GitHub

Elham

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```
#install libraries
library(tidyverse)
```

```
## -- Attaching core tidyverse packages ------------------------ tidyverse 2.0.0 --
## v dplyr     1.1.2     v readr     2.1.4
## v forcats   1.0.0     v stringr   1.5.0
## v ggplot2   3.5.2     v tibble    3.2.1
## v lubridate 1.9.2     v tidyr     1.3.0
## v purrr     1.0.2
## -- Conflicts ------------------------------------------ tidyverse_conflicts() --
## x dplyr::filter() masks stats::filter()
## x dplyr::lag()    masks stats::lag()
## i Use the conflicted package (<http://conflicted.r-lib.org/>) to force all conflicts to become errors
```

```
library(ggplot2)
library(dplyr)
library(likert)
```

```
## Loading required package: xtable
##
## Attaching package: 'likert'
##
## The following object is masked from 'package:dplyr':
##
##     recode
```

```
library(stats)
library(lavaan)
```

```
## This is lavaan 0.6-16
## lavaan is FREE software! Please report any bugs.
```

```
library(psych)
```

```
##
## Attaching package: 'psych'
##
## The following object is masked from 'package:lavaan':
##
```

```
##     cor2cov
##
## The following objects are masked from 'package:ggplot2':
##
##     %+%, alpha
```

```
library(Hmisc)
```

```
##
## Attaching package: 'Hmisc'
##
## The following object is masked from 'package:psych':
##
##     describe
##
## The following objects are masked from 'package:xtable':
##
##     label, label<-
##
## The following objects are masked from 'package:dplyr':
##
##     src, summarize
##
## The following objects are masked from 'package:base':
##
##     format.pval, units
```

```
library(broom)
library(purrr)
library(sjlabelled)
```

```
##
## Attaching package: 'sjlabelled'
##
## The following object is masked from 'package:forcats':
##
##     as_factor
##
## The following object is masked from 'package:dplyr':
##
##     as_label
##
## The following object is masked from 'package:ggplot2':
##
##     as_label
```

```
#library(kableExtra)
library(gtools)
```

```
##
## Attaching package: 'gtools'
##
```

```
## The following object is masked from 'package:psych':
##
##     logit
```

```
library(stargazer)
```

```
##
## Please cite as:
##
##  Hlavac, Marek (2022). stargazer: Well-Formatted Regression and Summary Statistics Tables.
##  R package version 5.2.3. https://CRAN.R-project.org/package=stargazer
```

```
library(sjPlot)
library(REdaS)
```

```
## Loading required package: grid
```

```
library(GPArotation)
```

```
##
## Attaching package: 'GPArotation'
##
## The following objects are masked from 'package:psych':
##
##     equamax, varimin
```

```
library(effectsize)
```

```
##
## Attaching package: 'effectsize'
##
## The following object is masked from 'package:psych':
##
##     phi
##
## The following object is masked from 'package:xtable':
##
##     display
```

```
library(lsr)
library(stats)
library(sjPlot)
library(mediation)
```

```
## Warning: package 'mediation' was built under R version 4.3.3
```

```
## Loading required package: MASS
##
## Attaching package: 'MASS'
##
```

```
## The following object is masked from 'package:dplyr':
##
##     select
##
## Loading required package: Matrix
##
## Attaching package: 'Matrix'
##
## The following objects are masked from 'package:tidyr':
##
##     expand, pack, unpack
##
## Loading required package: mvtnorm
##
## Attaching package: 'mvtnorm'
##
## The following object is masked from 'package:effectsize':
##
##     standardize
##
## Loading required package: sandwich
```

```
## Warning: package 'sandwich' was built under R version 4.3.3
```

```
## mediation: Causal Mediation Analysis
## Version: 4.5.0
##
##
## Attaching package: 'mediation'
##
## The following object is masked from 'package:psych':
##
##     mediate
```

```
#upload the data
load("JAR_Social_Invitees_clean.RData")
```

```
# Report Sample Demographics

#number of participants based on gender, race, education
JAR_Social_Invitees %>%
  dplyr::select(Gender_fct,
         Race_fct,
         Education_fct,
         Education_college) %>%
  map(table)
```

```
## $Gender_fct
##
##                                   Female                                     Male
##                                        2                                        3
## Non-binary / Genderqueer / Gender fluid                     Prefer not to say
##                                        3                                        2
```

```
##
## $Race_fct
##
##    Asian or Asian American  Black or African American
##                          2                          1
##     Latino/a/x or Hispanic            Middle Eastern
##                          1                          1
##          Prefer not to say White or European American
##                          1                          4
##
## $Education_fct
##
##                                                  Less than high school
##                                                                      1
##                                       High school degree or equivalent
##                                                                      0
## Some college (if currently an undergraduate student, select this option)
##                                                                      1
##                                                  Associate (2 year) degree
##                                                                      1
##                                                 Bachelor's (4 year) degree
##                                                                      2
##                                                       Some graduate school
##                                                                      0
##                                                           Master's degree
##                                                                      3
##                                          Professional degree (e.g., JD, MD)
##                                                                      0
##                                                           Doctorate (PhD)
##                                                                      2
##
## $Education_college
##
## 0 1
## 1 9
```

```r
#number of participants' gender based on each condition
Female_Male_Count <- JAR_Social_Invitees %>%
  group_by(Condition) %>%
  summarise(
    Female_Count = sum(Gender_fct == "Female", na.rm = TRUE),
    Male_Count = sum(Gender_fct == "Male", na.rm = TRUE))

#number of participants' race based on each condition
Race_Count <- JAR_Social_Invitees %>%
  group_by(Condition, Race) %>%
  summarise(
    count = n(), .groups = 'drop')

#number of participants' education based on each condition
Education_Count <- JAR_Social_Invitees %>%
  group_by(Condition, Education) %>%
  summarise(
    count = n(), .groups = 'drop')
```

```r
#age
summary(JAR_Social_Invitees$Age)
```

```
##    Min. 1st Qu.  Median    Mean 3rd Qu.    Max.
##   22.00   26.00   43.00   38.70   48.25   55.00
```

```r
sd(JAR_Social_Invitees$Age)
```

```
## [1] 12.43695
```

```r
#number of participants' age based on each condition
Age_Count <- JAR_Social_Invitees %>%
  group_by(Condition, Age) %>%
  summarise(
    count = n(), .groups = 'drop')

######Number of Participants' age in intervals based on each condition###########
# Create age intervals
JAR_Social_Invitees$age_interval <- cut(JAR_Social_Invitees$Age,
                                        breaks = seq(0, max(JAR_Social_Invitees$Age, na.rm = TRUE) + 10

# Create a contingency table: age interval by condition
age_by_condition <- table(JAR_Social_Invitees$age_interval, JAR_Social_Invitees$Condition)

# Display the result
age_by_condition
```

```
##
##           1 2
##   (0,10]  0 0
##   (10,20] 0 0
##   (20,30] 3 1
##   (30,40] 0 0
##   (40,50] 3 1
##   (50,60] 0 2
```

```r
# Attention
JAR_Social_Invitees %>%
  dplyr::select(Attention_AI_binary,
                Attention_HR_binary,
                Attention_loop_AI_binary,
                Attention_loop_HR_binary) %>%
  map(table)
```

```
## $Attention_AI_binary
##
## 0 1
## 6 4
##
```

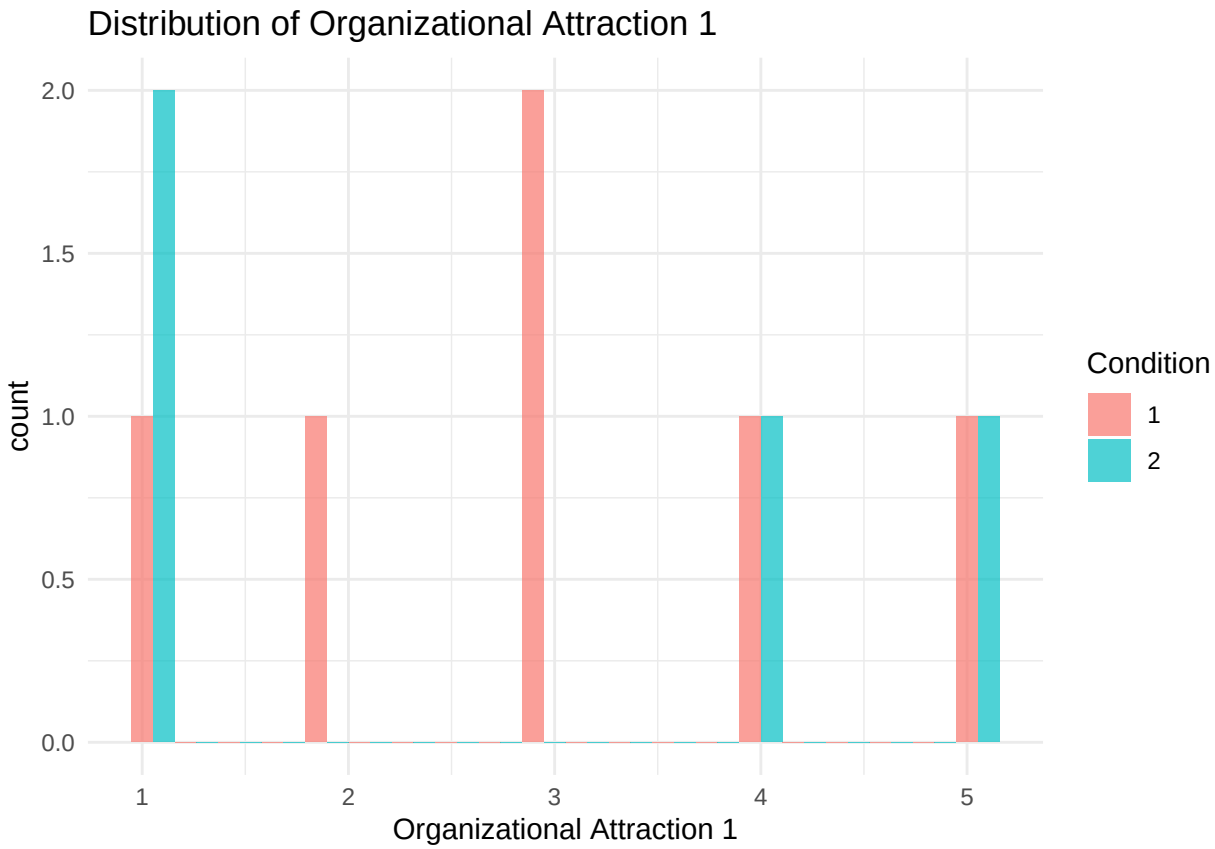
```
## $Attention_HR_binary
##
## 0 1
## 6 4
##
## $Attention_loop_AI_binary
##
## 0 1
## 7 3
##
## $Attention_loop_HR_binary
##
## 0 1
## 8 2
```

Univariate Analysis

Here is where we plot each variable individually to see if it is Normally distributed

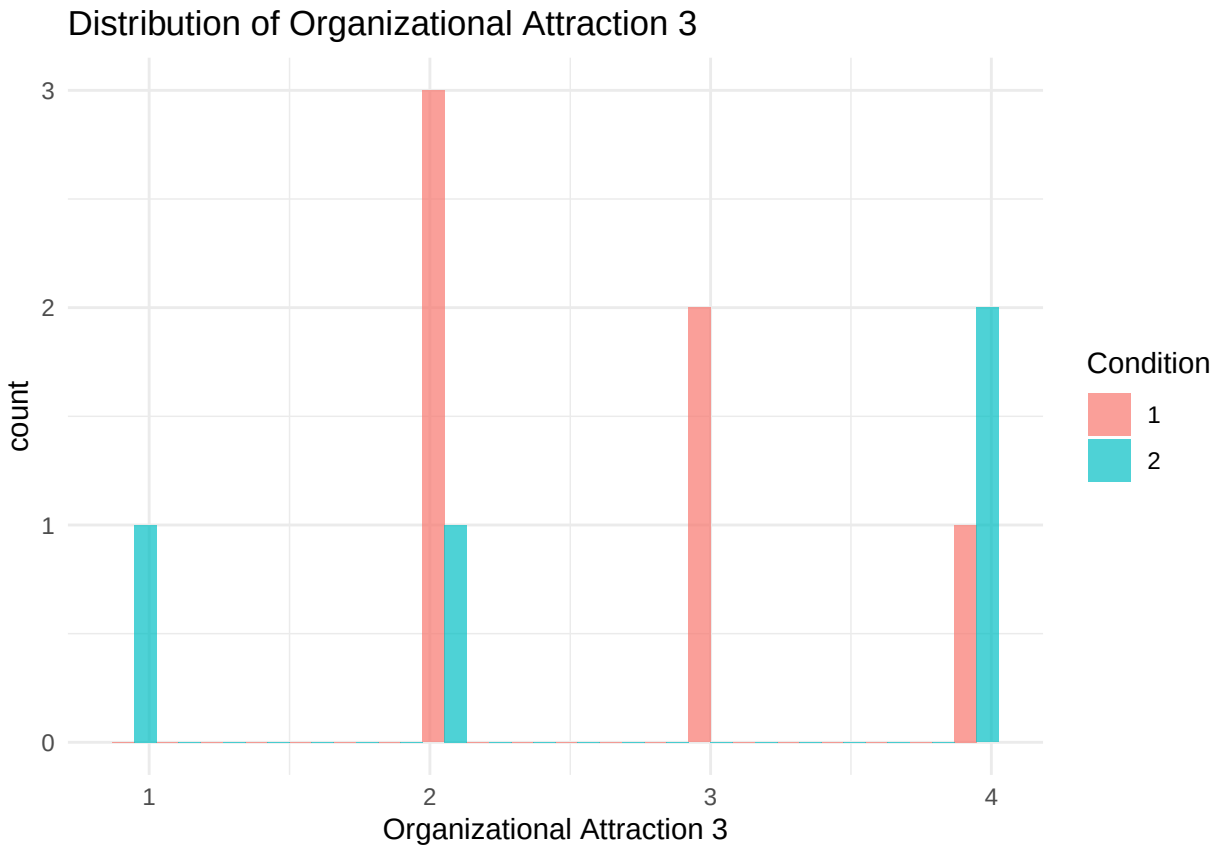
```
#ggplot to see variables are normally distributed###########
#hist
#make sure no outlier appear

######Organizational Attraction#############################
ggplot(JAR_Social_Invitees, aes(x = Org_Attraction_1_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Organizational Attraction 1",
       x = "Organizational Attraction 1",
       fill = "Condition") +
  theme_minimal()
```



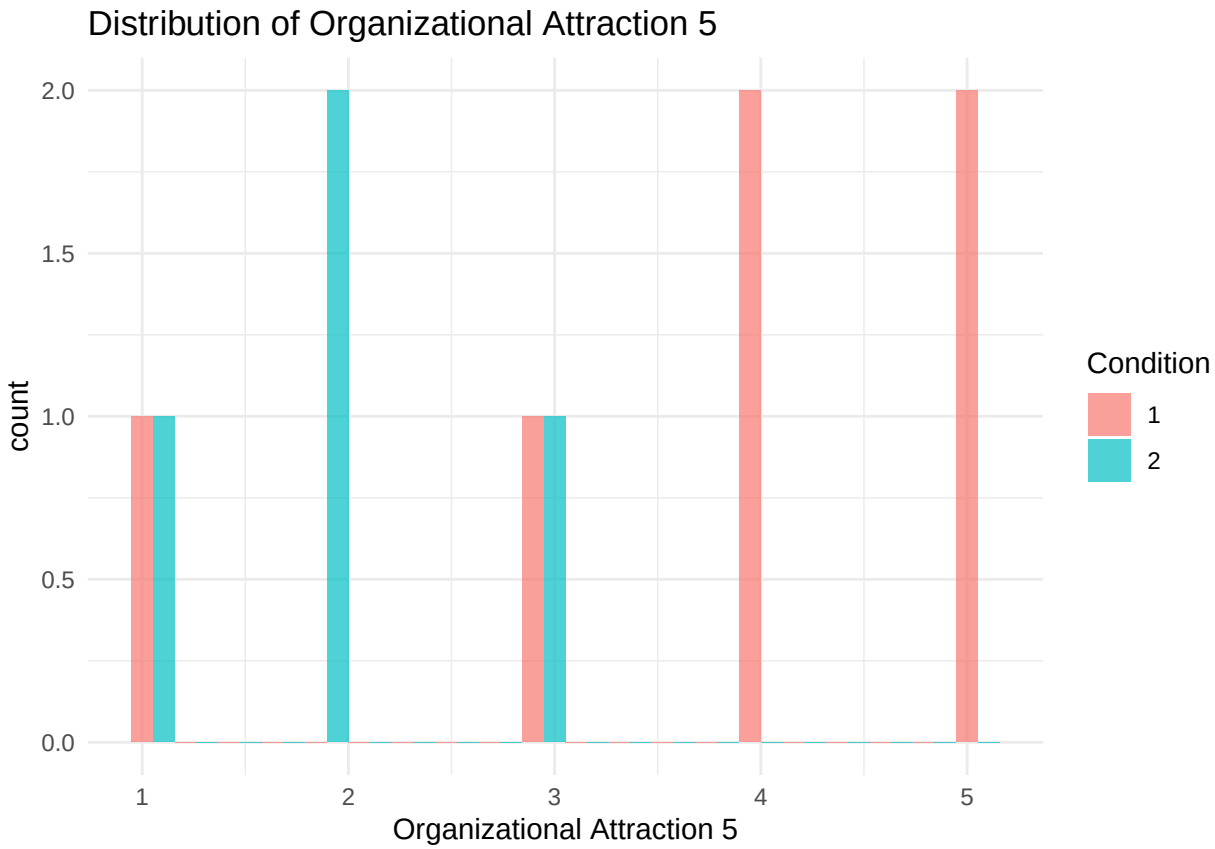

```
ggplot(JAR_Social_Invitees, aes(x = Org_Attraction_2_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Organizational Attraction 2",
       x = "Organizational Attraction 2",
       fill = "Condition") +
  theme_minimal()
```


```
ggplot(JAR_Social_Invitees, aes(x = Org_Attraction_3_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Organizational Attraction 3",
       x = "Organizational Attraction 3",
       fill = "Condition") +
  theme_minimal()
```



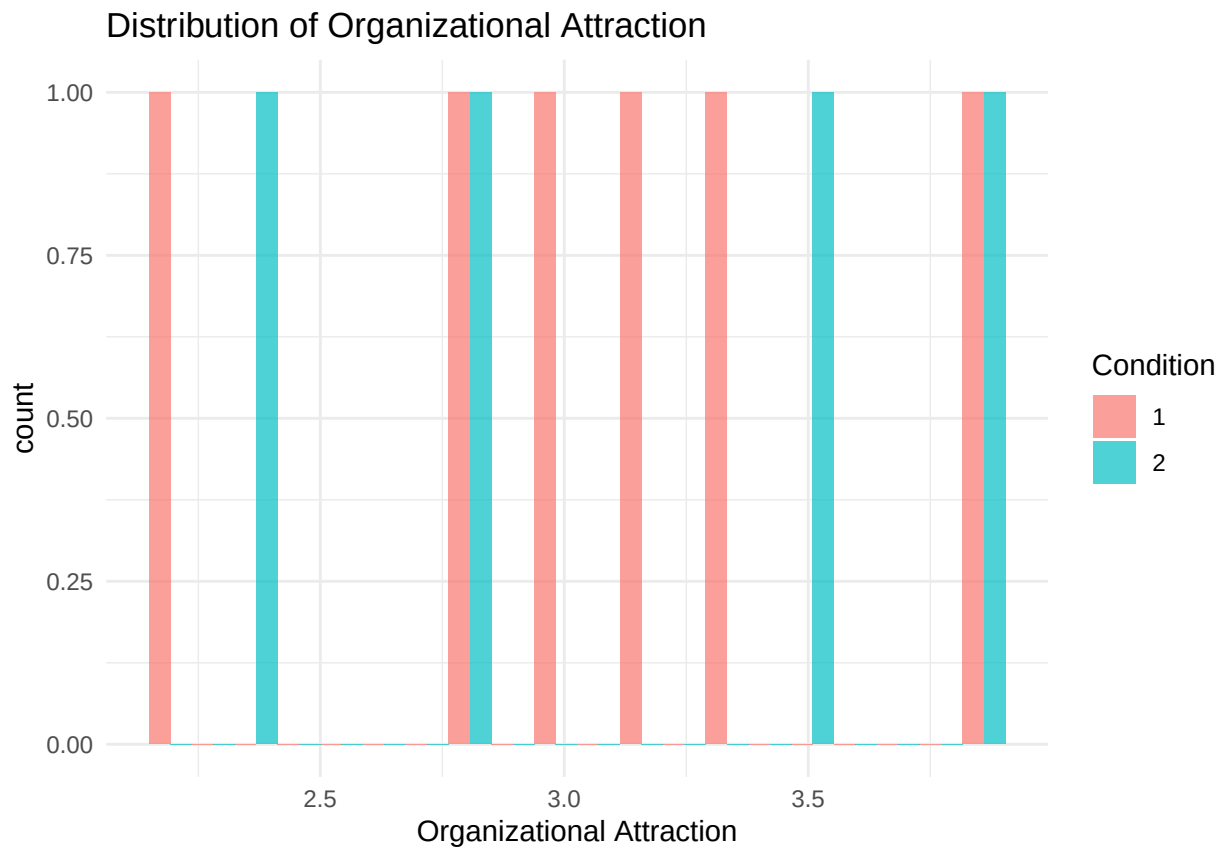

```
ggplot(JAR_Social_Invitees, aes(x = Org_Attraction_4_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Organizational Attraction 4",
       x = "Organizational Attraction 4",
       fill = "Condition") +
  theme_minimal()
```


```
ggplot(JAR_Social_Invitees, aes(x = Org_Attraction_5_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Organizational Attraction 5",
       x = "Organizational Attraction 5",
       fill = "Condition") +
  theme_minimal()
```

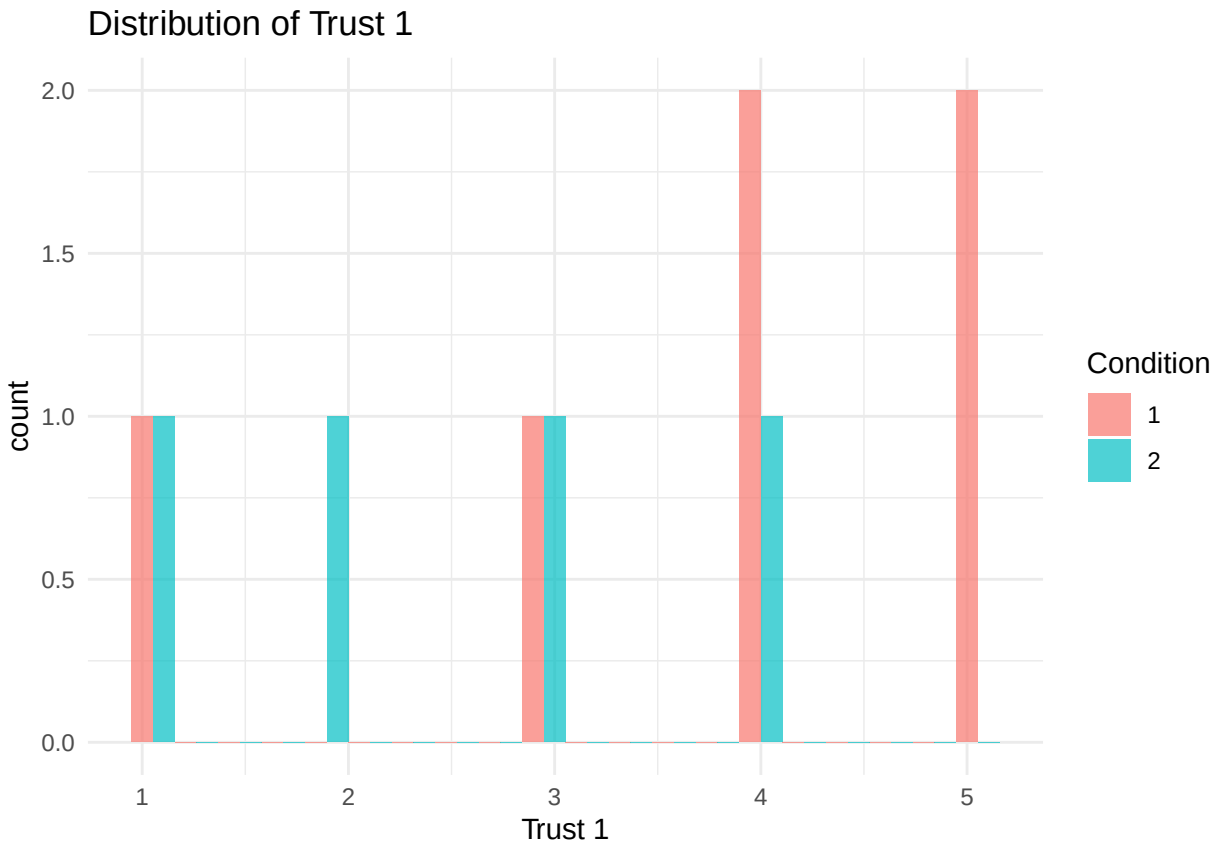



```
ggplot(JAR_Social_Invitees, aes(x = Org_Attraction_6_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Organizational Attraction 6",
       x = "Organizational Attraction 6",
       fill = "Condition") +
  theme_minimal()
```

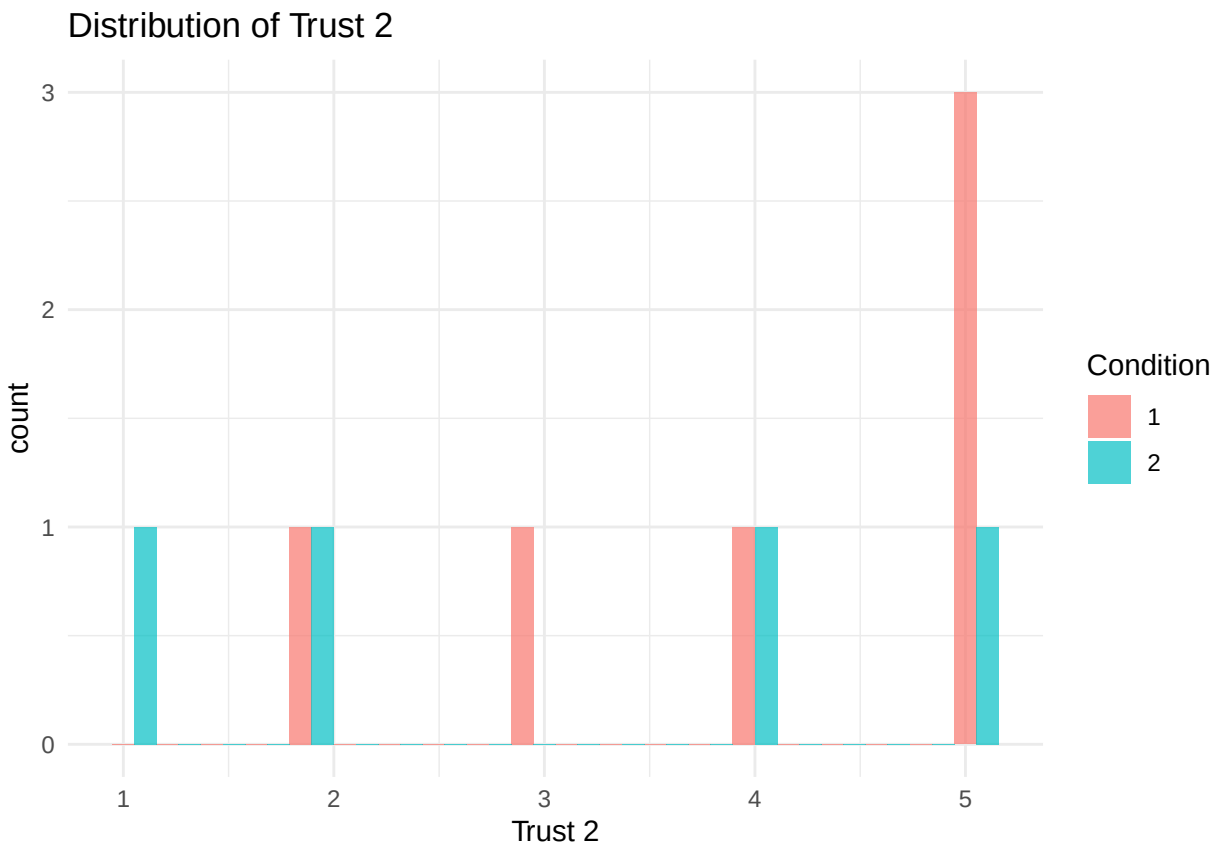

```
ggplot(JAR_Social_Invitees, aes(x = Org_Attraction, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Organizational Attraction",
       x = "Organizational Attraction",
       fill = "Condition") +
  theme_minimal()
```



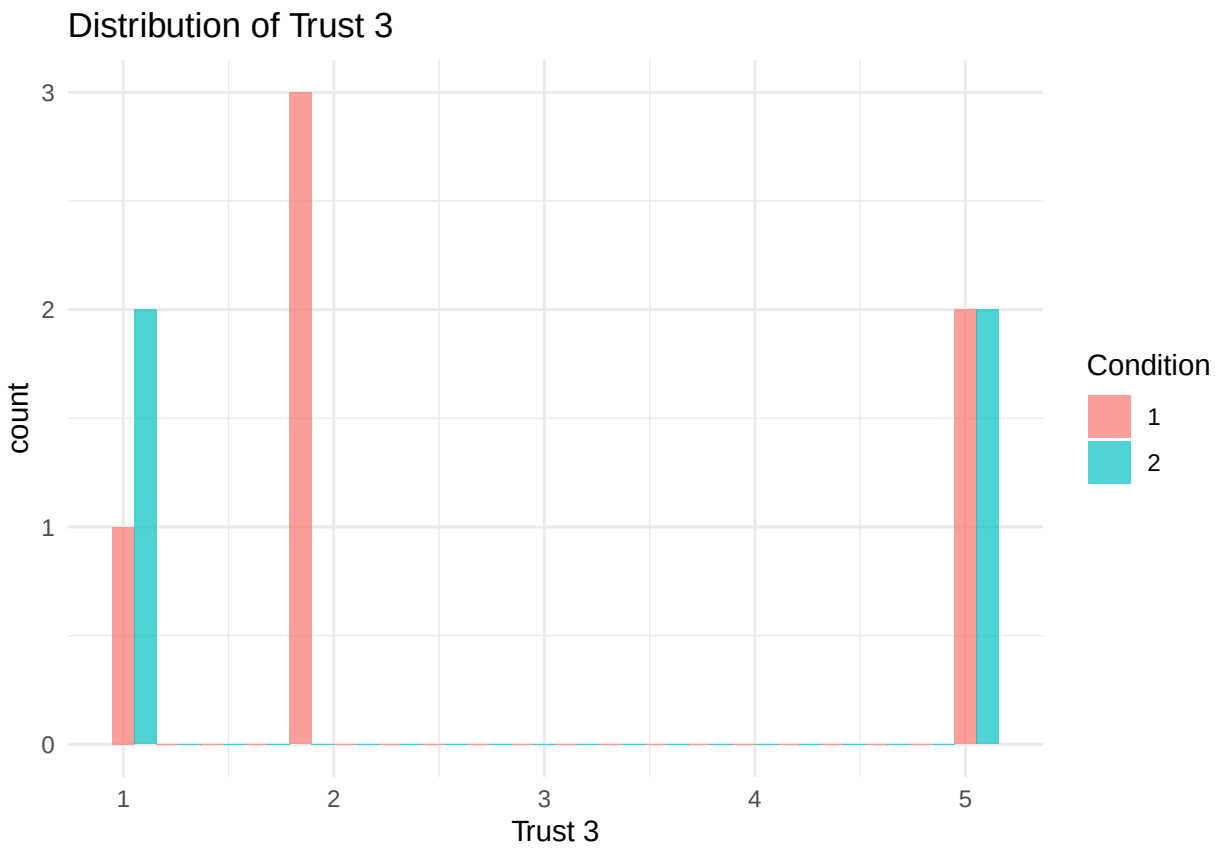

```
######Trust#################################################
ggplot(JAR_Social_Invitees, aes(x = Trust_1_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Trust 1",
       x = "Trust 1",
       fill = "Condition") +
  theme_minimal()
```



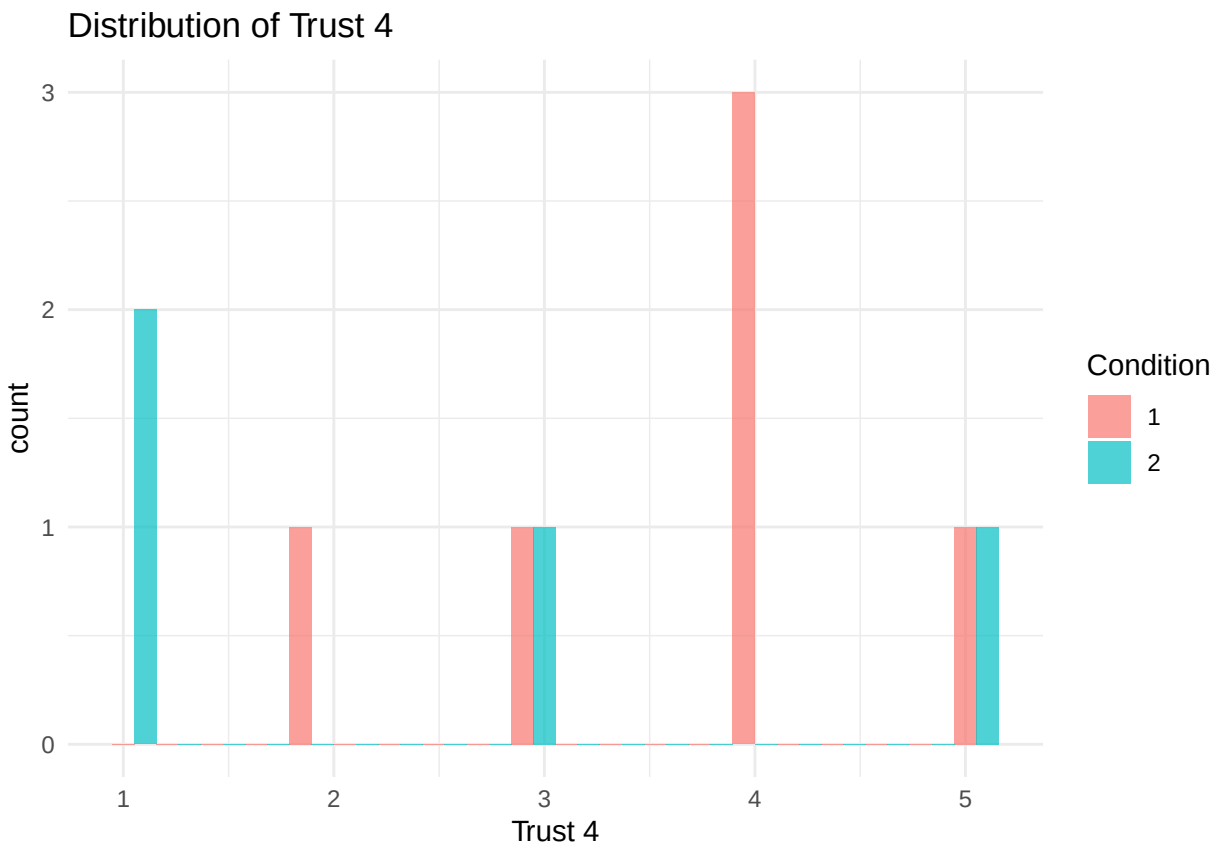

```
ggplot(JAR_Social_Invitees, aes(x = Trust_2_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Trust 2",
       x = "Trust 2",
       fill = "Condition") +
  theme_minimal()
```



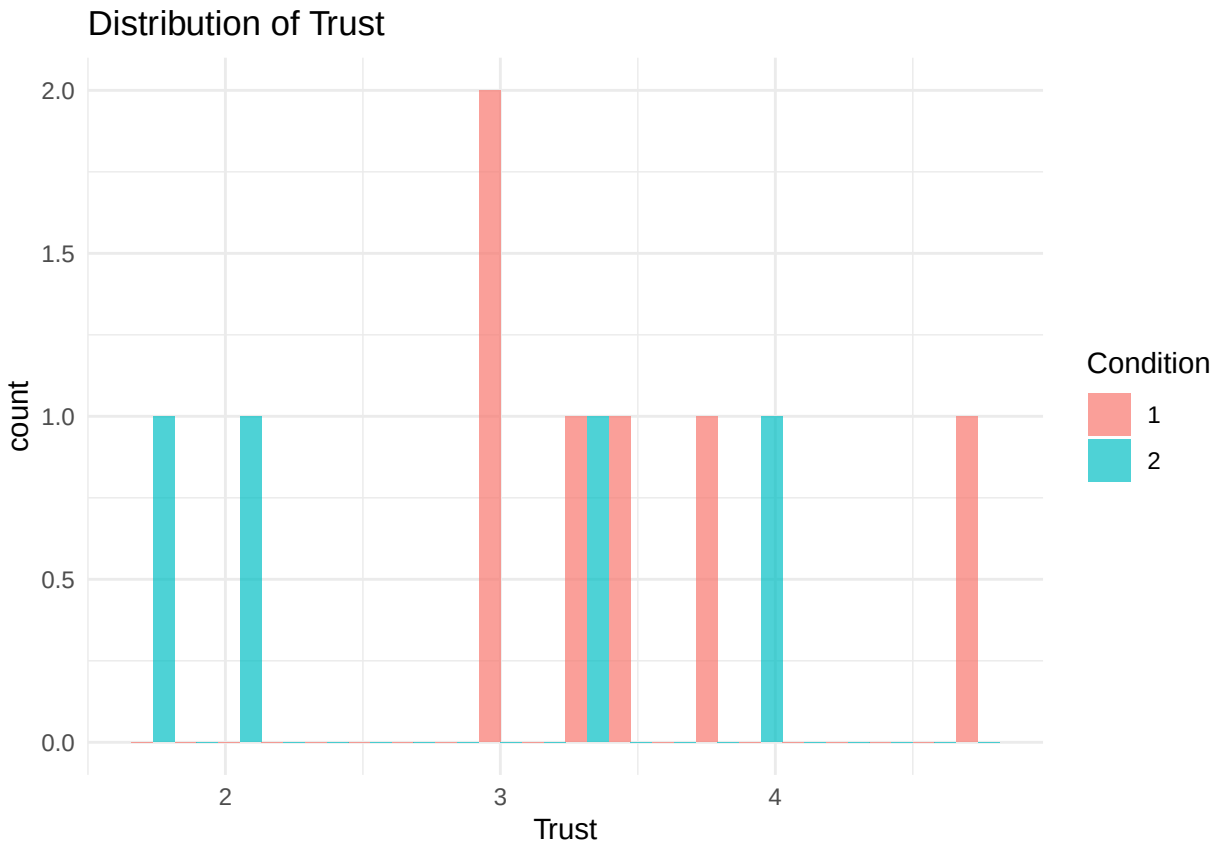

```
ggplot(JAR_Social_Invitees, aes(x = Trust_3_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Trust 3",
       x = "Trust 3",
       fill = "Condition") +
  theme_minimal()
```



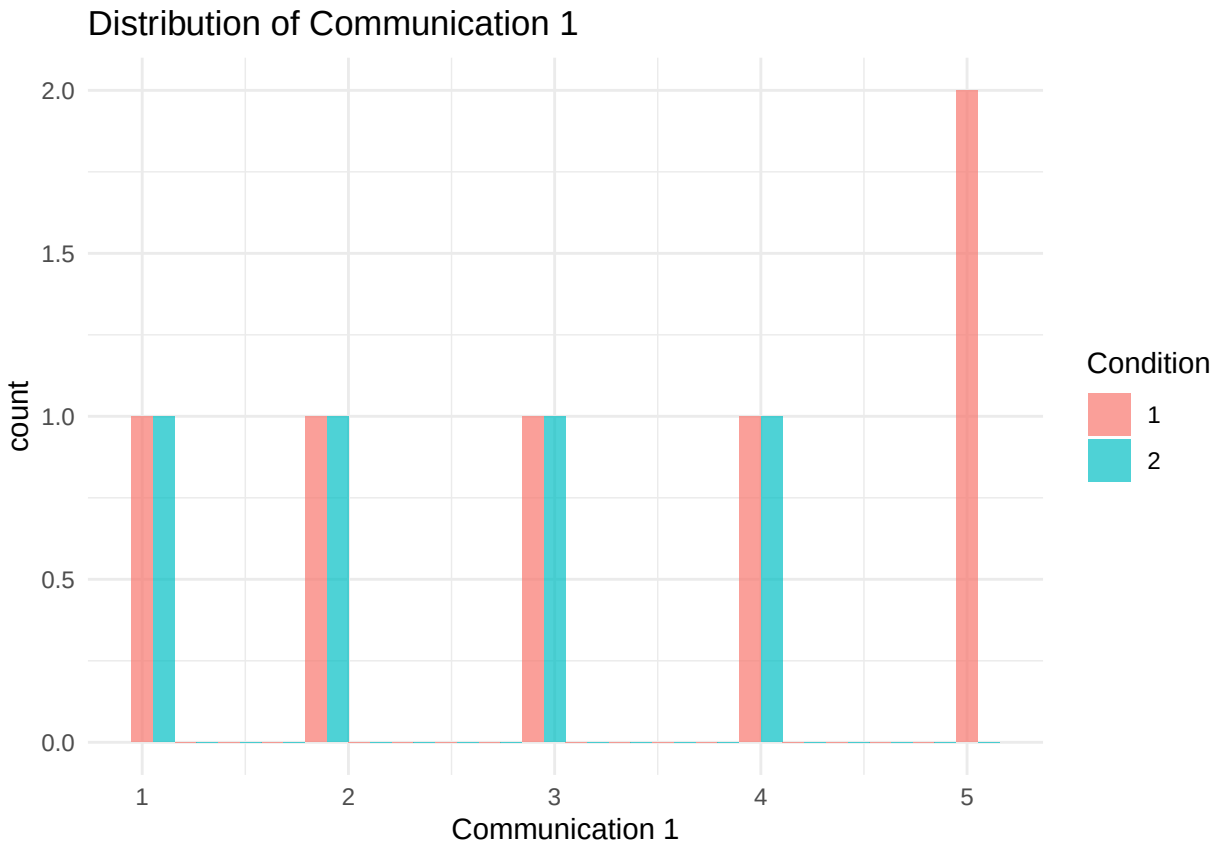

```
ggplot(JAR_Social_Invitees, aes(x = Trust_4_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Trust 4",
       x = "Trust 4",
       fill = "Condition") +
  theme_minimal()
```



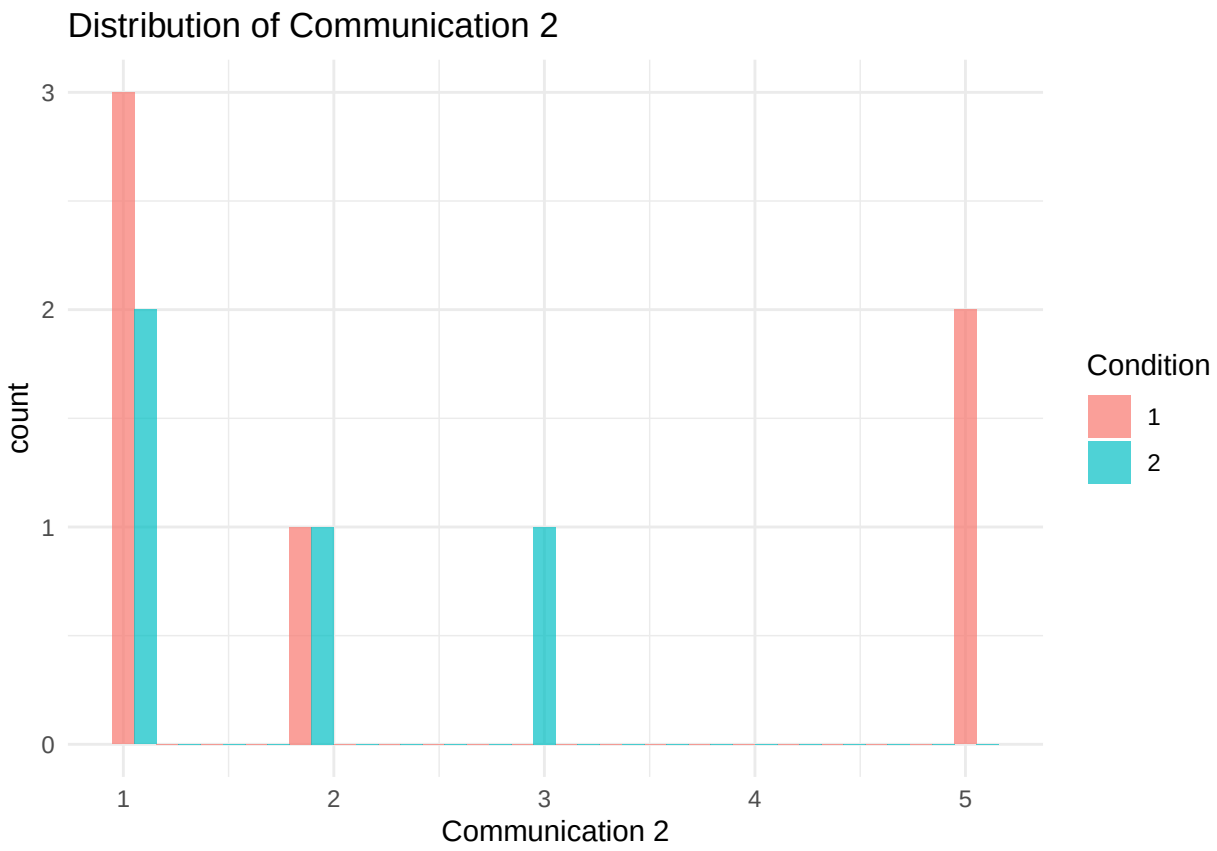

```
ggplot(JAR_Social_Invitees, aes(x = Trust, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Trust",
       x = "Trust",
       fill = "Condition") +
  theme_minimal()
```



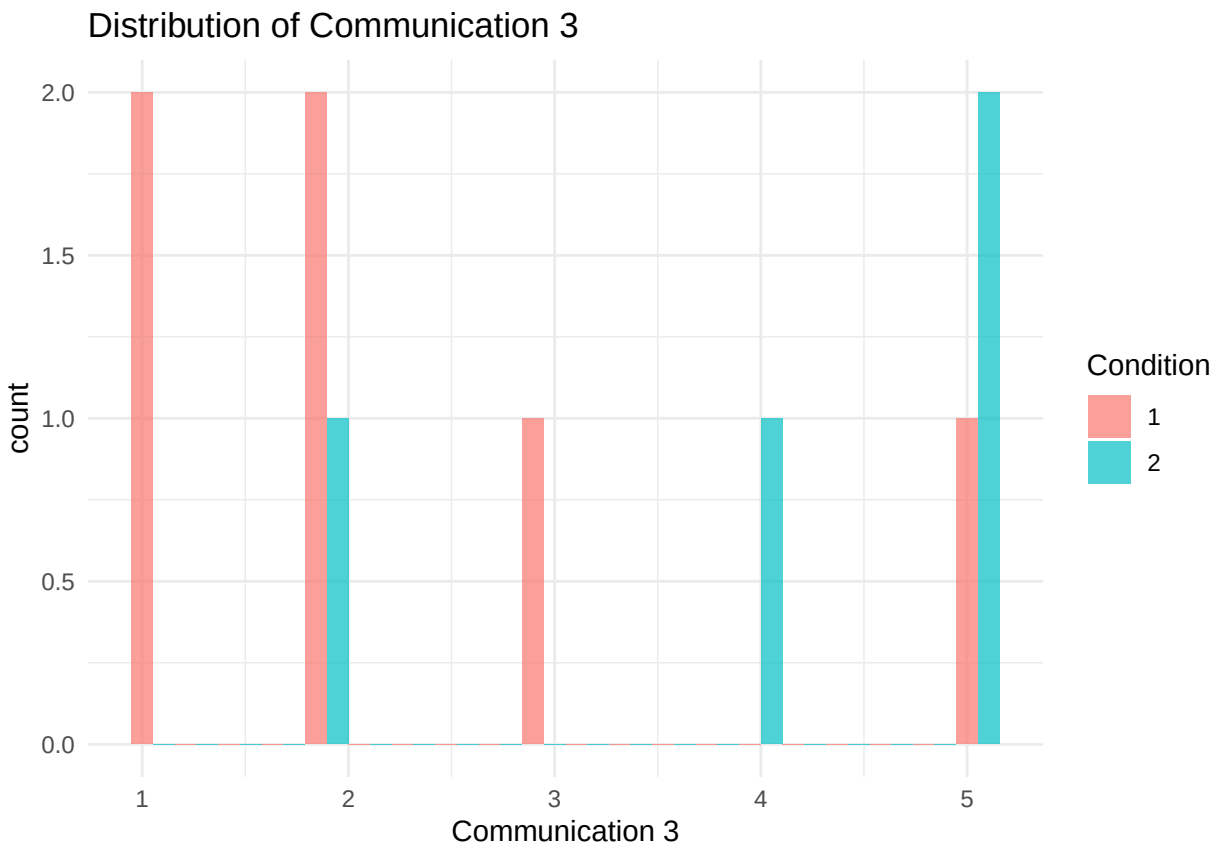

```
######Communication##########################################
ggplot(JAR_Social_Invitees, aes(x = Communication_1_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Communication 1",
       x = "Communication 1",
       fill = "Condition") +
  theme_minimal()
```



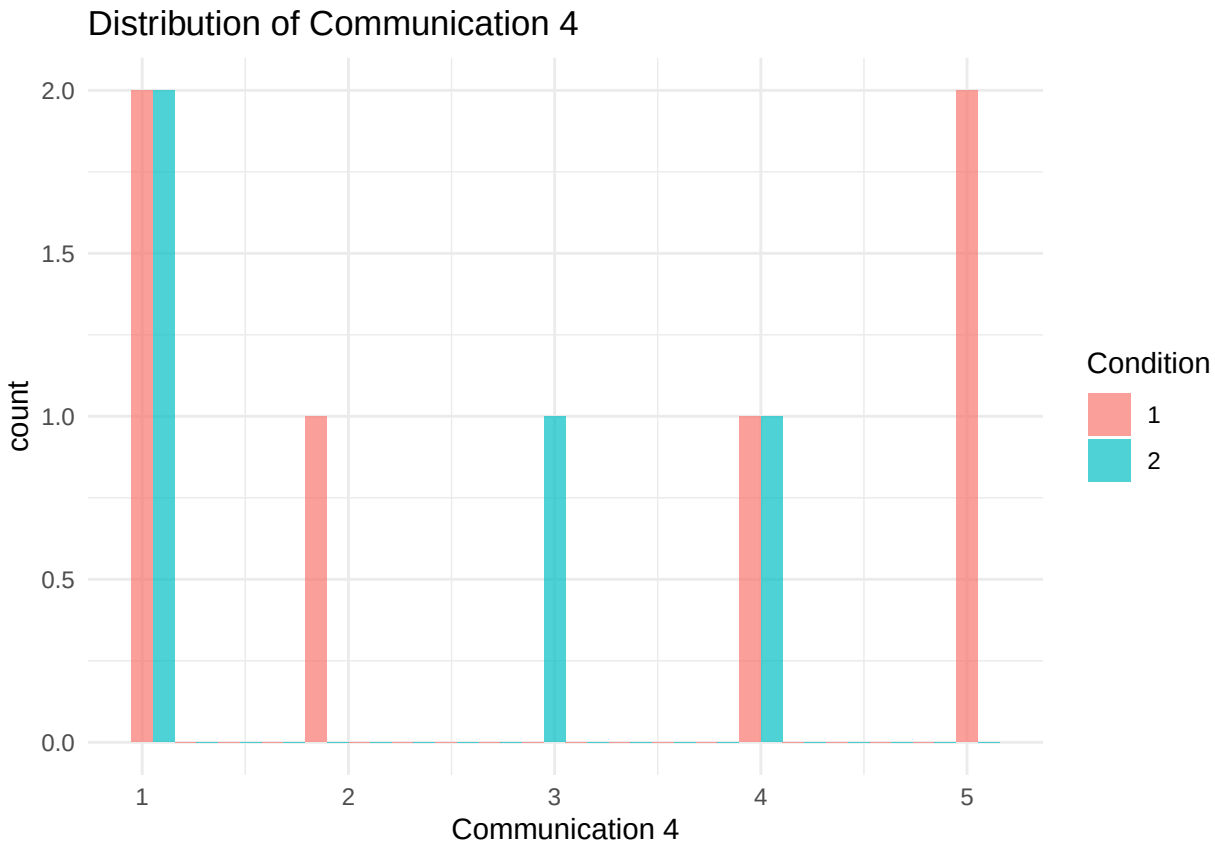

```
ggplot(JAR_Social_Invitees, aes(x = Communication_2_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Communication 2",
       x = "Communication 2",
       fill = "Condition") +
  theme_minimal()
```



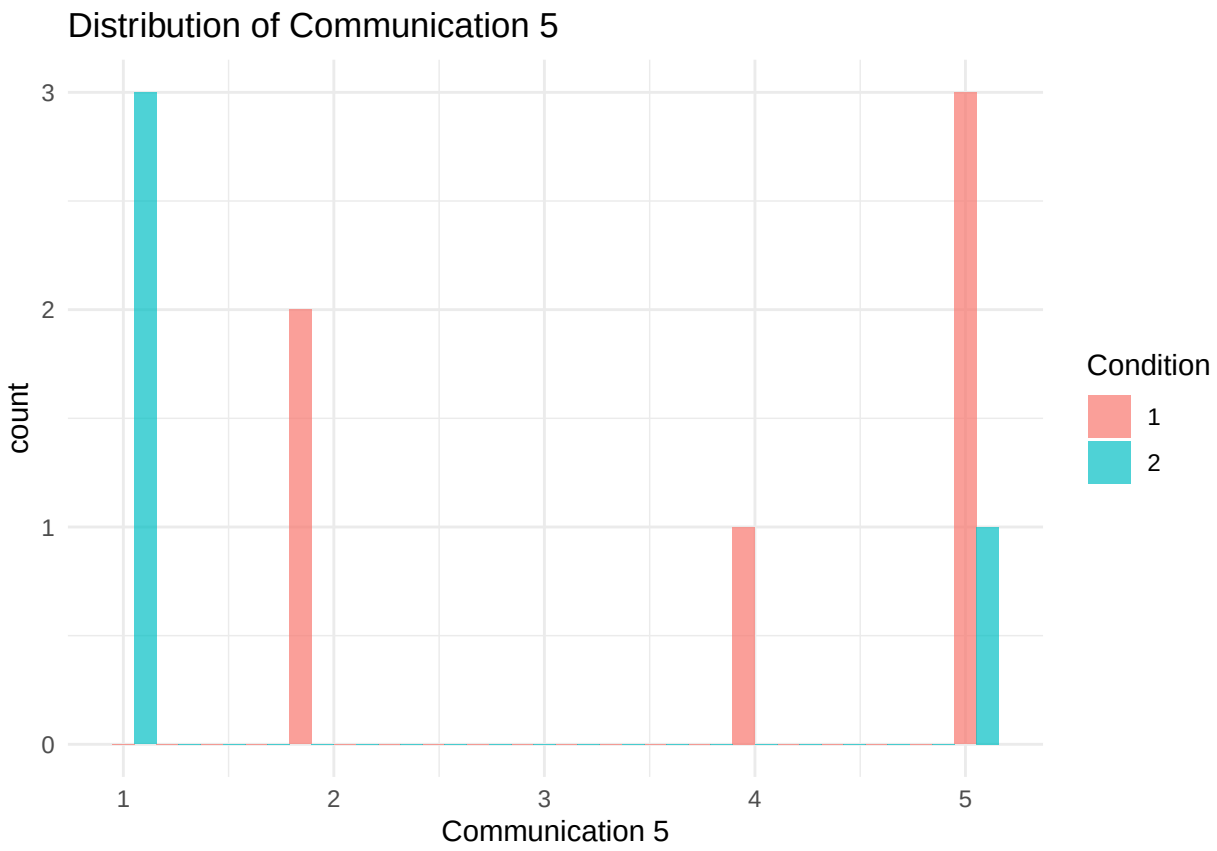

```
ggplot(JAR_Social_Invitees, aes(x = Communication_3_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Communication 3",
       x = "Communication 3",
       fill = "Condition") +
  theme_minimal()
```



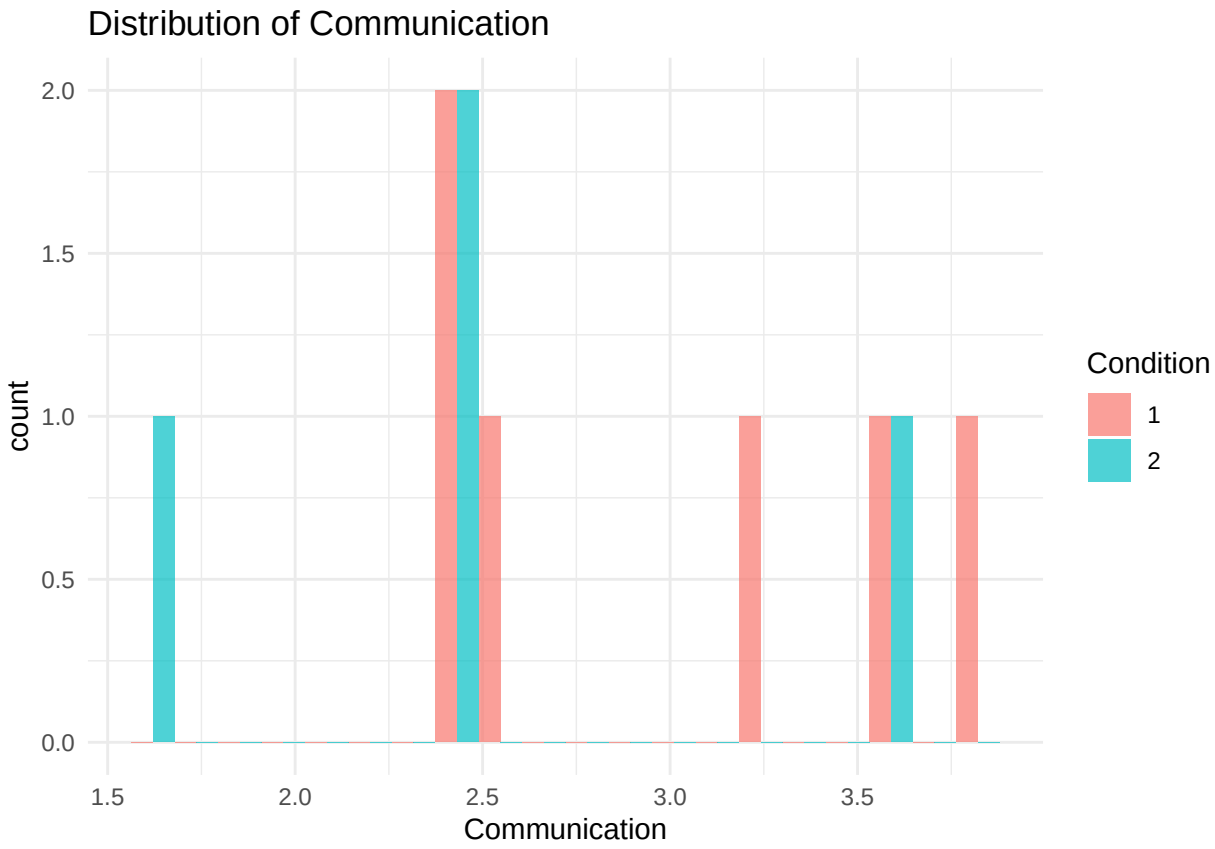

```
ggplot(JAR_Social_Invitees, aes(x = Communication_4_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Communication 4",
       x = "Communication 4",
       fill = "Condition") +
  theme_minimal()
```



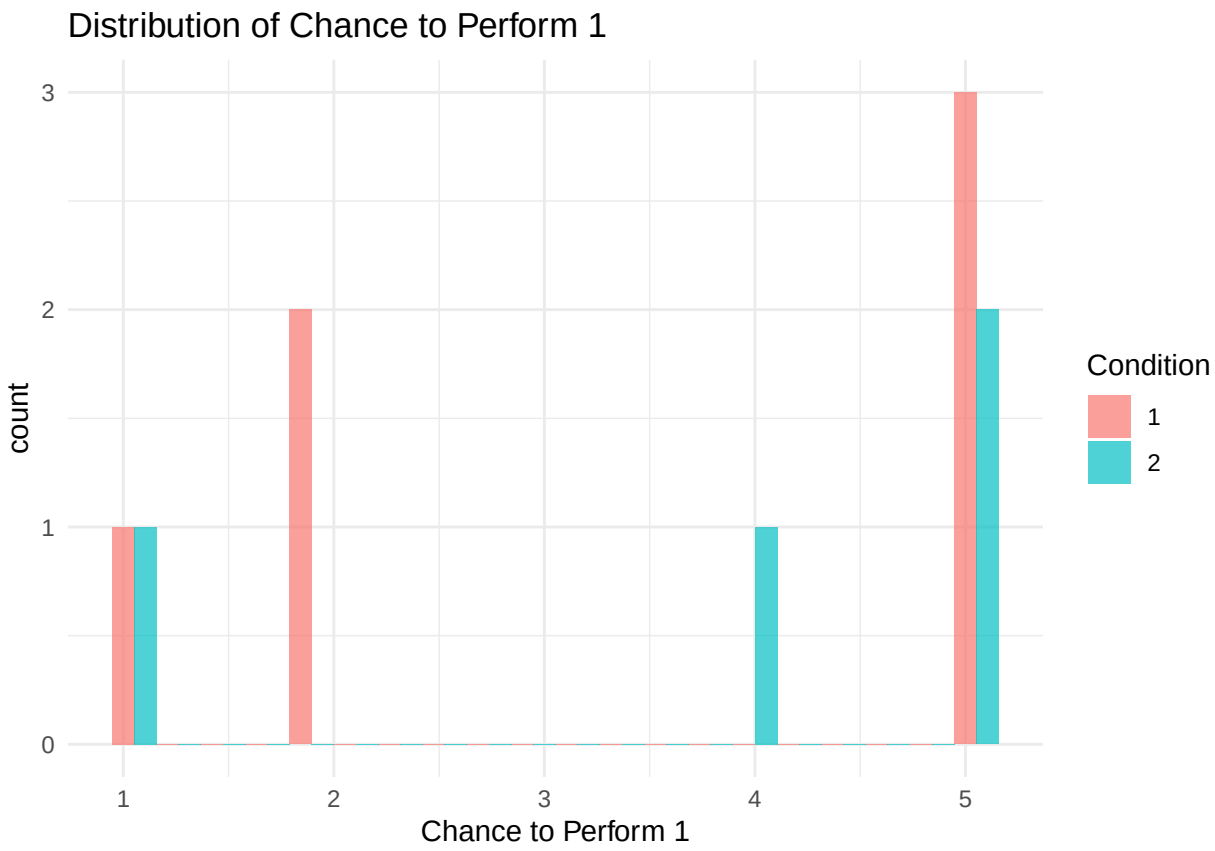

```
ggplot(JAR_Social_Invitees, aes(x = Communication_5_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Communication 5",
       x = "Communication 5",
       fill = "Condition") +
  theme_minimal()
```



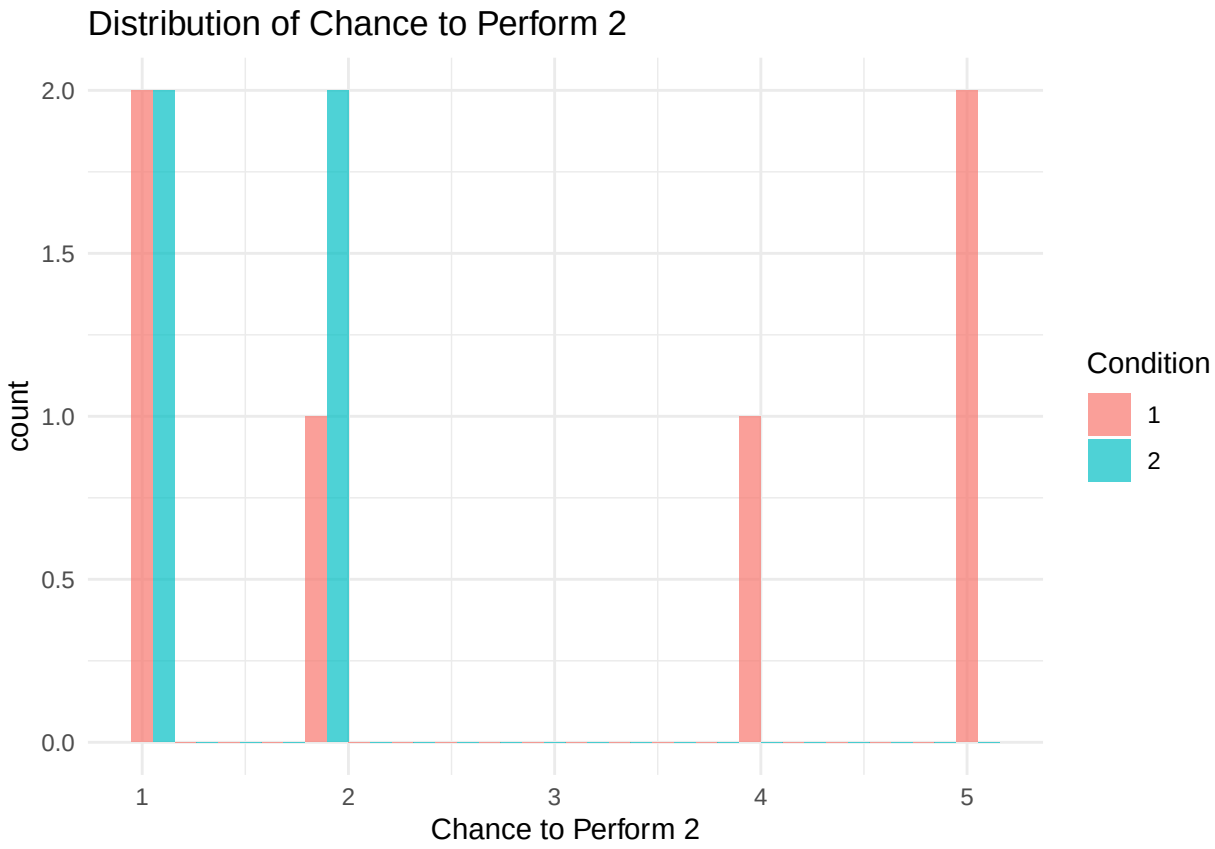

```
ggplot(JAR_Social_Invitees, aes(x = Communication, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Communication",
       x = "Communication",
       fill = "Condition") +
  theme_minimal()
```



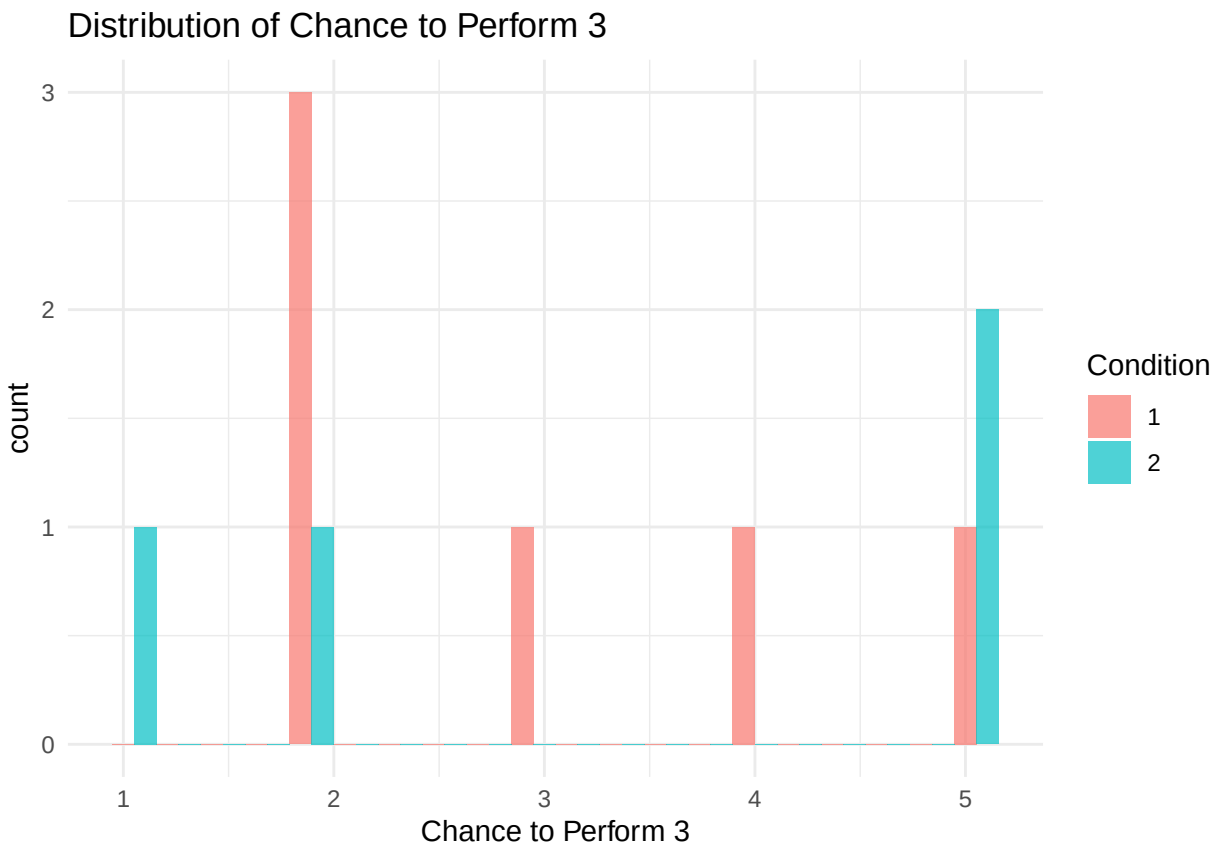

```
######Chance to Perform#########################################
ggplot(JAR_Social_Invitees, aes(x = Chance_Perform_1_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Chance to Perform 1",
       x = "Chance to Perform 1",
       fill = "Condition") +
  theme_minimal()
```



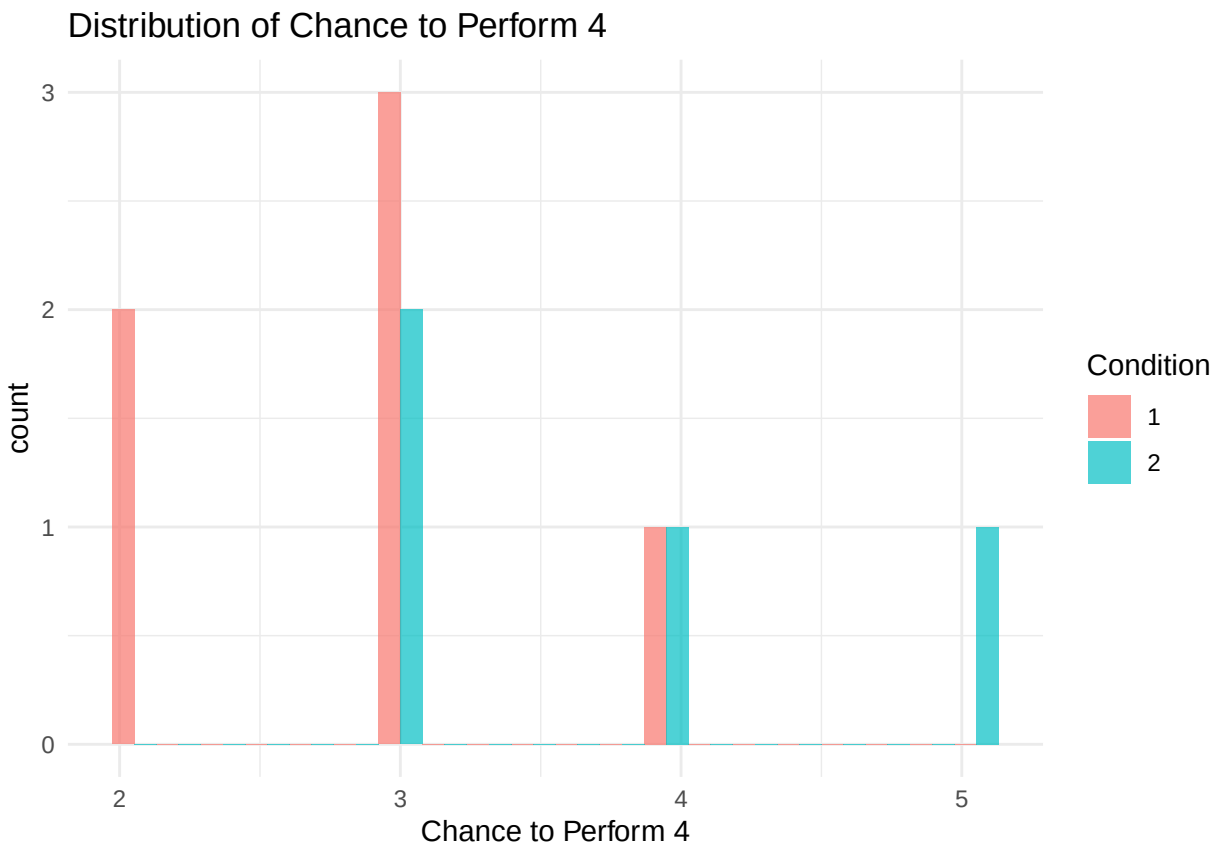

```r
ggplot(JAR_Social_Invitees, aes(x = Chance_Perform_2_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Chance to Perform 2",
       x = "Chance to Perform 2",
       fill = "Condition") +
  theme_minimal()
```



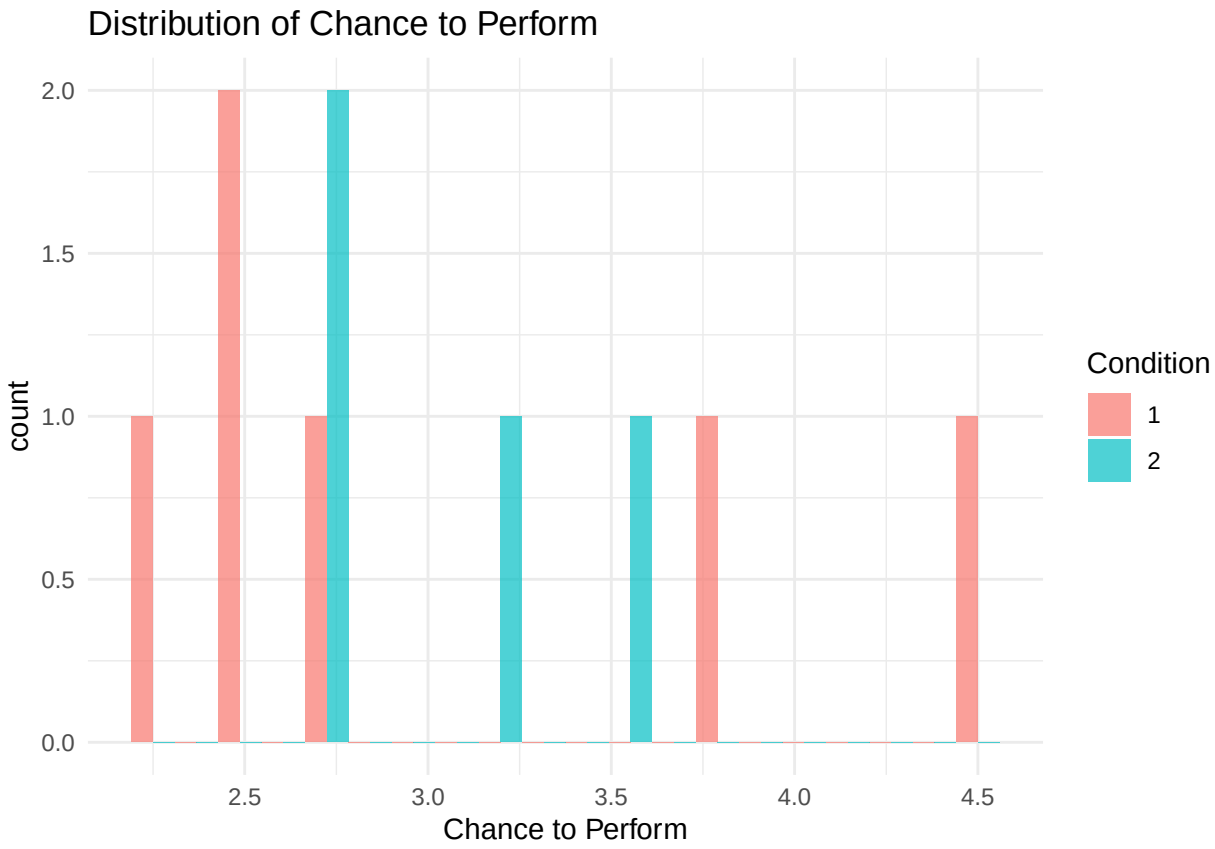

```
ggplot(JAR_Social_Invitees, aes(x = Chance_Perform_3_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Chance to Perform 3",
       x = "Chance to Perform 3",
       fill = "Condition") +
  theme_minimal()
```



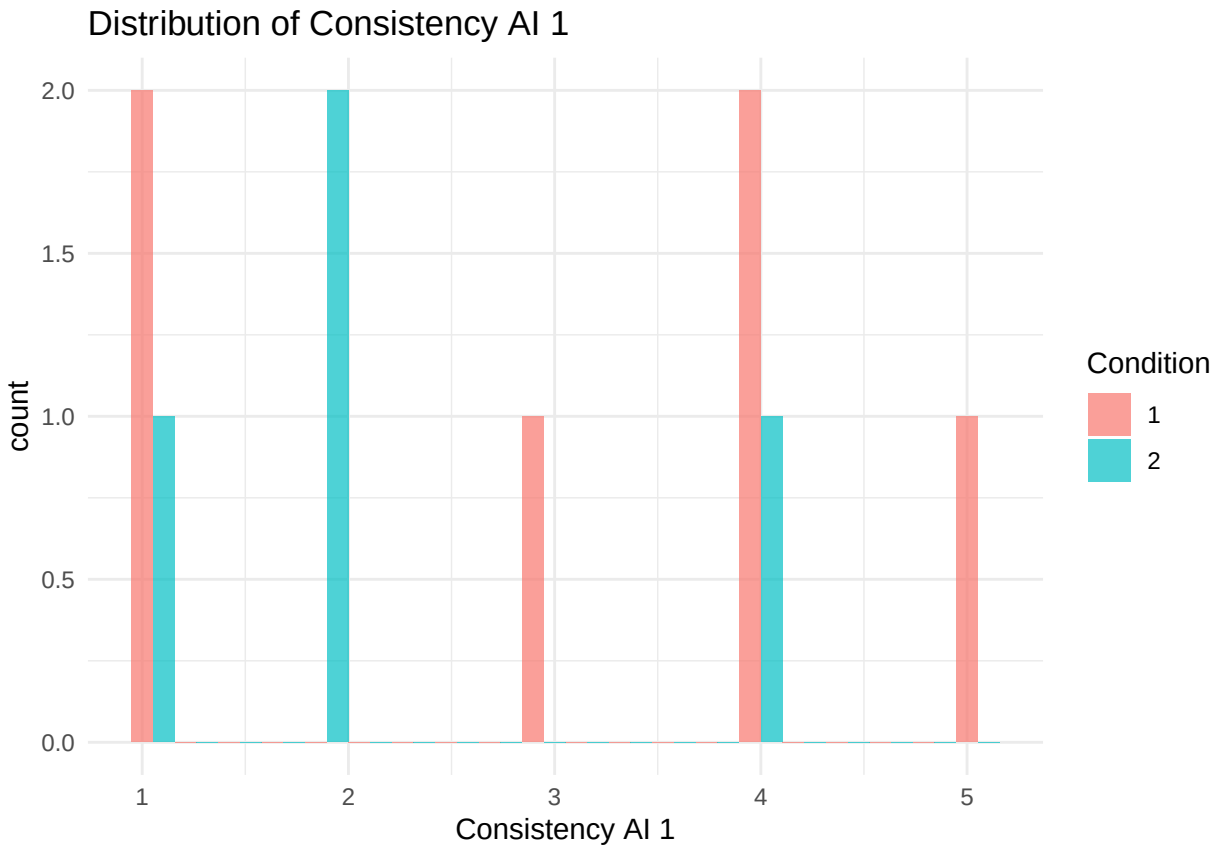

```
ggplot(JAR_Social_Invitees, aes(x = Chance_Perform_4_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Chance to Perform 4",
       x = "Chance to Perform 4",
       fill = "Condition") +
  theme_minimal()
```



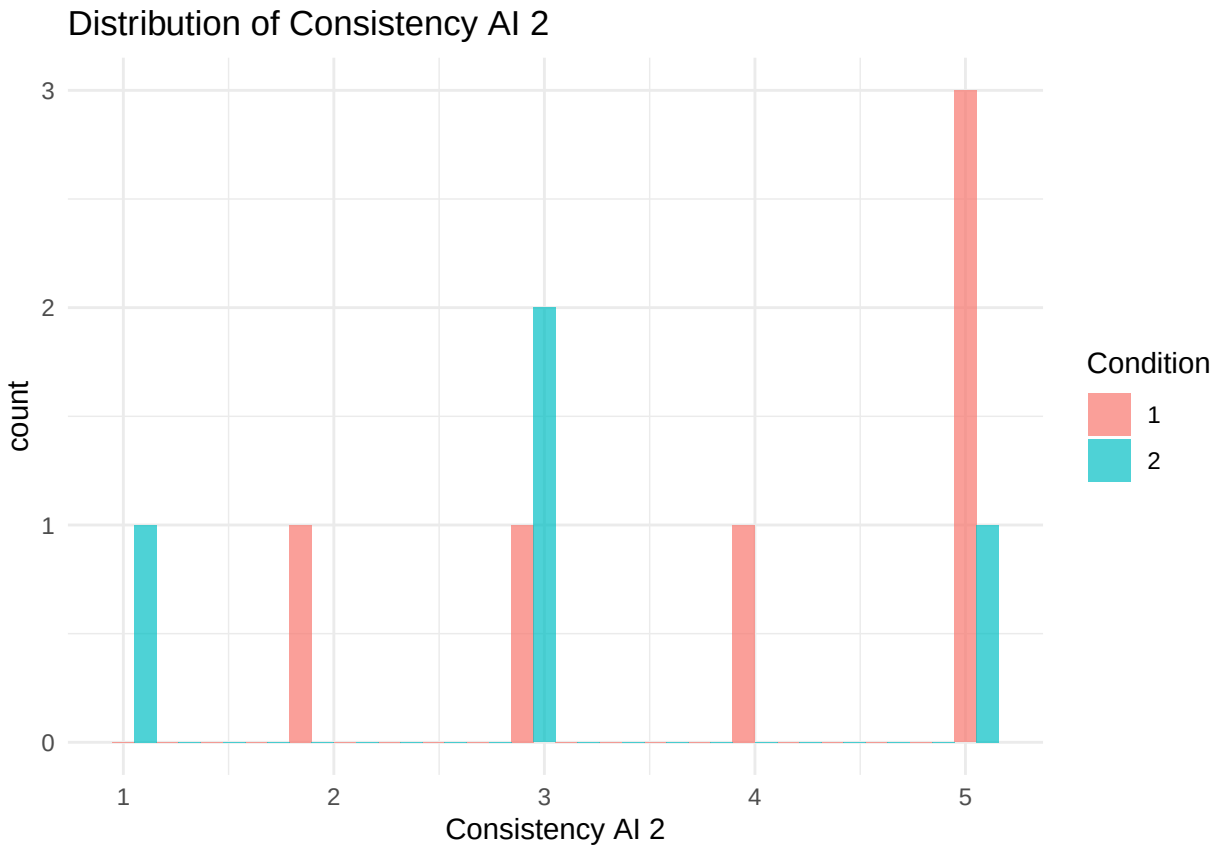

```
ggplot(JAR_Social_Invitees, aes(x = Chance_Perform, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Chance to Perform",
       x = "Chance to Perform",
       fill = "Condition") +
  theme_minimal()
```



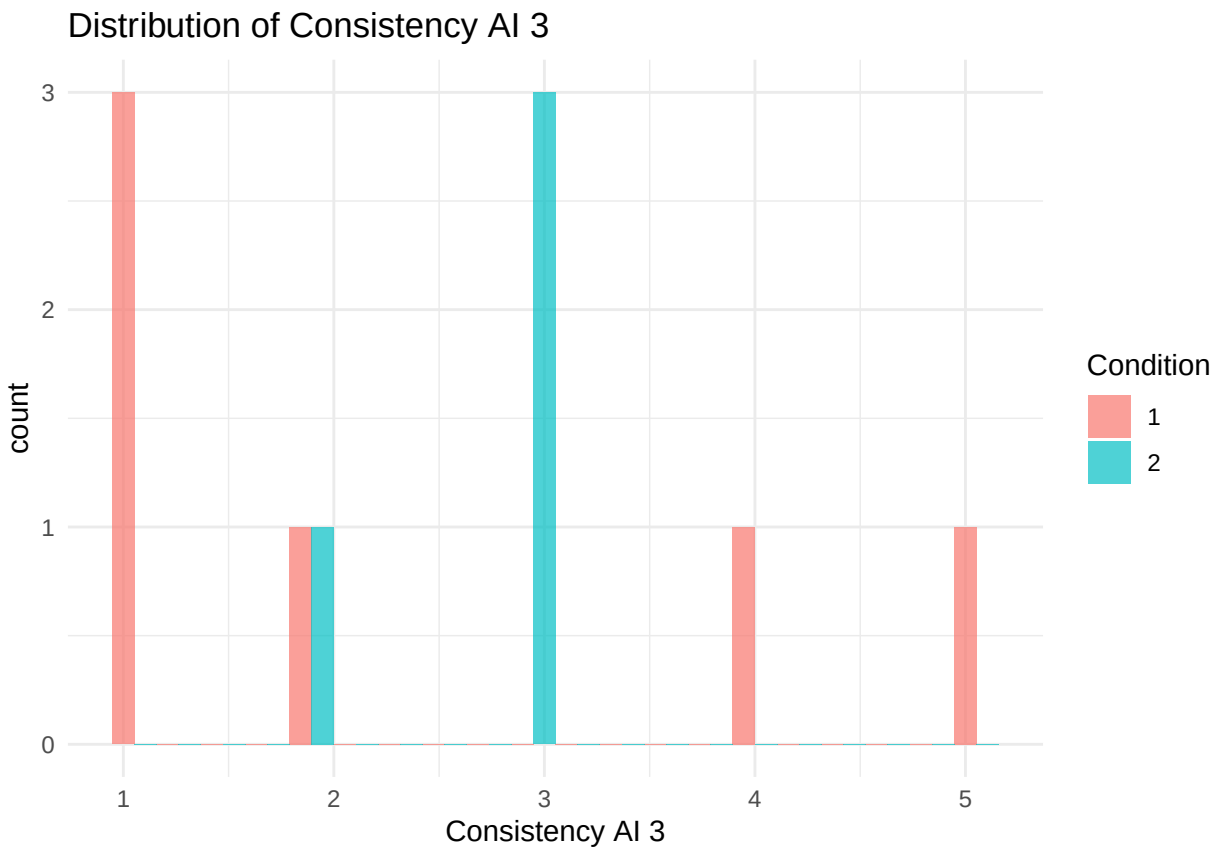

```
######Consistency AI#######################################
ggplot(JAR_Social_Invitees, aes(x = Consistency_AI_1_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Consistency AI 1",
       x = "Consistency AI 1",
       fill = "Condition") +
  theme_minimal()
```



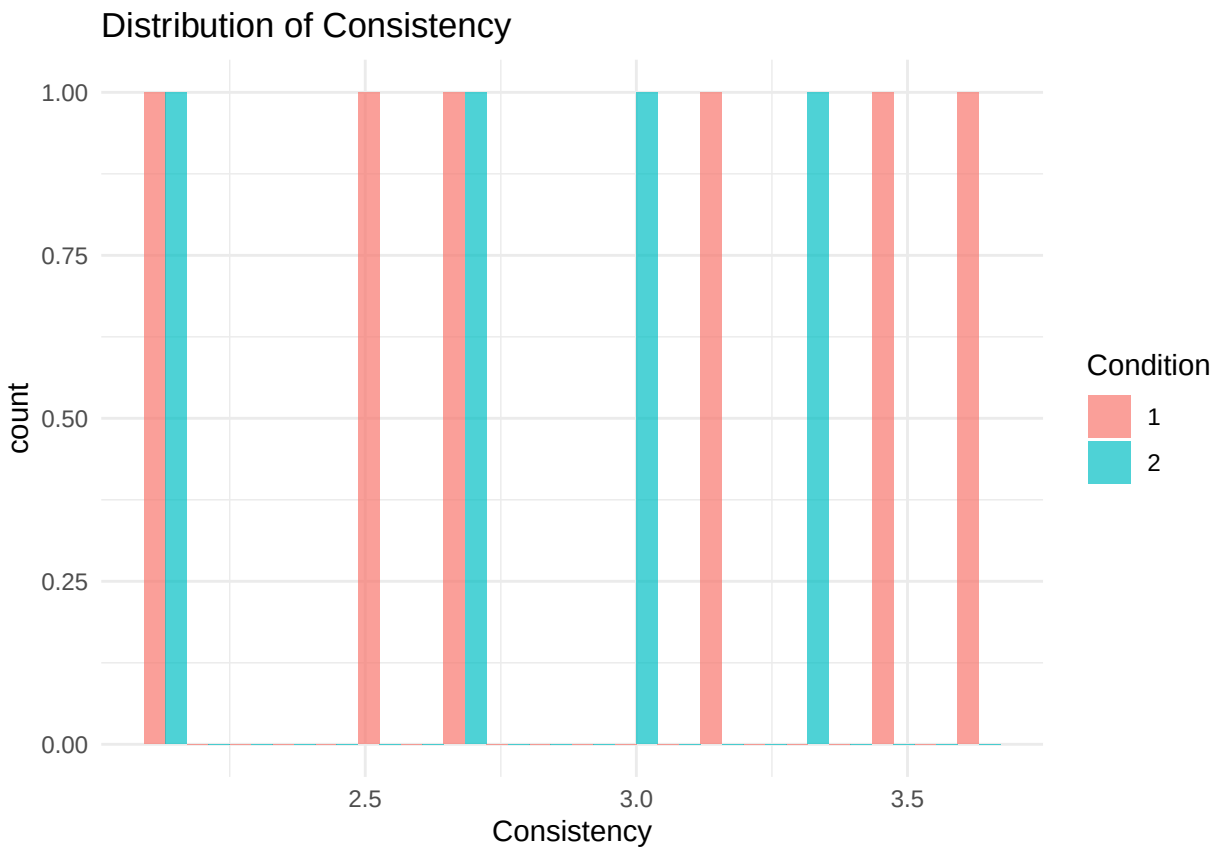

```
ggplot(JAR_Social_Invitees, aes(x = Consistency_AI_2_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Consistency AI 2",
       x = "Consistency AI 2",
       fill = "Condition") +
  theme_minimal()
```



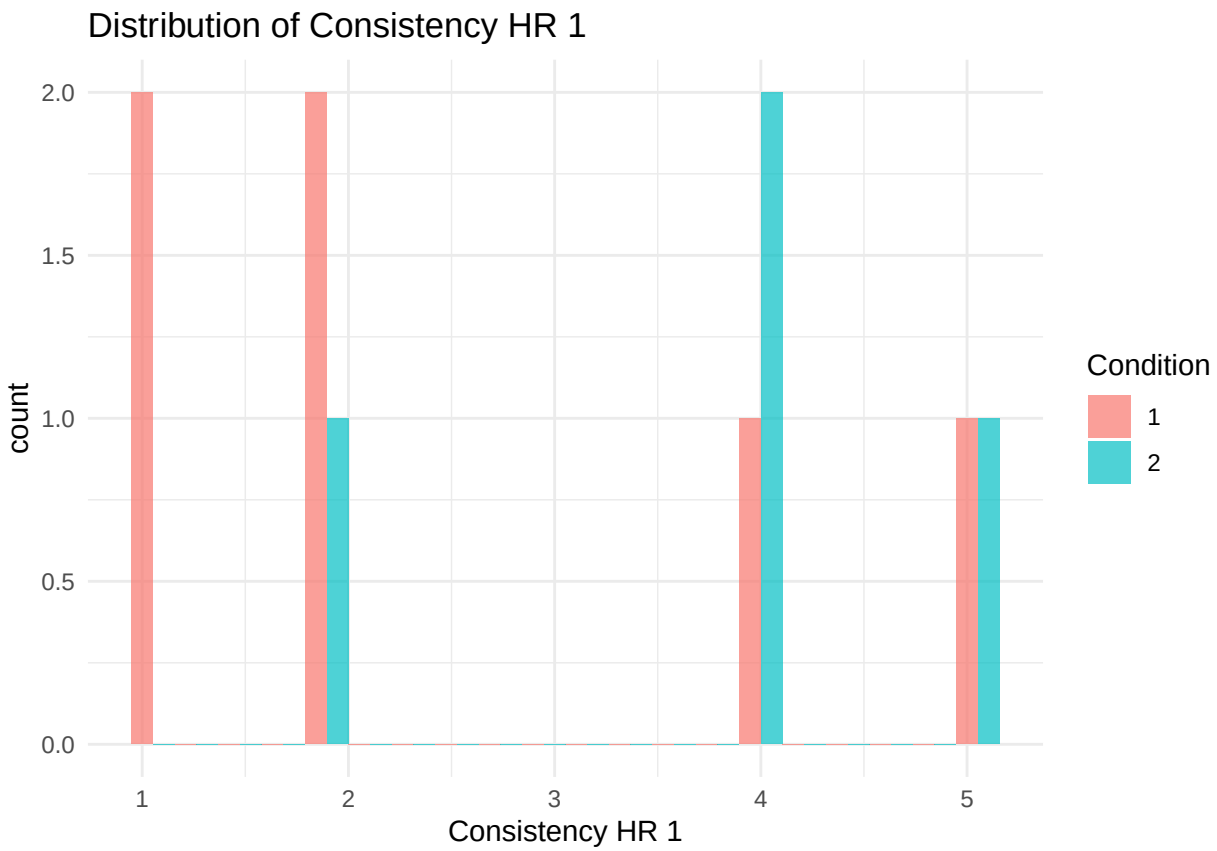

```
ggplot(JAR_Social_Invitees, aes(x = Consistency_AI_3_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Consistency AI 3",
       x = "Consistency AI 3",
       fill = "Condition") +
  theme_minimal()
```



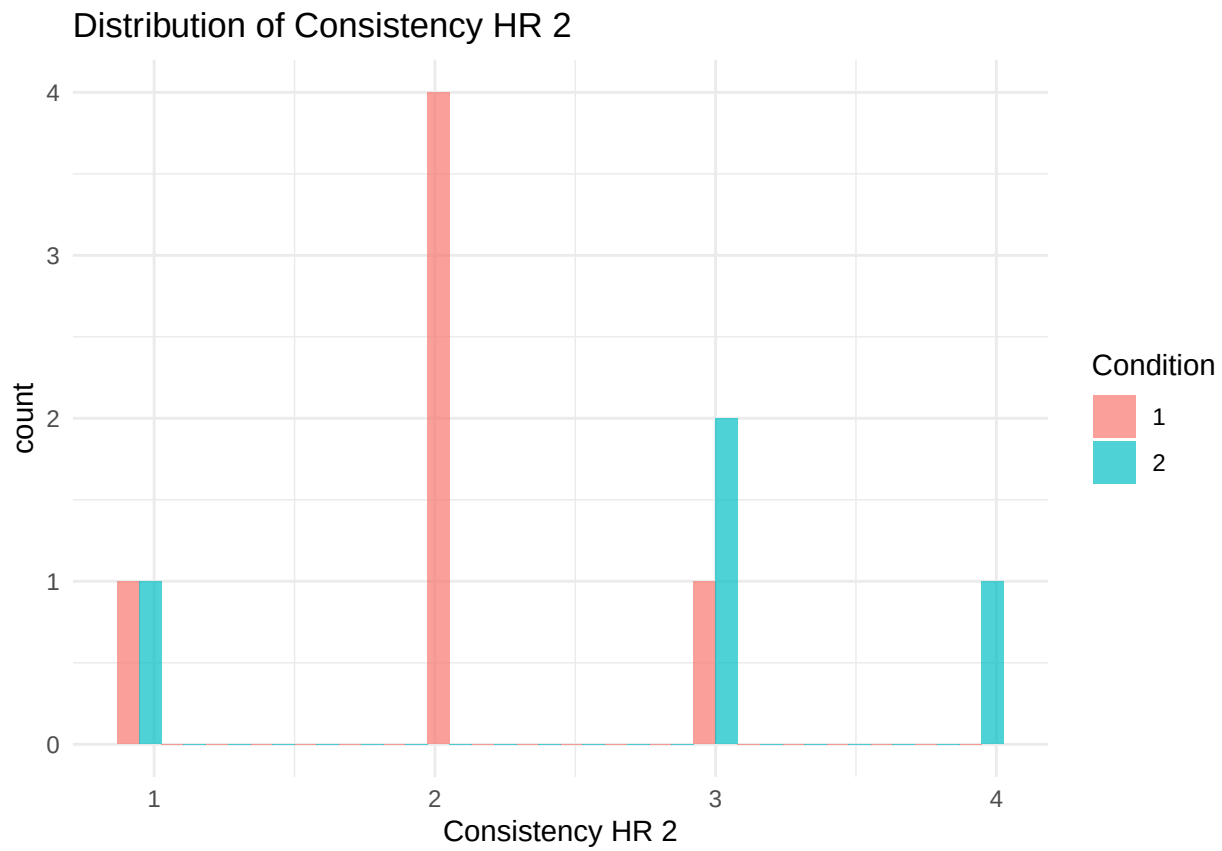

```
ggplot(JAR_Social_Invitees, aes(x = Consistency, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Consistency",
       x = "Consistency",
       fill = "Condition") +
  theme_minimal()
```



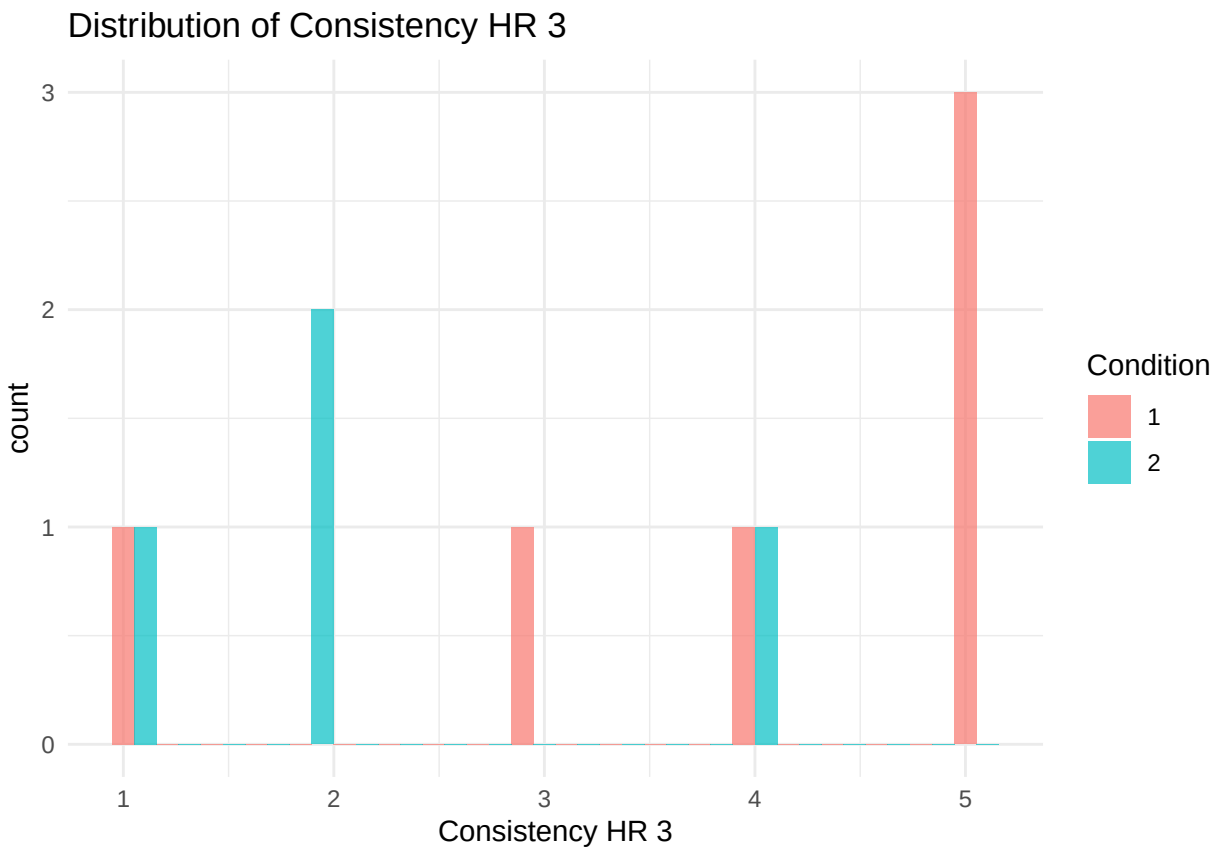

```
######Consistency HR#######################################
ggplot(JAR_Social_Invitees, aes(x = Consistency_HR_1_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Consistency HR 1",
       x = "Consistency HR 1",
       fill = "Condition") +
  theme_minimal()
```



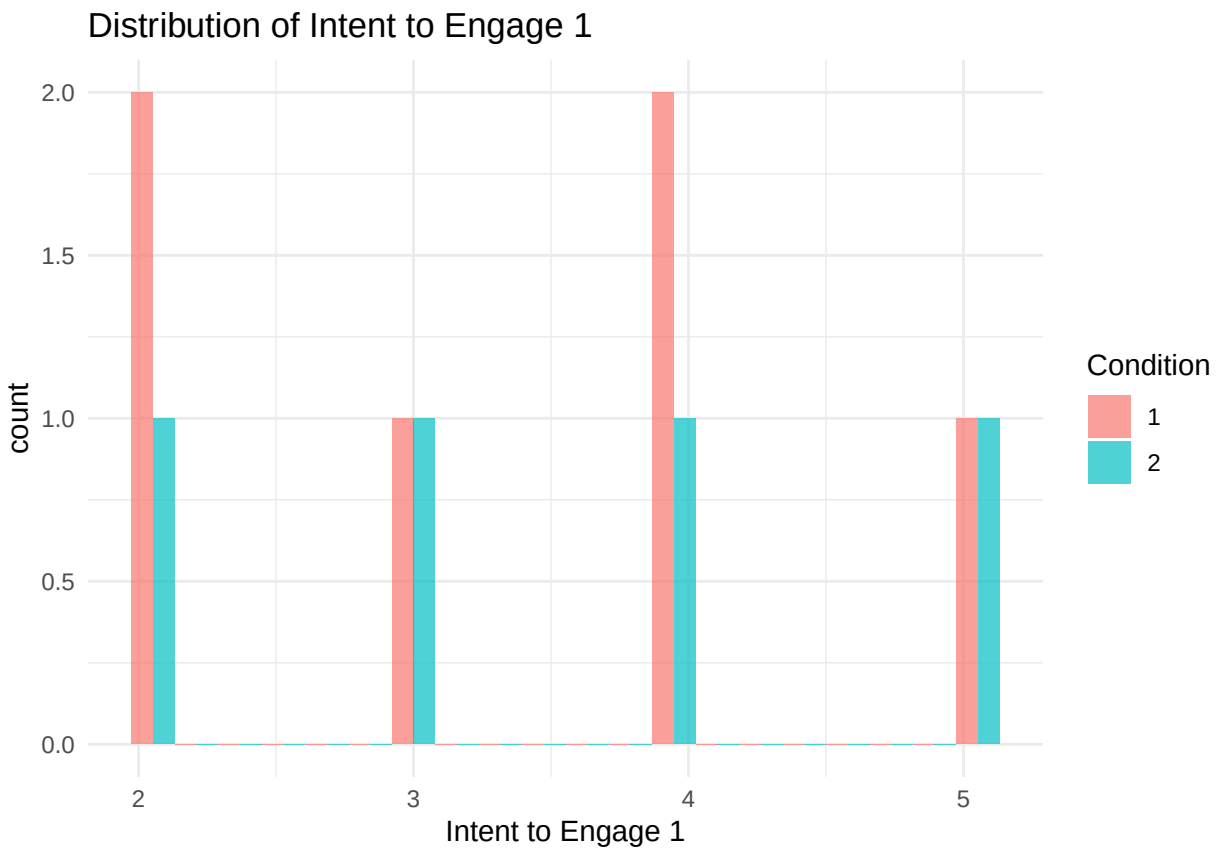

```
ggplot(JAR_Social_Invitees, aes(x = Consistency_HR_2_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Consistency HR 2",
       x = "Consistency HR 2",
       fill = "Condition") +
  theme_minimal()
```



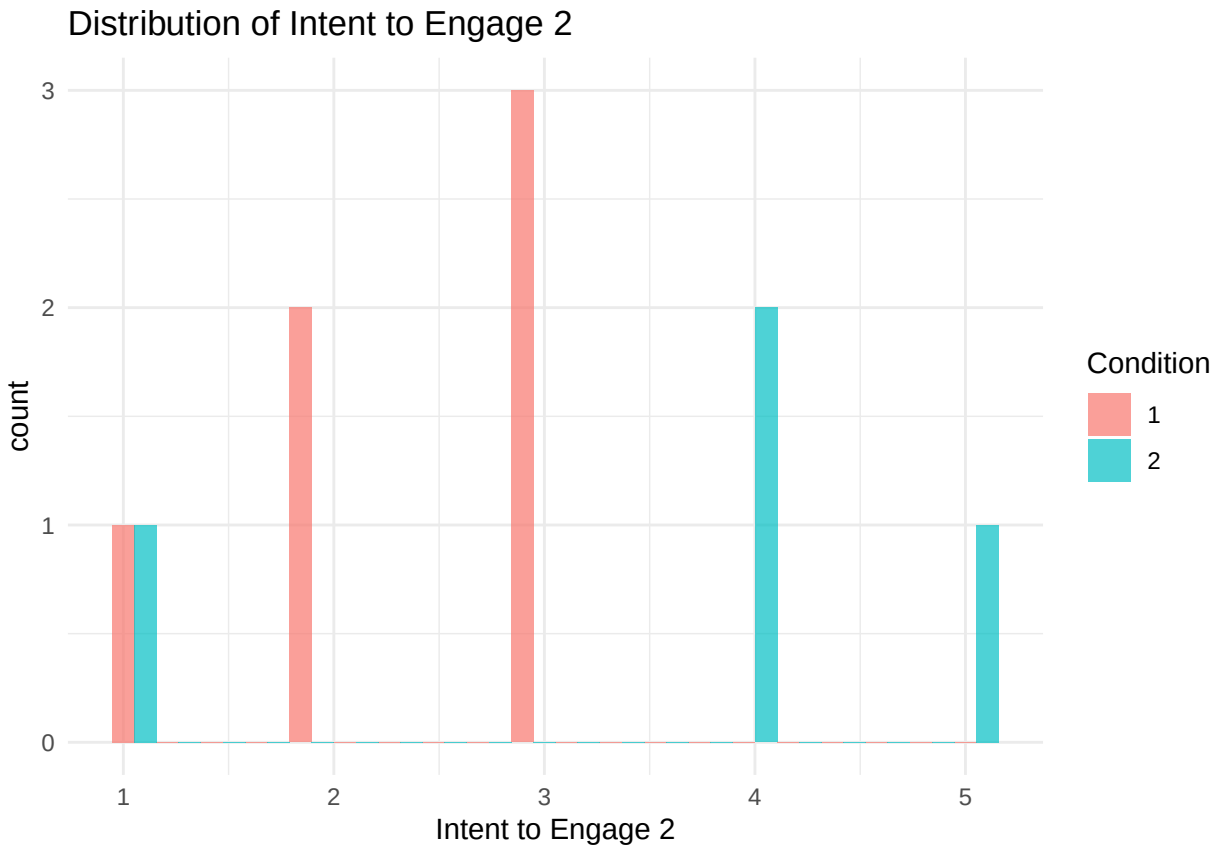

```
ggplot(JAR_Social_Invitees, aes(x = Consistency_HR_3_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Consistency HR 3",
       x = "Consistency HR 3",
       fill = "Condition") +
  theme_minimal()
```



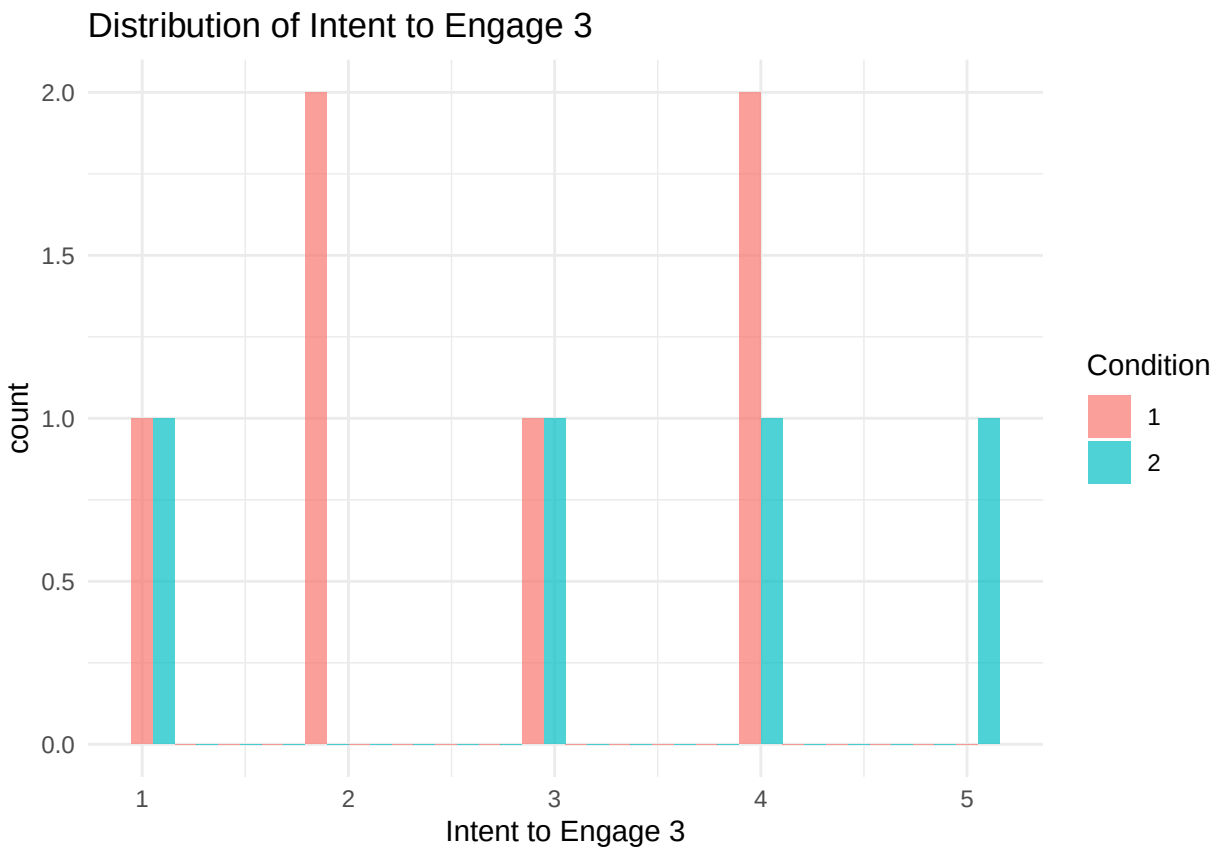

```
######Intent to Engage#########################################
ggplot(JAR_Social_Invitees, aes(x = Intent_Engag_1_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Intent to Engage 1",
       x = "Intent to Engage 1",
       fill = "Condition") +
  theme_minimal()
```



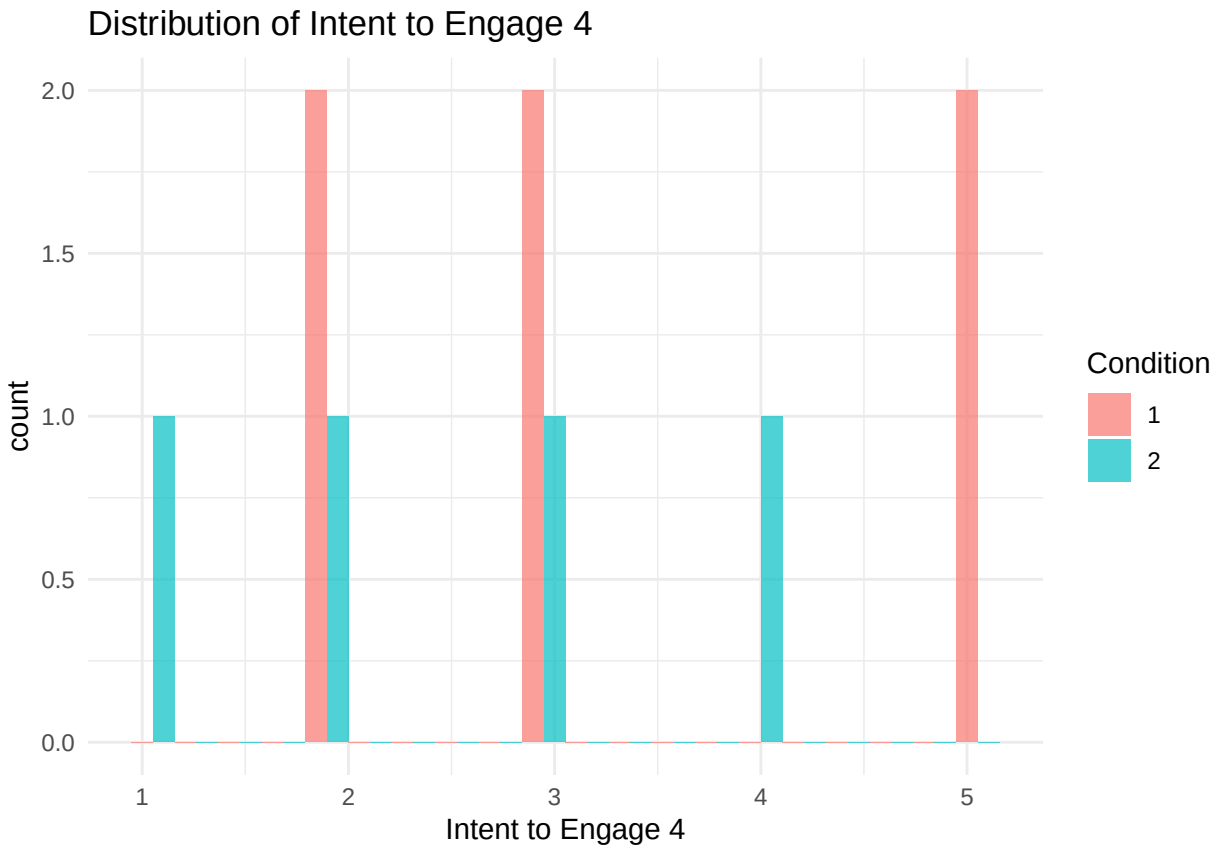

```
ggplot(JAR_Social_Invitees, aes(x = Intent_Engag_2_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Intent to Engage 2",
       x = "Intent to Engage 2",
       fill = "Condition") +
  theme_minimal()
```



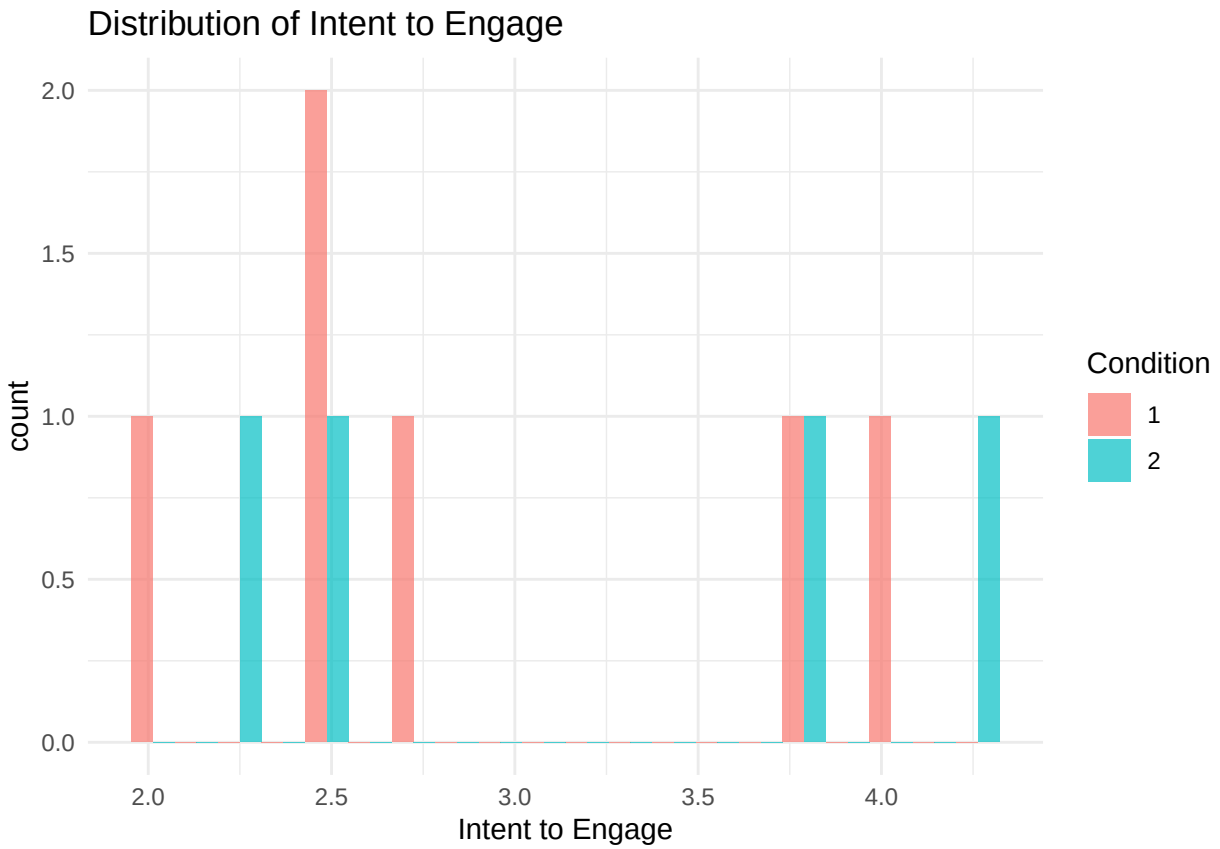

```
ggplot(JAR_Social_Invitees, aes(x = Intent_Engag_3_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Intent to Engage 3",
       x = "Intent to Engage 3",
       fill = "Condition") +
  theme_minimal()
```



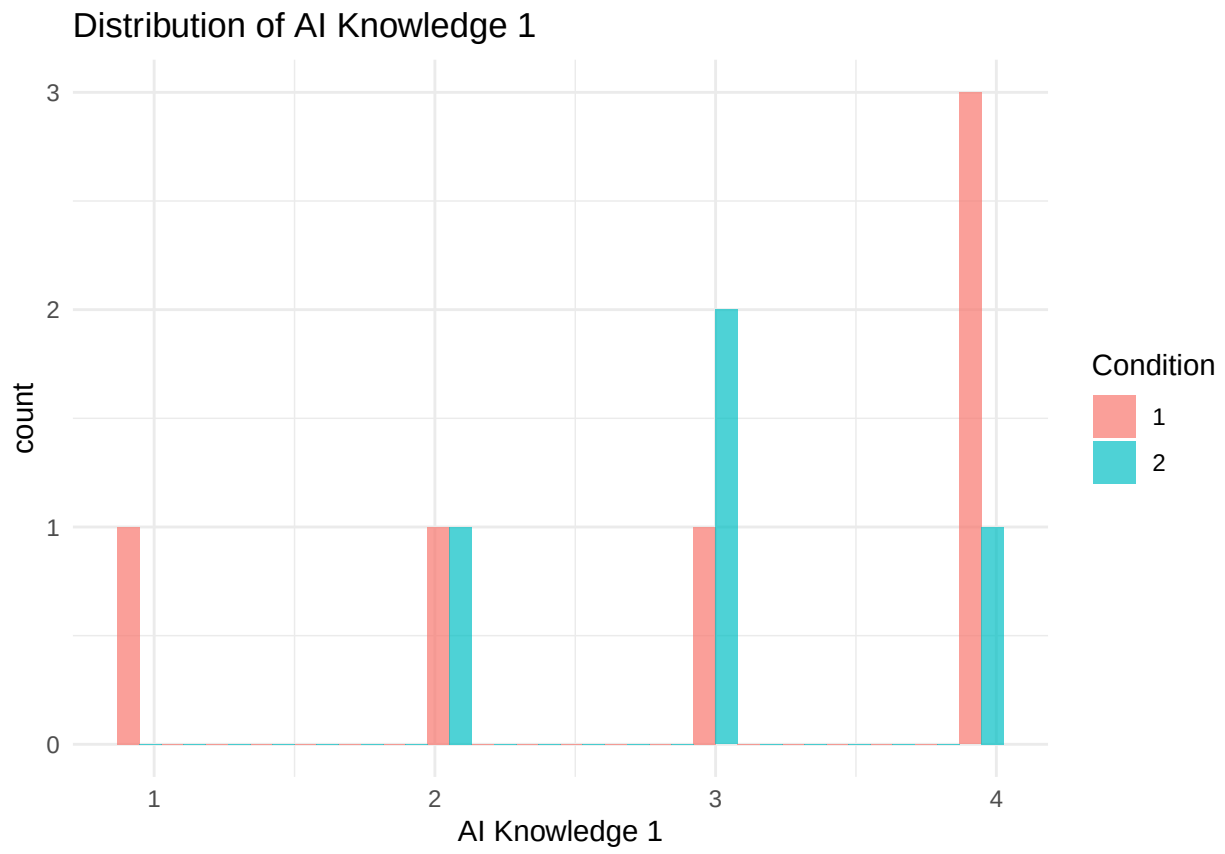

```
ggplot(JAR_Social_Invitees, aes(x = Intent_Engag_4_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Intent to Engage 4",
       x = "Intent to Engage 4",
       fill = "Condition") +
  theme_minimal()
```




```
ggplot(JAR_Social_Invitees, aes(x = Intent, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of Intent to Engage",
       x = "Intent to Engage",
       fill = "Condition") +
  theme_minimal()
```

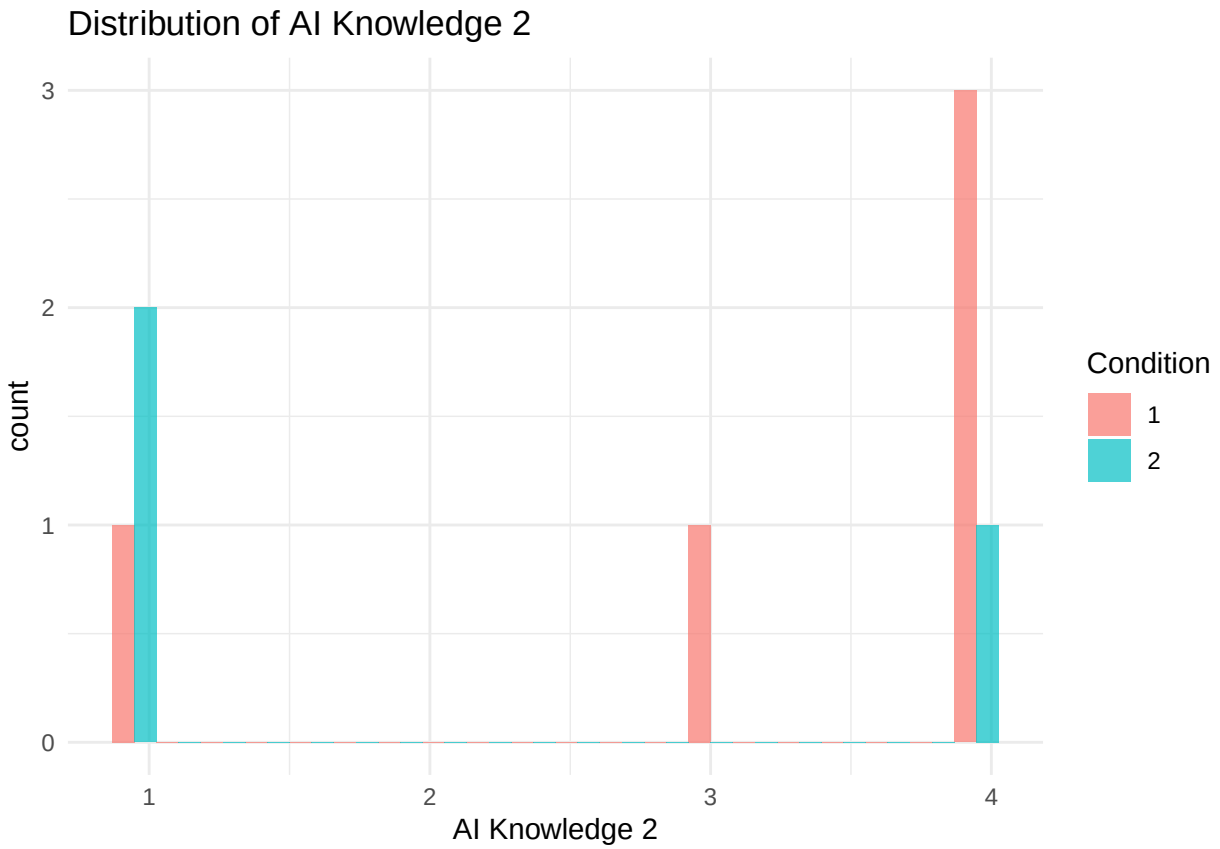



```
######AI Knowledge##########################################
ggplot(JAR_Social_Invitees, aes(x = AI_Knowledge_Experei_1_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of AI Knowledge 1",
       x = "AI Knowledge 1",
       fill = "Condition") +
  theme_minimal()
```



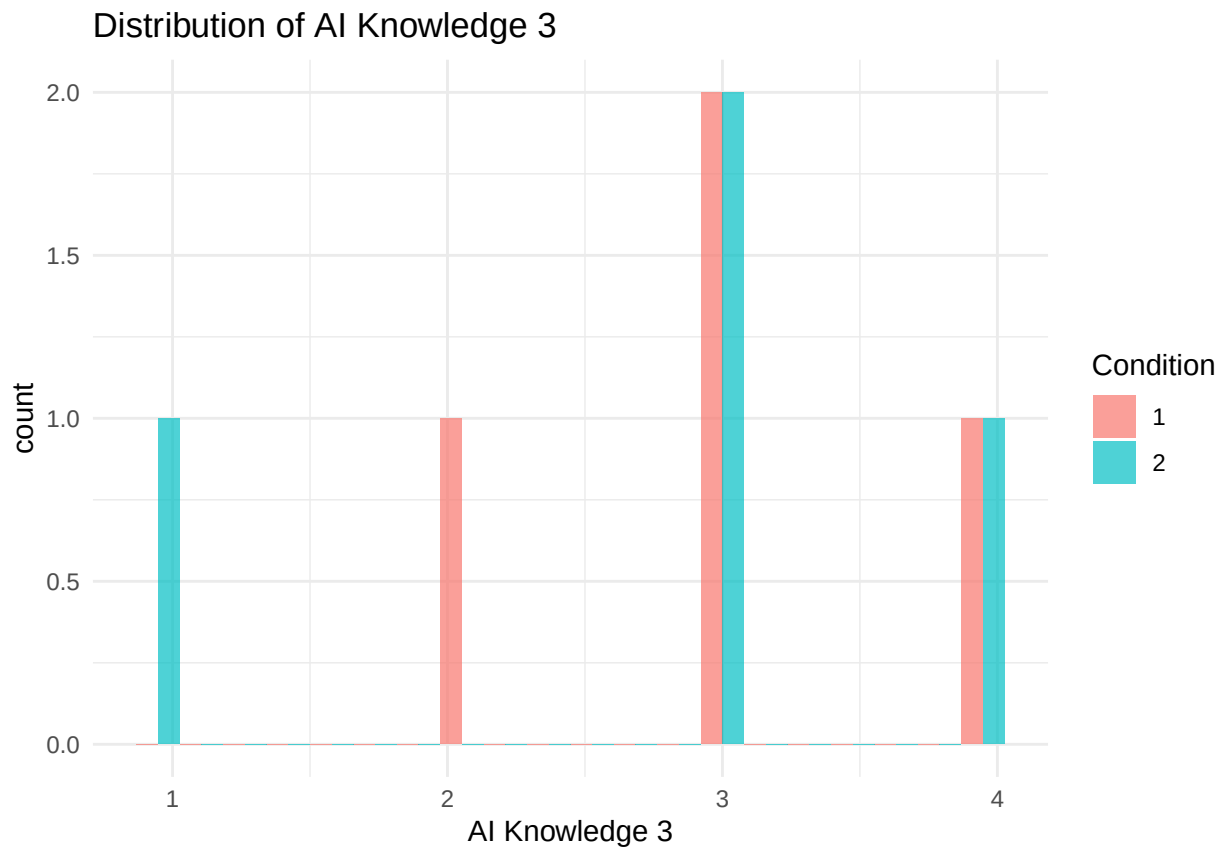

```
ggplot(JAR_Social_Invitees, aes(x = AI_Knowledge_Experei_2_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of AI Knowledge 2",
       x = "AI Knowledge 2",
       fill = "Condition") +
  theme_minimal()
```

```
## Warning: Removed 2 rows containing non-finite outside the scale range
## (`stat_bin()`).
```



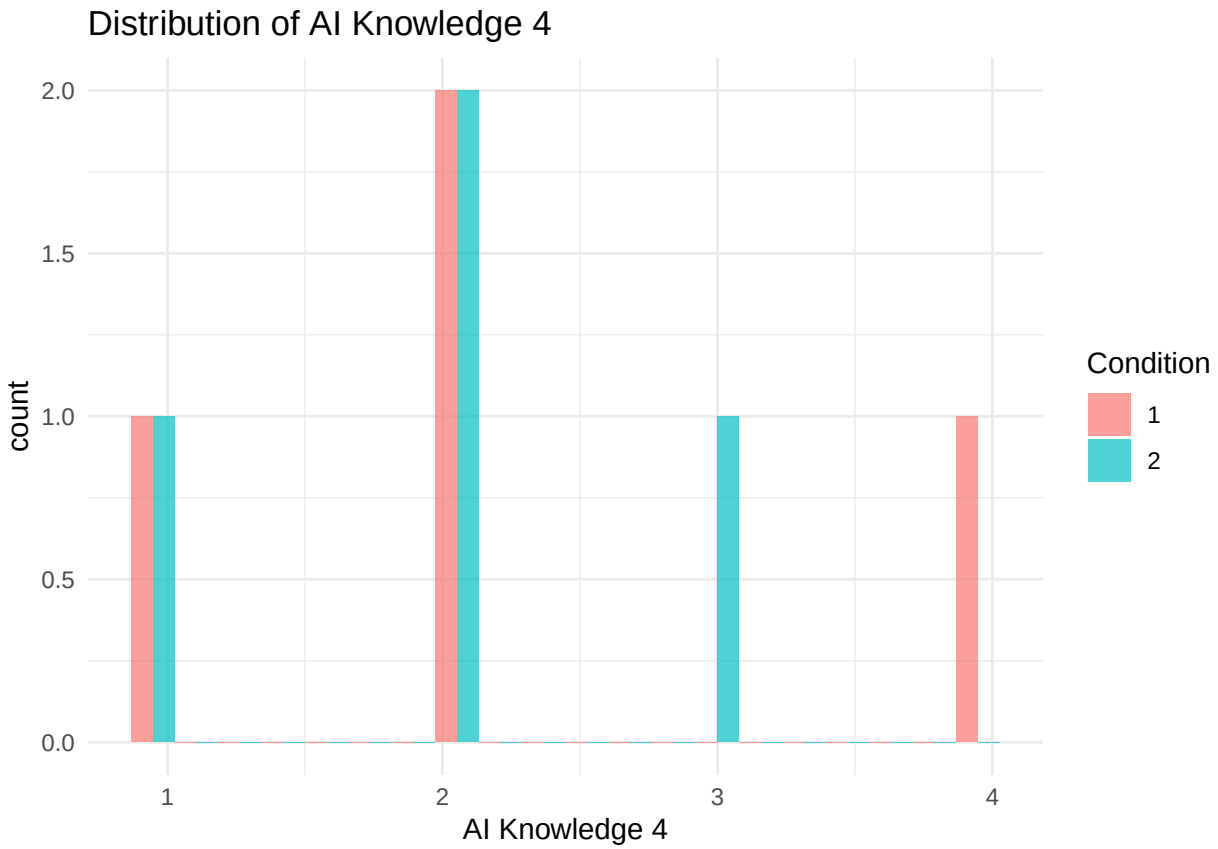

```
ggplot(JAR_Social_Invitees, aes(x = AI_Knowledge_Experei_3_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of AI Knowledge 3",
       x = "AI Knowledge 3",
       fill = "Condition") +
  theme_minimal()
```

```
## Warning: Removed 2 rows containing non-finite outside the scale range
## (`stat_bin()`).
```



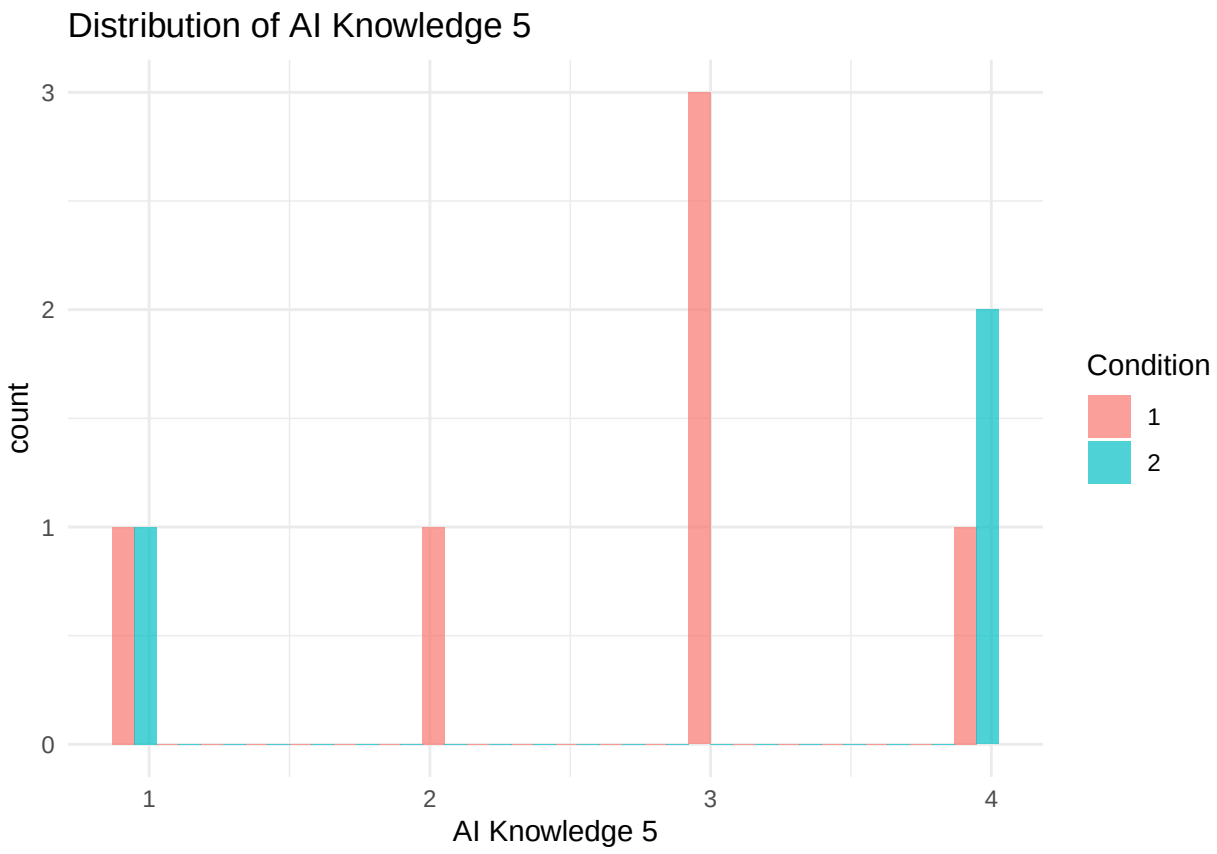

```
ggplot(JAR_Social_Invitees, aes(x = AI_Knowledge_Experei_4_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of AI Knowledge 4",
       x = "AI Knowledge 4",
       fill = "Condition") +
  theme_minimal()
```

```
## Warning: Removed 2 rows containing non-finite outside the scale range
## (`stat_bin()`).
```

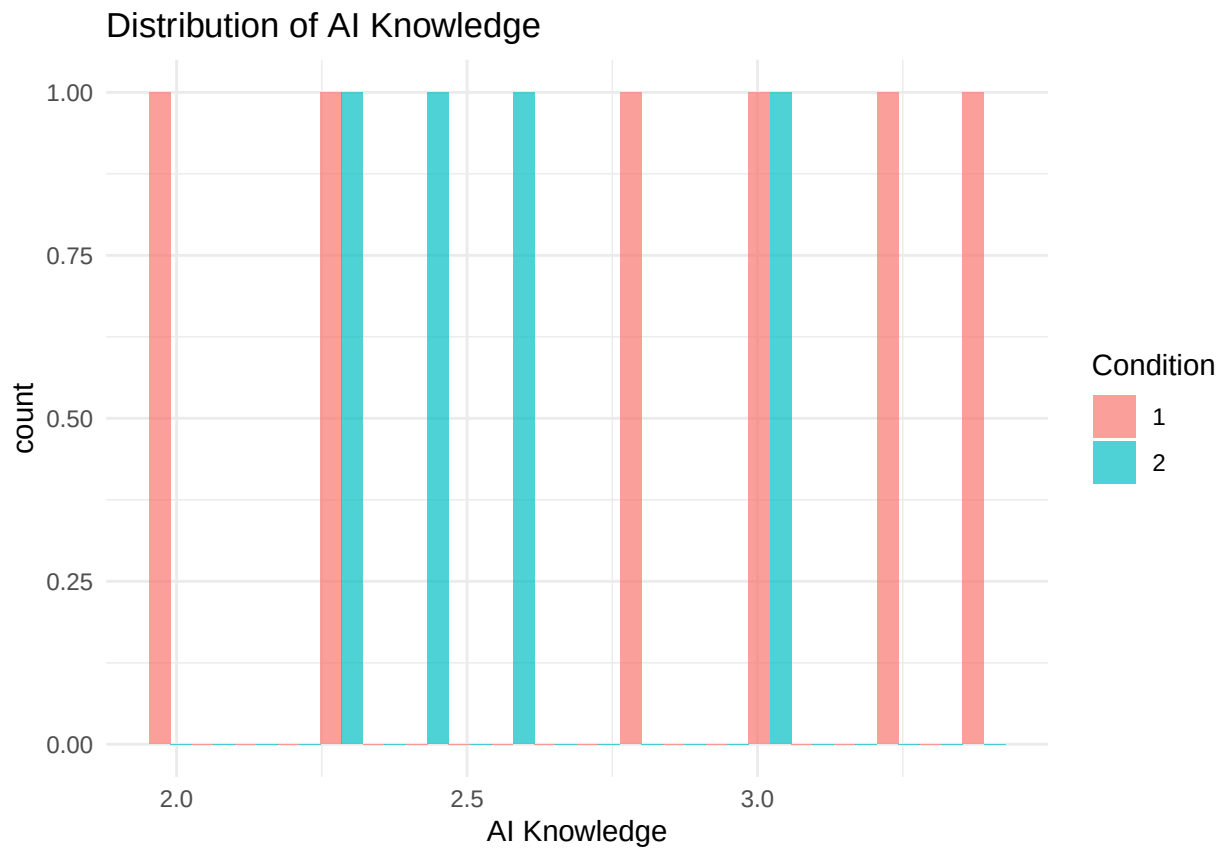



```
ggplot(JAR_Social_Invitees, aes(x = AI_Knowledge_Experei_5_num, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of AI Knowledge 5",
       x = "AI Knowledge 5",
       fill = "Condition") +
  theme_minimal()
```

```
## Warning: Removed 1 row containing non-finite outside the scale range
## (`stat_bin()`).
```

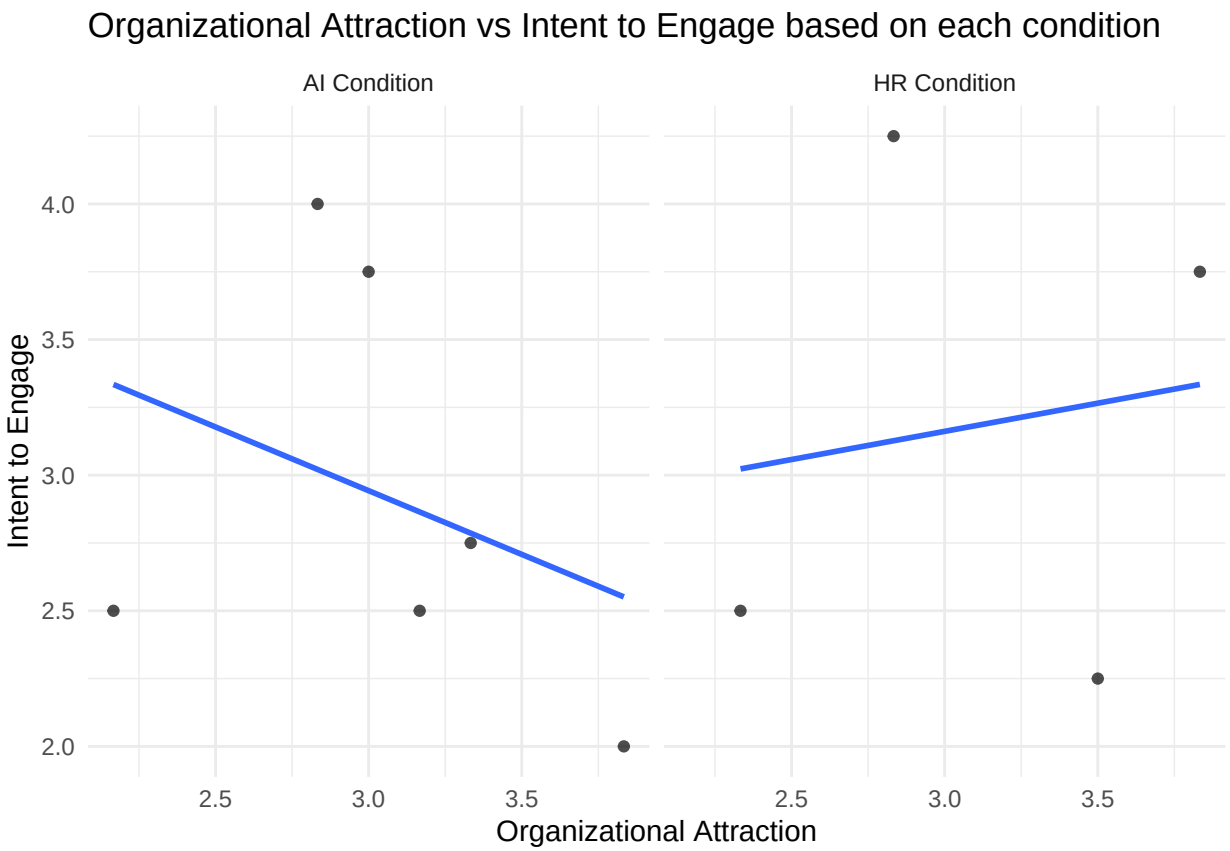



```
ggplot(JAR_Social_Invitees, aes(x = AI_Knowledge, fill = factor(Condition))) +
  geom_histogram(position = "dodge", bins = 20, alpha = 0.7) +
  labs(title = "Distribution of AI Knowledge",
       x = "AI Knowledge",
       fill = "Condition") +
  theme_minimal()
```



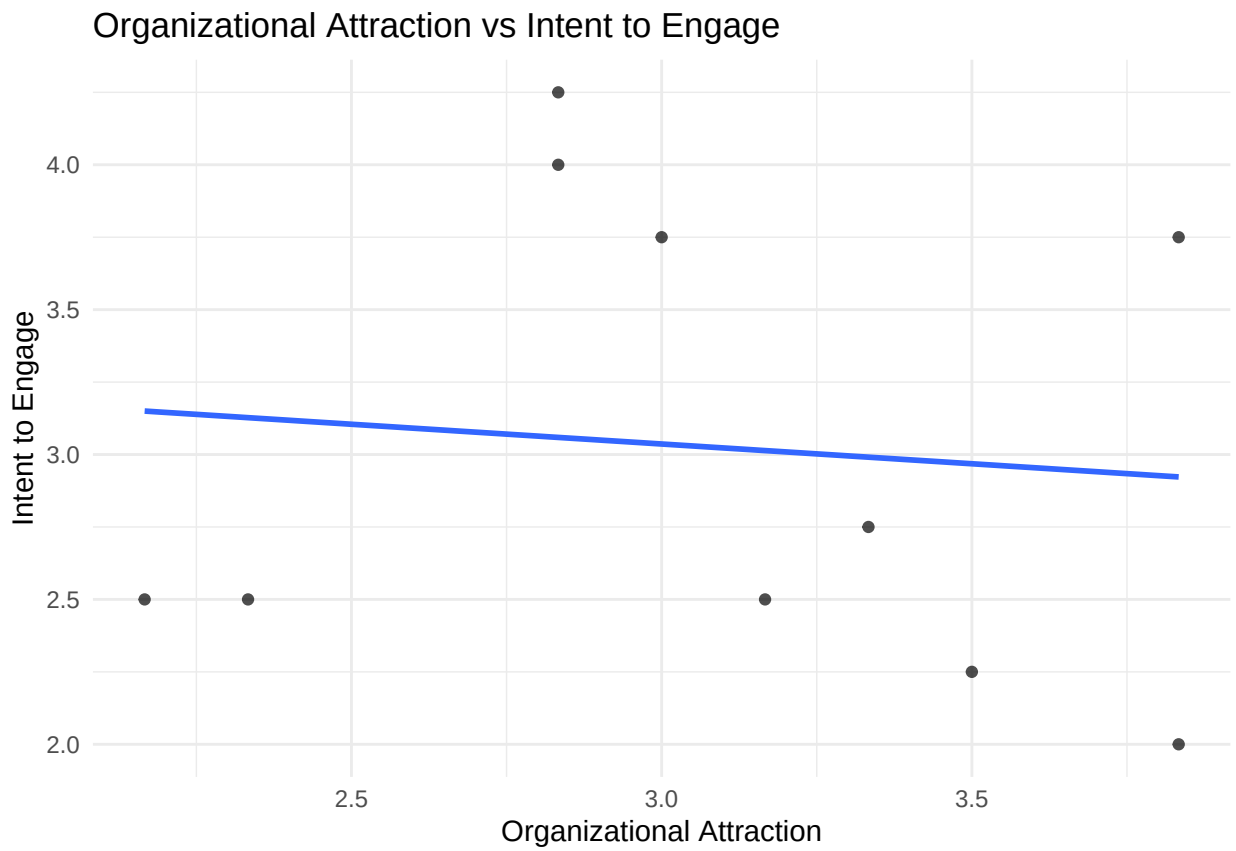

```
#multivariate visualization: plot thing against each other
#relationship between each predictive variable and outcome variable (scatter plot)#####################
######Organizational Attraction#################################
# AL vs HR condition
JAR_Social_Invitees %>%
  ggplot(aes(Org_Attraction, Intent), color = factor(Condition)) +
  geom_point(alpha = 0.7) +
  geom_smooth(method = "lm", se = FALSE) +
  facet_wrap(~ Condition, labeller = labeller(Condition = c("1" = "AI Condition", "2" = "HR Condition"))
  labs(title = "Organizational Attraction vs Intent to Engage based on each condition",
       x = "Organizational Attraction",
       y = "Intent to Engage",
       color = "Condition") +
  theme_minimal()
```

```
## `geom_smooth()` using formula = 'y ~ x'
```



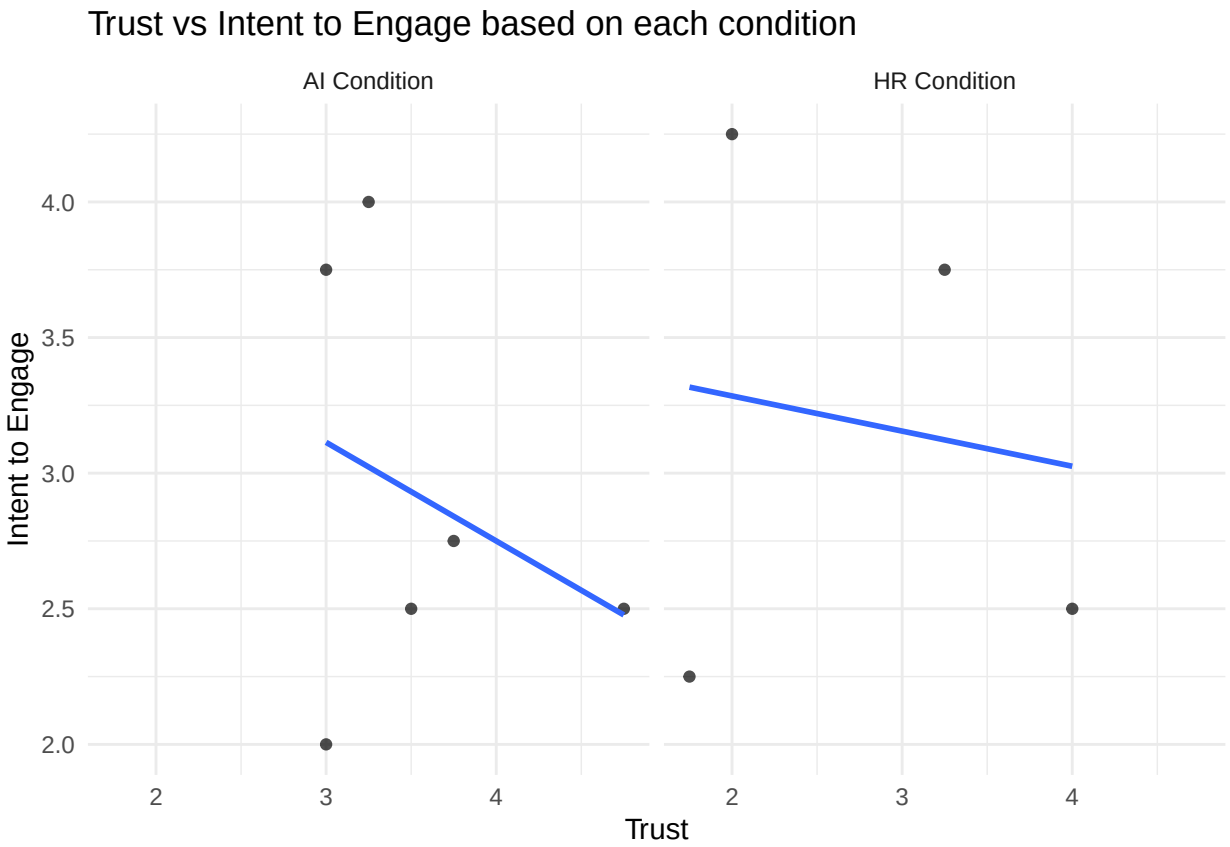

```
#whole dataset
JAR_Social_Invitees %>%
  ggplot(aes(Org_Attraction, Intent)) +
  geom_point(alpha = 0.7) +
  geom_smooth(method = "lm", se = FALSE) +
  labs(title = "Organizational Attraction vs Intent to Engage",
       x = "Organizational Attraction",
       y = "Intent to Engage") +
  theme_minimal()
```

```
## `geom_smooth()` using formula = 'y ~ x'
```



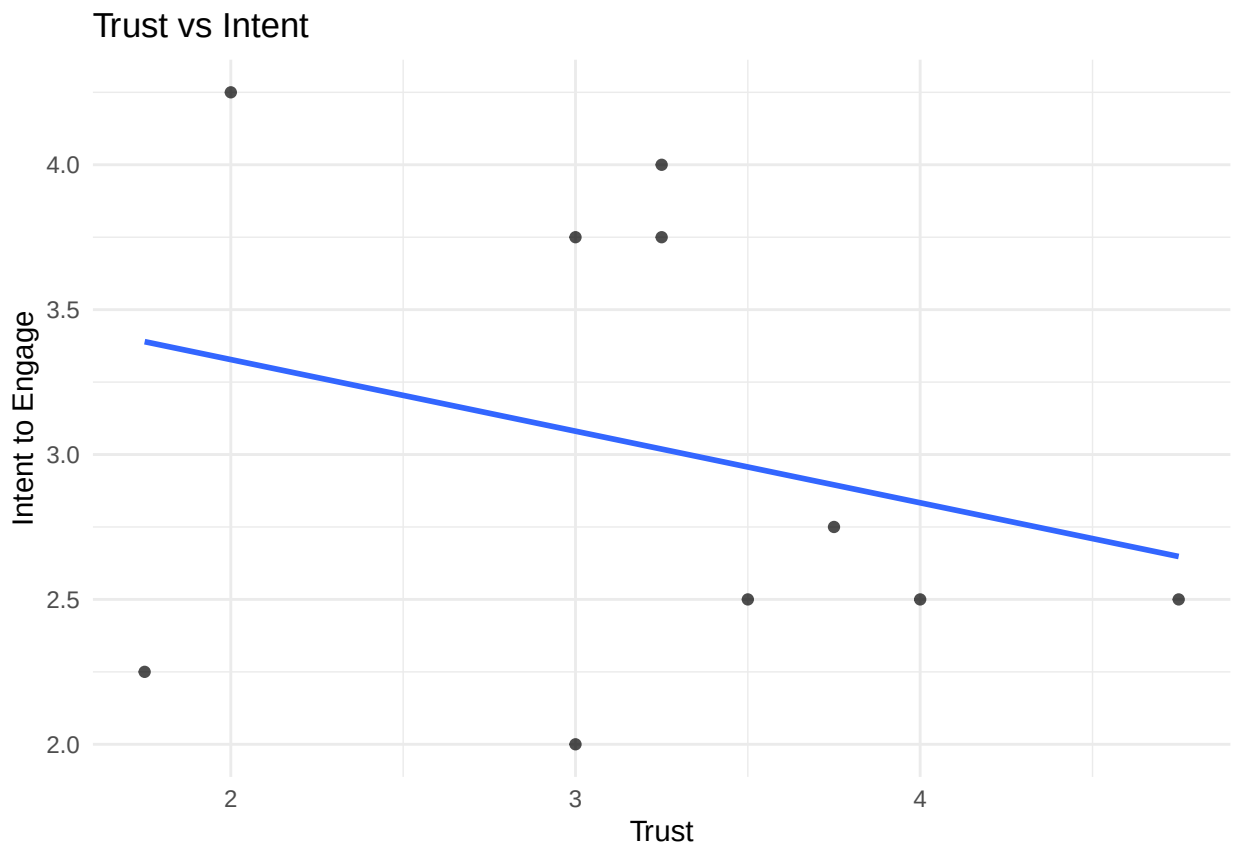

```
######Trust################################################
#AI vs HR
JAR_Social_Invitees %>%
  ggplot(aes(Trust, Intent), color = factor(Condition)) +
  geom_point(alpha = 0.7) +
  geom_smooth(method = "lm", se = FALSE) +
  facet_wrap(~ Condition, labeller = labeller(Condition = c("1" = "AI Condition", "2" = "HR Condition"))
  labs(title = "Trust vs Intent to Engage based on each condition",
       x = "Trust",
       y = "Intent to Engage",
       color = "Condition") +
  theme_minimal()
```

```
## `geom_smooth()` using formula = 'y ~ x'
```



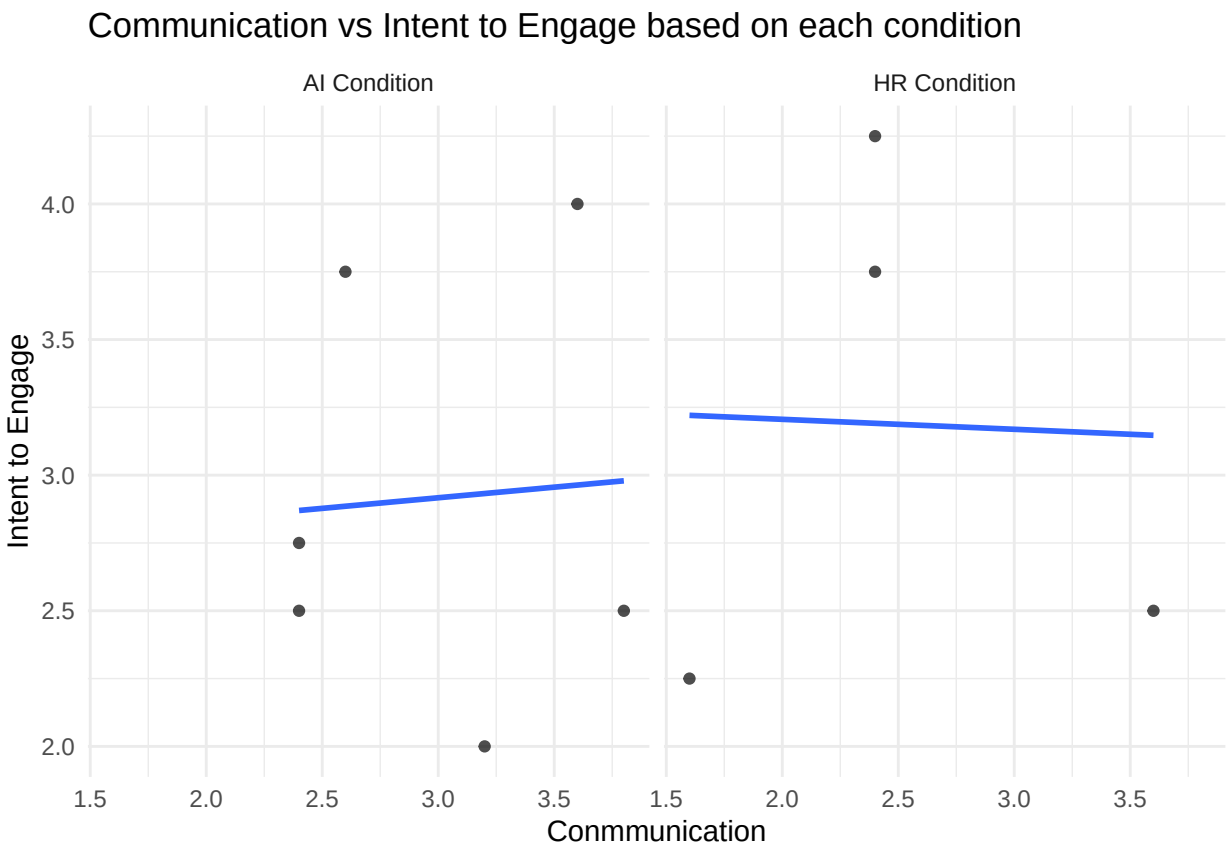

```
#whole data set
JAR_Social_Invitees %>%
  ggplot(aes(Trust, Intent)) +
  geom_point(alpha = 0.7) +
  geom_smooth(method = "lm", se = FALSE) +
  labs(title = "Trust vs Intent",
       x = "Trust",
       y = "Intent to Engage") +
  theme_minimal()
```

```
## `geom_smooth()` using formula = 'y ~ x'
```



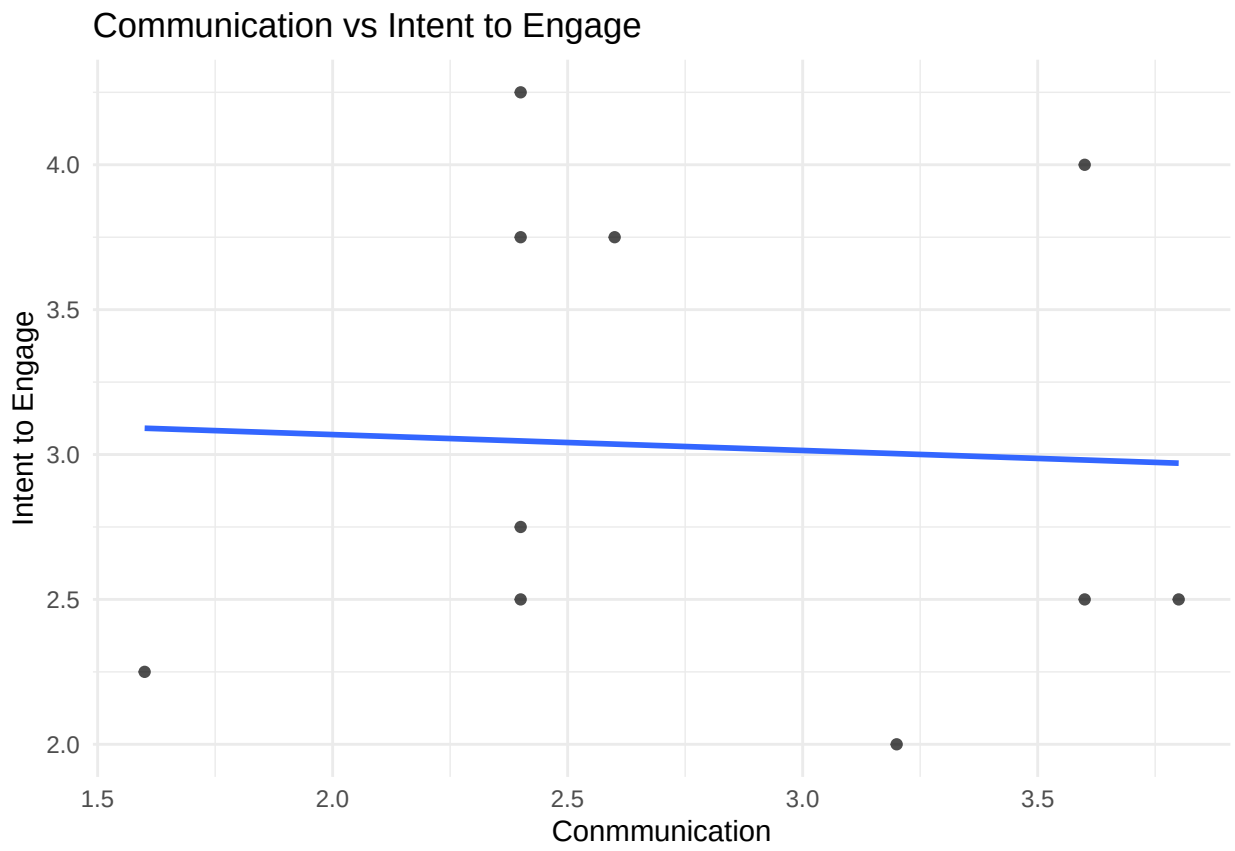

```
######Communication#############################################
#AI vs HR
JAR_Social_Invitees %>%
  ggplot(aes(Communication, Intent), color = factor(Condition)) +
  geom_point(alpha = 0.7) +
  geom_smooth(method = "lm", se = FALSE) +
  facet_wrap(~ Condition, labeller = labeller(Condition = c("1" = "AI Condition", "2" = "HR Condition"))
  labs(title = "Communication vs Intent to Engage based on each condition",
       x = "Conmmunication",
       y = "Intent to Engage",
       color = "Condition") +
  theme_minimal()
```

```
## `geom_smooth()` using formula = 'y ~ x'
```



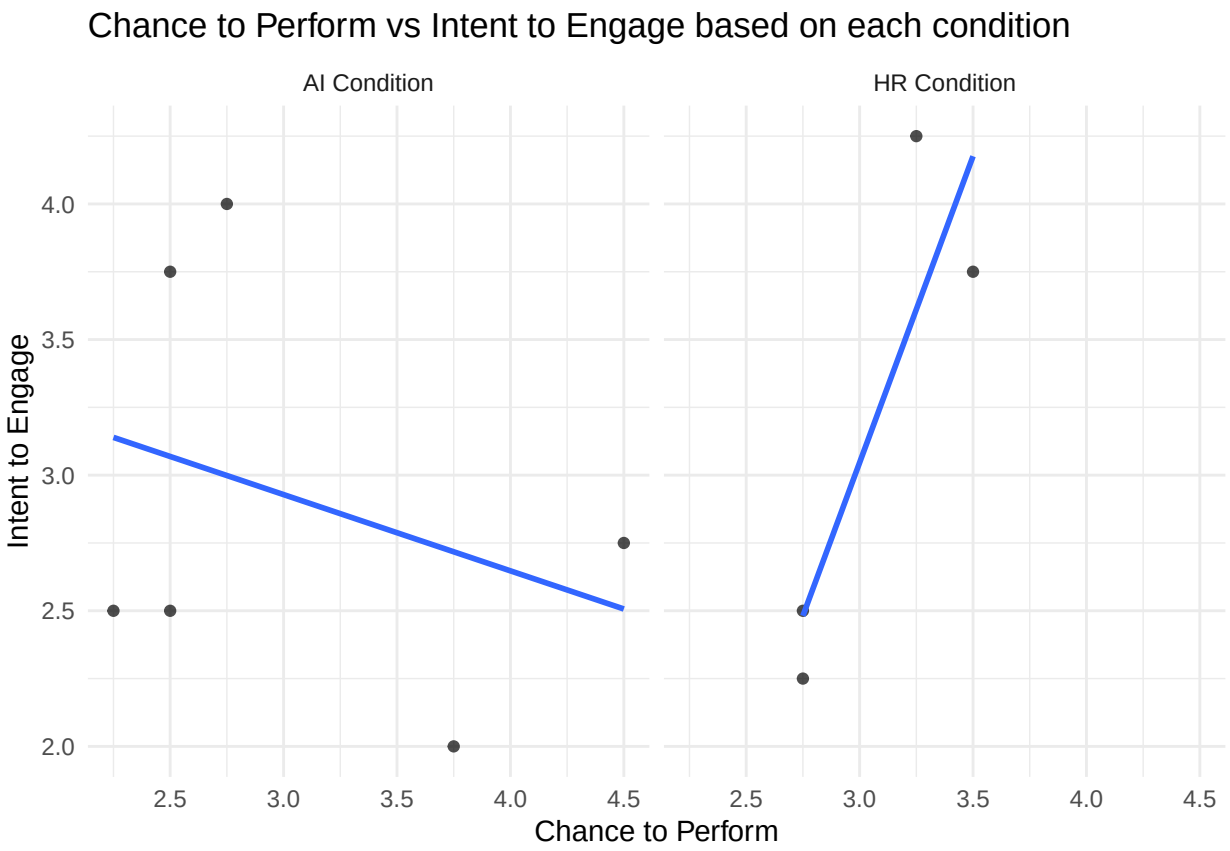

```
# whole dataset
JAR_Social_Invitees %>%
  ggplot(aes(Communication, Intent)) +
  geom_point(alpha = 0.7) +
  geom_smooth(method = "lm", se = FALSE) +
  labs(title = "Communication vs Intent to Engage",
       x = "Conmmunication",
       y = "Intent to Engage") +
  theme_minimal()
```

```
## `geom_smooth()` using formula = 'y ~ x'
```



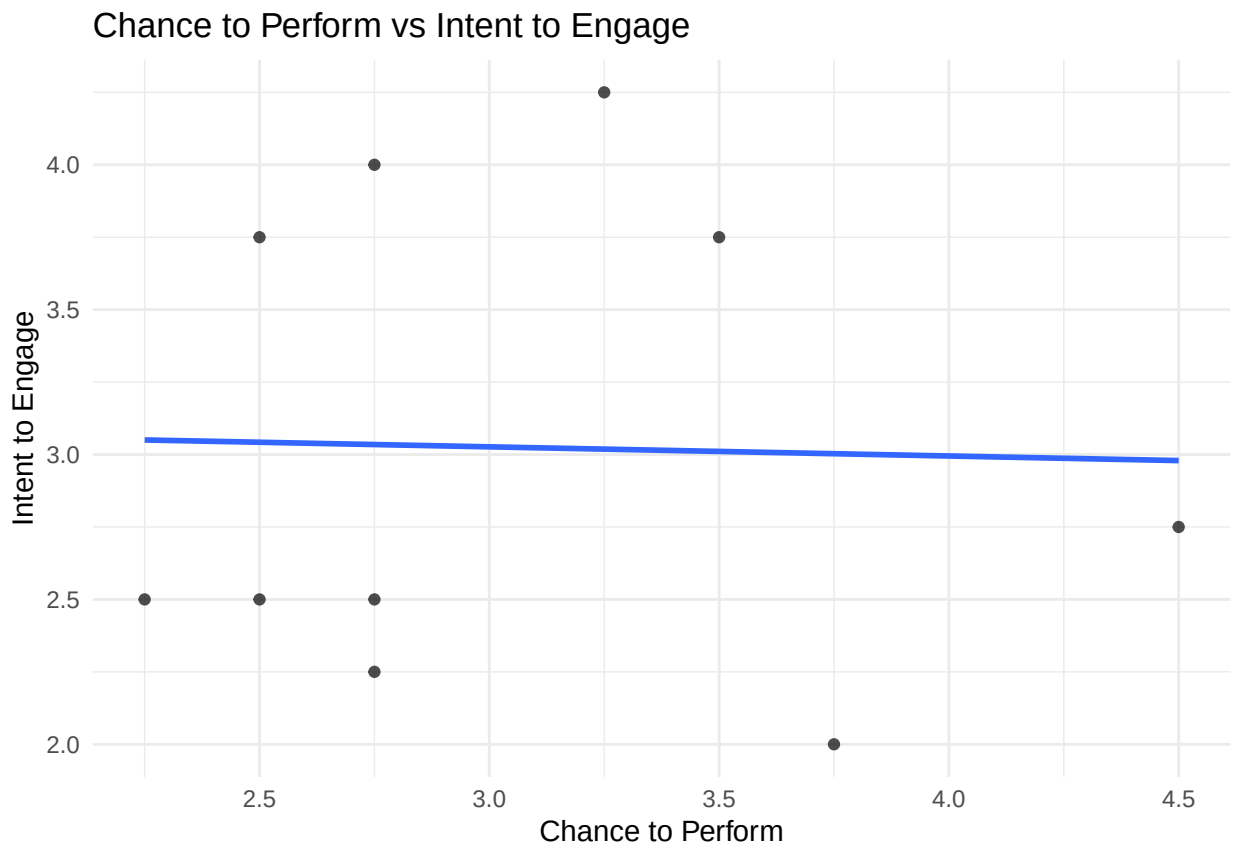

```
######Chance to Perform#####################################
#AI vs HR
JAR_Social_Invitees %>%
  ggplot(aes(Chance_Perform, Intent), color = factor(Condition)) +
  geom_point(alpha = 0.7) +
  geom_smooth(method = "lm", se = FALSE) +
  facet_wrap(~ Condition, labeller = labeller(Condition = c("1" = "AI Condition", "2" = "HR Condition"))
  labs(title = "Chance to Perform vs Intent to Engage based on each condition",
       x = "Chance to Perform",
       y = "Intent to Engage",
       color = "Condition") +
  theme_minimal()
```

```
## `geom_smooth()` using formula = 'y ~ x'
```



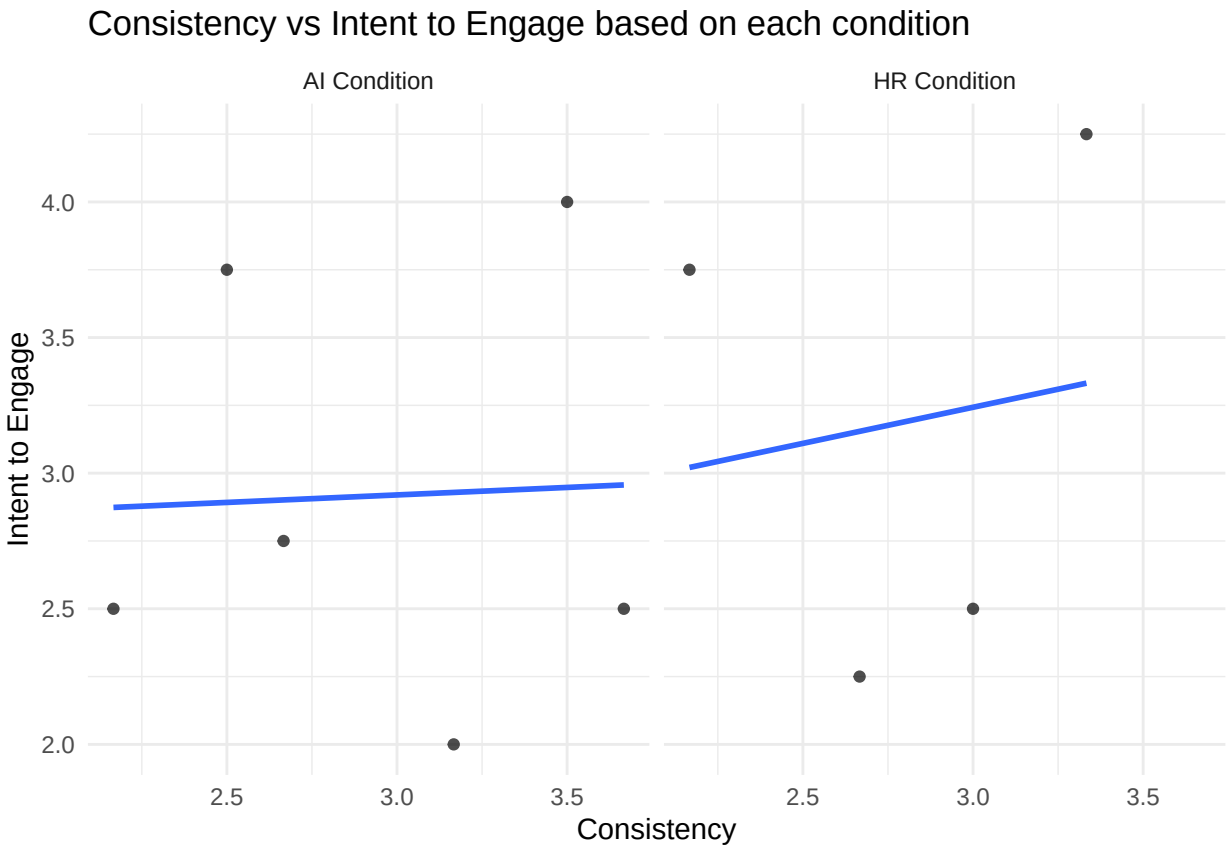

```
#whole dataset
JAR_Social_Invitees %>%
  ggplot(aes(Chance_Perform, Intent)) +
  geom_point(alpha = 0.7) +
  geom_smooth(method = "lm", se = FALSE) +
  labs(title = "Chance to Perform vs Intent to Engage",
       x = "Chance to Perform",
       y = "Intent to Engage") +
  theme_minimal()
```

```
## `geom_smooth()` using formula = 'y ~ x'
```



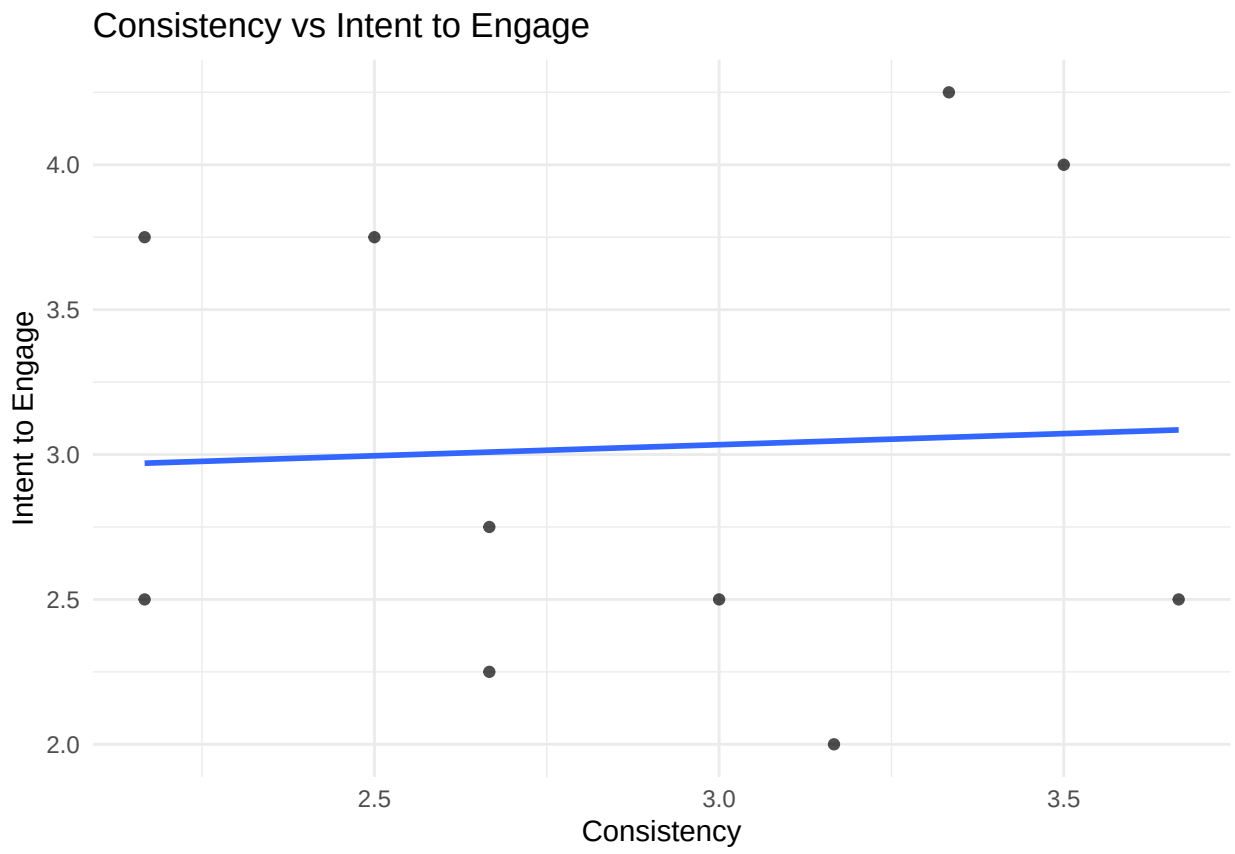

```
######Consistency##############################
#AI vs HR
JAR_Social_Invitees %>%
  ggplot(aes(Consistency, Intent), color = factor(Condition)) +
  geom_point(alpha = 0.7) +
  geom_smooth(method = "lm", se = FALSE) +
  facet_wrap(~ Condition, labeller = labeller(Condition = c("1" = "AI Condition", "2" = "HR Condition"))
  labs(title = "Consistency vs Intent to Engage based on each condition",
       x = "Consistency",
       y = "Intent to Engage",
       color = "Condition") +
  theme_minimal()
```

```
## `geom_smooth()` using formula = 'y ~ x'
```



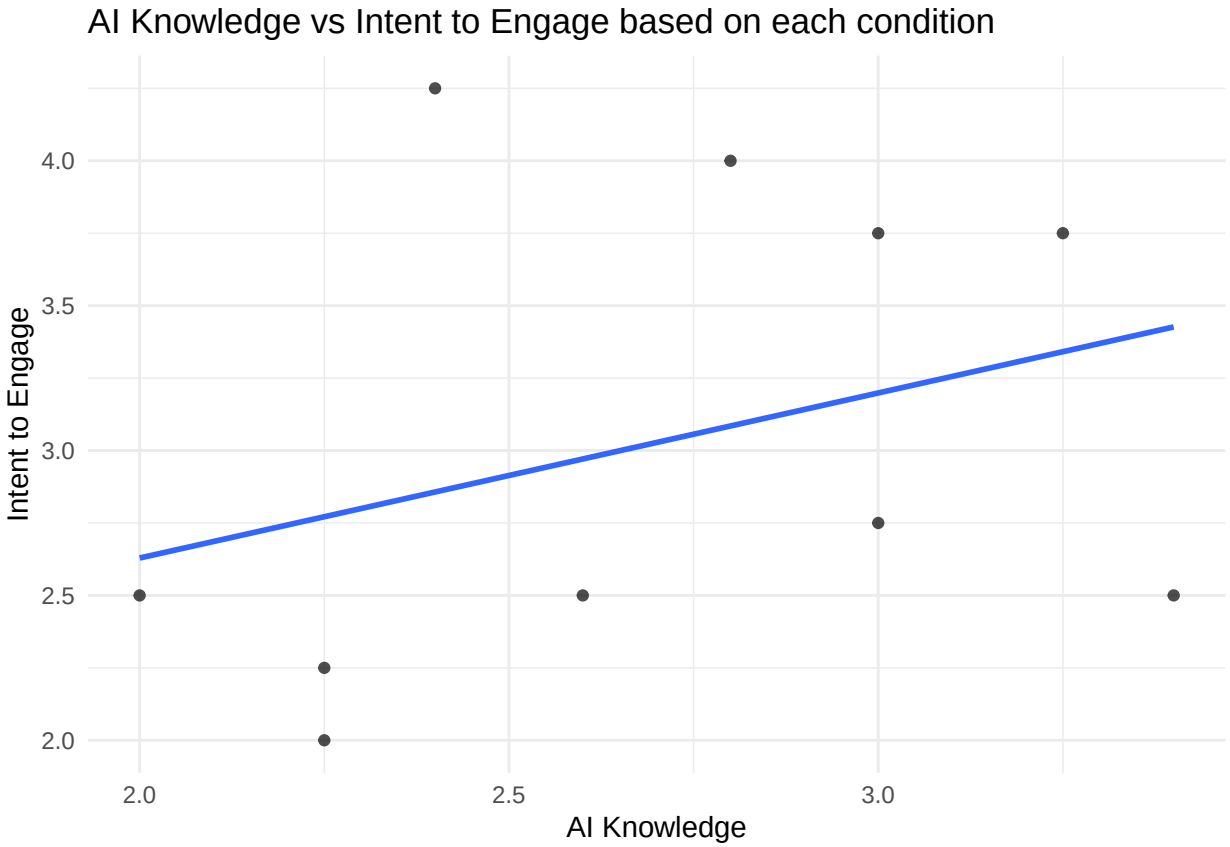

```
#whole dataset
JAR_Social_Invitees %>%
  ggplot(aes(Consistency, Intent)) +
  geom_point(alpha = 0.7) +
  geom_smooth(method = "lm", se = FALSE) +
  labs(title = "Consistency vs Intent to Engage",
       x = "Consistency",
       y = "Intent to Engage") +
  theme_minimal()
```

```
## `geom_smooth()` using formula = 'y ~ x'
```




```
######AI Knowledge##############################################
ggplot(JAR_Social_Invitees, aes(x = AI_Knowledge, y = Intent)) +
  geom_point(data = subset(JAR_Social_Invitees, !is.na(AI_Knowledge) & !is.na(Intent)),
             aes(x = AI_Knowledge, y = Intent),
             alpha = 0.7) +
  geom_smooth(data = subset(JAR_Social_Invitees, !is.na(AI_Knowledge) & !is.na(Intent)),
              method = "lm", se = FALSE) +
  labs(
    title = "AI Knowledge vs Intent to Engage based on each condition",
    x = "AI Knowledge",
    y = "Intent to Engage"
  ) +
  theme_minimal()
```

```
## `geom_smooth()` using formula = 'y ~ x'
```




```
######Organizational Attraction##############################
alpha(JAR_Social_Invitees %>%
        dplyr::select(Org_Attraction_1_num:Org_Attraction_6_num))
```

```
## Warning in alpha(JAR_Social_Invitees %>% dplyr::select(Org_Attraction_1_num:Org_Attraction_6_num)): S
## should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

## Some items ( Org_Attraction_5_num Org_Attraction_6_num ) were negatively correlated with the total sc
## probably should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

##
## Reliability analysis
## Call: alpha(x = JAR_Social_Invitees %>% dplyr::select(Org_Attraction_1_num:Org_Attraction_6_num))
##
##   raw_alpha std.alpha G6(smc) average_r    S/N  ase mean   sd median_r
##    -0.0092    -0.012    0.17   -0.0021 -0.012 0.49  3.1 0.57    0.064
##
##     95% confidence boundaries
##          lower alpha upper
## Feldt    -1.43 -0.01  0.71
## Duhachek -0.98 -0.01  0.96
##
##  Reliability if an item is dropped:
```

```
##                       raw_alpha std.alpha G6(smc) average_r    S/N alpha se
## Org_Attraction_1_num    -0.213    -0.192   0.032   -0.0332 -0.161     0.62
## Org_Attraction_2_num     0.085     0.099   0.190    0.0214  0.109     0.46
## Org_Attraction_3_num    -0.078    -0.096   0.098   -0.0178 -0.087     0.54
## Org_Attraction_4_num    -0.086    -0.099   0.083   -0.0183 -0.090     0.54
## Org_Attraction_5_num     0.045     0.027   0.156    0.0055  0.028     0.47
## Org_Attraction_6_num     0.131     0.134   0.228    0.0300  0.155     0.42
##                       var.r  med.r
## Org_Attraction_1_num 0.043 -0.011
## Org_Attraction_2_num 0.040  0.082
## Org_Attraction_3_num 0.045  0.064
## Org_Attraction_4_num 0.035  0.064
## Org_Attraction_5_num 0.040  0.064
## Org_Attraction_6_num 0.037  0.082
##
##  Item statistics
##                        n raw.r std.r  r.cor r.drop mean  sd
## Org_Attraction_1_num 10  0.58  0.53  0.440  0.139  2.9 1.6
## Org_Attraction_2_num 10  0.33  0.31 -0.025 -0.087  3.3 1.4
## Org_Attraction_3_num 10  0.38  0.47  0.284  0.080  2.7 1.1
## Org_Attraction_4_num 10  0.47  0.47  0.335  0.062  3.3 1.4
## Org_Attraction_5_num 10  0.39  0.37  0.107 -0.048  3.0 1.5
## Org_Attraction_6_num 10  0.26  0.27 -0.131 -0.140  3.3 1.3
##
## Non missing response frequency for each item
##                         1   2   3   4   5 miss
## Org_Attraction_1_num 0.3 0.1 0.2 0.2 0.2    0
## Org_Attraction_2_num 0.1 0.2 0.3 0.1 0.3    0
## Org_Attraction_3_num 0.1 0.4 0.2 0.3 0.0    0
## Org_Attraction_4_num 0.1 0.2 0.3 0.1 0.3    0
## Org_Attraction_5_num 0.2 0.2 0.2 0.2 0.2    0
## Org_Attraction_6_num 0.2 0.0 0.2 0.5 0.1    0
```

```
######Trust#################################################
alpha(JAR_Social_Invitees %>%
        dplyr::select(Trust_1_num:Trust_4_num))
```

```
## Warning in alpha(JAR_Social_Invitees %>% dplyr::select(Trust_1_num:Trust_4_num)): Some items were ne
## should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

## Some items ( Trust_2_num ) were negatively correlated with the total scale and
## probably should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

##
## Reliability analysis
## Call: alpha(x = JAR_Social_Invitees %>% dplyr::select(Trust_1_num:Trust_4_num))
##
##   raw_alpha std.alpha G6(smc) average_r  S/N  ase mean   sd median_r
##       0.26      0.26    0.35     0.081 0.35 0.37  3.2 0.89   -0.046
##
##     95% confidence boundaries
```

```
##          lower alpha upper
## Feldt    -0.93  0.26  0.79
## Duhachek -0.46  0.26  0.99
##
##  Reliability if an item is dropped:
##              raw_alpha std.alpha G6(smc) average_r   S/N alpha se  var.r  med.r
## Trust_1_num     -0.27     -0.28   -0.17    -0.079 -0.22     0.68 0.0017 -0.096
## Trust_2_num      0.49      0.50    0.50     0.250  1.00     0.28 0.0707  0.286
## Trust_3_num      0.10      0.11    0.13     0.039  0.12     0.49 0.0464 -0.060
## Trust_4_num      0.29      0.28    0.32     0.113  0.38     0.38 0.1100 -0.060
##
##  Item statistics
##              n raw.r std.r r.cor r.drop mean  sd
## Trust_1_num 10  0.77  0.77  0.80  0.484  3.2 1.5
## Trust_2_num 10  0.30  0.33 -0.18 -0.126  3.6 1.5
## Trust_3_num 10  0.68  0.61  0.49  0.202  2.9 1.9
## Trust_4_num 10  0.47  0.51  0.21  0.063  3.2 1.5
##
## Non missing response frequency for each item
##                1   2   3   4   5 miss
## Trust_1_num 0.2 0.1 0.2 0.3 0.2    0
## Trust_2_num 0.1 0.2 0.1 0.2 0.4    0
## Trust_3_num 0.3 0.3 0.0 0.0 0.4    0
## Trust_4_num 0.2 0.1 0.2 0.3 0.2    0
```

```
######Communication#############################################
alpha(JAR_Social_Invitees %>%
        dplyr::select(Communication_1_num:Communication_5_num))
```

```
## Warning in alpha(JAR_Social_Invitees %>% dplyr::select(Communication_1_num:Communication_5_num)): So
## should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

## Some items ( Communication_1_num Communication_5_num ) were negatively correlated with the total sca
## probably should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

##
## Reliability analysis
## Call: alpha(x = JAR_Social_Invitees %>% dplyr::select(Communication_1_num:Communication_5_num))
##
##   raw_alpha std.alpha G6(smc) average_r   S/N  ase mean   sd median_r
##      -0.12     -0.13    0.25    -0.024 -0.12 0.55  2.8 0.71   -0.002
##
##     95% confidence boundaries
##          lower alpha upper
## Feldt    -1.78 -0.12  0.68
## Duhachek -1.20 -0.12  0.97
##
##  Reliability if an item is dropped:
##                     raw_alpha std.alpha  G6(smc) average_r    S/N alpha se
## Communication_1_num     0.190     0.226  4.3e-01    0.0680  0.292     0.43
## Communication_2_num    -1.005    -1.036 -3.6e-01   -0.1457 -0.509     1.06
```

```
## Communication_3_num     0.068     0.067  3.1e-01    0.0176  0.072     0.48
## Communication_4_num    -0.266    -0.311  6.2e-05   -0.0630 -0.237     0.63
## Communication_5_num     0.070     0.013  2.6e-01    0.0033  0.013     0.45
##                      var.r  med.r
## Communication_1_num 0.115  0.147
## Communication_2_num 0.117 -0.318
## Communication_3_num 0.090  0.057
## Communication_4_num 0.077 -0.002
## Communication_5_num 0.123 -0.002
##
##  Item statistics
##                       n raw.r std.r  r.cor r.drop mean  sd
## Communication_1_num 10  0.13  0.17 -0.394 -0.283  3.0 1.5
## Communication_2_num 10  0.77  0.77  0.898  0.445  2.2 1.6
## Communication_3_num 10  0.31  0.31 -0.027 -0.159  3.0 1.6
## Communication_4_num 10  0.53  0.54  0.532  0.063  2.7 1.7
## Communication_5_num 10  0.39  0.35  0.054 -0.143  3.1 1.9
##
## Non missing response frequency for each item
##                        1   2   3   4   5 miss
## Communication_1_num 0.2 0.2 0.2 0.2 0.2    0
## Communication_2_num 0.5 0.2 0.1 0.0 0.2    0
## Communication_3_num 0.2 0.3 0.1 0.1 0.3    0
## Communication_4_num 0.4 0.1 0.1 0.2 0.2    0
## Communication_5_num 0.3 0.2 0.0 0.1 0.4    0
```

```
######Chance to Perform#########################################
alpha(JAR_Social_Invitees %>%
       dplyr::select(Chance_Perform_1_num:Chance_Perform_4_num))
```

```
## Warning in alpha(JAR_Social_Invitees %>% dplyr::select(Chance_Perform_1_num:Chance_Perform_4_num)): S
## should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

## Some items ( Chance_Perform_3_num Chance_Perform_4_num ) were negatively correlated with the total s
## probably should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

## Warning in sqrt(Vtc): NaNs produced

##
## Reliability analysis
## Call: alpha(x = JAR_Social_Invitees %>% dplyr::select(Chance_Perform_1_num:Chance_Perform_4_num))
##
##   raw_alpha std.alpha G6(smc) average_r   S/N ase mean  sd median_r
##      -0.23     -0.39   -0.15    -0.075 -0.28 0.6    3 0.7    -0.13
##
##     95% confidence boundaries
##          lower alpha upper
## Feldt    -2.23 -0.23  0.66
## Duhachek -1.39 -0.23  0.94
##
##  Reliability if an item is dropped:
```

```
##                       raw_alpha std.alpha G6(smc) average_r    S/N alpha se
## Chance_Perform_1_num   -0.2993    -0.350  -0.194   -0.0945 -0.259     0.68
## Chance_Perform_2_num   -0.7739    -0.719  -0.362   -0.1620 -0.418     0.96
## Chance_Perform_3_num    0.1017    -0.114   0.028   -0.0354 -0.102     0.41
## Chance_Perform_4_num    0.0041    -0.025   0.091   -0.0083 -0.025     0.53
##                        var.r  med.r
## Chance_Perform_1_num 0.0098 -0.062
## Chance_Perform_2_num 0.0170 -0.204
## Chance_Perform_3_num 0.0861 -0.204
## Chance_Perform_4_num 0.0833 -0.062
##
##  Item statistics
##                        n raw.r std.r r.cor r.drop mean   sd
## Chance_Perform_1_num 10  0.61  0.47   NaN -0.042  3.5 1.78
## Chance_Perform_2_num 10  0.68  0.59   NaN  0.125  2.4 1.65
## Chance_Perform_3_num 10  0.34  0.37   NaN -0.220  3.1 1.52
## Chance_Perform_4_num 10  0.07  0.33   NaN -0.253  3.2 0.92
##
## Non missing response frequency for each item
##                         1   2   3   4   5 miss
## Chance_Perform_1_num 0.2 0.2 0.0 0.1 0.5    0
## Chance_Perform_2_num 0.4 0.3 0.0 0.1 0.2    0
## Chance_Perform_3_num 0.1 0.4 0.1 0.1 0.3    0
## Chance_Perform_4_num 0.0 0.2 0.5 0.2 0.1    0
```

```
######Consistency AI#####################################
alpha(JAR_Social_Invitees %>%
       dplyr::select(Consistency_AI_1_num:Consistency_AI_3_num))
```

```
## Warning in alpha(JAR_Social_Invitees %>% dplyr::select(Consistency_AI_1_num:Consistency_AI_3_num)): S
## should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

## Some items ( Consistency_AI_2_num ) were negatively correlated with the total scale and
## probably should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

##
## Reliability analysis
## Call: alpha(x = JAR_Social_Invitees %>% dplyr::select(Consistency_AI_1_num:Consistency_AI_3_num))
##
##   raw_alpha std.alpha G6(smc) average_r    S/N  ase mean   sd median_r
##     -0.039    -0.029    0.11   -0.0094 -0.028 0.57  2.9 0.81    -0.11
##
##     95% confidence boundaries
##          lower alpha upper
## Feldt    -2.04 -0.04  0.72
## Duhachek -1.16 -0.04  1.08
##
##  Reliability if an item is dropped:
##                       raw_alpha std.alpha G6(smc) average_r   S/N alpha se var.r
## Consistency_AI_1_num     -0.26     -0.26   -0.11     -0.11 -0.21      0.8    NA
## Consistency_AI_2_num      0.52      0.53    0.36      0.36  1.11      0.3    NA
```

```
## Consistency_AI_3_num     -0.74     -0.74   -0.27     -0.27 -0.43      1.1    NA
##                       med.r
## Consistency_AI_1_num -0.11
## Consistency_AI_2_num  0.36
## Consistency_AI_3_num -0.27
##
##  Item statistics
##                        n raw.r std.r r.cor r.drop mean  sd
## Consistency_AI_1_num 10  0.65  0.63  0.47  0.052  2.7 1.5
## Consistency_AI_2_num 10  0.36  0.36 -0.55 -0.238  3.6 1.4
## Consistency_AI_3_num 10  0.71  0.72  0.65  0.209  2.5 1.4
##
## Non missing response frequency for each item
##                         1   2   3   4   5 miss
## Consistency_AI_1_num 0.3 0.2 0.1 0.3 0.1    0
## Consistency_AI_2_num 0.1 0.1 0.3 0.1 0.4    0
## Consistency_AI_3_num 0.3 0.2 0.3 0.1 0.1    0
```

```
######Consistency HR#####################################
alpha(JAR_Social_Invitees %>%
       dplyr::select(Consistency_HR_1_num:Consistency_HR_3_num))
```

```
## Warning in alpha(JAR_Social_Invitees %>% dplyr::select(Consistency_HR_1_num:Consistency_HR_3_num)): S
## should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

## Some items ( Consistency_HR_3_num ) were negatively correlated with the total scale and
## probably should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

## Warning in sqrt(Vtc): NaNs produced

##
## Reliability analysis
## Call: alpha(x = JAR_Social_Invitees %>% dplyr::select(Consistency_HR_1_num:Consistency_HR_3_num))
##
##   raw_alpha std.alpha G6(smc) average_r   S/N  ase mean   sd median_r
##       -0.4     -0.55  -0.061     -0.13 -0.35 0.71  2.8 0.72  1.9e-20
##
##     95% confidence boundaries
##          lower alpha upper
## Feldt    -3.09  -0.4  0.62
## Duhachek -1.78  -0.4  0.99
##
##  Reliability if an item is dropped:
##                       raw_alpha std.alpha G6(smc) average_r   S/N alpha se var.r
## Consistency_HR_1_num     -1.84     -2.44   -0.55     -0.55 -0.71     1.49    NA
## Consistency_HR_2_num      0.00      0.00    0.00      0.00  0.00     0.63    NA
## Consistency_HR_3_num      0.23      0.26    0.15      0.15  0.35     0.43    NA
##                         med.r
## Consistency_HR_1_num -5.5e-01
## Consistency_HR_2_num  1.9e-20
## Consistency_HR_3_num  1.5e-01
```

```
##
##  Item statistics
##                        n raw.r std.r r.cor r.drop mean   sd
## Consistency_HR_1_num 10  0.78  0.78   NaN   0.10  3.0 1.56
## Consistency_HR_2_num 10  0.13  0.40   NaN  -0.29  2.3 0.95
## Consistency_HR_3_num 10  0.51  0.30   NaN  -0.27  3.2 1.62
##
## Non missing response frequency for each item
##                         1   2   3   4   5 miss
## Consistency_HR_1_num 0.2 0.3 0.0 0.3 0.2    0
## Consistency_HR_2_num 0.2 0.4 0.3 0.1 0.0    0
## Consistency_HR_3_num 0.2 0.2 0.1 0.2 0.3    0
```

```
######Intent to Engage#####################################
alpha(JAR_Social_Invitees %>%
        dplyr::select(Intent_Engag_1_num:Intent_Engag_4_num))
```

```
## Warning in alpha(JAR_Social_Invitees %>% dplyr::select(Intent_Engag_1_num:Intent_Engag_4_num)): Some
## should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

## Some items ( Intent_Engag_3_num ) were negatively correlated with the total scale and
## probably should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

##
## Reliability analysis
## Call: alpha(x = JAR_Social_Invitees %>% dplyr::select(Intent_Engag_1_num:Intent_Engag_4_num))
##
##   raw_alpha std.alpha G6(smc) average_r S/N  ase mean   sd median_r
##        0.5       0.5     0.8       0.2   1 0.27    3 0.82     0.28
##
##     95% confidence boundaries
##          lower alpha upper
## Feldt    -0.33   0.5  0.86
## Duhachek -0.03   0.5  1.02
##
##  Reliability if an item is dropped:
##                     raw_alpha std.alpha G6(smc) average_r  S/N alpha se var.r
## Intent_Engag_1_num      0.46      0.46    0.38     0.223 0.86     0.29 0.010
## Intent_Engag_2_num      0.29      0.28    0.68     0.115 0.39     0.39 0.254
## Intent_Engag_3_num      0.67      0.68    0.61     0.413 2.11     0.18 0.019
## Intent_Engag_4_num      0.12      0.13    0.46     0.048 0.15     0.48 0.226
##                     med.r
## Intent_Engag_1_num  0.25
## Intent_Engag_2_num  0.30
## Intent_Engag_3_num  0.49
## Intent_Engag_4_num  0.11
##
##  Item statistics
##                       n raw.r std.r r.cor r.drop mean  sd
## Intent_Engag_1_num 10  0.57  0.60  0.59 0.2442  3.4 1.2
## Intent_Engag_2_num 10  0.73  0.73  0.60 0.4259  2.8 1.3
```

```
## Intent_Engag_3_num 10  0.42  0.38  0.30 0.0055  2.9 1.4
## Intent_Engag_4_num 10  0.81  0.81  0.77 0.5720  3.0 1.3
##
## Non missing response frequency for each item
##                       1   2   3   4   5 miss
## Intent_Engag_1_num 0.0 0.3 0.2 0.3 0.2    0
## Intent_Engag_2_num 0.2 0.2 0.3 0.2 0.1    0
## Intent_Engag_3_num 0.2 0.2 0.2 0.3 0.1    0
## Intent_Engag_4_num 0.1 0.3 0.3 0.1 0.2    0
```

```
######AI Knowledge#######################################
alpha(JAR_Social_Invitees %>%
        dplyr::select(AI_Knowledge_Experei_1_num:AI_Knowledge_Experei_5_num))
```

```
## Warning in cor.smooth(r): Matrix was not positive definite, smoothing was done

## In factor.stats, I could not find the RMSEA upper bound . Sorry about that

## Warning in alpha(JAR_Social_Invitees %>% dplyr::select(AI_Knowledge_Experei_1_num:AI_Knowledge_Experei
## should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

## Some items ( AI_Knowledge_Experei_2_num AI_Knowledge_Experei_5_num ) were negatively correlated with
## probably should be reversed.
## To do this, run the function again with the 'check.keys=TRUE' option

## In smc, smcs > 1 were set to 1.0

## In smc, smcs < 0 were set to .0

## In smc, smcs > 1 were set to 1.0

## In smc, smcs < 0 were set to .0

## In smc, smcs > 1 were set to 1.0
## In smc, smcs > 1 were set to 1.0
## In smc, smcs > 1 were set to 1.0
## In smc, smcs > 1 were set to 1.0

## In smc, smcs < 0 were set to .0

##
## Reliability analysis
## Call: alpha(x = JAR_Social_Invitees %>% dplyr::select(AI_Knowledge_Experei_1_num:AI_Knowledge_Experei
##
##   raw_alpha std.alpha G6(smc) average_r   S/N ase mean   sd median_r
##      -0.77     -0.84   0.048      -0.1 -0.46 0.8  2.7 0.47   -0.058
##
##     95% confidence boundaries
##          lower alpha upper
## Feldt    -3.41 -0.77   0.5
```

```
## Duhachek -2.33 -0.77   0.8
##
##  Reliability if an item is dropped:
##                            raw_alpha std.alpha G6(smc) average_r   S/N alpha se
## AI_Knowledge_Experei_1_num     -0.53     -1.03    0.29    -0.145 -0.51     0.64
## AI_Knowledge_Experei_2_num     -3.34     -1.81    0.47    -0.192 -0.64     0.57
## AI_Knowledge_Experei_3_num     -0.19     -0.34    0.88    -0.068 -0.25     0.56
## AI_Knowledge_Experei_4_num     -2.20     -3.46   -0.51    -0.241 -0.78     1.46
## AI_Knowledge_Experei_5_num      0.28      0.40    1.00     0.143  0.67     0.39
##                            var.r  med.r
## AI_Knowledge_Experei_1_num  0.35 -0.124
## AI_Knowledge_Experei_2_num  0.44 -0.218
## AI_Knowledge_Experei_3_num  0.48  0.067
## AI_Knowledge_Experei_4_num  0.26 -0.385
## AI_Knowledge_Experei_5_num  0.20  0.247
##
##  Item statistics
##                             n  raw.r std.r r.cor r.drop mean   sd
## AI_Knowledge_Experei_1_num 10  0.382  0.50  1.43  -0.23  3.0 1.05
## AI_Knowledge_Experei_2_num  8  0.851  0.66  0.39   0.20  2.8 1.49
## AI_Knowledge_Experei_3_num  8  0.013  0.23 -0.32  -0.42  2.9 0.99
## AI_Knowledge_Experei_4_num  8  0.740  0.83  3.81   0.35  2.1 0.99
## AI_Knowledge_Experei_5_num  9 -0.169 -0.50 -4.93  -0.64  2.8 1.20
##
## Non missing response frequency for each item
##                               1    2    3    4 miss
## AI_Knowledge_Experei_1_num 0.10 0.20 0.30 0.40  0.0
## AI_Knowledge_Experei_2_num 0.38 0.00 0.12 0.50  0.2
## AI_Knowledge_Experei_3_num 0.12 0.12 0.50 0.25  0.2
## AI_Knowledge_Experei_4_num 0.25 0.50 0.12 0.12  0.2
## AI_Knowledge_Experei_5_num 0.22 0.11 0.33 0.33  0.1
```

here we are checking for multi-collinearity

```
#correlation (0.6 start worrying or 0.7 should be worried)

# Selecting relevant variables for correlation analysis
Corr_JAR_Social_Invitees_data <- JAR_Social_Invitees %>%
  dplyr::select(c(Condition, Org_Attraction_1_num:Consistency_HR_3_num,Intent_Engag_1_num:AI_Knowledge_
  mutate(Condition = as.numeric(factor(Condition,
levels = c(1, 2),
labels = c(1, 2))))


#correlation for main variables
Corr_JAR_Social_Invitees_data %>%
  dplyr::select(c(Condition,Org_Attraction:Intent)) %>%
  tab_corr(corr.method = c("pearson"), digits = 2, title = "Correlation for main variables")
```

Correlation for main variables

Condition

Org_Attraction

Trust

Communication

Chance_Perform

Consistency

Intent

Condition

0.06

-0.46

-0.36

0.02

-0.15

0.17

Org_Attraction

0.06

-0.23

-0.61

0.59

-0.58

-0.09

Trust

-0.46

-0.23

0.41

-0.07

-0.26

-0.27

Communication

-0.36

-0.61

0.41

-0.26

0.67*

-0.05

Chance_Perform

0.02

0.59

-0.07

-0.26

-0.16

-0.03

Consistency

-0.15

-0.58

-0.26

0.67*

-0.16

0.05

Intent

0.17

-0.09

-0.27

-0.05

-0.03

0.05

Computed correlation used pearson-method with listwise-deletion.

```
#Groupwise correlation for main variables for AI condition
JAR_Social_Invitees %>%
  filter(Condition == 1) %>%
  dplyr::select(c(Org_Attraction:Intent)) %>%
  tab_corr(corr.method = c("pearson"), digits = 2, title ="Groupwise correlation for main variables for
```

Groupwise correlation for main variables for AI condition

Org_Attraction

Trust

Communication

Chance_Perform

Consistency

Intent

Org_Attraction

-0.05

-0.52

0.69

-0.44

-0.33

Trust

-0.05

-0.46

-0.11

-0.55

-0.31

Communication

-0.52

-0.46

-0.36

0.96**

0.06

Chance_Perform

0.69

-0.11

-0.36

-0.12

-0.32

Consistency

-0.44

-0.55

0.96**

-0.12

0.04

Intent

-0.33

-0.31

0.06

-0.32

0.04

Computed correlation used pearson-method with listwise-deletion.

```
#Groupwise correlation for main variables for HR condition
JAR_Social_Invitees %>%
  filter(Condition == 2) %>%
  dplyr::select(c(Org_Attraction:Intent)) %>%
  tab_corr(corr.method = c("pearson"), digits = 2, title = "Groupwise correlation for main variables fo
```

Groupwise correlation for main variables for HR condition

Org_Attraction

Trust

Communication

Chance_Perform

Consistency

Intent

Org_Attraction

-0.37

-0.75

0.51

-0.81

0.14

Trust

-0.37

0.88

0.00

-0.21

-0.14

Communication

-0.75

0.88

-0.13

0.28

-0.03

Chance_Perform

0.51

0.00

-0.13

-0.35

0.88

Consistency

-0.81

-0.21

0.28

-0.35

0.14

Intent

0.14

-0.14

-0.03

0.88

0.14

Computed correlation used pearson-method with listwise-deletion.

```
#Checking multi-collinearity: correlation with everything in the model
cor_matrix <- cor(Corr_JAR_Social_Invitees_data, use = "pairwise.complete.obs")
print(round(cor_matrix, 2))
```

```
##                          Condition Org_Attraction_1_num Org_Attraction_2_num
## Condition                     1.00                -0.08                 0.58
## Org_Attraction_1_num         -0.08                 1.00                 0.06
## Org_Attraction_2_num          0.58                 0.06                 1.00
## Org_Attraction_3_num          0.04                 0.18                -0.23
## Org_Attraction_4_num          0.12                 0.21                 0.17
```

```
## Org_Attraction_5_num          -0.58                0.09               -0.32
## Org_Attraction_6_num           0.13               -0.24                0.06
## Trust_1_num                   -0.41               -0.37               -0.56
## Trust_2_num                   -0.34               -0.16               -0.09
## Trust_3_num                    0.05               -0.23               -0.07
## Trust_4_num                   -0.41                0.10               -0.78
## Communication_1_num           -0.29                0.14               -0.53
## Communication_2_num           -0.24               -0.46                0.02
## Communication_3_num            0.53               -0.17                0.34
## Communication_4_num           -0.23                0.27                0.27
## Communication_5_num           -0.51               -0.37               -0.82
## Chance_Perform_1_num           0.12               -0.29               -0.11
## Chance_Perform_2_num          -0.47               -0.19               -0.10
## Chance_Perform_3_num           0.08                0.23                0.55
## Chance_Perform_4_num           0.52                0.02                0.29
## Consistency_AI_1_num          -0.26                0.03                0.05
## Consistency_AI_2_num          -0.36                0.03               -0.15
## Consistency_AI_3_num           0.16                0.18                0.55
## Consistency_HR_1_num           0.41               -0.45                0.25
## Consistency_HR_2_num           0.41               -0.42                0.26
## Consistency_HR_3_num          -0.50               -0.12               -0.46
## Intent_Engag_1_num             0.07               -0.15               -0.21
## Intent_Engag_2_num             0.46               -0.59                0.15
## Intent_Engag_3_num             0.22               -0.01                0.70
## Intent_Engag_4_num            -0.32               -0.10                0.00
## AI_Knowledge_Experei_1_num     0.00                0.33                0.22
## AI_Knowledge_Experei_2_num    -0.42               -0.41               -0.73
## AI_Knowledge_Experei_3_num    -0.13                0.42                0.62
## AI_Knowledge_Experei_4_num    -0.13               -0.36                0.04
## AI_Knowledge_Experei_5_num     0.14                0.02               -0.29
## Attention_AI_score            -0.73               -0.03               -0.58
## Org_Attraction                 0.06                0.58                0.33
## Trust                         -0.46               -0.30               -0.63
## Communication                 -0.36               -0.29               -0.35
## Chance_Perform                 0.02               -0.17                0.26
## Consistency                   -0.15               -0.30                0.15
## Intent                         0.17               -0.34                0.28
## AI_Knowledge                  -0.24               -0.13               -0.18
##                        Org_Attraction_3_num Org_Attraction_4_num
## Condition                              0.04                 0.12
## Org_Attraction_1_num                   0.18                 0.21
## Org_Attraction_2_num                  -0.23                 0.17
## Org_Attraction_3_num                   1.00                 0.21
## Org_Attraction_4_num                   0.21                 1.00
## Org_Attraction_5_num                   0.07                -0.16
## Org_Attraction_6_num                  -0.09                -0.29
## Trust_1_num                            0.18                -0.46
## Trust_2_num                            0.13                 0.79
## Trust_3_num                            0.55                -0.16
## Trust_4_num                            0.26                -0.30
## Communication_1_num                    0.14                -0.53
## Communication_2_num                   -0.28                -0.56
## Communication_3_num                    0.32                 0.43
## Communication_4_num                    0.01                 0.32
```

```
## Communication_5_num                      0.19                -0.27
## Chance_Perform_1_num                     0.68                 0.55
## Chance_Perform_2_num                     0.20                -0.06
## Chance_Perform_3_num                    -0.05                -0.07
## Chance_Perform_4_num                    -0.50                 0.29
## Consistency_AI_1_num                     0.01                 0.47
## Consistency_AI_2_num                    -0.60                -0.70
## Consistency_AI_3_num                     0.04                -0.03
## Consistency_HR_1_num                    -0.07                 0.30
## Consistency_HR_2_num                    -0.34                 0.01
## Consistency_HR_3_num                    -0.03                -0.61
## Intent_Engag_1_num                      -0.16                 0.19
## Intent_Engag_2_num                      -0.21                 0.15
## Intent_Engag_3_num                      -0.25                -0.10
## Intent_Engag_4_num                      -0.55                -0.06
## AI_Knowledge_Experei_1_num              -0.40                 0.22
## AI_Knowledge_Experei_2_num               0.18                -0.48
## AI_Knowledge_Experei_3_num              -0.47                 0.10
## AI_Knowledge_Experei_4_num              -0.34                 0.15
## AI_Knowledge_Experei_5_num               0.62                -0.23
## Attention_AI_score                      -0.37                -0.30
## Org_Attraction                           0.38                 0.47
## Trust                                    0.52                -0.06
## Communication                            0.18                -0.26
## Chance_Perform                           0.36                 0.38
## Consistency                             -0.40                -0.27
## Intent                                  -0.47                 0.06
## AI_Knowledge                            -0.13                -0.21
##                          Org_Attraction_5_num Org_Attraction_6_num
## Condition                               -0.58                 0.13
## Org_Attraction_1_num                     0.09                -0.24
## Org_Attraction_2_num                    -0.32                 0.06
## Org_Attraction_3_num                     0.07                -0.09
## Org_Attraction_4_num                    -0.16                -0.29
## Org_Attraction_5_num                     1.00                 0.22
## Org_Attraction_6_num                     0.22                 1.00
## Trust_1_num                              0.15                 0.59
## Trust_2_num                              0.10                -0.21
## Trust_3_num                             -0.24                 0.19
## Trust_4_num                              0.10                -0.43
## Communication_1_num                      0.45                 0.33
## Communication_2_num                     -0.23                -0.29
## Communication_3_num                     -0.32                -0.56
## Communication_4_num                     -0.18                -0.69
## Communication_5_num                      0.08                -0.01
## Chance_Perform_1_num                     0.13                 0.12
## Chance_Perform_2_num                     0.81                -0.01
## Chance_Perform_3_num                    -0.10                 0.31
## Chance_Perform_4_num                    -0.16                -0.05
## Consistency_AI_1_num                    -0.10                -0.73
## Consistency_AI_2_num                     0.31                -0.05
## Consistency_AI_3_num                     0.17                -0.09
## Consistency_HR_1_num                    -0.57                -0.27
## Consistency_HR_2_num                    -0.16                -0.08
```

```
## Consistency_HR_3_num                    0.23               -0.13
## Intent_Engag_1_num                      0.13               -0.08
## Intent_Engag_2_num                     -0.62                0.04
## Intent_Engag_3_num                     -0.22                0.50
## Intent_Engag_4_num                      0.28                0.44
## AI_Knowledge_Experei_1_num             -0.07               -0.55
## AI_Knowledge_Experei_2_num             -0.10                0.21
## AI_Knowledge_Experei_3_num             -0.12               -0.18
## AI_Knowledge_Experei_4_num             -0.47               -0.66
## AI_Knowledge_Experei_5_num              0.07                0.63
## Attention_AI_score                      0.09               -0.01
## Org_Attraction                          0.39                0.26
## Trust                                   0.02                0.08
## Communication                          -0.10               -0.58
## Chance_Perform                          0.46                0.22
## Consistency                            -0.05               -0.62
## Intent                                 -0.18                0.37
## AI_Knowledge                           -0.20               -0.02
##                          Trust_1_num Trust_2_num Trust_3_num Trust_4_num
## Condition                      -0.41       -0.34        0.05       -0.41
## Org_Attraction_1_num           -0.37       -0.16       -0.23        0.10
## Org_Attraction_2_num           -0.56       -0.09       -0.07       -0.78
## Org_Attraction_3_num            0.18        0.13        0.55        0.26
## Org_Attraction_4_num           -0.46        0.79       -0.16       -0.30
## Org_Attraction_5_num            0.15        0.10       -0.24        0.10
## Org_Attraction_6_num            0.59       -0.21        0.19       -0.43
## Trust_1_num                     1.00       -0.06        0.50        0.29
## Trust_2_num                    -0.06        1.00       -0.10       -0.11
## Trust_3_num                     0.50       -0.10        1.00       -0.03
## Trust_4_num                     0.29       -0.11       -0.03        1.00
## Communication_1_num             0.45       -0.50        0.36        0.25
## Communication_2_num             0.17       -0.24        0.23        0.17
## Communication_3_num            -0.65        0.18        0.04       -0.14
## Communication_4_num            -0.50        0.25       -0.01       -0.15
## Communication_5_num             0.72        0.18        0.17        0.76
## Chance_Perform_1_num            0.13        0.58        0.42       -0.13
## Chance_Perform_2_num            0.01        0.25       -0.09       -0.04
## Chance_Perform_3_num            0.04       -0.08       -0.15       -0.36
## Chance_Perform_4_num           -0.61       -0.02       -0.77       -0.28
## Consistency_AI_1_num           -0.42        0.53        0.11        0.08
## Consistency_AI_2_num            0.04       -0.50       -0.52        0.31
## Consistency_AI_3_num           -0.44       -0.22        0.29       -0.50
## Consistency_HR_1_num           -0.24        0.28       -0.23       -0.10
## Consistency_HR_2_num           -0.29        0.02       -0.11       -0.05
## Consistency_HR_3_num            0.35       -0.33       -0.03        0.45
## Intent_Engag_1_num             -0.24        0.04       -0.03       -0.18
## Intent_Engag_2_num             -0.03        0.07        0.22       -0.38
## Intent_Engag_3_num              0.07       -0.13        0.04       -0.70
## Intent_Engag_4_num              0.17        0.06       -0.09       -0.51
## AI_Knowledge_Experei_1_num     -0.71        0.00       -0.63       -0.14
## AI_Knowledge_Experei_2_num      0.89       -0.08        0.38        0.53
## AI_Knowledge_Experei_3_num     -0.42        0.12       -0.40       -0.27
## AI_Knowledge_Experei_4_num     -0.28        0.31       -0.32        0.08
## AI_Knowledge_Experei_5_num      0.67       -0.35        0.75        0.03
```

```
## Attention_AI_score                0.51        0.07       -0.17        0.42
## Org_Attraction                   -0.24        0.22       -0.06       -0.44
## Trust                             0.77        0.30        0.68        0.47
## Communication                     0.11       -0.02        0.35        0.44
## Chance_Perform                   -0.09        0.47       -0.13       -0.39
## Consistency                      -0.39       -0.09       -0.22        0.13
## Intent                            0.00        0.01        0.06       -0.72
## AI_Knowledge                      0.27       -0.06       -0.12        0.08
##                           Communication_1_num Communication_2_num
## Condition                               -0.29                -0.24
## Org_Attraction_1_num                     0.14                -0.46
## Org_Attraction_2_num                    -0.53                 0.02
## Org_Attraction_3_num                     0.14                -0.28
## Org_Attraction_4_num                    -0.53                -0.56
## Org_Attraction_5_num                     0.45                -0.23
## Org_Attraction_6_num                     0.33                -0.29
## Trust_1_num                              0.45                 0.17
## Trust_2_num                             -0.50                -0.24
## Trust_3_num                              0.36                 0.23
## Trust_4_num                              0.25                 0.17
## Communication_1_num                      1.00                -0.05
## Communication_2_num                     -0.05                 1.00
## Communication_3_num                     -0.46                 0.04
## Communication_4_num                     -0.31                 0.39
## Communication_5_num                      0.16                 0.25
## Chance_Perform_1_num                    -0.08                -0.42
## Chance_Perform_2_num                     0.14                 0.09
## Chance_Perform_3_num                    -0.44                -0.01
## Chance_Perform_4_num                    -0.41                -0.33
## Consistency_AI_1_num                    -0.25                 0.21
## Consistency_AI_2_num                     0.21                 0.47
## Consistency_AI_3_num                     0.22                 0.10
## Consistency_HR_1_num                    -0.81                 0.22
## Consistency_HR_2_num                    -0.24                 0.03
## Consistency_HR_3_num                     0.32                 0.62
## Intent_Engag_1_num                       0.38                -0.11
## Intent_Engag_2_num                      -0.23                 0.28
## Intent_Engag_3_num                      -0.33                 0.11
## Intent_Engag_4_num                       0.34                 0.05
## AI_Knowledge_Experei_1_num              -0.28                 0.13
## AI_Knowledge_Experei_2_num               0.24                 0.45
## AI_Knowledge_Experei_3_num              -0.54                 0.13
## AI_Knowledge_Experei_4_num              -0.68                 0.62
## AI_Knowledge_Experei_5_num               0.59                -0.33
## Attention_AI_score                       0.18                 0.38
## Org_Attraction                           0.00                -0.75
## Trust                                    0.27                 0.16
## Communication                            0.13                 0.77
## Chance_Perform                          -0.35                -0.33
## Consistency                             -0.23                 0.78
## Intent                                   0.05                 0.14
## AI_Knowledge                            -0.14                 0.45
##                           Communication_3_num Communication_4_num
## Condition                               0.53                -0.23
```

```
## Org_Attraction_1_num                    -0.17                0.27
## Org_Attraction_2_num                     0.34                0.27
## Org_Attraction_3_num                     0.32                0.01
## Org_Attraction_4_num                     0.43                0.32
## Org_Attraction_5_num                    -0.32               -0.18
## Org_Attraction_6_num                    -0.56               -0.69
## Trust_1_num                             -0.65               -0.50
## Trust_2_num                              0.18                0.25
## Trust_3_num                              0.04               -0.01
## Trust_4_num                             -0.14               -0.15
## Communication_1_num                     -0.46               -0.31
## Communication_2_num                      0.04                0.39
## Communication_3_num                      1.00                0.40
## Communication_4_num                      0.40                1.00
## Communication_5_num                     -0.33               -0.34
## Chance_Perform_1_num                     0.42               -0.16
## Chance_Perform_2_num                     0.12                0.17
## Chance_Perform_3_num                    -0.27                0.06
## Chance_Perform_4_num                     0.30               -0.10
## Consistency_AI_1_num                     0.41                0.62
## Consistency_AI_2_num                    -0.43               -0.01
## Consistency_AI_3_num                     0.30                0.41
## Consistency_HR_1_num                     0.57                0.17
## Consistency_HR_2_num                     0.29               -0.35
## Consistency_HR_3_num                    -0.21                0.23
## Intent_Engag_1_num                       0.29                0.12
## Intent_Engag_2_num                       0.41                0.12
## Intent_Engag_3_num                      -0.25                0.08
## Intent_Engag_4_num                      -0.46                0.10
## AI_Knowledge_Experei_1_num               0.32                0.68
## AI_Knowledge_Experei_2_num              -0.39               -0.19
## AI_Knowledge_Experei_3_num              -0.29                0.42
## AI_Knowledge_Experei_4_num               0.42                0.65
## AI_Knowledge_Experei_5_num              -0.29               -0.57
## Attention_AI_score                      -0.66                0.09
## Org_Attraction                          -0.02                0.03
## Trust                                   -0.23               -0.17
## Communication                            0.31                0.53
## Chance_Perform                           0.29               -0.01
## Consistency                              0.38                0.55
## Intent                                  -0.02                0.17
## AI_Knowledge                            -0.15                0.31
##                          Communication_5_num Chance_Perform_1_num
## Condition                              -0.51                0.12
## Org_Attraction_1_num                   -0.37               -0.29
## Org_Attraction_2_num                   -0.82               -0.11
## Org_Attraction_3_num                    0.19                0.68
## Org_Attraction_4_num                   -0.27                0.55
## Org_Attraction_5_num                    0.08                0.13
## Org_Attraction_6_num                   -0.01                0.12
## Trust_1_num                             0.72                0.13
## Trust_2_num                             0.18                0.58
## Trust_3_num                             0.17                0.42
## Trust_4_num                             0.76               -0.13
```

```
## Communication_1_num                    0.16                -0.08
## Communication_2_num                    0.25                -0.42
## Communication_3_num                   -0.33                 0.42
## Communication_4_num                   -0.34                -0.16
## Communication_5_num                    1.00                 0.12
## Chance_Perform_1_num                   0.12                 1.00
## Chance_Perform_2_num                   0.02                 0.30
## Chance_Perform_3_num                  -0.24                -0.27
## Chance_Perform_4_num                  -0.40                -0.20
## Consistency_AI_1_num                  -0.07                 0.19
## Consistency_AI_2_num                   0.14                -0.83
## Consistency_AI_3_num                  -0.73                 0.02
## Consistency_HR_1_num                   0.08                 0.12
## Consistency_HR_2_num                  -0.08                 0.10
## Consistency_HR_3_num                   0.44                -0.42
## Intent_Engag_1_num                    -0.22                 0.16
## Intent_Engag_2_num                    -0.08                 0.14
## Intent_Engag_3_num                    -0.43                -0.25
## Intent_Engag_4_num                    -0.22                -0.23
## AI_Knowledge_Experei_1_num            -0.46                -0.47
## AI_Knowledge_Experei_2_num             0.92                -0.04
## AI_Knowledge_Experei_3_num            -0.37                -0.55
## AI_Knowledge_Experei_4_num             0.17                -0.27
## AI_Knowledge_Experei_5_num             0.21                 0.48
## Attention_AI_score                     0.60                -0.49
## Org_Attraction                        -0.54                 0.36
## Trust                                  0.78                 0.47
## Communication                          0.39                -0.05
## Chance_Perform                        -0.18                 0.61
## Consistency                           -0.04                -0.40
## Intent                                -0.39                -0.09
## AI_Knowledge                           0.28                -0.36
##                          Chance_Perform_2_num Chance_Perform_3_num
## Condition                               -0.47                 0.08
## Org_Attraction_1_num                    -0.19                 0.23
## Org_Attraction_2_num                    -0.10                 0.55
## Org_Attraction_3_num                     0.20                -0.05
## Org_Attraction_4_num                    -0.06                -0.07
## Org_Attraction_5_num                     0.81                -0.10
## Org_Attraction_6_num                    -0.01                 0.31
## Trust_1_num                              0.01                 0.04
## Trust_2_num                              0.25                -0.08
## Trust_3_num                             -0.09                -0.15
## Trust_4_num                             -0.04                -0.36
## Communication_1_num                      0.14                -0.44
## Communication_2_num                      0.09                -0.01
## Communication_3_num                      0.12                -0.27
## Communication_4_num                      0.17                 0.06
## Communication_5_num                      0.02                -0.24
## Chance_Perform_1_num                     0.30                -0.27
## Chance_Perform_2_num                     1.00                -0.06
## Chance_Perform_3_num                    -0.06                 1.00
## Chance_Perform_4_num                    -0.21                -0.02
## Consistency_AI_1_num                     0.10                -0.42
```

```
## Consistency_AI_2_num                    0.17                  0.12
## Consistency_AI_3_num                    0.30                 -0.08
## Consistency_HR_1_num                   -0.17                  0.19
## Consistency_HR_2_num                   -0.16                 -0.33
## Consistency_HR_3_num                    0.34                 -0.01
## Intent_Engag_1_num                      0.14                 -0.77
## Intent_Engag_2_num                     -0.32                 -0.27
## Intent_Engag_3_num                     -0.13                  0.86
## Intent_Engag_4_num                      0.15                 -0.05
## AI_Knowledge_Experei_1_num              0.06                  0.00
## AI_Knowledge_Experei_2_num             -0.03                  0.00
## AI_Knowledge_Experei_3_num             -0.17                  0.76
## AI_Knowledge_Experei_4_num             -0.01                  0.00
## AI_Knowledge_Experei_5_num             -0.12                 -0.02
## Attention_AI_score                     -0.07                  0.03
## Org_Attraction                          0.26                  0.37
## Trust                                   0.05                 -0.24
## Communication                           0.25                 -0.41
## Chance_Perform                          0.68                  0.34
## Consistency                             0.29                 -0.19
## Intent                                 -0.07                 -0.05
## AI_Knowledge                           -0.01                  0.33
##                         Chance_Perform_4_num Consistency_AI_1_num
## Condition                               0.52                 -0.26
## Org_Attraction_1_num                    0.02                  0.03
## Org_Attraction_2_num                    0.29                  0.05
## Org_Attraction_3_num                   -0.50                  0.01
## Org_Attraction_4_num                    0.29                  0.47
## Org_Attraction_5_num                   -0.16                 -0.10
## Org_Attraction_6_num                   -0.05                 -0.73
## Trust_1_num                            -0.61                 -0.42
## Trust_2_num                            -0.02                  0.53
## Trust_3_num                            -0.77                  0.11
## Trust_4_num                            -0.28                  0.08
## Communication_1_num                    -0.41                 -0.25
## Communication_2_num                    -0.33                  0.21
## Communication_3_num                     0.30                  0.41
## Communication_4_num                    -0.10                  0.62
## Communication_5_num                    -0.40                 -0.07
## Chance_Perform_1_num                   -0.20                  0.19
## Chance_Perform_2_num                   -0.21                  0.10
## Chance_Perform_3_num                   -0.02                 -0.42
## Chance_Perform_4_num                    1.00                 -0.19
## Consistency_AI_1_num                   -0.19                  1.00
## Consistency_AI_2_num                    0.15                 -0.27
## Consistency_AI_3_num                   -0.18                  0.36
## Consistency_HR_1_num                    0.46                  0.00
## Consistency_HR_2_num                    0.31                  0.31
## Consistency_HR_3_num                   -0.25                 -0.25
## Intent_Engag_1_num                      0.33                  0.20
## Intent_Engag_2_num                      0.31                  0.02
## Intent_Engag_3_num                      0.02                 -0.40
## Intent_Engag_4_num                      0.09                 -0.11
## AI_Knowledge_Experei_1_num              0.57                  0.21
```

```
## AI_Knowledge_Experei_2_num                -0.45                -0.41
## AI_Knowledge_Experei_3_num                 0.06                 0.25
## AI_Knowledge_Experei_4_num                 0.27                 0.41
## AI_Knowledge_Experei_5_num                -0.54                -0.52
## Attention_AI_score                        -0.21                -0.08
## Org_Attraction                             0.00                -0.10
## Trust                                     -0.78                 0.14
## Communication                             -0.44                 0.44
## Chance_Perform                             0.07                -0.12
## Consistency                                0.09                 0.46
## Intent                                     0.29                -0.13
## AI_Knowledge                               0.03                -0.35
##                           Consistency_AI_2_num Consistency_AI_3_num
## Condition                                -0.36                 0.16
## Org_Attraction_1_num                      0.03                 0.18
## Org_Attraction_2_num                     -0.15                 0.55
## Org_Attraction_3_num                     -0.60                 0.04
## Org_Attraction_4_num                     -0.70                -0.03
## Org_Attraction_5_num                      0.31                 0.17
## Org_Attraction_6_num                     -0.05                -0.09
## Trust_1_num                               0.04                -0.44
## Trust_2_num                              -0.50                -0.22
## Trust_3_num                              -0.52                 0.29
## Trust_4_num                               0.31                -0.50
## Communication_1_num                       0.21                 0.22
## Communication_2_num                       0.47                 0.10
## Communication_3_num                      -0.43                 0.30
## Communication_4_num                      -0.01                 0.41
## Communication_5_num                       0.14                -0.73
## Chance_Perform_1_num                     -0.83                 0.02
## Chance_Perform_2_num                      0.17                 0.30
## Chance_Perform_3_num                      0.12                -0.08
## Chance_Perform_4_num                      0.15                -0.18
## Consistency_AI_1_num                     -0.27                 0.36
## Consistency_AI_2_num                      1.00                -0.11
## Consistency_AI_3_num                     -0.11                 1.00
## Consistency_HR_1_num                     -0.15                -0.42
## Consistency_HR_2_num                     -0.07                 0.13
## Consistency_HR_3_num                      0.66                -0.20
## Intent_Engag_1_num                       -0.09                 0.28
## Intent_Engag_2_num                       -0.28                -0.06
## Intent_Engag_3_num                        0.03                 0.15
## Intent_Engag_4_num                        0.23                 0.18
## AI_Knowledge_Experei_1_num                0.37                 0.16
## AI_Knowledge_Experei_2_num                0.31                -0.64
## AI_Knowledge_Experei_3_num                0.28                 0.14
## AI_Knowledge_Experei_4_num                0.25                -0.33
## AI_Knowledge_Experei_5_num               -0.45                -0.01
## Attention_AI_score                        0.55                -0.55
## Org_Attraction                           -0.41                 0.35
## Trust                                    -0.34                -0.34
## Communication                             0.17                 0.09
## Chance_Perform                           -0.31                 0.09
## Consistency                               0.51                 0.27
```

```
## Intent                                  -0.04                 0.21
## AI_Knowledge                             0.37                -0.45
##                            Consistency_HR_1_num Consistency_HR_2_num
## Condition                                0.41                 0.41
## Org_Attraction_1_num                    -0.45                -0.42
## Org_Attraction_2_num                     0.25                 0.26
## Org_Attraction_3_num                    -0.07                -0.34
## Org_Attraction_4_num                     0.30                 0.01
## Org_Attraction_5_num                    -0.57                -0.16
## Org_Attraction_6_num                    -0.27                -0.08
## Trust_1_num                             -0.24                -0.29
## Trust_2_num                              0.28                 0.02
## Trust_3_num                             -0.23                -0.11
## Trust_4_num                             -0.10                -0.05
## Communication_1_num                     -0.81                -0.24
## Communication_2_num                      0.22                 0.03
## Communication_3_num                      0.57                 0.29
## Communication_4_num                      0.17                -0.35
## Communication_5_num                      0.08                -0.08
## Chance_Perform_1_num                     0.12                 0.10
## Chance_Perform_2_num                    -0.17                -0.16
## Chance_Perform_3_num                     0.19                -0.33
## Chance_Perform_4_num                     0.46                 0.31
## Consistency_AI_1_num                     0.00                 0.31
## Consistency_AI_2_num                    -0.15                -0.07
## Consistency_AI_3_num                    -0.42                 0.13
## Consistency_HR_1_num                     1.00                 0.15
## Consistency_HR_2_num                     0.15                 1.00
## Consistency_HR_3_num                     0.00                -0.55
## Intent_Engag_1_num                      -0.12                 0.08
## Intent_Engag_2_num                       0.59                 0.14
## Intent_Engag_3_num                       0.16                -0.23
## Intent_Engag_4_num                      -0.32                -0.26
## AI_Knowledge_Experei_1_num               0.27                -0.22
## AI_Knowledge_Experei_2_num               0.20                -0.55
## AI_Knowledge_Experei_3_num               0.04                 0.03
## AI_Knowledge_Experei_4_num               0.77                -0.08
## AI_Knowledge_Experei_5_num              -0.44                -0.27
## Attention_AI_score                      -0.09                -0.44
## Org_Attraction                          -0.35                -0.29
## Trust                                   -0.14                -0.19
## Communication                            0.14                -0.16
## Chance_Perform                           0.23                -0.11
## Consistency                              0.29                 0.26
## Intent                                   0.13                -0.12
## AI_Knowledge                             0.43                -0.67
##                            Consistency_HR_3_num Intent_Engag_1_num
## Condition                               -0.50                0.07
## Org_Attraction_1_num                    -0.12               -0.15
## Org_Attraction_2_num                    -0.46               -0.21
## Org_Attraction_3_num                    -0.03               -0.16
## Org_Attraction_4_num                    -0.61                0.19
## Org_Attraction_5_num                     0.23                0.13
## Org_Attraction_6_num                    -0.13               -0.08
```

```
## Trust_1_num                              0.35              -0.24
## Trust_2_num                             -0.33               0.04
## Trust_3_num                             -0.03              -0.03
## Trust_4_num                              0.45              -0.18
## Communication_1_num                      0.32               0.38
## Communication_2_num                      0.62              -0.11
## Communication_3_num                     -0.21               0.29
## Communication_4_num                      0.23               0.12
## Communication_5_num                      0.44              -0.22
## Chance_Perform_1_num                    -0.42               0.16
## Chance_Perform_2_num                     0.34               0.14
## Chance_Perform_3_num                    -0.01              -0.77
## Chance_Perform_4_num                    -0.25               0.33
## Consistency_AI_1_num                    -0.25               0.20
## Consistency_AI_2_num                     0.66              -0.09
## Consistency_AI_3_num                    -0.20               0.28
## Consistency_HR_1_num                     0.00              -0.12
## Consistency_HR_2_num                    -0.55               0.08
## Consistency_HR_3_num                     1.00               0.01
## Intent_Engag_1_num                       0.01               1.00
## Intent_Engag_2_num                      -0.03               0.49
## Intent_Engag_3_num                      -0.09              -0.46
## Intent_Engag_4_num                       0.15               0.50
## AI_Knowledge_Experei_1_num               0.26               0.36
## AI_Knowledge_Experei_2_num               0.84              -0.15
## AI_Knowledge_Experei_3_num              -0.22              -0.62
## AI_Knowledge_Experei_4_num               0.45               0.08
## AI_Knowledge_Experei_5_num              -0.08              -0.08
## Attention_AI_score                       0.63              -0.09
## Org_Attraction                          -0.46              -0.11
## Trust                                    0.18              -0.18
## Communication                            0.66               0.19
## Chance_Perform                          -0.16              -0.13
## Consistency                              0.44               0.14
## Intent                                   0.02               0.57
## AI_Knowledge                             0.74              -0.10
##                          Intent_Engag_2_num Intent_Engag_3_num
## Condition                              0.46               0.22
## Org_Attraction_1_num                  -0.59              -0.01
## Org_Attraction_2_num                   0.15               0.70
## Org_Attraction_3_num                  -0.21              -0.25
## Org_Attraction_4_num                   0.15              -0.10
## Org_Attraction_5_num                  -0.62              -0.22
## Org_Attraction_6_num                   0.04               0.50
## Trust_1_num                           -0.03               0.07
## Trust_2_num                            0.07              -0.13
## Trust_3_num                            0.22               0.04
## Trust_4_num                           -0.38              -0.70
## Communication_1_num                   -0.23              -0.33
## Communication_2_num                    0.28               0.11
## Communication_3_num                    0.41              -0.25
## Communication_4_num                    0.12               0.08
## Communication_5_num                   -0.08              -0.43
## Chance_Perform_1_num                   0.14              -0.25
```

```
## Chance_Perform_2_num                   -0.32              -0.13
## Chance_Perform_3_num                   -0.27               0.86
## Chance_Perform_4_num                    0.31               0.02
## Consistency_AI_1_num                    0.02              -0.40
## Consistency_AI_2_num                   -0.28               0.03
## Consistency_AI_3_num                   -0.06               0.15
## Consistency_HR_1_num                    0.59               0.16
## Consistency_HR_2_num                    0.14              -0.23
## Consistency_HR_3_num                   -0.03              -0.09
## Intent_Engag_1_num                      0.49              -0.46
## Intent_Engag_2_num                      1.00               0.11
## Intent_Engag_3_num                      0.11               1.00
## Intent_Engag_4_num                      0.25               0.30
## AI_Knowledge_Experei_1_num              0.16               0.00
## AI_Knowledge_Experei_2_num              0.24              -0.04
## AI_Knowledge_Experei_3_num             -0.45               0.70
## AI_Knowledge_Experei_4_num              0.51               0.01
## AI_Knowledge_Experei_5_num             -0.08               0.04
## Attention_AI_score                     -0.06              -0.03
## Org_Attraction                         -0.47               0.27
## Trust                                  -0.03              -0.30
## Communication                           0.24              -0.39
## Chance_Perform                         -0.14               0.24
## Consistency                             0.17              -0.14
## Intent                                  0.73               0.42
## AI_Knowledge                            0.32               0.31
##                          Intent_Engag_4_num AI_Knowledge_Experei_1_num
## Condition                             -0.32                       0.00
## Org_Attraction_1_num                  -0.10                       0.33
## Org_Attraction_2_num                   0.00                       0.22
## Org_Attraction_3_num                  -0.55                      -0.40
## Org_Attraction_4_num                  -0.06                       0.22
## Org_Attraction_5_num                   0.28                      -0.07
## Org_Attraction_6_num                   0.44                      -0.55
## Trust_1_num                            0.17                      -0.71
## Trust_2_num                            0.06                       0.00
## Trust_3_num                           -0.09                      -0.63
## Trust_4_num                           -0.51                      -0.14
## Communication_1_num                    0.34                      -0.28
## Communication_2_num                    0.05                       0.13
## Communication_3_num                   -0.46                       0.32
## Communication_4_num                    0.10                       0.68
## Communication_5_num                   -0.22                      -0.46
## Chance_Perform_1_num                  -0.23                      -0.47
## Chance_Perform_2_num                   0.15                       0.06
## Chance_Perform_3_num                  -0.05                       0.00
## Chance_Perform_4_num                   0.09                       0.57
## Consistency_AI_1_num                  -0.11                       0.21
## Consistency_AI_2_num                   0.23                       0.37
## Consistency_AI_3_num                   0.18                       0.16
## Consistency_HR_1_num                  -0.32                       0.27
## Consistency_HR_2_num                  -0.26                      -0.22
## Consistency_HR_3_num                   0.15                       0.26
## Intent_Engag_1_num                     0.50                       0.36
```

```
## Intent_Engag_2_num                    0.25                    0.16
## Intent_Engag_3_num                    0.30                    0.00
## Intent_Engag_4_num                    1.00                    0.24
## AI_Knowledge_Experei_1_num            0.24                    1.00
## AI_Knowledge_Experei_2_num            0.06                   -0.38
## AI_Knowledge_Experei_3_num            0.01                    0.37
## AI_Knowledge_Experei_4_num            0.03                    0.67
## AI_Knowledge_Experei_5_num           -0.06                   -0.74
## Attention_AI_score                    0.40                    0.13
## Org_Attraction                        0.05                   -0.03
## Trust                                -0.16                   -0.68
## Communication                        -0.12                    0.18
## Chance_Perform                       -0.06                   -0.08
## Consistency                          -0.03                    0.53
## Intent                                0.81                    0.29
## AI_Knowledge                          0.25                    0.38
##                          AI_Knowledge_Experei_2_num
## Condition                                 -0.42
## Org_Attraction_1_num                      -0.41
## Org_Attraction_2_num                      -0.73
## Org_Attraction_3_num                       0.18
## Org_Attraction_4_num                      -0.48
## Org_Attraction_5_num                      -0.10
## Org_Attraction_6_num                       0.21
## Trust_1_num                                0.89
## Trust_2_num                               -0.08
## Trust_3_num                                0.38
## Trust_4_num                                0.53
## Communication_1_num                        0.24
## Communication_2_num                        0.45
## Communication_3_num                       -0.39
## Communication_4_num                       -0.19
## Communication_5_num                        0.92
## Chance_Perform_1_num                      -0.04
## Chance_Perform_2_num                      -0.03
## Chance_Perform_3_num                       0.00
## Chance_Perform_4_num                      -0.45
## Consistency_AI_1_num                      -0.41
## Consistency_AI_2_num                       0.31
## Consistency_AI_3_num                      -0.64
## Consistency_HR_1_num                       0.20
## Consistency_HR_2_num                      -0.55
## Consistency_HR_3_num                       0.84
## Intent_Engag_1_num                        -0.15
## Intent_Engag_2_num                         0.24
## Intent_Engag_3_num                        -0.04
## Intent_Engag_4_num                         0.06
## AI_Knowledge_Experei_1_num                -0.38
## AI_Knowledge_Experei_2_num                 1.00
## AI_Knowledge_Experei_3_num                -0.44
## AI_Knowledge_Experei_4_num                 0.43
## AI_Knowledge_Experei_5_num                 0.52
## Attention_AI_score                         0.70
## Org_Attraction                            -0.60
```

```
## Trust                                          0.82
## Communication                                  0.47
## Chance_Perform                                -0.18
## Consistency                                   -0.08
## Intent                                         0.06
## AI_Knowledge                                   0.85
##                            AI_Knowledge_Experei_3_num
## Condition                                     -0.13
## Org_Attraction_1_num                           0.42
## Org_Attraction_2_num                           0.62
## Org_Attraction_3_num                          -0.47
## Org_Attraction_4_num                           0.10
## Org_Attraction_5_num                          -0.12
## Org_Attraction_6_num                          -0.18
## Trust_1_num                                   -0.42
## Trust_2_num                                    0.12
## Trust_3_num                                   -0.40
## Trust_4_num                                   -0.27
## Communication_1_num                           -0.54
## Communication_2_num                            0.13
## Communication_3_num                           -0.29
## Communication_4_num                            0.42
## Communication_5_num                           -0.37
## Chance_Perform_1_num                          -0.55
## Chance_Perform_2_num                          -0.17
## Chance_Perform_3_num                           0.76
## Chance_Perform_4_num                           0.06
## Consistency_AI_1_num                           0.25
## Consistency_AI_2_num                           0.28
## Consistency_AI_3_num                           0.14
## Consistency_HR_1_num                           0.04
## Consistency_HR_2_num                           0.03
## Consistency_HR_3_num                          -0.22
## Intent_Engag_1_num                            -0.62
## Intent_Engag_2_num                            -0.45
## Intent_Engag_3_num                             0.70
## Intent_Engag_4_num                             0.01
## AI_Knowledge_Experei_1_num                     0.37
## AI_Knowledge_Experei_2_num                    -0.44
## AI_Knowledge_Experei_3_num                     1.00
## AI_Knowledge_Experei_4_num                     0.18
## AI_Knowledge_Experei_5_num                    -0.64
## Attention_AI_score                             0.12
## Org_Attraction                                 0.25
## Trust                                         -0.48
## Communication                                 -0.30
## Chance_Perform                                 0.01
## Consistency                                    0.21
## Intent                                        -0.14
## AI_Knowledge                                   0.01
##                            AI_Knowledge_Experei_4_num
## Condition                                     -0.13
## Org_Attraction_1_num                          -0.36
## Org_Attraction_2_num                           0.04
```

```
## Org_Attraction_3_num                          -0.34
## Org_Attraction_4_num                           0.15
## Org_Attraction_5_num                          -0.47
## Org_Attraction_6_num                          -0.66
## Trust_1_num                                   -0.28
## Trust_2_num                                    0.31
## Trust_3_num                                   -0.32
## Trust_4_num                                    0.08
## Communication_1_num                           -0.68
## Communication_2_num                            0.62
## Communication_3_num                            0.42
## Communication_4_num                            0.65
## Communication_5_num                            0.17
## Chance_Perform_1_num                          -0.27
## Chance_Perform_2_num                          -0.01
## Chance_Perform_3_num                           0.00
## Chance_Perform_4_num                           0.27
## Consistency_AI_1_num                           0.41
## Consistency_AI_2_num                           0.25
## Consistency_AI_3_num                          -0.33
## Consistency_HR_1_num                           0.77
## Consistency_HR_2_num                          -0.08
## Consistency_HR_3_num                           0.45
## Intent_Engag_1_num                             0.08
## Intent_Engag_2_num                             0.51
## Intent_Engag_3_num                             0.01
## Intent_Engag_4_num                             0.03
## AI_Knowledge_Experei_1_num                     0.67
## AI_Knowledge_Experei_2_num                     0.43
## AI_Knowledge_Experei_3_num                     0.18
## AI_Knowledge_Experei_4_num                     1.00
## AI_Knowledge_Experei_5_num                    -0.82
## Attention_AI_score                             0.48
## Org_Attraction                                -0.58
## Trust                                         -0.10
## Communication                                  0.57
## Chance_Perform                                -0.12
## Consistency                                    0.72
## Intent                                         0.25
## AI_Knowledge                                   0.74
##                           AI_Knowledge_Experei_5_num Attention_AI_score
## Condition                                       0.14              -0.73
## Org_Attraction_1_num                            0.02              -0.03
## Org_Attraction_2_num                           -0.29              -0.58
## Org_Attraction_3_num                            0.62              -0.37
## Org_Attraction_4_num                           -0.23              -0.30
## Org_Attraction_5_num                            0.07               0.09
## Org_Attraction_6_num                            0.63              -0.01
## Trust_1_num                                     0.67               0.51
## Trust_2_num                                    -0.35               0.07
## Trust_3_num                                     0.75              -0.17
## Trust_4_num                                     0.03               0.42
## Communication_1_num                             0.59               0.18
## Communication_2_num                            -0.33               0.38
```

```
## Communication_3_num                          -0.29             -0.66
## Communication_4_num                          -0.57              0.09
## Communication_5_num                           0.21              0.60
## Chance_Perform_1_num                          0.48             -0.49
## Chance_Perform_2_num                         -0.12             -0.07
## Chance_Perform_3_num                         -0.02              0.03
## Chance_Perform_4_num                         -0.54             -0.21
## Consistency_AI_1_num                         -0.52             -0.08
## Consistency_AI_2_num                         -0.45              0.55
## Consistency_AI_3_num                         -0.01             -0.55
## Consistency_HR_1_num                         -0.44             -0.09
## Consistency_HR_2_num                         -0.27             -0.44
## Consistency_HR_3_num                         -0.08              0.63
## Intent_Engag_1_num                           -0.08             -0.09
## Intent_Engag_2_num                           -0.08             -0.06
## Intent_Engag_3_num                            0.04             -0.03
## Intent_Engag_4_num                           -0.06              0.40
## AI_Knowledge_Experei_1_num                   -0.74              0.13
## AI_Knowledge_Experei_2_num                    0.52              0.70
## AI_Knowledge_Experei_3_num                   -0.64              0.12
## AI_Knowledge_Experei_4_num                   -0.82              0.48
## AI_Knowledge_Experei_5_num                    1.00             -0.18
## Attention_AI_score                           -0.18              1.00
## Org_Attraction                                0.28             -0.46
## Trust                                         0.65              0.33
## Communication                                -0.23              0.30
## Chance_Perform                                0.02             -0.41
## Consistency                                  -0.75              0.12
## Intent                                       -0.07              0.09
## AI_Knowledge                                 -0.17              0.64
##                          Org_Attraction Trust Communication Chance_Perform
## Condition                          0.06 -0.46        -0.36           0.02
## Org_Attraction_1_num               0.58 -0.30        -0.29          -0.17
## Org_Attraction_2_num               0.33 -0.63        -0.35           0.26
## Org_Attraction_3_num               0.38  0.52         0.18           0.36
## Org_Attraction_4_num               0.47 -0.06        -0.26           0.38
## Org_Attraction_5_num               0.39  0.02        -0.10           0.46
## Org_Attraction_6_num               0.26  0.08        -0.58           0.22
## Trust_1_num                       -0.24  0.77         0.11          -0.09
## Trust_2_num                        0.22  0.30        -0.02           0.47
## Trust_3_num                       -0.06  0.68         0.35          -0.13
## Trust_4_num                       -0.44  0.47         0.44          -0.39
## Communication_1_num                0.00  0.27         0.13          -0.35
## Communication_2_num               -0.75  0.16         0.77          -0.33
## Communication_3_num               -0.02 -0.23         0.31           0.29
## Communication_4_num                0.03 -0.17         0.53          -0.01
## Communication_5_num               -0.54  0.78         0.39          -0.18
## Chance_Perform_1_num               0.36  0.47        -0.05           0.61
## Chance_Perform_2_num               0.26  0.05         0.25           0.68
## Chance_Perform_3_num               0.37 -0.24        -0.41           0.34
## Chance_Perform_4_num               0.00 -0.78        -0.44           0.07
## Consistency_AI_1_num              -0.10  0.14         0.44          -0.12
## Consistency_AI_2_num              -0.41 -0.34         0.17          -0.31
## Consistency_AI_3_num               0.35 -0.34         0.09           0.09
```

```
## Consistency_HR_1_num               -0.35 -0.14         0.14          0.23
## Consistency_HR_2_num               -0.29 -0.19        -0.16         -0.11
## Consistency_HR_3_num               -0.46  0.18         0.66         -0.16
## Intent_Engag_1_num                 -0.11 -0.18         0.19         -0.13
## Intent_Engag_2_num                 -0.47 -0.03         0.24         -0.14
## Intent_Engag_3_num                  0.27 -0.30        -0.39          0.24
## Intent_Engag_4_num                  0.05 -0.16        -0.12         -0.06
## AI_Knowledge_Experei_1_num         -0.03 -0.68         0.18         -0.08
## AI_Knowledge_Experei_2_num         -0.60  0.82         0.47         -0.18
## AI_Knowledge_Experei_3_num          0.25 -0.48        -0.30          0.01
## AI_Knowledge_Experei_4_num         -0.58 -0.10         0.57         -0.12
## AI_Knowledge_Experei_5_num          0.28  0.65        -0.23          0.02
## Attention_AI_score                 -0.46  0.33         0.30         -0.41
## Org_Attraction                      1.00 -0.23        -0.61          0.59
## Trust                              -0.23  1.00         0.41         -0.07
## Communication                      -0.61  0.41         1.00         -0.26
## Chance_Perform                      0.59 -0.07        -0.26          1.00
## Consistency                        -0.58 -0.26         0.67         -0.16
## Intent                             -0.09 -0.27        -0.05         -0.03
## AI_Knowledge                       -0.35  0.06         0.37         -0.05
##                           Consistency Intent AI_Knowledge
## Condition                       -0.15   0.17        -0.24
## Org_Attraction_1_num            -0.30  -0.34        -0.13
## Org_Attraction_2_num             0.15   0.28        -0.18
## Org_Attraction_3_num            -0.40  -0.47        -0.13
## Org_Attraction_4_num            -0.27   0.06        -0.21
## Org_Attraction_5_num            -0.05  -0.18        -0.20
## Org_Attraction_6_num            -0.62   0.37        -0.02
## Trust_1_num                     -0.39   0.00         0.27
## Trust_2_num                     -0.09   0.01        -0.06
## Trust_3_num                     -0.22   0.06        -0.12
## Trust_4_num                      0.13  -0.72         0.08
## Communication_1_num             -0.23   0.05        -0.14
## Communication_2_num              0.78   0.14         0.45
## Communication_3_num              0.38  -0.02        -0.15
## Communication_4_num              0.55   0.17         0.31
## Communication_5_num             -0.04  -0.39         0.28
## Chance_Perform_1_num            -0.40  -0.09        -0.36
## Chance_Perform_2_num             0.29  -0.07        -0.01
## Chance_Perform_3_num            -0.19  -0.05         0.33
## Chance_Perform_4_num             0.09   0.29         0.03
## Consistency_AI_1_num             0.46  -0.13        -0.35
## Consistency_AI_2_num             0.51  -0.04         0.37
## Consistency_AI_3_num             0.27   0.21        -0.45
## Consistency_HR_1_num             0.29   0.13         0.43
## Consistency_HR_2_num             0.26  -0.12        -0.67
## Consistency_HR_3_num             0.44   0.02         0.74
## Intent_Engag_1_num               0.14   0.57        -0.10
## Intent_Engag_2_num               0.17   0.73         0.32
## Intent_Engag_3_num              -0.14   0.42         0.31
## Intent_Engag_4_num              -0.03   0.81         0.25
## AI_Knowledge_Experei_1_num       0.53   0.29         0.38
## AI_Knowledge_Experei_2_num      -0.08   0.06         0.85
## AI_Knowledge_Experei_3_num       0.21  -0.14         0.01
```

```
## AI_Knowledge_Experei_4_num        0.72   0.25         0.74
## AI_Knowledge_Experei_5_num       -0.75  -0.07        -0.17
## Attention_AI_score                0.12   0.09         0.64
## Org_Attraction                   -0.58  -0.09        -0.35
## Trust                            -0.26  -0.27         0.06
## Communication                     0.67  -0.05         0.37
## Chance_Perform                   -0.16  -0.03        -0.05
## Consistency                       1.00   0.05         0.20
## Intent                            0.05   1.00         0.33
## AI_Knowledge                      0.20   0.33         1.00
```

```
Ttest_JAR_Social_Invitees <- JAR_Social_Invitees %>%
  dplyr::select(Condition, Org_Attraction, Trust, Communication, Chance_Perform, Consistency, Intent) %
  mutate(Condition = as.factor(Condition)) %>%
  ungroup() %>%             # remove rowwise grouping
  as.data.frame()           # convert tibble to base R data.frame

independentSamplesTTest(Intent ~ Condition, Ttest_JAR_Social_Invitees)
```

```
##
##    Welch's independent samples t-test
##
## Outcome variable:   Intent
## Grouping variable:  Condition
##
## Descriptive statistics:
##                 1     2
##    mean     2.917 3.188
##    std dev. 0.785 0.966
##
## Hypotheses:
##    null:        population means equal for both groups
##    alternative: different population means in each group
##
## Test results:
##    t-statistic:  -0.467
##    degrees of freedom:  5.578
##    p-value:  0.658
##
## Other information:
##    two-sided 95% confidence interval:  [-1.715, 1.174]
##    estimated effect size (Cohen's d):  0.308
```

```
independentSamplesTTest(Org_Attraction ~ Condition, Ttest_JAR_Social_Invitees)
```

```
##
##    Welch's independent samples t-test
##
## Outcome variable:   Org_Attraction
## Grouping variable:  Condition
##
## Descriptive statistics:
##                 1     2
```

```
##    mean     3.056 3.125
##    std dev. 0.554 0.672
##
## Hypotheses:
##    null:        population means equal for both groups
##    alternative: different population means in each group
##
## Test results:
##    t-statistic:  -0.171
##    degrees of freedom:  5.644
##    p-value:  0.87
##
## Other information:
##    two-sided 95% confidence interval:  [-1.076, 0.937]
##    estimated effect size (Cohen's d):  0.113
```

```
independentSamplesTTest(Trust ~ Condition, Ttest_JAR_Social_Invitees)
```

```
##
##    Welch's independent samples t-test
##
## Outcome variable:   Trust
## Grouping variable:  Condition
##
## Descriptive statistics:
##                 1     2
##    mean     3.542 2.750
##    std dev. 0.660 1.061
##
## Hypotheses:
##    null:        population means equal for both groups
##    alternative: different population means in each group
##
## Test results:
##    t-statistic:  1.331
##    degrees of freedom:  4.566
##    p-value:  0.246
##
## Other information:
##    two-sided 95% confidence interval:  [-0.782, 2.366]
##    estimated effect size (Cohen's d):  0.896
```

```
independentSamplesTTest(Communication ~ Condition, Ttest_JAR_Social_Invitees)
```

```
##
##    Welch's independent samples t-test
##
## Outcome variable:   Communication
## Grouping variable:  Condition
##
## Descriptive statistics:
##                 1     2
##    mean     3.000 2.500
```

```
##    std dev. 0.620 0.825
##
## Hypotheses:
##    null:        population means equal for both groups
##    alternative: different population means in each group
##
## Test results:
##    t-statistic:  1.034
##    degrees of freedom:  5.239
##    p-value:  0.347
##
## Other information:
##    two-sided 95% confidence interval:  [-0.727, 1.727]
##    estimated effect size (Cohen's d):  0.686
```

```
independentSamplesTTest(Chance_Perform ~ Condition, Ttest_JAR_Social_Invitees)
```

```
##
##    Welch's independent samples t-test
##
## Outcome variable:   Chance_Perform
## Grouping variable:  Condition
##
## Descriptive statistics:
##                 1     2
##    mean     3.042 3.062
##    std dev. 0.886 0.375
##
## Hypotheses:
##    null:        population means equal for both groups
##    alternative: different population means in each group
##
## Test results:
##    t-statistic:  -0.051
##    degrees of freedom:  7.183
##    p-value:  0.961
##
## Other information:
##    two-sided 95% confidence interval:  [-0.979, 0.938]
##    estimated effect size (Cohen's d):  0.031
```

```
independentSamplesTTest(Consistency ~ Condition, Ttest_JAR_Social_Invitees)
```

```
##
##    Welch's independent samples t-test
##
## Outcome variable:   Consistency
## Grouping variable:  Condition
##
## Descriptive statistics:
##                 1     2
##    mean     2.944 2.792
##    std dev. 0.593 0.498
```

```
##
## Hypotheses:
##    null:        population means equal for both groups
##    alternative: different population means in each group
##
## Test results:
##    t-statistic:  0.44
##    degrees of freedom:  7.394
##    p-value:  0.673
##
## Other information:
##    two-sided 95% confidence interval:  [-0.659, 0.965]
##    estimated effect size (Cohen's d):  0.279
```

Standard error or p-values: a measure of the error around of estimate of the coefficient To be statistically significant the coefficient should approximately be more than twice the standard error

```
#lm

Model1 <- JAR_Social_Invitees %>%
  lm(Intent ~ Condition + Org_Attraction + Trust + Communication + Chance_Perform + Consistency,
     data = .)

Model1_interaction <- JAR_Social_Invitees %>%
  lm(Intent ~ Condition * (Org_Attraction + Trust + Communication + Chance_Perform + Consistency),
     data = .)

Model2 <- JAR_Social_Invitees %>%
  lm(Intent ~ Trust + Communication + Chance_Perform + Consistency,
     data = .)

Model3 <- JAR_Social_Invitees %>%
  lm(Org_Attraction ~ Condition + Trust + Communication + Chance_Perform + Consistency,
     data = .)

Model3_interaction <- JAR_Social_Invitees %>%
  lm(Org_Attraction ~ Condition * (Trust + Communication + Chance_Perform + Consistency),
     data = .)

Model4 <- JAR_Social_Invitees %>%
  lm(Org_Attraction ~ Trust + Communication + Chance_Perform + Consistency,
     data = .)

Model5 <- JAR_Social_Invitees %>%
  filter(Condition == 2) %>%
  lm(Org_Attraction ~ Trust + Communication + Chance_Perform + Consistency,
     data = .)

Model6 <- JAR_Social_Invitees %>%
  lm(Org_Attraction ~ Trust + Communication + Chance_Perform + Consistency + AI_Knowledge,
     data = .)

stargazer(Model1, Model2, Model3, Model4,
          type = "text",
```

```
        title = "Regression table for model 1, 3, 4, 5")
```

```
## 
## Regression table for model 1, 3, 4, 5
## ==========================================================================================
##                                                Dependent variable:                        
##                      ---------------------------------------------------------------------
##                                     Intent                          Org_Attraction        
##                           (1)               (2)               (3)               (4)       
## ------------------------------------------------------------------------------------------
## Condition               -0.285                              -0.326                        
##                         (1.096)                             (0.316)                       
##                                                                                           
## Org_Attraction          -1.013                                                            
##                         (1.543)                                                           
##                                                                                           
## Trust                   -0.950            -0.495            -0.468            -0.335      
##                         (1.185)           (0.706)           (0.304)           (0.278)     
##                                                                                           
## Communication            0.758             0.480             0.283             0.224      
##                         (1.482)           (1.164)           (0.459)           (0.458)     
##                                                                                           
## Chance_Perform           0.385            -0.015             0.393             0.404      
##                         (0.873)           (0.520)           (0.204)           (0.205)     
##                                                                                           
## Consistency             -1.602            -0.573            -1.038            -0.878      
##                         (2.417)           (1.448)           (0.587)           (0.570)     
##                                                                                           
## Constant                10.931             4.976             6.050**           4.835**    
##                        (11.049)           (3.869)           (1.916)           (1.524)     
##                                                                                           
## ------------------------------------------------------------------------------------------
## Observations              10                10                10                10        
## R2                       0.217             0.104             0.771             0.710      
## Adjusted R2             -1.348            -0.612             0.486             0.478      
## Residual Std. Error  1.257 (df = 3)    1.042 (df = 5)    0.407 (df = 4)    0.410 (df = 5) 
## F Statistic         0.139 (df = 6; 3) 0.146 (df = 4; 5) 2.699 (df = 5; 4) 3.064 (df = 4; 5)
## ==========================================================================================
## Note:                                                        *p<0.1; **p<0.05; ***p<0.01
```

```
stargazer(Model1_interaction, Model3_interaction,
          type = "text",
          title = "Regression table for model 1_interaction and  3_interaction")
```

```
## 
## Regression table for model 1and 3
## =====================================================
##                              Dependent variable:      
##                          ----------------------------
##                            Intent     Org_Attraction  
##                             (1)            (2)        
## -----------------------------------------------------
```

```
## Condition                -475.565       14.474*
##                                         (1.398)
##
## Org_Attraction           -35.284
##
##
## Trust                    -26.179        3.114*
##                                         (0.375)
##
## Communication            -167.723       4.494*
##                                         (0.366)
##
## Chance_Perform           -23.467        2.359*
##                                         (0.230)
##
## Consistency               99.750        -4.916*
##                                         (0.416)
##
## Condition:Org_Attraction  54.734
##
##
## Condition:Trust           32.113        -3.445*
##                                         (0.377)
##
## Condition:Communication   75.848        -0.005
##                                         (0.145)
##
## Condition:Chance_Perform                 -1.212*
##                                         (0.165)
##
## Condition:Consistency
##
##
## Constant                 451.332       -12.729*
##                                         (1.709)
##
## ------------------------------------------------
## Observations                10             10
## R2                         1.000          0.998
## Adjusted R2                               0.986
## Residual Std. Error                 0.067 (df = 1)
## F Statistic                       80.466* (df = 8; 1)
## ================================================
## Note:                      *p<0.1; **p<0.05; ***p<0.01
```

```
#I think we don't need this anymore
summary(Model1)
```

```
##
## Call:
## lm(formula = Intent ~ Condition + Org_Attraction + Trust + Communication +
##     Chance_Perform + Consistency, data = .)
##
## Residuals:
```

```
##        1        2        3        4        5        6        7        8
##  1.12807  0.06231 -0.71196 -0.90537 -0.50192 -0.68183  0.66150  0.92569
##        9       10
## -0.23826  0.26175
##
## Coefficients:
##                Estimate Std. Error t value Pr(>|t|)
## (Intercept)     10.9313    11.0492   0.989    0.395
## Condition       -0.2846     1.0965  -0.260    0.812
## Org_Attraction  -1.0127     1.5430  -0.656    0.558
## Trust           -0.9502     1.1849  -0.802    0.481
## Communication    0.7584     1.4816   0.512    0.644
## Chance_Perform   0.3847     0.8734   0.440    0.689
## Consistency     -1.6015     2.4172  -0.663    0.555
##
## Residual standard error: 1.257 on 3 degrees of freedom
## Multiple R-squared:  0.2174, Adjusted R-squared:  -1.348
## F-statistic: 0.1389 on 6 and 3 DF,  p-value: 0.9794
```

```
summary(Model1_interaction)
```

```
##
## Call:
## lm(formula = Intent ~ Condition * (Org_Attraction + Trust + Communication +
##     Chance_Perform + Consistency), data = .)
##
## Residuals:
## ALL 10 residuals are 0: no residual degrees of freedom!
##
## Coefficients: (2 not defined because of singularities)
##                            Estimate Std. Error t value Pr(>|t|)
## (Intercept)                  451.33        NaN     NaN      NaN
## Condition                   -475.57        NaN     NaN      NaN
## Org_Attraction               -35.28        NaN     NaN      NaN
## Trust                        -26.18        NaN     NaN      NaN
## Communication               -167.72        NaN     NaN      NaN
## Chance_Perform               -23.47        NaN     NaN      NaN
## Consistency                   99.75        NaN     NaN      NaN
## Condition:Org_Attraction      54.73        NaN     NaN      NaN
## Condition:Trust               32.11        NaN     NaN      NaN
## Condition:Communication       75.85        NaN     NaN      NaN
## Condition:Chance_Perform         NA         NA      NA       NA
## Condition:Consistency            NA         NA      NA       NA
##
## Residual standard error: NaN on 0 degrees of freedom
## Multiple R-squared:      1,  Adjusted R-squared:    NaN
## F-statistic:   NaN on 9 and 0 DF,  p-value: NA
```

```
summary(Model2)
```

```
##
## Call:
## lm(formula = Intent ~ Trust + Communication + Chance_Perform +
```

```
##     Consistency, data = .)
##
## Residuals:
##        1        2        3        4        5        6        7        8
##  0.95231  0.48160 -1.15535 -1.05743 -0.43201 -0.46328  0.52531  1.07196
##        9       10
##  0.07450  0.00239
##
## Coefficients:
##                Estimate Std. Error t value Pr(>|t|)
## (Intercept)     4.97563    3.86937   1.286    0.255
## Trust          -0.49479    0.70552  -0.701    0.514
## Communication   0.48013    1.16411   0.412    0.697
## Chance_Perform -0.01511    0.51978  -0.029    0.978
## Consistency    -0.57336    1.44773  -0.396    0.708
##
## Residual standard error: 1.042 on 5 degrees of freedom
## Multiple R-squared:  0.1044, Adjusted R-squared:  -0.612
## F-statistic: 0.1458 on 4 and 5 DF,  p-value: 0.9572
```

```
summary(Model3)
```

```
##
## Call:
## lm(formula = Org_Attraction ~ Condition + Trust + Communication +
##     Chance_Perform + Consistency, data = .)
##
## Residuals:
##        1        2        3        4        5        6        7        8
##  0.16255 -0.44406  0.41960  0.15470 -0.07412 -0.17867  0.15022 -0.12625
##        9       10
## -0.31661  0.25264
##
## Coefficients:
##                Estimate Std. Error t value Pr(>|t|)
## (Intercept)      6.0499     1.9157   3.158   0.0342 *
## Condition       -0.3264     0.3156  -1.034   0.3595
## Trust           -0.4682     0.3044  -1.538   0.1988
## Communication    0.2829     0.4588   0.617   0.5708
## Chance_Perform   0.3933     0.2036   1.932   0.1255
## Consistency     -1.0375     0.5869  -1.768   0.1518
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.4073 on 4 degrees of freedom
## Multiple R-squared:  0.7714, Adjusted R-squared:  0.4856
## F-statistic: 2.699 on 5 and 4 DF,  p-value: 0.1787
```

```
summary(Model3_interaction)
```

```
##
## Call:
## lm(formula = Org_Attraction ~ Condition * (Trust + Communication +
```

```
##     Chance_Perform + Consistency), data = .)
##
## Residuals:
##          1          2          3          4          5          6          7
##  5.392e-02 -2.589e-03 -1.936e-02 -1.752e-16 -3.478e-02 -2.949e-17 -7.459e-17
##          8          9         10
##  2.828e-16  1.013e-03  1.801e-03
##
## Coefficients: (1 not defined because of singularities)
##                             Estimate Std. Error t value Pr(>|t|)
## (Intercept)              -12.728663   1.709370  -7.446   0.0850 .
## Condition                 14.474263   1.398285  10.351   0.0613 .
## Trust                      3.114105   0.375301   8.298   0.0764 .
## Communication              4.493982   0.366270  12.270   0.0518 .
## Chance_Perform             2.359105   0.230308  10.243   0.0620 .
## Consistency               -4.916032   0.415984 -11.818   0.0537 .
## Condition:Trust           -3.444771   0.376790  -9.142   0.0694 .
## Condition:Communication   -0.005306   0.145154  -0.037   0.9767
## Condition:Chance_Perform  -1.211702   0.164597  -7.362   0.0860 .
## Condition:Consistency            NA         NA      NA       NA
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.0671 on 1 degrees of freedom
## Multiple R-squared:  0.9984, Adjusted R-squared:  0.986
## F-statistic: 80.47 on 8 and 1 DF,  p-value: 0.08602
```

```
summary(Model4)
```

```
##
## Call:
## lm(formula = Org_Attraction ~ Trust + Communication + Chance_Perform +
##     Consistency, data = .)
##
## Residuals:
##        1        2        3        4        5        6        7        8
##  0.24171 -0.22807  0.55064  0.12203 -0.03752 -0.44567  0.03705 -0.25703
##        9       10
## -0.26074  0.27760
##
## Coefficients:
##                Estimate Std. Error t value Pr(>|t|)
## (Intercept)      4.8351     1.5237   3.173   0.0247 *
## Trust           -0.3353     0.2778  -1.207   0.2815
## Communication    0.2240     0.4584   0.489   0.6458
## Chance_Perform   0.4043     0.2047   1.975   0.1052
## Consistency     -0.8777     0.5701  -1.540   0.1843
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.4101 on 5 degrees of freedom
## Multiple R-squared:  0.7103, Adjusted R-squared:  0.4785
## F-statistic: 3.064 on 4 and 5 DF,  p-value: 0.1254
```

```r
summary(Model5)
```

```
##
## Call:
## lm(formula = Org_Attraction ~ Trust + Communication + Chance_Perform +
##     Consistency, data = .)
##
## Residuals:
## ALL 4 residuals are 0: no residual degrees of freedom!
##
## Coefficients: (1 not defined because of singularities)
##                Estimate Std. Error t value Pr(>|t|)
## (Intercept)      3.0714        NaN     NaN      NaN
## Trust            0.6984        NaN     NaN      NaN
## Communication   -1.3690        NaN     NaN      NaN
## Chance_Perform   0.5079        NaN     NaN      NaN
## Consistency          NA         NA      NA       NA
##
## Residual standard error: NaN on 0 degrees of freedom
## Multiple R-squared:      1,  Adjusted R-squared:    NaN
## F-statistic:   NaN on 3 and 0 DF,  p-value: NA
```

```r
summary(Model6)
```

```
##
## Call:
## lm(formula = Org_Attraction ~ Trust + Communication + Chance_Perform +
##     Consistency + AI_Knowledge, data = .)
##
## Residuals:
##        1        2        3        4        5        6        7        8
##  0.21456 -0.05723  0.31360  0.06844  0.17008 -0.56689  0.10668 -0.30765
##        9       10
## -0.07722  0.13563
##
## Coefficients:
##                Estimate Std. Error t value Pr(>|t|)
## (Intercept)      5.9200     1.7549   3.373    0.028 *
## Trust           -0.4248     0.2806  -1.514    0.205
## Communication    0.4518     0.4870   0.928    0.406
## Chance_Perform   0.4234     0.1992   2.125    0.101
## Consistency     -1.0541     0.5740  -1.836    0.140
## AI_Knowledge    -0.3650     0.3183  -1.146    0.316
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.3978 on 4 degrees of freedom
## Multiple R-squared:  0.7819, Adjusted R-squared:  0.5093
## F-statistic: 2.868 on 5 and 4 DF,  p-value: 0.1646
```

```r
#broom()

tidy(Model1)
```

```
## # A tibble: 7 x 5
##   term           estimate std.error statistic p.value
##   <chr>             <dbl>     <dbl>     <dbl>   <dbl>
## 1 (Intercept)      10.9      11.0       0.989   0.395
## 2 Condition        -0.285     1.10     -0.260   0.812
## 3 Org_Attraction   -1.01      1.54     -0.656   0.558
## 4 Trust            -0.950     1.18     -0.802   0.481
## 5 Communication     0.758     1.48      0.512   0.644
## 6 Chance_Perform    0.385     0.873     0.440   0.689
## 7 Consistency      -1.60      2.42     -0.663   0.555
```

```
augment(Model1)
```

```
## # A tibble: 10 x 13
##    Intent Condition Org_Attraction Trust Communication Chance_Perform
##     <dbl>     <dbl>          <dbl> <dbl>         <dbl>          <dbl>
##  1   4            1           2.83  3.25           3.6           2.75
##  2   3.75         1           3     3              2.6           2.5
##  3   2            1           3.83  3              3.2           3.75
##  4   2.25         2           3.5   1.75           1.6           2.75
##  5   2.5          1           2.17  3.5            3.8           2.25
##  6   2.5          2           2.33  4              3.6           2.75
##  7   3.75         2           3.83  3.25           2.4           3.5
##  8   4.25         2           2.83  2              2.4           3.25
##  9   2.75         1           3.33  3.75           2.4           4.5
## 10   2.5          1           3.17  4.75           2.4           2.5
## # i 7 more variables: Consistency <dbl>, .fitted <dbl>, .resid <dbl>,
## #   .hat <dbl>, .sigma <dbl>, .cooksd <dbl>, .std.resid <dbl>
```

```
glance(Model1)
```

```
## # A tibble: 1 x 12
##   r.squared adj.r.squared sigma statistic p.value    df logLik   AIC   BIC
##       <dbl>         <dbl> <dbl>     <dbl>   <dbl> <dbl>  <dbl> <dbl> <dbl>
## 1     0.217         -1.35  1.26     0.139   0.979     6  -10.5  36.9  39.3
## # i 3 more variables: deviance <dbl>, df.residual <int>, nobs <int>
```

```
tidy(Model2)
```

```
## # A tibble: 5 x 5
##   term           estimate std.error statistic p.value
##   <chr>             <dbl>     <dbl>     <dbl>   <dbl>
## 1 (Intercept)      4.98      3.87      1.29    0.255
## 2 Trust           -0.495     0.706    -0.701   0.514
## 3 Communication    0.480     1.16      0.412   0.697
## 4 Chance_Perform  -0.0151    0.520    -0.0291  0.978
## 5 Consistency     -0.573     1.45     -0.396   0.708
```

```
augment(Model2)
```

```
## # A tibble: 10 x 11
```

```
##    Intent Trust Communication Chance_Perform Consistency .fitted   .resid  .hat
##     <dbl> <dbl>         <dbl>          <dbl>       <dbl>   <dbl>    <dbl> <dbl>
##  1   4     3.25           3.6           2.75        3.5     3.05  0.952   0.276
##  2   3.75  3              2.6           2.5         2.5     3.27  0.482   0.385
##  3   2     3              3.2           3.75        3.17    3.16 -1.16    0.354
##  4   2.25  1.75           1.6           2.75        2.67    3.31 -1.06    0.635
##  5   2.5   3.5            3.8           2.25        3.67    2.93 -0.432   0.484
##  6   2.5   4              3.6           2.75        3       2.96 -0.463   0.305
##  7   3.75  3.25           2.4           3.5         2.17    3.22  0.525   0.545
##  8   4.25  2              2.4           3.25        3.33    3.18  1.07    0.441
##  9   2.75  3.75           2.4           4.5         2.67    2.68  0.0745  0.750
## 10   2.5   4.75           2.4           2.5         2.17    2.50  0.00239 0.826
## # i 3 more variables: .sigma <dbl>, .cooksd <dbl>, .std.resid <dbl>
```

```
glance(Model2)
```

```
## # A tibble: 1 x 12
##   r.squared adj.r.squared sigma statistic p.value    df logLik   AIC   BIC
##       <dbl>         <dbl> <dbl>     <dbl>   <dbl> <dbl>  <dbl> <dbl> <dbl>
## 1     0.104        -0.612  1.04     0.146   0.957     4  -11.1  34.3  36.1
## # i 3 more variables: deviance <dbl>, df.residual <int>, nobs <int>
```

```
tidy(Model3)
```

```
## # A tibble: 6 x 5
##   term           estimate std.error statistic p.value
##   <chr>             <dbl>     <dbl>     <dbl>   <dbl>
## 1 (Intercept)       6.05      1.92      3.16   0.0342
## 2 Condition        -0.326     0.316    -1.03   0.359
## 3 Trust            -0.468     0.304    -1.54   0.199
## 4 Communication     0.283     0.459     0.617  0.571
## 5 Chance_Perform    0.393     0.204     1.93   0.126
## 6 Consistency      -1.04      0.587    -1.77   0.152
```

```
augment(Model3)
```

```
## # A tibble: 10 x 12
##    Org_Attraction Condition Trust Communication Chance_Perform Consistency
##             <dbl>     <dbl> <dbl>         <dbl>          <dbl>       <dbl>
##  1           2.83         1  3.25           3.6           2.75        3.5
##  2           3            1  3              2.6           2.5         2.5
##  3           3.83         1  3              3.2           3.75        3.17
##  4           3.5          2  1.75           1.6           2.75        2.67
##  5           2.17         1  3.5            3.8           2.25        3.67
##  6           2.33         2  4              3.6           2.75        3
##  7           3.83         2  3.25           2.4           3.5         2.17
##  8           2.83         2  2              2.4           3.25        3.33
##  9           3.33         1  3.75           2.4           4.5         2.67
## 10           3.17         1  4.75           2.4           2.5         2.17
## # i 6 more variables: .fitted <dbl>, .resid <dbl>, .hat <dbl>, .sigma <dbl>,
## #   .cooksd <dbl>, .std.resid <dbl>
```

```
glance(Model3)
```

```
## # A tibble: 1 x 12
##   r.squared adj.r.squared sigma statistic p.value    df logLik   AIC   BIC
##       <dbl>         <dbl> <dbl>     <dbl>   <dbl> <dbl>  <dbl> <dbl> <dbl>
## 1     0.771         0.486 0.407      2.70   0.179     5 -0.626  15.3  17.4
## # i 3 more variables: deviance <dbl>, df.residual <int>, nobs <int>
```

```
tidy(Model4)
```

```
## # A tibble: 5 x 5
##   term           estimate std.error statistic p.value
##   <chr>             <dbl>     <dbl>     <dbl>   <dbl>
## 1 (Intercept)       4.84      1.52      3.17   0.0247
## 2 Trust            -0.335     0.278    -1.21   0.281
## 3 Communication     0.224     0.458     0.489  0.646
## 4 Chance_Perform    0.404     0.205     1.98   0.105
## 5 Consistency      -0.878     0.570    -1.54   0.184
```

```
augment(Model4)
```

```
## # A tibble: 10 x 11
##    Org_Attraction Trust Communication Chance_Perform Consistency .fitted  .resid
##             <dbl> <dbl>         <dbl>          <dbl>       <dbl>   <dbl>   <dbl>
##  1           2.83  3.25           3.6           2.75         3.5     2.59  0.242
##  2           3     3              2.6           2.5          2.5     3.23 -0.228
##  3           3.83  3              3.2           3.75         3.17    3.28  0.551
##  4           3.5   1.75           1.6           2.75         2.67    3.38  0.122
##  5           2.17  3.5            3.8           2.25         3.67    2.20 -0.0375
##  6           2.33  4              3.6           2.75         3       2.78 -0.446
##  7           3.83  3.25           2.4           3.5          2.17    3.80  0.0371
##  8           2.83  2              2.4           3.25         3.33    3.09 -0.257
##  9           3.33  3.75           2.4           4.5          2.67    3.59 -0.261
## 10           3.17  4.75           2.4           2.5          2.17    2.89  0.278
## # i 4 more variables: .hat <dbl>, .sigma <dbl>, .cooksd <dbl>, .std.resid <dbl>
```

```
glance(Model4)
```

```
## # A tibble: 1 x 12
##   r.squared adj.r.squared sigma statistic p.value    df logLik   AIC   BIC
##       <dbl>         <dbl> <dbl>     <dbl>   <dbl> <dbl>  <dbl> <dbl> <dbl>
## 1     0.710         0.478 0.410      3.06   0.125     4  -1.81  15.6  17.4
## # i 3 more variables: deviance <dbl>, df.residual <int>, nobs <int>
```

```
tidy(Model5)
```

```
## # A tibble: 5 x 5
##   term           estimate std.error statistic p.value
##   <chr>             <dbl>     <dbl>     <dbl>   <dbl>
## 1 (Intercept)       3.07        NaN       NaN     NaN
```

```
## 2 Trust             0.698       NaN       NaN     NaN
## 3 Communication    -1.37        NaN       NaN     NaN
## 4 Chance_Perform    0.508       NaN       NaN     NaN
## 5 Consistency      NA           NA        NA      NA
```

```
augment(Model5)
```

```
## # A tibble: 4 x 11
##   Org_Attraction Trust Communication Chance_Perform Consistency .fitted
##            <dbl> <dbl>         <dbl>          <dbl>       <dbl>   <dbl>
## 1           3.5   1.75           1.6           2.75        2.67    3.5
## 2           2.33  4              3.6           2.75        3       2.33
## 3           3.83  3.25           2.4           3.5         2.17    3.83
## 4           2.83  2              2.4           3.25        3.33    2.83
## # i 5 more variables: .resid <dbl>, .hat <dbl>, .sigma <dbl>, .cooksd <dbl>,
## #   .std.resid <dbl>
```

```
glance(Model5)
```

```
## # A tibble: 1 x 12
##   r.squared adj.r.squared sigma statistic p.value    df logLik   AIC   BIC
##       <dbl>         <dbl> <dbl>     <dbl>   <dbl> <dbl>  <dbl> <dbl> <dbl>
## 1         1           NaN   NaN       NaN     NaN     3    Inf  -Inf  -Inf
## # i 3 more variables: deviance <dbl>, df.residual <int>, nobs <int>
```

```
tidy(Model6)
```

```
## # A tibble: 6 x 5
##   term           estimate std.error statistic p.value
##   <chr>             <dbl>     <dbl>     <dbl>   <dbl>
## 1 (Intercept)       5.92      1.75      3.37   0.0280
## 2 Trust            -0.425     0.281    -1.51   0.205
## 3 Communication     0.452     0.487     0.928  0.406
## 4 Chance_Perform    0.423     0.199     2.13   0.101
## 5 Consistency      -1.05      0.574    -1.84   0.140
## 6 AI_Knowledge     -0.365     0.318    -1.15   0.316
```

```
augment(Model6)
```

```
## # A tibble: 10 x 12
##    Org_Attraction Trust Communication Chance_Perform Consistency AI_Knowledge
##             <dbl> <dbl>         <dbl>          <dbl>       <dbl>        <dbl>
##  1           2.83  3.25           3.6           2.75        3.5          2.8
##  2           3     3              2.6           2.5         2.5          3.25
##  3           3.83  3              3.2           3.75        3.17         2.25
##  4           3.5   1.75           1.6           2.75        2.67         2.25
##  5           2.17  3.5            3.8           2.25        3.67         3.4
##  6           2.33  4              3.6           2.75        3            2.6
##  7           3.83  3.25           2.4           3.5         2.17         3
##  8           2.83  2              2.4           3.25        3.33         2.4
##  9           3.33  3.75           2.4           4.5         2.67         3
```

```
## 10           3.17  4.75           2.4           2.5         2.17         2
## # i 6 more variables: .fitted <dbl>, .resid <dbl>, .hat <dbl>, .sigma <dbl>,
## #   .cooksd <dbl>, .std.resid <dbl>
```

```
glance(Model6)
```

```
## # A tibble: 1 x 12
##   r.squared adj.r.squared sigma statistic p.value    df logLik   AIC   BIC
##       <dbl>         <dbl> <dbl>     <dbl>   <dbl> <dbl>  <dbl> <dbl> <dbl>
## 1     0.782         0.509 0.398      2.87   0.165     5 -0.390  14.8  16.9
## # i 3 more variables: deviance <dbl>, df.residual <int>, nobs <int>
```

```
# 1. Mediator model: Condition → Org_Attraction
model.m <- lm(Org_Attraction ~ Condition, data = JAR_Social_Invitees)

# 2. Outcome model: Org_Attraction + Condition → Intent
model.y <- lm(Intent ~ Org_Attraction + Condition, data = JAR_Social_Invitees)

med.out <- mediate(model.m, model.y, treat = "Condition", mediator = "Org_Attraction", boot = TRUE, sims
```

```
## Running nonparametric bootstrap

## Warning in predict.lm(new.fit.M, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
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## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
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## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
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## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
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## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.M, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases
```

```
## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
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## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

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## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.M, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
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## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases
```

```
## Warning in predict.lm(new.fit.M, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
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## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

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## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.M, type = "response", newdata = pred.data.c):
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## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases
```

```
## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

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## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
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## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
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```

```r
summary(med.out)
```

```
##
## Causal Mediation Analysis
##
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method
##
##                Estimate 95% CI Lower 95% CI Upper p-value
## ACME            -0.0106      -0.5471         0.75    0.91
## ADE              0.2814      -1.0526         1.38    0.68
## Total Effect     0.2708      -0.8057         1.25    0.66
```

```
## Prop. Mediated  -0.0391      -3.8013         6.68      NA
##
## Sample Size Used: 10
##
##
## Simulations: 1000
```

```r
# Mediation effect of trust, communication, chance to perform, consistency on the relationship between

#Mediation through Trust
# Step 1: Condition → Trust
model.m1 <- lm(Trust ~ Condition, data = JAR_Social_Invitees)

# Step 2: Org_Attraction ~ Condition + Trust
model.y1 <- lm(Org_Attraction ~ Condition + Trust, data = JAR_Social_Invitees)

# Mediation analysis
med.out1 <- mediate(model.m1, model.y1, treat = "Condition", mediator = "Trust", boot = TRUE, sims = 10
```

```
## Running nonparametric bootstrap

## Warning in predict.lm(new.fit.M, type = "response", newdata = pred.data.c):
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```

```
summary(med.out1)
```

```
##
## Causal Mediation Analysis
##
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method
##
##                Estimate 95% CI Lower 95% CI Upper p-value
## ACME             0.1267      -0.5759         0.58    0.67
## ADE             -0.0573      -0.9285         1.14    0.96
## Total Effect     0.0694      -0.7143         0.83    0.83
## Prop. Mediated   1.8251      -8.1343        10.25      NA
##
## Sample Size Used: 10
##
##
## Simulations: 1000
```

```
#Mediation through Communication
model.m2 <- lm(Communication ~ Condition, data = JAR_Social_Invitees)
model.y2 <- lm(Org_Attraction ~ Condition + Communication, data = JAR_Social_Invitees)
med.out2 <- mediate(model.m2, model.y2, treat = "Condition", mediator = "Communication", boot = TRUE, s
```

```
## Running nonparametric bootstrap

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## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases
```

```r
summary(med.out2)
```

```
##
## Causal Mediation Analysis
##
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method
##
##                Estimate 95% CI Lower 95% CI Upper p-value
```

```
## ACME             0.2715      -0.2825         0.85    0.36
## ADE             -0.2020      -0.7813         0.53    0.60
## Total Effect     0.0694      -0.6667         0.81    0.85
## Prop. Mediated   3.9091      -6.7796        13.45      NA
##
## Sample Size Used: 10
##
##
## Simulations: 1000
```

```
#Mediation through Chance to Perform
model.m3 <- lm(Chance_Perform ~ Condition, data = JAR_Social_Invitees)
model.y3 <- lm(Org_Attraction ~ Condition + Chance_Perform, data = JAR_Social_Invitees)
med.out3 <- mediate(model.m3, model.y3, treat = "Condition", mediator = "Chance_Perform", boot = TRUE, s
```

```
## Running nonparametric bootstrap

## Warning in predict.lm(new.fit.M, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases

## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.t):
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## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases
```

```
summary(med.out3)
```

```
##
## Causal Mediation Analysis
##
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method
##
##                 Estimate 95% CI Lower 95% CI Upper p-value
## ACME             0.00996     -0.29796         0.80    0.97
## ADE              0.05948     -0.67937         0.70    0.99
## Total Effect     0.06944     -0.63906         0.81    0.90
## Prop. Mediated  0.14347     -4.79414         8.43      NA
##
## Sample Size Used: 10
##
##
## Simulations: 1000
```

```
#Mediation through Consistency
model.m4 <- lm(Consistency ~ Condition, data = JAR_Social_Invitees)
model.y4 <- lm(Org_Attraction ~ Condition + Consistency, data = JAR_Social_Invitees)
med.out4 <- mediate(model.m4, model.y4, treat = "Condition", mediator = "Consistency", boot = TRUE, sims
```

```
## Running nonparametric bootstrap

## Warning in predict.lm(new.fit.M, type = "response", newdata = pred.data.c):
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```

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## Warning in predict.lm(new.fit.Y, type = "response", newdata = pred.data.c):
## prediction from rank-deficient fit; attr(*, "non-estim") has doubtful cases
```

```
summary(med.out4)
```

```
##
## Causal Mediation Analysis
##
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method
##
##                Estimate 95% CI Lower 95% CI Upper p-value
## ACME             0.0943      -0.2370         0.86    0.62
## ADE             -0.0248      -0.9213         0.49    0.84
## Total Effect     0.0694      -0.7000         0.78    0.88
## Prop. Mediated   1.3574      -6.0497         6.74      NA
##
## Sample Size Used: 10
##
##
## Simulations: 1000
```

```
# Define the mediation model for the relationship between condition and org attraction
model <- '
  # Paths from IV to mediators
  Trust ~ a1*Condition
  Communication ~ a2*Condition
  Chance_Perform ~ a3*Condition
  Consistency ~ a4*Condition

  # Paths from mediators to DV
  Org_Attraction ~ b1*Trust + b2*Communication + b3*Chance_Perform + b4*Consistency

  # Direct effect of IV on DV
  Org_Attraction ~ c_prime*Condition

  # Indirect effects
  ind1 := a1 * b1
  ind2 := a2 * b2
  ind3 := a3 * b3
  ind4 := a4 * b4

  # Total indirect effect
  total_ind := ind1 + ind2 + ind3 + ind4
```

```r
  # Total effect
  total := c_prime + total_ind
'

# Fit the model
fit <- sem(model, data = JAR_Social_Invitees, se = "bootstrap", bootstrap = 500)
```

```
## Warning in lav_samplestats_icov(COV = cov[[g]], ridge = 1e-05, x.idx =
## x.idx[[g]], : lavaan WARNING: sample covariance matrix is not positive-definite

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## Warning in lav_model_nvcov_bootstrap(lavmodel = lavmodel, lavsamplestats =
## lavsamplestats, : lavaan WARNING: 281 bootstrap runs failed or did not
## converge.
```

```
# View summary with standardized estimates and confidence intervals
summary(fit, fit.measures = TRUE, standardized = TRUE, ci = TRUE)
```

```
## lavaan 0.6.16 ended normally after 9 iterations
##
##   Estimator                                         ML
##   Optimization method                           NLMINB
##   Number of model parameters                        14
##
##   Number of observations                            10
##
## Model Test User Model:
##
##   Test statistic                                18.108
##   Degrees of freedom                                 6
##   P-value (Chi-square)                           0.006
##
## Model Test Baseline Model:
##
##   Test statistic                                36.897
##   Degrees of freedom                                15
##   P-value                                        0.001
##
## User Model versus Baseline Model:
##
##   Comparative Fit Index (CFI)                    0.447
##   Tucker-Lewis Index (TLI)                      -0.382
##
## Loglikelihood and Information Criteria:
##
##   Loglikelihood user model (H0)                -38.720
##   Loglikelihood unrestricted model (H1)        -29.666
##
##   Akaike (AIC)                                 105.440
##   Bayesian (BIC)                               109.676
##   Sample-size adjusted Bayesian (SABIC)         67.736
##
## Root Mean Square Error of Approximation:
##
##   RMSEA                                          0.449
##   90 Percent confidence interval - lower         0.221
##   90 Percent confidence interval - upper         0.694
##   P-value H_0: RMSEA <= 0.050                    0.007
##   P-value H_0: RMSEA >= 0.080                    0.991
##
## Standardized Root Mean Square Residual:
##
```

```
##   SRMR                                           0.352
##
## Parameter Estimates:
##
##   Standard errors                             Bootstrap
##   Number of requested bootstrap draws               500
##   Number of successful bootstrap draws              219
##
## Regressions:
##                    Estimate  Std.Err  z-value  P(>|z|) ci.lower ci.upper
##   Trust ~
##     Conditn   (a1)   -0.792    0.426   -1.857    0.063   -1.602    0.126
##   Communication ~
##     Conditn   (a2)   -0.500    0.345   -1.448    0.148   -1.085    0.309
##   Chance_Perform ~
##     Conditn   (a3)    0.021    0.292    0.071    0.943   -0.539    0.638
##   Consistency ~
##     Conditn   (a4)   -0.153    0.264   -0.578    0.563   -0.626    0.416
##   Org_Attraction ~
##     Trust     (b1)   -0.468    1.083   -0.432    0.666   -1.460    2.660
##     Cmmnctn   (b2)    0.283    1.562    0.181    0.856   -4.050    2.054
##     Chnc_Pr   (b3)    0.393    0.329    1.196    0.232    0.094    1.168
##     Cnsstnc   (b4)   -1.038    1.407   -0.738    0.461   -2.807    2.501
##     Conditn (c_pr)   -0.326    0.652   -0.500    0.617   -1.254    0.369
##    Std.lv  Std.all
##
##    -0.792   -0.462
##
##    -0.500   -0.363
##
##     0.021    0.015
##
##    -0.153   -0.148
##
##    -0.468   -0.527
##     0.283    0.256
##     0.393    0.347
##    -1.038   -0.703
##    -0.326   -0.214
##
## Variances:
##                    Estimate  Std.Err  z-value  P(>|z|) ci.lower ci.upper
##    .Trust             0.555    0.152    3.662    0.000    0.185    0.758
##    .Communication     0.396    0.099    4.014    0.000    0.159    0.512
##    .Chance_Perform    0.435    0.154    2.822    0.005    0.059    0.654
##    .Consistency       0.250    0.056    4.447    0.000    0.110    0.328
##    .Org_Attraction    0.066    0.022    3.052    0.002    0.001    0.071
##    Std.lv  Std.all
##     0.555    0.787
##     0.396    0.868
##     0.435    1.000
##     0.250    0.978
##     0.066    0.119
##
```

```
## Defined Parameters:
##                    Estimate  Std.Err  z-value  P(>|z|) ci.lower ci.upper
##     ind1              0.371    0.555    0.668    0.504   -1.407    1.335
##     ind2             -0.141    1.058   -0.134    0.894   -1.115    3.560
##     ind3              0.008    0.187    0.044    0.965   -0.282    0.509
##     ind4              0.159    0.513    0.309    0.757   -0.997    1.135
##     total_ind         0.396    0.650    0.609    0.543   -0.183    1.404
##     total             0.069    0.303    0.229    0.819   -0.556    0.684
##    Std.lv  Std.all
##     0.371    0.243
##    -0.141   -0.093
##     0.008    0.005
##     0.159    0.104
##     0.396    0.260
##     0.069    0.046
```

```
# Define the mediation model for the relationship between condition and intent to apply with including
model <- '
  # Paths from IV to mediators
  Trust ~ a1*Condition
  Communication ~ a2*Condition
  Chance_Perform ~ a3*Condition
  Consistency ~ a4*Condition
  Org_Attraction ~ a5*Condition

  # Paths from mediators to DV
  Intent ~ b1*Trust + b2*Communication + b3*Chance_Perform + b4*Consistency + b5*Org_Attraction

  # Direct effect of IV on DV
  Intent ~ c_prime*Condition

  # Indirect effects
  ind1 := a1 * b1
  ind2 := a2 * b2
  ind3 := a3 * b3
  ind4 := a4 * b4
  ind5 := a5 * b5

  # Total indirect effect
  total_ind := ind1 + ind2 + ind3 + ind4 + ind5

  # Total effect
  total := c_prime + total_ind
'

# Fit the model
fit <- sem(model, data = JAR_Social_Invitees, se = "bootstrap", bootstrap = 500)
```

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## Warning in lav_model_nvcov_bootstrap(lavmodel = lavmodel, lavsamplestats =
## lavsamplestats, : lavaan WARNING: 422 bootstrap runs failed or did not
## converge.
```

```
# View summary with standardized estimates and confidence intervals
summary(fit, fit.measures = TRUE, standardized = TRUE, ci = TRUE)
```

```
## lavaan 0.6.16 ended normally after 7 iterations
##
##   Estimator                                         ML
##   Optimization method                           NLMINB
##   Number of model parameters                        17
##
##   Number of observations                            10
##
## Model Test User Model:
##
##   Test statistic                                32.825
##   Degrees of freedom                                10
##   P-value (Chi-square)                           0.000
##
## Model Test Baseline Model:
##
##   Test statistic                                39.348
##   Degrees of freedom                                21
##   P-value                                        0.009
##
## User Model versus Baseline Model:
##
##   Comparative Fit Index (CFI)                    0.000
##   Tucker-Lewis Index (TLI)                      -1.612
##
## Loglikelihood and Information Criteria:
##
##   Loglikelihood user model (H0)                -56.535
##   Loglikelihood unrestricted model (H1)        -40.122
##
##   Akaike (AIC)                                 147.069
##   Bayesian (BIC)                               152.213
##   Sample-size adjusted Bayesian (SABIC)        101.286
##
## Root Mean Square Error of Approximation:
##
##   RMSEA                                          0.478
```

```
##   90 Percent confidence interval - lower         0.302
##   90 Percent confidence interval - upper         0.664
##   P-value H_0: RMSEA <= 0.050                    0.000
##   P-value H_0: RMSEA >= 0.080                    0.999
##
## Standardized Root Mean Square Residual:
##
##   SRMR                                           0.632
##
## Parameter Estimates:
##
##   Standard errors                             Bootstrap
##   Number of requested bootstrap draws               500
##   Number of successful bootstrap draws               78
##
## Regressions:
##                    Estimate  Std.Err  z-value  P(>|z|) ci.lower ci.upper
##   Trust ~
##     Conditn   (a1)   -0.792    0.386   -2.050    0.040   -1.506    0.429
##   Communication ~
##     Conditn   (a2)   -0.500    0.295   -1.698    0.090   -1.048    0.059
##   Chance_Perform ~
##     Conditn   (a3)    0.021    0.245    0.085    0.932   -0.452    0.525
##   Consistency ~
##     Conditn   (a4)   -0.153    0.207   -0.737    0.461   -0.582    0.280
##   Org_Attraction ~
##     Conditn   (a5)    0.069    0.232    0.299    0.765   -0.402    0.639
##   Intent ~
##     Trust     (b1)   -0.950    4.393   -0.216    0.829  -18.059    5.299
##     Cmmnctn   (b2)    0.758    4.417    0.172    0.864   -4.690   16.939
##     Chnc_Pr   (b3)    0.385    2.504    0.154    0.878   -9.263    6.447
##     Cnsstnc   (b4)   -1.602    7.810   -0.205    0.838  -30.035   12.528
##     Org_Att   (b5)   -1.013    4.323   -0.234    0.815  -14.545    9.225
##     Conditn (c_pr)   -0.285    2.876   -0.099    0.921   -9.385    5.200
##    Std.lv  Std.all
##
##    -0.792   -0.462
##
##    -0.500   -0.363
##
##     0.021    0.015
##
##    -0.153   -0.148
##
##     0.069    0.063
##
##    -0.950   -0.535
##     0.758    0.343
##     0.385    0.170
##    -1.602   -0.543
##    -1.013   -0.366
##    -0.285   -0.094
##
## Variances:
```

```
##                    Estimate  Std.Err  z-value  P(>|z|) ci.lower ci.upper
##    .Trust             0.555    0.119    4.675    0.000    0.093    0.676
##    .Communication     0.396    0.079    4.991    0.000    0.200    0.491
##    .Chance_Perform    0.435    0.121    3.606    0.000    0.165    0.647
##    .Consistency       0.250    0.047    5.308    0.000    0.133    0.339
##    .Org_Attraction    0.289    0.064    4.502    0.000    0.150    0.416
##    .Intent            0.474    0.141    3.361    0.001    0.015    0.566
##    Std.lv  Std.all
##     0.555    0.787
##     0.396    0.868
##     0.435    1.000
##     0.250    0.978
##     0.289    0.996
##     0.474    0.213
##
## Defined Parameters:
##                    Estimate  Std.Err  z-value  P(>|z|) ci.lower ci.upper
##     ind1              0.752    3.314    0.227    0.820   -6.209   12.112
##     ind2             -0.379    3.363   -0.113    0.910  -12.897    3.270
##     ind3              0.008    0.821    0.010    0.992   -2.679    1.544
##     ind4              0.245    3.128    0.078    0.938   -2.280   13.196
##     ind5             -0.070    1.028   -0.068    0.945   -1.852    3.215
##     total_ind         0.555    2.888    0.192    0.847   -4.489    9.581
##     total             0.271    0.367    0.739    0.460   -0.443    0.900
##    Std.lv  Std.all
##     0.752    0.247
##    -0.379   -0.125
##     0.008    0.003
##     0.245    0.080
##    -0.070   -0.023
##     0.555    0.182
##     0.271    0.089
```

```
# Define the mediation model for the relationship between condition and intent to apply without org att
model <- '
  # Paths from IV to mediators
  Trust ~ a1*Condition
  Communication ~ a2*Condition
  Chance_Perform ~ a3*Condition
  Consistency ~ a4*Condition

  # Paths from mediators to DV
  Intent ~ b1*Trust + b2*Communication + b3*Chance_Perform + b4*Consistency

  # Direct effect of IV on DV
  Intent ~ c_prime*Condition

  # Indirect effects
  ind1 := a1 * b1
  ind2 := a2 * b2
  ind3 := a3 * b3
  ind4 := a4 * b4

  # Total indirect effect
```

```r
  total_ind := ind1 + ind2 + ind3 + ind4

  # Total effect
  total := c_prime + total_ind
'

# Fit the model
fit <- sem(model, data = JAR_Social_Invitees, se = "bootstrap", bootstrap = 500)
```

```
## Warning in lav_samplestats_icov(COV = cov[[g]], ridge = 1e-05, x.idx =
## x.idx[[g]], : lavaan WARNING: sample covariance matrix is not positive-definite

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## Warning in lav_model_nvcov_bootstrap(lavmodel = lavmodel, lavsamplestats =
## lavsamplestats, : lavaan WARNING: 273 bootstrap runs failed or did not
## converge.
```

```
# View summary with standardized estimates and confidence intervals
summary(fit, fit.measures = TRUE, standardized = TRUE, ci = TRUE)
```

```
## lavaan 0.6.16 ended normally after 7 iterations
##
##   Estimator                                         ML
##   Optimization method                           NLMINB
##   Number of model parameters                        14
##
##   Number of observations                            10
##
## Model Test User Model:
##
##   Test statistic                                18.108
##   Degrees of freedom                                 6
##   P-value (Chi-square)                           0.006
##
## Model Test Baseline Model:
##
##   Test statistic                                23.249
##   Degrees of freedom                                15
##   P-value                                        0.079
##
## User Model versus Baseline Model:
##
##   Comparative Fit Index (CFI)                    0.000
##   Tucker-Lewis Index (TLI)                      -2.669
##
## Loglikelihood and Information Criteria:
##
```

```
##   Loglikelihood user model (H0)                -49.221
##   Loglikelihood unrestricted model (H1)        -40.167
##
##   Akaike (AIC)                                 126.442
##   Bayesian (BIC)                               130.678
##   Sample-size adjusted Bayesian (SABIC)         88.738
##
## Root Mean Square Error of Approximation:
##
##   RMSEA                                          0.449
##   90 Percent confidence interval - lower         0.221
##   90 Percent confidence interval - upper         0.694
##   P-value H_0: RMSEA <= 0.050                    0.007
##   P-value H_0: RMSEA >= 0.080                    0.991
##
## Standardized Root Mean Square Residual:
##
##   SRMR                                           0.234
##
## Parameter Estimates:
##
##   Standard errors                             Bootstrap
##   Number of requested bootstrap draws               500
##   Number of successful bootstrap draws              227
##
## Regressions:
##                   Estimate  Std.Err  z-value  P(>|z|) ci.lower ci.upper
##   Trust ~
##     Conditn   (a1)   -0.792    0.466   -1.700    0.089   -1.656    0.283
##   Communication ~
##     Conditn   (a2)   -0.500    0.339   -1.473    0.141   -1.177    0.188
##   Chance_Perform ~
##     Conditn   (a3)    0.021    0.339    0.061    0.951   -0.687    0.675
##   Consistency ~
##     Conditn   (a4)   -0.153    0.276   -0.553    0.580   -0.710    0.407
##   Intent ~
##     Trust     (b1)   -0.476    4.021   -0.118    0.906   -9.789    1.732
##     Cmmnctn   (b2)    0.472    5.639    0.084    0.933   -4.515   14.858
##     Chnc_Pr   (b3)   -0.014    1.073   -0.013    0.990   -1.685    2.666
##     Cnsstnc   (b4)   -0.551    4.815   -0.114    0.909  -13.587    4.187
##     Conditn (c_pr)    0.046    2.259    0.020    0.984   -2.785    5.271
##    Std.lv  Std.all
##
##    -0.792   -0.462
##
##    -0.500   -0.363
##
##     0.021    0.015
##
##    -0.153   -0.148
##
##    -0.476   -0.434
##     0.472    0.346
##    -0.014   -0.010
```

```
##    -0.551   -0.302
##     0.046    0.024
##
## Variances:
##                    Estimate  Std.Err  z-value  P(>|z|) ci.lower ci.upper
##    .Trust             0.555    0.157    3.543    0.000    0.102    0.779
##    .Communication     0.396    0.099    4.013    0.000    0.161    0.521
##    .Chance_Perform    0.435    0.155    2.806    0.005    0.062    0.629
##    .Consistency       0.250    0.054    4.636    0.000    0.124    0.339
##    .Intent            0.542    0.168    3.225    0.001    0.005    0.560
##    Std.lv  Std.all
##     0.555    0.787
##     0.396    0.868
##     0.435    1.000
##     0.250    0.978
##     0.542    0.638
##
## Defined Parameters:
##                    Estimate  Std.Err  z-value  P(>|z|) ci.lower ci.upper
##     ind1              0.377    2.809    0.134    0.893   -2.617    5.152
##     ind2             -0.236    4.987   -0.047    0.962  -14.697    2.474
##     ind3             -0.000    0.476   -0.001    1.000   -0.685    1.767
##     ind4              0.084    1.757    0.048    0.962   -1.781    6.322
##     total_ind         0.225    2.183    0.103    0.918   -4.458    3.358
##     total             0.271    0.466    0.582    0.561   -0.631    1.253
##    Std.lv  Std.all
##     0.377    0.200
##    -0.236   -0.125
##    -0.000   -0.000
##     0.084    0.045
##     0.225    0.120
##     0.271    0.144
```