

Regression Weights: (Group number 1 – Model 4)

			Estimate	S.E.	C.R.	P	Label
Satisfaction with Work-Life Balance	<---	Work Status Congruence	1.305	.221	5.911	***	par_24
Job Satisfaction	<---	Satisfaction with Work-Life Balance	1.502	.234	6.430	***	X1
Affective Commitment	<---	Work Status Congruence	.451	.038	11.952	***	X3
Job Satisfaction	<---	Work Status Congruence	.093	.025	3.715	***	X4
Affective Commitment	<---	Satisfaction with Work-Life Balance	1.000				
Affective Commitment	<---	Job Satisfaction	.292	.036	8.074	***	X5
WSC7	<---	Work Status Congruence	1.000				
WSC5	<---	Work Status Congruence	2.579	.321	8.031	***	par_5
WSC4	<---	Work Status Congruence	2.952	.380	7.774	***	par_6
WSC3	<---	Work Status Congruence	4.191	.514	8.159	***	par_7
WSC2	<---	Work Status Congruence	3.704	.468	7.913	***	par_8
WSC1	<---	Work Status Congruence	3.366	.439	7.667	***	par_9
WLB1	<---	Satisfaction with Work-Life Balance	1.000				
WLB2	<---	Satisfaction with Work-Life Balance	1.067	.034	31.372	***	par_10
WLB3	<---	Satisfaction with Work-Life Balance	1.089	.039	27.975	***	par_11
WLB4	<---	Satisfaction with Work-Life Balance	1.056	.038	27.897	***	par_12
WLB5	<---	Satisfaction with Work-Life Balance	1.010	.038	26.493	***	par_13
WLB6	<---	Satisfaction with Work-Life Balance	.884	.039	22.720	***	par_14
WLB7	<---	Satisfaction with Work-Life Balance	.882	.040	22.324	***	par_15
JS1	<---	Job Satisfaction	1.000				
JS2	<---	Job Satisfaction	.969	.042	22.870	***	par_16
JS3	<---	Job Satisfaction	1.054	.044	23.913	***	par_17
AC1	<---	Affective Commitment	1.709	.123	13.944	***	par_18
AC2	<---	Affective Commitment	1.430	.110	13.052	***	par_19
AC3	<---	Affective Commitment	1.492	.112	13.305	***	par_20
AC4	<---	Affective Commitment	1.000				
AC5	<---	Affective Commitment	.889	.091	9.734	***	par_21
AC6	<---	Affective Commitment	1.352	.104	12.963	***	par_22

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

			Estimate
Satisfaction with Work-Life Balance	<---	Work Status Congruence	.278
Job Satisfaction	<---	Satisfaction with Work-Life Balance	.479
Job Satisfaction	<---	Work Status Congruence	.314
Affective Commitment	<---	Work Status Congruence	.181
Affective Commitment	<---	Satisfaction with Work-Life Balance	.140
Affective Commitment	<---	Job Satisfaction	.580
WSC7	<---	Work Status Congruence	.517
WSC5	<---	Work Status Congruence	.545
WSC4	<---	Work Status Congruence	.549
WSC3	<---	Work Status Congruence	.708
WSC2	<---	Work Status Congruence	.583
WSC1	<---	Work Status Congruence	.518
WLB1	<---	Satisfaction with Work	.759
WLB2	<---	Satisfaction with Work	.844
WLB3	<---	Satisfaction with Work	.881
WLB4	<---	Satisfaction with Work	.879
WLB5	<---	Satisfaction with Work	.842
WLB6	<---	Satisfaction with Work	.740
WLB7	<---	Satisfaction with Work	.725
JS1	<---	Job Satisfaction	.794
JS2	<---	Job Satisfaction	.766
JS3	<---	Job Satisfaction	.806
AC1	<---	Affective Commitment	.768
AC2	<---	Affective Commitment	.660
AC3	<---	Affective Commitment	.684
AC4	<---	Affective Commitment	.451
AC5	<---	Affective Commitment	.507
AC6	<---	Affective Commitment	.647

Covariances: (Group number 1 – Model 4)

		Estimate	S.E.	C.R.	P	Label
e12 <-->	e13	.240	.029	8.169	***	par_25
e7 <-->	e8	.192	.029	6.662	***	par_26
e5 <-->	e2	.733	.082	8.933	***	par_27

Correlations: (Group number 1 – Model 4)

		Estimate
e12 <-->	e13	.304
e7 <-->	e8	.282
e5 <-->	e2	.397

Variiances: (Group number 1 – Model 4)

	Estimate	S.E.	C.R.	P	Label
Work Status Congruence	.635	.090	7.029	***	par_30
e23	1.069	.083	12.829	***	par_31
e24	3.255	.912	3.571	***	par_32
e25	.551	.057	9.672	***	par_33
e6	1.739	.095	18.250	***	par_34
e5	1.657	.093	17.862	***	par_35
e4	1.394	.077	18.048	***	par_36
e3	1.256	.091	13.862	***	par_37
e2	1.747	.101	17.260	***	par_38
e1	1.950	.107	18.251	***	par_39
e7	.863	.046	18.770	***	par_40
e8	.537	.031	17.143	***	par_41
e9	.400	.025	15.747	***	par_42
e10	.384	.024	15.852	***	par_43
e11	.493	.028	17.342	***	par_44
e12	.760	.040	19.191	***	par_45
e13	.822	.042	19.414	***	par_46
e17	.971	.063	15.302	***	par_47
e18	1.260	.070	18.036	***	par_48
e19	1.194	.068	17.586	***	par_49
e20	1.600	.079	20.315	***	par_50
e21	1.865	.092	20.337	***	par_51
e14	.666	.044	14.978	***	par_52
e15	.753	.047	16.055	***	par_53
e16	.686	.047	14.452	***	par_54
e22	1.193	.065	18.244	***	par_55

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

	Estimate
Satisfaction with Work-Life Balance	.089
Job Satisfaction	.428
Affective Commitment	.607
AC6	.429
AC5	.171
AC4	.235
AC3	.476
AC2	.440
AC1	.590
JS3	.650
JS2	.590
JS1	.635
WLB7	.526
WLB6	.547
WLB5	.708
WLB4	.773
WLB3	.777
WLB2	.713
WLB1	.576
WSC1	.285
WSC2	.347

	Estimate
WSC3	.468
WSC4	.293
WSC5	.201
WSC7	.031