```
FACTOR
  /VARIABLES PP_2 PP_3 PP_5 LMX_1 LMX_2 LMX_3 LMX_5 IG_1 IG_2 IG_3 IP_1 IP_2 I
P_3 II_1 II_2 II_3
    OC_1 OC_2 OC_3 OC_4 OC_5 JS_1 JS_2 JS_3 TI_1 TI_2
  /MISSING LISTWISE
  /ANALYSIS PP_2 PP_3 PP_5 LMX_1 LMX_2 LMX_3 LMX_5 IG_1 IG_2 IG_3 IP_1 IP_2 IP
_3 II_1 II_2 II_3
    OC_1 OC_2 OC_3 OC_4 OC_5 JS_1 JS_2 JS_3 TI_1 TI_2
  /PRINT INITIAL CORRELATION SIG EXTRACTION ROTATION
  /FORMAT BLANK(.5)
  /PLOT EIGEN
  /CRITERIA FACTORS(8) ITERATE(25)
  /EXTRACTION ML
  /CRITERIA ITERATE(25) DELTA(0)
  /ROTATION OBLIMIN.
```

Factor Analysis

Correlation Matrix

		PP_2	PP_3	PP_5	LMX_1	LMX_2	LMX_3	LMX_5
Correlation	PP_2	1.000	.508	.636	.106	.141	.119	.171
	PP_3	.508	1.000	.497	.058	.071	.048	.123
	PP_5	.636	.497	1.000	.126	.151	.118	.154
	LMX_1	.106	.058	.126	1.000	.737	.765	.677
	LMX_2	.141	.071	.151	.737	1.000	.713	.647
	LMX_3	.119	.048	.118	.765	.713	1.000	.681
	LMX_5	.171	.123	.154	.677	.647	.681	1.000
	IG_1	.243	.331	.263	.082	.097	.099	.196
	IG_2	.204	.304	.210	.050	.062	.116	.171
	IG_3	.226	.299	.233	.113	.112	.103	.191
	IP_1	.172	.275	.234	.087	.098	.112	.204
	IP_2	.219	.321	.246	.079	.131	.100	.177
	IP_3	.229	.363	.247	.081	.091	.078	.190
	II_1	.268	.260	.264	.142	.191	.148	.225
	II_2	.248	.257	.261	.160	.199	.172	.232
	II_3	.252	.245	.268	.129	.172	.131	.226
	OC_1	.088	.052	.157	.324	.291	.335	.287
	OC_2	.120	.064	.192	.386	.358	.372	.358
	OC_3	.127	.083	.167	.313	.307	.319	.323

Correlation Matrix

		IG_1	IG_2	IG_3	IP_1	IP_2	IP_3	II_1
Correlation	PP_2	.243	.204	.226	.172	.219	.229	.268
	PP_3	.331	.304	.299	.275	.321	.363	.260
	PP_5	.263	.210	.233	.234	.246	.247	.264
	LMX_1	.082	.050	.113	.087	.079	.081	.142
	LMX_2	.097	.062	.112	.098	.131	.091	.191
	LMX_3	.099	.116	.103	.112	.100	.078	.148
	LMX_5	.196	.171	.191	.204	.177	.190	.225
	IG_1	1.000	.757	.765	.598	.567	.573	.516
	IG_2	.757	1.000	.732	.552	.550	.518	.437
	IG_3	.765	.732	1.000	.573	.555	.559	.506
	IP_1	.598	.552	.573	1.000	.775	.780	.605
	IP_2	.567	.550	.555	.775	1.000	.758	.585
	IP_3	.573	.518	.559	.780	.758	1.000	.586
	II_1	.516	.437	.506	.605	.585	.586	1.000
	II_2	.524	.446	.494	.603	.594	.603	.883
	II_3	.487	.412	.478	.593	.578	.561	.853
	OC_1	.138	.085	.129	.142	.147	.152	.270
	OC_2	.152	.082	.123	.170	.162	.175	.326
	OC_3	.186	.095	.129	.172	.183	.206	.334

Correlation Matrix

		II_2	II_3	OC_1	OC_2	OC_3	OC_4	OC_5
Correlation	PP_2	.248	.252	.088	.120	.127	.127	.197
	PP_3	.257	.245	.052	.064	.083	.073	.116
	PP_5	.261	.268	.157	.192	.167	.175	.226
	LMX_1	.160	.129	.324	.386	.313	.398	.305
	LMX_2	.199	.172	.291	.358	.307	.360	.304
	LMX_3	.172	.131	.335	.372	.319	.359	.303
	LMX_5	.232	.226	.287	.358	.323	.364	.316
	IG_1	.524	.487	.138	.152	.186	.113	.210
	IG_2	.446	.412	.085	.082	.095	.052	.133
	IG_3	.494	.478	.129	.123	.129	.082	.157
	IP_1	.603	.593	.142	.170	.172	.156	.202
	IP_2	.594	.578	.147	.162	.183	.145	.216
	IP_3	.603	.561	.152	.175	.206	.168	.214
	II_1	.883	.853	.270	.326	.334	.292	.343
	II_2	1.000	.864	.292	.358	.346	.329	.357
	II_3	.864	1.000	.292	.342	.347	.319	.351
	OC_1	.292	.292	1.000	.706	.709	.602	.722
	OC_2	.358	.342	.706	1.000	.773	.827	.775
	OC_3	.346	.347	.709	.773	1.000	.747	.860

Correlation Matrix

		JS_1	JS_2	JS_3	TI_1	TI_2
Correlation	PP_2	.134	.148	.177	-.069	.045
	PP_3	.024	.112	.156	.002	.066
	PP_5	.165	.150	.192	-.129	-.034
	LMX_1	.454	.309	.227	-.375	-.349
	LMX_2	.394	.242	.188	-.317	-.294
	LMX_3	.422	.310	.237	-.369	-.316
	LMX_5	.406	.331	.271	-.337	-.290
	IG_1	.154	.230	.310	-.065	-.003
	IG_2	.129	.185	.274	-.034	.023
	IG_3	.152	.180	.255	-.088	-.024
	IP_1	.165	.232	.259	-.082	-.036
	IP_2	.134	.206	.238	-.049	-.017
	IP_3	.135	.215	.229	-.045	-.004
	II_1	.280	.251	.252	-.181	-.127
	II_2	.309	.299	.301	-.223	-.156
	II_3	.284	.274	.267	-.179	-.158
	OC_1	.621	.537	.401	-.568	-.610
	OC_2	.601	.489	.428	-.567	-.519
	OC_3	.575	.495	.449	-.495	-.516

Correlation Matrix

		PP_2	PP_3	PP_5	LMX_1	LMX_2	LMX_3	LMX_5
	OC_4	.127	.073	.175	.398	.360	.359	.364
	OC_5	.197	.116	.226	.305	.304	.303	.316
	JS_1	.134	.024	.165	.454	.394	.422	.406
	JS_2	.148	.112	.150	.309	.242	.310	.331
	JS_3	.177	.156	.192	.227	.188	.237	.271
	TI_1	-.069	.002	-.129	-.375	-.317	-.369	-.337
	TI_2	.045	.066	-.034	-.349	-.294	-.316	-.290
Sig. (1-tailed)	PP_2		.000	.000	.003	.000	.001	.000
	PP_3	.000		.000	.067	.033	.108	.001
	PP_5	.000	.000		.001	.000	.001	.000
	LMX_1	.003	.067	.001		.000	.000	.000
	LMX_2	.000	.033	.000	.000		.000	.000
	LMX_3	.001	.108	.001	.000	.000		.000
	LMX_5	.000	.001	.000	.000	.000	.000	
	IG_1	.000	.000	.000	.017	.006	.005	.000
	IG_2	.000	.000	.000	.098	.055	.001	.000
	IG_3	.000	.000	.000	.002	.002	.004	.000
	IP_1	.000	.000	.000	.012	.006	.002	.000
	IP_2	.000	.000	.000	.020	.000	.005	.000
	IP_3	.000	.000	.000	.019	.009	.022	.000
	II_1	.000	.000	.000	.000	.000	.000	.000
	II_2	.000	.000	.000	.000	.000	.000	.000
	II_3	.000	.000	.000	.000	.000	.000	.000
	OC_1	.012	.088	.000	.000	.000	.000	.000
	OC_2	.001	.050	.000	.000	.000	.000	.000
	OC_3	.001	.016	.000	.000	.000	.000	.000
	OC_4	.000	.029	.000	.000	.000	.000	.000
	OC_5	.000	.001	.000	.000	.000	.000	.000
	JS_1	.000	.268	.000	.000	.000	.000	.000
	JS_2	.000	.002	.000	.000	.000	.000	.000
	JS_3	.000	.000	.000	.000	.000	.000	.000
	TI_1	.037	.483	.000	.000	.000	.000	.000
	TI_2	.121	.044	.192	.000	.000	.000	.000

Correlation Matrix

		IG_1	IG_2	IG_3	IP_1	IP_2	IP_3	II_1
	OC_4	.113	.052	.082	.156	.145	.168	.292
	OC_5	.210	.133	.157	.202	.216	.214	.343
	JS_1	.154	.129	.152	.165	.134	.135	.280
	JS_2	.230	.185	.180	.232	.206	.215	.251
	JS_3	.310	.274	.255	.259	.238	.229	.252
	TI_1	-.065	-.034	-.088	-.082	-.049	-.045	-.181
	TI_2	-.003	.023	-.024	-.036	-.017	-.004	-.127
Sig. (1-tailed)	PP_2	.000	.000	.000	.000	.000	.000	.000
	PP_3	.000	.000	.000	.000	.000	.000	.000
	PP_5	.000	.000	.000	.000	.000	.000	.000
	LMX_1	.017	.098	.002	.012	.020	.019	.000
	LMX_2	.006	.055	.002	.006	.000	.009	.000
	LMX_3	.005	.001	.004	.002	.005	.022	.000
	LMX_5	.000	.000	.000	.000	.000	.000	.000
	IG_1		.000	.000	.000	.000	.000	.000
	IG_2	.000		.000	.000	.000	.000	.000
	IG_3	.000	.000		.000	.000	.000	.000
	IP_1	.000	.000	.000		.000	.000	.000
	IP_2	.000	.000	.000	.000		.000	.000
	IP_3	.000	.000	.000	.000	.000		.000
	II_1	.000	.000	.000	.000	.000	.000	
	II_2	.000	.000	.000	.000	.000	.000	.000
	II_3	.000	.000	.000	.000	.000	.000	.000
	OC_1	.000	.014	.000	.000	.000	.000	.000
	OC_2	.000	.018	.001	.000	.000	.000	.000
	OC_3	.000	.007	.000	.000	.000	.000	.000
	OC_4	.002	.092	.017	.000	.000	.000	.000
	OC_5	.000	.000	.000	.000	.000	.000	.000
	JS_1	.000	.000	.000	.000	.000	.000	.000
	JS_2	.000	.000	.000	.000	.000	.000	.000
	JS_3	.000	.000	.000	.000	.000	.000	.000
	TI_1	.046	.192	.011	.017	.103	.123	.000
	TI_2	.465	.272	.264	.178	.327	.457	.001

Correlation Matrix

		II_2	II_3	OC_1	OC_2	OC_3	OC_4	OC_5
	OC_4	.329	.319	.602	.827	.747	1.000	.739
	OC_5	.357	.351	.722	.775	.860	.739	1.000
	JS_1	.309	.284	.621	.601	.575	.573	.579
	JS_2	.299	.274	.537	.489	.495	.422	.498
	JS_3	.301	.267	.401	.428	.449	.368	.446
	TI_1	-.223	-.179	-.568	-.567	-.495	-.492	-.515
	TI_2	-.156	-.158	-.610	-.519	-.516	-.464	-.512
Sig. (1-tailed)	PP_2	.000	.000	.012	.001	.001	.000	.000
	PP_3	.000	.000	.088	.050	.016	.029	.001
	PP_5	.000	.000	.000	.000	.000	.000	.000
	LMX_1	.000	.000	.000	.000	.000	.000	.000
	LMX_2	.000	.000	.000	.000	.000	.000	.000
	LMX_3	.000	.000	.000	.000	.000	.000	.000
	LMX_5	.000	.000	.000	.000	.000	.000	.000
	IG_1	.000	.000	.000	.000	.000	.002	.000
	IG_2	.000	.000	.014	.018	.007	.092	.000
	IG_3	.000	.000	.000	.001	.000	.017	.000
	IP_1	.000	.000	.000	.000	.000	.000	.000
	IP_2	.000	.000	.000	.000	.000	.000	.000
	IP_3	.000	.000	.000	.000	.000	.000	.000
	II_1	.000	.000	.000	.000	.000	.000	.000
	II_2		.000	.000	.000	.000	.000	.000
	II_3	.000		.000	.000	.000	.000	.000
	OC_1	.000	.000		.000	.000	.000	.000
	OC_2	.000	.000	.000		.000	.000	.000
	OC_3	.000	.000	.000	.000		.000	.000
	OC_4	.000	.000	.000	.000	.000		.000
	OC_5	.000	.000	.000	.000	.000	.000	
	JS_1	.000	.000	.000	.000	.000	.000	.000
	JS_2	.000	.000	.000	.000	.000	.000	.000
	JS_3	.000	.000	.000	.000	.000	.000	.000
	TI_1	.000	.000	.000	.000	.000	.000	.000
	TI_2	.000	.000	.000	.000	.000	.000	.000

Correlation Matrix

		JS_1	JS_2	JS_3	TI_1	TI_2
	OC_4	.573	.422	.368	-.492	-.464
	OC_5	.579	.498	.446	-.515	-.512
	JS_1	1.000	.709	.573	-.647	-.562
	JS_2	.709	1.000	.633	-.486	-.406
	JS_3	.573	.633	1.000	-.366	-.305
	TI_1	-.647	-.486	-.366	1.000	.733
	TI_2	-.562	-.406	-.305	.733	1.000
Sig. (1-tailed)	PP_2	.000	.000	.000	.037	.121
	PP_3	.268	.002	.000	.483	.044
	PP_5	.000	.000	.000	.000	.192
	LMX_1	.000	.000	.000	.000	.000
	LMX_2	.000	.000	.000	.000	.000
	LMX_3	.000	.000	.000	.000	.000
	LMX_5	.000	.000	.000	.000	.000
	IG_1	.000	.000	.000	.046	.465
	IG_2	.000	.000	.000	.192	.272
	IG_3	.000	.000	.000	.011	.264
	IP_1	.000	.000	.000	.017	.178
	IP_2	.000	.000	.000	.103	.327
	IP_3	.000	.000	.000	.123	.457
	II_1	.000	.000	.000	.000	.001
	II_2	.000	.000	.000	.000	.000
	II_3	.000	.000	.000	.000	.000
	OC_1	.000	.000	.000	.000	.000
	OC_2	.000	.000	.000	.000	.000
	OC_3	.000	.000	.000	.000	.000
	OC_4	.000	.000	.000	.000	.000
	OC_5	.000	.000	.000	.000	.000
	JS_1		.000	.000	.000	.000
	JS_2	.000		.000	.000	.000
	JS_3	.000	.000		.000	.000
	TI_1	.000	.000	.000		.000
	TI_2	.000	.000	.000	.000	

Communalities

	Initial	Extraction
PP_2	.487	.687
PP_3	.387	.439
PP_5	.472	.605
LMX_1	.700	.787
LMX_2	.631	.699
LMX_3	.679	.745
LMX_5	.577	.620
IG_1	.705	.798
IG_2	.656	.732
IG_3	.669	.742
IP_1	.726	.802
IP_2	.689	.752
IP_3	.703	.771
II_1	.824	.876
II_2	.840	.894
II_3	.795	.835
OC_1	.666	.664
OC_2	.783	.771
OC_3	.791	.844
OC_4	.738	.713
OC_5	.796	.848
JS_1	.704	.749
JS_2	.608	.787
JS_3	.487	.544
TI_1	.645	.763
TI_2	.621	.726

Extraction Method: Maximum Likelihood.

Total Variance Explained

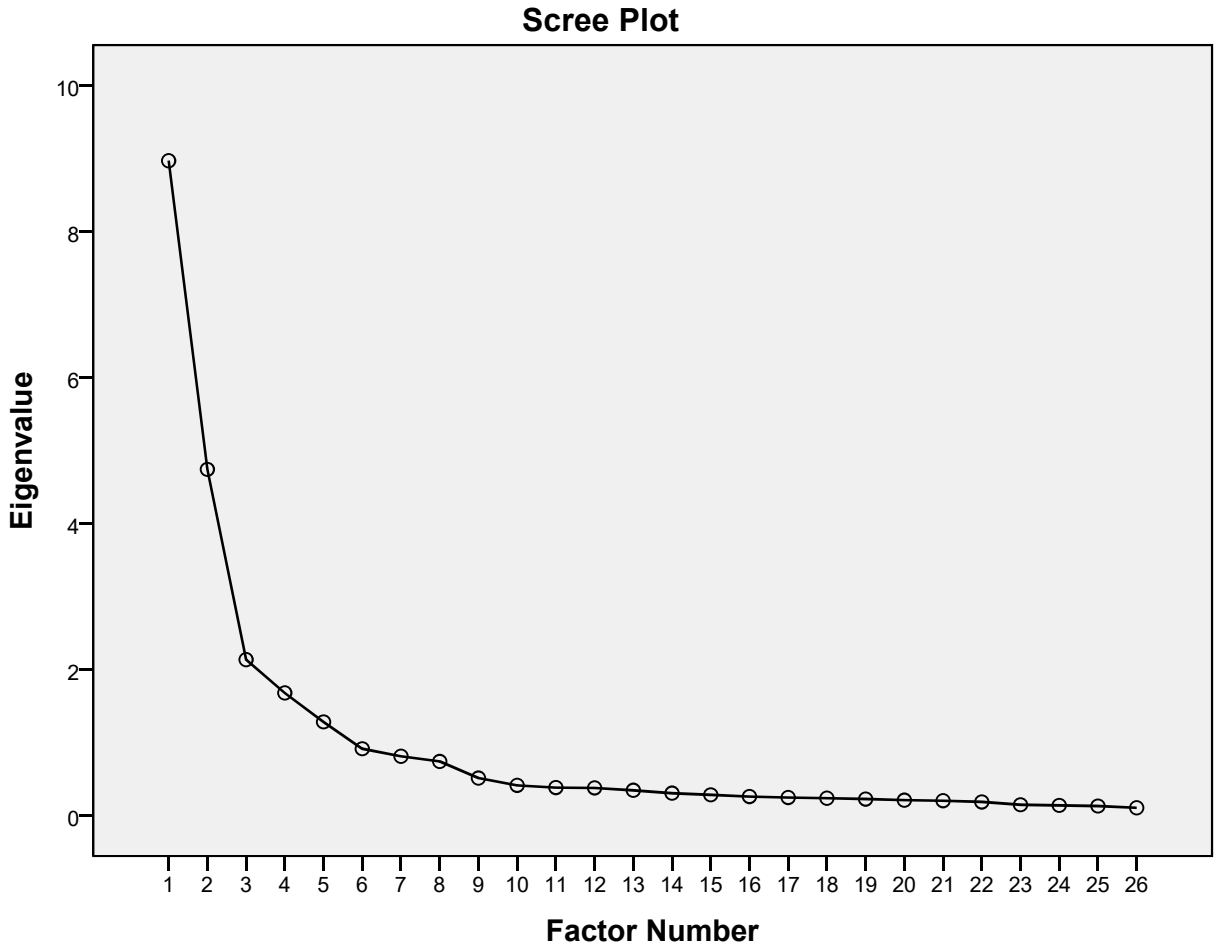
Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	8.971	34.504	34.504	8.528	32.801	32.801
2	4.743	18.241	52.745	4.537	17.450	50.252
3	2.136	8.215	60.960	1.867	7.182	57.434
4	1.680	6.462	67.423	1.126	4.332	61.766
5	1.283	4.934	72.356	1.235	4.750	66.516
6	.915	3.518	75.875	.831	3.195	69.711
7	.812	3.125	79.000	.546	2.102	71.813
8	.741	2.849	81.849	.523	2.011	73.824
9	.513	1.973	83.821			
10	.414	1.592	85.413			
11	.384	1.476	86.889			
12	.379	1.458	88.347			
13	.346	1.329	89.676			
14	.306	1.177	90.852			
15	.284	1.092	91.944			
16	.261	1.004	92.948			
17	.247	.952	93.900			
18	.238	.914	94.813			
19	.226	.869	95.683			
20	.210	.807	96.490			
21	.204	.783	97.273			
22	.187	.718	97.991			
23	.147	.567	98.558			
24	.139	.535	99.093			
25	.130	.502	99.594			
26	.106	.406	100.000			

Total Variance Explained

Factor	Rotation Sums of Squared Loadings[a] Total
1	5.794
2	6.427
3	4.599
4	4.820
5	2.873
6	4.948
7	5.336
8	4.540
9	
10	
11	
12	
13	
14	
15	
16	
17	
18	
19	
20	
21	
22	
23	
24	
25	
26	

Extraction Method: Maximum Likelihood.

a. When factors are correlated, sums of squared loadings cannot be added to obtain a total variance.


Scree Plot
Eigenvalue
10
8
6
4
2
0
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26
Factor Number

Factor Matrix[a]

	Factor							
	1	2	3	4	5	6	7	8
PP_2					.635			
PP_3								
PP_5					.565			
LMX_1			.637					
LMX_2			.589					
LMX_3			.626					
LMX_5			.555					
IG_1	.589							
IG_2	.502							
IG_3	.556							
IP_1	.637							
IP_2	.620							
IP_3	.624							
II_1	.783							
II_2	.807							
II_3	.773							
OC_1	.604	-.501						
OC_2	.667	-.515						
OC_3	.674							
OC_4	.621							
OC_5	.691							
JS_1	.615							
JS_2	.570							
JS_3	.528							
TI_1		.527						
TI_2		.551						

Extraction Method: Maximum Likelihood.

a. 8 factors extracted. 6 iterations required.

Goodness-of-fit Test

Chi-Square	df	Sig.
339.455	145	.000

Pattern Matrix[a]

	Factor							
	1	2	3	4	5	6	7	8
PP_2					.832			
PP_3					.583			
PP_5					.774			
LMX_1			.882					
LMX_2			.840					
LMX_3			.860					
LMX_5			.748					
IG_1				.847				
IG_2				.849				
IG_3				.823				
IP_1							.854	
IP_2							.814	
IP_3							.848	
II_1	.910							
II_2	.912							
II_3	.881							
OC_1		-.546						
OC_2		-.769						
OC_3		-.938						
OC_4		-.799						
OC_5		-.918						
JS_1						-.555		
JS_2						-.877		
JS_3						-.663		
TI_1								.813
TI_2								.803

Extraction Method: Maximum Likelihood.
Rotation Method: Oblimin with Kaiser Normalization.

a. Rotation converged in 10 iterations.

Structure Matrix

	Factor							
	1	2	3	4	5	6	7	8
PP_2					.824			
PP_3					.639			
PP_5					.773			
LMX_1			.885					
LMX_2			.833					
LMX_3			.862					
LMX_5			.778					
IG_1	.525			.889			.647	
IG_2				.855			.604	
IG_3	.508			.857			.627	
IP_1	.624			.646			.892	
IP_2	.609			.626			.865	
IP_3	.609			.617			.876	
II_1	.935			.533			.649	
II_2	.944			.534			.657	
II_3	.913						.634	
OC_1		-.776				-.581		-.658
OC_2		-.871				-.543		-.599
OC_3		-.917				-.553		-.541
OC_4		-.837						-.526
OC_5		-.916				-.557		-.553
JS_1		-.639				-.791		-.675
JS_2		-.528				-.885		
JS_3						-.723		
TI_1		.568				.534		.864
TI_2		.571						.848

Extraction Method: Maximum Likelihood.
Rotation Method: Oblimin with Kaiser Normalization.

Factor Correlation Matrix

Factor	1	2	3	4	5	6	7	8
1	1.000	-.387	.221	.536	.324	-.303	.672	-.184
2	-.387	1.000	-.420	-.121	-.175	.588	-.183	.619
3	.221	-.420	1.000	.122	.159	-.363	.125	-.414
4	.536	-.121	.122	1.000	.348	-.264	.704	.015
5	.324	-.175	.159	.348	1.000	-.189	.336	.017
6	-.303	.588	-.363	-.264	-.189	1.000	-.228	.524
7	.672	-.183	.125	.704	.336	-.228	1.000	.012
8	-.184	.619	-.414	.015	.017	.524	.012	1.000

Extraction Method: Maximum Likelihood.
Rotation Method: Oblimin with Kaiser Normalization.

```
RELIABILITY
  /VARIABLES=LMX_1 LMX_2 LMX_3 LMX_5
  /SCALE('LMX') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: LMX

Case Processing Summary

		N	%
Cases	Valid	667	100.0
	Excluded[a]	0	.0
	Total	667	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.904	4

```
RELIABILITY
  /VARIABLES=PP_2 PP_3 PP_5
  /SCALE('Proactive Personality') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: Proactive Personality

Case Processing Summary

		N	%
Cases	Valid	667	100.0
	Excluded[a]	0	.0
	Total	667	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.783	3

```
COMPUTE PP_red=MEAN(PP_2,PP_3,PP_5).
EXECUTE.
RELIABILITY
  /VARIABLES=IG_1 IG_2 IG_3 IP_1 IP_2 IP_3 II_1 II_2 II_3
  /SCALE('Innovation Process') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: Innovation Process

Case Processing Summary

		N	%
Cases	Valid	667	100.0
	Excluded[a]	0	.0
	Total	667	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.933	9

```
RELIABILITY
  /VARIABLES=TI_1 TI_2
  /SCALE('Turnover Intentions') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: Turnover Intentions

Case Processing Summary

		N	%
Cases	Valid	667	100.0
	Excluded[a]	0	.0
	Total	667	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.844	2

```
RELIABILITY
  /VARIABLES=JS_1 JS_2 JS_3
  /SCALE('Job Satisfaction') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: Job Satisfaction

Case Processing Summary

		N	%
Cases	Valid	667	100.0
	Excluded[a]	0	.0
	Total	667	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.840	3

```
RELIABILITY
  /VARIABLES=OC_1 OC_2 OC_3 OC_4 OC_5
  /SCALE('Organizational Commitment') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: Organizational Commitment

Case Processing Summary

		N	%
Cases	Valid	667	100.0
	Excluded[a]	0	.0
	Total	667	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.935	5

```
CORRELATIONS
  /VARIABLES=PP_red LMX_red InnPrcss TI OC JS
  /PRINT=TWOTAIL NOSIG
```

```
/STATISTICS DESCRIPTIVES
/MISSING=PAIRWISE.
```

Correlations

Descriptive Statistics

	Mean	Std. Deviation	N
PP_red	3.5800	.72211	667
LMX_red	3.9520	.77709	667
InnPrcss	3.4002	.73450	667
TI	2.2016	1.17126	667
OC	3.7016	1.00729	667
JS	4.1655	.71083	667

Correlations

		PP_red	LMX_red	InnPrcss	TI	OC	JS
PP_red	Pearson Correlation	1	.157**	.381**	-.024	.177**	.191**
	Sig. (2-tailed)		.000	.000	.533	.000	.000
	N	667	667	667	667	667	667
LMX_red	Pearson Correlation	.157**	1	.195**	-.402**	.423**	.417**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	667	667	667	667	667	667
InnPrcss	Pearson Correlation	.381**	.195**	1	-.109**	.295**	.325**
	Sig. (2-tailed)	.000	.000		.005	.000	.000
	N	667	667	667	667	667	667
TI	Pearson Correlation	-.024	-.402**	-.109**	1	-.634**	-.575**
	Sig. (2-tailed)	.533	.000	.005		.000	.000
	N	667	667	667	667	667	667
OC	Pearson Correlation	.177**	.423**	.295**	-.634**	1	.647**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	667	667	667	667	667	667
JS	Pearson Correlation	.191**	.417**	.325**	-.575**	.647**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	667	667	667	667	667	667

**. Correlation is significant at the 0.01 level (2-tailed).

```
* Encoding: UTF-8.
```

```
/* PROCESS version 3.1 */.
/* Written by Andrew F. Hayes */.
/* www.afhayes.com */.
/* www.processmacro.org */.
/* Copyright 2018 by Andrew F. Hayes */.
/* Documented in http://www.guilford.com/p/hayes3 */.
/* PROCESS workshop schedule at http://www.processmacro.org/workshops.html */.
/* Distribution of this code in any form, except through processmacro.org, is
prohibited */.
/* without the permission of the copyright holder */.
/* THIS SOFTWARE IS PROVIDED "AS IS", WITHOUT WARRANTY OF ANY KIND */.
/* EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO THE WARRANTIES OF */.
/* MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND NONINFRINGEMENT */.
/* IN NO EVENT SHALL THE COPYRIGHT HOLDERS BE LIABLE FOR ANY CLAIM, */.
/* DAMAGES OR OTHER LIABILITY, WHETHER IN AN ACTION OF CONTRACT, TORT */.
/* OR OTHERWISE, ARISING FROM, OUT OF OR IN CONNECTION WITH THE */.
/* SOFTWARE OR THE USE OR OTHER DEALINGS IN THE SOFTWARE */.
/* USE OF THIS SOFTWARE IMPLIES AGREEMENT WITH THESE TERMS */.
set printback=off.
```

Matrix

```
Run MATRIX procedure:

*************** PROCESS Procedure for SPSS Version 3.1 *****************

          Written by Andrew F. Hayes, Ph.D.       www.afhayes.com
    Documentation available in Hayes (2018). www.guilford.com/p/hayes3

**************************************************************************
Model  : 7
    Y  : TI
    X  : PP_red
    M  : InnPrcss
    W  : LMX_red

Sample
Size:  667

**************************************************************************
OUTCOME VARIABLE:
```

```
 InnPrcss

Model Summary
          R       R-sq        MSE          F        df1        df2          p
      .4112      .1691      .4503    44.9703     3.0000   663.0000      .0000

Model
              coeff         se          t          p       LLCI       ULCI
constant      .4256      .5900      .7213      .4710     -.7330     1.5841
PP_red        .6875      .1620     4.2435      .0000      .3694     1.0056
LMX_red       .4252      .1484     2.8656      .0043      .1338      .7165
Int_1        -.0820      .0402    -2.0396      .0418     -.1609     -.0031

Product terms key:
 Int_1    :        PP_red   x        LMX_red

Test(s) of highest order unconditional interaction(s):
       R2-chng          F        df1        df2          p
X*W      .0052     4.1599     1.0000   663.0000      .0418
----------
    Focal predict: PP_red   (X)
          Mod var: LMX_red  (W)

Conditional effects of the focal predictor at values of the moderator(s):

    LMX_red     Effect         se          t          p       LLCI       ULCI
     3.2500      .4211      .0455     9.2515      .0000      .3317      .5105
     4.0000      .3597      .0366     9.8324      .0000      .2878      .4315
     4.7500      .2982      .0492     6.0602      .0000      .2016      .3948

**************************************************************************
OUTCOME VARIABLE:
 TI

Model Summary
          R       R-sq        MSE          F        df1        df2          p
      .1103      .0122     1.3593     4.0858     2.0000   664.0000      .0172

Model
              coeff         se          t          p       LLCI       ULCI
constant     2.7155      .2648    10.2547      .0000     2.1956     3.2355
PP_red        .0327      .0677      .4829      .6293     -.1002      .1655
```

```
InnPrcss     -.1855      .0665    -2.7889      .0054     -.3162     -.0549

****************** DIRECT AND INDIRECT EFFECTS OF X ON Y *****************

Direct effect of X on Y
     Effect         se          t          p       LLCI       ULCI
      .0327      .0677      .4829      .6293     -.1002      .1655

Conditional indirect effects of X on Y:

INDIRECT EFFECT:
 PP_red      ->    InnPrcss    ->    TI

    LMX_red     Effect     BootSE   BootLLCI   BootULCI
     3.2500     -.0781      .0323     -.1439     -.0156
     4.0000     -.0667      .0277     -.1230     -.0141
     4.7500     -.0553      .0247     -.1095     -.0109

      Index of moderated mediation:
             Index     BootSE   BootLLCI   BootULCI
LMX_red      .0152      .0102     -.0026      .0375
---

********************** ANALYSIS NOTES AND ERRORS ************************

Level of confidence for all confidence intervals in output:
  95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:
  5000

W values in conditional tables are the 16th, 50th, and 84th percentiles.

------ END MATRIX -----

* Encoding: UTF-8.

/* PROCESS version 3.1 */.
/* Written by Andrew F. Hayes */.
/* www.afhayes.com */.
/* www.processmacro.org */.
/* Copyright 2018 by Andrew F. Hayes */.
```

```
/* Documented in http://www.guilford.com/p/hayes3 */.
/* PROCESS workshop schedule at http://www.processmacro.org/workshops.html */.
/* Distribution of this code in any form, except through processmacro.org, is
prohibited */.
/* without the permission of the copyright holder */.
/* THIS SOFTWARE IS PROVIDED "AS IS", WITHOUT WARRANTY OF ANY KIND */.
/* EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO THE WARRANTIES OF */.
/* MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND NONINFRINGEMENT */.
/* IN NO EVENT SHALL THE COPYRIGHT HOLDERS BE LIABLE FOR ANY CLAIM, */.
/* DAMAGES OR OTHER LIABILITY, WHETHER IN AN ACTION OF CONTRACT, TORT */.
/* OR OTHERWISE, ARISING FROM, OUT OF OR IN CONNECTION WITH THE */.
/* SOFTWARE OR THE USE OR OTHER DEALINGS IN THE SOFTWARE */.
/* USE OF THIS SOFTWARE IMPLIES AGREEMENT WITH THESE TERMS */.
set printback=off.
```

Matrix

```
Run MATRIX procedure:

***************** PROCESS Procedure for SPSS Version 3.1 ******************

          Written by Andrew F. Hayes, Ph.D.       www.afhayes.com
    Documentation available in Hayes (2018). www.guilford.com/p/hayes3

**************************************************************************
Model  : 7
    Y  : JS
    X  : PP_red
    M  : InnPrcss
    W  : LMX_red

Sample
Size:  667

**************************************************************************
OUTCOME VARIABLE:
 InnPrcss

Model Summary
          R       R-sq        MSE          F        df1        df2          p
      .4112      .1691      .4503    44.9703     3.0000   663.0000      .0000
```

```
Model
              coeff         se          t          p       LLCI       ULCI
constant      .4256      .5900      .7213      .4710     -.7330     1.5841
PP_red        .6875      .1620     4.2435      .0000      .3694     1.0056
LMX_red       .4252      .1484     2.8656      .0043      .1338      .7165
Int_1        -.0820      .0402    -2.0396      .0418     -.1609     -.0031

Product terms key:
 Int_1    :        PP_red   x        LMX_red

Test(s) of highest order unconditional interaction(s):
       R2-chng          F        df1        df2          p
X*W      .0052     4.1599     1.0000   663.0000      .0418
----------
    Focal predict: PP_red   (X)
          Mod var: LMX_red  (W)

Conditional effects of the focal predictor at values of the moderator(s):

    LMX_red     Effect         se          t          p       LLCI       ULCI
     3.2500      .4211      .0455     9.2515      .0000      .3317      .5105
     4.0000      .3597      .0366     9.8324      .0000      .2878      .4315
     4.7500      .2982      .0492     6.0602      .0000      .2016      .3948

**************************************************************************
OUTCOME VARIABLE:
 JS

Model Summary
          R       R-sq        MSE          F        df1        df2          p
      .3333      .1111      .4505    41.4817     2.0000   664.0000      .0000

Model
              coeff         se          t          p       LLCI       ULCI
constant     2.9177      .1525    19.1382      .0000     2.6183     3.2170
PP_red        .0768      .0390     1.9722      .0490      .0003      .1533
InnPrcss      .2861      .0383     7.4695      .0000      .2109      .3613

****************** DIRECT AND INDIRECT EFFECTS OF X ON Y *****************

Direct effect of X on Y
     Effect         se          t          p       LLCI       ULCI
```

```
      .0768      .0390     1.9722      .0490      .0003      .1533

Conditional indirect effects of X on Y:

INDIRECT EFFECT:
 PP_red      ->    InnPrcss    ->    JS

    LMX_red     Effect     BootSE   BootLLCI   BootULCI
     3.2500      .1205      .0227      .0738      .1637
     4.0000      .1029      .0195      .0651      .1421
     4.7500      .0853      .0206      .0477      .1285

      Index of moderated mediation:
             Index     BootSE   BootLLCI   BootULCI
LMX_red     -.0234      .0127     -.0461      .0044
---

************************ ANALYSIS NOTES AND ERRORS ************************

Level of confidence for all confidence intervals in output:
  95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:
  5000

W values in conditional tables are the 16th, 50th, and 84th percentiles.

------ END MATRIX -----

* Encoding: UTF-8.

/* PROCESS version 3.1 */.
/* Written by Andrew F. Hayes */.
/* www.afhayes.com */.
/* www.processmacro.org */.
/* Copyright 2018 by Andrew F. Hayes */.
/* Documented in http://www.guilford.com/p/hayes3 */.
/* PROCESS workshop schedule at http://www.processmacro.org/workshops.html */.
/* Distribution of this code in any form, except through processmacro.org, is
prohibited */.
/* without the permission of the copyright holder */.
/* THIS SOFTWARE IS PROVIDED "AS IS", WITHOUT WARRANTY OF ANY KIND */.
```

```
/* EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO THE WARRANTIES OF */.
/* MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND NONINFRINGEMENT */.
/* IN NO EVENT SHALL THE COPYRIGHT HOLDERS BE LIABLE FOR ANY CLAIM, */.
/* DAMAGES OR OTHER LIABILITY, WHETHER IN AN ACTION OF CONTRACT, TORT */.
/* OR OTHERWISE, ARISING FROM, OUT OF OR IN CONNECTION WITH THE */.
/* SOFTWARE OR THE USE OR OTHER DEALINGS IN THE SOFTWARE */.
/* USE OF THIS SOFTWARE IMPLIES AGREEMENT WITH THESE TERMS */.
set printback=off.
```

Matrix

```
Run MATRIX procedure:

*************** PROCESS Procedure for SPSS Version 3.1 *****************

          Written by Andrew F. Hayes, Ph.D.       www.afhayes.com
    Documentation available in Hayes (2018). www.guilford.com/p/hayes3

**************************************************************************
Model  : 7
    Y  : OC
    X  : PP_red
    M  : InnPrcss
    W  : LMX_red

Sample
Size:  667

**************************************************************************
OUTCOME VARIABLE:
 InnPrcss

Model Summary
          R       R-sq        MSE          F        df1        df2          p
      .4112      .1691      .4503    44.9703     3.0000   663.0000      .0000

Model
              coeff         se          t          p       LLCI       ULCI
constant      .4256      .5900      .7213      .4710     -.7330     1.5841
PP_red        .6875      .1620     4.2435      .0000      .3694     1.0056
LMX_red       .4252      .1484     2.8656      .0043      .1338      .7165
Int_1        -.0820      .0402    -2.0396      .0418     -.1609     -.0031
```

```
Product terms key:
 Int_1    :        PP_red   x        LMX_red

Test(s) of highest order unconditional interaction(s):
       R2-chng          F        df1        df2          p
X*W      .0052     4.1599     1.0000   663.0000      .0418
----------
    Focal predict: PP_red   (X)
          Mod var: LMX_red  (W)

Conditional effects of the focal predictor at values of the moderator(s):

    LMX_red     Effect         se          t          p       LLCI       ULCI
     3.2500      .4211      .0455     9.2515      .0000      .3317      .5105
     4.0000      .3597      .0366     9.8324      .0000      .2878      .4315
     4.7500      .2982      .0492     6.0602      .0000      .2016      .3948

**************************************************************************
OUTCOME VARIABLE:
 OC

Model Summary
          R       R-sq        MSE          F        df1        df2          p
      .3029      .0917      .9243    33.5361     2.0000   664.0000      .0000

Model
              coeff         se          t          p       LLCI       ULCI
constant     2.0852      .2184     9.5489      .0000     1.6564     2.5140
PP_red        .1048      .0558     1.8774      .0609     -.0048      .2143
InnPrcss      .3651      .0549     6.6544      .0000      .2573      .4728

****************** DIRECT AND INDIRECT EFFECTS OF X ON Y *****************

Direct effect of X on Y
     Effect         se          t          p       LLCI       ULCI
      .1048      .0558     1.8774      .0609     -.0048      .2143

Conditional indirect effects of X on Y:

INDIRECT EFFECT:
 PP_red      ->    InnPrcss    ->    OC
```

```
    LMX_red     Effect     BootSE   BootLLCI   BootULCI
     3.2500      .1537      .0318      .0926      .2169
     4.0000      .1313      .0264      .0817      .1855
     4.7500      .1089      .0266      .0626      .1669

      Index of moderated mediation:
             Index     BootSE   BootLLCI   BootULCI
LMX_red     -.0299      .0170     -.0622      .0059
---

************************ ANALYSIS NOTES AND ERRORS ************************

Level of confidence for all confidence intervals in output:
  95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:
  5000

W values in conditional tables are the 16th, 50th, and 84th percentiles.

------ END MATRIX -----
```