



<i>Ref. No.:</i>
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**Faculty of Business and Accountancy**

**INFORMATION SHEET FOR QUESTIONNAIRE 1**  
(Employee Survey)

**Research Title:** Trust in Co-workers as a Mediator of Co-workers' Trustworthiness,  
Social Undermining Behaviour, and Job Performance

Dear Participant,

Questionnaire 1 is designed to study your perceptions on co-workers' attributes, social undermining behaviour, and trust in co-workers. It would take approximately *15 minutes* to complete this survey.

Your participation in this research is completely voluntary. Completion of the attached questionnaire will be taken as your consent to participate and permission for your supervisor and co-worker to evaluate your job performance. If you wish to withdraw at any stage, you are free to do so without prejudice. Your decision on whether or not to participate will not affect your current or future relations with the University or your organisation.

All questionnaires are coded so that we can match your responses to your supervisor's and co-worker's responses. The data would be utilized only for research purposes. Please complete the questionnaire as soon as possible and return the questionnaire personally to the researcher, or post it to the researcher using the enclosed postage paid envelope.

Thank you very much for your time and cooperation. If you have any questions about this questionnaire or research, please do not hesitate to contact the researcher or her supervisor:

*Researcher: Ong Lin Dar*  
Faculty of Business and Accountancy  
University of Malaya  
Kuala Lumpur  
Telephone: 016-9676870  
E-mail: umlindar@gmail.com

*Supervisor: Dr Angeline Tay*  
Faculty of Business and Accountancy  
University of Malaya  
Kuala Lumpur  
Telephone: 03-79673888  
E-mail: angetay@um.edu.my



**Faculty of Business and Accountancy**

# *Questionnaire 1* (Employee Survey)

Ong Lin Dar  
Faculty of Business and Accountancy  
University of Malaya  
50603 Kuala Lumpur

### SECTION I: ABOUT YOUR CO-WORKERS

Listed below are several statements that could describe your view on co-workers in general (*the people who report to the same boss as you*).

Please indicate the extent to which you agree or disagree with each of the following statements by **circling** the appropriate response number as shown in the scale as below:

	1	2	3	4	5	6	7
	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Neither</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>
1. My co-workers are well qualified.	1	2	3	4	5	6	7
2. I never had to wonder whether my co-workers will stick to their word.	1	2	3	4	5	6	7
3. I feel very confident about my co-workers' skills.	1	2	3	4	5	6	7
4. My co-workers are known to be successful at the things they try to do.	1	2	3	4	5	6	7
5. My co-workers are very concerned about my welfare.	1	2	3	4	5	6	7
6. My co-workers have much knowledge about the work that needs to be done.	1	2	3	4	5	6	7
7. My co-workers have a strong sense of justice.	1	2	3	4	5	6	7
8. My co-workers have specialized capabilities that can increase our performance.	1	2	3	4	5	6	7
9. My co-workers are very capable of performing their job.	1	2	3	4	5	6	7
10. My co-workers will go out of their way to help me.	1	2	3	4	5	6	7
11. I like my co-workers' values.	1	2	3	4	5	6	7
12. My co-workers try hard to be fair in dealings with others.	1	2	3	4	5	6	7
13. My co-workers really look out for what is important to me.	1	2	3	4	5	6	7
14. My co-workers would not knowingly do anything to hurt me.	1	2	3	4	5	6	7
15. My co-workers' actions and behaviour are not very consistent.	1	2	3	4	5	6	7
16. My needs and desires are very important to my co-workers.	1	2	3	4	5	6	7
17. Sound principles seem to guide my co-workers' behaviour.	1	2	3	4	5	6	7

## SECTION II: CO-WORKERS' SOCIAL UNDERMINING BEHAVIOUR

Listed below are several statements that could describe your co-workers' social undermining behaviour.

Please indicate how often your co-workers intentionally engage in social undermining behaviour directed at you by **circling** the appropriate response number as shown in the scale as follows:

	1	2	3	4	5	6	7
	Never	Rarely	Occasionally	Sometimes	Often	Very Often	Always
1. My co-workers hurt my feelings.	1	2	3	4	5	6	7
2. My co-workers competed with me for status and recognition.	1	2	3	4	5	6	7
3. My co-workers criticized the way I handled things in a way that was not helpful.	1	2	3	4	5	6	7
4. My co-workers delayed work to make me look bad or slow me down.	1	2	3	4	5	6	7
5. My co-workers did not defend me when people spoke poorly of me.	1	2	3	4	5	6	7
6. My co-workers did not give as much help as promised.	1	2	3	4	5	6	7
7. My co-workers gave me incorrect or misleading information about the job.	1	2	3	4	5	6	7
8. My co-workers gave me the silent treatment.	1	2	3	4	5	6	7
9. My co-workers belittled me or my ideas.	1	2	3	4	5	6	7
10. My co-workers insulted me.	1	2	3	4	5	6	7
11. My co-workers let me know they did not like something about me.	1	2	3	4	5	6	7
12. My co-workers spread rumours about me.	1	2	3	4	5	6	7
13. My co-workers talked bad about me behind my back.	1	2	3	4	5	6	7

### SECTION III: TRUST IN CO-WORKERS

Listed below are several statements that could describe your trust in co-workers in general (*the people who report to the same boss as you*).

Please indicate the extent to which you agree or disagree with each of the following statements by **circling** the appropriate response number as shown in the scale as below:

	1	2	3	4	5	6	7
	Strongly	Disagree	Slightly	Neither	Slightly	Agree	Strongly
1. I really wish I had a good way to keep an eye on my co-workers.	1	2	3	4	5	6	7
2. If I had my way, I wouldn't let my co-workers have any influence over the issues that are important to me.	1	2	3	4	5	6	7
3. I would be willing to let my co-workers have complete control over my future in the organisation.	1	2	3	4	5	6	7
4. I would be comfortable giving my co-workers a task or problem which was critical to me, even if I could not monitor their actions.	1	2	3	4	5	6	7

### SECTION IV: DEMOGRAPHIC PROFILES

Please fill in the blank or tick “✓” in the boxes representing the most appropriate responses for you in respect of the following items. These demographic questions will be used for the purpose of classification only.

1. Your gender:

	Male
	Female

2. Your ethnicity:

	Malay
	Chinese
	Indian
	Others (Please specify: _____)

3. Your age (years):

	Under 25
	26 - 35
	36 - 45
	46 - 55
	Over 56

4. Your marital status:

	Single
	Married
	Others (Please specify: _____)

5. Your highest academic qualification achieved:

<input type="checkbox"/>	Primary school
<input type="checkbox"/>	Secondary school
<input type="checkbox"/>	Trade/vocational school
<input type="checkbox"/>	Diploma
<input type="checkbox"/>	Bachelor degree
<input type="checkbox"/>	Postgraduate degree
<input type="checkbox"/>	Others (Please specify: _____)

6. Your gross monthly income:

<input type="checkbox"/>	RM2000 or less
<input type="checkbox"/>	RM2001 – RM4000
<input type="checkbox"/>	RM4001 – RM6000
<input type="checkbox"/>	RM6001 – RM8000
<input type="checkbox"/>	RM8001 – RM10000
<input type="checkbox"/>	RM10001 or more

7. Tenure in organisation:

<input type="checkbox"/>	Less than 1 year
<input type="checkbox"/>	1 – 3 years
<input type="checkbox"/>	4 – 6 years
<input type="checkbox"/>	7 – 9 years
<input type="checkbox"/>	10 years or more

8. Your job designation level:

<input type="checkbox"/>	Manager
<input type="checkbox"/>	Executive
<input type="checkbox"/>	Technical position
<input type="checkbox"/>	Others (Please specify: _____)

9. The main business focus of your company:

(Select **one** category only)

<input type="checkbox"/>	Manufacturing
<input type="checkbox"/>	Accounting/finance/insurance
<input type="checkbox"/>	Education/training
<input type="checkbox"/>	Telecommunication/IT
<input type="checkbox"/>	Construction/property development
<input type="checkbox"/>	Others (Please specify: _____)

- THE END -

Thank you for your time and cooperation!



Faculty of Business and Accountancy

Ref. No.: \_\_\_\_\_

Co-worker ID: \_\_\_\_\_

\_\_\_\_\_  
Your co-worker's name

## INFORMATION SHEET FOR QUESTIONNAIRE 2

(Co-worker Survey)

**Research Title:** Trust in Co-workers as a Mediator of Co-workers' Trustworthiness, Social Undermining Behaviour, and Job Performance

Dear Participant,

Questionnaire 2 is designed to study your perceptions on your co-worker's work behaviour. His or her name is written in pencil above. **After completing the survey, please erase his or her name.** It would take about *10 minutes* to complete this survey.

Your co-worker had agreed to participate and gave permission to be evaluated by you. Nevertheless, your participation in this research is completely voluntary and anonymous. Completion of the survey will be taken as your consent to participate. If you wish to withdraw at any stage, you are free to do so without prejudice. Your decision on whether or not to participate will not affect your current or future relations with the University or your organisation.

All questionnaires are coded so that we can match your evaluations to your co-worker's responses. The data would be utilized only for research purposes. Please complete the questionnaire as soon as possible and return the questionnaire personally to the researcher, or post it to the researcher using the enclosed postage paid envelope.

Thank you very much for your time and cooperation. If you have any questions about this questionnaire or research, please do not hesitate to contact the researcher or her supervisor:

*Researcher: Ong Lin Dar*  
Faculty of Business and Accountancy  
University of Malaya  
Kuala Lumpur  
Telephone: 016-9676870  
E-mail: umlindar@gmail.com

*Supervisor: Dr Angeline Tay*  
Faculty of Business and Accountancy  
University of Malaya  
Kuala Lumpur  
Telephone: 03-79673888  
E-mail: angetay@um.edu.my



**Faculty of Business and Accountancy**

# *Questionnaire 2* (Co-worker Survey)

Ong Lin Dar  
Faculty of Business and Accountancy  
University of Malaya  
50603 Kuala Lumpur



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**SECTION I: ORGANISATIONAL CITIZENSHIP BEHAVIOUR**


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Listed below are several statements that could describe organisational citizenship behaviour of this particular employee.

Please indicate how often he or she performs each behaviour below by **circling** the appropriate response number as shown in the scale as follows:

1	2	3	4	5	6	7
Never	Rarely	Occasionally	Sometimes	Often	Very Often	Always

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*The behaviour directed at other co-workers.*


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- |  |   |   |   |   |   |   |   |
|--|---|---|---|---|---|---|---|
| 1. This employee helps other co-workers who have been absent.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2. This employee assists other co-workers with their duties.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3. This employee shares personal property with other co-workers to help their work.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4. This employee willingly gives his or her time to help other co-workers who have work-related problems.                          | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 5. This employee adjusts his or her work schedule to accommodate other co-workers' requests for time off.                          | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 6. This employee shows genuine concern and courtesy toward co-workers, even under the most trying business or personal situations. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 7. This employee gives up time to help other co-workers who have work or nonwork problems.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8. This employee goes out of the way to make newer co-workers feel welcome in the work group.                                      | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
-

## SECTION II: COUNTERPRODUCTIVE WORK BEHAVIOUR

Listed below are several statements that could represent counterproductive work behaviour of this particular employee.

Please indicate how often he or she performs each behaviour below by **circling** the appropriate response number as shown in the scale as follows:

1	2	3	4	5	6	7
Never	Rarely	Occasionally	Sometimes	Often	Very Often	Always

---

### *The behaviour directed at other co-workers.*

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1. This employee acted rudely toward other co-workers at work.	1	2	3	4	5	6	7
2. This employee said something hurtful to other co-workers at work.	1	2	3	4	5	6	7
3. This employee cursed at other co-workers at work.	1	2	3	4	5	6	7
4. This employee made fun of other co-workers at work.	1	2	3	4	5	6	7
5. This employee played a mean prank on other co-workers at work.	1	2	3	4	5	6	7
6. This employee publicly embarrassed other co-workers at work.	1	2	3	4	5	6	7
7. This employee made an ethnic, religious, or racial remark at work.	1	2	3	4	5	6	7

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## SECTION III: DEMOGRAPHIC PROFILES

Please fill in the blank or tick “✓” in the boxes representing the most appropriate responses or *write* your response in the space provided. These demographic questions will be used for the purpose of classification only.

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1. Your gender:

	Male
	Female

2. Your ethnicity:

	Malay
	Chinese
	Indian
	Others (Please specify: _____)

3. Your age (years):

	Under 25
	26 - 35
	36 - 45
	46 - 55
	Over 56

4. Your marital status:

<input type="checkbox"/>	Single
<input type="checkbox"/>	Married
<input type="checkbox"/>	Others (Please specify: _____)

5. Your highest academic qualification achieved:

<input type="checkbox"/>	Primary school
<input type="checkbox"/>	Secondary school
<input type="checkbox"/>	Trade/vocational school
<input type="checkbox"/>	Diploma
<input type="checkbox"/>	Bachelor degree
<input type="checkbox"/>	Postgraduate degree
<input type="checkbox"/>	Others (Please specify: _____)

6. Your gross monthly income:

<input type="checkbox"/>	RM2000 or less
<input type="checkbox"/>	RM2001 – RM4000
<input type="checkbox"/>	RM4001 – RM6000
<input type="checkbox"/>	RM6001 – RM8000
<input type="checkbox"/>	RM8001 – RM10000
<input type="checkbox"/>	RM10001 or more

7. Tenure in organisation:

<input type="checkbox"/>	Less than 1 year
<input type="checkbox"/>	1 – 3 years
<input type="checkbox"/>	4 – 6 years
<input type="checkbox"/>	7 – 9 years
<input type="checkbox"/>	10 years or more

8. Your job designation level:

<input type="checkbox"/>	Manager
<input type="checkbox"/>	Executive
<input type="checkbox"/>	Technical position
<input type="checkbox"/>	Others (Please specify: _____)

- THE END -

Thank you for your time and cooperation!



Faculty of Business and Accountancy

Ref. No.: \_\_\_\_\_

Supervisor ID: \_\_\_\_\_

\_\_\_\_\_  
Your supervisee's name

### INFORMATION SHEET FOR QUESTIONNAIRE 3

(Supervisor Survey)

**Research Title:** Trust in Co-workers as a Mediator of Co-workers' Trustworthiness, Social Undermining Behaviour, and Job Performance

Dear Participant,

Questionnaire 3 is designed to study your perceptions on your supervisee's job performance. His or her name is written in pencil above. **After completing the survey, please erase his or her name.** It would take about *10 minutes* to complete this survey.

Your supervisee had agreed to participate and gave permission to be evaluated by you. Nevertheless, your participation in this research is completely voluntary and anonymous. Completion of the survey will be taken as your consent to participate. If you wish to withdraw at any stage, you are free to do so without prejudice. Your decision on whether or not to participate will not affect your current or future relations with the University or your organisation.

All questionnaires are coded so that we can match your ratings to your supervisee's responses. The data would be utilized only for research purposes. Please complete the questionnaire as soon as possible and return the questionnaire personally to the researcher, or post it to the researcher using the enclosed postage paid envelope.

Thank you very much for your time and cooperation. If you have any questions about this questionnaire or research, please do not hesitate to contact the researcher or her supervisor:

*Researcher: Ong Lin Dar*  
Faculty of Business and Accountancy  
University of Malaya  
Kuala Lumpur  
Telephone: 016-9676870  
E-mail: umlindar@gmail.com

*Supervisor: Dr Angeline Tay*  
Faculty of Business and Accountancy  
University of Malaya  
Kuala Lumpur  
Telephone: 03-79673888  
E-mail: angetay@um.edu.my



Faculty of Business and Accountancy

# *Questionnaire 3* (Supervisor Survey)

Ong Lin Dar  
Faculty of Business and Accountancy  
University of Malaya  
50603 Kuala Lumpur

### SECTION I: ORGANISATIONAL CITIZENSHIP BEHAVIOUR

Listed below are several statements that could describe organisational citizenship behaviour of this particular supervisee.

Please indicate how often he or she performs each behaviour below by **circling** the appropriate response number as shown in the scale as follows:

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>Never</b>	<b>Rarely</b>	<b>Occasionally</b>	<b>Sometimes</b>	<b>Often</b>	<b>Very Often</b>	<b>Always</b>

---

***Your supervisee's behaviour directed at the organisation.***

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1. This employee keeps up with developments in the organisation.	1	2	3	4	5	6	7
2. This employee expresses loyalty toward the organisation.	1	2	3	4	5	6	7
3. This employee demonstrates concern about the image of the organisation.	1	2	3	4	5	6	7
4. This employee offers ideas to improve the functioning of the organisation.	1	2	3	4	5	6	7
5. This employee defends the organisation when other employees criticize it.	1	2	3	4	5	6	7
6. This employee shows pride when representing the organisation in public.	1	2	3	4	5	6	7
7. This employee takes action to protect the organisation from potential problems.	1	2	3	4	5	6	7
8. This employee attends functions that are not required but that help the organisational image.	1	2	3	4	5	6	7

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## SECTION II: COUNTERPRODUCTIVE WORK BEHAVIOUR

Listed below are several statements that could represent counterproductive work behaviour of this particular supervisee.

Please indicate how often he or she performs each behaviour below by **circling** the appropriate response number as shown in the scale as follows:

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Never	Rarely	Occasionally	Sometimes	Often	Very Often	Always

---

***Your supervisee's behaviour directed at the organisation.***

---

- |   |               |
|---|---------------|
| 1. This employee neglected to follow my instructions.   | 1 2 3 4 5 6 7 |
| 2. This employee put little effort into his or her work.  | 1 2 3 4 5 6 7 |
| 3. This employee dragged out work in order to get overtime.   | 1 2 3 4 5 6 7 |
| 4. This employee intentionally worked slower than he or she could have worked.                                    | 1 2 3 4 5 6 7 |
| 5. This employee took property from work without permission.  | 1 2 3 4 5 6 7 |
| 6. This employee came in late to work without permission.   | 1 2 3 4 5 6 7 |
| 7. This employee made an ethnic, religious, or racial remark at work.   | 1 2 3 4 5 6 7 |
| 8. This employee littered the work environment.   | 1 2 3 4 5 6 7 |
| 9. This employee spent too much time fantasizing or daydreaming instead of working.                               | 1 2 3 4 5 6 7 |
| 10. This employee discussed confidential company information with an unauthorized person.                         | 1 2 3 4 5 6 7 |
| 11. This employee took an additional or longer break than is acceptable at the workplace.                         | 1 2 3 4 5 6 7 |
| 12. This employee falsified a receipt to get reimbursed for more money than he or she spent on business expenses. | 1 2 3 4 5 6 7 |
-

### SECTION III: TASK PERFORMANCE

Listed below are several statements that could represent task performance of this particular supervisee.

Please indicate the extent to which you agree or disagree with each of the following statements by **circling** the appropriate response number as shown in the scale as below:

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Neither</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>
1. This employee adequately completes assigned duties.	1	2	3	4	5	6	7
2. This employee fulfils the responsibilities specified in his or her job description.	1	2	3	4	5	6	7
3. This employee engages in activities that will directly affect his or her performance evaluation.	1	2	3	4	5	6	7
4. This employee meets formal performance requirements of his or her job.	1	2	3	4	5	6	7
5. This employee performs the tasks that are expected of him or her.	1	2	3	4	5	6	7
6. This employee fails to perform essential duties.	1	2	3	4	5	6	7
7. This employee neglects aspects of the job he or she is obligated to perform.	1	2	3	4	5	6	7



### SECTION IV: DEMOGRAPHIC PROFILES

Please fill in the blank or tick “✓” in the boxes representing the most appropriate responses or *write* your response in the space provided. These demographic questions will be used for the purpose of classification only.

1. Your gender:

	Male
	Female

2. Your ethnicity:

	Malay
	Chinese
	Indian
	Others (Please specify: _____)

3. Your age (years):

	Under 25
	26 - 35
	36 - 45
	46 - 55
	Over 56

4. Your marital status:

	Single
	Married
	Others (Please specify: _____)

5. Your highest academic qualification achieved:

	Primary school
	Secondary school
	Trade/vocational school
	Diploma
	Bachelor degree
	Postgraduate degree
	Others (Please specify: _____)

6. Your gross monthly income:

	RM2000 or less
	RM2001 – RM4000
	RM4001 – RM6000
	RM6001 – RM8000
	RM8001 – RM10000
	RM10001 or more

7. Tenure in organisation:

	Less than 1 year
	1 – 3 years
	4 – 6 years
	7 – 9 years
	10 years or more

8. Your job designation level:

<input type="checkbox"/>	Top manager (e.g., CEO, CFO, VP)
<input type="checkbox"/>	Senior manager
<input type="checkbox"/>	Manager
<input type="checkbox"/>	Executive
<input type="checkbox"/>	Technical position
<input type="checkbox"/>	Others (Please specify: _____)

- THE END -

Thank you for your time and cooperation!

## **APPENDIX B**

### **EFA Results**

### EFA Results of Items Assessing Antecedents of Trust in co-workers and Trust in Co-workers

#### KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		.925
Bartlett's Test of Sphericity	Approx. Chi-Square	12440.60
	<i>df</i>	528
	Sig.	.000

#### Rotated Component Matrix

	Social undermining	Ability	Integrity	Benevolence	Trust in Co-workers
Eigenvalues	10.32	5.32	3.09	1.56	1.48
Percentage of variance	29.93	10.60	9.90	8.69	6.85
<u>Scale</u>					
A1	-.04	<b>.68</b>	.05	.05	.08
A2	-.05	<b>.74</b>	.08	-.06	.01
A3	-.11	<b>.72</b>	.04	.00	.02
A4	-.09	<b>.76</b>	.07	.19	.04
A5	-.06	<b>.78</b>	.01	.03	.06
A6	-.06	<b>.81</b>	.04	.11	.00
B1	.01	.09	.28	<b>.71</b>	.11
B2	-.01	.05	.17	<b>.73</b>	.16
B3	-.03	.01	.24	<b>.74</b>	.10
B4	.02	.09	.08	<b>.63</b>	.18
B5	-.07	.07	.22	<b>.70</b>	.02
I1	-.08	.12	<b>.84</b>	.18	.16
I2	-.02	.04	<b>.74</b>	.20	.18
I3	-.05	.09	<b>.85</b>	.15	.17
I4	-.04	.02	<b>.66</b>	.26	.08
I5	-.10	.07	<b>.71</b>	.26	.11
SU1	<b>.87</b>	-.08	-.03	.03	-.05
SU2	<b>.83</b>	-.10	-.09	.06	-.02
SU3	<b>.86</b>	-.07	-.02	.07	-.07
SU4	<b>.83</b>	.00	-.03	-.09	-.03
SU5	<b>.83</b>	.01	-.04	-.09	-.05
SU6	<b>.81</b>	.03	-.02	-.12	-.10
SU7	<b>.89</b>	-.08	-.03	-.03	-.08
SU8	<b>.86</b>	-.09	-.02	-.01	-.04
SU9	<b>.88</b>	-.10	-.02	.00	-.02
SU10	<b>.91</b>	-.08	-.06	.01	-.03
SU11	<b>.88</b>	-.06	-.05	-.03	.01
SU12	<b>.92</b>	-.05	-.04	-.02	-.05
SU13	<b>.92</b>	-.06	-.05	.01	-.07
T1	-.08	.03	.10	.25	<b>.68</b>
T2	-.11	.05	.23	.07	<b>.69</b>
T3	-.04	.07	.15	.14	<b>.77</b>
T4	-.08	.04	.13	.09	<b>.70</b>

*Note.* Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization. Factor loadings > .50 are in boldface.

## EFA Results of Items Assessing Employees' Job Performance

## KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.876
Bartlett's Test of Sphericity	Approx. Chi-Square	7595.94
	<i>df</i>	666
	Sig.	.000

## Rotated Component Matrix

	CWBO	OCBO	OCBC	Task performance	CWBC
Eigenvalues	6.74	4.93	3.29	2.44	2.12
Percentage of variance	14.89	11.01	9.86	9.31	7.66
<u>Scale</u>					
OCBC1	-.06	.07	<b>.64</b>	.05	.04
OCBC2	-.07	.09	<b>.64</b>	.00	.00
OCBC3	-.05	-.05	<b>.76</b>	.01	-.04
OCBC4	-.01	.06	<b>.63</b>	.08	-.12
OCBC5	-.01	.11	<b>.64</b>	.02	-.06
OCBC6	.00	.04	<b>.71</b>	.05	-.11
OCBC7	-.07	-.06	<b>.63</b>	.12	-.02
OCBC8	-.06	.06	<b>.64</b>	.03	-.10
OCBO1	.05	<b>.60</b>	.12	.17	.01
OCBO2	-.13	<b>.63</b>	.03	.25	.02
OCBO3	-.08	<b>.73</b>	.03	.18	.03
OCBO4	.01	<b>.70</b>	.07	.08	-.03
OCBO5	.02	<b>.73</b>	.02	.14	.05
OCBO6	.12	<b>.72</b>	.00	.04	-.10
OCBO7	-.02	<b>.74</b>	.07	.04	-.04
OCBO8	-.07	<b>.70</b>	.01	.01	-.02
CWBC1	.07	.05	-.05	-.10	<b>.77</b>
CWBC2	.17	-.08	-.04	-.06	<b>.78</b>
CWBC3	.23	-.02	-.09	-.09	<b>.68</b>
CWBC6	.19	-.02	-.16	.00	<b>.65</b>
CWBC7	.19	.00	-.07	-.06	<b>.73</b>
CWBO1	<b>.77</b>	.00	.00	.03	.13
CWBO2	<b>.73</b>	-.04	.03	-.03	.15
CWBO3	<b>.68</b>	-.08	.03	-.04	.18
CWBO4	<b>.78</b>	-.04	-.03	-.02	.10
CWBO5	<b>.74</b>	.08	-.10	.02	.05
CWBO6	<b>.68</b>	.02	-.06	-.03	.09
CWBO8	<b>.65</b>	-.02	-.07	-.11	.08
CWBO9	<b>.63</b>	-.02	-.04	-.17	.10
CWBO10	<b>.65</b>	.00	-.02	.08	.18
CWBO11	<b>.63</b>	-.02	-.06	-.07	.05
CWBO12	<b>.67</b>	.02	-.07	.04	-.03
TP1	-.03	.15	.08	<b>.82</b>	-.04
TP2	-.05	.17	.01	<b>.83</b>	-.07
TP3	-.02	.13	.09	<b>.82</b>	-.05
TP4	-.07	.21	.12	<b>.77</b>	-.04
TP5	-.07	.18	.09	<b>.75</b>	-.13

*Note.* Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization. Factor loadings > .50 are in boldface.

## **APPENDIX C**

### **Selected AMOS output**

## Selected AMOS output for the Final Measurement Model

## Estimates and Standardized Regression Weights:

			Estimate	Standard error	Critic- al ratio	<i>p</i>	Standardized regression weights
A1	<---	Ability	1.000				.613
A2	<---	Ability	1.062	.090	11.866	***	.660
A3	<---	Ability	1.069	.091	11.770	***	.652
A4	<---	Ability	1.166	.090	12.931	***	.745
A5	<---	Ability	1.178	.093	12.727	***	.728
A6	<---	Ability	1.291	.096	13.384	***	.787
B1	<---	Benevolence	1.000				.753
B2	<---	Benevolence	1.032	.073	14.217	***	.697
B3	<---	Benevolence	1.062	.072	14.709	***	.724
B4	<---	Benevolence	.787	.071	11.024	***	.537
B5	<---	Benevolence	.831	.066	12.678	***	.619
I1	<---	Integrity	1.000				.936
I2	<---	Integrity	.749	.039	19.026	***	.692
I3	<---	Integrity	.961	.030	31.959	***	.920
I5	<---	Integrity	.607	.041	14.776	***	.583
SU1	<---	Social Undermining	1.000				.859
SU2	<---	Social Undermining	.962	.041	23.705	***	.812
SU3	<---	Social Undermining	1.006	.040	25.294	***	.842
SU4	<---	Social Undermining	.945	.042	22.313	***	.784
SU5	<---	Social Undermining	.943	.042	22.617	***	.790
SU6	<---	Social Undermining	.935	.043	21.662	***	.770
SU7	<---	Social Undermining	1.156	.042	27.684	***	.883
SU8	<---	Social Undermining	1.053	.041	25.481	***	.846
SU9	<---	Social Undermining	1.121	.041	27.409	***	.878
SU10	<---	Social Undermining	1.212	.040	29.996	***	.917
SU11	<---	Social Undermining	1.160	.041	27.991	***	.888
SU12	<---	Social Undermining	1.264	.040	31.551	***	.938
SU13	<---	Social Undermining	1.263	.041	31.125	***	.933
T1	<---	Trust in Co-workers	1.000				.634
T2	<---	Trust in Co-workers	.958	.087	10.973	***	.645
T3	<---	Trust in Co-workers	.979	.085	11.466	***	.692
T4	<---	Trust in Co-workers	.809	.078	10.414	***	.599
OCBC1	<---	OCBC	.987	.095	10.372	***	.577
OCBC2	<---	OCBC	1.017	.100	10.205	***	.565
OCBC3	<---	OCBC	1.085	.091	11.894	***	.700
OCBC4	<---	OCBC	.872	.084	10.408	***	.580
OCBC5	<---	OCBC	.912	.087	10.474	***	.585
OCBC6	<---	OCBC	1.033	.089	11.657	***	.679
OCBC7	<---	OCBC	.850	.083	10.230	***	.567
OCBC8	<---	OCBC	1.000				.599
OCBO1	<---	OCBO	1.000				.577
OCBO2	<---	OCBO	1.111	.100	11.107	***	.645
OCBO3	<---	OCBO	1.176	.098	11.990	***	.727
OCBO4	<---	OCBO	1.039	.094	11.084	***	.643

			Estimate	Standard error	Critical ratio	<i>p</i>	Standardized regression weights
OCBO5	<---	OCBO	1.173	.100	11.679	***	.697
OCBO6	<---	OCBO	1.048	.095	11.071	***	.642
OCBO7	<---	OCBO	1.104	.096	11.463	***	.677
OCBO8	<---	OCBO	1.016	.094	10.790	***	.619
CWBC1	<---	CWBC	1.000				.700
CWBC2	<---	CWBC	1.052	.075	13.941	***	.749
CWBC3	<---	CWBC	.962	.076	12.660	***	.661
CWBC6	<---	CWBC	.847	.074	11.505	***	.593
CWBC7	<---	CWBC	.966	.075	12.868	***	.674
CWBO1	<---	CWBO	1.000				.757
CWBO2	<---	CWBO	.975	.059	16.417	***	.729
CWBO3	<---	CWBO	.891	.060	14.776	***	.662
CWBO4	<---	CWBO	1.063	.062	17.261	***	.762
CWBO5	<---	CWBO	.859	.055	15.725	***	.701
CWBO6	<---	CWBO	.773	.053	14.731	***	.660
CWBO8	<---	CWBO	.721	.053	13.524	***	.611
CWBO9	<---	CWBO	.813	.062	13.177	***	.596
CWBO10	<---	CWBO	.843	.061	13.873	***	.625
CWBO11	<---	CWBO	.810	.063	12.837	***	.582
CWBO12	<---	CWBO	.876	.067	13.171	***	.596
TP1	<---	Task Performance	1.131	.059	19.243	***	.798
TP2	<---	Task Performance	1.000				.807
TP3	<---	Task Performance	.823	.043	19.175	***	.796
TP4	<---	Task Performance	.940	.052	18.018	***	.756
TP5	<---	Task Performance	1.014	.060	17.026	***	.722

*Note.* OCBC = co-workers directed OCB; OCBO = organisation directed OCB;  
CWBC = co-workers targeted CWB; CWBO = organisation targeted CWB.

#### Covariances:

			Estimate	Standard error	Critical ratio	<i>P</i>
CWBO	<-->	CWBC	.126	.019	6.784	***
CWBC	<-->	OCBO	-.014	.011	-1.331	.183
CWBO	<-->	OCBO	-.014	.016	-.910	.363
OCBC	<-->	TIC	.144	.019	7.492	***
CWBO	<-->	Social Undermining	.038	.044	.866	.387
TIC	<-->	Social Undermining	-.130	.037	-3.460	***
Social Undermining	<-->	Integrity	-.110	.040	-2.752	.006
Benevolence	<-->	Ability	.046	.013	3.639	***
Integrity	<-->	Benevolence	.150	.017	8.890	***
TIC	<-->	Benevolence	.109	.016	6.883	***
CWBC	<-->	Benevolence	-.028	.011	-2.523	.012
CWBO	<-->	Integrity	-.008	.021	-.390	.697
CWBC	<-->	Integrity	-.036	.014	-2.498	.012



			Estimate	Standard error	Critical ratio	P
CWBO	<-->	Task Performance	-.046	.021	-2.224	.026
TIC	<-->	Task Performance	.077	.018	4.293	***
Integrity	<-->	Task Performance	.067	.019	3.561	***
Benevolence	<-->	Task Performance	.066	.015	4.475	***
CWBC	<-->	Task Performance	-.056	.015	-3.797	***
Ability	<-->	Task Performance	.094	.017	5.418	***
CWBO	<-->	Ability	-.062	.018	-3.344	***
OCBO	<-->	Ability	.055	.013	4.280	***
CWBC	<-->	Ability	-.044	.013	-3.485	***
Integrity	<-->	Ability	.065	.016	3.937	***
Social Undermining	<-->	Ability	-.120	.035	-3.442	***
CWBC	<-->	Social Undermining	.031	.030	1.014	.311
TIC	<-->	Ability	.045	.015	3.023	.003
OCBO	<-->	TIC	.046	.013	3.428	***
OCBO	<-->	Social Undermining	-.022	.029	-.762	.446
OCBO	<-->	Integrity	.015	.014	1.109	.267
OCBO	<-->	Task Performance	.109	.017	6.581	***
OCBO	<-->	OCBC	.029	.011	2.594	.009
CWBO	<-->	OCBC	-.043	.017	-2.535	.011
OCBC	<-->	Ability	.041	.013	3.116	.002
CWBC	<-->	OCBC	-.047	.012	-3.893	***
OCBC	<-->	Benevolence	.100	.014	7.065	***
OCBC	<-->	Integrity	.115	.017	6.685	***
OCBC	<-->	Social Undermining	-.045	.031	-1.433	.152
OCBC	<-->	Task Performance	.055	.015	3.640	***
TIC	<-->	Integrity	.147	.020	7.304	***
CWBC	<-->	TIC	-.040	.013	-2.984	.003
CWBO	<-->	TIC	-.060	.020	-3.047	.002
Social Undermining	<-->	Task Performance	-.015	.039	-.391	.696
OCBO	<-->	Benevolence	.021	.011	1.935	.053
Social Undermining	<-->	Benevolence	-.038	.030	-1.240	.215
CWBO	<-->	Benevolence	-.036	.016	-2.208	.027

**Correlations:**

			Estimate
CWBO	<-->	CWBC	.411
CWBC	<-->	OCBO	-.072
CWBO	<-->	OCBO	-.046
OCBC	<-->	TIC	.613
CWBO	<-->	Social Undermining	.041
TIC	<-->	Social Undermining	-.188

		Estimate
Social Undermining	<--> Integrity	-.130
Benevolence	<--> Ability	.204
Integrity	<--> Benevolence	.541
TIC	<--> Benevolence	.480
CWBC	<--> Benevolence	-.141
CWBO	<--> Integrity	-.019
CWBC	<--> Integrity	-.130
CWBO	<--> Task Performance	-.112
TIC	<--> Task Performance	.252
Integrity	<--> Task Performance	.179
Benevolence	<--> Task Performance	.247
CWBC	<--> Task Performance	-.208
Ability	<--> Task Performance	.309
CWBO	<--> Ability	-.177
OCBO	<--> Ability	.246
CWBC	<--> Ability	-.196
Integrity	<--> Ability	.206
Social Undermining	<--> Ability	-.174
CWBC	<--> Social Undermining	.051
TIC	<--> Ability	.176
OCBO	<--> TIC	.204
OCBO	<--> Social Undermining	-.037
OCBO	<--> Integrity	.056
OCBO	<--> Task Performance	.408
OCBO	<--> OCBC	.142
CWBO	<--> OCBC	-.134
OCBC	<--> Ability	.173
CWBC	<--> OCBC	-.226
OCBC	<--> Benevolence	.483
OCBC	<--> Integrity	.398
OCBC	<--> Social Undermining	-.072
OCBC	<--> Task Performance	.199
TIC	<--> Integrity	.466
CWBC	<--> TIC	-.178
CWBO	<--> TIC	-.172
Social Undermining	<--> Task Performance	-.019
OCBO	<--> Benevolence	.105
Social Undermining	<--> Benevolence	-.062
CWBO	<--> Benevolence	-.116

**Variances:**

	Estimate	Standard error	Critical ratio	P
CWBO	.473	.049	9.656	***
CWBC	.199	.024	8.173	***
OCBO	.198	.030	6.617	***
OCBC	.215	.031	6.834	***
TIC	.258	.037	6.993	***
Social Undermining	1.836	.152	12.049	***
Integrity	.386	.029	13.486	***
Benevolence	.199	.022	9.083	***
Ability	.256	.036	7.115	***
Task Performance	.360	.034	10.489	***
e5	.427	.030	14.307	***
e6	.376	.027	13.870	***
e7	.395	.028	13.946	***
e8	.279	.022	12.626	***
e9	.316	.024	12.946	***
e10	.263	.023	11.656	***
e11	.222	.016	13.830	***
e12	.304	.021	14.527	***
e13	.204	.017	12.240	***
e14	.224	.018	12.756	***
e15	.152	.013	11.559	***
e16	.054	.008	6.540	***
e17	.236	.016	14.796	***
e18	.065	.008	7.974	***
e20	.276	.018	15.257	***
e21	.208	.017	12.465	***
e22	.173	.015	11.350	***
e23	.237	.018	13.115	***
e24	.264	.019	13.950	***
e25	.223	.017	12.913	***
e27	.397	.027	14.578	***
e28	.343	.024	14.037	***
e29	.245	.019	13.012	***
e30	.303	.022	14.056	***
e31	.290	.022	13.458	***
e32	.310	.022	14.067	***
e33	.286	.021	13.706	***
e34	.330	.023	14.273	***
e35	.650	.044	14.818	***
e36	.876	.058	15.136	***
e37	.762	.051	14.956	***
e38	1.031	.068	15.259	***
e39	.983	.065	15.235	***
e40	1.104	.072	15.309	***
e41	.695	.048	14.564	***
e42	.811	.054	14.931	***
e43	.683	.047	14.620	***

	Estimate	Standard error	Critical ratio	P
e44	.508	.036	13.924	***
e45	.665	.046	14.498	***
e46	.398	.030	13.184	***
e47	.437	.033	13.425	***
e48	.419	.029	14.361	***
e49	.473	.033	14.452	***
e50	.263	.020	12.998	***
e51	.322	.022	14.341	***
e52	.344	.024	14.303	***
e53	.268	.020	13.308	***
e54	.351	.026	13.552	***
e55	.397	.029	13.914	***
e56	.481	.033	14.510	***
e57	.385	.029	13.480	***
e58	.361	.025	14.197	***
e59	.366	.025	14.523	***
e60	.414	.028	14.826	***
e61	.567	.038	14.900	***
e62	.525	.036	14.747	***
e63	.608	.041	14.967	***
e64	.660	.044	14.901	***
e66	.302	.023	13.354	***
e67	.269	.023	11.730	***
e68	.332	.026	12.660	***
e69	.383	.030	12.844	***
e70	.328	.023	14.439	***
e71	.384	.027	14.188	***
e73	.193	.016	12.067	***
e74	.142	.011	12.357	***
e75	.238	.018	13.150	***
e76	.339	.025	13.652	***
e72	.263	.021	12.300	***

**Squared Multiple Correlations:**

	Estimate
A1	.375
A2	.435
A3	.426
A4	.556
A5	.530
A6	.619
B1	.567
B2	.486
B3	.524
B4	.289
B5	.383
CWBC1	.490
CWBC2	.561
CWBC3	.437
CWBC6	.351
CWBC7	.455
CWBO1	.574
CWBO10	.391
CWBO11	.338
CWBO12	.355
CWBO2	.531
CWBO3	.439
CWBO4	.581
CWBO5	.491
CWBO6	.436
CWBO8	.373
CWBO9	.355
I1	.877
I2	.479
I3	.846
I5	.340
ocbc1	.333
ocbc2	.319
ocbc3	.490
ocbc4	.336
ocbc5	.342
ocbc6	.461
ocbc7	.321
ocbc8	.358
OCBO1	.333
OCBO2	.416
OCBO3	.528
OCBO4	.414
OCBO5	.485
OCBO6	.412
OCBO7	.458
OCBO8	.383

	Estimate
SU1	.739
SU10	.842
SU11	.788
SU12	.880
SU13	.870
SU2	.660
SU3	.709
SU4	.614
SU5	.624
SU6	.592
SU7	.779
SU8	.715
SU9	.772
T1	.402
T2	.416
T3	.479
T4	.359
TP1	.637
TP2	.651
TP3	.633
TP4	.572
TP5	.522

## Selected AMOS output for the Final Structural Model

## Regression Weights:

			Estimate	Standard error	Critical ratio	<i>p</i>
A1	<---	A	1.000			
A2	<---	A	1.068	.090	11.878	***
A3	<---	A	1.074	.091	11.776	***
A4	<---	A	1.156	.090	12.809	***
A5	<---	A	1.180	.093	12.704	***
A6	<---	A	1.293	.097	13.352	***
B1	<---	B	1.000			
B2	<---	B	1.048	.076	13.752	***
B3	<---	B	1.093	.076	14.321	***
B4	<---	B	.798	.074	10.781	***
B5	<---	B	.846	.068	12.371	***
I1	<---	I	1.000			
I2	<---	I	.743	.040	18.734	***
I3	<---	I	.965	.031	31.046	***
I5	<---	I	.598	.041	14.448	***
SU1	<---	SU	1.000			
SU2	<---	SU	.966	.039	24.536	***
SU3	<---	SU	1.007	.039	26.059	***
SU4	<---	SU	.927	.042	22.094	***
SU5	<---	SU	.927	.041	22.479	***
SU6	<---	SU	.922	.043	21.672	***
SU7	<---	SU	1.151	.041	28.338	***
SU8	<---	SU	1.054	.040	26.264	***
SU9	<---	SU	1.118	.040	28.160	***
SU10	<---	SU	1.201	.039	30.462	***
SU11	<---	SU	1.146	.041	28.216	***
SU12	<---	SU	1.234	.040	30.991	***
SU13	<---	SU	1.230	.040	30.438	***
T1	<---	TIC	1.000			
T2	<---	TIC	.961	.094	10.170	***
T3	<---	TIC	.969	.092	10.530	***
T4	<---	TIC	.805	.084	9.604	***
OCBC1	<---	OCBC	1.000			
OCBC2	<---	OCBC	1.028	.108	9.479	***
OCBC3	<---	OCBC	1.095	.100	10.938	***
OCBC4	<---	OCBC	.879	.091	9.640	***
OCBC5	<---	OCBC	.921	.095	9.708	***
OCBC6	<---	OCBC	1.042	.097	10.726	***
OCBC7	<---	OCBC	.860	.090	9.502	***
OCBC8	<---	OCBC	1.009	.102	9.865	***
OCBO1	<---	OCBO	1.000			
OCBO2	<---	OCBO	1.107	.101	10.912	***
OCBO3	<---	OCBO	1.179	.100	11.817	***
OCBO4	<---	OCBO	1.049	.096	10.984	***

			Estimate	Standard error	Critical ratio	<i>p</i>
OCBO5	<---	OCBO	1.183	.102	11.551	***
OCBO6	<---	OCBO	1.062	.097	10.996	***
OCBO7	<---	OCBO	1.122	.098	11.396	***
OCBO8	<---	OCBO	1.034	.096	10.757	***
CWBC1	<---	CWBC	1.000			
CWBC2	<---	CWBC	1.032	.074	13.941	***
CWBC3	<---	CWBC	.926	.074	12.474	***
CWBC6	<---	CWBC	.819	.072	11.370	***
CWBC7	<---	CWBC	.941	.073	12.825	***
CWBO1	<---	CWBO	1.000			
CWBO10	<---	CWBO	.840	.061	13.816	***
CWBO11	<---	CWBO	.813	.063	12.870	***
CWBO12	<---	CWBO	.882	.066	13.266	***
CWBO2	<---	CWBO	.974	.059	16.384	***
CWBO3	<---	CWBO	.888	.060	14.716	***
CWBO4	<---	CWBO	1.066	.062	17.291	***
CWBO5	<---	CWBO	.862	.055	15.780	***
CWBO6	<---	CWBO	.775	.053	14.754	***
CWBO8	<---	CWBO	.722	.053	13.542	***
CWBO9	<---	CWBO	.813	.062	13.169	***
TP1	<---	TP	1.000			
TP2	<---	TP	.882	.047	18.942	***
TP3	<---	TP	.730	.039	18.754	***
TP4	<---	TP	.828	.047	17.515	***
TP5	<---	TP	.891	.054	16.526	***
CWBC	<---	TIC	-.168	.066	-2.559	.011
CWBC	<---	A	-.158	.048	-3.258	.001
CWBC	<---	B	-.035	.062	-.566	.572
CWBC	<---	I	.004	.040	.091	.928
CWBC	<---	SU	-.005	.017	-.276	.783
CWBO	<---	TIC	-.272	.094	-2.883	.004
CWBO	<---	A	-.227	.069	-3.283	.001
CWBO	<---	I	.144	.058	2.482	.013
CWBO	<---	B	-.096	.088	-1.085	.278
CWBO	<---	SU	-.006	.024	-.242	.809
OCBC	<---	A	.045	.041	1.094	.274
OCBC	<---	B	.210	.056	3.732	***
OCBC	<---	SU	.016	.014	1.117	.264
OCBC	<---	TIC	.451	.071	6.331	***
OCBC	<---	I	.054	.035	1.511	.131
OCBO	<---	A	.209	.048	4.376	***
OCBO	<---	B	.010	.058	.176	.861
OCBO	<---	I	-.067	.038	-1.753	.080
OCBO	<---	TIC	.197	.063	3.137	.002
OCBO	<---	SU	.008	.016	.540	.589
TIC	<---	A	.041	.050	.819	.413
TIC	<---	I	.252	.042	5.974	***
TIC	<---	B	.359	.065	5.513	***



			Estimate	Standard error	Critical ratio	<i>p</i>
TIC	<---	SU	-.048	.018	-2.711	.007
TP	<---	A	.378	.070	5.433	***
TP	<---	B	.170	.085	1.994	.046
TP	<---	TIC	.268	.090	2.969	.003
TP	<---	SU	.032	.023	1.397	.162
TP	<---	I	-.008	.055	-.141	.888

*Note.* OCBC = co-workers directed OCB; OCBO = organisation-directed OCB;  
CWBC = co-workers targeted CWB; CWBO = organisation-targeted CWB.

### Standardized Regression Weights:

			Estimate
A1	<---	A	.612
A2	<---	A	.662
A3	<---	A	.655
A4	<---	A	.737
A5	<---	A	.728
A6	<---	A	.787
<b>CWBC</b>	<---	<b>A</b>	<b>-.176</b>
<b>CWBO</b>	<---	<b>A</b>	<b>-.167</b>
<b>OCBC</b>	<---	<b>A</b>	<b>.052</b>
<b>OCBO</b>	<---	<b>A</b>	<b>.240</b>
<b>TIC</b>	<---	<b>A</b>	<b>.043</b>
<b>TP</b>	<---	<b>A</b>	<b>.285</b>
B1	<---	B	.742
B2	<---	B	.698
B3	<---	B	.734
B4	<---	B	.537
B5	<---	B	.620
<b>CWBC</b>	<---	<b>B</b>	<b>-.034</b>
<b>CWBO</b>	<---	<b>B</b>	<b>-.061</b>
<b>OCBC</b>	<---	<b>B</b>	<b>.210</b>
<b>OCBO</b>	<---	<b>B</b>	<b>.010</b>
<b>TIC</b>	<---	<b>B</b>	<b>.328</b>
<b>TP</b>	<---	<b>B</b>	<b>.111</b>
CWBC1	<---	CWBC	.713
CWBC2	<---	CWBC	.748
CWBC3	<---	CWBC	.648
CWBC6	<---	CWBC	.584
CWBC7	<---	CWBC	.670
CWBO1	<---	CWBO	.757
CWBO10	<---	CWBO	.623
CWBO11	<---	CWBO	.583
CWBO12	<---	CWBO	.600
CWBO2	<---	CWBO	.728
CWBO3	<---	CWBO	.660
CWBO4	<---	CWBO	.764

		Estimate
CWBO5	<--- CWBO	.704
CWBO6	<--- CWBO	.662
CWBO8	<--- CWBO	.612
CWBO9	<--- CWBO	.596
CWBC	<--- I	.005
CWBO	<--- I	.130
I1	<--- I	.936
I2	<--- I	.687
I3	<--- I	.924
I5	<--- I	.574
OCBC	<--- I	.076
OCBO	<--- I	-.094
TIC	<--- I	.326
<b>TP</b>	<b>&lt;--- I</b>	<b>-.007</b>
OCBC1	<--- OCBC	.563
OCBC2	<--- OCBC	.550
OCBC3	<--- OCBC	.685
OCBC4	<--- OCBC	.563
OCBC5	<--- OCBC	.569
OCBC6	<--- OCBC	.663
OCBC7	<--- OCBC	.552
OCBC8	<--- OCBC	.582
OCBO1	<--- OCBO	.572
OCBO2	<--- OCBO	.638
OCBO3	<--- OCBO	.723
OCBO4	<--- OCBO	.644
OCBO5	<--- OCBO	.696
OCBO6	<--- OCBO	.645
OCBO7	<--- OCBO	.681
OCBO8	<--- OCBO	.624
CWBC	<--- SU	-.014
CWBO	<--- SU	-.011
OCBC	<--- SU	.050
OCBO	<--- SU	.026
SU1	<--- SU	.867
SU10	<--- SU	.916
SU11	<--- SU	.884
SU12	<--- SU	.923
SU13	<--- SU	.916
SU2	<--- SU	.823
SU3	<--- SU	.850
SU4	<--- SU	.775
SU5	<--- SU	.783
SU6	<--- SU	.766
SU7	<--- SU	.886
SU8	<--- SU	.853
SU9	<--- SU	.884
<b>TIC</b>	<b>&lt;--- SU</b>	<b>-.136</b>
TP	<--- SU	.065

			Estimate
<b>CWBC</b>	<---	<b>TIC</b>	<b>-.178</b>
<b>CWBO</b>	<---	<b>TIC</b>	<b>-.190</b>
<b>OCBC</b>	<---	<b>TIC</b>	<b>.492</b>
<b>OCBO</b>	<---	<b>TIC</b>	<b>.214</b>
T1	<---	TIC	.612
T2	<---	TIC	.625
T3	<---	TIC	.664
T4	<---	TIC	.574
<b>TP</b>	<---	<b>TIC</b>	<b>.192</b>
TP1	<---	TP	.796
TP2	<---	TP	.803
TP3	<---	TP	.796
TP4	<---	TP	.751
TP5	<---	TP	.715

**Squared Multiple Correlations:**

	Estimate
A	.000
A1	.374
A2	.439
A3	.429
A4	.544
A5	.531
A6	.620
B	.000
B1	.551
B2	.487
B3	.539
B4	.289
B5	.385
CWBC	.069
CWBC1	.509
CWBC2	.560
CWBC3	.420
CWBC6	.341
CWBC7	.448
CWBO	.078
CWBO1	.574
CWBO10	.388
CWBO11	.340
CWBO12	.360
CWBO2	.530
CWBO3	.436
CWBO4	.584
CWBO5	.495
CWBO6	.438
CWBO8	.374
CWBO9	.355
I	.000
I1	.876
I2	.472
I3	.854
I5	.330
OCBC	.385
OCBC1	.317
OCBC2	.302
OCBC3	.469
OCBC4	.317
OCBC5	.323
OCBC6	.439
OCBC7	.304
OCBC8	.339
OCBO	.104
OCBO1	.327

	Estimate
OCBO2	.407
OCBO3	.522
OCBO4	.415
OCBO5	.485
OCBO6	.416
OCBO7	.464
OCBO8	.390
SU	.000
SU1	.751
SU10	.840
SU11	.782
SU12	.853
SU13	.839
SU2	.678
SU3	.723
SU4	.601
SU5	.613
SU6	.587
SU7	.786
SU8	.728
SU9	.781
T1	.375
T2	.391
T3	.441
T4	.329
TIC	.234
TP	.149
TP1	.634
TP2	.645
TP3	.634
TP4	.564
TP5	.511

## Selected AMOS output for the structural model with the significant pathways only

## Regression Weights:

			Estimate	Standard error	Critical ratio	<i>p</i>
CWBC	<---	A	-.158	.048	-3.270	.001
TP	<---	A	.366	.069	5.288	***
CWBO	<---	A	-.216	.069	-3.124	.002
OCBO	<---	A	.200	.047	4.216	***
A6	<---	A	1.294	.097	13.337	***
A5	<---	A	1.182	.093	12.700	***
A4	<---	A	1.157	.090	12.802	***
A3	<---	A	1.074	.091	11.761	***
A2	<---	A	1.069	.090	11.867	***
A1	<---	A	1.000			
TIC	<---	B	.365	.065	5.610	***
OCBC	<---	B	.238	.056	4.247	***
TP	<---	B	.175	.083	2.092	.036
B5	<---	B	.842	.068	12.372	***
B4	<---	B	.799	.074	10.836	***
B3	<---	B	1.088	.076	14.351	***
B2	<---	B	1.045	.076	13.789	***
B1	<---	B	1.000			
CWBC1	<---	CWBC	1.000			
CWBC2	<---	CWBC	1.031	.074	13.935	***
CWBC3	<---	CWBC	.925	.074	12.462	***
CWBC6	<---	CWBC	.818	.072	11.355	***
CWBC7	<---	CWBC	.941	.073	12.820	***
CWBO12	<---	CWBO	.880	.067	13.144	***
CWBO11	<---	CWBO	.812	.064	12.765	***
CWBO10	<---	CWBO	.840	.061	13.721	***
CWBO9	<---	CWBO	.813	.062	13.078	***
CWBO8	<---	CWBO	.721	.054	13.435	***
CWBO6	<---	CWBO	.774	.053	14.631	***
CWBO5	<---	CWBO	.861	.055	15.657	***
CWBO4	<---	CWBO	1.065	.062	17.164	***
CWBO3	<---	CWBO	.888	.061	14.611	***
CWBO2	<---	CWBO	.974	.060	16.270	***
CWBO1	<---	CWBO	1.000			
TIC	<---	I	.259	.042	6.201	***
I5	<---	I	.595	.041	14.387	***
I3	<---	I	.962	.031	30.959	***
I2	<---	I	.742	.040	18.745	***
I1	<---	I	1.000			
ocbc1	<---	OCBC	1.000			
ocbc2	<---	OCBC	1.031	.107	9.630	***
ocbc3	<---	OCBC	1.093	.099	11.083	***
ocbc4	<---	OCBC	.878	.090	9.765	***
ocbc5	<---	OCBC	.925	.094	9.870	***
ocbc6	<---	OCBC	1.042	.096	10.878	***

			Estimate	Standard error	Critical ratio	<i>p</i>
ocbc7	<---	OCBC	.857	.089	9.612	***
ocbc8	<---	OCBC	1.009	.101	10.001	***
OCBO1	<---	OCBO	1.000			
OCBO2	<---	OCBO	1.105	.102	10.826	***
OCBO3	<---	OCBO	1.178	.100	11.733	***
OCBO4	<---	OCBO	1.051	.096	10.923	***
OCBO5	<---	OCBO	1.182	.103	11.469	***
OCBO6	<---	OCBO	1.061	.097	10.916	***
OCBO7	<---	OCBO	1.121	.099	11.315	***
OCBO8	<---	OCBO	1.034	.097	10.686	***
TIC	<---	SU	-.045	.017	-2.604	.009
SU11	<---	SU	1.146	.041	28.210	***
SU10	<---	SU	1.201	.039	30.459	***
SU9	<---	SU	1.118	.040	28.152	***
SU8	<---	SU	1.054	.040	26.257	***
SU7	<---	SU	1.151	.041	28.335	***
SU6	<---	SU	.922	.043	21.667	***
SU5	<---	SU	.927	.041	22.481	***
SU4	<---	SU	.927	.042	22.093	***
SU3	<---	SU	1.007	.039	26.049	***
SU2	<---	SU	.966	.039	24.528	***
SU1	<---	SU	1.000			
SU12	<---	SU	1.234	.040	30.969	***
SU13	<---	SU	1.230	.040	30.419	***
CWBC	<---	TIC	-.177	.054	-3.278	.001
CWBO	<---	TIC	-.217	.077	-2.825	.005
TP	<---	TIC	.240	.080	2.986	.003
OCBC	<---	TIC	.473	.067	7.042	***
OCBO	<---	TIC	.151	.051	2.974	.003
T4	<---	TIC	.801	.083	9.661	***
T3	<---	TIC	.965	.091	10.602	***
T2	<---	TIC	.958	.094	10.240	***
T1	<---	TIC	1.000			
TP1	<---	TP	1.000			
TP2	<---	TP	.881	.047	18.827	***
TP3	<---	TP	.730	.039	18.645	***
TP4	<---	TP	.828	.048	17.419	***
TP5	<---	TP	.891	.054	16.436	***

**Standardized Regression Weights:**

			Estimate
<b>CWBC</b>	<---	<b>A</b>	<b>-.176</b>
<b>TP</b>	<---	<b>A</b>	<b>.277</b>
<b>CWBO</b>	<---	<b>A</b>	<b>-.160</b>
<b>OCBO</b>	<---	<b>A</b>	<b>.230</b>
A6	<---	A	.787
A5	<---	A	.729
A4	<---	A	.738
A3	<---	A	.654
A2	<---	A	.662
A1	<---	A	.611
<b>TIC</b>	<---	<b>B</b>	<b>.332</b>
<b>OCBC</b>	<---	<b>B</b>	<b>.236</b>
<b>TP</b>	<---	<b>B</b>	<b>.115</b>
B5	<---	B	.619
B4	<---	B	.539
B3	<---	B	.733
B2	<---	B	.697
B1	<---	B	.744
CWBC1	<---	CWBC	.713
CWBC2	<---	CWBC	.748
CWBC3	<---	CWBC	.648
CWBC6	<---	CWBC	.583
CWBC7	<---	CWBC	.670
CWBO12	<---	CWBO	.597
CWBO11	<---	CWBO	.580
CWBO10	<---	CWBO	.621
CWBO9	<---	CWBO	.594
CWBO8	<---	CWBO	.609
CWBO6	<---	CWBO	.659
CWBO5	<---	CWBO	.701
CWBO4	<---	CWBO	.762
CWBO3	<---	CWBO	.658
CWBO2	<---	CWBO	.726
CWBO1	<---	CWBO	.756
<b>TIC</b>	<---	<b>I</b>	<b>.333</b>
I5	<---	I	.572
I3	<---	I	.923
I2	<---	I	.687
I1	<---	I	.938
ocbc1	<---	OCBC	.568
ocbc2	<---	OCBC	.556
ocbc3	<---	OCBC	.688
ocbc4	<---	OCBC	.567
ocbc5	<---	OCBC	.575
ocbc6	<---	OCBC	.667
ocbc7	<---	OCBC	.554
ocbc8	<---	OCBC	.586



OCBO1	<---	OCBO	.570
OCBO2	<---	OCBO	.634
OCBO3	<---	OCBO	.720
OCBO4	<---	OCBO	.643
OCBO5	<---	OCBO	.694
OCBO6	<---	OCBO	.642
OCBO7	<---	OCBO	.679
OCBO8	<---	OCBO	.622
<b>TIC</b>	<---	<b>SU</b>	<b>-.128</b>
SU11	<---	SU	.885
SU10	<---	SU	.916
SU9	<---	SU	.884
SU8	<---	SU	.854
SU7	<---	SU	.886
SU6	<---	SU	.766
SU5	<---	SU	.783
SU4	<---	SU	.775
SU3	<---	SU	.850
SU2	<---	SU	.823
SU1	<---	SU	.867
SU12	<---	SU	.923
SU13	<---	SU	.916
<b>CWBC</b>	<---	<b>TIC</b>	<b>-.188</b>
<b>CWBO</b>	<---	<b>TIC</b>	<b>-.153</b>
<b>TP</b>	<---	<b>TIC</b>	<b>.173</b>
<b>OCBC</b>	<---	<b>TIC</b>	<b>.514</b>
<b>OCBO</b>	<---	<b>TIC</b>	<b>.166</b>
T4	<---	TIC	.574
T3	<---	TIC	.665
T2	<---	TIC	.627
T1	<---	TIC	.616
TP1	<---	TP	.795
TP2	<---	TP	.801
TP3	<---	TP	.795
TP4	<---	TP	.750
TP5	<---	TP	.714

**Covariances:**

	Estimate	S.E.	C.R.	P	Label
e22 <--> e23	.659	.058	11.404	***	par_74
e78 <--> e79	.282	.032	8.769	***	par_75

**Correlations:**

	Estimate
e22 <--> e23	.635
e78 <--> e79	.547

## Standardized Total Effects:

	SU	I	B	TIC	A	TP	CWBC	CWBO	OCBO	OCBC
TIC	-.128	.333	.332	.000	.000	.000	.000	.000	.000	.000
TP	-.022	.058	.172	.173	.277	.000	.000	.000	.000	.000
CWBC	.024	-.063	-.063	-.188	-.176	.000	.000	.000	.000	.000
CWBO	.020	-.051	-.051	-.153	-.160	.000	.000	.000	.000	.000
OCBO	-.021	.055	.055	.166	.230	.000	.000	.000	.000	.000
OCBC	-.066	.171	.407	.514	.000	.000	.000	.000	.000	.000
SU13	.916	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU12	.923	.000	.000	.000	.000	.000	.000	.000	.000	.000
ocbc8	-.038	.100	.238	.301	.000	.000	.000	.000	.000	.586
T1	-.079	.205	.205	.616	.000	.000	.000	.000	.000	.000
T2	-.080	.209	.208	.627	.000	.000	.000	.000	.000	.000
T3	-.085	.221	.221	.665	.000	.000	.000	.000	.000	.000
T4	-.073	.191	.191	.574	.000	.000	.000	.000	.000	.000
TP5	-.016	.041	.123	.123	.197	.714	.000	.000	.000	.000
TP4	-.017	.043	.129	.130	.207	.750	.000	.000	.000	.000
TP3	-.018	.046	.137	.137	.220	.795	.000	.000	.000	.000
TP2	-.018	.046	.138	.139	.222	.801	.000	.000	.000	.000
TP1	-.018	.046	.137	.138	.220	.795	.000	.000	.000	.000
CWBC7	.016	-.042	-.042	-.126	-.118	.000	.670	.000	.000	.000
CWBC6	.014	-.037	-.037	-.110	-.103	.000	.583	.000	.000	.000
CWBC3	.016	-.041	-.041	-.122	-.114	.000	.648	.000	.000	.000
CWBC2	.018	-.047	-.047	-.141	-.132	.000	.748	.000	.000	.000
CWBC1	.017	-.045	-.045	-.134	-.126	.000	.713	.000	.000	.000
OCBO8	-.013	.034	.034	.103	.143	.000	.000	.000	.622	.000
CWBO1	.015	-.039	-.038	-.116	-.121	.000	.000	.756	.000	.000
CWBO2	.014	-.037	-.037	-.111	-.116	.000	.000	.726	.000	.000
CWBO3	.013	-.034	-.033	-.101	-.105	.000	.000	.658	.000	.000
CWBO4	.015	-.039	-.039	-.117	-.122	.000	.000	.762	.000	.000
CWBO5	.014	-.036	-.036	-.107	-.112	.000	.000	.701	.000	.000
CWBO6	.013	-.034	-.033	-.101	-.105	.000	.000	.659	.000	.000
CWBO8	.012	-.031	-.031	-.093	-.097	.000	.000	.609	.000	.000
CWBO9	.012	-.030	-.030	-.091	-.095	.000	.000	.594	.000	.000
CWBO10	.012	-.032	-.032	-.095	-.099	.000	.000	.621	.000	.000
CWBO11	.011	-.030	-.030	-.089	-.093	.000	.000	.580	.000	.000
CWBO12	.012	-.030	-.030	-.091	-.095	.000	.000	.597	.000	.000
OCBO7	-.014	.038	.037	.113	.156	.000	.000	.000	.679	.000
OCBO6	-.014	.036	.035	.107	.148	.000	.000	.000	.642	.000
OCBO5	-.015	.038	.038	.115	.160	.000	.000	.000	.694	.000
OCBO4	-.014	.036	.035	.107	.148	.000	.000	.000	.643	.000
OCBO3	-.015	.040	.040	.120	.166	.000	.000	.000	.720	.000
OCBO2	-.013	.035	.035	.105	.146	.000	.000	.000	.634	.000
OCBO1	-.012	.032	.031	.095	.131	.000	.000	.000	.570	.000
ocbc7	-.036	.095	.225	.285	.000	.000	.000	.000	.000	.554
ocbc6	-.044	.114	.271	.343	.000	.000	.000	.000	.000	.667
ocbc5	-.038	.099	.234	.296	.000	.000	.000	.000	.000	.575
ocbc4	-.037	.097	.230	.291	.000	.000	.000	.000	.000	.567
ocbc3	-.045	.118	.280	.353	.000	.000	.000	.000	.000	.688
ocbc2	-.036	.095	.226	.286	.000	.000	.000	.000	.000	.556
ocbc1	-.037	.097	.231	.292	.000	.000	.000	.000	.000	.568
SU1	.867	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU2	.823	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU3	.850	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU4	.775	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU5	.783	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU6	.766	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU7	.886	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU8	.854	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU9	.884	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU10	.916	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU11	.885	.000	.000	.000	.000	.000	.000	.000	.000	.000
I1	.000	.938	.000	.000	.000	.000	.000	.000	.000	.000
I2	.000	.687	.000	.000	.000	.000	.000	.000	.000	.000
I3	.000	.923	.000	.000	.000	.000	.000	.000	.000	.000

	SU	I	B	TIC	A	TP	CWBC	CWBO	OCBO	OCBC
I5	.000	.572	.000	.000	.000	.000	.000	.000	.000	.000
B1	.000	.000	.744	.000	.000	.000	.000	.000	.000	.000
B2	.000	.000	.697	.000	.000	.000	.000	.000	.000	.000
B3	.000	.000	.733	.000	.000	.000	.000	.000	.000	.000
B4	.000	.000	.539	.000	.000	.000	.000	.000	.000	.000
B5	.000	.000	.619	.000	.000	.000	.000	.000	.000	.000
A1	.000	.000	.000	.000	.611	.000	.000	.000	.000	.000
A2	.000	.000	.000	.000	.662	.000	.000	.000	.000	.000
A3	.000	.000	.000	.000	.654	.000	.000	.000	.000	.000
A4	.000	.000	.000	.000	.738	.000	.000	.000	.000	.000
A5	.000	.000	.000	.000	.729	.000	.000	.000	.000	.000
A6	.000	.000	.000	.000	.787	.000	.000	.000	.000	.000

**Standardized Direct Effects:**

	SU	I	B	TIC	A	TP	CWBC	CWBO	OCBO	OCBC
TIC	-.128	.333	.332	.000	.000	.000	.000	.000	.000	.000
TP	.000	.000	.115	.173	.277	.000	.000	.000	.000	.000
CWBC	.000	.000	.000	-.188	-.176	.000	.000	.000	.000	.000
CWBO	.000	.000	.000	-.153	-.160	.000	.000	.000	.000	.000
OCBO	.000	.000	.000	.166	.230	.000	.000	.000	.000	.000
OCBC	.000	.000	.236	.514	.000	.000	.000	.000	.000	.000
SU13	.916	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU12	.923	.000	.000	.000	.000	.000	.000	.000	.000	.000
ocbc8	.000	.000	.000	.000	.000	.000	.000	.000	.000	.586
T1	.000	.000	.000	.616	.000	.000	.000	.000	.000	.000
T2	.000	.000	.000	.627	.000	.000	.000	.000	.000	.000
T3	.000	.000	.000	.665	.000	.000	.000	.000	.000	.000
T4	.000	.000	.000	.574	.000	.000	.000	.000	.000	.000
TP5	.000	.000	.000	.000	.000	.714	.000	.000	.000	.000
TP4	.000	.000	.000	.000	.000	.750	.000	.000	.000	.000
TP3	.000	.000	.000	.000	.000	.795	.000	.000	.000	.000
TP2	.000	.000	.000	.000	.000	.801	.000	.000	.000	.000
TP1	.000	.000	.000	.000	.000	.795	.000	.000	.000	.000
CWBC7	.000	.000	.000	.000	.000	.000	.670	.000	.000	.000
CWBC6	.000	.000	.000	.000	.000	.000	.583	.000	.000	.000
CWBC3	.000	.000	.000	.000	.000	.000	.648	.000	.000	.000
CWBC2	.000	.000	.000	.000	.000	.000	.748	.000	.000	.000
CWBC1	.000	.000	.000	.000	.000	.000	.713	.000	.000	.000
OCBO8	.000	.000	.000	.000	.000	.000	.000	.000	.622	.000
CWBO1	.000	.000	.000	.000	.000	.000	.000	.756	.000	.000
CWBO2	.000	.000	.000	.000	.000	.000	.000	.726	.000	.000
CWBO3	.000	.000	.000	.000	.000	.000	.000	.658	.000	.000
CWBO4	.000	.000	.000	.000	.000	.000	.000	.762	.000	.000
CWBO5	.000	.000	.000	.000	.000	.000	.000	.701	.000	.000
CWBO6	.000	.000	.000	.000	.000	.000	.000	.659	.000	.000
CWBO8	.000	.000	.000	.000	.000	.000	.000	.609	.000	.000
CWBO9	.000	.000	.000	.000	.000	.000	.000	.594	.000	.000
CWBO10	.000	.000	.000	.000	.000	.000	.000	.621	.000	.000
CWBO11	.000	.000	.000	.000	.000	.000	.000	.580	.000	.000
CWBO12	.000	.000	.000	.000	.000	.000	.000	.597	.000	.000
OCBO7	.000	.000	.000	.000	.000	.000	.000	.000	.679	.000
OCBO6	.000	.000	.000	.000	.000	.000	.000	.000	.642	.000
OCBO5	.000	.000	.000	.000	.000	.000	.000	.000	.694	.000
OCBO4	.000	.000	.000	.000	.000	.000	.000	.000	.643	.000
OCBO3	.000	.000	.000	.000	.000	.000	.000	.000	.720	.000
OCBO2	.000	.000	.000	.000	.000	.000	.000	.000	.634	.000
OCBO1	.000	.000	.000	.000	.000	.000	.000	.000	.570	.000
ocbc7	.000	.000	.000	.000	.000	.000	.000	.000	.000	.554
ocbc6	.000	.000	.000	.000	.000	.000	.000	.000	.000	.667
ocbc5	.000	.000	.000	.000	.000	.000	.000	.000	.000	.575
ocbc4	.000	.000	.000	.000	.000	.000	.000	.000	.000	.567
ocbc3	.000	.000	.000	.000	.000	.000	.000	.000	.000	.688
ocbc2	.000	.000	.000	.000	.000	.000	.000	.000	.000	.556

	SU	I	B	TIC	A	TP	CWBC	CWBO	OCBO	OCBC
ocbc1	.000	.000	.000	.000	.000	.000	.000	.000	.000	.568
SU1	.867	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU2	.823	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU3	.850	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU4	.775	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU5	.783	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU6	.766	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU7	.886	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU8	.854	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU9	.884	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU10	.916	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU11	.885	.000	.000	.000	.000	.000	.000	.000	.000	.000
I1	.000	.938	.000	.000	.000	.000	.000	.000	.000	.000
I2	.000	.687	.000	.000	.000	.000	.000	.000	.000	.000
I3	.000	.923	.000	.000	.000	.000	.000	.000	.000	.000
I5	.000	.572	.000	.000	.000	.000	.000	.000	.000	.000
B1	.000	.000	.744	.000	.000	.000	.000	.000	.000	.000
B2	.000	.000	.697	.000	.000	.000	.000	.000	.000	.000
B3	.000	.000	.733	.000	.000	.000	.000	.000	.000	.000
B4	.000	.000	.539	.000	.000	.000	.000	.000	.000	.000
B5	.000	.000	.619	.000	.000	.000	.000	.000	.000	.000
A1	.000	.000	.000	.000	.611	.000	.000	.000	.000	.000
A2	.000	.000	.000	.000	.662	.000	.000	.000	.000	.000
A3	.000	.000	.000	.000	.654	.000	.000	.000	.000	.000
A4	.000	.000	.000	.000	.738	.000	.000	.000	.000	.000
A5	.000	.000	.000	.000	.729	.000	.000	.000	.000	.000
A6	.000	.000	.000	.000	.787	.000	.000	.000	.000	.000

**Standardized Indirect Effects:**

	SU	I	B	TIC	A	TP	CWBC	CWBO	OCBO	OCBC
TIC	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
TP	-.022	.058	.058	.000	.000	.000	.000	.000	.000	.000
CWBC	.024	-.063	-.063	.000	.000	.000	.000	.000	.000	.000
CWBO	.020	-.051	-.051	.000	.000	.000	.000	.000	.000	.000
OCBO	-.021	.055	.055	.000	.000	.000	.000	.000	.000	.000
OCBC	-.066	.171	.171	.000	.000	.000	.000	.000	.000	.000
SU13	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU12	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
ocbc8	-.038	.100	.238	.301	.000	.000	.000	.000	.000	.000
T1	-.079	.205	.205	.000	.000	.000	.000	.000	.000	.000
T2	-.080	.209	.208	.000	.000	.000	.000	.000	.000	.000
T3	-.085	.221	.221	.000	.000	.000	.000	.000	.000	.000
T4	-.073	.191	.191	.000	.000	.000	.000	.000	.000	.000
TP5	-.016	.041	.123	.123	.197	.000	.000	.000	.000	.000
TP4	-.017	.043	.129	.130	.207	.000	.000	.000	.000	.000
TP3	-.018	.046	.137	.137	.220	.000	.000	.000	.000	.000
TP2	-.018	.046	.138	.139	.222	.000	.000	.000	.000	.000
TP1	-.018	.046	.137	.138	.220	.000	.000	.000	.000	.000
CWBC7	.016	-.042	-.042	-.126	-.118	.000	.000	.000	.000	.000
CWBC6	.014	-.037	-.037	-.110	-.103	.000	.000	.000	.000	.000
CWBC3	.016	-.041	-.041	-.122	-.114	.000	.000	.000	.000	.000
CWBC2	.018	-.047	-.047	-.141	-.132	.000	.000	.000	.000	.000
CWBC1	.017	-.045	-.045	-.134	-.126	.000	.000	.000	.000	.000
OCBO8	-.013	.034	.034	.103	.143	.000	.000	.000	.000	.000
CWBO1	.015	-.039	-.038	-.116	-.121	.000	.000	.000	.000	.000
CWBO2	.014	-.037	-.037	-.111	-.116	.000	.000	.000	.000	.000
CWBO3	.013	-.034	-.033	-.101	-.105	.000	.000	.000	.000	.000
CWBO4	.015	-.039	-.039	-.117	-.122	.000	.000	.000	.000	.000
CWBO5	.014	-.036	-.036	-.107	-.112	.000	.000	.000	.000	.000
CWBO6	.013	-.034	-.033	-.101	-.105	.000	.000	.000	.000	.000
CWBO8	.012	-.031	-.031	-.093	-.097	.000	.000	.000	.000	.000
CWBO9	.012	-.030	-.030	-.091	-.095	.000	.000	.000	.000	.000
CWBO10	.012	-.032	-.032	-.095	-.099	.000	.000	.000	.000	.000

	SU	I	B	TIC	A	TP	CWBC	CWBO	OCBO	OCBC
CWBO11	.011	-.030	-.030	-.089	-.093	.000	.000	.000	.000	.000
CWBO12	.012	-.030	-.030	-.091	-.095	.000	.000	.000	.000	.000
OCBO7	-.014	.038	.037	.113	.156	.000	.000	.000	.000	.000
OCBO6	-.014	.036	.035	.107	.148	.000	.000	.000	.000	.000
OCBO5	-.015	.038	.038	.115	.160	.000	.000	.000	.000	.000
OCBO4	-.014	.036	.035	.107	.148	.000	.000	.000	.000	.000
OCBO3	-.015	.040	.040	.120	.166	.000	.000	.000	.000	.000
OCBO2	-.013	.035	.035	.105	.146	.000	.000	.000	.000	.000
OCBO1	-.012	.032	.031	.095	.131	.000	.000	.000	.000	.000
ocbc7	-.036	.095	.225	.285	.000	.000	.000	.000	.000	.000
ocbc6	-.044	.114	.271	.343	.000	.000	.000	.000	.000	.000
ocbc5	-.038	.099	.234	.296	.000	.000	.000	.000	.000	.000
ocbc4	-.037	.097	.230	.291	.000	.000	.000	.000	.000	.000
ocbc3	-.045	.118	.280	.353	.000	.000	.000	.000	.000	.000
ocbc2	-.036	.095	.226	.286	.000	.000	.000	.000	.000	.000
ocbc1	-.037	.097	.231	.292	.000	.000	.000	.000	.000	.000
SU1	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU2	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU3	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU4	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU5	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU6	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU7	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU8	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU9	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU10	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
SU11	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
I1	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
I2	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
I3	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
I5	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
B1	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
B2	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
B3	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
B4	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
B5	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
A1	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
A2	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
A3	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
A4	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
A5	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
A6	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000