**APPENDIX**

**Quality of Work Life Indicators**

|  |  |  |
| --- | --- | --- |
| Adequate compensation. | Leadership training program. | Continuous review of pay reviews. |
| Objectives of training program. | Performance based remuneration. | Fair and unbiased promotion system. |
| Availability of health care and medical facilities. | Reward for good work. | Safety measures/policies at work. |
| Employees own style and pace of work. | No time for personal care. | Updated work environment. |
| Reward management procedures. | Unusual and unique benefits. | No minimal control at work by supervisor when target met. |
| Work freedom. | Grooming new leaders. | Corporate culture support work-life balance. |
| Recompense. | Written and explicit no-layoff policy. | Stability of employment. |
| Facilities at work support my family life. | Pride in work/company. | Inappropriate fair job rotation program. |
| Regularity in updating talent. | Work position and prospects of career development. | Communicating the need for better health and safety practices. |
| Satisfaction with present job. | Management of stress in the organization. | Flexibility in performing work responsibility. |
| Frequent leave granted to employees. | Wage balance. | Credibility, respect and fairness. |
| Camaraderie, friendliness and fruitful relationship with co-workers and supervisors. | Professionalism of career. | Continuous risk assessment and safety inspections in the organization. |
| Suitability of work hours/patterns to suit personal preference. | Productivity at work. | Opportunities for time off work with family and friends. |
| Waste and pollution policies at work environment. | Opportunities for management/operational decision-making. | Supportive management and stimulating job and career opportunities. |
| Satisfaction with career opportunities. | Availability of convenience facilities. | No organization-wide bonus scheme. |
| Fair financial incentive plan. | Non-availability of home-life balance program. | Attractiveness of present career. |
| Training programs aimed at improving interpersonal etc skills in usage of modern tools and equipment. | Frequency and sufficiency of relevant and targeted training program. | Appropriately implemented allowances and benefits (location allowances, overtime, shift allowance). |
| Timely payment of salaries and allowance. | Adequate employee benefits. | Equal opportunities for women employees. |
| Above average industry median remuneration. | Strict layoff policies or strict implementation of same. | Team-based pay schemes. |
| Training programs focus on employee requirements to ensure filling vacancies in-house. | Fair remuneration. | Communicating of policies to employees. |
| Adequate and comprehensive grade and pay structures. | Non-participation in development of compensation system. | Salubrious work environment. |

**KMO and Bartlett’s Test of Sphericity**

|  |  |  |
| --- | --- | --- |
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .856 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 12837.785 |
| df | 1770 |
| Sig. | .000 |

**Component Correlation Matrix**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **1** | **2** | **3** | **4** | **5** |
| **1** | 1.000 | -.307 | -.041 | .167 | .207 |
| **2** | -.307 | 1.000 | .088 | -.003 | -.209 |
| **3** | -.041 | -.088 | 1.000 | -.023 | -.021 |
| **4** | .167 | -.003 | -.023 | 1.000 | .025 |
| **5** | .207 | -.209 | -.021 | 0.25 | 1.000 |

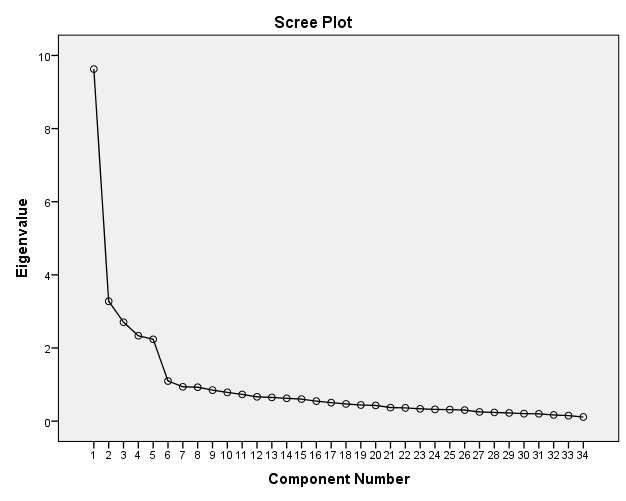
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Component Transformation Matrix** | | | | | |
| **Component** | **1** | **2** | **3** | **4** | **5** |
| 1 | .709 | .598 | .312 | .139 | .151 |
| 2 | .560 | -.689 | -.034 | -.240 | .391 |
| 3 | -.098 | .122 | .445 | -.871 | -.140 |
| 4 | -.408 | .143 | .214 | .034 | .875 |
| 5 | -.088 | -.364 | .811 | .405 | -.195 |
|  | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlation Matrix** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | **v3** | **v4** | **v5** | **v7** | **v9** | **v12** | **v13** | **v14** | **v21** | **v22** | **v24** | **v25** | **v26** | **v28** | **v30** | **v31** | **v32** | **v35** | **v36** | **v42** | **v43** | **v44** | **v45** | **v46** | **v48** | **v50** | **v51** | **v52** | **v53** | **v54** | **v55** | **v56** | **v58** | **v10** |
| Correlation | v3 | 1.00 | .577 | .534 | .595 | .400 | .111 | .237 | -.004 | .522 | .227 | .495 | .536 | .422 | .190 | -.037 | -.028 | .110 | .100 | .252 | .316 | .266 | .253 | .092 | .293 | .350 | .302 | .238 | .119 | .170 | .286 | .258 | .408 | .178 | .022 |
| v4 | .577 | 1.00 | .558 | .591 | .318 | .119 | .304 | .048 | .455 | .353 | .444 | .591 | .486 | .213 | -.074 | -.052 | .104 | .078 | .195 | .316 | .243 | .189 | .052 | .224 | .324 | .299 | .247 | .104 | .201 | .332 | .263 | .441 | .109 | .091 |
| v5 | .534 | .558 | 1.00 | .594 | .271 | .109 | .270 | -.017 | .434 | .305 | .309 | .523 | .533 | .219 | .016 | .077 | .064 | .080 | .242 | .307 | .359 | .250 | .094 | .212 | .289 | .207 | .262 | .153 | .250 | .361 | .269 | .459 | .179 | .139 |
| v7 | .595 | .591 | .594 | 1.00 | .405 | .161 | .297 | -.117 | .543 | .384 | .449 | .594 | .516 | .284 | .127 | .128 | .184 | .183 | .380 | .418 | .266 | .242 | .041 | .247 | .331 | .324 | .256 | .145 | .299 | .410 | .235 | .475 | .220 | .147 |
| v9 | .400 | .318 | .271 | .405 | 1.00 | .441 | .415 | .334 | .158 | .113 | .331 | .323 | .407 | .214 | .264 | .225 | .225 | .295 | .267 | .156 | .276 | .444 | .251 | .321 | .375 | .237 | .284 | .261 | .228 | .313 | .327 | .215 | .120 | .424 |
| v12 | .111 | .119 | .109 | .161 | .441 | 1.00 | .101 | .337 | -.097 | -.108 | .041 | .139 | .179 | .100 | .034 | .015 | .048 | .155 | -.109 | -.093 | .031 | .123 | .249 | .109 | .007 | .085 | .067 | .170 | .038 | .111 | .018 | -.040 | .009 | .382 |
| v13 | .237 | .304 | .270 | .297 | .415 | .101 | 1.00 | .117 | .213 | .098 | .159 | .173 | .167 | .157 | .236 | .365 | .268 | .170 | .226 | .304 | .414 | .304 | .104 | .477 | .583 | .502 | .406 | .320 | .383 | .421 | .396 | .402 | .161 | .302 |
| v14 | -.004 | .048 | -.017 | -.117 | .334 | .337 | .117 | 1.00 | -.161 | -.100 | -.008 | -.133 | .073 | .057 | .061 | .121 | .056 | .082 | -.039 | -.076 | .090 | .181 | .266 | .142 | .139 | .128 | .094 | .178 | -.040 | .034 | -.018 | -.072 | -.035 | .355 |
| v21 | .522 | .455 | .434 | .543 | .158 | -.097 | .213 | -.161 | 1.00 | .373 | .391 | .524 | .499 | .286 | .098 | .054 | .207 | .235 | .325 | .449 | .221 | .126 | -.090 | .272 | .419 | .377 | .349 | .047 | .300 | .428 | .241 | .611 | .163 | -.071 |
| v22 | .227 | .353 | .305 | .384 | .113 | -.108 | .098 | -.100 | .373 | 1.00 | .355 | .402 | .388 | .096 | .159 | .351 | .099 | .346 | .487 | .245 | -.001 | .055 | .031 | .028 | .310 | .267 | .080 | -.120 | .248 | .151 | .237 | .270 | .275 | .026 |
| v24 | .495 | .444 | .309 | .449 | .331 | .041 | .159 | -.008 | .391 | .355 | 1.00 | .517 | .555 | .387 | .167 | .057 | .444 | .210 | .324 | .252 | .161 | .110 | -.098 | .260 | .217 | .177 | .261 | .025 | .184 | .253 | .174 | .289 | -.042 | .160 |
| v25 | .536 | .591 | .523 | .594 | .323 | .139 | .173 | -.133 | .524 | .402 | .517 | 1.00 | .551 | .234 | .096 | -.008 | .251 | .188 | .353 | .286 | .151 | .148 | -.103 | .148 | .287 | .203 | .197 | .001 | .199 | .274 | .205 | .408 | .149 | .130 |
| v26 | .422 | .486 | .533 | .516 | .407 | .179 | .167 | .073 | .499 | .388 | .555 | .551 | 1.00 | .341 | .067 | .074 | .267 | .242 | .292 | .321 | .245 | .165 | .008 | .213 | .367 | .353 | .263 | .109 | .245 | .386 | .210 | .439 | .134 | .224 |
| v28 | .190 | .213 | .219 | .284 | .214 | .100 | .157 | .057 | .286 | .096 | .387 | .234 | .341 | 1.00 | .323 | -.037 | .459 | .091 | .113 | .318 | .183 | -.066 | -.334 | .283 | .150 | .140 | .424 | .104 | .213 | .319 | .042 | .259 | -.219 | .100 |
| v30 | -.037 | -.074 | .016 | .127 | .264 | .034 | .236 | .061 | .098 | .159 | .167 | .096 | .067 | .323 | 1.00 | .241 | .528 | .229 | .194 | .105 | .087 | .079 | -.235 | .256 | .308 | .113 | .352 | .158 | .245 | .179 | .058 | .116 | -.091 | .113 |
| v31 | -.028 | -.052 | .077 | .128 | .225 | .015 | .365 | .121 | .054 | .351 | .057 | -.008 | .074 | -.037 | .241 | 1.00 | .065 | .403 | .294 | .155 | .097 | .192 | .229 | .210 | .443 | .345 | .100 | .078 | .274 | .233 | .294 | .094 | .322 | .217 |
| v32 | .110 | .104 | .064 | .184 | .225 | .048 | .268 | .056 | .207 | .099 | .444 | .251 | .267 | .459 | .528 | .065 | 1.00 | .172 | .170 | .202 | .259 | .044 | -.241 | .437 | .290 | .198 | .447 | .127 | .235 | .264 | .085 | .262 | -.247 | .226 |
| v35 | .100 | .078 | .080 | .183 | .295 | .155 | .170 | .082 | .235 | .346 | .210 | .188 | .242 | .091 | .229 | .403 | .172 | 1.00 | .516 | .043 | .027 | .090 | .160 | .120 | .279 | .278 | .116 | -.042 | .288 | .174 | .319 | .173 | .256 | .210 |
| v36 | .252 | .195 | .242 | .380 | .267 | -.109 | .226 | -.039 | .325 | .487 | .324 | .353 | .292 | .113 | .194 | .294 | .170 | .516 | 1.00 | .203 | -.004 | .125 | .010 | .139 | .289 | .220 | .104 | -.075 | .248 | .176 | .324 | .290 | .313 | .058 |
| v42 | .316 | .316 | .307 | .418 | .156 | -.093 | .304 | -.076 | .449 | .245 | .252 | .286 | .321 | .318 | .105 | .155 | .202 | .043 | .203 | 1.00 | .433 | .539 | .225 | .383 | .463 | .432 | .418 | .243 | .344 | .500 | .319 | .567 | .248 | -.029 |
| v43 | .266 | .243 | .359 | .266 | .276 | .031 | .414 | .090 | .221 | -.001 | .161 | .151 | .245 | .183 | .087 | .097 | .259 | .027 | -.004 | .433 | 1.00 | .461 | .316 | .542 | .431 | .434 | .518 | .456 | .385 | .481 | .373 | .472 | .072 | .093 |
| v44 | .253 | .189 | .250 | .242 | .444 | .123 | .304 | .181 | .126 | .055 | .110 | .148 | .165 | -.066 | .079 | .192 | .044 | .090 | .125 | .539 | .461 | 1.00 | .580 | .368 | .430 | .314 | .183 | .375 | .279 | .286 | .349 | .397 | .301 | .110 |
| v45 | .092 | .052 | .094 | .041 | .251 | .249 | .104 | .266 | -.090 | .031 | -.098 | -.103 | .008 | -.334 | -.235 | .229 | -.241 | .160 | .010 | .225 | .316 | .580 | 1.00 | .138 | .201 | .269 | .037 | .215 | .099 | .163 | .230 | .073 | .336 | .208 |
| v46 | .293 | .224 | .212 | .247 | .321 | .109 | .477 | .142 | .272 | .028 | .260 | .148 | .213 | .283 | .256 | .210 | .437 | .120 | .139 | .383 | .542 | .368 | .138 | 1.00 | .530 | .390 | .461 | .340 | .397 | .506 | .370 | .474 | .042 | .114 |
| v48 | .350 | .324 | .289 | .331 | .375 | .007 | .583 | .139 | .419 | .310 | .217 | .287 | .367 | .150 | .308 | .443 | .290 | .279 | .289 | .463 | .431 | .430 | .201 | .530 | 1.00 | .645 | .464 | .305 | .489 | .507 | .437 | .541 | .340 | .150 |
| v50 | .302 | .299 | .207 | .324 | .237 | .085 | .502 | .128 | .377 | .267 | .177 | .203 | .353 | .140 | .113 | .345 | .198 | .278 | .220 | .432 | .434 | .314 | .269 | .390 | .645 | 1.00 | .505 | .328 | .480 | .573 | .487 | .523 | .313 | .149 |
| v51 | .238 | .247 | .262 | .256 | .284 | .067 | .406 | .094 | .349 | .080 | .261 | .197 | .263 | .424 | .352 | .100 | .447 | .116 | .104 | .418 | .518 | .183 | .037 | .461 | .464 | .505 | 1.00 | .459 | .512 | .625 | .306 | .444 | -.174 | .143 |
| v52 | .119 | .104 | .153 | .145 | .261 | .170 | .320 | .178 | .047 | -.120 | .025 | .001 | .109 | .104 | .158 | .078 | .127 | -.042 | -.075 | .243 | .456 | .375 | .215 | .340 | .305 | .328 | .459 | 1.00 | .432 | .391 | .240 | .267 | -.038 | .154 |
| v53 | .170 | .201 | .250 | .299 | .228 | .038 | .383 | -.040 | .300 | .248 | .184 | .199 | .245 | .213 | .245 | .274 | .235 | .288 | .248 | .344 | .385 | .279 | .099 | .397 | .489 | .480 | .512 | .432 | 1.00 | .510 | .573 | .534 | .273 | .076 |
| v54 | .286 | .332 | .361 | .410 | .313 | .111 | .421 | .034 | .428 | .151 | .253 | .274 | .386 | .319 | .179 | .233 | .264 | .174 | .176 | .500 | .481 | .286 | .163 | .506 | .507 | .573 | .625 | .391 | .510 | 1.00 | .544 | .631 | .142 | .149 |
| v55 | .258 | .263 | .269 | .235 | .327 | .018 | .396 | -.018 | .241 | .237 | .174 | .205 | .210 | .042 | .058 | .294 | .085 | .319 | .324 | .319 | .373 | .349 | .230 | .370 | .437 | .487 | .306 | .240 | .573 | .544 | 1.00 | .497 | .351 | .015 |
| v56 | .408 | .441 | .459 | .475 | .215 | -.040 | .402 | -.072 | .611 | .270 | .289 | .408 | .439 | .259 | .116 | .094 | .262 | .173 | .290 | .567 | .472 | .397 | .073 | .474 | .541 | .523 | .444 | .267 | .534 | .631 | .497 | 1.00 | .350 | .052 |
| v58 | .178 | .109 | .179 | .220 | .120 | .009 | .161 | -.035 | .163 | .275 | -.042 | .149 | .134 | -.219 | -.091 | .322 | -.247 | .256 | .313 | .248 | .072 | .301 | .336 | .042 | .340 | .313 | -.174 | -.038 | .273 | .142 | .351 | .350 | 1.000 | -.013 |
| v10 | .022 | .091 | .139 | .147 | .424 | .382 | .302 | .355 | -.071 | .026 | .160 | .130 | .224 | .100 | .113 | .217 | .226 | .210 | .058 | -.029 | .093 | .110 | .208 | .114 | .150 | .149 | .143 | .154 | .076 | .149 | .015 | .052 | -.013 | 1.00 |
| Sig. (1-tailed) | v3 |  | .000 | .000 | .000 | .000 | .025 | .000 | .474 | .000 | .000 | .000 | .000 | .000 | .000 | .259 | .309 | .026 | .038 | .000 | .000 | .000 | .000 | .052 | .000 | .000 | .000 | .000 | .017 | .001 | .000 | .000 | .000 | .001 | .348 |
| v4 | .000 |  | .000 | .000 | .000 | .017 | .000 | .200 | .000 | .000 | .000 | .000 | .000 | .000 | .094 | .177 | .032 | .083 | .000 | .000 | .000 | .000 | .179 | .000 | .000 | .000 | .000 | .033 | .000 | .000 | .000 | .000 | .027 | .054 |
| v5 | .000 | .000 |  | .000 | .000 | .027 | .000 | .381 | .000 | .000 | .000 | .000 | .000 | .000 | .390 | .086 | .130 | .079 | .000 | .000 | .000 | .000 | .048 | .000 | .000 | .000 | .000 | .003 | .000 | .000 | .000 | .000 | .001 | .007 |
| v7 | .000 | .000 | .000 |  | .000 | .002 | .000 | .019 | .000 | .000 | .000 | .000 | .000 | .000 | .012 | .012 | .001 | .001 | .000 | .000 | .000 | .000 | .232 | .000 | .000 | .000 | .000 | .005 | .000 | .000 | .000 | .000 | .000 | .005 |
| v9 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .002 | .022 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .016 | .000 |
| v12 | .025 | .017 | .027 | .002 | .000 |  | .037 | .000 | .042 | .028 | .236 | .007 | .001 | .038 | .275 | .395 | .197 | .003 | .027 | .050 | .292 | .015 | .000 | .027 | .454 | .065 | .119 | .001 | .251 | .024 | .377 | .241 | .435 | .000 |
| v13 | .000 | .000 | .000 | .000 | .000 | .037 |  | .019 | .000 | .042 | .002 | .001 | .001 | .003 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .033 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 |
| v14 | .474 | .200 | .381 | .019 | .000 | .000 | .019 |  | .002 | .038 | .444 | .009 | .098 | .157 | .138 | .016 | .160 | .073 | .243 | .089 | .056 | .001 | .000 | .006 | .007 | .011 | .047 | .001 | .242 | .274 | .372 | .100 | .268 | .000 |
| v21 | .000 | .000 | .000 | .000 | .002 | .042 | .000 | .002 |  | .000 | .000 | .000 | .000 | .000 | .041 | .171 | .000 | .000 | .000 | .000 | .000 | .012 | .056 | .000 | .000 | .000 | .000 | .201 | .000 | .000 | .000 | .000 | .002 | .105 |
| v22 | .000 | .000 | .000 | .000 | .022 | .028 | .042 | .038 | .000 |  | .000 | .000 | .000 | .044 | .002 | .000 | .039 | .000 | .000 | .000 | .490 | .165 | .294 | .313 | .000 | .000 | .078 | .017 | .000 | .004 | .000 | .000 | .000 | .324 |
| v24 | .000 | .000 | .000 | .000 | .000 | .236 | .002 | .444 | .000 | .000 |  | .000 | .000 | .000 | .001 | .156 | .000 | .000 | .000 | .000 | .002 | .026 | .041 | .000 | .000 | .001 | .000 | .332 | .001 | .000 | .001 | .000 | .228 | .002 |
| v25 | .000 | .000 | .000 | .000 | .000 | .007 | .001 | .009 | .000 | .000 | .000 |  | .000 | .000 | .044 | .447 | .000 | .000 | .000 | .000 | .004 | .004 | .034 | .004 | .000 | .000 | .000 | .492 | .000 | .000 | .000 | .000 | .004 | .011 |
| v26 | .000 | .000 | .000 | .000 | .000 | .001 | .001 | .098 | .000 | .000 | .000 | .000 |  | .000 | .120 | .095 | .000 | .000 | .000 | .000 | .000 | .002 | .440 | .000 | .000 | .000 | .000 | .026 | .000 | .000 | .000 | .000 | .009 | .000 |
| v28 | .000 | .000 | .000 | .000 | .000 | .038 | .003 | .157 | .000 | .044 | .000 | .000 | .000 |  | .000 | .255 | .000 | .054 | .023 | .000 | .001 | .120 | .000 | .000 | .004 | .007 | .000 | .032 | .000 | .000 | .231 | .000 | .000 | .039 |
| v30 | .259 | .094 | .390 | .012 | .000 | .275 | .000 | .138 | .041 | .002 | .001 | .044 | .120 | .000 |  | .000 | .000 | .000 | .000 | .031 | .061 | .080 | .000 | .000 | .000 | .022 | .000 | .003 | .000 | .001 | .154 | .020 | .054 | .023 |
| v31 | .309 | .177 | .086 | .012 | .000 | .395 | .000 | .016 | .171 | .000 | .156 | .447 | .095 | .255 | .000 |  | .126 | .000 | .000 | .003 | .043 | .000 | .000 | .000 | .000 | .000 | .038 | .084 | .000 | .000 | .000 | .048 | .000 | .000 |
| v32 | .026 | .032 | .130 | .001 | .000 | .197 | .000 | .160 | .000 | .039 | .000 | .000 | .000 | .000 | .000 | .126 |  | .001 | .001 | .000 | .000 | .216 | .000 | .000 | .000 | .000 | .000 | .012 | .000 | .000 | .066 | .000 | .000 | .000 |
| v35 | .038 | .083 | .079 | .001 | .000 | .003 | .001 | .073 | .000 | .000 | .000 | .000 | .000 | .054 | .000 | .000 | .001 |  | .000 | .225 | .318 | .054 | .002 | .017 | .000 | .000 | .020 | .231 | .000 | .001 | .000 | .001 | .000 | .000 |
| v36 | .000 | .000 | .000 | .000 | .000 | .027 | .000 | .243 | .000 | .000 | .000 | .000 | .000 | .023 | .000 | .000 | .001 | .000 |  | .000 | .474 | .013 | .427 | .007 | .000 | .000 | .033 | .091 | .000 | .001 | .000 | .000 | .000 | .152 |
| v42 | .000 | .000 | .000 | .000 | .003 | .050 | .000 | .089 | .000 | .000 | .000 | .000 | .000 | .000 | .031 | .003 | .000 | .225 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .305 |
| v43 | .000 | .000 | .000 | .000 | .000 | .292 | .000 | .056 | .000 | .490 | .002 | .004 | .000 | .001 | .061 | .043 | .000 | .318 | .474 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .102 | .050 |
| v44 | .000 | .000 | .000 | .000 | .000 | .015 | .000 | .001 | .012 | .165 | .026 | .004 | .002 | .120 | .080 | .000 | .216 | .054 | .013 | .000 | .000 |  | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .026 |
| v45 | .052 | .179 | .048 | .232 | .000 | .000 | .033 | .000 | .056 | .294 | .041 | .034 | .440 | .000 | .000 | .000 | .000 | .002 | .427 | .000 | .000 | .000 |  | .007 | .000 | .000 | .257 | .000 | .040 | .002 | .000 | .097 | .000 | .000 |
| v46 | .000 | .000 | .000 | .000 | .000 | .027 | .000 | .006 | .000 | .313 | .000 | .004 | .000 | .000 | .000 | .000 | .000 | .017 | .007 | .000 | .000 | .000 | .007 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .228 | .022 |
| v48 | .000 | .000 | .000 | .000 | .000 | .454 | .000 | .007 | .000 | .000 | .000 | .000 | .000 | .004 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .004 |
| v50 | .000 | .000 | .000 | .000 | .000 | .065 | .000 | .011 | .000 | .000 | .001 | .000 | .000 | .007 | .022 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .004 |
| v51 | .000 | .000 | .000 | .000 | .000 | .119 | .000 | .047 | .000 | .078 | .000 | .000 | .000 | .000 | .000 | .038 | .000 | .020 | .033 | .000 | .000 | .001 | .257 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .001 | .006 |
| v52 | .017 | .033 | .003 | .005 | .000 | .001 | .000 | .001 | .201 | .017 | .332 | .492 | .026 | .032 | .003 | .084 | .012 | .231 | .091 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .252 | .003 |
| v53 | .001 | .000 | .000 | .000 | .000 | .251 | .000 | .242 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .040 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .089 |
| v54 | .000 | .000 | .000 | .000 | .000 | .024 | .000 | .274 | .000 | .004 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .001 | .001 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .006 | .004 |
| v55 | .000 | .000 | .000 | .000 | .000 | .377 | .000 | .372 | .000 | .000 | .001 | .000 | .000 | .231 | .154 | .000 | .066 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .396 |
| v56 | .000 | .000 | .000 | .000 | .000 | .241 | .000 | .100 | .000 | .000 | .000 | .000 | .000 | .000 | .020 | .048 | .000 | .001 | .000 | .000 | .000 | .000 | .097 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .178 |
| v58 | .001 | .027 | .001 | .000 | .016 | .435 | .002 | .268 | .002 | .000 | .228 | .004 | .009 | .000 | .054 | .000 | .000 | .000 | .000 | .000 | .102 | .000 | .000 | .228 | .000 | .000 | .001 | .252 | .000 | .006 | .000 | .000 |  | .406 |
| v10 | .348 | .054 | .007 | .005 | .000 | .000 | .000 | .000 | .105 | .324 | .002 | .011 | .000 | .039 | .023 | .000 | .000 | .000 | .152 | .305 | .050 | .026 | .000 | .022 | .004 | .004 | .006 | .003 | .089 | .004 | .396 | .178 | .406 |  |
|  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Anti-image Matrices** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | v3 | v4 | v5 | v7 | v9 | v12 | v13 | v14 | v21 | v22 | v24 | v25 | v26 | v28 | v30 | v31 | v32 | v35 | v36 | v42 | v43 | v44 | v45 | v46 | v48 | v50 | v51 | v52 | v53 | v54 | v55 | v56 | v58 | v10 |
| Anti-image Covariance | v3 | .362 | -.026 | -.101 | -.062 | -.086 | .004 | .036 | -.003 | -.071 | .040 | -.127 | -.032 | .075 | .012 | .053 | .059 | .022 | .010 | .008 | -.006 | .019 | .027 | -.012 | -.051 | -.048 | -.055 | -.004 | -.023 | .041 | .046 | -.012 | .003 | -.023 | .062 |
| v4 | -.026 | .378 | -.060 | -.081 | -.016 | .015 | -.080 | -.094 | .019 | -.089 | -.050 | -.092 | .006 | .004 | .073 | .092 | .026 | -.013 | .073 | -.010 | .034 | .024 | -.014 | -.006 | -.029 | -.005 | -.004 | .003 | .017 | .004 | -.025 | -.031 | .040 | .046 |
| v5 | -.101 | -.060 | .373 | -.071 | .095 | -.013 | -.053 | -.012 | -.001 | -.021 | .082 | -.042 | -.131 | -.050 | -.033 | -.058 | .048 | .044 | -.023 | .061 | -.077 | -.047 | -.012 | .028 | .027 | .108 | -.046 | .015 | .011 | -.008 | -.043 | -.019 | -.014 | -.051 |
| v7 | -.062 | -.081 | -.071 | .329 | -.056 | -.054 | .008 | .102 | -.047 | -.013 | -.007 | -.019 | .012 | -.003 | -.039 | -.033 | -.001 | .032 | -.076 | -.051 | -.026 | .015 | .006 | .013 | .041 | -.037 | .053 | -.021 | -.043 | -.044 | .078 | .003 | -.008 | -.023 |
| v9 | -.086 | -.016 | .095 | -.056 | .304 | -.093 | -.075 | -.059 | .002 | .019 | .020 | -.006 | -.100 | -.056 | -.065 | -.021 | .025 | -.004 | -.039 | .084 | -.015 | -.111 | .002 | .016 | -.007 | .088 | -.051 | .011 | .034 | -.011 | -.086 | .044 | -.022 | -.087 |
| v12 | .004 | .015 | -.013 | -.054 | -.093 | .537 | -.009 | -.084 | .052 | .036 | .052 | -.090 | -.028 | -.055 | -.004 | .037 | -.009 | -.084 | .129 | .037 | .088 | .024 | -.085 | -.064 | .056 | -.036 | .006 | -.036 | -.016 | -.015 | .023 | .011 | -.023 | -.040 |
| v13 | .036 | -.080 | -.053 | .008 | -.075 | -.009 | .424 | .057 | .005 | .063 | -.006 | .036 | .088 | .025 | .004 | -.073 | -.005 | .036 | -.057 | -.022 | -.044 | .016 | .061 | -.050 | -.079 | -.085 | .005 | -.020 | .002 | .022 | -.016 | -.012 | .009 | -.105 |
| v14 | -.003 | -.094 | -.012 | .102 | -.059 | -.084 | .057 | .617 | .008 | .022 | .010 | .084 | -.015 | -.063 | -.014 | -.031 | .003 | .025 | -.053 | .043 | .004 | -.025 | -.034 | -.029 | -.033 | -.049 | -.005 | -.037 | .044 | .016 | .040 | .008 | .000 | -.109 |
| v21 | -.071 | .019 | -.001 | -.047 | .002 | .052 | .005 | .008 | .371 | -.020 | .008 | -.053 | -.044 | .010 | .010 | .011 | .025 | -.088 | .019 | -.042 | .035 | .032 | .009 | -.010 | -.032 | -.010 | -.024 | .028 | .008 | -.014 | .046 | -.101 | .042 | .066 |
| v22 | .040 | -.089 | -.021 | -.013 | .019 | .036 | .063 | .022 | -.020 | .472 | -.051 | -.037 | -.041 | .008 | -.079 | -.124 | .019 | .002 | -.100 | -.032 | .020 | .041 | -.050 | .039 | -.024 | -.034 | .015 | .046 | -.042 | .051 | -.018 | -.008 | .011 | .009 |
| v24 | -.127 | -.050 | .082 | -.007 | .020 | .052 | -.006 | .010 | .008 | -.051 | .412 | -.045 | -.127 | -.061 | .008 | -.043 | -.102 | -3E-005 | -.026 | .021 | .006 | -.034 | -.005 | -.020 | .056 | .039 | -.014 | .017 | -.010 | -.006 | -.021 | .023 | .020 | -.035 |
| v25 | -.032 | -.092 | -.042 | -.019 | -.006 | -.090 | .036 | .084 | -.053 | -.037 | -.045 | .382 | -.026 | .044 | .005 | .031 | -.043 | .006 | -.049 | -.005 | -.017 | -.032 | .071 | .039 | -.024 | .017 | -.003 | .025 | .006 | -.007 | -.003 | .012 | -.028 | -.053 |
| v26 | .075 | .006 | -.131 | .012 | -.100 | -.028 | .088 | -.015 | -.044 | -.041 | -.127 | -.026 | .353 | -.009 | .067 | .046 | -.020 | -.024 | .004 | -.035 | -.016 | .038 | .025 | .021 | -.056 | -.080 | .053 | -.024 | -.003 | -.027 | .050 | -.017 | .007 | -.013 |
| v28 | .012 | .004 | -.050 | -.003 | -.056 | -.055 | .025 | -.063 | .010 | .008 | -.061 | .044 | -.009 | .470 | -.026 | .025 | -.034 | -.044 | .007 | -.145 | -.020 | .060 | .113 | -.029 | .026 | -.007 | -.021 | .028 | -.038 | -.024 | .044 | -.003 | .040 | .010 |
| v30 | .053 | .073 | -.033 | -.039 | -.065 | -.004 | .004 | -.014 | .010 | -.079 | .008 | .005 | .067 | -.026 | .476 | -.022 | -.146 | -.060 | .014 | .020 | .039 | -.049 | .097 | .001 | -.062 | .027 | -.059 | -.036 | -.001 | -.011 | .042 | .019 | -.025 | .046 |
| v31 | .059 | .092 | -.058 | -.033 | -.021 | .037 | -.073 | -.031 | .011 | -.124 | -.043 | .031 | .046 | .025 | -.022 | .477 | .024 | -.098 | .021 | -.024 | .029 | .013 | -.010 | -.040 | -.083 | -.033 | .035 | .005 | -.010 | -.050 | -.008 | .071 | -.044 | -.041 |
| v32 | .022 | .026 | .048 | -.001 | .025 | -.009 | -.005 | .003 | .025 | .019 | -.102 | -.043 | -.020 | -.034 | -.146 | .024 | .402 | -.020 | -.018 | -.010 | -.046 | .003 | .034 | -.095 | -.016 | -.013 | -.030 | .047 | .002 | .030 | .005 | -.032 | .075 | -.080 |
| v35 | .010 | -.013 | .044 | .032 | -.004 | -.084 | .036 | .025 | -.088 | .002 | -3E-005 | .006 | -.024 | -.044 | -.060 | -.098 | -.020 | .505 | -.180 | .061 | -.013 | .011 | -.068 | .027 | .003 | -.022 | .007 | .053 | -.046 | .022 | -.056 | .006 | -.011 | -.048 |
| v36 | .008 | .073 | -.023 | -.076 | -.039 | .129 | -.057 | -.053 | .019 | -.100 | -.026 | -.049 | .004 | .007 | .014 | .021 | -.018 | -.180 | .470 | -.009 | .086 | .005 | .000 | -.032 | .017 | .016 | -.025 | .006 | .024 | .024 | -.046 | -.016 | -.056 | .042 |
| v42 | -.006 | -.010 | .061 | -.051 | .084 | .037 | -.022 | .043 | -.042 | -.032 | .021 | -.005 | -.035 | -.145 | .020 | -.024 | -.010 | .061 | -.009 | .342 | -.001 | -.146 | -.029 | .004 | -.005 | .014 | -.064 | .019 | .039 | -.038 | -.008 | -.007 | -.059 | .008 |
| v43 | .019 | .034 | -.077 | -.026 | -.015 | .088 | -.044 | .004 | .035 | .020 | .006 | -.017 | -.016 | -.020 | .039 | .029 | -.046 | -.013 | .086 | -.001 | .415 | -.019 | -.078 | -.101 | .004 | -.026 | -.062 | -.067 | .015 | .020 | -.029 | -.031 | .002 | .046 |
| v44 | .027 | .024 | -.047 | .015 | -.111 | .024 | .016 | -.025 | .032 | .041 | -.034 | -.032 | .038 | .060 | -.049 | .013 | .003 | .011 | .005 | -.146 | -.019 | .282 | -.126 | -.016 | -.034 | -.007 | .068 | -.072 | -.015 | .050 | -.002 | -.069 | .037 | .056 |
| v45 | -.012 | -.014 | -.012 | .006 | .002 | -.085 | .061 | -.034 | .009 | -.050 | -.005 | .071 | .025 | .113 | .097 | -.010 | .034 | -.068 | .000 | -.029 | -.078 | -.126 | .329 | -.012 | .006 | -.027 | -.036 | .015 | .020 | -.038 | .011 | .059 | -.063 | -.082 |
| v46 | -.051 | -.006 | .028 | .013 | .016 | -.064 | -.050 | -.029 | -.010 | .039 | -.020 | .039 | .021 | -.029 | .001 | -.040 | -.095 | .027 | -.032 | .004 | -.101 | -.016 | -.012 | .440 | -.069 | .044 | .026 | .005 | -.022 | -.055 | -.014 | -.036 | .039 | .041 |
| v48 | -.048 | -.029 | .027 | .041 | -.007 | .056 | -.079 | -.033 | -.032 | -.024 | .056 | -.024 | -.056 | .026 | -.062 | -.083 | -.016 | .003 | .017 | -.005 | .004 | -.034 | .006 | -.069 | .304 | -.067 | -.027 | .003 | -.024 | -.001 | .022 | -.002 | -.058 | .009 |
| v50 | -.055 | -.005 | .108 | -.037 | .088 | -.036 | -.085 | -.049 | -.010 | -.034 | .039 | .017 | -.080 | -.007 | .027 | -.033 | -.013 | -.022 | .016 | .014 | -.026 | -.007 | -.027 | .044 | -.067 | .345 | -.077 | -.018 | .015 | -.034 | -.064 | -.010 | -.052 | -.009 |
| v51 | -.004 | -.004 | -.046 | .053 | -.051 | .006 | .005 | -.005 | -.024 | .015 | -.014 | -.003 | .053 | -.021 | -.059 | .035 | -.030 | .007 | -.025 | -.064 | -.062 | .068 | -.036 | .026 | -.027 | -.077 | .290 | -.049 | -.099 | -.083 | .049 | -.005 | .126 | .013 |
| v52 | -.023 | .003 | .015 | -.021 | .011 | -.036 | -.020 | -.037 | .028 | .046 | .017 | .025 | -.024 | .028 | -.036 | .005 | .047 | .053 | .006 | .019 | -.067 | -.072 | .015 | .005 | .003 | -.018 | -.049 | .544 | -.134 | -.038 | .028 | .011 | .055 | -.024 |
| v53 | .041 | .017 | .011 | -.043 | .034 | -.016 | .002 | .044 | .008 | -.042 | -.010 | .006 | -.003 | -.038 | -.001 | -.010 | .002 | -.046 | .024 | .039 | .015 | -.015 | .020 | -.022 | -.024 | .015 | -.099 | -.134 | .404 | .029 | -.135 | -.044 | -.084 | -.004 |
| v54 | .046 | .004 | -.008 | -.044 | -.011 | -.015 | .022 | .016 | -.014 | .051 | -.006 | -.007 | -.027 | -.024 | -.011 | -.050 | .030 | .022 | .024 | -.038 | .020 | .050 | -.038 | -.055 | -.001 | -.034 | -.083 | -.038 | .029 | .323 | -.112 | -.076 | .015 | -.011 |
| v55 | -.012 | -.025 | -.043 | .078 | -.086 | .023 | -.016 | .040 | .046 | -.018 | -.021 | -.003 | .050 | .044 | .042 | -.008 | .005 | -.056 | -.046 | -.008 | -.029 | -.002 | .011 | -.014 | .022 | -.064 | .049 | .028 | -.135 | -.112 | .400 | -.029 | -.006 | .075 |
| v56 | .003 | -.031 | -.019 | .003 | .044 | .011 | -.012 | .008 | -.101 | -.008 | .023 | .012 | -.017 | -.003 | .019 | .071 | -.032 | .006 | -.016 | -.007 | -.031 | -.069 | .059 | -.036 | -.002 | -.010 | -.005 | .011 | -.044 | -.076 | -.029 | .273 | -.098 | -.052 |
| v58 | -.023 | .040 | -.014 | -.008 | -.022 | -.023 | .009 | .000 | .042 | .011 | .020 | -.028 | .007 | .040 | -.025 | -.044 | .075 | -.011 | -.056 | -.059 | .002 | .037 | -.063 | .039 | -.058 | -.052 | .126 | .055 | -.084 | .015 | -.006 | -.098 | .428 | .032 |
| v10 | .062 | .046 | -.051 | -.023 | -.087 | -.040 | -.105 | -.109 | .066 | .009 | -.035 | -.053 | -.013 | .010 | .046 | -.041 | -.080 | -.048 | .042 | .008 | .046 | .056 | -.082 | .041 | .009 | -.009 | .013 | -.024 | -.004 | -.011 | .075 | -.052 | .032 | .557 |
| Anti-image Correlation | v3 | .855a | -.071 | -.276 | -.180 | -.259 | .010 | .091 | -.006 | -.194 | .097 | -.330 | -.085 | .210 | .030 | .129 | .141 | .058 | .024 | .020 | -.016 | .050 | .083 | -.034 | -.128 | -.144 | -.156 | -.013 | -.051 | .108 | .135 | -.031 | .009 | -.058 | .138 |
| v4 | -.071 | .881a | -.159 | -.229 | -.048 | .033 | -.200 | -.195 | .052 | -.212 | -.127 | -.241 | .017 | .008 | .172 | .216 | .068 | -.031 | .173 | -.028 | .086 | .072 | -.040 | -.016 | -.085 | -.014 | -.011 | .006 | .043 | .012 | -.063 | -.097 | .099 | .101 |
| v5 | -.276 | -.159 | .815a | -.202 | .281 | -.030 | -.133 | -.026 | -.003 | -.050 | .208 | -.110 | -.360 | -.119 | -.078 | -.139 | .125 | .102 | -.056 | .171 | -.196 | -.143 | -.034 | .069 | .079 | .300 | -.139 | .034 | .028 | -.022 | -.112 | -.059 | -.034 | -.111 |
| v7 | -.180 | -.229 | -.202 | .897a | -.177 | -.128 | .021 | .226 | -.135 | -.033 | -.019 | -.055 | .035 | -.007 | -.099 | -.084 | -.004 | .080 | -.194 | -.151 | -.071 | .049 | .019 | .035 | .130 | -.109 | .171 | -.049 | -.117 | -.136 | .216 | .010 | -.021 | -.054 |
| v9 | -.259 | -.048 | .281 | -.177 | .768a | -.230 | -.210 | -.136 | .006 | .051 | .058 | -.018 | -.305 | -.148 | -.170 | -.055 | .071 | -.011 | -.104 | .260 | -.042 | -.379 | .006 | .043 | -.021 | .271 | -.170 | .027 | .096 | -.034 | -.248 | .154 | -.061 | -.213 |
| v12 | .010 | .033 | -.030 | -.128 | -.230 | .655a | -.020 | -.147 | .117 | .072 | .111 | -.198 | -.064 | -.110 | -.007 | .074 | -.018 | -.161 | .257 | .087 | .188 | .062 | -.201 | -.131 | .138 | -.083 | .016 | -.067 | -.033 | -.035 | .049 | .028 | -.047 | -.073 |
| v13 | .091 | -.200 | -.133 | .021 | -.210 | -.020 | .874a | .111 | .012 | .141 | -.015 | .089 | .228 | .055 | .009 | -.162 | -.013 | .077 | -.128 | -.059 | -.104 | .047 | .163 | -.116 | -.220 | -.221 | .015 | -.041 | .005 | .058 | -.038 | -.037 | .020 | -.216 |
| v14 | -.006 | -.195 | -.026 | .226 | -.136 | -.147 | .111 | .701a | .017 | .040 | .020 | .174 | -.033 | -.117 | -.026 | -.056 | .005 | .044 | -.099 | .093 | .008 | -.059 | -.075 | -.056 | -.077 | -.106 | -.012 | -.064 | .087 | .035 | .081 | .019 | -.001 | -.186 |
| v21 | -.194 | .052 | -.003 | -.135 | .006 | .117 | .012 | .017 | .912a | -.047 | .021 | -.140 | -.121 | .024 | .023 | .026 | .064 | -.203 | .045 | -.118 | .089 | .099 | .026 | -.024 | -.096 | -.029 | -.072 | .062 | .020 | -.040 | .119 | -.317 | .105 | .146 |
| v22 | .097 | -.212 | -.050 | -.033 | .051 | .072 | .141 | .040 | -.047 | .855a | -.116 | -.088 | -.101 | .017 | -.166 | -.261 | .045 | .005 | -.213 | -.079 | .046 | .113 | -.126 | .086 | -.062 | -.085 | .040 | .091 | -.096 | .130 | -.040 | -.024 | .025 | .018 |
| v24 | -.330 | -.127 | .208 | -.019 | .058 | .111 | -.015 | .020 | .021 | -.116 | .853a | -.112 | -.332 | -.138 | .018 | -.098 | -.252 | -7E-005 | -.060 | .055 | .014 | -.101 | -.012 | -.046 | .158 | .104 | -.040 | .036 | -.024 | -.015 | -.052 | .068 | .048 | -.073 |
| v25 | -.085 | -.241 | -.110 | -.055 | -.018 | -.198 | .089 | .174 | -.140 | -.088 | -.112 | .910a | -.070 | .104 | .011 | .073 | -.110 | .013 | -.115 | -.013 | -.042 | -.098 | .200 | .095 | -.070 | .047 | -.010 | .054 | .015 | -.020 | -.009 | .038 | -.070 | -.115 |
| v26 | .210 | .017 | -.360 | .035 | -.305 | -.064 | .228 | -.033 | -.121 | -.101 | -.332 | -.070 | .841a | -.022 | .163 | .113 | -.054 | -.056 | .009 | -.100 | -.041 | .122 | .075 | .054 | -.170 | -.228 | .166 | -.055 | -.007 | -.079 | .132 | -.054 | .019 | -.028 |
| v28 | .030 | .008 | -.119 | -.007 | -.148 | -.110 | .055 | -.117 | .024 | .017 | -.138 | .104 | -.022 | .823a | -.054 | .052 | -.078 | -.091 | .015 | -.361 | -.046 | .164 | .286 | -.063 | .069 | -.017 | -.057 | .055 | -.086 | -.061 | .102 | -.009 | .090 | .020 |
| v30 | .129 | .172 | -.078 | -.099 | -.170 | -.007 | .009 | -.026 | .023 | -.166 | .018 | .011 | .163 | -.054 | .741a | -.047 | -.334 | -.122 | .030 | .049 | .087 | -.134 | .246 | .001 | -.163 | .067 | -.160 | -.071 | -.002 | -.028 | .096 | .053 | -.055 | .088 |
| v31 | .141 | .216 | -.139 | -.084 | -.055 | .074 | -.162 | -.056 | .026 | -.261 | -.098 | .073 | .113 | .052 | -.047 | .783a | .055 | -.200 | .045 | -.060 | .065 | .035 | -.025 | -.088 | -.218 | -.081 | .094 | .010 | -.022 | -.127 | -.019 | .197 | -.097 | -.079 |
| v32 | .058 | .068 | .125 | -.004 | .071 | -.018 | -.013 | .005 | .064 | .045 | -.252 | -.110 | -.054 | -.078 | -.334 | .055 | .839a | -.045 | -.042 | -.026 | -.113 | .009 | .094 | -.227 | -.046 | -.034 | -.088 | .099 | .005 | .082 | .012 | -.098 | .180 | -.169 |
| v35 | .024 | -.031 | .102 | .080 | -.011 | -.161 | .077 | .044 | -.203 | .005 | -7E-005 | .013 | -.056 | -.091 | -.122 | -.200 | -.045 | .799a | -.370 | .146 | -.029 | .030 | -.166 | .056 | .008 | -.052 | .018 | .101 | -.102 | .055 | -.126 | .016 | -.023 | -.090 |
| v36 | .020 | .173 | -.056 | -.194 | -.104 | .257 | -.128 | -.099 | .045 | -.213 | -.060 | -.115 | .009 | .015 | .030 | .045 | -.042 | -.370 | .818a | -.022 | .195 | .013 | .000 | -.070 | .045 | .039 | -.068 | .012 | .055 | .060 | -.107 | -.045 | -.124 | .081 |
| v42 | -.016 | -.028 | .171 | -.151 | .260 | .087 | -.059 | .093 | -.118 | -.079 | .055 | -.013 | -.100 | -.361 | .049 | -.060 | -.026 | .146 | -.022 | .842a | -.004 | -.471 | -.086 | .009 | -.014 | .041 | -.202 | .045 | .105 | -.113 | -.020 | -.023 | -.154 | .017 |
| v43 | .050 | .086 | -.196 | -.071 | -.042 | .188 | -.104 | .008 | .089 | .046 | .014 | -.042 | -.041 | -.046 | .087 | .065 | -.113 | -.029 | .195 | -.004 | .899a | -.056 | -.211 | -.236 | .012 | -.069 | -.179 | -.141 | .038 | .054 | -.072 | -.093 | .005 | .096 |
| v44 | .083 | .072 | -.143 | .049 | -.379 | .062 | .047 | -.059 | .099 | .113 | -.101 | -.098 | .122 | .164 | -.134 | .035 | .009 | .030 | .013 | -.471 | -.056 | .745a | -.414 | -.046 | -.118 | -.023 | .237 | -.184 | -.043 | .166 | -.005 | -.249 | .106 | .141 |
| v45 | -.034 | -.040 | -.034 | .019 | .006 | -.201 | .163 | -.075 | .026 | -.126 | -.012 | .200 | .075 | .286 | .246 | -.025 | .094 | -.166 | .000 | -.086 | -.211 | -.414 | .683a | -.032 | .020 | -.080 | -.117 | .036 | .054 | -.116 | .032 | .197 | -.167 | -.191 |
| v46 | -.128 | -.016 | .069 | .035 | .043 | -.131 | -.116 | -.056 | -.024 | .086 | -.046 | .095 | .054 | -.063 | .001 | -.088 | -.227 | .056 | -.070 | .009 | -.236 | -.046 | -.032 | .915a | -.188 | .113 | .073 | .010 | -.052 | -.145 | -.032 | -.105 | .089 | .083 |
| v48 | -.144 | -.085 | .079 | .130 | -.021 | .138 | -.220 | -.077 | -.096 | -.062 | .158 | -.070 | -.170 | .069 | -.163 | -.218 | -.046 | .008 | .045 | -.014 | .012 | -.118 | .020 | -.188 | .920a | -.208 | -.092 | .007 | -.069 | -.003 | .062 | -.008 | -.161 | .022 |
| v50 | -.156 | -.014 | .300 | -.109 | .271 | -.083 | -.221 | -.106 | -.029 | -.085 | .104 | .047 | -.228 | -.017 | .067 | -.081 | -.034 | -.052 | .039 | .041 | -.069 | -.023 | -.080 | .113 | -.208 | .881a | -.242 | -.042 | .040 | -.102 | -.171 | -.031 | -.134 | -.021 |
| v51 | -.013 | -.011 | -.139 | .171 | -.170 | .016 | .015 | -.012 | -.072 | .040 | -.040 | -.010 | .166 | -.057 | -.160 | .094 | -.088 | .018 | -.068 | -.202 | -.179 | .237 | -.117 | .073 | -.092 | -.242 | .841a | -.124 | -.289 | -.270 | .145 | -.017 | .359 | .032 |
| v52 | -.051 | .006 | .034 | -.049 | .027 | -.067 | -.041 | -.064 | .062 | .091 | .036 | .054 | -.055 | .055 | -.071 | .010 | .099 | .101 | .012 | .045 | -.141 | -.184 | .036 | .010 | .007 | -.042 | -.124 | .882a | -.286 | -.091 | .059 | .028 | .115 | -.044 |
| v53 | .108 | .043 | .028 | -.117 | .096 | -.033 | .005 | .087 | .020 | -.096 | -.024 | .015 | -.007 | -.086 | -.002 | -.022 | .005 | -.102 | .055 | .105 | .038 | -.043 | .054 | -.052 | -.069 | .040 | -.289 | -.286 | .886a | .079 | -.336 | -.131 | -.203 | -.008 |
| v54 | .135 | .012 | -.022 | -.136 | -.034 | -.035 | .058 | .035 | -.040 | .130 | -.015 | -.020 | -.079 | -.061 | -.028 | -.127 | .082 | .055 | .060 | -.113 | .054 | .166 | -.116 | -.145 | -.003 | -.102 | -.270 | -.091 | .079 | .911a | -.311 | -.257 | .040 | -.026 |
| v55 | -.031 | -.063 | -.112 | .216 | -.248 | .049 | -.038 | .081 | .119 | -.040 | -.052 | -.009 | .132 | .102 | .096 | -.019 | .012 | -.126 | -.107 | -.020 | -.072 | -.005 | .032 | -.032 | .062 | -.171 | .145 | .059 | -.336 | -.311 | .858a | -.087 | -.015 | .158 |
| v56 | .009 | -.097 | -.059 | .010 | .154 | .028 | -.037 | .019 | -.317 | -.024 | .068 | .038 | -.054 | -.009 | .053 | .197 | -.098 | .016 | -.045 | -.023 | -.093 | -.249 | .197 | -.105 | -.008 | -.031 | -.017 | .028 | -.131 | -.257 | -.087 | .906a | -.287 | -.133 |
| v58 | -.058 | .099 | -.034 | -.021 | -.061 | -.047 | .020 | -.001 | .105 | .025 | .048 | -.070 | .019 | .090 | -.055 | -.097 | .180 | -.023 | -.124 | -.154 | .005 | .106 | -.167 | .089 | -.161 | -.134 | .359 | .115 | -.203 | .040 | -.015 | -.287 | .758a | .065 |
| v10 | .138 | .101 | -.111 | -.054 | -.213 | -.073 | -.216 | -.186 | .146 | .018 | -.073 | -.115 | -.028 | .020 | .088 | -.079 | -.169 | -.090 | .081 | .017 | .096 | .141 | -.191 | .083 | .022 | -.021 | .032 | -.044 | -.008 | -.026 | .158 | -.133 | .065 | .726a |
| a. Measures of Sampling Adequacy (MSA) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| --- | --- | --- |
| **Communalities** | | |
|  | **Initial** | **Extraction** |
| v3 | 1.000 | .616 |
| v4 | 1.000 | .638 |
| v5 | 1.000 | .565 |
| v7 | 1.000 | .656 |
| v9 | 1.000 | .670 |
| v12 | 1.000 | .549 |
| v13 | 1.000 | .474 |
| v14 | 1.000 | .478 |
| v21 | 1.000 | .631 |
| v22 | 1.000 | .584 |
| v24 | 1.000 | .562 |
| v25 | 1.000 | .672 |
| v26 | 1.000 | .595 |
| v28 | 1.000 | .564 |
| v30 | 1.000 | .566 |
| v31 | 1.000 | .597 |
| v32 | 1.000 | .665 |
| v35 | 1.000 | .584 |
| v36 | 1.000 | .592 |
| v42 | 1.000 | .539 |
| v43 | 1.000 | .618 |
| v44 | 1.000 | .562 |
| v45 | 1.000 | .694 |
| v46 | 1.000 | .545 |
| v48 | 1.000 | .653 |
| v50 | 1.000 | .575 |
| v51 | 1.000 | .687 |
| v52 | 1.000 | .508 |
| v53 | 1.000 | .545 |
| v54 | 1.000 | .622 |
| v55 | 1.000 | .519 |
| v56 | 1.000 | .698 |
| v58 | 1.000 | .631 |
| v10 | 1.000 | .535 |
| Extraction Method: Principal Component Analysis. | | |

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| **Total Variance Explained** | | | | | | | | | |
| **Component** | **Initial Eigenvalues** | | | **Extraction Sums of Squared Loadings** | | | **Rotation Sums of Squared Loadings** | | |
| **Total** | **% of Var** | **Cum %** | **Total** | **% of Var** | **Cum %** | **Total** | **% of Var** | **Cum %** |
| 1 | 9.627 | 28.316 | 28.316 | 9.627 | 28.316 | 28.316 | 6.298 | 18.524 | 18.524 |
| 2 | 3.278 | 9.640 | 37.956 | 3.278 | 9.640 | 37.956 | 5.386 | 15.842 | 34.366 |
| 3 | 2.707 | 7.960 | 45.917 | 2.707 | 7.960 | 45.917 | 3.055 | 8.986 | 43.352 |
| 4 | 2.336 | 6.869 | 52.786 | 2.336 | 6.869 | 52.786 | 2.796 | 8.224 | 51.576 |
| 5 | 2.238 | 6.583 | 59.369 | 2.238 | 6.583 | 59.369 | 2.650 | 7.793 | 59.369 |
| 6 | 1.096 | 3.223 | 62.592 |  |  |  |  |  |  |
| 7 | .938 | 2.759 | 65.351 |  |  |  |  |  |  |
| 8 | .929 | 2.731 | 68.083 |  |  |  |  |  |  |
| 9 | .848 | 2.494 | 70.577 |  |  |  |  |  |  |
| 10 | .786 | 2.311 | 72.888 |  |  |  |  |  |  |
| 11 | .731 | 2.149 | 75.036 |  |  |  |  |  |  |
| 12 | .665 | 1.957 | 76.993 |  |  |  |  |  |  |
| 13 | .648 | 1.907 | 78.900 |  |  |  |  |  |  |
| 14 | .623 | 1.832 | 80.732 |  |  |  |  |  |  |
| 15 | .602 | 1.772 | 82.504 |  |  |  |  |  |  |
| 16 | .547 | 1.608 | 84.112 |  |  |  |  |  |  |
| 17 | .506 | 1.487 | 85.599 |  |  |  |  |  |  |
| 18 | .470 | 1.383 | 86.983 |  |  |  |  |  |  |
| 19 | .440 | 1.295 | 88.278 |  |  |  |  |  |  |
| 20 | .429 | 1.263 | 89.541 |  |  |  |  |  |  |
| 21 | .371 | 1.090 | 90.631 |  |  |  |  |  |  |
| 22 | .363 | 1.067 | 91.698 |  |  |  |  |  |  |
| 23 | .336 | .990 | 92.688 |  |  |  |  |  |  |
| 24 | .321 | .944 | 93.631 |  |  |  |  |  |  |
| 25 | .315 | .925 | 94.557 |  |  |  |  |  |  |
| 26 | .303 | .891 | 95.448 |  |  |  |  |  |  |
| 27 | .250 | .737 | 96.184 |  |  |  |  |  |  |
| 28 | .238 | .701 | 96.885 |  |  |  |  |  |  |
| 29 | .223 | .655 | 97.540 |  |  |  |  |  |  |
| 30 | .205 | .604 | 98.144 |  |  |  |  |  |  |
| 31 | .199 | .585 | 98.729 |  |  |  |  |  |  |
| 32 | .168 | .495 | 99.224 |  |  |  |  |  |  |
| 33 | .151 | .443 | 99.667 |  |  |  |  |  |  |
| 34 | .113 | .333 | 100.000 |  |  |  |  |  |  |
| Extraction Method: Principal Component Analysis. | | | | | | | | | |



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| **Rotated Component Matrixa** | | | | | |
|  | **Component** | | | | |
| **1** | **2** | **3** | **4** | **5** |
| v43 | .742 |  |  |  |  |
| v54 | .717 |  |  |  |  |
| v51 | .678 |  |  |  |  |
| v46 | .673 |  |  |  |  |
| v48 | .672 |  |  |  |  |
| v50 | .671 |  |  |  |  |
| v53 | .652 |  |  |  |  |
| v56 | .651 |  |  |  |  |
| v52 | .629 |  |  |  |  |
| v42 | .618 |  |  |  |  |
| v13 | .585 |  |  |  |  |
| v55 | .584 |  |  |  |  |
| v44 | .578 |  |  |  |  |
| v25 |  | .793 |  |  |  |
| v4 |  | .770 |  |  |  |
| v7 |  | .757 |  |  |  |
| v3 |  | .748 |  |  |  |
| v5 |  | .703 |  |  |  |
| v26 |  | .700 |  |  |  |
| v21 |  | .644 |  |  |  |
| v24 |  | .624 |  |  |  |
| v35 |  |  | .722 |  |  |
| v36 |  |  | .689 |  |  |
| v31 |  |  | .685 |  |  |
| v22 |  |  | .616 |  |  |
| v32 |  |  |  | .745 |  |
| v28 |  |  |  | .655 |  |
| v45 |  |  |  | -.637 |  |
| v30 |  |  |  | .632 |  |
| v58 |  |  | .508 | -.550 |  |
| v12 |  |  |  |  | .724 |
| v10 |  |  |  |  | .699 |
| v14 |  |  |  |  | .676 |
| v9 |  |  |  |  | .664 |
| Extraction Method: Principal Component Analysis.  Rotation Method: Varimax with Kaiser Normalization. | | | | | |
| a. Rotation converged in 6 iterations. | | | | | |

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| **Rotated Component Matrixa** | | | | | |
|  | **Component** | | | | |
| **1** | **2** | **3** | **4** | **5** |
| v43 | .742 | .164 | -.172 | -.005 | .105 |
| v54 | .717 | .282 | .087 | .139 | .023 |
| v51 | .678 | .151 | -.061 | .443 | .065 |
| v46 | .673 | .119 | .023 | .239 | .143 |
| v48 | .672 | .206 | .387 | .053 | .082 |
| v50 | .671 | .178 | .298 | -.030 | .055 |
| v53 | .652 | .105 | .300 | .116 | -.067 |
| v56 | .651 | .469 | .141 | .017 | -.185 |
| v52 | .629 | -.044 | -.218 | .039 | .247 |
| v42 | .618 | .349 | .048 | -.035 | -.177 |
| v13 | .585 | .107 | .231 | .119 | .229 |
| v55 | .584 | .156 | .361 | -.148 | -.035 |
| v44 | .578 | .143 | .048 | -.363 | .271 |
| v25 | .043 | .793 | .160 | .119 | .023 |
| v4 | .190 | .770 | -.025 | -.047 | .079 |
| v7 | .227 | .757 | .164 | .035 | .062 |
| v3 | .213 | .748 | -.014 | -.073 | .075 |
| v5 | .244 | .703 | .010 | -.082 | .068 |
| v26 | .159 | .700 | .164 | .150 | .174 |
| v21 | .297 | .644 | .177 | .135 | -.280 |
| v24 | .054 | .624 | .156 | .366 | .107 |
| v35 | .062 | .095 | .722 | .090 | .204 |
| v36 | .048 | .324 | .689 | .077 | -.057 |
| v31 | .271 | -.153 | .685 | -.042 | .169 |
| v22 | .002 | .424 | .616 | .021 | -.154 |
| v32 | .264 | .123 | .096 | .745 | .126 |
| v28 | .183 | .309 | -.071 | .655 | .038 |
| v45 | .341 | -.053 | .083 | -.637 | .402 |
| v30 | .210 | -.105 | .315 | .632 | .112 |
| v58 | .208 | .143 | .508 | -.550 | -.080 |
| v12 | -.011 | .135 | -.075 | -.029 | .724 |
| v10 | .049 | .071 | .149 | .130 | .699 |
| v14 | .086 | -.118 | -.015 | -.009 | .676 |
| v9 | .263 | .338 | .202 | .071 | .664 |
| Extraction Method: Principal Component Analysis.  Rotation Method: Varimax with Kaiser Normalization. | | | | | |
| a. Rotation converged in 6 iterations. | | | | | |