We use our maximum effort to maintain the	1	2	3	4	5	6	7
	relationship with brand X							
41	We would do almost anything to keep the	1	2	3	4	5	6	7
	relationship with brand X							
42	We care a great deal about the long term	1	2	3	4	5	6	7
	relationship with brand X							
43	If asked, we would recommend products of	1	2	3	4	5	6	7
	brand X							
44	We intend to use products of brand X again in	1	2	3	4	5	6	7
	the future							
			•	•	•			

SECTION II: PROFILE INFORMATION

1. In the table below, please choose from the options in column 1, the quantity of each type of electronic office equipment currently in use within your organization.

In column 2, please choose from the options provided on the average age of the particular equipment used within your organization.

In column 3, please indicate the brand name(s) of the current equipment in use.

		Number of		
	Type of Electronic Office	equipment in	Average age	Equipment
	Equipment	use	of equipment	brand in use
1.	Computer Servers			
2.	Desktop Computers			
3.	Notebook Computers			
4.	Dot Matrix Printers			
5.	Laser Printers			
6.	Photocopiers			
7.	Scanners			
8.	Multi-functional Products (performs			
	more than one function like printing,			
	scanning, copying and faxing)			
9.	Multimedia projectors/LCD projectors			
10.	Electronic White Boards			
11.	PBX/PABX (Phone-line switches)			
12.	Fax Machines			
13.	Others, please specify:			
	-			
	-			

2.	Please indicate the primary business of your company, for example	Banking,						
Education, Retail, Consulting, Agriculture, Equipment Manufacturing, etc.								

3.	Please indicate the number of employees in your company		
	Less than 5		
	Between 5 - 15		
	Between 16 - 30		
	Between 31 - 50		
	Between 51 - 100		
	Between 101 - 250		
	Between 251 - 500		
	More than 500		
4.	Is your company planning to buy new electronic office equipment?		
	Yes No		
5.	If your answer is yes in question no. 4, please state what is the purpo	se to buy?	
٥.	· · · · · · · · · · · · · · · · · · ·	se to ouy.	
	Totally new purchase		
	Upgrading to be better		
	Replacement		
	Additional units		
6.	If your answer is yes in question no. 4, please state what type o	of alastronic	office
0.	equipment your company wants to buy?	1 electronic	Office
	equipment your company wants to ouy:		
	Type of Electronic Office Equipment		
1.	Computer Servers		
2.	Desktop Computers		
3.	Notebook Computers		
4.	Dot Matrix Printers		
5.	Laser Printers		
6.	Photocopiers		
7.	Scanners	╅	
8.	Multi-functional Products (performs more than one function like	╅	
	printing, scanning, copying and faxing)		
9.	Multimedia projectors/LCD projectors		
10.	Electronic White Boards		
11.	PBX/PABX (Phone-line switches)	╅	
12.	Fax Machines	\vdash	
13.	Others, please specify:		
7.	If yes, please state what brand of electronic office equipment your co	mpany war	its to
	buy?		
8.	How is the purchase decision of office equipment made in your comp	pany?	
	0 (000 1 11		
	Owner/CEO decides		
	Based on individual staff requests		
	As and when needed		
	Based on budgetary plans and procedures		
	Purchase Committee		
	Centralized Head Office decision		
	Others		
	(please specify)		

	SECTION III:	DEMOGRAPHIC PRO	FILE
Gender: Male Female	Age: 20-24 years old	Race: Malay	Highest Level of Educational: Secondary School (SPM/STPM) Diploma Undergraduate Master PhD Professional Qualification
Working Experience: Under 5 years 6 -10 years 11-15 years 16-20 years 21-More		8. Functional/Area: Accounting	10. Income per month: < RM 3,000.00 RM 3,000.00 – 3,999.00 RM 4,000.00 – 4,999.00 RM 5,000.00 – 5,999.00 RM 6,000.00 – 6,999.00 RM 7,000.00 – 7,999.00 RM 8,000.00 – 8,999.00 RM 9,000.00 – 9,999.00 RM 10,000.00 – More
below:	REQUEST F w the result of this surve t :		ly, please fill in the form
Mailing address Email Delivery preference (please tick in box)	:	_	d (e-mail)

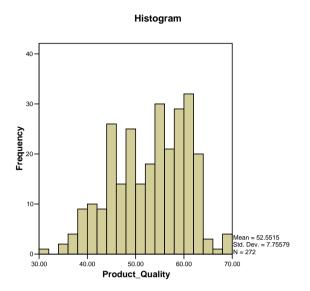
Appendix C. Profile of Respondents

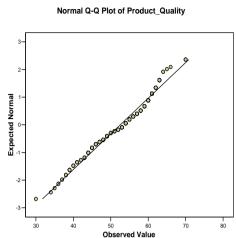
No.	Profile of Respondent	Frequency	Percent (%)	Mean	Standard Deviation
1	Gender:			1.37	.48
	Male	172	63.2		
	Female	100	36.8		
	Total	272	100.0		
2	Age			4.19	1.08
	25-29 years old	4	1.5		
	30-34 years old	69	25.4		
	35-39 years old	106	39.0		
	40-44 years old	61 19	22.4 7.0		
	45-49 years old 50-54 years old	6	2.2		
	55-60 years old	3	1.1		
	Total	268	98.5		
	Missing	4	1.5		
3	Race:	т	1.5	1.88	.68
3	Malay	76	27.9	1.00	.00
	Chinese	155	57.0		
	Indian	33	12.1		
	Others	5	1.8		
		2.00	00.0		
	Total	269	98.9		
	Missing	3	1.1		
4	Highest Level of Educational:			3.09	.88
	Secondary School (SPM/STPM)	2	.7		
	Diploma	41	15.1		
	Undergraduate/Bachelor	183	67.3		
	Master Professional Qualification	25 15	9.2 5.5		
	Professional Quantication	13	3.3		
	Total	266	97.8		
	Missing	6	2.2		
5	Period of Working experience:			3.45	1.01
	under 5 years	1	.4		
	6 - 10 years	54	19.9		
	11 - 15 years	79 84	29.0		
	16 - 20 years 21 - more	45	30.9 16.5		
	21 - more	43	10.5		
	Total	263	96.7		
	Missing	9	3.3		
6	Functional/area in company:			3.39	1.20
	CEO	12	4.4		
	General Manager	70	25.7		
	Production/Operational Manager	42	15.4		
	Financial Manager	97	35.7		
	Marketing Manager	49	18.0		
	Others	2	.7		
	Total	272	100.0		
7	Income per month:			4.83	1.68
	RM 4,000.00 - 4,999.00	20	7.36		
	RM 5,000.00 - 5,999.00	46	16.9		
	RM 6,000.00 - 6,999.00	54	19.9		
	RM 7,000.00 - 7,999.00	69	25.4		
	RM 8,000.00 - 8,999.00	38	14.0		
	RM 9,000.00 - 9,999.00	19	7.0		
	RM 10,000.00 - More	13	4.8		
	Total	259	95.2		
	Missing	13	4.8		

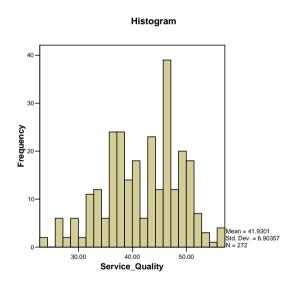
Appendix D. Univariate Normality

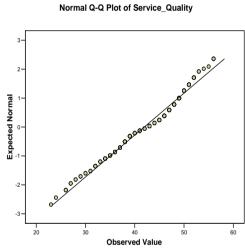
	N Skewness		ness	Kurtosis		
	Statistic	Statistic	Std. Error	Statistic	Std. Error	
PQ1	272	275	.148	426	.294	
PQ2	272	272	.148	.162	.294	
PQ3	272	152	.148	586	.294	
PQ4	272	128	.148	817	.294	
PQ5	272	175	.148	534	.294	
PQ6	272	054	.148	693	.294	
PQ7	272	375	.148	477	.294	
SQ1	272	151	.148	842	.294	
SQ2	272	090	.148	989	.294	
SQ3	272	055	.148	770	.294	
SQ4	272	209	.148	886	.294	
SQ5	272	211	.148	761	.294	
SQ6	272	294	.148	607	.294	
SQ7	272	238	.148	510	.294	
	272				.294	
SQ8		160	.148	739		
Pr1	272	290	.148	321	.294	
Pr2	272	335	.148	338	.294	
Pr3	272	346	.148	181	.294	
Pr4	272	340	.148	301	.294	
Pr5	272	353	.148	.059	.294	
EB1	272	167	.148	635	.294	
EB2	272	.101	.148	-1.040	.294	
EB3	272	121	.148	862	.294	
EB4	272	139	.148	786	.294	
EB5	272	162	.148	842	.294	
EB6	272	.151	.148	881	.294	
EB7	272	315	.148	634	.294	
EB8	272	191	.148	795	.294	
EB9	272	036	.148	718	.294	
EB10	272	326	.148	307	.294	
EB11	272	216	.148	229	.294	
EB12	272	221	.148	700	.294	
CR1	272	240	.148	489	.294	
CR2	272	413	.148	410	.294	
CR3	272	116	.148	781	.294	
CR4	272	366	.148	544	.294	
CR5	272	331	.148	548	.294	
CR6	272	415	.148	535	.294	
BL1	272	268	.148	717	.294	
BL2	272	032	.148	558	.294	
BL3	272	120	.148	850	.294	
BL4	272	399	.148	654	.294	
BL5	272	483	.148	456	.294	
BL6	272	443	.148	668	.294	
Valid N (EM)	272	443	.140	000	.274	
valid iv (Elvi)	212					

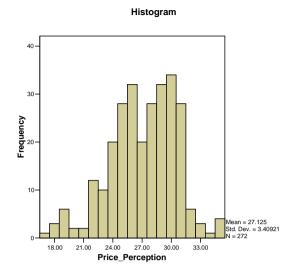
Outlier Identifying Testing

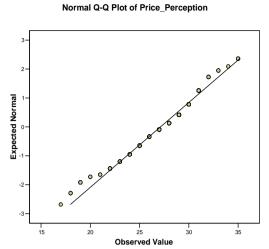


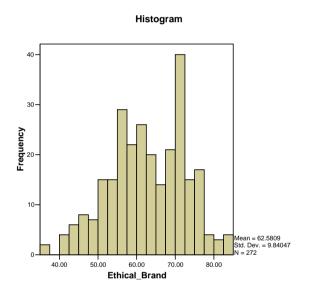


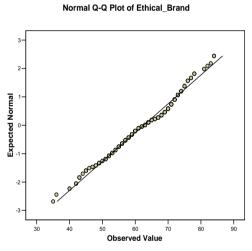


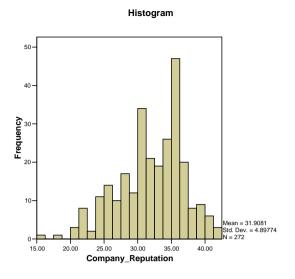


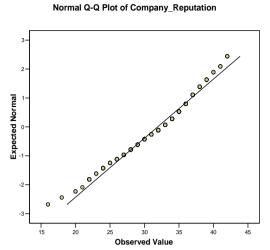


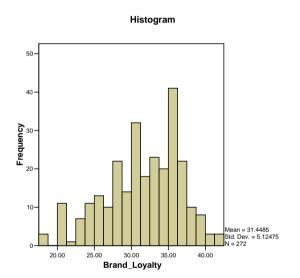


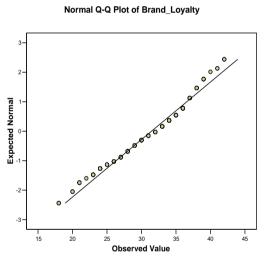




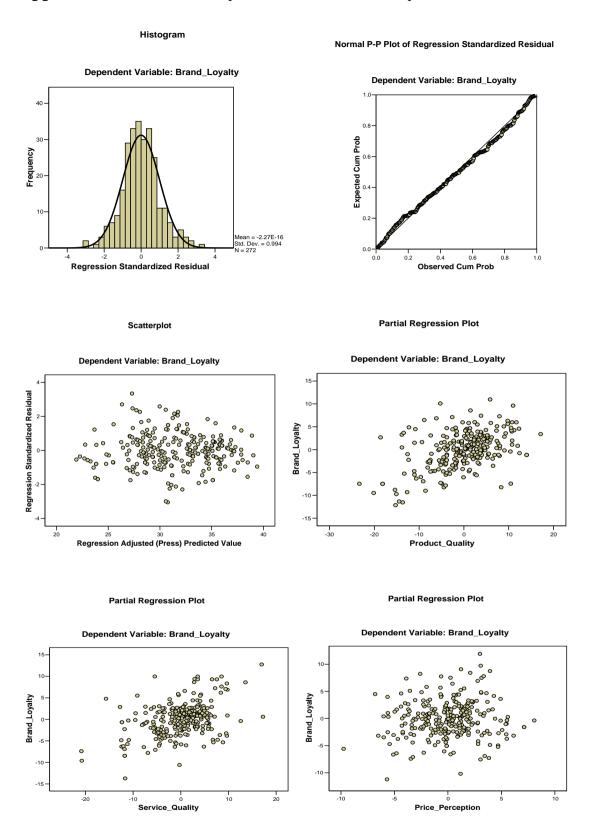




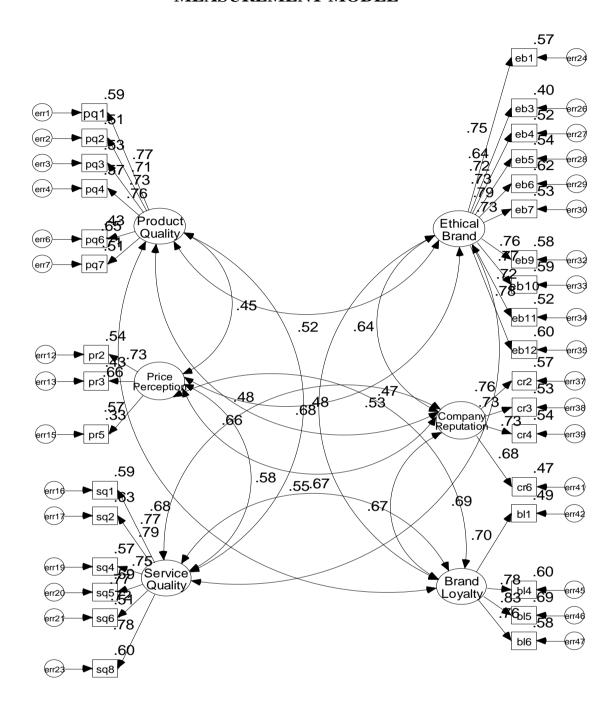




Appendix E. Linearity and Homoscedasticity

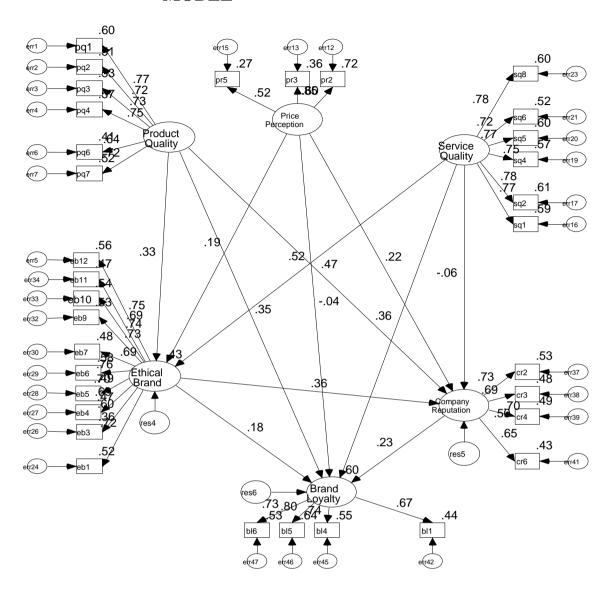


APPENDIX F. STEP-ONE APPROACH-THE COMBINED MEASUREMENT MODEL



Fit Indices	\mathbf{X}^2	X ^{2/df}	GFI	TLI	CFI	RMSEA
	818.196 (P<.000	1.71	.847	.923	.930	.051

APPENDIX H. STEP-TWO APPROACH-THE STRUCTURAL MODEL



Fit Indices	\mathbf{X}^2	X ^{2/df}	GFI	TLI	CFI	RMSEA
	882.273 (P<.000)	1.83	.838	.909	.917	.055