

APPENDIX 1

SURVEY QUESTIONNAIRES

Please answer all the questions that relevant to your operations. Thank you for participating in this survey. Your co-operation is deeply appreciated. Please be assured that all information given will be treated in the strictest confidence. Date Time.....

General description

1. Position in organization: _____ Department: _____

2. Sex:

Male

Female

3. How long have you worked for this company?

Less than 1 year

11– 20 years

1– 5 years

> 20 years

6– 10 years

How strongly do you agree or disagree with the following statements?

(For each question please circles the number that reflects your perception and opinion)

- 1 Strongly disagree
- 2 Disagree
- 3 Slightly disagree
- 4 Neutral
- 5 Slightly agree
- 6 Agree
- 7 Strongly agree

Organization characteristics

1. Congruence. (Question 1&2)

The improvement initiative is in harmony with the organization's managerial philosophy, 1 2 3 4 5 6 7

2. The improvement initiative is in harmony with the other changes taking place in the organization. 1 2 3 4 5 6 7

3. Stability of environment and technology-(Questions 3&4)

The improvement initiatives in conducted in a stable environment 1 2 3 4 5 6 7

4. The changes (increase in demand for the company product) are dealt with directly by the change Program. 1 2 3 4 5 6 7

5. Unionization (Question 5& 6)

The diffusion of improvement initiatives is easier because changes do not affect union contract such as salary and fringe benefits. 1 2 3 4 5 6 7

6. The diffusion of improvement initiatives is easier because changes do not affect union contract such as job design and employee flexibility). 1 2 3 4 5 6 7

Intervention Characteristics

7. Goal specificity : (question 7&8)

The improvement initiative goals direct socializing activities such as training 1 2 3 4 5 6 7

8. The improvement initiative goals directly link new behaviors with rewards. 1 2 3 4 5 6 7

	<u>Programmability: (Questions 9&10)</u>	
9.	One of the target of the improvement initiative is looking into strategic intent for example reevaluating vision and external relationships [e.g. suppliers]	1 2 3 4 5 6 7
10.	Target of the improvement initiative strategy is employee involvement and improving interpersonal and group processes. Eg. Team building., conflict management	1 2 3 4 5 6 7
	<u>Level of change target: (Questions 11&12)</u>	
11.	The target of change is the total organization /department /section /group.	1 2 3 4 5 6 7
12.	There is a promotion of consensus across the organization	1 2 3 4 5 6 7
	<u>Internal support (13&14)</u>	
13.	There is an effective internal support system to guide the change process	1 2 3 4 5 6 7
14.	The external consultant brings expertise on organizational design and trains members to implement the design.	1 2 3 4 5 6 7
	<u>Sponsorship Questions (15&16)</u>	
15.	There is a powerful sponsor who initiates allocates, legitimizes and controls the appropriate resources for improvement initiative	1 2 3 4 5 6 7
16.	The middle managers support the improvement initiatives	1 2 3 4 5 6 7
	<u>Institutionalization processes</u>	
17.	Socialization (questions 17&18) There is considerable learning and experimentation on the job	1 2 3 4 5 6 7
18.	There is a continual process of socialization and promotion of persistence about the change program Eg. learning and experimentation on the job.	1 2 3 4 5 6 7
	<u>Commitment (Questions 19&20)</u>	
19.	There is commitment towards the improvement initiative from employees / middle managers / upper managers involved.	1 2 3 4 5 6 7
20.	Change is a constant agenda in the management of the business	1 2 3 4 5 6 7
	<u>Reward allocation (Questions 21&22)</u>	
21.	The improvement initiative provides opportunities for challenging development and accomplishment.	1 2 3 4 5 6 7
22.	The reward systems is constantly revised to maintain a high level of desired behaviors	1 2 3 4 5 6 7
	<u>Diffusion (Questions 23&24)</u>	
23.	There is a wide organizational acceptance towards the new ways of working (NWsW)	1 2 3 4 5 6 7
24.	The NWsW complement the organizational values and norms.	1 2 3 4 5 6 7
	<u>Sensing & calibration (Questions 25&26)</u>	
25.	There are continuous assessments conducted in the form of Internal audit.	1 2 3 4 5 6 7

26.	Variation in performances /preferences/ norms and values are corrected.	1	2	3	4	5	6	7
Indicators of institutionalization								
27.	<u>Knowledge</u> (Questions 27&28)	1	2	3	4	5	6	7
	Organization members have knowledge of the NWsW and behaviors associated with the improvement initiative							
28.	Organization members have knowledge to perform the NWsW.	1	2	3	4	5	6	7
	<u>Performance</u> (Questions 29)							
29.	This is concerned with the degree to which intervention behaviors are actually performed	1	2	3	4	5	6	7
	I feel a vast majority of the members are performing the NWsW.							
	<u>Preferences</u> (Questions 30&31)							
30.	The NWsW have assisted me understand the business better	1	2	3	4	5	6	7
31.	The NWsW has facilitated my work.	1	2	3	4	5	6	7
	<u>Normative consensus</u> (Questions 32)							
32.	The organizational changes are in line with the business requirements	1	2	3	4	5	6	7
	<u>Value consensus</u> (Questions 33-37)							
33.	The changes has promoted and the concept of internal customer service.[your next process is your customer]	1	2	3	4	5	6	7
34.	The changes has promoted and the concept of external customer service.	1	2	3	4	5	6	7
35.	There is an effective customer complaint handling system	1	2	3	4	5	6	7
36.	The change has promoted the concept of team work and cohesiveness	1	2	3	4	5	6	7
37.	The change has promoted the concept of continuous learning	1	2	3	4	5	6	7
	<u>Divisional performance.</u>							
38.	Market share	1	2	3	4	5	6	7
39.	Profit growth	1	2	3	4	5	6	7
40.	Labor productivity.	1	2	3	4	5	6	7
41.	Return on sales	1	2	3	4	5	6	7
42.	Return on investment.	1	2	3	4	5	6	7
43.	Development of new products.	1	2	3	4	5	6	7
44.	Sales growth.	1	2	3	4	5	6	7
45.	Capacity Utilization	1	2	3	4	5	6	7

46. Cost control.	1	2	3	4	5	6	7
47. Personnel development	1	2	3	4	5	6	7
48. Company image.	1	2	3	4	5	6	7
49. Customer satisfaction	1	2	3	4	5	6	7

APPENDIX 2

REALIBILITY ANALYSIS

Reliability Test Question 1 - 49

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Reliability Coefficients

N of Cases = 187.0

N of Items = 49

Alpha = .9504

Organization Characteristics Test Question 1 – 6

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	Q1	4.4054	.9357	222.0
2.	Q2	4.2658	.9304	222.0
3.	Q3	4.2477	1.0143	222.0
4.	Q4	4.2928	1.0804	222.0
5.	Q5	4.2793	1.0479	222.0
6.	Q6	4.3108	1.1525	222.0

N of Cases = 222.0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables	
	25.8018	19.5714	4.4240	6	
Item Means	Mean	Minimum	Maximum	Range	
Variance	4.3003	4.2477	4.4054	.1577	1.0371

Reliability Coefficients 6 items

Alpha = .8098 Standardized item alpha = .8125

Intervention Characteristics Test Question 7 - 16

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	Q7	4.3604	1.1439	222.0
2.	Q8	4.3649	.9259	222.0
3.	Q9	4.3874	1.1895	222.0
4.	Q10	4.3333	1.1363	222.0
5.	Q11	4.4414	1.1820	222.0
6.	Q12	4.4009	1.1242	222.0
7.	Q13	4.4234	1.2223	222.0
8.	Q14	4.4054	1.0102	222.0
9.	Q15	4.3514	1.0901	222.0
10.	Q16	4.3964	1.0137	222.0

N of Cases = 222.0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables	
	43.8649	66.1989	8.1363	10	
Item Means	Mean	Minimum	Maximum	Range	
Variance	4.3865	4.3333	4.4414	.1081	1.0249
.0011					

Reliability Coefficients 10 items

Alpha = .9053 Standardized item alpha = .9058

Intervention Characteristics Test Question 17 - 26

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	Q17	4.3874	1.1971	222.0
2.	Q18	4.3423	1.1175	222.0
3.	Q19	4.4414	1.0306	222.0
4.	Q20	4.4144	1.1213	222.0
5.	Q21	3.1622	1.3184	222.0
6.	Q22	3.6171	1.4806	222.0
7.	Q23	4.2387	1.7128	222.0
8.	Q24	4.3153	1.0200	222.0
9.	Q25	4.4550	1.1115	222.0
10.	Q26	4.3378	1.0964	222.0

N of Cases = 222.0

Statistics for Scale	Mean	Variance	Std Dev	N of Variables	
	41.7117	56.5409	7.5194	10	
Item Means	Mean	Minimum	Maximum	Range	
Variance	4.1712	3.1622	4.4550	1.2928	1.4088

.1852

Indicator of Institutionalization Test Question 27 - 37

Reliability Coefficients 10 items

Alpha = .8096 Standardized item alpha = .8348

***** Method 1 (space saver) will be used for this analysis *****

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R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	Q27	4.2973	1.0254	222.0
2.	Q28	4.1441	1.0320	222.0
3.	Q29	4.1486	1.0159	222.0
4.	Q30	4.3108	1.0013	222.0
5.	Q31	4.4550	.9490	222.0
6.	Q32	4.4820	.8960	222.0
7.	Q33	4.3514	1.0434	222.0
8.	Q34	4.4414	1.1190	222.0
9.	Q35	4.4910	1.1326	222.0
10.	Q36	4.4775	1.1244	222.0
11.	Q37	4.5090	1.0960	222.0

Reliability Coefficients

N of Cases = 222.0

N of Items = 11

Alpha = .9126

Divisional Performance Test Question 38 - 49

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	Q27	4.2973	1.0254	222.0
2.	Q28	4.1441	1.0320	222.0
3.	Q29	4.1486	1.0159	222.0
4.	Q30	4.3108	1.0013	222.0
5.	Q31	4.4550	.9490	222.0
6.	Q32	4.4820	.8960	222.0
7.	Q33	4.3514	1.0434	222.0
8.	Q34	4.4414	1.1190	222.0
9.	Q35	4.4910	1.1326	222.0
10.	Q36	4.4775	1.1244	222.0
11.	Q37	4.5090	1.0960	222.0

Reliability Coefficients

N of Cases = 222.0

N of Items = 11

Alpha = .9126

APPENDIX 3

CORRELATION ANALYSIS

Correlation Analysis

		Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29	Q30
Q1	Pearson Correlation	.086	.132	.106	.240	.287	.338	.133	.183	.155	.121
	Sig.(2-tailed)	.203	.049	.115	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q2	Pearson Correlation	.120	.166	.200	.340	.351	.417	.154	.214	.202	.207
	Sig.(2-tailed)	.075	.013	.003	.000	.000	.000	.000	.001	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q3	Pearson Correlation	.065	112	294	.357	.397	.368	.259	.268	.329	.276
	Sig.(2-tailed)	.338	.097	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q4	Pearson Correlation	.151	.184	.367	.417	.499	.478	.317	.372	.381	.409
	Sig.(2-tailed)	.025	.006	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q5	Pearson Correlation	118	.174	.288	.290	.377	.404	.339	.176	.263	.340
	Sig.(2-tailed)	.080	.009	.000	.000	.000	.000	.000	.005	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q6	Pearson Correlation	.116	.115	.367	.347	.458	.364	.279	.236	.339	.269
	Sig.(2-tailed)	.086	.087	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q7	Pearson Correlation	.162	.178	.305	.368	.405	.422	.324	.197	.273	.348
	Sig.(2-tailed)	.016	.008	.000	.000	.000	.000	.000	.003	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q8	Pearson Correlation	.114	.274	.372	.362	.564	.451	.258	.319	.375	.409
	Sig.(2-tailed)	.032	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222

		Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29	Q30
Q45	Pearson Correlation	.053	.128	.332	.542	.527	.462	.399	.383	.486	.503
	Sig.(2-tailed)	.433	.056	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q46	Pearson Correlation	.125	.273	.302	.365	.441	.345	.363	.349	.355	.477
	Sig.(2-tailed)	.062	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q47	Pearson Correlation	.076	.175	.452	.484	.472	.426	.396	.497	.590	.535
	Sig.(2-tailed)	.257	.009	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q48	Pearson Correlation	.141	.259	.397	.535	.564	.455	.363	.432	.510	.494
	Sig.(2-tailed)	.035	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q49	Pearson Correlation	.131	.209	.420	.449	.501	.475	.365	.467	.468	.496
	Sig.(2-tailed)	.051	.002	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222

		Q31	Q32	Q33	Q34	Q35	Q36	Q37	Q38	Q39	Q40
Q27	Pearson Correlation	.437	.464	.405	.362	.353	.461	.372	.291	.377	.377
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q28	Pearson Correlation	.473	.419	.394	.364	.280	.412	.375	.302	.439	.420
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q29	Pearson Correlation	.469	.542	.463	.404	.373	.409	.395	.403	.415	.493
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q30	Pearson Correlation	.631	.508	.506	.455	.471	.543	.511	.443	.476	.480
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q31	Pearson Correlation	1	.614	.487	.517	.469	.529	.468	.412	.449	.462
	Sig.(2-tailed)	.	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q32	Pearson Correlation	.614	1	.539	.540	.506	.534	.440	.487	.374	.436
	Sig.(2-tailed)	.000	.	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q33	Pearson Correlation	.487	.539	1	.560	.550	.581	.559	.434	.368	.434
	Sig.(2-tailed)	.000	.000	.	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q34	Pearson Correlation	.517	.540	.560	1	.596	.562	.487	.469	.409	.448
	Sig.(2-tailed)	.000	.000	.000	.	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222
Q35	Pearson Correlation	.469	.506	.550	.596	.1	.632	.545	.560	.474	.472
	Sig.(2-tailed)	.000	.000	.000	.000	.	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222	222

		Q41	Q42	Q43	Q44	Q45	Q46	Q47	Q48	Q49
Q1	Pearson Correlation	.176	.248	.273	.262	.266	.281	.219	.282	.285
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q2	Pearson Correlation	.201	.269	.270	.251	.340	.186	.265	.388	.253
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.005	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q3	Pearson Correlation	.366	.410	.262	.328	.332	.326	.332	.371	.311
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q4	Pearson Correlation	.355	.442	.373	.383	.414	.354	.385	.468	.448
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q5	Pearson Correlation	.359	.353	.348	.401	.322	.340	.316	.443	.368
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q6	Pearson Correlation	.374	.358	.384	.404	.374	.307	.363	.417	.478
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q7	Pearson Correlation	.422	.391	.398	.406	.373	.357	.395	.469	.476
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q8	Pearson Correlation	.395	.454	.408	.396	.398	.456	.443	.579	.504
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q9	Pearson Correlation	.443	.535	.500	.448	.520	.409	.407	.485	.506
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222

		Q41	Q42	Q43	Q44	Q45	Q46	Q47	Q48	Q49
Q28	Pearson Correlation	.405	.427	.370	.398	.383	.349	.497	.432	.467
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q29	Pearson Correlation	.503	.498	.468	.546	.486	.356	.590	.510	.468
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q30	Pearson Correlation	.488	.533	.462	.506	.503	.477	.535	.494	.496
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q31	Pearson Correlation	.463	.502	.448	.483	.482	.447	.506	.482	.456
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q32	Pearson Correlation	.471	.519	.489	.517	.540	.330	.505	.479	.429
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q33	Pearson Correlation	.418	.472	.432	457	.486	.431	.498	.536	.505
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q34	Pearson Correlation	.423	.453	.484	.515	.526	.452	.787	.513	.539
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q35	Pearson Correlation	.453	.526	.464	.549	.565	.523	.386	.510	.496
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222
Q36	Pearson Correlation	.494	.542	.550	.536	.486	.533	.475	.552	.597
	Sig.(2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	222	222	222	222	222	222	222	222	222

APPENDIX 4

T-TEST ANALYSIS

T-Test

Group Statistics

	sex	N	Mean	Std. Deviation	Std. Error Mean
Q1. Congruence 1	male	148	4.38	.929	.076
	female	74	4.46	.954	.111
Q2. Congruence 2	male	148	4.24	.885	.073
	female	74	4.31	1.019	.118
Q3. Stability of env and tech 1	male	148	4.28	.941	.077
	female	74	4.18	1.151	.134
Q4. Stability of env and tech 2	male	148	4.38	1.084	.089
	female	74	4.12	1.059	.123
Q5. Unionization 1	male	148	4.30	1.008	.083
	female	74	4.23	1.129	.131
Q6. Unionization 2	male	148	4.33	1.133	.093
	female	74	4.27	1.197	.139
Q7. Goal Specificity 1	male	148	4.42	1.131	.093
	female	74	4.24	1.168	.136
Q8. Goal Specificity 2	male	148	4.41	.939	.077
	female	74	4.28	.899	.105
Q9. Programmability 1	male	148	4.43	1.114	.092
	female	74	4.30	1.332	.155
Q10. Programmability 2	male	148	4.34	1.080	.089
	female	74	4.31	1.249	.145
Q11. Level of Change Target 1	male	148	4.54	1.145	.094
	female	74	4.24	1.237	.144
Q12. Level of Change Target 2	male	148	4.39	1.067	.088
	female	74	4.42	1.239	.144
Q13. Internal Support 1	male	148	4.43	1.173	.096
	female	74	4.42	1.324	.154
Q14. Internal Support 2	male	148	4.41	.902	.074
	female	74	4.41	1.204	.140
Q15. Sponsorship 1	male	148	4.32	1.038	.085
	female	74	4.41	1.193	.139
Q16. Sponsorship 2	male	148	4.45	.964	.079
	female	74	4.28	1.104	.128
Q17. Socialization 1	male	148	4.41	1.106	.091
	female	74	4.34	1.368	.159
Q18. Socialization 2	male	148	4.39	1.047	.086
	female	74	4.24	1.248	.145
Q19. Commitment 1	male	148	4.48	.922	.076
	female	74	4.36	1.223	.142
Q20. Commitment 2	male	148	4.49	1.066	.088
	female	74	4.26	1.217	.141
Q21. Reward Allocation 1	male	148	3.18	1.354	.111
	female	74	3.14	1.253	.146
Q22. Reward Allocation 2	male	148	3.59	1.484	.122
	female	74	3.68	1.481	.172

Group Statistics

	sex	N	Mean	Std. Deviation	Std. Error Mean
Q23. Diffusion 1	male	148	4.22	1.034	.085
	female	74	4.01	1.153	.134
Q24. Diffusion 2	male	148	4.39	.952	.078
	female	74	4.16	1.135	.132
Q25. Sensing and Calibration 1	male	148	4.49	1.020	.084
	female	74	4.38	1.279	.149
Q26. Sensing and Calibration 2	male	148	4.36	1.051	.086
	female	74	4.28	1.188	.138
Q27. Knowledge 1	male	148	4.38	.999	.082
	female	74	4.14	1.064	.124
Q28. Knowledge 2	male	148	4.14	.997	.082
	female	74	4.15	1.106	.129
Q29. Performance	male	148	4.28	.910	.075
	female	74	3.89	1.165	.135
Q30. Preference 1	male	148	4.39	.952	.078
	female	74	4.15	1.081	.126
Q31. Preference 2	male	148	4.54	.929	.076
	female	74	4.28	.973	.113
Q32. Normative Consensus	male	148	4.54	.876	.072
	female	74	4.36	.930	.108
Q33. Value Consensus 1	male	148	4.32	.977	.080
	female	74	4.41	1.169	.136
Q34. Value Consensus 2	male	148	4.45	1.052	.086
	female	74	4.43	1.251	.145
Q35. Value Consensus 3	male	148	4.53	1.066	.088
	female	74	4.42	1.261	.147
Q36. Value Consensus 4	male	148	4.53	1.128	.093
	female	74	4.38	1.119	.130
Q37. Value Consensus 5	male	148	4.52	1.072	.088
	female	74	4.49	1.150	.134
Q38. D.P : Market Share	male	148	4.47	1.059	.087
	female	74	4.31	1.046	.122
Q39. D.P : Profit Growth	male	148	4.45	1.090	.090
	female	74	4.51	1.063	.124
Q40. D.P : labour productivity	male	148	4.57	1.025	.084
	female	74	4.34	1.050	.122
Q41. D.P : Return on assets	male	148	4.43	1.076	.088
	female	74	4.35	1.140	.133
Q42. D.P : Return on investment	male	148	4.43	1.038	.085
	female	74	4.42	1.170	.136
Q43. D.P : Development of new product	male	148	4.55	1.127	.093
	female	74	4.26	1.159	.135
Q44. D.P : Sales growth	male	148	4.41	1.130	.093
	female	74	4.57	.980	.114
Q45. D.P : Capacity utilization	male	148	4.54	1.109	.091
	female	74	4.55	1.172	.136

Group Statistics

	sex	N	Mean	Std. Deviation	Std. Error Mean
Q46. D.P : Cost control	male	148	4.49	1.140	.094
	female	74	4.61	1.004	.117
Q47. D.P : Personnel development	male	148	4.36	1.144	.094
	female	74	4.27	1.089	.127
Q48. D.P : Company Image	male	148	4.47	1.078	.089
	female	74	4.47	1.137	.132
Q49. D.P : Customer Satisfaction	male	148	4.49	1.140	.094
	female	74	4.50	1.113	.129

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Q1. Congruence 1	Equal variances assumed Equal variances not assumed	.001	.977
Q2. Congruence 2	Equal variances assumed Equal variances not assumed	1.380	.241
Q3. Stability of environment and technology 1	Equal variances assumed Equal variances not assumed	1.395	.239
Q4. Stability of environment and technology 2	Equal variances assumed Equal variances not assumed	1.990	.160
Q5. Unionization 1	Equal variances assumed Equal variances not assumed	.745	.389
Q6. Unionization 2	Equal variances assumed Equal variances not assumed	.033	.855
Q7. Goal Specificity 1	Equal variances assumed Equal variances not assumed	.001	.974
Q8. Goal Specificity 2	Equal variances assumed Equal variances not assumed	.287	.593
Q9. Programmability 1	Equal variances assumed Equal variances not assumed	1.982	.161
Q10. Programmability 2	Equal variances assumed Equal variances not assumed	2.009	.158
Q11. Level of Change Target 1	Equal variances assumed Equal variances not assumed	.253	.616

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Q12. Level of Change Target 2	Equal variances assumed	3.094	.080
	Equal variances not assumed		
Q13. Internal Support 1	Equal variances assumed	.528	.468
	Equal variances not assumed		
Q14. Internal Support 2	Equal variances assumed	7.594	.006
	Equal variances not assumed		
Q15. Sponsorship 1	Equal variances assumed	3.656	.057
	Equal variances not assumed		
Q16. Sponsorship 2	Equal variances assumed	1.322	.251
	Equal variances not assumed		
Q17. Socialization 1	Equal variances assumed	4.952	.027
	Equal variances not assumed		
Q18. Socialization 2	Equal variances assumed	2.015	.157
	Equal variances not assumed		
Q19. Commitment 1	Equal variances assumed	5.128	.025
	Equal variances not assumed		
Q20. Commitment 2	Equal variances assumed	1.887	.171
	Equal variances not assumed		
Q21. Reward Allocation 1	Equal variances assumed	.943	.333
	Equal variances not assumed		
Q22. Reward Allocation 2	Equal variances assumed	.119	.730
	Equal variances not assumed		

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Q23. Diffusion 1	Equal variances assumed	.136	.713
	Equal variances not assumed		
Q24. Diffusion 2	Equal variances assumed	.620	.432
	Equal variances not assumed		
Q25. Sensing and Calibration 1	Equal variances assumed	4.749	.030
	Equal variances not assumed		
Q26. Sensing and Calibration 2	Equal variances assumed	1.245	.266
	Equal variances not assumed		
Q27. Knowledge 1	Equal variances assumed	.507	.477
	Equal variances not assumed		
Q28. Knowledge 2	Equal variances assumed	.000	.990
	Equal variances not assumed		
Q29. Performance	Equal variances assumed	3.981	.047
	Equal variances not assumed		
Q30. Preference 1	Equal variances assumed	.487	.486
	Equal variances not assumed		
Q31. Preference 2	Equal variances assumed	.185	.668
	Equal variances not assumed		
Q32. Normative Consensus	Equal variances assumed	.878	.350
	Equal variances not assumed		
Q33. Value Consensus 1	Equal variances assumed	3.633	.058
	Equal variances not assumed		

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Q34. Value Consensus 2	Equal variances assumed Equal variances not assumed	3.759	.054
Q35. Value Consensus 3	Equal variances assumed Equal variances not assumed	3.205	.075
Q36. Value Consensus 4	Equal variances assumed Equal variances not assumed	.015	.901
Q37. Value Consensus 5	Equal variances assumed Equal variances not assumed	.299	.585
Q38. D.P : Market Share	Equal variances assumed Equal variances not assumed	.012	.912
Q39. D.P : Profit Growth	Equal variances assumed Equal variances not assumed	.085	.771
Q40. D.P : labour productivity	Equal variances assumed Equal variances not assumed	.065	.799
Q41. D.P : Return on assets	Equal variances assumed Equal variances not assumed	.294	.588
Q42. D.P : Return on Investment	Equal variances assumed Equal variances not assumed	.639	.425
Q43. D.P : Development of new product	Equal variances assumed Equal variances not assumed	.036	.850
Q44. D.P : Sales growth	Equal variances assumed Equal variances not assumed	3.081	.081

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Q45. D.P : Capacity utilization	Equal variances assumed Equal variances not assumed	.048	.827
Q46. D.P : Cost control	Equal variances assumed Equal variances not assumed	2.153	.144
Q47. D.P : Personnel development	Equal variances assumed Equal variances not assumed	.743	.390
Q48. D.P : Company Image	Equal variances assumed Equal variances not assumed	.354	.553
Q49. D.P : Customer Satisfaction	Equal variances assumed Equal variances not assumed	.135	.713

Independent Samples Test

		t-test for Equality of Means		
		t	df	Sig. (2-tailed)
Q1. Congruence 1	Equal variances assumed	-.608	220	.544
	Equal variances not assumed	-.602	142.733	.548
Q2. Congruence 2	Equal variances assumed	-.509	220	.611
	Equal variances not assumed	-.486	129.327	.628
Q3. Stability of environment and technology 1	Equal variances assumed	.748	220	.455
	Equal variances not assumed	.700	123.082	.486
Q4. Stability of environment and technology 2	Equal variances assumed	1.676	220	.095
	Equal variances not assumed	1.689	149.189	.093
Q5. Unionization 1	Equal variances assumed	.497	220	.619
	Equal variances not assumed	.479	132.303	.633
Q6. Unionization 2	Equal variances assumed	.370	220	.712
	Equal variances not assumed	.363	139.206	.717
Q7. Goal Specificity 1	Equal variances assumed	1.079	220	.282
	Equal variances not assumed	1.067	141.970	.288
Q8. Goal Specificity 2	Equal variances assumed	.922	220	.357
	Equal variances not assumed	.936	151.899	.351
Q9. Programmability 1	Equal variances assumed	.797	220	.426
	Equal variances not assumed	.751	125.369	.454
Q10. Programmability 2	Equal variances assumed	.208	220	.835
	Equal variances not assumed	.199	128.844	.843
Q11. Level of Change Target 1	Equal variances assumed	1.775	220	.077
	Equal variances not assumed	1.730	136.556	.086

Independent Samples Test

		t-test for Equality of Means		
		t	df	Sig. (2-tailed)
Q12. Level of Change Target 2	Equal variances assumed	-.168	220	.866
	Equal variances not assumed	-.160	128.404	.873
Q13. Internal Support 1	Equal variances assumed	.039	220	.969
	Equal variances not assumed	.037	131.443	.970
Q14. Internal Support 2	Equal variances assumed	.000	220	1.000
	Equal variances not assumed	.000	115.235	1.000
Q15. Sponsorship 1	Equal variances assumed	-.522	220	.602
	Equal variances not assumed	-.498	129.555	.619
Q16. Sponsorship 2	Equal variances assumed	1.171	220	.243
	Equal variances not assumed	1.120	129.878	.265
Q17. Socialization 1	Equal variances assumed	.435	220	.664
	Equal variances not assumed	.406	122.072	.686
Q18. Socialization 2	Equal variances assumed	.934	220	.351
	Equal variances not assumed	.881	125.764	.380
Q19. Commitment 1	Equal variances assumed	.782	220	.435
	Equal variances not assumed	.713	115.750	.477
Q20. Commitment 2	Equal variances assumed	1.485	220	.139
	Equal variances not assumed	1.421	130.216	.158
Q21. Reward Allocation 1	Equal variances assumed	.216	220	.830
	Equal variances not assumed	.221	156.575	.825
Q22. Reward Allocation 2	Equal variances assumed	-.416	220	.678
	Equal variances not assumed	-.416	146.359	.678

Independent Samples Test

		t-test for Equality of Means		
		t	df	Sig. (2-tailed)
Q23. Diffusion 1	Equal variances assumed	1.325	220	.187
	Equal variances not assumed	1.278	132.850	.204
Q24. Diffusion 2	Equal variances assumed	1.587	220	.114
	Equal variances not assumed	1.497	125.678	.137
Q25. Sensing and Calibration 1	Equal variances assumed	.725	220	.469
	Equal variances not assumed	.673	120.768	.502
Q26. Sensing and Calibration 2	Equal variances assumed	.519	220	.605
	Equal variances not assumed	.498	131.292	.619
Q27. Knowledge 1	Equal variances assumed	1.673	220	.096
	Equal variances not assumed	1.638	138.241	.104
Q28. Knowledge 2	Equal variances assumed	-.046	220	.963
	Equal variances not assumed	-.044	133.350	.965
Q29. Performance	Equal variances assumed	2.700	220	.007
	Equal variances not assumed	2.489	118.783	.014
Q30. Preference 1	Equal variances assumed	1.714	220	.088
	Equal variances not assumed	1.643	130.804	.103
Q31. Preference 2	Equal variances assumed	1.912	220	.057
	Equal variances not assumed	1.882	140.253	.062
Q32. Normative Consensus	Equal variances assumed	1.380	220	.169
	Equal variances not assumed	1.352	138.555	.178
Q33. Value Consensus 1	Equal variances assumed	-.545	220	.586
	Equal variances not assumed	-.513	125.306	.609

Independent Samples Test

		t-test for Equality of Means		
		t	df	Sig. (2-tailed)
Q34. Value Consensus 2	Equal variances assumed	.085	220	.933
	Equal variances not assumed	.080	125.931	.936
Q35. Value Consensus 3	Equal variances assumed	.670	220	.504
	Equal variances not assumed	.633	126.452	.528
Q36. Value Consensus 4	Equal variances assumed	.928	220	.354
	Equal variances not assumed	.931	147.108	.354
Q37. Value Consensus 5	Equal variances assumed	.216	220	.829
	Equal variances not assumed	.211	137.377	.833
Q38. D.P : Market Share	Equal variances assumed	1.035	220	.302
	Equal variances not assumed	1.039	147.736	.300
Q39. D.P : Profit Growth	Equal variances assumed	-.439	220	.661
	Equal variances not assumed	-.443	149.392	.659
Q40. D.P : labour productivity	Equal variances assumed	1.562	220	.120
	Equal variances not assumed	1.549	142.910	.124
Q41. D.P : Return on assets	Equal variances assumed	.476	220	.635
	Equal variances not assumed	.467	138.838	.642
Q42. D.P : Return on investment	Equal variances assumed	.088	220	.930
	Equal variances not assumed	.084	131.571	.933
Q43. D.P : Development of new product	Equal variances assumed	1.794	220	.074
	Equal variances not assumed	1.777	142.468	.078
Q44. D.P : Sales growth	Equal variances assumed	-1.052	220	.294
	Equal variances not assumed	-1.103	165.842	.272

Independent Samples Test

		t-test for Equality of Means		
		t	df	Sig. (2-tailed)
Q45. D.P : Capacity utilization	Equal variances assumed	-.084	220	.933
	Equal variances not assumed	-.082	139.125	.934
Q46. D.P : Cost control	Equal variances assumed	-.779	220	.437
	Equal variances not assumed	-.812	163.600	.418
Q47. D.P : Personnel development	Equal variances assumed	.590	220	.556
	Equal variances not assumed	.600	152.650	.549
Q48. D.P : Company Image	Equal variances assumed	-.043	220	.966
	Equal variances not assumed	-.042	139.338	.966
Q49. D.P : Customer Satisfaction	Equal variances assumed	-.042	220	.967
	Equal variances not assumed	-.042	149.206	.966

Independent Samples Test

		t-test for Equality of Means	
		Mean Difference	Std. Error Difference
Q1. Congruence 1	Equal variances assumed	-.08	.133
	Equal variances not assumed	-.08	.135
Q2. Congruence 2	Equal variances assumed	-.07	.133
	Equal variances not assumed	-.07	.139
Q3. Stability of environment and technology 1	Equal variances assumed	.11	.145
	Equal variances not assumed	.11	.155
Q4. Stability of environment and technology 2	Equal variances assumed	.26	.153
	Equal variances not assumed	.26	.152
Q5. Unionization 1	Equal variances assumed	.07	.149
	Equal variances not assumed	.07	.155
Q6. Unionization 2	Equal variances assumed	.06	.164
	Equal variances not assumed	.06	.167
Q7. Goal Specificity 1	Equal variances assumed	.18	.163
	Equal variances not assumed	.18	.165
Q8. Goal Specificity 2	Equal variances assumed	.12	.132
	Equal variances not assumed	.12	.130
Q9. Programmability 1	Equal variances assumed	.14	.169
	Equal variances not assumed	.14	.180
Q10. Programmability 2	Equal variances assumed	.03	.162
	Equal variances not assumed	.03	.170
Q11. Level of Change Target 1	Equal variances assumed	.30	.167
	Equal variances not assumed	.30	.172

Independent Samples Test

		t-test for Equality of Means	
		Mean Difference	Std. Error Difference
Q12. Level of Change Target 2	Equal variances assumed	-.03	.160
	Equal variances not assumed	-.03	.169
Q13. Internal Support 1	Equal variances assumed	.01	.174
	Equal variances not assumed	.01	.182
Q14. Internal Support 2	Equal variances assumed	.00	.144
	Equal variances not assumed	.00	.158
Q15. Sponsorship 1	Equal variances assumed	-.08	.155
	Equal variances not assumed	-.08	.163
Q16. Sponsorship 2	Equal variances assumed	.17	.144
	Equal variances not assumed	.17	.151
Q17. Socialization 1	Equal variances assumed	.07	.171
	Equal variances not assumed	.07	.183
Q18. Socialization 2	Equal variances assumed	.15	.159
	Equal variances not assumed	.15	.169
Q19. Commitment 1	Equal variances assumed	.11	.147
	Equal variances not assumed	.11	.161
Q20. Commitment 2	Equal variances assumed	.24	.159
	Equal variances not assumed	.24	.166
Q21. Reward Allocation 1	Equal variances assumed	.04	.188
	Equal variances not assumed	.04	.183
Q22. Reward Allocation 2	Equal variances assumed	-.09	.211
	Equal variances not assumed	-.09	.211

Independent Samples Test

		t-test for Equality of Means	
		Mean Difference	Std. Error Difference
Q23. Diffusion 1	Equal variances assumed	.20	.153
	Equal variances not assumed	.20	.159
Q24. Diffusion 2	Equal variances assumed	.23	.145
	Equal variances not assumed	.23	.153
Q25. Sensing and Calibration 1	Equal variances assumed	.11	.158
	Equal variances not assumed	.11	.171
Q26. Sensing and Calibration 2	Equal variances assumed	.08	.156
	Equal variances not assumed	.08	.163
Q27. Knowledge 1	Equal variances assumed	.24	.145
	Equal variances not assumed	.24	.148
Q28. Knowledge 2	Equal variances assumed	-.01	.147
	Equal variances not assumed	-.01	.152
Q29. Performance	Equal variances assumed	.39	.143
	Equal variances not assumed	.39	.155
Q30. Preference 1	Equal variances assumed	.24	.142
	Equal variances not assumed	.24	.148
Q31. Preference 2	Equal variances assumed	.26	.134
	Equal variances not assumed	.26	.136
Q32. Normative Consensus	Equal variances assumed	.18	.127
	Equal variances not assumed	.18	.130
Q33. Value Consensus 1	Equal variances assumed	-.08	.149
	Equal variances not assumed	-.08	.158

Independent Samples Test

		t-test for Equality of Means	
		Mean Difference	Std. Error Difference
Q34. Value Consensus 2	Equal variances assumed	.01	.160
	Equal variances not assumed	.01	.169
Q35. Value Consensus 3	Equal variances assumed	.11	.161
	Equal variances not assumed	.11	.171
Q36. Value Consensus 4	Equal variances assumed	.15	.160
	Equal variances not assumed	.15	.160
Q37. Value Consensus 5	Equal variances assumed	.03	.156
	Equal variances not assumed	.03	.160
Q38. D.P : Market Share	Equal variances assumed	.16	.150
	Equal variances not assumed	.16	.150
Q39. D.P : Profit Growth	Equal variances assumed	-.07	.154
	Equal variances not assumed	-.07	.153
Q40. D.P : labour productivity	Equal variances assumed	.23	.147
	Equal variances not assumed	.23	.148
Q41. D.P : Return on assets	Equal variances assumed	.07	.156
	Equal variances not assumed	.07	.159
Q42. D.P : Return on investment	Equal variances assumed	.01	.154
	Equal variances not assumed	.01	.161
Q43. D.P : Development of new product	Equal variances assumed	.29	.162
	Equal variances not assumed	.29	.164
Q44. D.P : Sales growth	Equal variances assumed	-.16	.154
	Equal variances not assumed	-.16	.147

Independent Samples Test

		t-test for Equality of Means	
		Mean Difference	Std. Error Difference
Q45. D.P : Capacity utilization	Equal variances assumed	-.01	.161
	Equal variances not assumed	-.01	.164
Q46. D.P : Cost control	Equal variances assumed	-.12	.156
	Equal variances not assumed	-.12	.150
Q47. D.P : Personnel development	Equal variances assumed	.09	.160
	Equal variances not assumed	.09	.158
Q48. D.P : Company Image	Equal variances assumed	-.01	.156
	Equal variances not assumed	-.01	.159
Q49. D.P : Customer Satisfaction	Equal variances assumed	-.01	.161
	Equal variances not assumed	-.01	.160

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Q1. Congruence 1	Equal variances assumed	-.344	.182
	Equal variances not assumed	-.347	.185
Q2. Congruence 2	Equal variances assumed	-.329	.194
	Equal variances not assumed	-.343	.208
Q3. Stability of environment and technology 1	Equal variances assumed	-.177	.393
	Equal variances not assumed	-.198	.414
Q4. Stability of environment and technology 2	Equal variances assumed	-.045	.559
	Equal variances not assumed	-.044	.557
Q5. Unionization 1	Equal variances assumed	-.220	.369
	Equal variances not assumed	-.233	.381
Q6. Unionization 2	Equal variances assumed	-.263	.385
	Equal variances not assumed	-.270	.392
Q7. Goal Specificity 1	Equal variances assumed	-.145	.497
	Equal variances not assumed	-.150	.501
Q8. Goal Specificity 2	Equal variances assumed	-.138	.381
	Equal variances not assumed	-.135	.378
Q9. Programmability 1	Equal variances assumed	-.199	.469
	Equal variances not assumed	-.221	.491
Q10. Programmability 2	Equal variances assumed	-.286	.353
	Equal variances not assumed	-.303	.370
Q11. Level of Change Target 1	Equal variances assumed	-.033	.627
	Equal variances not assumed	-.042	.637

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Q12. Level of Change Target 2	Equal variances assumed	-.343	.289
	Equal variances not assumed	-.361	.307
Q13. Internal Support 1	Equal variances assumed	-.337	.351
	Equal variances not assumed	-.353	.366
Q14. Internal Support 2	Equal variances assumed	-.284	.284
	Equal variances not assumed	-.314	.314
Q15. Sponsorship 1	Equal variances assumed	-.387	.225
	Equal variances not assumed	-.403	.241
Q16. Sponsorship 2	Equal variances assumed	-.115	.453
	Equal variances not assumed	-.130	.467
Q17. Socialization 1	Equal variances assumed	-.262	.411
	Equal variances not assumed	-.288	.437
Q18. Socialization 2	Equal variances assumed	-.165	.462
	Equal variances not assumed	-.185	.482
Q19. Commitment 1	Equal variances assumed	-.175	.404
	Equal variances not assumed	-.204	.434
Q20. Commitment 2	Equal variances assumed	-.077	.550
	Equal variances not assumed	-.093	.566
Q21. Reward Allocation 1	Equal variances assumed	-.330	.411
	Equal variances not assumed	-.322	.403
Q22. Reward Allocation 2	Equal variances assumed	-.504	.328
	Equal variances not assumed	-.505	.329

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Q23. Diffusion 1	Equal variances assumed	-.099	.504
	Equal variances not assumed	-.111	.517
Q24. Diffusion 2	Equal variances assumed	-.055	.515
	Equal variances not assumed	-.074	.533
Q25. Sensing and Calibration 1	Equal variances assumed	-.197	.427
	Equal variances not assumed	-.223	.453
Q26. Sensing and Calibration 2	Equal variances assumed	-.227	.389
	Equal variances not assumed	-.241	.403
Q27. Knowledge 1	Equal variances assumed	-.043	.530
	Equal variances not assumed	-.050	.537
Q28. Knowledge 2	Equal variances assumed	-.297	.283
	Equal variances not assumed	-.308	.295
Q29. Performance	Equal variances assumed	.104	.666
	Equal variances not assumed	.079	.692
Q30. Preference 1	Equal variances assumed	-.036	.523
	Equal variances not assumed	-.050	.536
Q31. Preference 2	Equal variances assumed	-.008	.521
	Equal variances not assumed	-.013	.526
Q32. Normative Consensus	Equal variances assumed	-.075	.427
	Equal variances not assumed	-.081	.433
Q33. Value Consensus 1	Equal variances assumed	-.374	.212
	Equal variances not assumed	-.394	.231

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Q34. Value Consensus 2	Equal variances assumed	-.301	.328
	Equal variances not assumed	-.321	.348
Q35. Value Consensus 3	Equal variances assumed	-.210	.426
	Equal variances not assumed	-.230	.446
Q36. Value Consensus 4	Equal variances assumed	-.167	.464
	Equal variances not assumed	-.167	.464
Q37. Value Consensus 5	Equal variances assumed	-.274	.342
	Equal variances not assumed	-.283	.350
Q38. D.P : Market Share	Equal variances assumed	-.141	.451
	Equal variances not assumed	-.140	.451
Q39. D.P : Profit Growth	Equal variances assumed	-.371	.236
	Equal variances not assumed	-.369	.234
Q40. D.P : labour productivity	Equal variances assumed	-.060	.520
	Equal variances not assumed	-.063	.523
Q41. D.P : Return on assets	Equal variances assumed	-.234	.382
	Equal variances not assumed	-.241	.389
Q42. D.P : Return on investment	Equal variances assumed	-.291	.318
	Equal variances not assumed	-.304	.331
Q43. D.P : Development of new product	Equal variances assumed	-.029	.610
	Equal variances not assumed	-.033	.614
Q44. D.P : Sales growth	Equal variances assumed	-.466	.142
	Equal variances not assumed	-.452	.128

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Q45. D.P : Capacity utilization	Equal variances assumed	-.331	.304
	Equal variances not assumed	-.338	.311
Q46. D.P : Cost control	Equal variances assumed	-.429	.186
	Equal variances not assumed	-.417	.174
Q47. D.P : Personnel development	Equal variances assumed	-.221	.411
	Equal variances not assumed	-.217	.406
Q48. D.P : Company Image	Equal variances assumed	-.315	.301
	Equal variances not assumed	-.321	.308
Q49. D.P : Customer Satisfaction	Equal variances assumed	-.324	.311
	Equal variances not assumed	-.322	.309

APPENDIX 5

ANOVA ANALYSIS

ANOVA TEST FOR POSITION

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Q1	Between Groups	8.280	5	1.656	1.931	.090
	Within Groups	185.234	216	.858		
	Total	193.514	221			
Q2	Between Groups	15.201	5	3.040	3.729	.003
	Within Groups	176.119	216	.815		
	Total	191.320	221			
Q3	Between Groups	14.253	5	2.851	2.889	.015
	Within Groups	213.121	216	.987		
	Total	227.374	221			
Q4	Between Groups	22.350	5	4.470	4.098	.001
	Within Groups	235.619	216	1.091		
	Total	257.968	221			
Q5	Between Groups	28.245	5	5.649	5.690	.000
	Within Groups	214.439	216	.993		
	Total	242.685	221			
Q6	Between Groups	24.165	5	4.833	3.875	.002
	Within Groups	269.389	216	1.247		
	Total	293.554	221			
Q7	Between Groups	23.153	5	4.631	3.760	.003
	Within Groups	266.018	216	1.232		
	Total	289.171	221			
Q8	Between Groups	9.761	5	1.952	2.347	.042
	Within Groups	179.685	216	.832		
	Total	189.446	221			
Q9	Between Groups	31.091	5	6.218	4.770	.000
	Within Groups	281.594	216	1.304		
	Total	312.685	221			
Q10	Between Groups	30.609	5	6.122	5.191	.000
	Within Groups	254.725	216	1.179		
	Total	285.333	221			
Q11	Between Groups	19.820	5	3.964	2.964	.013
	Within Groups	288.918	216	1.338		
	Total	308.739	221			
Q12	Between Groups	18.049	5	3.610	2.984	.013
	Within Groups	261.271	216	1.210		
	Total	279.320	221			
Q13	Between Groups	13.926	5	2.785	1.902	.095

	Within Groups	316.273	216	1.464		
	Total	330.198	221			
Q14	Between Groups	13.503	5	2.701	2.751	.020
	Within Groups	212.011	216	.982		
	Total	225.514	221			
Q15	Between Groups	13.645	5	2.729	2.368	.041
	Within Groups	248.950	216	1.153		
	Total	262.595	221			
Q16	Between Groups	16.579	5	3.316	3.402	.006
	Within Groups	210.538	216	.975		
	Total	227.117	221			
Q17	Between Groups	27.827	5	5.565	4.162	.001
	Within Groups	288.858	216	1.337		
	Total	316.685	221			
Q18	Between Groups	27.232	5	5.446	4.729	.000
	Within Groups	248.749	216	1.152		
	Total	275.982	221			
Q19	Between Groups	11.495	5	2.299	2.224	.053
	Within Groups	223.244	216	1.034		
	Total	234.739	221			
Q20	Between Groups	34.364	5	6.873	6.096	.000
	Within Groups	243.510	216	1.127		
	Total	277.874	221			
Q21	Between Groups	18.883	5	3.777	2.233	.052
	Within Groups	365.279	216	1.691		
	Total	384.162	221			
Q22	Between Groups	18.923	5	3.785	1.756	.123
	Within Groups	465.532	216	2.155		
	Total	484.455	221			
Q23	Between Groups	6.424	5	1.285	1.112	.355
	Within Groups	249.671	216	1.156		
	Total	256.095	221			
Q24	Between Groups	13.746	5	2.749	2.747	.020
	Within Groups	216.182	216	1.001		
	Total	229.928	221			
Q25	Between Groups	35.721	5	7.144	6.502	.000
	Within Groups	237.329	216	1.099		
	Total	273.050	221			
Q26	Between Groups	24.972	5	4.994	4.482	.001
	Within Groups	240.691	216	1.114		
	Total	265.662	221			

Q27	Between Groups	9.330	5	1.866	1.807	.113
	Within Groups	223.048	216	1.033		
	Total	232.378	221			
Q28	Between Groups	9.568	5	1.914	1.830	.108
	Within Groups	225.819	216	1.045		
	Total	235.387	221			
Q29	Between Groups	11.824	5	2.365	2.362	.041
	Within Groups	216.270	216	1.001		
	Total	228.095	221			
Q30	Between Groups	10.697	5	2.139	2.192	.056
	Within Groups	210.857	216	.976		
	Total	221.554	221			
Q31	Between Groups	3.216	5	.643	.709	.617
	Within Groups	195.834	216	.907		
	Total	199.050	221			
Q32	Between Groups	3.277	5	.655	.813	.542
	Within Groups	174.151	216	.806		
	Total	177.428	221			
Q33	Between Groups	10.611	5	2.122	1.993	.081
	Within Groups	229.983	216	1.065		
	Total	240.595	221			
Q34	Between Groups	13.797	5	2.759	2.267	.049
	Within Groups	262.941	216	1.217		
	Total	276.739	221			
Q35	Between Groups	29.430	5	5.886	5.004	.000
	Within Groups	254.052	216	1.176		
	Total	283.482	221			
Q36	Between Groups	25.279	5	5.056	4.298	.001
	Within Groups	254.109	216	1.176		
	Total	279.387	221			
Q37	Between Groups	16.991	5	3.398	2.954	.013
	Within Groups	248.491	216	1.150		
	Total	265.482	221			
Q38	Between Groups	18.246	5	3.649	3.463	.005
	Within Groups	227.628	216	1.054		
	Total	245.874	221			
Q39	Between Groups	17.373	5	3.475	3.128	.010
	Within Groups	239.907	216	1.111		
	Total	257.279	221			
Q40	Between Groups	13.612	5	2.722	2.627	.025

	Within Groups	223.870	216	1.036		
	Total	237.482	221			
Q41	Between Groups	13.409	5	2.682	2.300	.046
	Within Groups	251.911	216	1.166		
Q42	Total	265.320	221			
	Between Groups	15.692	5	3.138	2.794	.018
	Within Groups	242.655	216	1.123		
	Total	258.347	221			
Q43	Between Groups	19.857	5	3.971	3.188	.008
	Within Groups	269.098	216	1.246		
	Total	288.955	221			
Q44	Between Groups	22.597	5	4.519	4.127	.001
	Within Groups	236.538	216	1.095		
	Total	259.135	221			
Q45	Between Groups	24.540	5	4.908	4.133	.001
	Within Groups	256.509	216	1.188		
	Total	281.050	221			
Q46	Between Groups	19.964	5	3.993	3.515	.004
	Within Groups	245.374	216	1.136		
	Total	265.338	221			
Q47	Between Groups	16.031	5	3.206	2.630	.025
	Within Groups	263.303	216	1.219		
	Total	279.333	221			
Q48	Between Groups	29.319	5	5.864	5.368	.000
	Within Groups	235.960	216	1.092		
	Total	265.279	221			
Q49	Between Groups	37.877	5	7.575	6.717	.000
	Within Groups	243.619	216	1.128		
	Total	281.495	221			

Multiple Comparisons
Tukey HSD

			Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
Dependent Variable	(I) position	(J) position				Lower Bound	Upper Bound
Q2.	manager	executive	.01	.200	1.000	-.57	.58
		supervisor	.65	.240	.078	-.04	1.34
		technician	.09	.244	.999	-.61	.79
		clerk	.37	.230	.592	-.29	1.03
		product specialist	.64	.270	.174	-.14	1.42
	executive	manager	-.01	.200	1.000	-.58	.57
		supervisor	.64	.193	.013	.09	1.20
		technician	.08	.198	.998	-.49	.65
		clerk	.36	.181	.335	-.15	.88
		product specialist	.63	.230	.069	-.03	1.29
	supervisor	manager	-.65	.240	.078	-1.34	.04
		executive	-.64	.193	.013	-1.20	-.09
		technician	-.56	.237	.176	-1.24	.12
		clerk	-.28	.223	.814	-.92	.36
		product specialist	-.01	.265	1.000	-.77	.75
	Technician	manager	-.09	.244	.999	-.79	.61
		executive	-.08	.198	.998	-.65	.49
		supervisor	.56	.237	.176	-.12	1.24
		clerk	.28	.228	.818	-.37	.94
		product specialist	.55	.268	.317	-.22	1.32
	Clerk	manager	-.37	.230	.592	-1.03	.29
		executive	-.36	.181	.335	-.88	.15
		supervisor	.28	.223	.814	-.36	.92
		technician	-.28	.228	.818	-.94	.37
		product specialist	.27	.256	.900	-.47	1.01
	product specialist	manager	-.64	.270	.174	-1.42	.14
		executive	-.63	.230	.069	-1.29	.03
		supervisor	.01	.265	1.000	-.75	.77
		technician	-.55	.268	.317	-1.32	.22
		clerk	-.27	.256	.900	-1.01	.47
	Manager	executive	.03	.220	1.000	-.60	.66
		supervisor	.74	.264	.057	-.01	1.50
		technician	.05	.268	1.000	-.72	.82
		clerk	.39	.253	.640	-.34	1.12
		product specialist	.18	.297	.990	-.67	1.04
	executive	manager	-.03	.220	1.000	-.66	.60
		supervisor	.71	.212	.011	.11	1.32
		technician	.02	.217	1.000	-.60	.65
		clerk	.36	.199	.463	-.21	.93

		product specialist	.15	.253	.991	-.58	.88
	supervisor	manager	-.74	.264	.057	-1.50	.01
		executive	-.71	.212	.011	-1.32	-.11
		technician	-.69	.261	.089	-1.44	.06
		clerk	-.36	.246	.698	-1.06	.35
		product specialist	-.56	.291	.385	-1.40	.27
	technician	manager	-.05	.268	1.000	-.82	.72
		executive	-.02	.217	1.000	-.65	.60
		supervisor	.69	.261	.089	-.06	1.44
		clerk	.34	.250	.758	-.38	1.06
		product specialist	.13	.295	.998	-.72	.98
	clerk	manager	-.39	.253	.640	-1.12	.34
		executive	-.36	.199	.463	-.93	.21
		supervisor	.36	.246	.698	-.35	1.06
		technician	-.34	.250	.758	-1.06	.38
		product specialist	-.21	.282	.977	-1.02	.60
	product specialist	manager	-.18	.297	.990	-1.04	.67
		executive	-.15	.253	.991	-.88	.58
		supervisor	.56	.291	.385	-.27	1.40
		technician	-.13	.295	.998	-.98	.72
		clerk	.21	.282	.977	-.60	1.02
Q4.	Manager	executive	.30	.232	.786	-.37	.97
		supervisor	1.13	.277	.001	.34	1.93
		technician	.24	.282	.959	-.57	1.05
		clerk	.36	.266	.752	-.40	1.13
		product specialist	.25	.313	.970	-.65	1.14
	executive	manager	-.30	.232	.786	-.97	.37
		supervisor	.83	.223	.003	.19	1.47
		technician	-.06	.229	1.000	-.72	.59
		clerk	.06	.209	1.000	-.54	.66
		product specialist	-.06	.266	1.000	-.82	.71
	supervisor	manager	-1.13	.277	.001	-1.93	-.34
		executive	-.83	.223	.003	-1.47	-.19
		technician	-.90	.274	.016	-1.68	-.11
		clerk	-.77	.258	.036	-1.51	-.03
		product specialist	-.89	.306	.047	-1.77	-.01
	technician	manager	-.24	.282	.959	-1.05	.57
		executive	.06	.229	1.000	-.59	.72
		supervisor	.90	.274	.016	.11	1.68
		clerk	.12	.263	.997	-.63	.88
		product specialist	.01	.310	1.000	-.89	.90
	clerk	manager	-.36	.266	.752	-1.13	.40
		executive	-.06	.209	1.000	-.66	.54
		supervisor	.77	.258	.036	.03	1.51
		technician	-.12	.263	.997	-.88	.63

		product specialist	-.12	.296	.999	-.97	.74
	product specialist	manager	-.25	.313	.970	-1.14	.65
		executive	.06	.266	1.000	-.71	.82
		supervisor	.89	.306	.047	.01	1.77
		technician	-.01	.310	1.000	-.90	.89
		clerk	.12	.296	.999	-.74	.97
Q5.	manager	executive	.17	.221	.975	-.47	.80
		supervisor	1.06	.264	.001	.30	1.82
		technician	.09	.269	.999	-.68	.87
		clerk	.62	.254	.145	-.11	1.35
		product specialist	-.04	.298	1.000	-.90	.82
		executive	-.17	.221	.975	-.80	.47
		manager	.89	.213	.001	.28	1.50
		supervisor	-.07	.218	.999	-.70	.55
		technician	.45	.199	.206	-.12	1.03
		clerk	-.20	.254	.966	-.93	.52
	supervisor	manager	-1.06	.264	.001	-1.82	-.30
		executive	-.89	.213	.001	-1.50	-.28
		technician	-.97	.262	.004	-1.72	-.21
		clerk	-.44	.246	.480	-1.15	.27
		product specialist	-1.10	.292	.003	-1.94	-.26
	technician	manager	-.09	.269	.999	-.87	.68
		executive	.07	.218	.999	-.55	.70
		supervisor	.97	.262	.004	.21	1.72
		clerk	.53	.251	.290	-.19	1.25
		product specialist	-.13	.296	.998	-.98	.72
	clerk	manager	-.62	.254	.145	-1.35	.11
		executive	-.45	.199	.206	-1.03	.12
		supervisor	.44	.246	.480	-.27	1.15
		technician	-.53	.251	.290	-1.25	.19
		product specialist	-.66	.283	.185	-1.47	.15
	product specialist	manager	.04	.298	1.000	-.82	.90
		executive	.20	.254	.966	-.52	.93
		supervisor	1.10	.292	.003	.26	1.94
		technician	.13	.296	.998	-.72	.98
		clerk	.66	.283	.185	-.15	1.47
Q6.	manager	executive	.12	.248	.997	-.60	.83
		supervisor	.96	.296	.017	.11	1.81
		technician	-.09	.301	1.000	-.95	.78
		clerk	.48	.284	.538	-.34	1.30
		product specialist	.49	.334	.692	-.47	1.45
		executive	-.12	.248	.997	-.83	.60
		manager	.84	.238	.007	.16	1.53
		supervisor	-.20	.244	.962	-.91	.50
		technician	.36	.223	.578	-.28	1.01

		product specialist	.37	.284	.783	-.45	1.19
	supervisor	manager	-.96	.296	.017	-1.81	-.11
		executive	-.84	.238	.007	-1.53	-.16
		technician	-1.05	.293	.006	-1.89	-.20
		clerk	-.48	.276	.513	-1.27	.32
		product specialist	-.47	.327	.702	-1.41	.47
	technician	manager	.09	.301	1.000	-.78	.95
		executive	.20	.244	.962	-.50	.91
		supervisor	1.05	.293	.006	.20	1.89
		clerk	.57	.281	.336	-.24	1.38
		product specialist	.57	.332	.515	-.38	1.53
	clerk	manager	-.48	.284	.538	-1.30	.34
		executive	-.36	.223	.578	-1.01	.28
		supervisor	.48	.276	.513	-.32	1.27
		technician	-.57	.281	.336	-1.38	.24
		product specialist	.01	.317	1.000	-.90	.92
	product specialist	manager	-.49	.334	.692	-1.45	.47
		executive	-.37	.284	.783	-1.19	.45
		supervisor	.47	.327	.702	-.47	1.41
		technician	-.57	.332	.515	-1.53	.38
		clerk	-.01	.317	1.000	-.92	.90
Q7.	manager	executive	.01	.246	1.000	-.70	.72
		supervisor	.96	.294	.016	.12	1.81
		technician	.34	.299	.860	-.52	1.20
		clerk	.44	.283	.639	-.38	1.25
		product specialist	.26	.332	.970	-.69	1.22
	executive	manager	-.01	.246	1.000	-.72	.70
		supervisor	.96	.237	.001	.27	1.64
		technician	.34	.243	.736	-.36	1.03
		clerk	.43	.222	.389	-.21	1.07
		product specialist	.25	.283	.947	-.56	1.07
	supervisor	manager	-.96	.294	.016	-1.81	-.12
		executive	-.96	.237	.001	-1.64	-.27
		technician	-.62	.292	.279	-1.46	.22
		clerk	-.53	.274	.390	-1.32	.26
		product specialist	-.70	.325	.263	-1.64	.23
	technician	manager	-.34	.299	.860	-1.20	.52
		executive	-.34	.243	.736	-1.03	.36
		supervisor	.62	.292	.279	-.22	1.46
		clerk	.09	.280	1.000	-.71	.90
		product specialist	-.08	.330	1.000	-1.03	.87
	clerk	manager	-.44	.283	.639	-1.25	.38
		executive	-.43	.222	.389	-1.07	.21
		supervisor	.53	.274	.390	-.26	1.32
		technician	-.09	.280	1.000	-.90	.71

		product specialist	-.17	.315	.994	-1.08	.73
	product specialist	manager	-.26	.332	.970	-1.22	.69
		executive	-.25	.283	.947	-1.07	.56
		supervisor	.70	.325	.263	-.23	1.64
		technician	.08	.330	1.000	-.87	1.03
		clerk	.17	.315	.994	-.73	1.08
Q8.	manager	executive	-.13	.202	.987	-.71	.45
		supervisor	.40	.242	.574	-.30	1.09
		technician	-.38	.246	.630	-1.09	.33
		clerk	-.09	.232	.999	-.76	.58
		product specialist	-.12	.273	.997	-.91	.66
	executive	manager	.13	.202	.987	-.45	.71
		supervisor	.53	.195	.078	-.03	1.09
		technician	-.25	.200	.806	-.83	.32
		clerk	.04	.182	1.000	-.49	.56
		product specialist	.01	.232	1.000	-.66	.67
	supervisor	manager	-.40	.242	.574	-1.09	.30
		executive	-.53	.195	.078	-1.09	.03
		technician	-.78	.240	.017	-1.47	-.09
		clerk	-.49	.225	.257	-1.14	.16
		product specialist	-.52	.267	.376	-1.29	.25
	technician	manager	.38	.246	.630	-.33	1.09
		executive	.25	.200	.806	-.32	.83
		supervisor	.78	.240	.017	.09	1.47
		clerk	.29	.230	.806	-.37	.95
		product specialist	.26	.271	.933	-.52	1.04
	clerk	manager	.09	.232	.999	-.58	.76
		executive	-.04	.182	1.000	-.56	.49
		supervisor	.49	.225	.257	-.16	1.14
		technician	-.29	.230	.806	-.95	.37
		product specialist	-.03	.259	1.000	-.78	.71
	product specialist	manager	.12	.273	.997	-.66	.91
		executive	-.01	.232	1.000	-.67	.66
		supervisor	.52	.267	.376	-.25	1.29
		technician	-.26	.271	.933	-1.04	.52
		clerk	.03	.259	1.000	-.71	.78
Q9.	manager	executive	.15	.253	.990	-.57	.88
		supervisor	1.14	.303	.003	.27	2.01
		technician	-.05	.308	1.000	-.93	.84
		clerk	.56	.291	.379	-.27	1.40
		product specialist	.23	.342	.985	-.75	1.21
	executive	manager	-.15	.253	.990	-.88	.57
		supervisor	.98	.244	.001	.28	1.68
		technician	-.20	.250	.966	-.92	.52
		clerk	.41	.228	.471	-.25	1.07

		product specialist	.08	.291	1.000	-.76	.91
	supervisor	manager	-1.14	.303	.003	-2.01	-.27
		executive	-.98	.244	.001	-1.68	-.28
		technician	-1.18	.300	.001	-2.05	-.32
		clerk	-.57	.282	.330	-1.38	.24
		product specialist	-.91	.335	.078	-1.87	.06
	technician	manager	.05	.308	1.000	-.84	.93
		executive	.20	.250	.966	-.52	.92
		supervisor	1.18	.300	.001	.32	2.05
		clerk	.61	.288	.279	-.22	1.44
		product specialist	.28	.339	.965	-.70	1.25
	clerk	manager	-.56	.291	.379	-1.40	.27
		executive	-.41	.228	.471	-1.07	.25
		supervisor	.57	.282	.330	-.24	1.38
		technician	-.61	.288	.279	-1.44	.22
		product specialist	-.33	.324	.906	-1.27	.60
	product specialist	manager	-.23	.342	.985	-1.21	.75
		executive	-.08	.291	1.000	-.91	.76
		supervisor	.91	.335	.078	-.06	1.87
		technician	-.28	.339	.965	-1.25	.70
		clerk	.33	.324	.906	-.60	1.27
Q10.	manager	executive	.15	.241	.988	-.54	.85
		supervisor	1.10	.288	.002	.28	1.93
		technician	.17	.293	.993	-.67	1.01
		clerk	.76	.276	.071	-.04	1.55
		product specialist	.23	.325	.981	-.71	1.17
	executive	manager	-.15	.241	.988	-.85	.54
		supervisor	.95	.232	.001	.28	1.62
		technician	.01	.238	1.000	-.67	.70
		clerk	.60	.217	.064	-.02	1.23
		product specialist	.08	.276	1.000	-.72	.87
	supervisor	manager	-1.10	.288	.002	-1.93	-.28
		executive	-.95	.232	.001	-1.62	-.28
		technician	-.94	.285	.015	-1.76	-.12
		clerk	-.34	.268	.794	-1.12	.43
		product specialist	-.87	.318	.071	-1.79	.04
	technician	manager	-.17	.293	.993	-1.01	.67
		executive	-.01	.238	1.000	-.70	.67
		supervisor	.94	.285	.015	.12	1.76
		clerk	.59	.274	.261	-.20	1.38
		product specialist	.06	.323	1.000	-.87	.99
	clerk	manager	-.76	.276	.071	-1.55	.04
		executive	-.60	.217	.064	-1.23	.02
		supervisor	.34	.268	.794	-.43	1.12
		technician	-.59	.274	.261	-1.38	.20

		product specialist	-.53	.308	.521	-1.41	.36
	product specialist	manager	-.23	.325	.981	-1.17	.71
		executive	-.08	.276	1.000	-.87	.72
		supervisor	.87	.318	.071	-.04	1.79
		technician	-.06	.323	1.000	-.99	.87
		clerk	.53	.308	.521	-.36	1.41
Q11.	Manager	executive	-.08	.257	1.000	-.82	.66
		supervisor	.83	.307	.081	-.06	1.71
		technician	.06	.312	1.000	-.84	.95
		clerk	.31	.294	.893	-.53	1.16
		product specialist	.12	.346	.999	-.88	1.11
		Executive	.08	.257	1.000	-.66	.82
		manager	.90	.247	.004	.19	1.61
		supervisor	.14	.253	.995	-.59	.86
		technician	.39	.231	.534	-.27	1.06
		clerk	.20	.294	.985	-.65	1.04
	Supervisor	product specialist	-.83	.307	.081	-1.71	.06
		manager	-.90	.247	.004	-1.61	-.19
		executive	-.77	.304	.120	-1.64	.10
		technician	-.51	.286	.476	-1.33	.31
		clerk	-.71	.339	.299	-1.68	.27
	Technician	product specialist	-.06	.312	1.000	-.95	.84
		manager	-.14	.253	.995	-.86	.59
		executive	.77	.304	.120	-.10	1.64
		supervisor	.26	.291	.950	-.58	1.10
		clerk	.06	.344	1.000	-.93	1.05
		product specialist	-.31	.294	.893	-1.16	.53
	clerk	manager	-.39	.231	.534	-1.06	.27
		executive	.51	.286	.476	-.31	1.33
		supervisor	-.26	.291	.950	-1.10	.58
		technician	-.20	.328	.991	-1.14	.75
		product specialist	-.12	.346	.999	-1.11	.88
		manager	-.20	.294	.985	-1.04	.65
	Q12.	executive	.71	.339	.299	-.27	1.68
		supervisor	-.06	.344	1.000	-1.05	.93
		technician	.20	.328	.991	-.75	1.14
		clerk	-.03	.244	1.000	-.73	.67
		manager	.79	.292	.079	-.05	1.63
		supervisor	-.09	.297	1.000	-.94	.77
	manager	technician	.28	.280	.920	-.53	1.08
		clerk	.29	.329	.949	-.65	1.24
		product specialist	.03	.244	1.000	-.67	.73
		manager	.82	.235	.008	.14	1.49
		supervisor	-.06	.241	1.000	-.75	.63
	executive	technician	.31	.220	.728	-.32	.94
		clerk					

		product specialist	.32	.280	.859	-.48	1.13
	supervisor	manager	-.79	.292	.079	-1.63	.05
		executive	-.82	.235	.008	-1.49	-.14
		technician	-.88	.289	.032	-1.71	-.05
		clerk	-.51	.272	.417	-1.29	.27
		product specialist	-.50	.322	.639	-1.42	.43
	technician	manager	.09	.297	1.000	-.77	.94
		executive	.06	.241	1.000	-.63	.75
		supervisor	.88	.289	.032	.05	1.71
		clerk	.37	.277	.775	-.43	1.16
		product specialist	.38	.327	.855	-.56	1.32
	clerk	manager	-.28	.280	.920	-1.08	.53
		executive	-.31	.220	.728	-.94	.32
		supervisor	.51	.272	.417	-.27	1.29
		technician	-.37	.277	.775	-1.16	.43
		product specialist	.01	.312	1.000	-.88	.91
	product specialist	manager	-.29	.329	.949	-1.24	.65
		executive	-.32	.280	.859	-1.13	.48
		supervisor	.50	.322	.639	-.43	1.42
		technician	-.38	.327	.855	-1.32	.56
		clerk	-.01	.312	1.000	-.91	.88
Q14.	manager	executive	.19	.220	.954	-.44	.82
		supervisor	.73	.263	.065	-.03	1.49
		technician	-.16	.267	.992	-.92	.61
		clerk	.30	.252	.848	-.43	1.02
		product specialist	.31	.297	.897	-.54	1.17
	executive	manager	-.19	.220	.954	-.82	.44
		supervisor	.54	.211	.115	-.07	1.15
		technician	-.35	.217	.600	-.97	.28
		clerk	.11	.198	.995	-.46	.68
		product specialist	.12	.252	.997	-.60	.85
	supervisor	manager	-.73	.263	.065	-1.49	.03
		executive	-.54	.211	.115	-1.15	.07
		technician	-.89	.260	.010	-1.63	-.14
		clerk	-.43	.245	.488	-1.14	.27
		product specialist	-.42	.290	.708	-1.25	.42
	technician	manager	.16	.267	.992	-.61	.92
		executive	.35	.217	.600	-.28	.97
		supervisor	.89	.260	.010	.14	1.63
		clerk	.45	.250	.460	-.27	1.17
		product specialist	.47	.294	.602	-.38	1.32
	clerk	manager	-.30	.252	.848	-1.02	.43
		executive	-.11	.198	.995	-.68	.46
		supervisor	.43	.245	.488	-.27	1.14
		technician	-.45	.250	.460	-1.17	.27

		product specialist	.02	.281	1.000	-.79	.83
	product specialist	manager	-.31	.297	.897	-1.17	.54
		executive	-.12	.252	.997	-.85	.60
		supervisor	.42	.290	.708	-.42	1.25
		technician	-.47	.294	.602	-1.32	.38
		clerk	-.02	.281	1.000	-.83	.79
Q15.	Manager	executive	-.31	.238	.775	-1.00	.37
		supervisor	.39	.285	.740	-.43	1.21
		technician	-.31	.290	.890	-1.14	.52
		clerk	.04	.273	1.000	-.75	.82
		product specialist	.05	.321	1.000	-.88	.97
		executive	.31	.238	.775	-.37	1.00
		supervisor	.71	.229	.028	.05	1.37
		technician	.00	.235	1.000	-.67	.68
		clerk	.35	.215	.576	-.27	.97
		product specialist	.36	.273	.770	-.42	1.15
	supervisor	manager	-.39	.285	.740	-1.21	.43
		executive	-.71	.229	.028	-1.37	-.05
		technician	-.70	.282	.129	-1.52	.11
		clerk	-.36	.265	.763	-1.12	.41
		product specialist	-.34	.315	.884	-1.25	.56
		technician	.31	.290	.890	-.52	1.14
		executive	.00	.235	1.000	-.68	.67
		supervisor	.70	.282	.129	-.11	1.52
		clerk	.35	.271	.790	-.43	1.13
		product specialist	.36	.319	.868	-.56	1.28
	clerk	manager	-.04	.273	1.000	-.82	.75
		executive	-.35	.215	.576	-.97	.27
		supervisor	.36	.265	.763	-.41	1.12
		technician	-.35	.271	.790	-1.13	.43
		product specialist	.01	.304	1.000	-.86	.89
		manager	-.05	.321	1.000	-.97	.88
		executive	-.36	.273	.770	-1.15	.42
		supervisor	.34	.315	.884	-.56	1.25
		technician	-.36	.319	.868	-1.28	.56
		clerk	-.01	.304	1.000	-.89	.86
Q16.	manager	executive	.14	.219	.987	-.49	.77
		supervisor	.86	.262	.014	.11	1.62
		technician	-.01	.266	1.000	-.78	.75
		clerk	.35	.251	.727	-.37	1.07
		product specialist	.10	.296	.999	-.75	.95
		executive	-.14	.219	.987	-.77	.49
		manager	.72	.211	.010	.12	1.33
		supervisor	-.16	.216	.980	-.78	.47
		technician	.21	.197	.895	-.36	.78

		product specialist	-.04	.251	1.000	-.76	.68
supervisor	supervisor	manager	-.86	.262	.014	-1.62	-.11
		executive	-.72	.211	.010	-1.33	-.12
		technician	-.88	.259	.011	-1.62	-.13
		clerk	-.51	.244	.294	-1.21	.19
	technician	product specialist	-.76	.289	.096	-1.59	.07
		manager	.01	.266	1.000	-.75	.78
clerk	clerk	executive	.16	.216	.980	-.47	.78
		supervisor	.88	.259	.011	.13	1.62
		clerk	.37	.249	.685	-.35	1.08
		product specialist	.12	.293	.999	-.73	.96
	product specialist	manager	-.35	.251	.727	-1.07	.37
		executive	-.21	.197	.895	-.78	.36
Q17.	manager	supervisor	.51	.244	.294	-.19	1.21
		technician	-.37	.249	.685	-1.08	.35
		product specialist	-.25	.280	.949	-1.05	.56
		manager	-.10	.296	.999	-.95	.75
	executive	executive	.04	.251	1.000	-.68	.76
		supervisor	.76	.289	.096	-.07	1.59
technician	technician	technician	-.12	.293	.999	-.96	.73
		clerk	.25	.280	.949	-.56	1.05
		executive	.33	.257	.796	-.41	1.07
		supervisor	1.06	.307	.009	.18	1.94
	clerk	technician	.46	.312	.677	-.44	1.36
		clerk	1.01	.294	.009	.16	1.86
product specialist	product specialist	product specialist	.61	.346	.493	-.39	1.61
		manager	-.33	.257	.796	-1.07	.41
		supervisor	.73	.247	.039	.02	1.44
		technician	.13	.253	.995	-.59	.86
	executive	clerk	.68	.231	.041	.02	1.35
		product specialist	.28	.294	.931	-.56	1.13
supervisor	supervisor	manager	-1.06	.307	.009	-1.94	-.18
		executive	-.73	.247	.039	-1.44	-.02
		technician	-.60	.304	.365	-1.47	.28
		clerk	-.05	.286	1.000	-.87	.77
	product specialist	product specialist	-.45	.339	.771	-1.42	.53
		manager	-.46	.312	.677	-1.36	.44
technician	technician	executive	-.13	.253	.995	-.86	.59
		supervisor	.60	.304	.365	-.28	1.47
		clerk	.55	.291	.418	-.29	1.39
		product specialist	.15	.344	.998	-.84	1.14
	clerk	manager	-1.01	.294	.009	-1.86	-.16
		executive	-.68	.231	.041	-1.35	-.02
	supervisor	supervisor	.05	.286	1.000	-.77	.87
		technician	-.55	.291	.418	-1.39	.29

		product specialist	-.40	.328	.828	-1.34	.54
	product specialist	manager	-.61	.346	.493	-1.61	.39
		executive	-.28	.294	.931	-1.13	.56
		supervisor	.45	.339	.771	-.53	1.42
		technician	-.15	.344	.998	-1.14	.84
		clerk	.40	.328	.828	-.54	1.34
Q18.	Manager	executive	-.02	.238	1.000	-.70	.67
		supervisor	.99	.285	.008	.17	1.81
		technician	.16	.289	.993	-.67	1.00
		clerk	.44	.273	.582	-.34	1.23
		product specialist	-.08	.321	1.000	-1.00	.85
		Executive	.02	.238	1.000	-.67	.70
		manager	1.01	.229	.000	.35	1.66
		supervisor	.18	.235	.973	-.50	.86
		technician	.46	.215	.264	-.15	1.08
		product specialist	-.06	.273	1.000	-.84	.73
	supervisor	manager	-.99	.285	.008	-1.81	-.17
		executive	-1.01	.229	.000	-1.66	-.35
		technician	-.83	.282	.043	-1.64	-.02
		clerk	-.54	.265	.317	-1.31	.22
		product specialist	-1.06	.315	.011	-1.97	-.16
		technician	-.16	.289	.993	-1.00	.67
		executive	-.18	.235	.973	-.86	.50
	clerk	supervisor	.83	.282	.043	.02	1.64
		clerk	.28	.270	.903	-.50	1.06
		product specialist	-.24	.319	.976	-1.16	.68
		manager	-.44	.273	.582	-1.23	.34
		executive	-.46	.215	.264	-1.08	.15
	product specialist	supervisor	.54	.265	.317	-.22	1.31
		technician	-.28	.270	.903	-1.06	.50
		product specialist	-.52	.304	.526	-1.40	.35
		manager	.08	.321	1.000	-.85	1.00
		executive	.06	.273	1.000	-.73	.84
	Q20.	supervisor	1.06	.315	.011	.16	1.97
		technician	.24	.319	.976	-.68	1.16
		clerk	.52	.304	.526	-.35	1.40
		manager	.60	.236	.117	-.08	1.28
		executive	1.31	.282	.000	.50	2.12
		supervisor	.36	.286	.806	-.46	1.18
		technician	.97	.270	.005	.19	1.75
		clerk	1.11	.318	.008	.20	2.03
	executive	product specialist	-.60	.236	.117	-1.28	.08
		manager	.71	.227	.023	.06	1.36
		supervisor	-.24	.232	.910	-.91	.43
		technician	.37	.212	.495	-.24	.98

		product specialist	.51	.270	.408	-.27	1.29
	supervisor	manager	-1.31	.282	.000	-2.12	-.50
		executive	-.71	.227	.023	-1.36	-.06
		technician	-.95	.279	.010	-1.75	-.15
		clerk	-.34	.262	.790	-1.09	.42
		product specialist	-.20	.311	.988	-1.10	.70
	technician	manager	-.36	.286	.806	-1.18	.46
		executive	.24	.232	.910	-.43	.91
		supervisor	.95	.279	.010	.15	1.75
		clerk	.61	.268	.205	-.16	1.38
		product specialist	.75	.316	.169	-.16	1.66
	clerk	manager	-.97	.270	.005	-1.75	-.19
		executive	-.37	.212	.495	-.98	.24
		supervisor	.34	.262	.790	-.42	1.09
		technician	-.61	.268	.205	-1.38	.16
		product specialist	.14	.301	.997	-.73	1.00
	product specialist	manager	-1.11	.318	.008	-2.03	-.20
		executive	-.51	.270	.408	-1.29	.27
		supervisor	.20	.311	.988	-.70	1.10
		technician	-.75	.316	.169	-1.66	.16
		clerk	-.14	.301	.997	-1.00	.73
Q22.	manager	executive	.56	.326	.513	-.37	1.50
		supervisor	.99	.389	.117	-.13	2.11
		technician	.76	.396	.396	-.38	1.90
		clerk	.86	.374	.197	-.21	1.94
		product specialist	.33	.440	.976	-.94	1.59
	executive	manager	-.56	.326	.513	-1.50	.37
		supervisor	.43	.313	.752	-.48	1.33
		technician	.19	.321	.991	-.73	1.12
		clerk	.30	.294	.913	-.55	1.14
		product specialist	-.24	.374	.989	-1.31	.84
	supervisor	manager	-.99	.389	.117	-2.11	.13
		executive	-.43	.313	.752	-1.33	.48
		technician	-.23	.386	.991	-1.34	.88
		clerk	-.13	.363	.999	-1.17	.92
		product specialist	-.66	.430	.641	-1.90	.58
	technician	manager	-.76	.396	.396	-1.90	.38
		executive	-.19	.321	.991	-1.12	.73
		supervisor	.23	.386	.991	-.88	1.34
		clerk	.10	.370	1.000	-.96	1.17
		product specialist	-.43	.436	.922	-1.69	.82
	clerk	manager	-.86	.374	.197	-1.94	.21
		executive	-.30	.294	.913	-1.14	.55
		supervisor	.13	.363	.999	-.92	1.17
		technician	-.10	.370	1.000	-1.17	.96

		product specialist	-.53	.416	.795	-1.73	.66
	product specialist	manager	-.33	.440	.976	-1.59	.94
		executive	.24	.374	.989	-.84	1.31
		supervisor	.66	.430	.641	-.58	1.90
		technician	.43	.436	.922	-.82	1.69
		clerk	.53	.416	.795	-.66	1.73
Q24.	manager	executive	-.06	.222	1.000	-.69	.58
		supervisor	.68	.265	.113	-.09	1.44
		technician	-.02	.270	1.000	-.80	.76
		clerk	.28	.255	.885	-.45	1.01
		product specialist	.18	.300	.991	-.68	1.04
	executive	manager	.06	.222	1.000	-.58	.69
		supervisor	.73	.213	.009	.12	1.35
		technician	.04	.219	1.000	-.59	.67
		clerk	.33	.200	.555	-.24	.91
		product specialist	.24	.255	.938	-.50	.97
	supervisor	manager	-.68	.265	.113	-1.44	.09
		executive	-.73	.213	.009	-1.35	-.12
		technician	-.70	.263	.089	-1.45	.06
		clerk	-.40	.247	.588	-1.11	.31
		product specialist	-.50	.293	.538	-1.34	.35
	technician	manager	.02	.270	1.000	-.76	.80
		executive	-.04	.219	1.000	-.67	.59
		supervisor	.70	.263	.089	-.06	1.45
		clerk	.30	.252	.846	-.43	1.02
		product specialist	.20	.297	.984	-.65	1.06
	clerk	manager	-.28	.255	.885	-1.01	.45
		executive	-.33	.200	.555	-.91	.24
		supervisor	.40	.247	.588	-.31	1.11
		technician	-.30	.252	.846	-1.02	.43
		product specialist	-.10	.284	.999	-.91	.72
	product specialist	manager	-.18	.300	.991	-1.04	.68
		executive	-.24	.255	.938	-.97	.50
		supervisor	.50	.293	.538	-.35	1.34
		technician	-.20	.297	.984	-1.06	.65
		clerk	.10	.284	.999	-.72	.91
Q25.	manager	executive	.26	.233	.882	-.41	.92
		supervisor	1.33	.278	.000	.53	2.13
		technician	.25	.283	.952	-.57	1.06
		clerk	.73	.267	.071	-.04	1.50
		product specialist	.56	.314	.483	-.35	1.46
	executive	manager	-.26	.233	.882	-.92	.41
		supervisor	1.07	.224	.000	.43	1.71
		technician	-.01	.229	1.000	-.67	.65
		clerk	.48	.210	.210	-.13	1.08

		product specialist	.30	.267	.867	-.47	1.07
	supervisor	manager	-1.33	.278	.000	-2.13	-.53
		executive	-1.07	.224	.000	-1.71	-.43
		technician	-1.08	.275	.002	-1.87	-.29
		clerk	-.59	.259	.201	-1.34	.15
		product specialist	-.77	.307	.129	-1.65	.12
	technician	manager	-.25	.283	.952	-1.06	.57
		executive	.01	.229	1.000	-.65	.67
		supervisor	1.08	.275	.002	.29	1.87
		clerk	.48	.264	.447	-.28	1.24
		product specialist	.31	.312	.919	-.59	1.21
	clerk	manager	-.73	.267	.071	-1.50	.04
		executive	-.48	.210	.210	-1.08	.13
		supervisor	.59	.259	.201	-.15	1.34
		technician	-.48	.264	.447	-1.24	.28
		product specialist	-.17	.297	.992	-1.03	.68
	product specialist	manager	-.56	.314	.483	-1.46	.35
		executive	-.30	.267	.867	-1.07	.47
		supervisor	.77	.307	.129	-.12	1.65
		technician	-.31	.312	.919	-1.21	.59
		clerk	.17	.297	.992	-.68	1.03
Q26. Manager	executive	manager	.15	.234	.986	-.52	.83
		supervisor	1.07	.280	.002	.27	1.88
		technician	.20	.285	.980	-.62	1.02
		clerk	.54	.269	.347	-.24	1.31
		product specialist	.60	.316	.409	-.31	1.51
	executive	manager	-.15	.234	.986	-.83	.52
		supervisor	.92	.225	.001	.27	1.56
		technician	.05	.231	1.000	-.62	.71
		clerk	.38	.211	.461	-.22	.99
		product specialist	.44	.269	.566	-.33	1.22
	supervisor	manager	-1.07	.280	.002	-1.88	-.27
		executive	-.92	.225	.001	-1.56	-.27
		technician	-.87	.277	.024	-1.66	-.07
		clerk	-.53	.261	.321	-1.28	.22
		product specialist	-.47	.310	.649	-1.36	.42
	technician	manager	-.20	.285	.980	-1.02	.62
		executive	-.05	.231	1.000	-.71	.62
		supervisor	.87	.277	.024	.07	1.66
		clerk	.33	.266	.810	-.43	1.10
		product specialist	.39	.314	.807	-.51	1.30
	clerk	manager	-.54	.269	.347	-1.31	.24
		executive	-.38	.211	.461	-.99	.22
		supervisor	.53	.261	.321	-.22	1.28
		technician	-.33	.266	.810	-1.10	.43

		product specialist	.06	.299	1.000	-.80	.92
	product specialist	manager	-.60	.316	.409	-1.51	.31
		executive	-.44	.269	.566	-1.22	.33
		supervisor	.47	.310	.649	-.42	1.36
		technician	-.39	.314	.807	-1.30	.51
		clerk	-.06	.299	1.000	-.92	.80
Q29.	manager	executive	-.18	.222	.963	-.82	.46
		supervisor	.34	.265	.801	-.43	1.10
		technician	-.50	.270	.438	-1.27	.28
		clerk	-.02	.255	1.000	-.75	.71
		product specialist	-.28	.300	.938	-1.14	.58
		Executive	.18	.222	.963	-.46	.82
		supervisor	.52	.214	.150	-.09	1.13
		technician	-.32	.219	.700	-.95	.31
		clerk	.16	.200	.964	-.41	.74
		product specialist	-.10	.255	.999	-.83	.64
	Supervisor	manager	-.34	.265	.801	-1.10	.43
		executive	-.52	.214	.150	-1.13	.09
		technician	-.84	.263	.021	-1.59	-.08
		clerk	-.36	.247	.704	-1.07	.36
		product specialist	-.62	.293	.292	-1.46	.23
	Technician	manager	.50	.270	.438	-.28	1.27
		executive	.32	.219	.700	-.31	.95
		supervisor	.84	.263	.021	.08	1.59
		clerk	.48	.252	.402	-.24	1.21
		product specialist	.22	.297	.977	-.64	1.08
	Clerk	manager	.02	.255	1.000	-.71	.75
		executive	-.16	.200	.964	-.74	.41
		supervisor	.36	.247	.704	-.36	1.07
		technician	-.48	.252	.402	-1.21	.24
		product specialist	-.26	.284	.942	-1.08	.56
		product specialist	.28	.300	.938	-.58	1.14
		executive	.10	.255	.999	-.64	.83
		supervisor	.62	.293	.292	-.23	1.46
		technician	-.22	.297	.977	-1.08	.64
		clerk	.26	.284	.942	-.56	1.08
Q35.	manager	executive	.61	.241	.116	-.08	1.30
		supervisor	1.29	.288	.000	.46	2.12
		technician	.76	.293	.104	-.08	1.60
		clerk	1.08	.276	.002	.29	1.88
		product specialist	.70	.325	.269	-.24	1.63
		executive	-.61	.241	.116	-1.30	.08
		manager	.68	.231	.044	.01	1.34
		supervisor	.15	.237	.990	-.54	.83
		technician	.47	.217	.255	-.15	1.09

		product specialist	.08	.276	1.000	-.71	.88
	supervisor	manager	-1.29	.288	.000	-2.12	-.46
		executive	-.68	.231	.044	-1.34	-.01
		technician	-.53	.285	.428	-1.35	.29
		clerk	-.21	.268	.973	-.98	.57
		product specialist	-.59	.318	.427	-1.51	.32
	technician	manager	-.76	.293	.104	-1.60	.08
		executive	-.15	.237	.990	-.83	.54
		supervisor	.53	.285	.428	-.29	1.35
		clerk	.33	.273	.841	-.46	1.11
		product specialist	-.06	.322	1.000	-.99	.86
	clerk	manager	-1.08	.276	.002	-1.88	-.29
		executive	-.47	.217	.255	-1.09	.15
		supervisor	.21	.268	.973	-.57	.98
		technician	-.33	.273	.841	-1.11	.46
		product specialist	-.39	.308	.806	-1.27	.50
	product specialist	manager	-.70	.325	.269	-1.63	.24
		executive	-.08	.276	1.000	-.88	.71
		supervisor	.59	.318	.427	-.32	1.51
		technician	.06	.322	1.000	-.86	.99
		clerk	.39	.308	.806	-.50	1.27
Q36	manager	executive	.12	.241	.996	-.57	.81
		supervisor	.81	.288	.060	-.02	1.63
		technician	-.01	.293	1.000	-.85	.83
		clerk	.74	.276	.083	-.05	1.53
		product specialist	-.10	.325	1.000	-1.04	.83
	executive	manager	-.12	.241	.996	-.81	.57
		supervisor	.69	.231	.038	.02	1.35
		technician	-.13	.237	.994	-.81	.55
		clerk	.62	.217	.051	.00	1.25
		product specialist	-.22	.276	.968	-1.01	.57
	supervisor	manager	-.81	.288	.060	-1.63	.02
		executive	-.69	.231	.038	-1.35	-.02
		technician	-.82	.285	.051	-1.64	.00
		clerk	-.07	.268	1.000	-.84	.70
		product specialist	-.91	.318	.052	-1.82	.01
	technician	manager	.01	.293	1.000	-.83	.85
		executive	.13	.237	.994	-.55	.81
		supervisor	.82	.285	.051	.00	1.64
		clerk	.75	.273	.071	-.04	1.54
		product specialist	-.09	.322	1.000	-1.02	.83
	clerk	manager	-.74	.276	.083	-1.53	.05
		executive	-.62	.217	.051	-1.25	.00
		supervisor	.07	.268	1.000	-.70	.84
		technician	-.75	.273	.071	-1.54	.04

		product specialist	-.84	.308	.072	-1.73	.04
	product specialist	manager	.10	.325	1.000	-.83	1.04
		executive	.22	.276	.968	-.57	1.01
		supervisor	.91	.318	.052	-.01	1.82
		technician	.09	.322	1.000	-.83	1.02
		clerk	.84	.308	.072	-.04	1.73
Q37.	Manager	executive	.12	.238	.996	-.57	.80
		supervisor	.74	.285	.098	-.07	1.56
		technician	.13	.289	.997	-.70	.97
		clerk	.64	.273	.183	-.15	1.42
		product specialist	.04	.321	1.000	-.88	.96
	Executive	manager	-.12	.238	.996	-.80	.57
		supervisor	.63	.229	.073	-.03	1.28
		technician	.02	.235	1.000	-.66	.69
		clerk	.52	.214	.153	-.10	1.14
		product specialist	-.08	.273	1.000	-.86	.71
Q38.	supervisor	manager	-.74	.285	.098	-1.56	.07
		executive	-.63	.229	.073	-1.28	.03
		technician	-.61	.282	.260	-1.42	.20
		clerk	-.11	.265	.999	-.87	.66
		product specialist	-.70	.314	.225	-1.61	.20
	technician	manager	-.13	.289	.997	-.97	.70
		executive	-.02	.235	1.000	-.69	.66
		supervisor	.61	.282	.260	-.20	1.42
		clerk	.50	.270	.427	-.27	1.28
		product specialist	-.09	.319	1.000	-1.01	.82
	clerk	manager	-.64	.273	.183	-1.42	.15
		executive	-.52	.214	.153	-1.14	.10
		supervisor	.11	.265	.999	-.66	.87
		technician	-.50	.270	.427	-1.28	.27
		product specialist	-.60	.304	.365	-1.47	.28
Q39.	product specialist	manager	-.04	.321	1.000	-.96	.88
		executive	.08	.273	1.000	-.71	.86
		supervisor	.70	.314	.225	-.20	1.61
		technician	.09	.319	1.000	-.82	1.01
		clerk	.60	.304	.365	-.28	1.47
	manager	executive	.11	.228	.997	-.55	.76
		supervisor	.77	.272	.059	-.02	1.55
		technician	-.01	.277	1.000	-.81	.78
		clerk	.61	.261	.183	-.14	1.36
		product specialist	.14	.307	.997	-.74	1.02
	executive	manager	-.11	.228	.997	-.76	.55
		supervisor	.66	.219	.034	.03	1.29
		technician	-.12	.225	.995	-.76	.53
		clerk	.51	.205	.140	-.08	1.10

		product specialist	.03	.261	1.000	-.72	.79
	supervisor	manager	-.77	.272	.059	-1.55	.02
		executive	-.66	.219	.034	-1.29	-.03
		technician	-.78	.270	.049	-1.55	.00
		clerk	-.16	.254	.990	-.89	.57
		product specialist	-.63	.301	.301	-1.49	.24
	technician	manager	.01	.277	1.000	-.78	.81
		executive	.12	.225	.995	-.53	.76
		supervisor	.78	.270	.049	.00	1.55
		clerk	.62	.259	.158	-.12	1.37
		product specialist	.15	.305	.996	-.73	1.03
	clerk	manager	-.61	.261	.183	-1.36	.14
		executive	-.51	.205	.140	-1.10	.08
		supervisor	.16	.254	.990	-.57	.89
		technician	-.62	.259	.158	-1.37	.12
		product specialist	-.47	.291	.588	-1.31	.37
	product specialist	manager	-.14	.307	.997	-1.02	.74
		executive	-.03	.261	1.000	-.79	.72
		supervisor	.63	.301	.301	-.24	1.49
		technician	-.15	.305	.996	-1.03	.73
		clerk	.47	.291	.588	-.37	1.31
Q39.	manager	executive	-.46	.234	.364	-1.13	.21
		supervisor	.26	.280	.939	-.54	1.06
		technician	-.38	.284	.757	-1.20	.43
		clerk	.06	.268	1.000	-.71	.84
		product specialist	-.42	.316	.759	-1.33	.48
	executive	manager	.46	.234	.364	-.21	1.13
		supervisor	.72	.225	.019	.07	1.37
		technician	.08	.231	.999	-.59	.74
		clerk	.53	.211	.131	-.08	1.13
		product specialist	.04	.268	1.000	-.74	.81
	supervisor	manager	-.26	.280	.939	-1.06	.54
		executive	-.72	.225	.019	-1.37	-.07
		technician	-.64	.277	.190	-1.44	.15
		clerk	-.19	.261	.976	-.94	.55
		product specialist	-.68	.309	.235	-1.57	.20
	technician	manager	.38	.284	.757	-.43	1.20
		executive	-.08	.231	.999	-.74	.59
		supervisor	.64	.277	.190	-.15	1.44
		clerk	.45	.266	.541	-.32	1.21
		product specialist	-.04	.313	1.000	-.94	.86
	clerk	manager	-.06	.268	1.000	-.84	.71
		executive	-.53	.211	.131	-1.13	.08
		supervisor	.19	.261	.976	-.55	.94
		technician	-.45	.266	.541	-1.21	.32

		product specialist	-.49	.299	.574	-1.35	.37
	product specialist	manager	.42	.316	.759	-.48	1.33
		executive	-.04	.268	1.000	-.81	.74
		supervisor	.68	.309	.235	-.20	1.57
		technician	.04	.313	1.000	-.86	.94
		clerk	.49	.299	.574	-.37	1.35
Q40.	Manager	executive	.22	.226	.930	-.43	.87
		supervisor	.74	.270	.069	-.03	1.52
		technician	.06	.275	1.000	-.73	.85
		clerk	.56	.259	.269	-.19	1.30
		product specialist	.09	.305	1.000	-.78	.97
	Executive	manager	-.22	.226	.930	-.87	.43
		supervisor	.53	.217	.151	-.10	1.15
		technician	-.15	.223	.983	-.79	.49
		clerk	.34	.204	.557	-.25	.92
		product specialist	-.12	.259	.997	-.87	.62
	Supervisor	manager	-.74	.270	.069	-1.52	.03
		executive	-.53	.217	.151	-1.15	.10
		technician	-.68	.268	.116	-1.45	.09
		clerk	-.19	.252	.975	-.91	.53
		product specialist	-.65	.298	.251	-1.51	.21
	technician	manager	-.06	.275	1.000	-.85	.73
		executive	.15	.223	.983	-.49	.79
		supervisor	.68	.268	.116	-.09	1.45
		clerk	.49	.257	.394	-.25	1.23
		product specialist	.03	.303	1.000	-.84	.90
	clerk	manager	-.56	.259	.269	-1.30	.19
		executive	-.34	.204	.557	-.92	.25
		supervisor	.19	.252	.975	-.53	.91
		technician	-.49	.257	.394	-1.23	.25
		product specialist	-.46	.289	.599	-1.29	.37
	product specialist	manager	-.09	.305	1.000	-.97	.78
		executive	.12	.259	.997	-.62	.87
		supervisor	.65	.298	.251	-.21	1.51
		technician	-.03	.303	1.000	-.90	.84
		clerk	.46	.289	.599	-.37	1.29
Q41.	manager	executive	-.10	.240	.998	-.79	.58
		supervisor	.44	.286	.631	-.38	1.27
		technician	.02	.291	1.000	-.82	.85
		clerk	.33	.275	.830	-.46	1.12
		product specialist	-.40	.323	.822	-1.33	.53
	executive	manager	.10	.240	.998	-.58	.79
		supervisor	.55	.230	.167	-.11	1.21
		technician	.12	.236	.996	-.56	.80
		clerk	.44	.216	.330	-.18	1.06

		product specialist	-.29	.275	.894	-1.08	.50
	supervisor	manager	-.44	.286	.631	-1.27	.38
		executive	-.55	.230	.167	-1.21	.11
		technician	-.43	.284	.658	-1.24	.39
		clerk	-.11	.267	.998	-.88	.66
		product specialist	-.84	.317	.088	-1.75	.07
	technician	manager	-.02	.291	1.000	-.85	.82
		executive	-.12	.236	.996	-.80	.56
		supervisor	.43	.284	.658	-.39	1.24
		clerk	.32	.272	.852	-.47	1.10
		product specialist	-.41	.321	.791	-1.34	.51
	clerk	manager	-.33	.275	.830	-1.12	.46
		executive	-.44	.216	.330	-1.06	.18
		supervisor	.11	.267	.998	-.66	.88
		technician	-.32	.272	.852	-1.10	.47
		product specialist	-.73	.306	.165	-1.61	.15
	product specialist	manager	.40	.323	.822	-.53	1.33
		executive	.29	.275	.894	-.50	1.08
		supervisor	.84	.317	.088	-.07	1.75
		technician	.41	.321	.791	-.51	1.34
		clerk	.73	.306	.165	-.15	1.61
Q42.	manager	executive	-.08	.235	.999	-.76	.60
		supervisor	.69	.281	.148	-.12	1.49
		technician	-.05	.286	1.000	-.87	.77
		clerk	.27	.270	.919	-.51	1.04
		product specialist	-.11	.317	.999	-1.03	.80
	executive	manager	.08	.235	.999	-.60	.76
		supervisor	.76	.226	.011	.11	1.41
		technician	.03	.232	1.000	-.64	.69
		clerk	.35	.212	.573	-.26	.96
		product specialist	-.03	.270	1.000	-.81	.74
	supervisor	manager	-.69	.281	.148	-1.49	.12
		executive	-.76	.226	.011	-1.41	-.11
		technician	-.74	.279	.090	-1.54	.06
		clerk	-.42	.262	.606	-1.17	.34
		product specialist	-.80	.311	.110	-1.69	.10
	technician	manager	.05	.286	1.000	-.77	.87
		executive	-.03	.232	1.000	-.69	.64
		supervisor	.74	.279	.090	-.06	1.54
		clerk	.32	.267	.835	-.45	1.09
		product specialist	-.06	.315	1.000	-.97	.85
	clerk	manager	-.27	.270	.919	-1.04	.51
		executive	-.35	.212	.573	-.96	.26
		supervisor	.42	.262	.606	-.34	1.17
		technician	-.32	.267	.835	-1.09	.45

		product specialist	-.38	.301	.801	-1.25	.48
	product specialist	manager	.11	.317	.999	-.80	1.03
		executive	.03	.270	1.000	-.74	.81
		supervisor	.80	.311	.110	-.10	1.69
		technician	.06	.315	1.000	-.85	.97
		clerk	.38	.301	.801	-.48	1.25
Q43.	manager	executive	.06	.248	1.000	-.66	.77
		supervisor	.77	.296	.104	-.08	1.62
		technician	-.05	.301	1.000	-.91	.82
		clerk	.58	.284	.316	-.23	1.40
		product specialist	.04	.334	1.000	-.93	1.00
	executive	manager	-.06	.248	1.000	-.77	.66
		supervisor	.71	.238	.037	.02	1.39
		technician	-.10	.244	.998	-.81	.60
		clerk	.53	.223	.176	-.12	1.17
		product specialist	-.02	.284	1.000	-.84	.80
	supervisor	manager	-.77	.296	.104	-1.62	.08
		executive	-.71	.238	.037	-1.39	-.02
		technician	-.81	.293	.065	-1.66	.03
		clerk	-.18	.276	.986	-.98	.61
		product specialist	-.73	.327	.226	-1.67	.21
	technician	manager	.05	.301	1.000	-.82	.91
		executive	.10	.244	.998	-.60	.81
		supervisor	.81	.293	.065	-.03	1.66
		clerk	.63	.281	.222	-.18	1.44
		product specialist	.08	.332	1.000	-.87	1.04
	clerk	manager	-.58	.284	.316	-1.40	.23
		executive	-.53	.223	.176	-1.17	.12
		supervisor	.18	.276	.986	-.61	.98
		technician	-.63	.281	.222	-1.44	.18
		product specialist	-.55	.317	.512	-1.46	.36
	product specialist	manager	-.04	.334	1.000	-1.00	.93
		executive	.02	.284	1.000	-.80	.84
		supervisor	.73	.327	.226	-.21	1.67
		technician	-.08	.332	1.000	-1.04	.87
		clerk	.55	.317	.512	-.36	1.46
Q44.	manager	executive	.03	.232	1.000	-.64	.70
		supervisor	.83	.278	.035	.04	1.63
		technician	-.01	.282	1.000	-.82	.80
		clerk	.56	.266	.299	-.21	1.32
		product specialist	-.07	.313	1.000	-.97	.83
	executive	manager	-.03	.232	1.000	-.70	.64
		supervisor	.80	.223	.005	.16	1.44
		technician	-.04	.229	1.000	-.70	.61
		clerk	.52	.209	.129	-.08	1.12

		product specialist	-.10	.266	.999	-.87	.66
	supervisor	manager	-.83	.278	.035	-1.63	-.04
		executive	-.80	.223	.005	-1.44	-.16
		technician	-.85	.275	.028	-1.64	-.05
		clerk	-.28	.259	.891	-1.02	.47
		product specialist	-.90	.307	.041	-1.79	-.02
	Technician	manager	.01	.282	1.000	-.80	.82
		executive	.04	.229	1.000	-.61	.70
		supervisor	.85	.275	.028	.05	1.64
		clerk	.57	.264	.265	-.19	1.33
		product specialist	-.06	.311	1.000	-.95	.84
	Clerk	manager	-.56	.266	.299	-1.32	.21
		executive	-.52	.209	.129	-1.12	.08
		supervisor	.28	.259	.891	-.47	1.02
		technician	-.57	.264	.265	-1.33	.19
		product specialist	-.63	.297	.287	-1.48	.23
		product specialist	.07	.313	1.000	-.83	.97
		executive	.10	.266	.999	-.66	.87
		supervisor	.90	.307	.041	.02	1.79
		technician	.06	.311	1.000	-.84	.95
		clerk	.63	.297	.287	-.23	1.48
Q45.	Manager	executive	.08	.242	.999	-.61	.78
		supervisor	.91	.289	.022	.08	1.75
		technician	-.08	.294	1.000	-.92	.77
		clerk	.59	.277	.273	-.21	1.39
		product specialist	.34	.326	.902	-.60	1.28
	Executive	manager	-.08	.242	.999	-.78	.61
		supervisor	.83	.233	.006	.16	1.50
		technician	-.16	.239	.984	-.85	.52
		clerk	.51	.218	.183	-.12	1.14
		product specialist	.26	.277	.938	-.54	1.06
	supervisor	manager	-.91	.289	.022	-1.75	-.08
		executive	-.83	.233	.006	-1.50	-.16
		technician	-.99	.286	.008	-1.82	-.17
		clerk	-.32	.269	.838	-1.10	.45
		product specialist	-.57	.320	.471	-1.49	.35
	technician	manager	.08	.294	1.000	-.77	.92
		executive	.16	.239	.984	-.52	.85
		supervisor	.99	.286	.008	.17	1.82
		clerk	.67	.275	.147	-.12	1.46
		product specialist	.42	.324	.788	-.51	1.35
	clerk	manager	-.59	.277	.273	-1.39	.21
		executive	-.51	.218	.183	-1.14	.12
		supervisor	.32	.269	.838	-.45	1.10
		technician	-.67	.275	.147	-1.46	.12

		product specialist	-.25	.309	.965	-1.14	.64
	product specialist	manager	-.34	.326	.902	-1.28	.60
		executive	-.26	.277	.938	-1.06	.54
		supervisor	.57	.320	.471	-.35	1.49
		technician	-.42	.324	.788	-1.35	.51
		clerk	.25	.309	.965	-.64	1.14
Q46.	Manager	executive	.17	.236	.980	-.51	.85
		supervisor	.91	.283	.017	.10	1.73
		technician	.14	.287	.997	-.69	.96
		clerk	.54	.271	.358	-.24	1.32
		product specialist	-.03	.319	1.000	-.95	.89
		executive	-.17	.236	.980	-.85	.51
		supervisor	.75	.227	.015	.09	1.40
		technician	-.03	.233	1.000	-.70	.64
		clerk	.37	.213	.514	-.24	.98
		product specialist	-.20	.271	.979	-.98	.58
	supervisor	manager	-.91	.283	.017	-1.73	-.10
		executive	-.75	.227	.015	-1.40	-.09
		technician	-.78	.280	.065	-1.58	.03
		clerk	-.38	.263	.706	-1.14	.38
		product specialist	-.94	.312	.034	-1.84	-.04
		technician	-.14	.287	.997	-.96	.69
		executive	.03	.233	1.000	-.64	.70
		supervisor	.78	.280	.065	-.03	1.58
		clerk	.40	.269	.670	-.37	1.17
		product specialist	-.16	.317	.996	-1.07	.75
	clerk	manager	-.54	.271	.358	-1.32	.24
		executive	-.37	.213	.514	-.98	.24
		supervisor	.38	.263	.706	-.38	1.14
		technician	-.40	.269	.670	-1.17	.37
		product specialist	-.56	.302	.425	-1.43	.30
		manager	.03	.319	1.000	-.89	.95
		executive	.20	.271	.979	-.58	.98
		supervisor	.94	.312	.034	.04	1.84
		technician	.16	.317	.996	-.75	1.07
		clerk	.56	.302	.425	-.30	1.43
Q47.	manager	executive	-.06	.245	1.000	-.76	.65
		supervisor	.61	.293	.305	-.23	1.45
		technician	-.27	.298	.944	-1.13	.59
		clerk	.32	.281	.858	-.48	1.13
		product specialist	-.07	.331	1.000	-1.02	.88
		executive	.06	.245	1.000	-.65	.76
		supervisor	.66	.236	.059	-.01	1.34
		technician	-.22	.242	.949	-.91	.48
		clerk	.38	.221	.519	-.25	1.01

		product specialist	-.01	.281	1.000	-.82	.80
	supervisor	manager	-.61	.293	.305	-1.45	.23
		executive	-.66	.236	.059	-1.34	.01
		technician	-.88	.290	.033	-1.71	-.04
		clerk	-.28	.273	.905	-1.07	.50
		product specialist	-.67	.324	.301	-1.60	.26
	technician	manager	.27	.298	.944	-.59	1.13
		executive	.22	.242	.949	-.48	.91
		supervisor	.88	.290	.033	.04	1.71
		clerk	.60	.278	.271	-.20	1.40
		product specialist	.20	.328	.989	-.74	1.15
	Clerk	manager	-.32	.281	.858	-1.13	.48
		executive	-.38	.221	.519	-1.01	.25
		supervisor	.28	.273	.905	-.50	1.07
		technician	-.60	.278	.271	-1.40	.20
		product specialist	-.39	.313	.813	-1.29	.51
	product specialist	manager	.07	.331	1.000	-.88	1.02
		executive	.01	.281	1.000	-.80	.82
		supervisor	.67	.324	.301	-.26	1.60
		technician	-.20	.328	.989	-1.15	.74
		clerk	.39	.313	.813	-.51	1.29
Q48.	Manager	executive	.12	.232	.996	-.55	.79
		supervisor	.98	.277	.007	.18	1.78
		technician	-.08	.282	1.000	-.89	.73
		clerk	.72	.266	.077	-.04	1.49
		product specialist	.30	.313	.926	-.60	1.20
	executive	manager	-.12	.232	.996	-.79	.55
		supervisor	.86	.223	.002	.22	1.50
		technician	-.20	.229	.954	-.86	.46
		clerk	.60	.209	.049	.00	1.20
		product specialist	.18	.266	.982	-.58	.95
	supervisor	manager	-.98	.277	.007	-1.78	-.18
		executive	-.86	.223	.002	-1.50	-.22
		technician	-1.06	.275	.002	-1.85	-.27
		clerk	-.26	.258	.921	-1.00	.49
		product specialist	-.67	.306	.243	-1.55	.21
	technician	manager	.08	.282	1.000	-.73	.89
		executive	.20	.229	.954	-.46	.86
		supervisor	1.06	.275	.002	.27	1.85
		clerk	.80	.263	.031	.04	1.56
		product specialist	.38	.311	.820	-.51	1.28
	clerk	manager	-.72	.266	.077	-1.49	.04
		executive	-.60	.209	.049	-1.20	.00
		supervisor	.26	.258	.921	-.49	1.00
		technician	-.80	.263	.031	-1.56	-.04

		product specialist	-.42	.296	.720	-1.27	.43
	product specialist	manager	-.30	.313	.926	-1.20	.60
		executive	-.18	.266	.982	-.95	.58
		supervisor	.67	.306	.243	-.21	1.55
		technician	-.38	.311	.820	-1.28	.51
		clerk	.42	.296	.720	-.43	1.27
Q49.	manager	executive	.23	.236	.925	-.45	.91
		supervisor	1.26	.282	.000	.45	2.07
		technician	.10	.286	.999	-.72	.93
		clerk	.75	.270	.066	-.03	1.53
		product specialist	.05	.318	1.000	-.87	.96
	executive	manager	-.23	.236	.925	-.91	.45
		supervisor	1.03	.227	.000	.37	1.68
		technician	-.13	.232	.994	-.80	.54
		clerk	.52	.212	.145	-.09	1.13
		product specialist	-.18	.270	.984	-.96	.59
	supervisor	manager	-1.26	.282	.000	-2.07	-.45
		executive	-1.03	.227	.000	-1.68	-.37
		technician	-1.15	.279	.001	-1.95	-.35
		clerk	-.51	.263	.389	-1.26	.25
		product specialist	-1.21	.311	.002	-2.10	-.31
	technician	manager	-.10	.286	.999	-.93	.72
		executive	.13	.232	.994	-.54	.80
		supervisor	1.15	.279	.001	.35	1.95
		clerk	.65	.268	.155	-.12	1.42
		product specialist	-.06	.316	1.000	-.96	.85
	clerk	manager	-.75	.270	.066	-1.53	.03
		executive	-.52	.212	.145	-1.13	.09
		supervisor	.51	.263	.389	-.25	1.26
		technician	-.65	.268	.155	-1.42	.12
		product specialist	-.70	.301	.185	-1.57	.16
	product specialist	manager	-.05	.318	1.000	-.96	.87
		executive	.18	.270	.984	-.59	.96
		supervisor	1.21	.311	.002	.31	2.10
		technician	.06	.316	1.000	-.85	.96
		clerk	.70	.301	.185	-.16	1.57

* The mean difference is significant at the .05 level.

ANOVA ANALYSIS FOR DEPARTMENT

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Q1.	Between Groups	5.145	7	.735	.835	.559
	Within Groups	188.368	214	.880		
	Total	193.514	221			
Q2.	Between Groups	5.704	7	.815	.939	.477
	Within Groups	185.616	214	.867		
	Total	191.320	221			
Q3.	Between Groups	5.770	7	.824	.796	.591
	Within Groups	221.604	214	1.036		
	Total	227.374	221			
Q4.	Between Groups	9.083	7	1.298	1.116	.354
	Within Groups	248.886	214	1.163		
	Total	257.968	221			
Q5.	Between Groups	12.005	7	1.715	1.591	.139
	Within Groups	230.680	214	1.078		
	Total	242.685	221			
Q6.	Between Groups	14.122	7	2.017	1.545	.154
	Within Groups	279.432	214	1.306		
	Total	293.554	221			
Q7.	Between Groups	18.351	7	2.622	2.072	.048
	Within Groups	270.821	214	1.266		
	Total	289.171	221			
Q8.	Between Groups	5.929	7	.847	.988	.441
	Within Groups	183.517	214	.858		
	Total	189.446	221			
Q9.	Between Groups	14.165	7	2.024	1.451	.187
	Within Groups	298.520	214	1.395		
	Total	312.685	221			
Q10.	Between Groups	15.267	7	2.181	1.728	.104
	Within Groups	270.066	214	1.262		
	Total	285.333	221			
Q11.	Between Groups	24.317	7	3.474	2.614	.013
	Within Groups	284.421	214	1.329		
	Total	308.739	221			
Q12.	Between Groups	17.989	7	2.570	2.104	.044
	Within Groups	261.331	214	1.221		
	Total	279.320	221			
Q13.	Between Groups	16.146	7	2.307	1.572	.145
	Within Groups	314.052	214	1.468		
	Total	330.198	221			
Q14.	Between Groups	9.840	7	1.406	1.395	.203
	Within Groups	215.674	214	1.008		
	Total	225.514	221			
Q15.	Between Groups	17.258	7	2.465	2.150	.040
	Within Groups	245.337	214	1.146		
	Total	262.595	221			
Q16.	Between Groups	15.058	7	2.151	2.171	.038
	Within Groups	212.060	214	.991		

	Total	227.117	221			
Q17.	Between Groups	15.512	7	2.216	1.575	.144
	Within Groups	301.173	214	1.407		
	Total	316.685	221			
Q18.	Between Groups	16.730	7	2.390	1.973	.060
	Within Groups	259.252	214	1.211		
	Total	275.982	221			
Q19.	Between Groups	8.725	7	1.246	1.180	.315
	Within Groups	226.014	214	1.056		
	Total	234.739	221			
Q20.	Between Groups	18.502	7	2.643	2.181	.037
	Within Groups	259.372	214	1.212		
	Total	277.874	221			
Q21.	Between Groups	17.158	7	2.451	1.429	.195
	Within Groups	367.004	214	1.715		
	Total	384.162	221			
Q22.	Between Groups	6.750	7	.964	.432	.881
	Within Groups	477.705	214	2.232		
	Total	484.455	221			
Q23.	Between Groups	7.094	7	1.013	.871	.530
	Within Groups	249.001	214	1.164		
	Total	256.095	221			
Q24.	Between Groups	9.374	7	1.339	1.299	.252
	Within Groups	220.554	214	1.031		
	Total	229.928	221			
Q25.	Between Groups	13.749	7	1.964	1.621	.131
	Within Groups	259.300	214	1.212		
	Total	273.050	221			
Q26.	Between Groups	14.008	7	2.001	1.702	.110
	Within Groups	251.654	214	1.176		
	Total	265.662	221			
Q27.	Between Groups	6.039	7	.863	.816	.575
	Within Groups	226.339	214	1.058		
	Total	232.378	221			
Q28.	Between Groups	11.991	7	1.713	1.641	.125
	Within Groups	223.396	214	1.044		
	Total	235.387	221			
Q29.	Between Groups	17.100	7	2.443	2.478	.018
	Within Groups	210.995	214	.986		
	Total	228.095	221			
Q30.	Between Groups	12.141	7	1.734	1.772	.094
	Within Groups	209.413	214	.979		
	Total	221.554	221			
Q31.	Between Groups	7.422	7	1.060	1.184	.313
	Within Groups	191.627	214	.895		
	Total	199.050	221			
Q32.	Between Groups	6.582	7	.940	1.178	.317
	Within Groups	170.846	214	.798		
	Total	177.428	221			
Q33.	Between Groups	10.462	7	1.495	1.390	.211
	Within Groups	230.132	214	1.075		
	Total	240.595	221			
Q34.	Between Groups	15.136	7	2.162	1.769	.095

	Within Groups	261.602	214	1.222		
	Total	276.739	221			
Q35.	Between Groups	16.587	7	2.370	1.900	.071
	Within Groups	266.895	214	1.247		
	Total	283.482	221			
Q36.	Between Groups	10.886	7	1.555	1.239	.282
	Within Groups	268.502	214	1.255		
	Total	279.387	221			
Q37.	Between Groups	10.692	7	1.527	1.283	.260
	Within Groups	254.790	214	1.191		
	Total	265.482	221			
Q38.	Between Groups	12.777	7	1.825	1.676	.116
	Within Groups	233.096	214	1.089		
	Total	245.874	221			
Q39.	Between Groups	7.432	7	1.062	.909	.500
	Within Groups	249.847	214	1.168		
	Total	257.279	221			
Q40.	Between Groups	12.177	7	1.740	1.652	.122
	Within Groups	225.305	214	1.053		
	Total	237.482	221			
Q41.	Between Groups	8.619	7	1.231	1.026	.413
	Within Groups	256.701	214	1.200		
	Total	265.320	221			
Q42.	Between Groups	5.874	7	.839	.711	.662
	Within Groups	252.472	214	1.180		
	Total	258.347	221			
Q43.	Between Groups	14.519	7	2.074	1.617	.132
	Within Groups	274.436	214	1.282		
	Total	288.955	221			
Q44.	Between Groups	12.487	7	1.784	1.548	.153
	Within Groups	246.649	214	1.153		
	Total	259.135	221			
Q45.	Between Groups	24.084	7	3.441	2.865	.007
	Within Groups	256.965	214	1.201		
	Total	281.050	221			
Q46.	Between Groups	5.741	7	.820	.676	.692
	Within Groups	259.597	214	1.213		
	Total	265.338	221			
Q47.	Between Groups	8.320	7	1.189	.939	.478
	Within Groups	271.013	214	1.266		
	Total	279.333	221			
Q48.	Between Groups	15.140	7	2.163	1.850	.078
	Within Groups	250.139	214	1.169		
	Total	265.279	221			
Q49.	Between Groups	22.252	7	3.179	2.624	.013
	Within Groups	259.243	214	1.211		
	Total	281.495	221			

Multiple Comparisons
Tukey HSD

			Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
Dependent Variable	(I) department	(J) department				Lower Bound	Upper Bound
Q7.	mechanical	control	.23	.268	.990	-.59	1.05
		project	-.23	.282	.993	-1.09	.64
		service	-.33	.285	.943	-1.20	.54
		scientific	-.43	.297	.838	-1.34	.48
		mechatronic	.07	.285	1.000	-.80	.94
		administration	.39	.289	.878	-.49	1.28
		oil and gas	.43	.276	.782	-.42	1.27
	control	mechanical	-.23	.268	.990	-1.05	.59
		project	-.45	.299	.797	-1.37	.46
		service	-.56	.302	.588	-1.48	.37
		scientific	-.66	.314	.422	-1.62	.30
		mechatronic	-.16	.302	1.000	-1.08	.77
		administration	.16	.306	1.000	-.78	1.10
		oil and gas	.20	.293	.998	-.70	1.09
	project	mechanical	.23	.282	.993	-.64	1.09
		control	.45	.299	.797	-.46	1.37
		service	-.10	.315	1.000	-1.07	.86
		scientific	-.20	.326	.999	-1.20	.79
		mechatronic	.30	.315	.982	-.67	1.26
		administration	.62	.318	.530	-.36	1.59
		oil and gas	.65	.306	.402	-.29	1.59
	Service	mechanical	.33	.285	.943	-.54	1.20
		control	.56	.302	.588	-.37	1.48
		project	.10	.315	1.000	-.86	1.07
		scientific	-.10	.329	1.000	-1.10	.91
		mechatronic	.40	.318	.913	-.57	1.37
		administration	.72	.321	.333	-.26	1.70
		oil and gas	.76	.310	.227	-.19	1.70
	Scientific	mechanical	.43	.297	.838	-.48	1.34
		control	.66	.314	.422	-.30	1.62
		project	.20	.326	.999	-.79	1.20
		service	.10	.329	1.000	-.91	1.10
		mechatronic	.50	.329	.799	-.51	1.50
		administration	.82	.332	.217	-.20	1.83
		oil and gas	.85	.321	.140	-.13	1.84
	Mechatronic	mechanical	-.07	.285	1.000	-.94	.80
		control	.16	.302	1.000	-.77	1.08
		project	-.30	.315	.982	-1.26	.67
		service	-.40	.318	.913	-1.37	.57
		scientific	-.50	.329	.799	-1.50	.51
		administration	.32	.321	.975	-.66	1.30
		oil and gas	.36	.310	.945	-.59	1.30
	Administration	mechanical	-.39	.289	.878	-1.28	.49
		control	-.16	.306	1.000	-1.10	.78
		project	-.62	.318	.530	-1.59	.36
		service	-.72	.321	.333	-1.70	.26
		scientific	-.82	.332	.217	-1.83	.20

		mechatronic	-.32	.321	.975	-1.30	.66
		oil and gas	.04	.313	1.000	-.92	.99
	oil and gas	mechanical	-.43	.276	.782	-1.27	.42
		control	-.20	.293	.998	-1.09	.70
		project	-.65	.306	.402	-1.59	.29
		service	-.76	.310	.227	-1.70	.19
		scientific	-.85	.321	.140	-1.84	.13
		mechatronic	-.36	.310	.945	-1.30	.59
		administration	-.04	.313	1.000	-.99	.92
Q11.	mechanical	control	.54	.274	.514	-.30	1.38
		project	-.04	.289	1.000	-.93	.84
		service	-.22	.293	.995	-1.12	.67
		scientific	-.55	.305	.608	-1.49	.38
		mechatronic	.06	.293	1.000	-.84	.95
		administration	.45	.296	.791	-.45	1.36
		oil and gas	.39	.283	.860	-.47	1.26
	control	mechanical	-.54	.274	.514	-1.38	.30
		project	-.58	.307	.565	-1.52	.36
		service	-.76	.310	.222	-1.71	.19
		scientific	-1.09	.321	.018	-2.07	-.11
		mechatronic	-.48	.310	.780	-1.43	.47
		administration	-.08	.313	1.000	-1.04	.88
		oil and gas	-.14	.301	1.000	-1.06	.78
	project	mechanical	.04	.289	1.000	-.84	.93
		control	.58	.307	.565	-.36	1.52
		service	-.18	.323	.999	-1.17	.81
		scientific	-.51	.334	.785	-1.54	.51
		mechatronic	.10	.323	1.000	-.89	1.09
		administration	.49	.326	.800	-.51	1.49
		oil and gas	.43	.314	.864	-.53	1.40
	service	mechanical	.22	.293	.995	-.67	1.12
		control	.76	.310	.222	-.19	1.71
		project	.18	.323	.999	-.81	1.17
		scientific	-.33	.337	.977	-1.36	.70
		mechatronic	.28	.326	.989	-.72	1.28
		administration	.68	.329	.448	-.33	1.69
		oil and gas	.62	.317	.521	-.35	1.59
	scientific	mechanical	.55	.305	.608	-.38	1.49
		control	1.09	.321	.018	.11	2.07
		project	.51	.334	.785	-.51	1.54
		service	.33	.337	.977	-.70	1.36
		mechatronic	.61	.337	.612	-.42	1.64
		administration	1.01	.340	.066	-.03	2.05
		oil and gas	.95	.328	.080	-.06	1.95
	mechatronic	mechanical	-.06	.293	1.000	-.95	.84
		control	.48	.310	.780	-.47	1.43
		project	-.10	.323	1.000	-1.09	.89
		service	-.28	.326	.989	-1.28	.72
		scientific	-.61	.337	.612	-1.64	.42
		administration	.40	.329	.930	-.61	1.41
		oil and gas	.34	.317	.964	-.63	1.31
	administration	mechanical	-.45	.296	.791	-1.36	.45
		control	.08	.313	1.000	-.88	1.04

		project	-.49	.326	.800	-1.49	.51
		service	-.68	.329	.448	-1.69	.33
		scientific	-1.01	.340	.066	-2.05	.03
		mechatronic	-.40	.329	.930	-1.41	.61
		oil and gas	-.06	.321	1.000	-1.04	.92
	oil and gas	mechanical	-.39	.283	.860	-1.26	.47
		control	.14	.301	1.000	-.78	1.06
		project	-.43	.314	.864	-1.40	.53
		service	-.62	.317	.521	-1.59	.35
		scientific	-.95	.328	.080	-1.95	.06
		mechatronic	-.34	.317	.964	-1.31	.63
		administration	.06	.321	1.000	-.92	1.04
Q12.	mechanical	control	.22	.263	.991	-.58	1.03
		project	-.20	.277	.996	-1.05	.65
		service	-.19	.280	.998	-1.04	.67
		scientific	-.59	.292	.481	-1.48	.31
		mechatronic	.01	.280	1.000	-.84	.87
		administration	.46	.284	.746	-.41	1.33
		oil and gas	.27	.271	.974	-.56	1.10
	control	mechanical	-.22	.263	.991	-1.03	.58
		project	-.42	.294	.840	-1.32	.48
		service	-.41	.297	.871	-1.32	.50
		scientific	-.81	.308	.155	-1.75	.14
		mechatronic	-.21	.297	.997	-1.12	.70
		administration	.24	.300	.994	-.68	1.15
		oil and gas	.05	.288	1.000	-.83	.93
	project	mechanical	.20	.277	.996	-.65	1.05
		control	.42	.294	.840	-.48	1.32
		service	.02	.310	1.000	-.93	.96
		scientific	-.38	.320	.931	-1.36	.60
		mechatronic	.22	.310	.997	-.73	1.16
		administration	.66	.313	.418	-.30	1.61
		oil and gas	.47	.301	.768	-.45	1.39
	service	mechanical	.19	.280	.998	-.67	1.04
		control	.41	.297	.871	-.50	1.32
		project	-.02	.310	1.000	-.96	.93
		scientific	-.40	.323	.920	-1.39	.59
		mechatronic	.20	.313	.998	-.76	1.16
		administration	.64	.316	.463	-.33	1.61
		oil and gas	.46	.304	.805	-.47	1.39
	scientific	mechanical	.59	.292	.481	-.31	1.48
		control	.81	.308	.155	-.14	1.75
		project	.38	.320	.931	-.60	1.36
		service	.40	.323	.920	-.59	1.39
		mechatronic	.60	.323	.582	-.39	1.59
		administration	1.04	.326	.034	.04	2.04
		oil and gas	.86	.315	.122	-.11	1.82
	mechatronic	mechanical	-.01	.280	1.000	-.87	.84
		control	.21	.297	.997	-.70	1.12
		project	-.22	.310	.997	-1.16	.73
		service	-.20	.313	.998	-1.16	.76
		scientific	-.60	.323	.582	-1.59	.39
		administration	.44	.316	.857	-.53	1.41

		oil and gas	.26	.304	.990	-.67	1.19
	administration	mechanical	-.46	.284	.746	-1.33	.41
		control	-.24	.300	.994	-1.15	.68
		project	-.66	.313	.418	-1.61	.30
		service	-.64	.316	.463	-1.61	.33
		scientific	-1.04	.326	.034	-2.04	-.04
		mechatronic	-.44	.316	.857	-1.41	.53
		oil and gas	-.18	.307	.999	-1.13	.76
	oil and gas	mechanical	-.27	.271	.974	-1.10	.56
		control	-.05	.288	1.000	-.93	.83
		project	-.47	.301	.768	-1.39	.45
		service	-.46	.304	.805	-1.39	.47
		scientific	-.86	.315	.122	-1.82	.11
		mechatronic	-.26	.304	.990	-1.19	.67
		administration	.18	.307	.999	-.76	1.13
Q15.	mechanical	control	.07	.255	1.000	-.71	.85
		project	-.48	.268	.630	-1.30	.34
		service	-.34	.272	.912	-1.17	.49
		scientific	-.72	.283	.182	-1.59	.15
		mechatronic	-.62	.272	.303	-1.45	.21
		administration	.01	.275	1.000	-.83	.86
		oil and gas	-.22	.262	.990	-1.03	.58
	control	mechanical	-.07	.255	1.000	-.85	.71
		project	-.54	.285	.544	-1.42	.33
		service	-.41	.288	.849	-1.29	.47
		scientific	-.79	.298	.150	-1.70	.13
		mechatronic	-.69	.288	.252	-1.57	.19
		administration	-.05	.291	1.000	-.94	.84
		oil and gas	-.29	.279	.968	-1.14	.57
	project	mechanical	.48	.268	.630	-.34	1.30
		control	.54	.285	.544	-.33	1.42
		service	.14	.300	1.000	-.78	1.06
		scientific	-.24	.310	.994	-1.19	.71
		mechatronic	-.14	.300	1.000	-1.06	.78
		administration	.49	.303	.733	-.43	1.42
		oil and gas	.26	.292	.988	-.64	1.15
	service	mechanical	.34	.272	.912	-.49	1.17
		control	.41	.288	.849	-.47	1.29
		project	-.14	.300	1.000	-1.06	.78
		scientific	-.38	.313	.929	-1.34	.58
		mechatronic	-.28	.303	.983	-1.21	.65
		administration	.36	.306	.941	-.58	1.29
		oil and gas	.12	.295	1.000	-.78	1.02
	scientific	mechanical	.72	.283	.182	-.15	1.59
		control	.79	.298	.150	-.13	1.70
		project	.24	.310	.994	-.71	1.19
		service	.38	.313	.929	-.58	1.34
		mechatronic	.10	.313	1.000	-.86	1.06
		administration	.73	.316	.285	-.23	1.70
		oil and gas	.50	.305	.733	-.44	1.43
	mechatronic	mechanical	.62	.272	.303	-.21	1.45
		control	.69	.288	.252	-.19	1.57
		project	.14	.300	1.000	-.78	1.06

		service	.28	.303	.983	-.65	1.21
		scientific	-.10	.313	1.000	-1.06	.86
		administration	.64	.306	.431	-.30	1.57
		oil and gas	.40	.295	.877	-.50	1.30
	administration	mechanical	-.01	.275	1.000	-.86	.83
		control	.05	.291	1.000	-.84	.94
		project	-.49	.303	.733	-1.42	.43
		service	-.36	.306	.941	-1.29	.58
		scientific	-.73	.316	.285	-1.70	.23
		mechatronic	-.64	.306	.431	-1.57	.30
		oil and gas	-.24	.298	.993	-1.15	.67
	oil and gas	mechanical	.22	.262	.990	-.58	1.03
		control	.29	.279	.968	-.57	1.14
		project	-.26	.292	.988	-1.15	.64
		service	-.12	.295	1.000	-1.02	.78
		scientific	-.50	.305	.733	-1.43	.44
		mechatronic	-.40	.295	.877	-1.30	.50
		administration	.24	.298	.993	-.67	1.15
Q16.	mechanical	control	.15	.237	.999	-.58	.87
		project	-.53	.250	.415	-1.29	.24
		service	-.32	.253	.915	-1.09	.46
		scientific	-.39	.263	.811	-1.20	.41
		mechatronic	-.36	.253	.852	-1.13	.42
		administration	.29	.256	.953	-.50	1.07
		oil and gas	-.22	.244	.986	-.97	.53
	control	mechanical	-.15	.237	.999	-.87	.58
		project	-.67	.265	.184	-1.48	.14
		service	-.46	.268	.667	-1.28	.36
		scientific	-.54	.278	.522	-1.39	.31
		mechatronic	-.50	.268	.566	-1.32	.32
		administration	.14	.271	1.000	-.69	.97
		oil and gas	-.37	.260	.849	-1.16	.43
	project	mechanical	.53	.250	.415	-.24	1.29
		control	.67	.265	.184	-.14	1.48
		service	.21	.279	.995	-.64	1.06
		scientific	.13	.288	1.000	-.75	1.02
		mechatronic	.17	.279	.999	-.68	1.02
		administration	.81	.282	.082	-.05	1.67
		oil and gas	.30	.271	.951	-.52	1.13
	service	mechanical	.32	.253	.915	-.46	1.09
		control	.46	.268	.667	-.36	1.28
		project	-.21	.279	.995	-1.06	.67
		scientific	-.08	.291	1.000	-.97	.8
		mechatronic	-.04	.282	1.000	-.90	.8
		administration	.60	.284	.409	-.27	1.4
		oil and gas	.10	.274	1.000	-.74	.9
	scientific	mechanical	.39	.263	.811	-.41	1.20
		control	.54	.278	.522	-.31	1.39
		project	-.13	.288	1.000	-1.02	.75
		service	.08	.291	1.000	-.81	.97
		mechatronic	.04	.291	1.000	-.85	.93
		administration	.68	.294	.294	-.22	1.58
		oil and gas	.17	.284	.999	-.70	1.04

	mechatronic	mechanical	.36	.253	.852	-.42	1.13
		control	.50	.268	.566	-.32	1.32
		project	-.17	.279	.999	-1.02	.68
		service	.04	.282	1.000	-.82	.90
		scientific	-.04	.291	1.000	-.93	.85
		administration	.64	.284	.323	-.23	1.51
		oil and gas	.14	.274	1.000	-.70	.97
	administration	mechanical	-.29	.256	.953	-1.07	.50
		control	-.14	.271	1.000	-.97	.69
		project	-.81	.282	.082	-1.67	.05
		service	-.60	.284	.409	-1.47	.27
		scientific	-.68	.294	.294	-1.58	.22
		mechatronic	-.64	.284	.323	-1.51	.23
		oil and gas	-.51	.277	.602	-1.35	.34
	oil and gas	mechanical	.22	.244	.986	-.53	.97
		control	.37	.260	.849	-.43	1.16
		project	-.30	.271	.951	-1.13	.52
		service	-.10	.274	1.000	-.93	.74
		scientific	-.17	.284	.999	-1.04	.70
		mechatronic	-.14	.274	1.000	-.97	.70
		administration	.51	.277	.602	-.34	1.35
Q20.	mechanical	control	.24	.262	.983	-.56	1.05
		project	-.53	.276	.550	-1.37	.32
		service	-.36	.279	.907	-1.21	.50
		scientific	-.57	.291	.502	-1.46	.32
		mechatronic	-.36	.279	.907	-1.21	.50
		administration	.20	.283	.996	-.66	1.07
		oil and gas	-.22	.270	.992	-1.05	.61
	control	mechanical	-.24	.262	.983	-1.05	.56
		project	-.77	.293	.152	-1.67	.13
		service	-.60	.296	.466	-1.51	.31
		scientific	-.82	.307	.139	-1.76	.12
		mechatronic	-.60	.296	.466	-1.51	.31
		administration	-.04	.299	1.000	-.96	.87
		oil and gas	-.46	.287	.739	-1.34	.41
	project	mechanical	.53	.276	.550	-.32	1.37
		control	.77	.293	.152	-.13	1.67
		service	.17	.308	.999	-.77	1.11
		scientific	-.05	.319	1.000	-1.03	.93
		mechatronic	.17	.308	.999	-.77	1.11
		administration	.73	.312	.280	-.23	1.68
		oil and gas	.30	.300	.971	-.61	1.22
	service	mechanical	.36	.279	.907	-.50	1.2
		control	.60	.296	.466	-.31	1.5
		project	-.17	.308	.999	-1.11	.7
		scientific	-.22	.322	.997	-1.20	.77
		mechatronic	.00	.311	1.000	-.95	.95
		administration	.56	.315	.638	-.40	1.52
		oil and gas	.14	.303	1.000	-.79	1.06
	scientific	mechanical	.57	.291	.502	-.32	1.46
		control	.82	.307	.139	-.12	1.76
		project	.05	.319	1.000	-.93	1.03
		service	.22	.322	.997	-.77	1.20

		mechatronic	.22	.322	.997	-.77	1.20
		administration	.78	.325	.252	-.22	1.77
		oil and gas	.35	.314	.950	-.61	1.31
	mechatronic	mechanical	.36	.279	.907	-.50	1.21
		control	.60	.296	.466	-.31	1.51
		project	-.17	.308	.999	-1.11	.77
		service	.00	.311	1.000	-.95	.95
		scientific	-.22	.322	.997	-1.20	.77
		administration	.56	.315	.638	-.40	1.52
		oil and gas	.14	.303	1.000	-.79	1.06
	administration	mechanical	-.20	.283	.996	-1.07	.66
		control	.04	.299	1.000	-.87	.96
		project	-.73	.312	.280	-1.68	.23
		service	-.56	.315	.638	-1.52	.40
		scientific	-.78	.325	.252	-1.77	.22
		mechatronic	-.56	.315	.638	-1.52	.40
		oil and gas	-.42	.306	.865	-1.36	.51
	oil and gas	mechanical	.22	.270	.992	-.61	1.05
		control	.46	.287	.739	-.41	1.34
		project	-.30	.300	.971	-1.22	.61
		service	-.14	.303	1.000	-1.06	.79
		scientific	-.35	.314	.950	-1.31	.61
		mechatronic	-.14	.303	1.000	-1.06	.79
		administration	.42	.306	.865	-.51	1.36
Q29.	mechanical	control	-.09	.236	1.000	-.81	.63
		project	-.81	.249	.027	-1.58	-.05
		service	-.52	.252	.437	-1.29	.25
		scientific	-.49	.262	.586	-1.29	.32
		mechatronic	-.16	.252	.998	-.93	.61
		administration	.04	.255	1.000	-.74	.83
		oil and gas	-.34	.243	.865	-1.08	.41
	control	mechanical	.09	.236	1.000	-.63	.81
		project	-.72	.264	.115	-1.53	.08
		service	-.43	.267	.738	-1.25	.38
		scientific	-.40	.277	.842	-1.24	.45
		mechatronic	-.07	.267	1.000	-.89	.74
		administration	.13	.270	1.000	-.69	.96
		oil and gas	-.25	.259	.980	-1.04	.55
	project	mechanical	.81	.249	.027	.05	1.58
		control	.72	.264	.115	-.08	1.53
		service	.29	.278	.966	-.56	1.14
		scientific	.33	.288	.947	-.55	1.21
		mechatronic	.65	.278	.274	-.20	1.1
		administration	.86	.281	.051	.00	1.1
		oil and gas	.48	.270	.643	-.35	1.1
	service	mechanical	.52	.252	.437	-.25	1.2
		control	.43	.267	.738	-.38	1.25
		project	-.29	.278	.966	-1.14	.56
		scientific	.04	.290	1.000	-.85	.92
		mechatronic	.36	.281	.905	-.50	1.22
		administration	.57	.284	.486	-.30	1.44
		oil and gas	.19	.273	.997	-.65	1.02
	scientific	mechanical	.49	.262	.586	-.32	1.29

		control	.40	.277	.842	-.45	1.24
		project	-.33	.288	.947	-1.21	.55
		service	-.04	.290	1.000	-.92	.85
		mechatronic	.32	.290	.953	-.56	1.21
		administration	.53	.293	.614	-.37	1.43
		oil and gas	.15	.283	1.000	-.72	1.02
mechatronic	mechanical	control	.16	.252	.998	-.61	.93
		control	.07	.267	1.000	-.74	.89
		project	-.65	.278	.274	-1.50	.20
		service	-.36	.281	.905	-1.22	.50
		scientific	-.32	.290	.953	-1.21	.56
		administration	.21	.284	.996	-.66	1.08
		oil and gas	-.17	.273	.998	-1.01	.66
administration	mechanical	control	-.04	.255	1.000	-.83	.74
		control	-.13	.270	1.000	-.96	.69
		project	-.86	.281	.051	-1.72	.00
		service	-.57	.284	.486	-1.44	.30
		scientific	-.53	.293	.614	-1.43	.37
		mechatronic	-.21	.284	.996	-1.08	.66
		oil and gas	-.38	.276	.866	-1.23	.46
oil and gas	mechanical	control	.34	.243	.865	-.41	1.08
		control	.25	.259	.980	-.55	1.04
		project	-.48	.270	.643	-1.31	.35
		service	-.19	.273	.997	-1.02	.65
		scientific	-.15	.283	1.000	-1.02	.72
		mechatronic	.17	.273	.998	-.66	1.01
		administration	.38	.276	.866	-.46	1.23
Q45.	mechanical	control	.53	.261	.466	-.27	1.33
		project	-.21	.275	.995	-1.05	.63
		service	-.20	.278	.996	-1.05	.65
		scientific	-.62	.290	.390	-1.51	.27
		mechatronic	-.12	.278	1.000	-.97	.73
		administration	.39	.282	.856	-.47	1.26
		oil and gas	.17	.269	.998	-.65	.99
control	mechanical	control	-.53	.261	.466	-1.33	.27
		project	-.74	.291	.189	-1.63	.16
		service	-.73	.295	.214	-1.63	.17
		scientific	-1.15	.305	.005	-2.08	-.21
		mechatronic	-.65	.295	.357	-1.55	.25
		administration	-.13	.298	1.000	-1.05	.78
		oil and gas	-.36	.286	.912	-1.24	.51
project	mechanical	control	.21	.275	.995	-.63	1.0
		control	.74	.291	.189	-.16	1.6
		service	.01	.307	1.000	-.93	.9
		scientific	-.41	.317	.898	-1.38	.56
		mechatronic	.09	.307	1.000	-.85	1.03
		administration	.60	.310	.523	-.35	1.55
		oil and gas	.38	.298	.912	-.54	1.29
service	mechanical	control	.20	.278	.996	-.65	1.05
		control	.73	.295	.214	-.17	1.6
		project	-.01	.307	1.000	-.95	.9
		scientific	-.42	.320	.892	-1.40	.56
		mechatronic	.08	.310	1.000	-.87	1.0

		administration	.59	.313	.556	-.37	1.55
		oil and gas	.37	.302	.926	-.56	1.29
	scientific	mechanical	.62	.290	.390	-.27	1.51
		control	1.15	.305	.005	.21	2.08
		project	.41	.317	.898	-.56	1.38
		service	.42	.320	.892	-.56	1.40
		mechatronic	.50	.320	.770	-.48	1.48
		administration	1.02	.323	.040	.03	2.01
		oil and gas	.79	.312	.190	-.17	1.74
	mechatronic	mechanical	.12	.278	1.000	-.73	.97
		control	.65	.295	.357	-.25	1.55
		project	-.09	.307	1.000	-1.03	.85
		service	-.08	.310	1.000	-1.03	.87
		scientific	-.50	.320	.770	-1.48	.48
		administration	.51	.313	.726	-.45	1.47
		oil and gas	.29	.302	.980	-.64	1.21
	administration	mechanical	-.39	.282	.856	-1.26	.47
		control	.13	.298	1.000	-.78	1.05
		project	-.60	.310	.523	-1.55	.35
		service	-.59	.313	.556	-1.55	.37
		scientific	-1.02	.323	.040	-2.01	-.03
		mechatronic	-.51	.313	.726	-1.47	.45
		oil and gas	-.23	.305	.996	-1.16	.71
	oil and gas	mechanical	-.17	.269	.998	-.99	.65
		control	.36	.286	.912	-.51	1.24
		project	-.38	.298	.912	-1.29	.54
		service	-.37	.302	.926	-1.29	.56
		scientific	-.79	.312	.190	-1.74	.17
		mechatronic	-.29	.302	.980	-1.21	.64
		administration	.23	.305	.996	-.71	1.16
Q49.	mechanical	control	.48	.262	.599	-.32	1.28
		project	-.30	.276	.962	-1.14	.55
		service	-.13	.279	1.000	-.98	.73
		scientific	-.62	.291	.389	-1.51	.27
		mechatronic	.07	.279	1.000	-.78	.93
		administration	.39	.283	.870	-.48	1.25
		oil and gas	.08	.270	1.000	-.74	.91
	control	mechanical	-.48	.262	.599	-1.28	.32
		project	-.78	.293	.144	-1.67	.12
		service	-.61	.296	.448	-1.51	.30
		scientific	-1.10	.307	.009	-2.04	-.16
		mechatronic	-.41	.296	.866	-1.31	.50
		administration	-.09	.299	1.000	-1.01	.82
		oil and gas	-.40	.287	.865	-1.27	.48
	project	mechanical	.30	.276	.962	-.55	1.14
		control	.78	.293	.144	-.12	1.67
		service	.17	.308	.999	-.78	1.11
		scientific	-.33	.319	.969	-1.30	.65
		mechatronic	.37	.308	.933	-.58	1.31
		administration	.68	.312	.361	-.27	1.64
		oil and gas	.38	.300	.911	-.54	1.30
	service	mechanical	.13	.279	1.000	-.73	.98
		control	.61	.296	.448	-.30	1.51

		project	-.17	.308	.999	-1.11	.78
		scientific	-.50	.322	.783	-1.48	.49
		mechatronic	.20	.311	.998	-.75	1.15
		administration	.51	.315	.727	-.45	1.48
		oil and gas	.21	.303	.997	-.72	1.14
scientific		mechanical	.62	.291	.389	-.27	1.51
		control	1.10	.307	.009	.16	2.04
		project	.33	.319	.969	-.65	1.30
		service	.50	.322	.783	-.49	1.48
		mechatronic	.70	.322	.378	-.29	1.68
		administration	1.01	.325	.043	.02	2.01
		oil and gas	.71	.314	.322	-.25	1.67
mechatronic		mechanical	-.07	.279	1.000	-.93	.78
		control	.41	.296	.866	-.50	1.31
		project	-.37	.308	.933	-1.31	.58
		service	-.20	.311	.998	-1.15	.75
		scientific	-.70	.322	.378	-1.68	.29
		administration	.32	.315	.974	-.65	1.28
		oil and gas	.01	.303	1.000	-.92	.94
administration		mechanical	-.39	.283	.870	-1.25	.48
		control	.09	.299	1.000	-.82	1.01
		project	-.68	.312	.361	-1.64	.27
		service	-.51	.315	.727	-1.48	.45
		scientific	-1.01	.325	.043	-2.01	-.02
		mechatronic	-.32	.315	.974	-1.28	.65
		oil and gas	-.30	.306	.975	-1.24	.63
oil and gas		mechanical	-.08	.270	1.000	-.91	.74
		control	.40	.287	.865	-.48	1.27
		project	-.38	.300	.911	-1.30	.54
		service	-.21	.303	.997	-1.14	.72
		scientific	-.71	.314	.322	-1.67	.25
		mechatronic	-.01	.303	1.000	-.94	.92
		administration	.30	.306	.975	-.63	1.24

* The mean difference is significant at the .05 level.

ANOVA ANALYSIS FOR TENURE

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Q1.	Between Groups	2.009	4	.502	.569	.685
	Within Groups	191.505	217	.883		
	Total	193.514	221			
Q2.	Between Groups	2.311	4	.578	.663	.618
	Within Groups	189.009	217	.871		
	Total	191.320	221			
Q3.	Between Groups	9.598	4	2.400	2.391	.052
	Within Groups	217.776	217	1.004		
	Total	227.374	221			
Q4.	Between Groups	4.199	4	1.050	.898	.466
	Within Groups	253.769	217	1.169		
	Total	257.968	221			
Q5.	Between Groups	7.432	4	1.858	1.714	.148
	Within Groups	235.252	217	1.084		
	Total	242.685	221			
Q6.	Between Groups	3.003	4	.751	.561	.691
	Within Groups	290.551	217	1.339		
	Total	293.554	221			
Q7.	Between Groups	5.225	4	1.306	.998	.409
	Within Groups	283.946	217	1.309		
	Total	289.171	221			
Q8.	Between Groups	2.662	4	.666	.773	.544
	Within Groups	186.784	217	.861		
	Total	189.446	221			
Q9.	Between Groups	16.901	4	4.225	3.100	.017
	Within Groups	295.783	217	1.363		
	Total	312.685	221			
Q10.	Between Groups	6.629	4	1.657	1.290	.275
	Within Groups	278.705	217	1.284		
	Total	285.333	221			
Q11.	Between Groups	2.424	4	.606	.429	.787
	Within Groups	306.315	217	1.412		
	Total	308.739	221			
Q12.	Between Groups	5.103	4	1.276	1.010	.403
	Within Groups	274.217	217	1.264		
	Total	279.320	221			
Q13.	Between Groups	9.006	4	2.251	1.521	.197
	Within Groups	321.192	217	1.480		
	Total	330.198	221			
Q14.	Between Groups	6.106	4	1.526	1.510	.200
	Within Groups	219.408	217	1.011		
	Total	225.514	221			
Q15.	Between Groups	2.269	4	.567	.473	.756
	Within Groups	260.326	217	1.200		
	Total	262.595	221			
Q16.	Between Groups	8.186	4	2.046	2.028	.092
	Within Groups	218.931	217	1.009		
	Total	227.117	221			
Q17.	Between Groups	3.793	4	.948	.658	.622

	Within Groups	312.892	217	1.442		
	Total	316.685	221			
Q18.	Between Groups	1.793	4	.448	.355	.841
	Within Groups	274.189	217	1.264		
	Total	275.982	221			
Q19.	Between Groups	5.198	4	1.299	1.228	.300
	Within Groups	229.541	217	1.058		
	Total	234.739	221			
Q20.	Between Groups	2.408	4	.602	.474	.755
	Within Groups	275.466	217	1.269		
	Total	277.874	221			
Q21.	Between Groups	2.039	4	.510	.290	.885
	Within Groups	382.123	217	1.761		
	Total	384.162	221			
Q22.	Between Groups	5.352	4	1.338	.606	.659
	Within Groups	479.103	217	2.208		
	Total	484.455	221			
Q23.	Between Groups	3.161	4	.790	.678	.608
	Within Groups	252.934	217	1.166		
	Total	256.095	221			
Q24.	Between Groups	1.249	4	.312	.296	.880
	Within Groups	228.679	217	1.054		
	Total	229.928	221			
Q25.	Between Groups	7.422	4	1.856	1.516	.199
	Within Groups	265.627	217	1.224		
	Total	273.050	221			
Q26.	Between Groups	2.220	4	.555	.457	.767
	Within Groups	263.442	217	1.214		
	Total	265.662	221			
Q27.	Between Groups	6.372	4	1.593	1.530	.195
	Within Groups	226.006	217	1.042		
	Total	232.378	221			
Q28.	Between Groups	2.208	4	.552	.514	.726
	Within Groups	233.179	217	1.075		
	Total	235.387	221			
Q29.	Between Groups	8.411	4	2.103	2.077	.085
	Within Groups	219.684	217	1.012		
	Total	228.095	221			
Q30.	Between Groups	1.064	4	.266	.262	.902
	Within Groups	220.490	217	1.016		
	Total	221.554	221			
Q31.	Between Groups	2.499	4	.625	.690	.600
	Within Groups	196.550	217	.906		
	Total	199.050	221			
Q32.	Between Groups	4.048	4	1.012	1.267	.284
	Within Groups	173.380	217	.799		
	Total	177.428	221			
Q33.	Between Groups	2.430	4	.608	.554	.697
	Within Groups	238.164	217	1.098		
	Total	240.595	221			
Q34.	Between Groups	5.238	4	1.309	1.047	.384
	Within Groups	271.501	217	1.251		
	Total	276.739	221			

Q35.	Between Groups	4.700	4	1.175	.915	.456
	Within Groups	278.782	217	1.285		
	Total	283.482	221			
Q36.	Between Groups	1.155	4	.289	.225	.924
	Within Groups	278.233	217	1.282		
	Total	279.387	221			
Q37.	Between Groups	.840	4	.210	.172	.952
	Within Groups	264.642	217	1.220		
	Total	265.482	221			
Q38.	Between Groups	.209	4	.052	.046	.996
	Within Groups	245.665	217	1.132		
	Total	245.874	221			
Q39.	Between Groups	1.988	4	.497	.422	.792
	Within Groups	255.291	217	1.176		
	Total	257.279	221			
Q40.	Between Groups	3.002	4	.751	.695	.596
	Within Groups	234.480	217	1.081		
	Total	237.482	221			
Q41.	Between Groups	2.490	4	.622	.514	.726
	Within Groups	262.830	217	1.211		
	Total	265.320	221			
Q42.	Between Groups	5.001	4	1.250	1.071	.372
	Within Groups	253.345	217	1.167		
	Total	258.347	221			
Q43.	Between Groups	5.224	4	1.306	.999	.409
	Within Groups	283.731	217	1.308		
	Total	288.955	221			
Q44.	Between Groups	6.820	4	1.705	1.466	.213
	Within Groups	252.315	217	1.163		
	Total	259.135	221			
Q45.	Between Groups	2.433	4	.608	.474	.755
	Within Groups	278.616	217	1.284		
	Total	281.050	221			
Q46.	Between Groups	.270	4	.068	.055	.994
	Within Groups	265.068	217	1.222		
	Total	265.338	221			
Q47.	Between Groups	8.787	4	2.197	1.762	.138
	Within Groups	270.546	217	1.247		
	Total	279.333	221			
Q48.	Between Groups	3.076	4	.769	.636	.637
	Within Groups	262.204	217	1.208		
	Total	265.279	221			
Q49.	Between Groups	.751	4	.188	.145	.965
	Within Groups	280.744	217	1.294		
	Total	281.495	221			

Multiple Comparisons
Tukey HSD

			Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
Dependent Variable	(I) tenure	(J) tenure				Lower Bound	Upper Bound
Q9.	less than 1 year	1 - 5 years	.54	.232	.147	-.10	1.18
		6 - 10 years	.49	.233	.219	-.15	1.13
		11 - 20 years	.61	.291	.223	-.19	1.41
		> 20 years	-.64	.480	.672	-1.96	.68
	1 - 5 years	less than 1 year	-.54	.232	.147	-1.18	.10
		6 - 10 years	-.04	.191	.999	-.57	.48
		11 - 20 years	.07	.259	.998	-.64	.79
		> 20 years	-1.18	.461	.084	-2.44	.09
	6 - 10 years	less than 1 year	-.49	.233	.219	-1.13	.15
		1 - 5 years	.04	.191	.999	-.48	.57
		11 - 20 years	.12	.259	.991	-.59	.83
		> 20 years	-1.13	.462	.106	-2.40	.14
	11 - 20 years	less than 1 year	-.61	.291	.223	-1.41	.19
		1 - 5 years	-.07	.259	.998	-.79	.64
		6 - 10 years	-.12	.259	.991	-.83	.59
		> 20 years	-1.25	.493	.087	-2.61	.11
	> 20 years	less than 1 year	.64	.480	.672	-.68	1.96
		1 - 5 years	1.18	.461	.084	-.09	2.44
		6 - 10 years	1.13	.462	.106	-.14	2.40
		11 - 20 years	1.25	.493	.087	-.11	2.61