

Regression Weights: (Group number 1 – Model 4)

	Estimate	S.E.	C.R.	P	Label
WSC7 <--- Work Status Congruence	1.000				
WSC3 <--- Work Status Congruence	1.017	.043	17.122	***	par_1
WSC2 <--- Work Status Congruence	.881	.045	17.937	***	par_2
WSC1 <--- Work Status Congruence	.803	.045	15.668	***	par_3
WSC4 <--- Work Status Congruence	.715	.043	18.358	***	par_4
WSC5 <--- Work Status Congruence	.762	.042	17.942	***	par_5
WLB6 <--- Satisfaction with Work-Life Balance	.820	.025	37.327	***	par_6
WLB7 <--- Satisfaction with Work-Life Balance	1.000				
WLB3 <--- Satisfaction with Work-Life Balance	1.007	.022	38.642	***	par_7
WLB2 <--- Satisfaction with Work-Life Balance	.987	.024	36.325	***	par_8
WLB1 <--- Satisfaction with Work-Life Balance	.925	.028	30.988	***	par_9
WLB4 <--- Satisfaction with Work-Life Balance	.818	.026	39.012	***	par_10
WLB5 <--- Satisfaction with Work-Life Balance	.936	.023	37.460	***	par_11
JS3 <--- Job Satisfaction	1.000				
JS1 <--- Job Satisfaction	1.077	.034	30.153	***	par_12
JS2 <--- Job Satisfaction	1.137	.036	28.569	***	par_13
AC2 <--- Affective Commitment	1.109	.045	23.625	***	par_14
AC1 <--- Affective Commitment	1.330	.045	28.539	***	par_15
AC3 <--- Affective Commitment	1.161	.045	24.625	***	par_16
AC6 <--- Affective Commitment	1.000				
AC4 <--- Affective Commitment	.698	.048	14.300	***	par_21
AC5 <--- Affective Commitment	1.051	.043	22.973	***	par_22

Standardized Regression Weights: (Group number 1 – Model 4)

	Estimate
WSC4 <--- Work Status Congruence	.620
WSC3 <--- Work Status Congruence	.590
WSC2 <--- Work Status Congruence	.611
WSC1 <--- Work Status Congruence	.549
WSC7 <--- Work Status Congruence	.789
WSC5 <--- Work Status Congruence	.614
WLB6 <--- Satisfaction with Work-Life Balance	.816
WLB4 <--- Satisfaction with Work-Life Balance	.910
WLB3 <--- Satisfaction with Work-Life Balance	.905
WLB2 <--- Satisfaction with Work-Life Balance	.875
WLB1 <--- Satisfaction with Work-Life Balance	.811
WLB7 <--- Satisfaction with Work-Life Balance	.823
WLB5 <--- Satisfaction with Work-Life Balance	.894
JS2 <--- Job Satisfaction	.798
JS1 <--- Job Satisfaction	.833
JS3 <--- Job Satisfaction	.813
AC2 <--- Affective Commitment	.724
AC1 <--- Affective Commitment	.818
AC3 <--- Affective Commitment	.739
AC4 <--- Affective Commitment	.475
AC5 <--- Affective Commitment	.701
AC6 <--- Affective Commitment	.601

Covariances: (Group number 1 – Model 4)

			Estimate	S.E.	C.R.	P	Label
Satisfaction with Work-Life Balance	<-->	Affective Commitment	.675	.055	12.330	***	X2
Work Status Congruence	<-->	Satisfaction with Work-Life Balance	.264	.040	6.557	***	X1
Work Status Congruence	<-->	Affective Commitment	.380	.044	8.662	***	X4
Affective Commitment	<-->	Job Satisfaction	.443	.047	9.476	***	X3
Satisfaction with Work-Life Balance	<-->	Job Satisfaction	.345	.039	8.753	***	X5
Work Status Congruence	<-->	Job Satisfaction	.225	.030	7.441	***	X6
e5	<-->	e2	.733	.082	8.933	***	par_23
e12	<-->	e13	.240	.029	8.169	***	par_24
e8	<-->	e7	.192	.029	6.662	***	par_25

Correlations: (Group number 1 – Model 4)

			Estimate
Satisfaction with Work-Life Balance	<-->	Affective Commitment	.571
Work Status Congruence	<-->	Satisfaction with Work-Life Balance	.298
Work Status Congruence	<-->	Affective Commitment	.474
Affective Commitment	<-->	Job Satisfaction	.637
Satisfaction with Work-Life Balance	<-->	Job Satisfaction	.528
Work Status Congruence	<-->	Job Satisfaction	.508
e5	<-->	e2	.397
e12	<-->	e13	.304
e8	<-->	e7	.282

Variances: (Group number 1 – Model 4)

	Estimate	S.E.	C.R.	P	Label
Work Status Congruence	.600	.079	7.642	***	par_26
Satisfaction with Work-Life Balance	1.309	.080	16.426	***	par_27
Affective Commitment	1.067	.084	12.675	***	par_28
Job Satisfaction	.326	.055	5.912	***	par_29
e5	1.657	.093	17.862	***	par_30
e4	1.394	.077	18.048	***	par_31
e3	1.256	.091	13.862	***	par_32
e2	1.747	.101	17.260	***	par_33
e1	1.950	.107	18.251	***	par_34
e6	1.739	.095	18.250	***	par_35
e12	.760	.040	19.191	***	par_36
e11	.493	.028	17.342	***	par_37
e10	.384	.024	15.852	***	par_38
e8	.537	.031	17.143	***	par_39
e7	.863	.046	18.770	***	par_40

	Estimate	S.E.	C.R.	P	Label
e13	.822	.042	19.414	***	par_41
e15	.753	.047	16.055	***	par_42
e14	.666	.044	14.978	***	par_43
e16	.686	.047	14.452	***	par_44
e19	1.194	.068	17.586	***	par_45
e18	1.260	.070	18.036	***	par_46
e17	.971	.063	15.302	***	par_47
e9	.400	.025	15.747	***	par_48
e20	1.600	.079	20.315	***	par_49
e21	1.865	.092	20.337	***	par_50
e22	1.193	.065	18.244	***	par_51

Squared Multiple Correlations: (Group number 1 – Model 4)

	Estimate
AC6	.418
AC5	.165
AC4	.169
AC1	.590
AC2	.435
AC3	.468
JS3	.649
JS1	.631
JS2	.586
WLB7	.526
WLB1	.576
WLB2	.713
WLB3	.777
WLB4	.773
WLB5	.708
WLB6	.547
WSC7	.267
WSC1	.268
WSC2	.340
WSC3	.501
WSC4	.301
WSC5	.297