

Subescala D – CULTURA ORGANIZACIONAL

Factor Analysis

Descriptive Statistics

	Mean	Std. Deviation	Analysis N
Item 1	3,44	1,244	224
Item 2	3,43	1,258	224
Item 3	4,50	,989	224
Item 4	4,38	1,118	224
Item 5	4,30	1,151	224
Item 6	4,27	1,205	224
Item 7	3,67	1,167	224
Item 8	3,90	1,236	224
Item 9	5,12	1,163	224
Item 10	4,28	1,073	224
Item 11	5,17	1,235	224
Item 12	5,13	1,208	224
Item 13	4,23	1,103	224
Item 14	4,36	1,115	224
Item 15	4,37	1,183	224
Item 16	4,99	1,310	224
Item 17	4,34	1,047	224
Item 18	4,33	1,032	224
Item 19	2,99	1,384	224
Item 20	3,83	1,229	224

Correlation Matrix																					
	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Item 11	Item 12	Item 13	Item 14	Item 15	Item 16	Item 17	Item 18	Item 19	Item 20	
Correlation	Item 1	1,000	,582	,087	,336	,339	,319	,543	,446	,177	,339	,134	,102	,300	,326	,296	,045	,411	,323	,050	,335
	Item 2	,582	1,000	,256	,450	,452	,374	,443	,490	,332	,400	,206	,232	,285	,344	,382	,063	,494	,398	,014	,290
	Item 3	,087	,256	1,000	,503	,481	,346	,188	,295	,275	,363	,189	,197	,310	,333	,357	,202	,266	,272	-,031	,153
	Item 4	,336	,450	,503	1,000	,797	,705	,387	,574	,629	,684	,545	,544	,558	,670	,663	,426	,591	,635	,122	,418
	Item 5	,339	,452	,481	,797	1,000	,733	,433	,549	,505	,658	,404	,401	,454	,589	,574	,360	,523	,565	,152	,426
	Item 6	,319	,374	,346	,705	,733	1,000	,491	,642	,553	,601	,484	,457	,416	,602	,576	,363	,556	,549	,056	,396
	Item 7	,543	,443	,188	,387	,433	,491	1,000	,607	,344	,396	,196	,238	,213	,375	,287	,141	,454	,394	-,089	,449
	Item 8	,446	,490	,295	,574	,549	,642	,607	1,000	,458	,522	,323	,333	,478	,524	,541	,282	,551	,515	,099	,556
	Item 9	,177	,332	,275	,629	,505	,553	,344	,458	1,000	,605	,778	,701	,457	,596	,577	,595	,529	,568	,048	,346
	Item 10	,339	,400	,363	,684	,658	,601	,396	,522	,605	1,000	,481	,464	,609	,663	,584	,401	,577	,622	,099	,368
	Item 11	,134	,206	,189	,545	,404	,484	,196	,323	,778	,481	1,000	,772	,402	,502	,478	,619	,491	,525	,070	,235
	Item 12	,102	,232	,197	,544	,401	,457	,238	,333	,701	,464	,772	1,000	,375	,475	,547	,548	,493	,548	,031	,274
	Item 13	,300	,285	,310	,558	,454	,416	,213	,478	,457	,609	,402	,375	1,000	,663	,554	,371	,545	,513	,143	,464
	Item 14	,326	,344	,333	,670	,589	,602	,375	,524	,596	,663	,502	,475	,663	1,000	,716	,405	,670	,657	,154	,380
	Item 15	,296	,382	,357	,663	,574	,576	,287	,541	,577	,584	,478	,547	,554	,716	1,000	,492	,593	,598	,107	,412
	Item 16	,045	,063	,202	,426	,360	,363	,141	,282	,595	,401	,619	,548	,371	,405	,492	1,000	,386	,388	,017	,269
	Item 17	,411	,494	,266	,591	,523	,556	,454	,551	,529	,577	,491	,493	,545	,670	,593	,386	1,000	,621	,130	,441
	Item 18	,323	,398	,272	,635	,565	,549	,394	,515	,568	,622	,525	,548	,513	,657	,598	,388	,621	1,000	,119	,418
	Item 19	,050	,014	-,031	,122	,152	,056	-,089	,099	,048	,099	,070	,031	,143	,154	,107	,017	,130	,119	1,000	,112
	Item 20	,335	,290	,153	,418	,426	,396	,449	,556	,346	,368	,235	,274	,464	,380	,412	,269	,441	,418	,112	1,000
Sig. (1-tailed)	Item 1		,000	,096	,000	,000	,000	,000	,000	,004	,000	,023	,063	,000	,000	,000	,252	,000	,000	,227	,000
	Item 2	,000		,000	,000	,000	,000	,000	,000	,000	,001	,000	,000	,000	,000	,000	,173	,000	,000	,420	,000
	Item 3	,096	,000		,000	,000	,000	,002	,000	,000	,000	,002	,002	,000	,000	,000	,001	,000	,000	,321	,011
	Item 4	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,034	,000
	Item 5	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,012	,000
	Item 6	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,202	,000
	Item 7	,000	,000	,002	,000	,000	,000		,000	,000	,000	,002	,000	,001	,000	,000	,018	,000	,000	,093	,000
	Item 8	,000	,000	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,070	,000
	Item 9	,004	,000	,000	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000	,000	,236	,000
	Item 10	,000	,000	,000	,000	,000	,000	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,000	,070	,000
	Item 11	,023	,001	,002	,000	,000	,000	,002	,000	,000	,000		,000	,000	,000	,000	,000	,000	,000	,150	,000

Item 12	,063	,000	,002	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,325	,000
Item 13	,000	,000	,000	,000	,000	,000	,001	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,016	,000
Item 14	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,010	,000
Item 15	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,055	,000
Item 16	,252	,173	,001	,000	,000	,000	,018	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,399	,000	
Item 17	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,026	,000	
Item 18	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,037	,000	
Item 19	,227	,420	,321	,034	,012	,202	,093	,070	,236	,070	,150	,325	,016	,010	,055	,399	,026	,037		,047	
Item 20	,000	,000	,011	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,047		

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	,919
Approx. Chi-Square	2923,801
Bartlett's Test of Sphericity	df
	190
	Sig.
	,000

Anti-image Matrices

		Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Item 11	Item 12	Item 13	Item 14	Item 15	Item 16	Item 17	Item 18	Item 19	Item 20
Anti-image Covariance	Item 1	,494	-,198	,088	-,021	,009	,012	-,163	,005	,064	-,017	-,045	,056	-,052	-,002	-,032	,010	-,008	,004	-,035	-,014
	Item 2	-,198	,478	-,039	-,012	-,052	,048	,013	-,068	-,062	-,001	,022	-,006	,023	,051	-,032	,102	-,104	-,021	,055	,044
	Item 3	,088	-,039	,670	-,089	-,072	,033	-,024	-,018	,005	-,001	,014	,026	-,050	,006	-,032	-,010	,005	,027	,090	,065
	Item 4	-,021	-,012	-,089	,228	-,101	-,031	,026	-,014	-,023	-,017	-,014	-,027	-,024	-,014	-,025	,018	-6,555E-005	-,024	-,003	-,002
	Item 5	,009	-,052	-,072	-,101	,257	-,105	-,022	,032	,019	-,060	,013	,015	,027	-,005	,001	-,039	,021	-,013	-,076	-,049
	Item 6	,012	,048	,033	-,031	-,105	,318	-,034	-,103	-,003	-,014	-,037	,004	,040	-,026	-,021	,028	-,026	,012	,055	,025
	Item 7	-,163	,013	-,024	,026	-,022	-,034	,414	-,123	-,044	-,023	,044	-,035	,103	-,041	,082	,010	-,047	-,015	,128	-,092
	Item 8	,005	-,068	-,018	-,014	,032	-,103	-,123	,361	-,009	,001	,010	,024	-,055	,020	-,050	-,009	-,002	-,015	-,064	-,097
	Item 9	,064	-,062	,005	-,023	,019	-,003	-,044	-,009	,266	-,059	-,112	-,033	,015	-,035	-,012	-,061	,028	,009	,005	-,026
	Item 10	-,017	-,001	-,001	-,017	-,060	-,014	-,023	,001	-,059	,361	,016	,005	-,104	-,022	,002	-,006	-,013	-,057	,008	,052
	Item 11	-,045	,022	,014	-,014	,013	-,037	,044	,010	-,112	,016	,248	-,130	-,010	-,007	,052	-,087	-,026	-,021	-,019	,034
	Item 12	,056	-,006	,026	-,027	,015	,004	-,035	,024	-,033	,005	-,130	,327	,003	,036	-,075	-,010	-,027	-,052	,022	-,006
	Item 13	-,052	,023	-,050	-,024	,027	,040	,103	-,055	,015	-,104	-,010	,003	,409	-,108	,007	-,024	-,035	,006	,008	-,131

Anti-image Correlation	Item 14	-,002	,051	,006	-,014	-,005	-,026	-,041	,020	-,035	-,022	-,007	,036	-,108	,278	-,108	,034	-,076	-,059	-,036	,056
	Item 15	-,032	-,032	-,032	-,025	,001	-,021	,082	-,050	-,012	,002	,052	-,075	,007	-,108	,339	-,090	-,013	-,018	,012	-,033
	Item 16	,010	,102	-,010	,018	-,039	,028	,010	-,009	-,061	-,006	-,087	-,010	-,024	,034	-,090	,505	-,035	,015	,053	-,028
	Item 17	-,008	-,104	,005	-6,555E-005	,021	-,026	-,047	-,002	,028	-,013	-,026	-,027	-,035	-,076	-,013	-,035	,388	-,048	-,048	-,038
	Item 18	,004	-,021	,027	-,024	-,013	,012	-,015	-,015	,009	-,057	-,021	-,052	,006	-,059	-,018	,015	-,048	,414	-,012	-,039
	Item 19	-,035	,055	,090	-,003	-,076	,055	,128	-,064	,005	,008	-,019	,022	,008	-,036	,012	,053	-,048	-,012	,873	-,039
	Item 20	-,014	,044	,065	-,002	-,049	,025	-,092	-,097	-,026	,052	,034	-,006	-,131	,056	-,033	-,028	-,038	-,039	-,039	,561
	Item 1	,829 ^a	-,407	,153	-,062	,026	,031	-,361	,011	,177	-,040	-,128	,139	-,116	-,007	-,077	,019	-,017	,008	-,053	-,026
	Item 2	-,407	,861 ^a	-,070	-,036	-,148	,122	,029	-,164	-,174	-,003	,064	-,015	,053	,139	-,079	,208	-,241	-,048	,085	,086
	Item 3	,153	-,070	,908 ^a	-,228	-,174	,072	-,045	-,036	,012	-,002	,034	,056	-,097	,014	-,068	-,018	,010	,051	,118	,106
	Item 4	-,062	-,036	-,228	,951 ^a	-,417	-,113	,084	-,048	-,094	-,060	-,059	-,099	-,079	-,054	-,088	,052	,000	-,078	-,007	-,005
	Item 5	,026	-,148	-,174	-,417	,910 ^a	-,368	-,068	,106	,073	-,196	,051	,052	,084	-,020	,003	-,108	,068	-,040	-,160	-,130
	Item 6	,031	,122	,072	-,113	-,368	,936 ^a	-,093	-,304	-,009	-,042	-,130	,014	,111	-,087	-,065	,070	-,075	,032	,105	,060
	Item 7	-,361	,029	-,045	,084	-,068	-,093	,837 ^a	-,319	-,134	-,059	,138	-,095	,251	-,120	,217	,021	-,117	-,036	,213	-,191
	Item 8	,011	-,164	-,036	-,048	,106	-,304	-,319	,926 ^a	-,029	,003	,035	,070	-,144	,062	-,142	-,021	-,005	-,039	-,114	-,216
	Item 9	,177	-,174	,012	-,094	,073	-,009	-,134	-,029	,926 ^a	-,190	-,435	-,112	,047	-,130	-,041	-,167	,088	,027	,010	-,069
	Item 10	-,040	-,003	-,002	-,060	-,196	-,042	-,059	,003	-,190	,962 ^a	,052	,015	-,270	-,070	,006	-,014	-,035	-,147	,014	,116
	Item 11	-,128	,064	,034	-,059	,051	-,130	,138	,035	-,435	,052	,872 ^a	-,456	-,031	-,026	,179	-,246	-,083	-,065	-,042	,091
	Item 12	,139	-,015	,056	-,099	,052	,014	-,095	,070	-,112	,015	-,456	,913 ^a	,009	,120	-,226	-,024	-,075	-,142	,041	-,014
	Item 13	-,116	,053	-,097	-,079	,084	,111	,251	-,144	,047	-,270	-,031	,009	,905 ^a	-,320	,019	-,052	-,088	,015	,013	-,273
	Item 14	-,007	,139	,014	-,054	-,020	-,087	-,120	,062	-,130	-,070	-,026	,120	-,320	,926 ^a	-,351	,090	-,230	-,175	-,073	,142
Item 15	-,077	-,079	-,068	-,088	,003	-,065	,217	-,142	-,041	,006	,179	-,226	,019	-,351	,932 ^a	-,217	-,036	-,049	,022	-,076	
Item 16	,019	,208	-,018	,052	-,108	,070	,021	-,021	-,167	-,014	-,246	-,024	-,052	,090	-,217	,922 ^a	-,079	,033	,080	-,053	
Item 17	-,017	-,241	,010	,000	,068	-,075	-,117	-,005	,088	-,035	-,083	-,075	-,088	-,230	-,036	-,079	,961 ^a	-,120	-,082	-,081	
Item 18	,008	-,048	,051	-,078	-,040	,032	-,036	-,039	,027	-,147	-,065	-,142	,015	-,175	-,049	,033	-,120	,976 ^a	-,020	-,080	
Item 19	-,053	,085	,118	-,007	-,160	,105	,213	-,114	,010	,014	-,042	,041	,013	-,073	,022	,080	-,082	-,020	,553 ^a	-,056	
Item 20	-,026	,086	,106	-,005	-,130	,060	-,191	-,216	-,069	,116	,091	-,014	-,273	,142	-,076	-,053	-,081	-,080	-,056	,907 ^a	

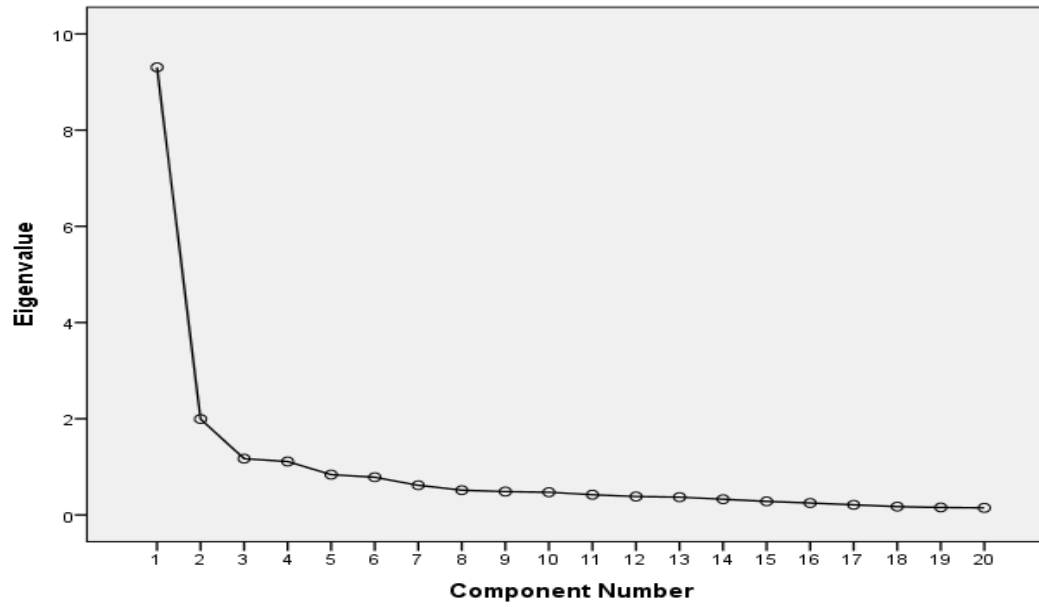
a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Item 1	1,000	,668
Item 2	1,000	,562
Item 3	1,000	,752
Item 4	1,000	,803
Item 5	1,000	,744
Item 6	1,000	,648
Item 7	1,000	,714
Item 8	1,000	,661
Item 9	1,000	,776
Item 10	1,000	,657
Item 11	1,000	,811
Item 12	1,000	,758
Item 13	1,000	,576
Item 14	1,000	,703
Item 15	1,000	,649
Item 16	1,000	,614
Item 17	1,000	,646
Item 18	1,000	,621
Item 19	1,000	,749
Item 20	1,000	,466

Extraction Method: Principal Component Analysis.

Scree Plot



Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	9,306	46,528	46,528	9,306	46,528	46,528	4,799	23,995	23,995
2	1,993	9,967	56,495	1,993	9,967	56,495	4,051	20,253	44,249
3	1,170	5,848	62,343	1,170	5,848	62,343	3,263	16,313	60,562
4	1,111	5,557	67,900	1,111	5,557	67,900	1,468	7,338	67,900
5	,837	4,184	72,085						
6	,783	3,917	76,002						
7	,616	3,081	79,083						
8	,514	2,570	81,653						
9	,485	2,425	84,078						
10	,472	2,359	86,437						
11	,420	2,099	88,536						
12	,383	1,913	90,449						
13	,369	1,844	92,293						
14	,327	1,636	93,929						
15	,281	1,407	95,336						
16	,248	1,239	96,575						
17	,210	1,052	97,626						
18	,173	,864	98,491						
19	,155	,775	99,266						
20	,147	,734	100,000						

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component			
	1	2	3	4
Item 1	,465	,609	-,197	,208
Item 2	,550	,483	-,156	-,032
Item 3	,449	,030	,306	-,675
Item 4	,856	-,021	,157	-,210
Item 5	,787	,122	,210	-,257
Item 6	,783	,076	-,003	-,172
Item 7	,556	,505	-,386	,000
Item 8	,733	,344	-,050	,055
Item 9	,772	-,364	-,217	,026
Item 10	,798	-,008	,124	-,075
Item 11	,676	-,525	-,257	,110
Item 12	,671	-,476	-,274	,083
Item 13	,689	-,035	,287	,137
Item 14	,814	-,054	,186	,059
Item 15	,789	-,108	,120	-,002
Item 16	,561	-,519	-,165	,045
Item 17	,780	,083	-,026	,173
Item 18	,780	-,042	,011	,103
Item 19	,129	-,024	,655	,550
Item 20	,570	,254	-,006	,277

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Reproduced Correlations																					
	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Item 11	Item 12	Item 13	Item 14	Item 15	Item 16	Item 17	Item 18	Item 19	Item 20	
Reproduced Correlation	Item 1	,668 ^a	,574	,026	,310	,345	,375	,642	,571	,185	,326	,068	,093	,271	,321	,277	-,013	,454	,356	,031	,478
	Item 2	,574	,562 ^a	,235	,443	,468	,474	,611	,575	,282	,418	,155	,179	,313	,391	,364	,082	,468	,404	-,060	,429
	Item 3	,026	,235	,752 ^a	,574	,594	,469	,146	,287	,252	,446	,135	,147	,304	,381	,389	,155	,228	,283	-,113	,075
	Item 4	,310	,443	,574	,803 ^a	,758	,705	,405	,601	,629	,718	,527	,524	,607	,715	,697	,456	,626	,649	,098	,424
	Item 5	,345	,468	,594	,758	,744 ^a	,669	,418	,594	,511	,672	,386	,391	,563	,658	,634	,332	,574	,585	,095	,408
	Item 6	,375	,474	,469	,705	,669	,648 ^a	,475	,591	,573	,636	,471	,475	,512	,622	,610	,393	,588	,590	,002	,418
	Item 7	,642	,611	,146	,405	,418	,475	,714 ^a	,600	,329	,392	,210	,238	,255	,353	,338	,113	,486	,408	-,194	,448
	Item 8	,571	,575	,287	,601	,594	,591	,600	,661 ^a	,453	,572	,334	,346	,486	,572	,535	,243	,611	,562	,084	,521
	Item 9	,185	,282	,252	,629	,511	,573	,329	,453	,776 ^a	,590	,772	,753	,486	,609	,623	,659	,582	,618	-,020	,357
	Item 10	,326	,418	,446	,718	,672	,636	,392	,572	,590	,657 ^a	,503	,498	,575	,668	,645	,428	,606	,616	,143	,432
	Item 11	,068	,155	,135	,527	,386	,471	,210	,334	,772	,503	,811 ^a	,783	,426	,537	,559	,699	,510	,558	-,009	,284
	Item 12	,093	,179	,147	,524	,391	,475	,238	,346	,753	,498	,783	,758 ^a	,411	,525	,548	,673	,505	,549	-,037	,286
	Item 13	,271	,313	,304	,607	,563	,512	,255	,486	,486	,575	,426	,411	,576 ^a	,624	,581	,364	,551	,556	,353	,420
	Item 14	,321	,391	,381	,715	,658	,622	,353	,572	,609	,668	,537	,525	,624	,703 ^a	,670	,457	,636	,645	,260	,466
	Item 15	,277	,364	,389	,697	,634	,610	,338	,535	,623	,645	,559	,548	,581	,670	,649 ^a	,479	,603	,621	,181	,421
	Item 16	-,013	,082	,155	,456	,332	,393	,113	,243	,659	,428	,699	,673	,364	,457	,479	,614 ^a	,407	,463	,001	,202
	Item 17	,454	,468	,228	,626	,574	,588	,486	,611	,582	,606	,510	,505	,551	,636	,603	,407	,646 ^a	,623	,176	,514
	Item 18	,356	,404	,283	,649	,585	,590	,408	,562	,618	,616	,558	,549	,556	,645	,621	,463	,623	,621 ^a	,165	,463
	Item 19	,031	-,060	-,113	,098	,095	,002	-,194	,084	-,020	,143	-,009	-,037	,353	,260	,181	,001	,176	,165	,749 ^a	,216
	Item 20	,478	,429	,075	,424	,408	,418	,448	,521	,357	,432	,284	,286	,420	,466	,421	,202	,514	,463	,216	,466 ^a
Residual ^b	Item 1		,008	,061	,026	-,006	-,056	-,099	-,125	-,008	,013	,066	,009	,029	,005	,019	,058	-,044	-,033	,019	-,143
	Item 2	,008		,021	,007	-,016	-,100	-,167	-,085	,050	-,018	,051	,053	-,028	-,047	,019	-,019	,026	-,006	,074	-,139
	Item 3	,061	,021		-,071	-,114	-,123	,042	,009	,023	-,083	,054	,050	,007	-,048	-,033	,047	,038	-,010	,082	,078
	Item 4	,026	,007	-,071		,039	,001	-,017	-,027	1,052E-005	-,034	,018	,020	-,049	-,045	-,035	-,031	-,035	-,013	,024	-,006
	Item 5	-,006	-,016	-,114	,039		,064	,015	-,045	-,006	-,014	,018	,010	-,109	-,068	-,060	,027	-,051	-,020	,057	,018
	Item 6	-,056	-,100	-,123	,001	,064		,016	,051	-,020	-,035	,012	-,019	-,096	-,020	-,034	-,030	-,032	-,041	,054	-,022
	Item 7	-,099	-,167	,042	-,017	,015	,016		,007	,014	,005	-,014	-,001	-,042	,021	-,051	,027	-,032	-,015	,105	,001
	Item 8	-,125	-,085	,009	-,027	-,045	,051	,007		,005	-,050	-,011	-,013	-,008	-,047	,006	,038	-,061	-,047	,015	,035

Item 9	-,008	,050	,023	1,052E-005	-,006	-,020	,014	,005		,016	,006	-,052	-,029	-,013	-,045	-,064	-,053	-,050	,068	-,010
Item 10	,013	-,018	-,083	-,034	-,014	-,035	,005	-,050	,016		-,022	-,035	,034	-,006	-,061	-,027	-,028	,005	-,044	-,064
Item 11	,066	,051	,054	,018	,018	,012	-,014	-,011	,006	-,022		-,010	-,024	-,036	-,081	-,080	-,019	-,034	,078	-,050
Item 12	,009	,053	,050	,020	,010	-,019	-,001	-,013	-,052	-,035	-,010		-,036	-,050	,000	-,125	-,012	,000	,067	-,012
Item 13	,029	-,028	,007	-,049	-,109	-,096	-,042	-,008	-,029	,034	-,024	-,036		,039	-,027	,008	-,005	-,043	-,210	,044
Item 14	,005	-,047	-,048	-,045	-,068	-,020	,021	-,047	-,013	-,006	-,036	-,050	,039		,046	-,052	,034	,012	-,106	-,086
Item 15	,019	,019	-,033	-,035	-,060	-,034	-,051	,006	-,045	-,061	-,081	,000	-,027	,046		,013	-,010	-,023	-,074	-,010
Item 16	,058	-,019	,047	-,031	,027	-,030	,027	,038	-,064	-,027	-,080	-,125	,008	-,052	,013		-,021	-,075	,016	,067
Item 17	-,044	,026	,038	-,035	-,051	-,032	-,032	-,061	-,053	-,028	-,019	-,012	-,005	,034	-,010	-,021		-,002	-,046	-,073
Item 18	-,033	-,006	-,010	-,013	-,020	-,041	-,015	-,047	-,050	,005	-,034	,000	-,043	,012	-,023	-,075	-,002		-,046	-,045
Item 19	,019	,074	,082	,024	,057	,054	,105	,015	,068	-,044	,078	,067	-,210	-,106	-,074	,016	-,046	-,046		-,103
Item 20	-,143	-,139	,078	-,006	,018	-,022	,001	,035	-,010	-,064	-,050	-,012	,044	-,086	-,010	,067	-,073	-,045	-,103	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 56 (29,0%) nonredundant residuals with absolute values greater than 0.05

Rotated Component Matrix^a

	Component			
	1	2	3	4
Item 1	-,016	,814	,030	,069
Item 2	,068	,700	,257	-,035
Item 3	,044	,012	,858	-,117
Item 4	,467	,353	,661	,152
Item 5	,301	,392	,692	,145
Item 6	,415	,446	,525	,042
Item 7	,140	,803	,127	-,185
Item 8	,257	,683	,330	,139
Item 9	,812	,233	,250	,016
Item 10	,455	,373	,519	,203
Item 11	,888	,095	,114	,024
Item 12	,852	,127	,124	-,008
Item 13	,387	,289	,390	,438
Item 14	,499	,358	,460	,339
Item 15	,532	,313	,456	,246
Item 16	,769	-,009	,145	,028
Item 17	,476	,537	,267	,245
Item 18	,536	,416	,328	,230
Item 19	-,027	-,036	-,012	,864
Item 20	,239	,564	,106	,282

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 6 iterations.

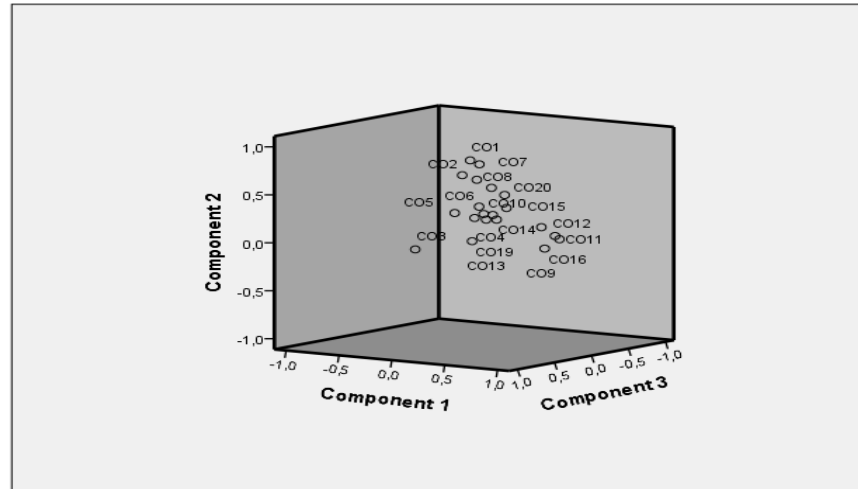
Component Transformation Matrix

Component	1	2	3	4
1	,632	,548	,510	,199
2	-,676	,734	,057	-,018
3	-,336	-,329	,480	,741
4	,173	,230	-,711	,641

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Component Plot in Rotated Space



Component Score Coefficient Matrix

	Component			
	1	2	3	4
Item 1	-,086	,350	-,171	,000
Item 2	-,087	,248	,001	-,110
Item 3	-,173	-,189	,583	-,186
Item 4	-,012	-,045	,245	-,004
Item 5	-,088	-,021	,297	,001
Item 6	,001	,039	,154	-,085
Item 7	-,023	,327	-,114	-,237
Item 8	-,044	,195	-,006	,013
Item 9	,242	-,022	-,074	-,102
Item 10	,010	-,006	,142	,053
Item 11	,315	-,059	-,153	-,080
Item 12	,299	-,042	-,143	-,107
Item 13	-,002	-,025	,067	,276
Item 14	,029	-,012	,082	,170
Item 15	,056	-,028	,091	,092
Item 16	,269	-,103	-,081	-,062
Item 17	,059	,120	-,076	,099
Item 18	,080	,049	-,020	,083
Item 19	-,086	-,072	-,076	,735
Item 20	-,003	,186	-,141	,166

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Component Scores.

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Reliability ANALYSIS – SCALE (ALPHA)

Fator 1

Case Processing Summary

		N	%
Cases	Valid	245	98,8
	Excluded ^a	3	1,2
	Total	248	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,898	,899	7

Item Statistics

	Mean	Std. Deviation	N
Item 9	5,15	1,171	245
Item 11	5,22	1,208	245
Item 12	5,16	1,202	245
Item 14	4,40	1,103	245
Item 15	4,40	1,195	245
Item 16	5,03	1,298	245
Item 18	4,36	1,034	245

Inter-Item Correlation Matrix

	Item 9	Item 11	Item 12	Item 14	Item 15	Item 16	Item 18
Item 9	1,000	,756	,676	,576	,523	,580	,508
Item 11	,756	1,000	,763	,496	,459	,629	,507
Item 12	,676	,763	1,000	,452	,549	,562	,524
Item 14	,576	,496	,452	1,000	,703	,390	,645
Item 15	,523	,459	,549	,703	1,000	,463	,596
Item 16	,580	,629	,562	,390	,463	1,000	,377
Item 18	,508	,507	,524	,645	,596	,377	1,000

Inter-Item Covariance Matrix

	Item 9	Item 11	Item 12	Item 14	Item 15	Item 16	Item 18
Item 9	1,372	1,070	,952	,744	,733	,881	,614
Item 11	1,070	1,459	1,108	,661	,662	,985	,633
Item 12	,952	1,108	1,446	,600	,789	,877	,651
Item 14	,744	,661	,600	1,216	,927	,558	,735
Item 15	,733	,662	,789	,927	1,429	,718	,737
Item 16	,881	,985	,877	,558	,718	1,684	,506
Item 18	,614	,633	,651	,735	,737	,506	1,068

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4,816	4,363	5,220	,857	1,196	,165	7
Item Variances	1,382	1,068	1,684	,615	1,576	,038	7
Inter-Item Covariances	,769	,506	1,108	,602	2,190	,027	7
Inter-Item Correlations	,559	,377	,763	,386	2,022	,011	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Item 9	28,57	30,599	,771	,649	,874
Item 11	28,49	30,259	,770	,720	,874
Item 12	28,56	30,559	,749	,656	,877
Item 14	29,31	32,290	,674	,618	,886
Item 15	29,32	31,398	,682	,596	,885
Item 16	28,69	31,225	,624	,451	,893
Item 18	29,35	33,139	,651	,501	,888

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
33,71	41,959	6,478	7

Fator 2

Case Processing Summary

		N	%
Cases	Valid	226	91,1
	Excluded ^a	22	8,9
	Total	248	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,841	,842	6

Item Statistics

	Mean	Std. Deviation	N
Item 1	3,43	1,239	226
Item 2	3,42	1,253	226
Item 7	3,65	1,168	226
Item 8	3,89	1,232	226
Item 17	4,35	1,044	226
Item 20	3,83	1,225	226

Inter-Item Correlation Matrix

	Item 1	Item 2	Item 7	Item 8	Item 17	Item 20
Item 1	1,000	,582	,543	,447	,408	,335
Item 2	,582	1,000	,444	,490	,491	,290
Item 7	,543	,444	1,000	,604	,445	,447
Item 8	,447	,490	,604	1,000	,547	,557
Item 17	,408	,491	,445	,547	1,000	,439
Item 20	,335	,290	,447	,557	,439	1,000

Inter-Item Covariance Matrix

	Item 1	Item 2	Item 7	Item 8	Item 17	Item 20
Item 1	1,536	,904	,786	,682	,528	,509
Item 2	,904	1,570	,649	,756	,642	,445
Item 7	,786	,649	1,365	,870	,543	,639
Item 8	,682	,756	,870	1,518	,704	,840
Item 17	,528	,642	,543	,704	1,091	,561
Item 20	,509	,445	,639	,840	,561	1,500

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3,765	3,425	4,350	,925	1,270	,120	6
Item Variances	1,430	1,091	1,570	,479	1,439	,033	6
Inter-Item Covariances	,671	,445	,904	,459	2,031	,019	6
Inter-Item Correlations	,471	,290	,604	,314	2,084	,007	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Item 1	19,15	20,345	,610	,445	,817
Item 2	19,16	20,333	,601	,442	,819
Item 7	18,93	20,356	,662	,472	,807
Item 8	18,69	19,475	,709	,539	,797
Item 17	18,24	21,649	,613	,394	,818
Item 20	18,76	21,207	,531	,353	,833

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
22,59	28,697	5,357	6

Fator 3

Case Processing Summary

		N	%
Cases	Valid	243	98,0
	Excluded ^a	5	2,0
	Total	248	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,883	,880	5

Item Statistics

	Mean	Std. Deviation	N
Item 3	4,52	1,022	243
Item 4	4,44	1,124	243
Item 5	4,35	1,156	243
Item 6	4,30	1,195	243
Item 10	4,33	1,067	243

Inter-Item Correlation Matrix

	Item 3	Item 4	Item 5	Item 6	Item 10
Item 3	1,000	,515	,504	,370	,361
Item 4	,515	1,000	,811	,715	,678
Item 5	,504	,811	1,000	,744	,652
Item 6	,370	,715	,744	1,000	,608
Item 10	,361	,678	,652	,608	1,000

Inter-Item Covariance Matrix

	Item 3	Item 4	Item 5	Item 6	Item 10
Item 3	1,044	,591	,595	,452	,393
Item 4	,591	1,264	1,054	,960	,813
Item 5	,595	1,054	1,337	1,028	,804
Item 6	,452	,960	1,028	1,428	,775
Item 10	,393	,813	,804	,775	1,139

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4,390	4,305	4,523	,218	1,051	,008	5
Item Variances	1,242	1,044	1,428	,384	1,367	,023	5
Inter-Item Covariances	,747	,393	1,054	,661	2,680	,051	5
Inter-Item Correlations	,596	,361	,811	,450	2,248	,023	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Item 3	17,43	16,039	,496	,291	,904
Item 4	17,51	13,044	,842	,725	,828
Item 5	17,60	12,845	,840	,730	,827
Item 6	17,65	13,287	,738	,603	,853
Item 10	17,62	14,435	,687	,503	,865

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
21,95	21,146	4,599	5

Fator 4

Case Processing Summary

		N	%
Cases	Valid	245	98,8
	Excluded ^a	3	1,2
	Total	248	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,299	,308	2

Item Statistics

	Mean	Std. Deviation	N
Item 13	4,26	1,085	245
Item 19	3,01	1,403	245

Inter-Item Correlation Matrix

	Item 13	Item 19
Item 13	1,000	,182
Item 19	,182	1,000

Inter-Item Covariance Matrix

	Item 13	Item 19
Item 13	1,177	,277
Item 19	,277	1,967

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3,635	3,008	4,261	1,253	1,417	,785	2
Item Variances	1,572	1,177	1,967	,790	1,671	,312	2
Inter-Item Covariances	,277	,277	,277	,000	1,000	,000	2
Inter-Item Correlations	,182	,182	,182	,000	1,000	,000	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Item 13	3,01	1,967	,182	,033	.
Item 19	4,26	1,177	,182	,033	.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
7,27	3,698	1,923	2