Reg. SEM

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#install.packages("seminr")  
library(seminr)

## Warning: package 'seminr' was built under R version 4.2.3

library(tidyverse)

## Warning: package 'tibble' was built under R version 4.2.3

## Warning: package 'dplyr' was built under R version 4.2.3

## ── Attaching core tidyverse packages ──────────────────────── tidyverse 2.0.0 ──  
## ✔ dplyr 1.1.2 ✔ readr 2.1.4  
## ✔ forcats 1.0.0 ✔ stringr 1.5.0  
## ✔ ggplot2 3.4.3 ✔ tibble 3.2.1  
## ✔ lubridate 1.9.2 ✔ tidyr 1.3.0  
## ✔ purrr 1.0.1   
## ── Conflicts ────────────────────────────────────────── tidyverse\_conflicts() ──  
## ✖ dplyr::filter() masks stats::filter()  
## ✖ dplyr::lag() masks stats::lag()  
## ✖ purrr::rerun() masks seminr::rerun()  
## ℹ Use the conflicted package (<http://conflicted.r-lib.org/>) to force all conflicts to become errors

library(psych)

## Warning: package 'psych' was built under R version 4.2.3

##   
## Attaching package: 'psych'  
##   
## The following objects are masked from 'package:ggplot2':  
##   
## %+%, alpha

library(lavaan)

## Warning: package 'lavaan' was built under R version 4.2.3

## This is lavaan 0.6-16  
## lavaan is FREE software! Please report any bugs.  
##   
## Attaching package: 'lavaan'  
##   
## The following object is masked from 'package:psych':  
##   
## cor2cov

library(semPlot)  
library(regsem)

## Warning: package 'regsem' was built under R version 4.2.3

## Loading required package: Rcpp

## Warning: package 'Rcpp' was built under R version 4.2.3

## Loading required package: Rsolnp

## Warning: package 'Rsolnp' was built under R version 4.2.3

# Download data

sem\_plsData <- read.csv("sem\_plsData.csv")  
# remove extra column   
sem\_plsData <- sem\_plsData |>  
 select(-1)  
names(sem\_plsData)

## [1] "IMPL\_SUCC\_1" "BUDG\_COMP\_2" "TASK\_COMP\_3" "STAKEH\_ACC\_4" "DEPLOY\_6"   
## [6] "ACT\_INTG\_7" "EMPL\_SKI\_8" "EMPL\_SAT\_9" "EMPL\_BEL\_10" "BUSI\_IMP\_11"   
## [11] "ORG\_IMP\_12" "DEC\_IMP\_13" "LD\_SUP\_1" "EMP\_ATT\_3" "RES\_AVL\_4"   
## [16] "LD\_INV\_5" "PRJ\_SEL\_6" "DEF\_MEA\_7" "LD\_STL\_9" "DAT\_QLT\_11"   
## [21] "EMP\_ENG\_12" "TOOL\_AP\_13" "CONTX\_CUS\_14" "EFT\_REQ\_15" "TRA\_EDUC\_18"   
## [26] "WKF\_SKL\_19" "EXP\_CON\_20" "UND\_CNG\_22" "PAT\_RES\_24" "CUS\_IDEF\_26"

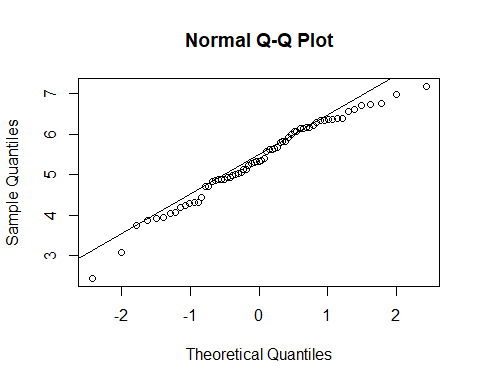
str(sem\_plsData)

## 'data.frame': 67 obs. of 30 variables:  
## $ IMPL\_SUCC\_1 : int 6 5 5 4 4 5 5 6 5 5 ...  
## $ BUDG\_COMP\_2 : num 5 6 4 4 5 4 6 6 5 5 ...  
## $ TASK\_COMP\_3 : num 6 4 4 2 5 4 6 5 4 5 ...  
## $ STAKEH\_ACC\_4: num 4 6 5 4.52 4 ...  
## $ DEPLOY\_6 : int 6 5 5 2 5 5 4 6 3 5 ...  
## $ ACT\_INTG\_7 : int 5 6 5 2 5 3 5 6 4 5 ...  
## $ EMPL\_SKI\_8 : int 5 5 4 3 3 4 6 6 5 5 ...  
## $ EMPL\_SAT\_9 : int 6 6 6 4 2 6 5 5 4 5 ...  
## $ EMPL\_BEL\_10 : int 6 5 6 4 2 5 5 5 4 5 ...  
## $ BUSI\_IMP\_11 : int 5 5 5 3 3 5 2 6 4 5 ...  
## $ ORG\_IMP\_12 : num 5 6 4 3 3 5 6 6 5 5 ...  
## $ DEC\_IMP\_13 : num 5 5 5 3 2 5 4 5 4 5 ...  
## $ LD\_SUP\_1 : int 5 6 5 4 5 6 5 4 5 5 ...  
## $ EMP\_ATT\_3 : int 5 4 4 3 2 4 5 4 4 5 ...  
## $ RES\_AVL\_4 : int 5 5 5 4 2 3 5 5 4 5 ...  
## $ LD\_INV\_5 : int 5 5 5 2 4 5 5 5 4 5 ...  
## $ PRJ\_SEL\_6 : int 5 5 5 3 4 4 6 6 4 5 ...  
## $ DEF\_MEA\_7 : num 5 6 5 3 4 4 5 5 4 5 ...  
## $ LD\_STL\_9 : int 5 6 4 2 4 4 6 5 5 4 ...  
## $ DAT\_QLT\_11 : int 6 6 5 3 3 6 5 5 5 5 ...  
## $ EMP\_ENG\_12 : int 5 5 6 3 4 4 6 5 5 5 ...  
## $ TOOL\_AP\_13 : int 5 5 6 4 3 6 6 6 5 5 ...  
## $ CONTX\_CUS\_14: int 5 5 5 4 3 5 5 6 5 5 ...  
## $ EFT\_REQ\_15 : num 5 5 3 3 2 4 5 6 5 5 ...  
## $ TRA\_EDUC\_18 : int 6 6 6 4 4 2 6 6 5 5 ...  
## $ WKF\_SKL\_19 : int 6 5 5 2 5 3 5 6 5 5 ...  
## $ EXP\_CON\_20 : int 6 6 6 4 3 6 6 6 5 5 ...  
## $ UND\_CNG\_22 : num 5 5 3 4.18 2 ...  
## $ PAT\_RES\_24 : num 5 5 5 3.71 2 ...  
## $ CUS\_IDEF\_26 : num 6 5 4 4.55 2 ...

sem\_plsData <- scale(sem\_plsData)

# Check mutlinormality

psych::mardia(sem\_plsData)



## Call: psych::mardia(x = sem\_plsData)  
##   
## Mardia tests of multivariate skew and kurtosis  
## Use describe(x) the to get univariate tests  
## n.obs = 67 num.vars = 30   
## b1p = 503.44 skew = 5621.7 with probability <= 9.1e-11  
## small sample skew = 5890.18 with probability <= 5.8e-19  
## b2p = 973.85 kurtosis = 1.29 with probability <= 0.2

# Rename items for ease of use in sempls model

# sem\_plsData <- sem\_plsData |>   
# rename(TS1 = EMPL\_SAT\_9,  
# TS2 = ORG\_IMP\_12,  
# TS3 = STAKEH\_ACC\_4,  
# TS4 = EMPL\_SKI\_8,  
# TS5 = DEC\_IMP\_13,  
# TS6 = BUSI\_IMP\_11,  
# TS7 = IMPL\_SUCC\_1,  
# TS8 = EMPL\_BEL\_10,  
# DS1 = DEPLOY\_6,  
# DS2 = ACT\_INTG\_7,  
# IPS1 = BUDG\_COMP\_2,  
# IPS2 = TASK\_COMP\_3,  
# IR1 = TOOL\_AP\_13,  
# IR2 = CONTX\_CUS\_14,  
# IR3 = EFT\_REQ\_15,  
# IR4 = EMP\_ENG\_12,  
# IR5 = EXP\_CON\_20,  
# IR6 = CUS\_IDEF\_26,  
# SII1 = TRA\_EDUC\_18,  
# SII2 = PAT\_RES\_24,  
# SII3 = WKF\_SKL\_19,  
# SII4 = RES\_AVL\_4,  
# SL1 = LD\_STL\_9,  
# SL2 = LD\_INV\_5,  
# SL3 = LD\_SUP\_1,  
# MBI1 = DAT\_QLT\_11,  
# MBI2 = DEF\_MEA\_7,  
# MBI3 = PRJ\_SEL\_6,  
# CA1 = EMP\_ATT\_3,  
# CA2 = UND\_CNG\_22)  
#   
# # Reorder the columns in the dataframe to run  
# sem\_plsData <- sem\_plsData |>   
# select(TS1, TS2, TS3, TS4, TS5, TS6, TS7, TS8, DS1, DS2, IPS1, IPS2, IR1, IR2, IR3, IR4, IR5, IR6, SII1, SII2, SII3, SII4, SL1, SL2, SL3, MBI1, MBI2, MBI3, CA1, CA2)

# CFA (measurement model)

#Creating measurement portion of full model  
cfa\_model <- 'Transformational\_success =~ EMPL\_SAT\_9 + ORG\_IMP\_12 + STAKEH\_ACC\_4 + EMPL\_SKI\_8 + DEC\_IMP\_13 + BUSI\_IMP\_11 + IMPL\_SUCC\_1 + EMPL\_BEL\_10  
Deployment\_success =~ DEPLOY\_6 + ACT\_INTG\_7  
Improvement\_Proj\_success =~ BUDG\_COMP\_2 + TASK\_COMP\_3  
Improvement\_Readiness =~ TOOL\_AP\_13 + CONTX\_CUS\_14 + EFT\_REQ\_15 + EMP\_ENG\_12 + EXP\_CON\_20 + CUS\_IDEF\_26  
Sust\_Impr\_Infrasturcture =~ TRA\_EDUC\_18 + PAT\_RES\_24 + WKF\_SKL\_19 + RES\_AVL\_4  
Supportive\_Leadership =~ LD\_STL\_9 + LD\_INV\_5 + LD\_SUP\_1  
Meas\_based\_improvement =~ DAT\_QLT\_11 + DEF\_MEA\_7 + PRJ\_SEL\_6   
Change\_awareness =~ EMP\_ATT\_3 + UND\_CNG\_22  
  
'  
# CFA model fit= ml   
cfa\_fit <- cfa(cfa\_model, data = sem\_plsData)  
summary(cfa\_fit, fit.measures=T, standardized=T)

## lavaan 0.6.16 ended normally after 87 iterations  
##   
## Estimator ML  
## Optimization method NLMINB  
## Number of model parameters 88  
##   
## Number of observations 67  
##   
## Model Test User Model:  
##   
## Test statistic 675.168  
## Degrees of freedom 377  
## P-value (Chi-square) 0.000  
##   
## Model Test Baseline Model:  
##   
## Test statistic 2046.907  
## Degrees of freedom 435  
## P-value 0.000  
##   
## User Model versus Baseline Model:  
##   
## Comparative Fit Index (CFI) 0.815  
## Tucker-Lewis Index (TLI) 0.787  
##   
## Loglikelihood and Information Criteria:  
##   
## Loglikelihood user model (H0) -2151.084  
## Loglikelihood unrestricted model (H1) -1813.500  
##   
## Akaike (AIC) 4478.168  
## Bayesian (BIC) 4672.181  
## Sample-size adjusted Bayesian (SABIC) 4395.100  
##   
## Root Mean Square Error of Approximation:  
##   
## RMSEA 0.109  
## 90 Percent confidence interval - lower 0.095  
## 90 Percent confidence interval - upper 0.122  
## P-value H\_0: RMSEA <= 0.050 0.000  
## P-value H\_0: RMSEA >= 0.080 1.000  
##   
## Standardized Root Mean Square Residual:  
##   
## SRMR 0.071  
##   
## Parameter Estimates:  
##   
## Standard errors Standard  
## Information Expected  
## Information saturated (h1) model Structured  
##   
## Latent Variables:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success =~   
## EMPL\_SAT\_9 1.000 0.868  
## ORG\_IMP\_12 1.010 0.098 10.300 0.000 0.877  
## STAKEH\_ACC\_4 0.907 0.108 8.384 0.000 0.787  
## EMPL\_SKI\_8 0.935 0.105 8.868 0.000 0.812  
## DEC\_IMP\_13 0.914 0.107 8.509 0.000 0.794  
## BUSI\_IMP\_11 0.921 0.107 8.627 0.000 0.800  
## IMPL\_SUCC\_1 0.951 0.104 9.144 0.000 0.826  
## EMPL\_BEL\_10 0.718 0.122 5.876 0.000 0.624  
## Deployment\_success =~   
## DEPLOY\_6 1.000 0.710  
## ACT\_INTG\_7 1.315 0.202 6.503 0.000 0.934  
## Improvement\_Proj\_success =~   
## BUDG\_COMP\_2 1.000 0.807  
## TASK\_COMP\_3 1.060 0.137 7.713 0.000 0.855  
## Improvement\_Readiness =~   
## TOOL\_AP\_13 1.000 0.867  
## CONTX\_CUS\_14 0.976 0.107 9.084 0.000 0.846  
## EFT\_REQ\_15 0.872 0.116 7.529 0.000 0.756  
## EMP\_ENG\_12 0.783 0.122 6.410 0.000 0.678  
## EXP\_CON\_20 0.697 0.127 5.471 0.000 0.604  
## CUS\_IDEF\_26 0.750 0.124 6.039 0.000 0.650  
## Sust\_Impr\_Infrasturcture =~   
## TRA\_EDUC\_18 1.000 0.797  
## PAT\_RES\_24 0.914 0.145 6.291 0.000 0.728  
## WKF\_SKL\_19 1.021 0.142 7.174 0.000 0.813  
## RES\_AVL\_4 0.826 0.148 5.576 0.000 0.658  
## Supportive\_Leadership =~   
## LD\_STL\_9 1.000 0.868  
## LD\_INV\_5 0.988 0.107 9.242 0.000 0.858  
## LD\_SUP\_1 0.934 0.111 8.419 0.000 0.811  
## Meas\_based\_improvement =~   
## DAT\_QLT\_11 1.000 0.715  
## DEF\_MEA\_7 1.236 0.179 6.905 0.000 0.884  
## PRJ\_SEL\_6 1.173 0.177 6.614 0.000 0.839  
## Change\_awareness =~   
## EMP\_ATT\_3 1.000 0.885  
## UND\_CNG\_22 0.555 0.163 3.397 0.001 0.491  
## Std.all  
##   
## 0.875  
## 0.883  
## 0.793  
## 0.818  
## 0.800  
## 0.806  
## 0.832  
## 0.628  
##   
## 0.716  
## 0.941  
##   
## 0.813  
## 0.861  
##   
## 0.873  
## 0.853  
## 0.761  
## 0.683  
## 0.608  
## 0.655  
##   
## 0.803  
## 0.734  
## 0.819  
## 0.663  
##   
## 0.875  
## 0.864  
## 0.817  
##   
## 0.721  
## 0.891  
## 0.845  
##   
## 0.891  
## 0.495  
##   
## Covariances:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success ~~   
## Deplymnt\_sccss 0.459 0.120 3.806 0.000 0.744  
## Imprvmnt\_Prj\_s 0.533 0.128 4.158 0.000 0.761  
## Imprvmnt\_Rdnss 0.584 0.133 4.409 0.000 0.777  
## Sst\_Impr\_Infrs 0.487 0.123 3.979 0.000 0.705  
## Supprtv\_Ldrshp 0.589 0.133 4.419 0.000 0.782  
## Ms\_bsd\_mprvmnt 0.446 0.116 3.854 0.000 0.718  
## Change\_awarnss 0.565 0.133 4.240 0.000 0.735  
## Deployment\_success ~~   
## Imprvmnt\_Prj\_s 0.364 0.109 3.355 0.001 0.636  
## Imprvmnt\_Rdnss 0.316 0.103 3.061 0.002 0.513  
## Sst\_Impr\_Infrs 0.445 0.119 3.732 0.000 0.786  
## Supprtv\_Ldrshp 0.400 0.114 3.517 0.000 0.649  
## Ms\_bsd\_mprvmnt 0.314 0.097 3.224 0.001 0.618  
## Change\_awarnss 0.416 0.118 3.519 0.000 0.662  
## Improvement\_Proj\_success ~~   
## Imprvmnt\_Rdnss 0.500 0.126 3.970 0.000 0.715  
## Sst\_Impr\_Infrs 0.387 0.114 3.409 0.001 0.603  
## Supprtv\_Ldrshp 0.572 0.134 4.284 0.000 0.818  
## Ms\_bsd\_mprvmnt 0.483 0.122 3.963 0.000 0.838  
## Change\_awarnss 0.475 0.127 3.730 0.000 0.665  
## Improvement\_Readiness ~~   
## Sst\_Impr\_Infrs 0.451 0.120 3.758 0.000 0.654  
## Supprtv\_Ldrshp 0.528 0.129 4.101 0.000 0.702  
## Ms\_bsd\_mprvmnt 0.396 0.111 3.579 0.000 0.639  
## Change\_awarnss 0.438 0.125 3.498 0.000 0.571  
## Sust\_Impr\_Infrasturcture ~~   
## Supprtv\_Ldrshp 0.471 0.122 3.847 0.000 0.681  
## Ms\_bsd\_mprvmnt 0.358 0.105 3.415 0.001 0.629  
## Change\_awarnss 0.418 0.121 3.450 0.001 0.593  
## Supportive\_Leadership ~~   
## Ms\_bsd\_mprvmnt 0.486 0.122 3.988 0.000 0.783  
## Change\_awarnss 0.496 0.130 3.819 0.000 0.645  
## Meas\_based\_improvement ~~   
## Change\_awarnss 0.408 0.115 3.545 0.000 0.644  
## Std.all  
##   
## 0.744  
## 0.761  
## 0.777  
## 0.705  
## 0.782  
## 0.718  
## 0.735  
##   
## 0.636  
## 0.513  
## 0.786  
## 0.649  
## 0.618  
## 0.662  
##   
## 0.715  
## 0.603  
## 0.818  
## 0.838  
## 0.665  
##   
## 0.654  
## 0.702  
## 0.639  
## 0.571  
##   
## 0.681  
## 0.629  
## 0.593  
##   
## 0.783  
## 0.645  
##   
## 0.644  
##   
## Variances:  
## Estimate Std.Err z-value P(>|z|) Std.lv Std.all  
## .EMPL\_SAT\_9 0.231 0.048 4.860 0.000 0.231 0.235  
## .ORG\_IMP\_12 0.217 0.045 4.777 0.000 0.217 0.220  
## .STAKEH\_ACC\_4 0.366 0.069 5.308 0.000 0.366 0.371  
## .EMPL\_SKI\_8 0.325 0.062 5.213 0.000 0.325 0.330  
## .DEC\_IMP\_13 0.355 0.067 5.285 0.000 0.355 0.360  
## .BUSI\_IMP\_11 0.345 0.066 5.263 0.000 0.345 0.350  
## .IMPL\_SUCC\_1 0.303 0.059 5.150 0.000 0.303 0.308  
## .EMPL\_BEL\_10 0.596 0.106 5.604 0.000 0.596 0.605  
## .DEPLOY\_6 0.481 0.096 4.993 0.000 0.481 0.488  
## .ACT\_INTG\_7 0.112 0.086 1.300 0.193 0.112 0.114  
## .BUDG\_COMP\_2 0.334 0.078 4.269 0.000 0.334 0.340  
## .TASK\_COMP\_3 0.254 0.074 3.440 0.001 0.254 0.258  
## .TOOL\_AP\_13 0.234 0.057 4.104 0.000 0.234 0.238  
## .CONTX\_CUS\_14 0.269 0.061 4.389 0.000 0.269 0.273  
## .EFT\_REQ\_15 0.414 0.082 5.073 0.000 0.414 0.420  
## .EMP\_ENG\_12 0.525 0.098 5.336 0.000 0.525 0.533  
## .EXP\_CON\_20 0.620 0.113 5.486 0.000 0.620 0.630  
## .CUS\_IDEF\_26 0.563 0.104 5.402 0.000 0.563 0.571  
## .TRA\_EDUC\_18 0.350 0.080 4.404 0.000 0.350 0.356  
## .PAT\_RES\_24 0.455 0.093 4.907 0.000 0.455 0.461  
## .WKF\_SKL\_19 0.324 0.077 4.226 0.000 0.324 0.329  
## .RES\_AVL\_4 0.552 0.106 5.200 0.000 0.552 0.560  
## .LD\_STL\_9 0.232 0.058 3.968 0.000 0.232 0.235  
## .LD\_INV\_5 0.250 0.060 4.140 0.000 0.250 0.253  
## .LD\_SUP\_1 0.327 0.070 4.680 0.000 0.327 0.332  
## .DAT\_QLT\_11 0.474 0.092 5.123 0.000 0.474 0.481  
## .DEF\_MEA\_7 0.203 0.061 3.332 0.001 0.203 0.206  
## .PRJ\_SEL\_6 0.281 0.067 4.168 0.000 0.281 0.285  
## .EMP\_ATT\_3 0.202 0.176 1.148 0.251 0.202 0.205  
## .UND\_CNG\_22 0.744 0.139 5.347 0.000 0.744 0.755  
## Trnsfrmtnl\_scc 0.754 0.167 4.502 0.000 1.000 1.000  
## Deplymnt\_sccss 0.504 0.156 3.226 0.001 1.000 1.000  
## Imprvmnt\_Prj\_s 0.651 0.169 3.859 0.000 1.000 1.000  
## Imprvmnt\_Rdnss 0.751 0.170 4.414 0.000 1.000 1.000  
## Sst\_Impr\_Infrs 0.635 0.167 3.796 0.000 1.000 1.000  
## Supprtv\_Ldrshp 0.753 0.171 4.411 0.000 1.000 1.000  
## Ms\_bsd\_mprvmnt 0.511 0.155 3.293 0.001 1.000 1.000  
## Change\_awarnss 0.783 0.240 3.263 0.001 1.000 1.000

# CFA model fit= test="Satorra.Bentler"  
cfa\_fit <- cfa(cfa\_model, data = sem\_plsData, test="Satorra.Bentler")  
summary(cfa\_fit, fit.measures=T, standardized=T)

## lavaan 0.6.16 ended normally after 87 iterations  
##   
## Estimator ML  
## Optimization method NLMINB  
## Number of model parameters 88  
##   
## Number of observations 67  
##   
## Model Test User Model:  
## Standard Scaled  
## Test Statistic 675.168 548.656  
## Degrees of freedom 377 377  
## P-value (Chi-square) 0.000 0.000  
## Scaling correction factor 1.231  
## Satorra-Bentler correction   
##   
## Model Test Baseline Model:  
##   
## Test statistic 2046.907 1012.865  
## Degrees of freedom 435 435  
## P-value 0.000 0.000  
## Scaling correction factor 2.021  
##   
## User Model versus Baseline Model:  
##   
## Comparative Fit Index (CFI) 0.815 0.703  
## Tucker-Lewis Index (TLI) 0.787 0.657  
##   
## Robust Comparative Fit Index (CFI) 0.819  
## Robust Tucker-Lewis Index (TLI) 0.791  
##   
## Loglikelihood and Information Criteria:  
##   
## Loglikelihood user model (H0) -2151.084 -2151.084  
## Loglikelihood unrestricted model (H1) -1813.500 -1813.500  
##   
## Akaike (AIC) 4478.168 4478.168  
## Bayesian (BIC) 4672.181 4672.181  
## Sample-size adjusted Bayesian (SABIC) 4395.100 4395.100  
##   
## Root Mean Square Error of Approximation:  
##   
## RMSEA 0.109 0.082  
## 90 Percent confidence interval - lower 0.095 0.069  
## 90 Percent confidence interval - upper 0.122 0.096  
## P-value H\_0: RMSEA <= 0.050 0.000 0.000  
## P-value H\_0: RMSEA >= 0.080 1.000 0.623  
##   
## Robust RMSEA 0.091  
## 90 Percent confidence interval - lower 0.074  
## 90 Percent confidence interval - upper 0.108  
## P-value H\_0: Robust RMSEA <= 0.050 0.000  
## P-value H\_0: Robust RMSEA >= 0.080 0.869  
##   
## Standardized Root Mean Square Residual:  
##   
## SRMR 0.071 0.071  
##   
## Parameter Estimates:  
##   
## Standard errors Standard  
## Information Expected  
## Information saturated (h1) model Structured  
##   
## Latent Variables:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success =~   
## EMPL\_SAT\_9 1.000 0.868  
## ORG\_IMP\_12 1.010 0.098 10.300 0.000 0.877  
## STAKEH\_ACC\_4 0.907 0.108 8.384 0.000 0.787  
## EMPL\_SKI\_8 0.935 0.105 8.868 0.000 0.812  
## DEC\_IMP\_13 0.914 0.107 8.509 0.000 0.794  
## BUSI\_IMP\_11 0.921 0.107 8.627 0.000 0.800  
## IMPL\_SUCC\_1 0.951 0.104 9.144 0.000 0.826  
## EMPL\_BEL\_10 0.718 0.122 5.876 0.000 0.624  
## Deployment\_success =~   
## DEPLOY\_6 1.000 0.710  
## ACT\_INTG\_7 1.315 0.202 6.503 0.000 0.934  
## Improvement\_Proj\_success =~   
## BUDG\_COMP\_2 1.000 0.807  
## TASK\_COMP\_3 1.060 0.137 7.713 0.000 0.855  
## Improvement\_Readiness =~   
## TOOL\_AP\_13 1.000 0.867  
## CONTX\_CUS\_14 0.976 0.107 9.084 0.000 0.846  
## EFT\_REQ\_15 0.872 0.116 7.529 0.000 0.756  
## EMP\_ENG\_12 0.783 0.122 6.410 0.000 0.678  
## EXP\_CON\_20 0.697 0.127 5.471 0.000 0.604  
## CUS\_IDEF\_26 0.750 0.124 6.039 0.000 0.650  
## Sust\_Impr\_Infrasturcture =~   
## TRA\_EDUC\_18 1.000 0.797  
## PAT\_RES\_24 0.914 0.145 6.291 0.000 0.728  
## WKF\_SKL\_19 1.021 0.142 7.174 0.000 0.813  
## RES\_AVL\_4 0.826 0.148 5.576 0.000 0.658  
## Supportive\_Leadership =~   
## LD\_STL\_9 1.000 0.868  
## LD\_INV\_5 0.988 0.107 9.242 0.000 0.858  
## LD\_SUP\_1 0.934 0.111 8.419 0.000 0.811  
## Meas\_based\_improvement =~   
## DAT\_QLT\_11 1.000 0.715  
## DEF\_MEA\_7 1.236 0.179 6.905 0.000 0.884  
## PRJ\_SEL\_6 1.173 0.177 6.614 0.000 0.839  
## Change\_awareness =~   
## EMP\_ATT\_3 1.000 0.885  
## UND\_CNG\_22 0.555 0.163 3.397 0.001 0.491  
## Std.all  
##   
## 0.875  
## 0.883  
## 0.793  
## 0.818  
## 0.800  
## 0.806  
## 0.832  
## 0.628  
##   
## 0.716  
## 0.941  
##   
## 0.813  
## 0.861  
##   
## 0.873  
## 0.853  
## 0.761  
## 0.683  
## 0.608  
## 0.655  
##   
## 0.803  
## 0.734  
## 0.819  
## 0.663  
##   
## 0.875  
## 0.864  
## 0.817  
##   
## 0.721  
## 0.891  
## 0.845  
##   
## 0.891  
## 0.495  
##   
## Covariances:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success ~~   
## Deplymnt\_sccss 0.459 0.120 3.806 0.000 0.744  
## Imprvmnt\_Prj\_s 0.533 0.128 4.158 0.000 0.761  
## Imprvmnt\_Rdnss 0.584 0.133 4.409 0.000 0.777  
## Sst\_Impr\_Infrs 0.487 0.123 3.979 0.000 0.705  
## Supprtv\_Ldrshp 0.589 0.133 4.419 0.000 0.782  
## Ms\_bsd\_mprvmnt 0.446 0.116 3.854 0.000 0.718  
## Change\_awarnss 0.565 0.133 4.240 0.000 0.735  
## Deployment\_success ~~   
## Imprvmnt\_Prj\_s 0.364 0.109 3.355 0.001 0.636  
## Imprvmnt\_Rdnss 0.316 0.103 3.061 0.002 0.513  
## Sst\_Impr\_Infrs 0.445 0.119 3.732 0.000 0.786  
## Supprtv\_Ldrshp 0.400 0.114 3.517 0.000 0.649  
## Ms\_bsd\_mprvmnt 0.314 0.097 3.224 0.001 0.618  
## Change\_awarnss 0.416 0.118 3.519 0.000 0.662  
## Improvement\_Proj\_success ~~   
## Imprvmnt\_Rdnss 0.500 0.126 3.970 0.000 0.715  
## Sst\_Impr\_Infrs 0.387 0.114 3.409 0.001 0.603  
## Supprtv\_Ldrshp 0.572 0.134 4.284 0.000 0.818  
## Ms\_bsd\_mprvmnt 0.483 0.122 3.963 0.000 0.838  
## Change\_awarnss 0.475 0.127 3.730 0.000 0.665  
## Improvement\_Readiness ~~   
## Sst\_Impr\_Infrs 0.451 0.120 3.758 0.000 0.654  
## Supprtv\_Ldrshp 0.528 0.129 4.101 0.000 0.702  
## Ms\_bsd\_mprvmnt 0.396 0.111 3.579 0.000 0.639  
## Change\_awarnss 0.438 0.125 3.498 0.000 0.571  
## Sust\_Impr\_Infrasturcture ~~   
## Supprtv\_Ldrshp 0.471 0.122 3.847 0.000 0.681  
## Ms\_bsd\_mprvmnt 0.358 0.105 3.415 0.001 0.629  
## Change\_awarnss 0.418 0.121 3.450 0.001 0.593  
## Supportive\_Leadership ~~   
## Ms\_bsd\_mprvmnt 0.486 0.122 3.988 0.000 0.783  
## Change\_awarnss 0.496 0.130 3.819 0.000 0.645  
## Meas\_based\_improvement ~~   
## Change\_awarnss 0.408 0.115 3.545 0.000 0.644  
## Std.all  
##   
## 0.744  
## 0.761  
## 0.777  
## 0.705  
## 0.782  
## 0.718  
## 0.735  
##   
## 0.636  
## 0.513  
## 0.786  
## 0.649  
## 0.618  
## 0.662  
##   
## 0.715  
## 0.603  
## 0.818  
## 0.838  
## 0.665  
##   
## 0.654  
## 0.702  
## 0.639  
## 0.571  
##   
## 0.681  
## 0.629  
## 0.593  
##   
## 0.783  
## 0.645  
##   
## 0.644  
##   
## Variances:  
## Estimate Std.Err z-value P(>|z|) Std.lv Std.all  
## .EMPL\_SAT\_9 0.231 0.048 4.860 0.000 0.231 0.235  
## .ORG\_IMP\_12 0.217 0.045 4.777 0.000 0.217 0.220  
## .STAKEH\_ACC\_4 0.366 0.069 5.308 0.000 0.366 0.371  
## .EMPL\_SKI\_8 0.325 0.062 5.213 0.000 0.325 0.330  
## .DEC\_IMP\_13 0.355 0.067 5.285 0.000 0.355 0.360  
## .BUSI\_IMP\_11 0.345 0.066 5.263 0.000 0.345 0.350  
## .IMPL\_SUCC\_1 0.303 0.059 5.150 0.000 0.303 0.308  
## .EMPL\_BEL\_10 0.596 0.106 5.604 0.000 0.596 0.605  
## .DEPLOY\_6 0.481 0.096 4.993 0.000 0.481 0.488  
## .ACT\_INTG\_7 0.112 0.086 1.300 0.193 0.112 0.114  
## .BUDG\_COMP\_2 0.334 0.078 4.269 0.000 0.334 0.340  
## .TASK\_COMP\_3 0.254 0.074 3.440 0.001 0.254 0.258  
## .TOOL\_AP\_13 0.234 0.057 4.104 0.000 0.234 0.238  
## .CONTX\_CUS\_14 0.269 0.061 4.389 0.000 0.269 0.273  
## .EFT\_REQ\_15 0.414 0.082 5.073 0.000 0.414 0.420  
## .EMP\_ENG\_12 0.525 0.098 5.336 0.000 0.525 0.533  
## .EXP\_CON\_20 0.620 0.113 5.486 0.000 0.620 0.630  
## .CUS\_IDEF\_26 0.563 0.104 5.402 0.000 0.563 0.571  
## .TRA\_EDUC\_18 0.350 0.080 4.404 0.000 0.350 0.356  
## .PAT\_RES\_24 0.455 0.093 4.907 0.000 0.455 0.461  
## .WKF\_SKL\_19 0.324 0.077 4.226 0.000 0.324 0.329  
## .RES\_AVL\_4 0.552 0.106 5.200 0.000 0.552 0.560  
## .LD\_STL\_9 0.232 0.058 3.968 0.000 0.232 0.235  
## .LD\_INV\_5 0.250 0.060 4.140 0.000 0.250 0.253  
## .LD\_SUP\_1 0.327 0.070 4.680 0.000 0.327 0.332  
## .DAT\_QLT\_11 0.474 0.092 5.123 0.000 0.474 0.481  
## .DEF\_MEA\_7 0.203 0.061 3.332 0.001 0.203 0.206  
## .PRJ\_SEL\_6 0.281 0.067 4.168 0.000 0.281 0.285  
## .EMP\_ATT\_3 0.202 0.176 1.148 0.251 0.202 0.205  
## .UND\_CNG\_22 0.744 0.139 5.347 0.000 0.744 0.755  
## Trnsfrmtnl\_scc 0.754 0.167 4.502 0.000 1.000 1.000  
## Deplymnt\_sccss 0.504 0.156 3.226 0.001 1.000 1.000  
## Imprvmnt\_Prj\_s 0.651 0.169 3.859 0.000 1.000 1.000  
## Imprvmnt\_Rdnss 0.751 0.170 4.414 0.000 1.000 1.000  
## Sst\_Impr\_Infrs 0.635 0.167 3.796 0.000 1.000 1.000  
## Supprtv\_Ldrshp 0.753 0.171 4.411 0.000 1.000 1.000  
## Ms\_bsd\_mprvmnt 0.511 0.155 3.293 0.001 1.000 1.000  
## Change\_awarnss 0.783 0.240 3.263 0.001 1.000 1.000

# CFA model fit= test="Yuan.Bentler"  
cfa\_fit <- cfa(cfa\_model, data = sem\_plsData, test="Yuan.Bentler")  
summary(cfa\_fit, fit.measures=T, standardized=T)

## lavaan 0.6.16 ended normally after 87 iterations  
##   
## Estimator ML  
## Optimization method NLMINB  
## Number of model parameters 88  
##   
## Number of observations 67  
##   
## Model Test User Model:  
## Standard Scaled  
## Test Statistic 675.168 548.656  
## Degrees of freedom 377 377  
## P-value (Chi-square) 0.000 0.000  
## Scaling correction factor 1.231  
## Yuan-Bentler correction   
##   
## Model Test Baseline Model:  
##   
## Test statistic 2046.907 1012.865  
## Degrees of freedom 435 435  
## P-value 0.000 0.000  
## Scaling correction factor 2.021  
##   
## User Model versus Baseline Model:  
##   
## Comparative Fit Index (CFI) 0.815 0.703  
## Tucker-Lewis Index (TLI) 0.787 0.657  
##   
## Robust Comparative Fit Index (CFI) 0.819  
## Robust Tucker-Lewis Index (TLI) 0.791  
##   
## Loglikelihood and Information Criteria:  
##   
## Loglikelihood user model (H0) -2151.084 -2151.084  
## Scaling correction factor 1.340  
## for the MLR correction   
## Loglikelihood unrestricted model (H1) -1813.500 -1813.500  
## Scaling correction factor 1.047  
## for the MLR correction   
##   
## Akaike (AIC) 4478.168 4478.168  
## Bayesian (BIC) 4672.181 4672.181  
## Sample-size adjusted Bayesian (SABIC) 4395.100 4395.100  
##   
## Root Mean Square Error of Approximation:  
##   
## RMSEA 0.109 0.082  
## 90 Percent confidence interval - lower 0.095 0.069  
## 90 Percent confidence interval - upper 0.122 0.096  
## P-value H\_0: RMSEA <= 0.050 0.000 0.000  
## P-value H\_0: RMSEA >= 0.080 1.000 0.623  
##   
## Robust RMSEA 0.091  
## 90 Percent confidence interval - lower 0.074  
## 90 Percent confidence interval - upper 0.108  
## P-value H\_0: Robust RMSEA <= 0.050 0.000  
## P-value H\_0: Robust RMSEA >= 0.080 0.869  
##   
## Standardized Root Mean Square Residual:  
##   
## SRMR 0.071 0.071  
##   
## Parameter Estimates:  
##   
## Standard errors Standard  
## Information Expected  
## Information saturated (h1) model Structured  
##   
## Latent Variables:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success =~   
## EMPL\_SAT\_9 1.000 0.868  
## ORG\_IMP\_12 1.010 0.098 10.300 0.000 0.877  
## STAKEH\_ACC\_4 0.907 0.108 8.384 0.000 0.787  
## EMPL\_SKI\_8 0.935 0.105 8.868 0.000 0.812  
## DEC\_IMP\_13 0.914 0.107 8.509 0.000 0.794  
## BUSI\_IMP\_11 0.921 0.107 8.627 0.000 0.800  
## IMPL\_SUCC\_1 0.951 0.104 9.144 0.000 0.826  
## EMPL\_BEL\_10 0.718 0.122 5.876 0.000 0.624  
## Deployment\_success =~   
## DEPLOY\_6 1.000 0.710  
## ACT\_INTG\_7 1.315 0.202 6.503 0.000 0.934  
## Improvement\_Proj\_success =~   
## BUDG\_COMP\_2 1.000 0.807  
## TASK\_COMP\_3 1.060 0.137 7.713 0.000 0.855  
## Improvement\_Readiness =~   
## TOOL\_AP\_13 1.000 0.867  
## CONTX\_CUS\_14 0.976 0.107 9.084 0.000 0.846  
## EFT\_REQ\_15 0.872 0.116 7.529 0.000 0.756  
## EMP\_ENG\_12 0.783 0.122 6.410 0.000 0.678  
## EXP\_CON\_20 0.697 0.127 5.471 0.000 0.604  
## CUS\_IDEF\_26 0.750 0.124 6.039 0.000 0.650  
## Sust\_Impr\_Infrasturcture =~   
## TRA\_EDUC\_18 1.000 0.797  
## PAT\_RES\_24 0.914 0.145 6.291 0.000 0.728  
## WKF\_SKL\_19 1.021 0.142 7.174 0.000 0.813  
## RES\_AVL\_4 0.826 0.148 5.576 0.000 0.658  
## Supportive\_Leadership =~   
## LD\_STL\_9 1.000 0.868  
## LD\_INV\_5 0.988 0.107 9.242 0.000 0.858  
## LD\_SUP\_1 0.934 0.111 8.419 0.000 0.811  
## Meas\_based\_improvement =~   
## DAT\_QLT\_11 1.000 0.715  
## DEF\_MEA\_7 1.236 0.179 6.905 0.000 0.884  
## PRJ\_SEL\_6 1.173 0.177 6.614 0.000 0.839  
## Change\_awareness =~   
## EMP\_ATT\_3 1.000 0.885  
## UND\_CNG\_22 0.555 0.163 3.397 0.001 0.491  
## Std.all  
##   
## 0.875  
## 0.883  
## 0.793  
## 0.818  
## 0.800  
## 0.806  
## 0.832  
## 0.628  
##   
## 0.716  
## 0.941  
##   
## 0.813  
## 0.861  
##   
## 0.873  
## 0.853  
## 0.761  
## 0.683  
## 0.608  
## 0.655  
##   
## 0.803  
## 0.734  
## 0.819  
## 0.663  
##   
## 0.875  
## 0.864  
## 0.817  
##   
## 0.721  
## 0.891  
## 0.845  
##   
## 0.891  
## 0.495  
##   
## Covariances:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success ~~   
## Deplymnt\_sccss 0.459 0.120 3.806 0.000 0.744  
## Imprvmnt\_Prj\_s 0.533 0.128 4.158 0.000 0.761  
## Imprvmnt\_Rdnss 0.584 0.133 4.409 0.000 0.777  
## Sst\_Impr\_Infrs 0.487 0.123 3.979 0.000 0.705  
## Supprtv\_Ldrshp 0.589 0.133 4.419 0.000 0.782  
## Ms\_bsd\_mprvmnt 0.446 0.116 3.854 0.000 0.718  
## Change\_awarnss 0.565 0.133 4.240 0.000 0.735  
## Deployment\_success ~~   
## Imprvmnt\_Prj\_s 0.364 0.109 3.355 0.001 0.636  
## Imprvmnt\_Rdnss 0.316 0.103 3.061 0.002 0.513  
## Sst\_Impr\_Infrs 0.445 0.119 3.732 0.000 0.786  
## Supprtv\_Ldrshp 0.400 0.114 3.517 0.000 0.649  
## Ms\_bsd\_mprvmnt 0.314 0.097 3.224 0.001 0.618  
## Change\_awarnss 0.416 0.118 3.519 0.000 0.662  
## Improvement\_Proj\_success ~~   
## Imprvmnt\_Rdnss 0.500 0.126 3.970 0.000 0.715  
## Sst\_Impr\_Infrs 0.387 0.114 3.409 0.001 0.603  
## Supprtv\_Ldrshp 0.572 0.134 4.284 0.000 0.818  
## Ms\_bsd\_mprvmnt 0.483 0.122 3.963 0.000 0.838  
## Change\_awarnss 0.475 0.127 3.730 0.000 0.665  
## Improvement\_Readiness ~~   
## Sst\_Impr\_Infrs 0.451 0.120 3.758 0.000 0.654  
## Supprtv\_Ldrshp 0.528 0.129 4.101 0.000 0.702  
## Ms\_bsd\_mprvmnt 0.396 0.111 3.579 0.000 0.639  
## Change\_awarnss 0.438 0.125 3.498 0.000 0.571  
## Sust\_Impr\_Infrasturcture ~~   
## Supprtv\_Ldrshp 0.471 0.122 3.847 0.000 0.681  
## Ms\_bsd\_mprvmnt 0.358 0.105 3.415 0.001 0.629  
## Change\_awarnss 0.418 0.121 3.450 0.001 0.593  
## Supportive\_Leadership ~~   
## Ms\_bsd\_mprvmnt 0.486 0.122 3.988 0.000 0.783  
## Change\_awarnss 0.496 0.130 3.819 0.000 0.645  
## Meas\_based\_improvement ~~   
## Change\_awarnss 0.408 0.115 3.545 0.000 0.644  
## Std.all  
##   
## 0.744  
## 0.761  
## 0.777  
## 0.705  
## 0.782  
## 0.718  
## 0.735  
##   
## 0.636  
## 0.513  
## 0.786  
## 0.649  
## 0.618  
## 0.662  
##   
## 0.715  
## 0.603  
## 0.818  
## 0.838  
## 0.665  
##   
## 0.654  
## 0.702  
## 0.639  
## 0.571  
##   
## 0.681  
## 0.629  
## 0.593  
##   
## 0.783  
## 0.645  
##   
## 0.644  
##   
## Variances:  
## Estimate Std.Err z-value P(>|z|) Std.lv Std.all  
## .EMPL\_SAT\_9 0.231 0.048 4.860 0.000 0.231 0.235  
## .ORG\_IMP\_12 0.217 0.045 4.777 0.000 0.217 0.220  
## .STAKEH\_ACC\_4 0.366 0.069 5.308 0.000 0.366 0.371  
## .EMPL\_SKI\_8 0.325 0.062 5.213 0.000 0.325 0.330  
## .DEC\_IMP\_13 0.355 0.067 5.285 0.000 0.355 0.360  
## .BUSI\_IMP\_11 0.345 0.066 5.263 0.000 0.345 0.350  
## .IMPL\_SUCC\_1 0.303 0.059 5.150 0.000 0.303 0.308  
## .EMPL\_BEL\_10 0.596 0.106 5.604 0.000 0.596 0.605  
## .DEPLOY\_6 0.481 0.096 4.993 0.000 0.481 0.488  
## .ACT\_INTG\_7 0.112 0.086 1.300 0.193 0.112 0.114  
## .BUDG\_COMP\_2 0.334 0.078 4.269 0.000 0.334 0.340  
## .TASK\_COMP\_3 0.254 0.074 3.440 0.001 0.254 0.258  
## .TOOL\_AP\_13 0.234 0.057 4.104 0.000 0.234 0.238  
## .CONTX\_CUS\_14 0.269 0.061 4.389 0.000 0.269 0.273  
## .EFT\_REQ\_15 0.414 0.082 5.073 0.000 0.414 0.420  
## .EMP\_ENG\_12 0.525 0.098 5.336 0.000 0.525 0.533  
## .EXP\_CON\_20 0.620 0.113 5.486 0.000 0.620 0.630  
## .CUS\_IDEF\_26 0.563 0.104 5.402 0.000 0.563 0.571  
## .TRA\_EDUC\_18 0.350 0.080 4.404 0.000 0.350 0.356  
## .PAT\_RES\_24 0.455 0.093 4.907 0.000 0.455 0.461  
## .WKF\_SKL\_19 0.324 0.077 4.226 0.000 0.324 0.329  
## .RES\_AVL\_4 0.552 0.106 5.200 0.000 0.552 0.560  
## .LD\_STL\_9 0.232 0.058 3.968 0.000 0.232 0.235  
## .LD\_INV\_5 0.250 0.060 4.140 0.000 0.250 0.253  
## .LD\_SUP\_1 0.327 0.070 4.680 0.000 0.327 0.332  
## .DAT\_QLT\_11 0.474 0.092 5.123 0.000 0.474 0.481  
## .DEF\_MEA\_7 0.203 0.061 3.332 0.001 0.203 0.206  
## .PRJ\_SEL\_6 0.281 0.067 4.168 0.000 0.281 0.285  
## .EMP\_ATT\_3 0.202 0.176 1.148 0.251 0.202 0.205  
## .UND\_CNG\_22 0.744 0.139 5.347 0.000 0.744 0.755  
## Trnsfrmtnl\_scc 0.754 0.167 4.502 0.000 1.000 1.000  
## Deplymnt\_sccss 0.504 0.156 3.226 0.001 1.000 1.000  
## Imprvmnt\_Prj\_s 0.651 0.169 3.859 0.000 1.000 1.000  
## Imprvmnt\_Rdnss 0.751 0.170 4.414 0.000 1.000 1.000  
## Sst\_Impr\_Infrs 0.635 0.167 3.796 0.000 1.000 1.000  
## Supprtv\_Ldrshp 0.753 0.171 4.411 0.000 1.000 1.000  
## Ms\_bsd\_mprvmnt 0.511 0.155 3.293 0.001 1.000 1.000  
## Change\_awarnss 0.783 0.240 3.263 0.001 1.000 1.000

# CFA model fit= test="Bollen.Stine"  
cfa\_fit\_BS <- cfa(cfa\_model, data = sem\_plsData, test="Bollen.Stine")

## Warning in lav\_model\_test(lavmodel = lavmodel, lavpartable = lavpartable, :  
## lavaan WARNING: 10 bootstrap runs failed or did not converge.

## Warning in lav\_model\_test(lavmodel = lavmodel, lavpartable = lavpartable, :  
## lavaan WARNING: 564 bootstrap runs resulted in nonadmissible solutions.

summary(cfa\_fit\_BS, fit.measures=T, standardized=T)

## lavaan 0.6.16 ended normally after 87 iterations  
##   
## Estimator ML  
## Optimization method NLMINB  
## Number of model parameters 88  
##   
## Number of observations 67  
##   
## Model Test User Model:  
##   
## Test statistic 675.168  
## Degrees of freedom 377  
## P-value (Chi-square) 0.000  
##   
## Test statistic 675.168  
## Degrees of freedom 377  
## P-value (Bollen-Stine bootstrap) 0.357  
##   
## Model Test Baseline Model:  
##   
## Test statistic 2046.907  
## Degrees of freedom 435  
## P-value 0.000  
##   
## User Model versus Baseline Model:  
##   
## Comparative Fit Index (CFI) 0.815  
## Tucker-Lewis Index (TLI) 0.787  
##   
## Loglikelihood and Information Criteria:  
##   
## Loglikelihood user model (H0) -2151.084  
## Loglikelihood unrestricted model (H1) -1813.500  
##   
## Akaike (AIC) 4478.168  
## Bayesian (BIC) 4672.181  
## Sample-size adjusted Bayesian (SABIC) 4395.100  
##   
## Root Mean Square Error of Approximation:  
##   
## RMSEA 0.109  
## 90 Percent confidence interval - lower 0.095  
## 90 Percent confidence interval - upper 0.122  
## P-value H\_0: RMSEA <= 0.050 0.000  
## P-value H\_0: RMSEA >= 0.080 1.000  
##   
## Standardized Root Mean Square Residual:  
##   
## SRMR 0.071  
##   
## Parameter Estimates:  
##   
## Standard errors Standard  
## Information Expected  
## Information saturated (h1) model Structured  
##   
## Latent Variables:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success =~   
## EMPL\_SAT\_9 1.000 0.868  
## ORG\_IMP\_12 1.010 0.098 10.300 0.000 0.877  
## STAKEH\_ACC\_4 0.907 0.108 8.384 0.000 0.787  
## EMPL\_SKI\_8 0.935 0.105 8.868 0.000 0.812  
## DEC\_IMP\_13 0.914 0.107 8.509 0.000 0.794  
## BUSI\_IMP\_11 0.921 0.107 8.627 0.000 0.800  
## IMPL\_SUCC\_1 0.951 0.104 9.144 0.000 0.826  
## EMPL\_BEL\_10 0.718 0.122 5.876 0.000 0.624  
## Deployment\_success =~   
## DEPLOY\_6 1.000 0.710  
## ACT\_INTG\_7 1.315 0.202 6.503 0.000 0.934  
## Improvement\_Proj\_success =~   
## BUDG\_COMP\_2 1.000 0.807  
## TASK\_COMP\_3 1.060 0.137 7.713 0.000 0.855  
## Improvement\_Readiness =~   
## TOOL\_AP\_13 1.000 0.867  
## CONTX\_CUS\_14 0.976 0.107 9.084 0.000 0.846  
## EFT\_REQ\_15 0.872 0.116 7.529 0.000 0.756  
## EMP\_ENG\_12 0.783 0.122 6.410 0.000 0.678  
## EXP\_CON\_20 0.697 0.127 5.471 0.000 0.604  
## CUS\_IDEF\_26 0.750 0.124 6.039 0.000 0.650  
## Sust\_Impr\_Infrasturcture =~   
## TRA\_EDUC\_18 1.000 0.797  
## PAT\_RES\_24 0.914 0.145 6.291 0.000 0.728  
## WKF\_SKL\_19 1.021 0.142 7.174 0.000 0.813  
## RES\_AVL\_4 0.826 0.148 5.576 0.000 0.658  
## Supportive\_Leadership =~   
## LD\_STL\_9 1.000 0.868  
## LD\_INV\_5 0.988 0.107 9.242 0.000 0.858  
## LD\_SUP\_1 0.934 0.111 8.419 0.000 0.811  
## Meas\_based\_improvement =~   
## DAT\_QLT\_11 1.000 0.715  
## DEF\_MEA\_7 1.236 0.179 6.905 0.000 0.884  
## PRJ\_SEL\_6 1.173 0.177 6.614 0.000 0.839  
## Change\_awareness =~   
## EMP\_ATT\_3 1.000 0.885  
## UND\_CNG\_22 0.555 0.163 3.397 0.001 0.491  
## Std.all  
##   
## 0.875  
## 0.883  
## 0.793  
## 0.818  
## 0.800  
## 0.806  
## 0.832  
## 0.628  
##   
## 0.716  
## 0.941  
##   
## 0.813  
## 0.861  
##   
## 0.873  
## 0.853  
## 0.761  
## 0.683  
## 0.608  
## 0.655  
##   
## 0.803  
## 0.734  
## 0.819  
## 0.663  
##   
## 0.875  
## 0.864  
## 0.817  
##   
## 0.721  
## 0.891  
## 0.845  
##   
## 0.891  
## 0.495  
##   
## Covariances:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success ~~   
## Deplymnt\_sccss 0.459 0.120 3.806 0.000 0.744  
## Imprvmnt\_Prj\_s 0.533 0.128 4.158 0.000 0.761  
## Imprvmnt\_Rdnss 0.584 0.133 4.409 0.000 0.777  
## Sst\_Impr\_Infrs 0.487 0.123 3.979 0.000 0.705  
## Supprtv\_Ldrshp 0.589 0.133 4.419 0.000 0.782  
## Ms\_bsd\_mprvmnt 0.446 0.116 3.854 0.000 0.718  
## Change\_awarnss 0.565 0.133 4.240 0.000 0.735  
## Deployment\_success ~~   
## Imprvmnt\_Prj\_s 0.364 0.109 3.355 0.001 0.636  
## Imprvmnt\_Rdnss 0.316 0.103 3.061 0.002 0.513  
## Sst\_Impr\_Infrs 0.445 0.119 3.732 0.000 0.786  
## Supprtv\_Ldrshp 0.400 0.114 3.517 0.000 0.649  
## Ms\_bsd\_mprvmnt 0.314 0.097 3.224 0.001 0.618  
## Change\_awarnss 0.416 0.118 3.519 0.000 0.662  
## Improvement\_Proj\_success ~~   
## Imprvmnt\_Rdnss 0.500 0.126 3.970 0.000 0.715  
## Sst\_Impr\_Infrs 0.387 0.114 3.409 0.001 0.603  
## Supprtv\_Ldrshp 0.572 0.134 4.284 0.000 0.818  
## Ms\_bsd\_mprvmnt 0.483 0.122 3.963 0.000 0.838  
## Change\_awarnss 0.475 0.127 3.730 0.000 0.665  
## Improvement\_Readiness ~~   
## Sst\_Impr\_Infrs 0.451 0.120 3.758 0.000 0.654  
## Supprtv\_Ldrshp 0.528 0.129 4.101 0.000 0.702  
## Ms\_bsd\_mprvmnt 0.396 0.111 3.579 0.000 0.639  
## Change\_awarnss 0.438 0.125 3.498 0.000 0.571  
## Sust\_Impr\_Infrasturcture ~~   
## Supprtv\_Ldrshp 0.471 0.122 3.847 0.000 0.681  
## Ms\_bsd\_mprvmnt 0.358 0.105 3.415 0.001 0.629  
## Change\_awarnss 0.418 0.121 3.450 0.001 0.593  
## Supportive\_Leadership ~~   
## Ms\_bsd\_mprvmnt 0.486 0.122 3.988 0.000 0.783  
## Change\_awarnss 0.496 0.130 3.819 0.000 0.645  
## Meas\_based\_improvement ~~   
## Change\_awarnss 0.408 0.115 3.545 0.000 0.644  
## Std.all  
##   
## 0.744  
## 0.761  
## 0.777  
## 0.705  
## 0.782  
## 0.718  
## 0.735  
##   
## 0.636  
## 0.513  
## 0.786  
## 0.649  
## 0.618  
## 0.662  
##   
## 0.715  
## 0.603  
## 0.818  
## 0.838  
## 0.665  
##   
## 0.654  
## 0.702  
## 0.639  
## 0.571  
##   
## 0.681  
## 0.629  
## 0.593  
##   
## 0.783  
## 0.645  
##   
## 0.644  
##   
## Variances:  
## Estimate Std.Err z-value P(>|z|) Std.lv Std.all  
## .EMPL\_SAT\_9 0.231 0.048 4.860 0.000 0.231 0.235  
## .ORG\_IMP\_12 0.217 0.045 4.777 0.000 0.217 0.220  
## .STAKEH\_ACC\_4 0.366 0.069 5.308 0.000 0.366 0.371  
## .EMPL\_SKI\_8 0.325 0.062 5.213 0.000 0.325 0.330  
## .DEC\_IMP\_13 0.355 0.067 5.285 0.000 0.355 0.360  
## .BUSI\_IMP\_11 0.345 0.066 5.263 0.000 0.345 0.350  
## .IMPL\_SUCC\_1 0.303 0.059 5.150 0.000 0.303 0.308  
## .EMPL\_BEL\_10 0.596 0.106 5.604 0.000 0.596 0.605  
## .DEPLOY\_6 0.481 0.096 4.993 0.000 0.481 0.488  
## .ACT\_INTG\_7 0.112 0.086 1.300 0.193 0.112 0.114  
## .BUDG\_COMP\_2 0.334 0.078 4.269 0.000 0.334 0.340  
## .TASK\_COMP\_3 0.254 0.074 3.440 0.001 0.254 0.258  
## .TOOL\_AP\_13 0.234 0.057 4.104 0.000 0.234 0.238  
## .CONTX\_CUS\_14 0.269 0.061 4.389 0.000 0.269 0.273  
## .EFT\_REQ\_15 0.414 0.082 5.073 0.000 0.414 0.420  
## .EMP\_ENG\_12 0.525 0.098 5.336 0.000 0.525 0.533  
## .EXP\_CON\_20 0.620 0.113 5.486 0.000 0.620 0.630  
## .CUS\_IDEF\_26 0.563 0.104 5.402 0.000 0.563 0.571  
## .TRA\_EDUC\_18 0.350 0.080 4.404 0.000 0.350 0.356  
## .PAT\_RES\_24 0.455 0.093 4.907 0.000 0.455 0.461  
## .WKF\_SKL\_19 0.324 0.077 4.226 0.000 0.324 0.329  
## .RES\_AVL\_4 0.552 0.106 5.200 0.000 0.552 0.560  
## .LD\_STL\_9 0.232 0.058 3.968 0.000 0.232 0.235  
## .LD\_INV\_5 0.250 0.060 4.140 0.000 0.250 0.253  
## .LD\_SUP\_1 0.327 0.070 4.680 0.000 0.327 0.332  
## .DAT\_QLT\_11 0.474 0.092 5.123 0.000 0.474 0.481  
## .DEF\_MEA\_7 0.203 0.061 3.332 0.001 0.203 0.206  
## .PRJ\_SEL\_6 0.281 0.067 4.168 0.000 0.281 0.285  
## .EMP\_ATT\_3 0.202 0.176 1.148 0.251 0.202 0.205  
## .UND\_CNG\_22 0.744 0.139 5.347 0.000 0.744 0.755  
## Trnsfrmtnl\_scc 0.754 0.167 4.502 0.000 1.000 1.000  
## Deplymnt\_sccss 0.504 0.156 3.226 0.001 1.000 1.000  
## Imprvmnt\_Prj\_s 0.651 0.169 3.859 0.000 1.000 1.000  
## Imprvmnt\_Rdnss 0.751 0.170 4.414 0.000 1.000 1.000  
## Sst\_Impr\_Infrs 0.635 0.167 3.796 0.000 1.000 1.000  
## Supprtv\_Ldrshp 0.753 0.171 4.411 0.000 1.000 1.000  
## Ms\_bsd\_mprvmnt 0.511 0.155 3.293 0.001 1.000 1.000  
## Change\_awarnss 0.783 0.240 3.263 0.001 1.000 1.000

# CFA model fit= estimator = WLSMV  
cfa\_fit\_BS <- cfa(cfa\_model, data = sem\_plsData, test="Bollen.Stine")

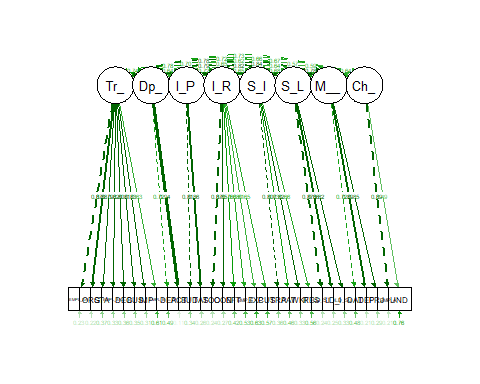
## Warning in lav\_model\_test(lavmodel = lavmodel, lavpartable = lavpartable, :  
## lavaan WARNING: 6 bootstrap runs failed or did not converge.

## Warning in lav\_model\_test(lavmodel = lavmodel, lavpartable = lavpartable, :  
## lavaan WARNING: 587 bootstrap runs resulted in nonadmissible solutions.

summary(cfa\_fit\_BS, fit.measures=T, standardized=T)

## lavaan 0.6.16 ended normally after 87 iterations  
##   
## Estimator ML  
## Optimization method NLMINB  
## Number of model parameters 88  
##   
## Number of observations 67  
##   
## Model Test User Model:  
##   
## Test statistic 675.168  
## Degrees of freedom 377  
## P-value (Chi-square) 0.000  
##   
## Test statistic 675.168  
## Degrees of freedom 377  
## P-value (Bollen-Stine bootstrap) 0.369  
##   
## Model Test Baseline Model:  
##   
## Test statistic 2046.907  
## Degrees of freedom 435  
## P-value 0.000  
##   
## User Model versus Baseline Model:  
##   
## Comparative Fit Index (CFI) 0.815  
## Tucker-Lewis Index (TLI) 0.787  
##   
## Loglikelihood and Information Criteria:  
##   
## Loglikelihood user model (H0) -2151.084  
## Loglikelihood unrestricted model (H1) -1813.500  
##   
## Akaike (AIC) 4478.168  
## Bayesian (BIC) 4672.181  
## Sample-size adjusted Bayesian (SABIC) 4395.100  
##   
## Root Mean Square Error of Approximation:  
##   
## RMSEA 0.109  
## 90 Percent confidence interval - lower 0.095  
## 90 Percent confidence interval - upper 0.122  
## P-value H\_0: RMSEA <= 0.050 0.000  
## P-value H\_0: RMSEA >= 0.080 1.000  
##   
## Standardized Root Mean Square Residual:  
##   
## SRMR 0.071  
##   
## Parameter Estimates:  
##   
## Standard errors Standard  
## Information Expected  
## Information saturated (h1) model Structured  
##   
## Latent Variables:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success =~   
## EMPL\_SAT\_9 1.000 0.868  
## ORG\_IMP\_12 1.010 0.098 10.300 0.000 0.877  
## STAKEH\_ACC\_4 0.907 0.108 8.384 0.000 0.787  
## EMPL\_SKI\_8 0.935 0.105 8.868 0.000 0.812  
## DEC\_IMP\_13 0.914 0.107 8.509 0.000 0.794  
## BUSI\_IMP\_11 0.921 0.107 8.627 0.000 0.800  
## IMPL\_SUCC\_1 0.951 0.104 9.144 0.000 0.826  
## EMPL\_BEL\_10 0.718 0.122 5.876 0.000 0.624  
## Deployment\_success =~   
## DEPLOY\_6 1.000 0.710  
## ACT\_INTG\_7 1.315 0.202 6.503 0.000 0.934  
## Improvement\_Proj\_success =~   
## BUDG\_COMP\_2 1.000 0.807  
## TASK\_COMP\_3 1.060 0.137 7.713 0.000 0.855  
## Improvement\_Readiness =~   
## TOOL\_AP\_13 1.000 0.867  
## CONTX\_CUS\_14 0.976 0.107 9.084 0.000 0.846  
## EFT\_REQ\_15 0.872 0.116 7.529 0.000 0.756  
## EMP\_ENG\_12 0.783 0.122 6.410 0.000 0.678  
## EXP\_CON\_20 0.697 0.127 5.471 0.000 0.604  
## CUS\_IDEF\_26 0.750 0.124 6.039 0.000 0.650  
## Sust\_Impr\_Infrasturcture =~   
## TRA\_EDUC\_18 1.000 0.797  
## PAT\_RES\_24 0.914 0.145 6.291 0.000 0.728  
## WKF\_SKL\_19 1.021 0.142 7.174 0.000 0.813  
## RES\_AVL\_4 0.826 0.148 5.576 0.000 0.658  
## Supportive\_Leadership =~   
## LD\_STL\_9 1.000 0.868  
## LD\_INV\_5 0.988 0.107 9.242 0.000 0.858  
## LD\_SUP\_1 0.934 0.111 8.419 0.000 0.811  
## Meas\_based\_improvement =~   
## DAT\_QLT\_11 1.000 0.715  
## DEF\_MEA\_7 1.236 0.179 6.905 0.000 0.884  
## PRJ\_SEL\_6 1.173 0.177 6.614 0.000 0.839  
## Change\_awareness =~   
## EMP\_ATT\_3 1.000 0.885  
## UND\_CNG\_22 0.555 0.163 3.397 0.001 0.491  
## Std.all  
##   
## 0.875  
## 0.883  
## 0.793  
## 0.818  
## 0.800  
## 0.806  
## 0.832  
## 0.628  
##   
## 0.716  
## 0.941  
##   
## 0.813  
## 0.861  
##   
## 0.873  
## 0.853  
## 0.761  
## 0.683  
## 0.608  
## 0.655  
##   
## 0.803  
## 0.734  
## 0.819  
## 0.663  
##   
## 0.875  
## 0.864  
## 0.817  
##   
## 0.721  
## 0.891  
## 0.845  
##   
## 0.891  
## 0.495  
##   
## Covariances:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success ~~   
## Deplymnt\_sccss 0.459 0.120 3.806 0.000 0.744  
## Imprvmnt\_Prj\_s 0.533 0.128 4.158 0.000 0.761  
## Imprvmnt\_Rdnss 0.584 0.133 4.409 0.000 0.777  
## Sst\_Impr\_Infrs 0.487 0.123 3.979 0.000 0.705  
## Supprtv\_Ldrshp 0.589 0.133 4.419 0.000 0.782  
## Ms\_bsd\_mprvmnt 0.446 0.116 3.854 0.000 0.718  
## Change\_awarnss 0.565 0.133 4.240 0.000 0.735  
## Deployment\_success ~~   
## Imprvmnt\_Prj\_s 0.364 0.109 3.355 0.001 0.636  
## Imprvmnt\_Rdnss 0.316 0.103 3.061 0.002 0.513  
## Sst\_Impr\_Infrs 0.445 0.119 3.732 0.000 0.786  
## Supprtv\_Ldrshp 0.400 0.114 3.517 0.000 0.649  
## Ms\_bsd\_mprvmnt 0.314 0.097 3.224 0.001 0.618  
## Change\_awarnss 0.416 0.118 3.519 0.000 0.662  
## Improvement\_Proj\_success ~~   
## Imprvmnt\_Rdnss 0.500 0.126 3.970 0.000 0.715  
## Sst\_Impr\_Infrs 0.387 0.114 3.409 0.001 0.603  
## Supprtv\_Ldrshp 0.572 0.134 4.284 0.000 0.818  
## Ms\_bsd\_mprvmnt 0.483 0.122 3.963 0.000 0.838  
## Change\_awarnss 0.475 0.127 3.730 0.000 0.665  
## Improvement\_Readiness ~~   
## Sst\_Impr\_Infrs 0.451 0.120 3.758 0.000 0.654  
## Supprtv\_Ldrshp 0.528 0.129 4.101 0.000 0.702  
## Ms\_bsd\_mprvmnt 0.396 0.111 3.579 0.000 0.639  
## Change\_awarnss 0.438 0.125 3.498 0.000 0.571  
## Sust\_Impr\_Infrasturcture ~~   
## Supprtv\_Ldrshp 0.471 0.122 3.847 0.000 0.681  
## Ms\_bsd\_mprvmnt 0.358 0.105 3.415 0.001 0.629  
## Change\_awarnss 0.418 0.121 3.450 0.001 0.593  
## Supportive\_Leadership ~~   
## Ms\_bsd\_mprvmnt 0.486 0.122 3.988 0.000 0.783  
## Change\_awarnss 0.496 0.130 3.819 0.000 0.645  
## Meas\_based\_improvement ~~   
## Change\_awarnss 0.408 0.115 3.545 0.000 0.644  
## Std.all  
##   
## 0.744  
## 0.761  
## 0.777  
## 0.705  
## 0.782  
## 0.718  
## 0.735  
##   
## 0.636  
## 0.513  
## 0.786  
## 0.649  
## 0.618  
## 0.662  
##   
## 0.715  
## 0.603  
## 0.818  
## 0.838  
## 0.665  
##   
## 0.654  
## 0.702  
## 0.639  
## 0.571  
##   
## 0.681  
## 0.629  
## 0.593  
##   
## 0.783  
## 0.645  
##   
## 0.644  
##   
## Variances:  
## Estimate Std.Err z-value P(>|z|) Std.lv Std.all  
## .EMPL\_SAT\_9 0.231 0.048 4.860 0.000 0.231 0.235  
## .ORG\_IMP\_12 0.217 0.045 4.777 0.000 0.217 0.220  
## .STAKEH\_ACC\_4 0.366 0.069 5.308 0.000 0.366 0.371  
## .EMPL\_SKI\_8 0.325 0.062 5.213 0.000 0.325 0.330  
## .DEC\_IMP\_13 0.355 0.067 5.285 0.000 0.355 0.360  
## .BUSI\_IMP\_11 0.345 0.066 5.263 0.000 0.345 0.350  
## .IMPL\_SUCC\_1 0.303 0.059 5.150 0.000 0.303 0.308  
## .EMPL\_BEL\_10 0.596 0.106 5.604 0.000 0.596 0.605  
## .DEPLOY\_6 0.481 0.096 4.993 0.000 0.481 0.488  
## .ACT\_INTG\_7 0.112 0.086 1.300 0.193 0.112 0.114  
## .BUDG\_COMP\_2 0.334 0.078 4.269 0.000 0.334 0.340  
## .TASK\_COMP\_3 0.254 0.074 3.440 0.001 0.254 0.258  
## .TOOL\_AP\_13 0.234 0.057 4.104 0.000 0.234 0.238  
## .CONTX\_CUS\_14 0.269 0.061 4.389 0.000 0.269 0.273  
## .EFT\_REQ\_15 0.414 0.082 5.073 0.000 0.414 0.420  
## .EMP\_ENG\_12 0.525 0.098 5.336 0.000 0.525 0.533  
## .EXP\_CON\_20 0.620 0.113 5.486 0.000 0.620 0.630  
## .CUS\_IDEF\_26 0.563 0.104 5.402 0.000 0.563 0.571  
## .TRA\_EDUC\_18 0.350 0.080 4.404 0.000 0.350 0.356  
## .PAT\_RES\_24 0.455 0.093 4.907 0.000 0.455 0.461  
## .WKF\_SKL\_19 0.324 0.077 4.226 0.000 0.324 0.329  
## .RES\_AVL\_4 0.552 0.106 5.200 0.000 0.552 0.560  
## .LD\_STL\_9 0.232 0.058 3.968 0.000 0.232 0.235  
## .LD\_INV\_5 0.250 0.060 4.140 0.000 0.250 0.253  
## .LD\_SUP\_1 0.327 0.070 4.680 0.000 0.327 0.332  
## .DAT\_QLT\_11 0.474 0.092 5.123 0.000 0.474 0.481  
## .DEF\_MEA\_7 0.203 0.061 3.332 0.001 0.203 0.206  
## .PRJ\_SEL\_6 0.281 0.067 4.168 0.000 0.281 0.285  
## .EMP\_ATT\_3 0.202 0.176 1.148 0.251 0.202 0.205  
## .UND\_CNG\_22 0.744 0.139 5.347 0.000 0.744 0.755  
## Trnsfrmtnl\_scc 0.754 0.167 4.502 0.000 1.000 1.000  
## Deplymnt\_sccss 0.504 0.156 3.226 0.001 1.000 1.000  
## Imprvmnt\_Prj\_s 0.651 0.169 3.859 0.000 1.000 1.000  
## Imprvmnt\_Rdnss 0.751 0.170 4.414 0.000 1.000 1.000  
## Sst\_Impr\_Infrs 0.635 0.167 3.796 0.000 1.000 1.000  
## Supprtv\_Ldrshp 0.753 0.171 4.411 0.000 1.000 1.000  
## Ms\_bsd\_mprvmnt 0.511 0.155 3.293 0.001 1.000 1.000  
## Change\_awarnss 0.783 0.240 3.263 0.001 1.000 1.000

# TO PLOT  
semPaths(cfa\_fit,what="stand",layout="tree", style = "LISREL")



# Measurement and Structual model

meas\_model <- '  
  
# measurement model  
Transformational\_success =~ EMPL\_SAT\_9 + ORG\_IMP\_12 + STAKEH\_ACC\_4 + EMPL\_SKI\_8 + DEC\_IMP\_13 + BUSI\_IMP\_11 + IMPL\_SUCC\_1 + EMPL\_BEL\_10  
Deployment\_success =~ DEPLOY\_6 + ACT\_INTG\_7  
Improvement\_Proj\_success =~ BUDG\_COMP\_2 + TASK\_COMP\_3  
Improvement\_Readiness =~ TOOL\_AP\_13 + CONTX\_CUS\_14 + EFT\_REQ\_15 + EMP\_ENG\_12 + EXP\_CON\_20 + CUS\_IDEF\_26  
Sust\_Impr\_Infrasturcture =~ TRA\_EDUC\_18 + PAT\_RES\_24 + WKF\_SKL\_19 + RES\_AVL\_4  
Supportive\_Leadership =~ LD\_STL\_9 + LD\_INV\_5 + LD\_SUP\_1  
Meas\_based\_improvement =~ DAT\_QLT\_11 + DEF\_MEA\_7 + PRJ\_SEL\_6   
Change\_awareness =~ EMP\_ATT\_3 + UND\_CNG\_22  
  
# structural model  
Transformational\_success~ Improvement\_Readiness+ Sust\_Impr\_Infrasturcture + Supportive\_Leadership + Meas\_based\_improvement + Change\_awareness  
Deployment\_success~ Improvement\_Readiness+ Sust\_Impr\_Infrasturcture + Supportive\_Leadership + Meas\_based\_improvement + Change\_awareness  
Improvement\_Proj\_success~ Improvement\_Readiness+ Sust\_Impr\_Infrasturcture + Supportive\_Leadership + Meas\_based\_improvement + Change\_awareness  
  
  
'  
#DVs:   
Transformational\_success~~Transformational\_success

## Transformational\_success ~ ~Transformational\_success

Deployment\_success~~Deployment\_success

## Deployment\_success ~ ~Deployment\_success

Improvement\_Proj\_success~~Improvement\_Proj\_success

## Improvement\_Proj\_success ~ ~Improvement\_Proj\_success

# IVs: no co(variance) among IVs  
Improvement\_Readiness~~Improvement\_Readiness

## Improvement\_Readiness ~ ~Improvement\_Readiness

Sust\_Impr\_Infrasturcture~~Sust\_Impr\_Infrasturcture

## Sust\_Impr\_Infrasturcture ~ ~Sust\_Impr\_Infrasturcture

Supportive\_Leadership~~Supportive\_Leadership

## Supportive\_Leadership ~ ~Supportive\_Leadership

Meas\_based\_improvement~~Meas\_based\_improvement

## Meas\_based\_improvement ~ ~Meas\_based\_improvement

Change\_awareness~~Change\_awareness

## Change\_awareness ~ ~Change\_awareness

# SEM model

sem\_fit <- sem(meas\_model, data = sem\_plsData)  
summary(sem\_fit, fit.measures=T, rsquare= T, standardized=T)

## lavaan 0.6.16 ended normally after 65 iterations  
##   
## Estimator ML  
## Optimization method NLMINB  
## Number of model parameters 88  
##   
## Number of observations 67  
##   
## Model Test User Model:  
##   
## Test statistic 675.168  
## Degrees of freedom 377  
## P-value (Chi-square) 0.000  
##   
## Model Test Baseline Model:  
##   
## Test statistic 2046.907  
## Degrees of freedom 435  
## P-value 0.000  
##   
## User Model versus Baseline Model:  
##   
## Comparative Fit Index (CFI) 0.815  
## Tucker-Lewis Index (TLI) 0.787  
##   
## Loglikelihood and Information Criteria:  
##   
## Loglikelihood user model (H0) -2151.084  
## Loglikelihood unrestricted model (H1) -1813.500  
##   
## Akaike (AIC) 4478.168  
## Bayesian (BIC) 4672.181  
## Sample-size adjusted Bayesian (SABIC) 4395.100  
##   
## Root Mean Square Error of Approximation:  
##   
## RMSEA 0.109  
## 90 Percent confidence interval - lower 0.095  
## 90 Percent confidence interval - upper 0.122  
## P-value H\_0: RMSEA <= 0.050 0.000  
## P-value H\_0: RMSEA >= 0.080 1.000  
##   
## Standardized Root Mean Square Residual:  
##   
## SRMR 0.071  
##   
## Parameter Estimates:  
##   
## Standard errors Standard  
## Information Expected  
## Information saturated (h1) model Structured  
##   
## Latent Variables:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success =~   
## EMPL\_SAT\_9 1.000 0.868  
## ORG\_IMP\_12 1.010 0.098 10.300 0.000 0.877  
## STAKEH\_ACC\_4 0.907 0.108 8.384 0.000 0.787  
## EMPL\_SKI\_8 0.935 0.105 8.868 0.000 0.812  
## DEC\_IMP\_13 0.914 0.107 8.509 0.000 0.794  
## BUSI\_IMP\_11 0.921 0.107 8.627 0.000 0.800  
## IMPL\_SUCC\_1 0.951 0.104 9.144 0.000 0.826  
## EMPL\_BEL\_10 0.718 0.122 5.876 0.000 0.624  
## Deployment\_success =~   
## DEPLOY\_6 1.000 0.710  
## ACT\_INTG\_7 1.315 0.202 6.503 0.000 0.934  
## Improvement\_Proj\_success =~   
## BUDG\_COMP\_2 1.000 0.807  
## TASK\_COMP\_3 1.060 0.137 7.713 0.000 0.855  
## Improvement\_Readiness =~   
## TOOL\_AP\_13 1.000 0.867  
## CONTX\_CUS\_14 0.976 0.107 9.084 0.000 0.846  
## EFT\_REQ\_15 0.872 0.116 7.529 0.000 0.756  
## EMP\_ENG\_12 0.783 0.122 6.410 0.000 0.678  
## EXP\_CON\_20 0.697 0.127 5.471 0.000 0.604  
## CUS\_IDEF\_26 0.750 0.124 6.039 0.000 0.650  
## Sust\_Impr\_Infrasturcture =~   
## TRA\_EDUC\_18 1.000 0.797  
## PAT\_RES\_24 0.914 0.145 6.291 0.000 0.728  
## WKF\_SKL\_19 1.021 0.142 7.174 0.000 0.813  
## RES\_AVL\_4 0.826 0.148 5.576 0.000 0.658  
## Supportive\_Leadership =~   
## LD\_STL\_9 1.000 0.868  
## LD\_INV\_5 0.988 0.107 9.242 0.000 0.858  
## LD\_SUP\_1 0.934 0.111 8.419 0.000 0.811  
## Meas\_based\_improvement =~   
## DAT\_QLT\_11 1.000 0.715  
## DEF\_MEA\_7 1.236 0.179 6.905 0.000 0.884  
## PRJ\_SEL\_6 1.173 0.177 6.614 0.000 0.839  
## Change\_awareness =~   
## EMP\_ATT\_3 1.000 0.885  
## UND\_CNG\_22 0.555 0.163 3.397 0.001 0.491  
## Std.all  
##   
## 0.875  
## 0.883  
## 0.793  
## 0.818  
## 0.800  
## 0.806  
## 0.832  
## 0.628  
##   
## 0.716  
## 0.941  
##   
## 0.813  
## 0.861  
##   
## 0.873  
## 0.853  
## 0.761  
## 0.683  
## 0.608  
## 0.655  
##   
## 0.803  
## 0.734  
## 0.819  
## 0.663  
##   
## 0.875  
## 0.864  
## 0.817  
##   
## 0.721  
## 0.891  
## 0.845  
##   
## 0.891  
## 0.495  
##   
## Regressions:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success ~   
## Imprvmnt\_Rdnss 0.331 0.125 2.654 0.008 0.331  
## Sst\_Impr\_Infrs 0.132 0.138 0.953 0.341 0.121  
## Supprtv\_Ldrshp 0.236 0.164 1.440 0.150 0.236  
## Ms\_bsd\_mprvmnt 0.079 0.182 0.435 0.664 0.065  
## Change\_awarnss 0.275 0.162 1.697 0.090 0.280  
## Deployment\_success ~   
## Imprvmnt\_Rdnss -0.143 0.127 -1.126 0.260 -0.174  
## Sst\_Impr\_Infrs 0.540 0.168 3.219 0.001 0.606  
## Supprtv\_Ldrshp 0.100 0.167 0.601 0.548 0.123  
## Ms\_bsd\_mprvmnt 0.075 0.185 0.405 0.685 0.076  
## Change\_awarnss 0.220 0.153 1.440 0.150 0.274  
## Improvement\_Proj\_success ~   
## Imprvmnt\_Rdnss 0.193 0.135 1.426 0.154 0.207  
## Sst\_Impr\_Infrs -0.095 0.152 -0.628 0.530 -0.094  
## Supprtv\_Ldrshp 0.292 0.182 1.603 0.109 0.315  
## Ms\_bsd\_mprvmnt 0.503 0.212 2.377 0.017 0.446  
## Change\_awarnss 0.102 0.138 0.739 0.460 0.112  
## Std.all  
##   
## 0.331  
## 0.121  
## 0.236  
## 0.065  
## 0.280  
##   
## -0.174  
## 0.606  
## 0.123  
## 0.076  
## 0.274  
##   
## 0.207  
## -0.094  
## 0.315  
## 0.446  
## 0.112  
##   
## Covariances:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Improvement\_Readiness ~~   
## Sst\_Impr\_Infrs 0.451 0.120 3.758 0.000 0.654  
## Supprtv\_Ldrshp 0.528 0.129 4.101 0.000 0.702  
## Ms\_bsd\_mprvmnt 0.396 0.111 3.579 0.000 0.639  
## Change\_awarnss 0.438 0.125 3.498 0.000 0.571  
## Sust\_Impr\_Infrasturcture ~~   
## Supprtv\_Ldrshp 0.471 0.122 3.847 0.000 0.681  
## Ms\_bsd\_mprvmnt 0.358 0.105 3.415 0.001 0.629  
## Change\_awarnss 0.418 0.121 3.450 0.001 0.593  
## Supportive\_Leadership ~~   
## Ms\_bsd\_mprvmnt 0.486 0.122 3.988 0.000 0.783  
## Change\_awarnss 0.496 0.130 3.819 0.000 0.645  
## Meas\_based\_improvement ~~   
## Change\_awarnss 0.408 0.115 3.545 0.000 0.644  
## .Transformational\_success ~~   
## .Deplymnt\_sccss 0.062 0.034 1.802 0.072 0.387  
## .Imprvmnt\_Prj\_s 0.012 0.033 0.366 0.714 0.082  
## .Deployment\_success ~~   
## .Imprvmnt\_Prj\_s 0.028 0.034 0.829 0.407 0.200  
## Std.all  
##   
## 0.654  
## 0.702  
## 0.639  
## 0.571  
##   
## 0.681  
## 0.629  
## 0.593  
##   
## 0.783  
## 0.645  
##   
## 0.644  
##   
## 0.387  
## 0.082  
##   
## 0.200  
##   
## Variances:  
## Estimate Std.Err z-value P(>|z|) Std.lv Std.all  
## .EMPL\_SAT\_9 0.231 0.048 4.860 0.000 0.231 0.235  
## .ORG\_IMP\_12 0.217 0.045 4.777 0.000 0.217 0.220  
## .STAKEH\_ACC\_4 0.366 0.069 5.308 0.000 0.366 0.371  
## .EMPL\_SKI\_8 0.325 0.062 5.213 0.000 0.325 0.330  
## .DEC\_IMP\_13 0.355 0.067 5.285 0.000 0.355 0.360  
## .BUSI\_IMP\_11 0.345 0.066 5.263 0.000 0.345 0.350  
## .IMPL\_SUCC\_1 0.303 0.059 5.150 0.000 0.303 0.308  
## .EMPL\_BEL\_10 0.596 0.106 5.604 0.000 0.596 0.605  
## .DEPLOY\_6 0.481 0.096 4.993 0.000 0.481 0.488  
## .ACT\_INTG\_7 0.112 0.086 1.300 0.193 0.112 0.114  
## .BUDG\_COMP\_2 0.334 0.078 4.269 0.000 0.334 0.340  
## .TASK\_COMP\_3 0.254 0.074 3.440 0.001 0.254 0.258  
## .TOOL\_AP\_13 0.234 0.057 4.104 0.000 0.234 0.238  
## .CONTX\_CUS\_14 0.269 0.061 4.389 0.000 0.269 0.273  
## .EFT\_REQ\_15 0.414 0.082 5.073 0.000 0.414 0.420  
## .EMP\_ENG\_12 0.525 0.098 5.336 0.000 0.525 0.533  
## .EXP\_CON\_20 0.620 0.113 5.486 0.000 0.620 0.630  
## .CUS\_IDEF\_26 0.563 0.104 5.402 0.000 0.563 0.571  
## .TRA\_EDUC\_18 0.350 0.080 4.404 0.000 0.350 0.356  
## .PAT\_RES\_24 0.455 0.093 4.907 0.000 0.455 0.461  
## .WKF\_SKL\_19 0.324 0.077 4.226 0.000 0.324 0.329  
## .RES\_AVL\_4 0.552 0.106 5.200 0.000 0.552 0.560  
## .LD\_STL\_9 0.232 0.058 3.968 0.000 0.232 0.235  
## .LD\_INV\_5 0.250 0.060 4.140 0.000 0.250 0.253  
## .LD\_SUP\_1 0.327 0.070 4.680 0.000 0.327 0.332  
## .DAT\_QLT\_11 0.474 0.092 5.123 0.000 0.474 0.481  
## .DEF\_MEA\_7 0.203 0.061 3.332 0.001 0.203 0.206  
## .PRJ\_SEL\_6 0.281 0.067 4.168 0.000 0.281 0.285  
## .EMP\_ATT\_3 0.202 0.176 1.148 0.251 0.202 0.205  
## .UND\_CNG\_22 0.744 0.139 5.347 0.000 0.744 0.755  
## .Trnsfrmtnl\_scc 0.166 0.048 3.460 0.001 0.221 0.221  
## .Deplymnt\_sccss 0.154 0.060 2.544 0.011 0.305 0.305  
## .Imprvmnt\_Prj\_s 0.132 0.060 2.209 0.027 0.203 0.203  
## Imprvmnt\_Rdnss 0.751 0.170 4.414 0.000 1.000 1.000  
## Sst\_Impr\_Infrs 0.635 0.167 3.796 0.000 1.000 1.000  
## Supprtv\_Ldrshp 0.753 0.171 4.411 0.000 1.000 1.000  
## Ms\_bsd\_mprvmnt 0.511 0.155 3.293 0.001 1.000 1.000  
## Change\_awarnss 0.783 0.240 3.263 0.001 1.000 1.000  
##   
## R-Square:  
## Estimate  
## EMPL\_SAT\_9 0.765  
## ORG\_IMP\_12 0.780  
## STAKEH\_ACC\_4 0.629  
## EMPL\_SKI\_8 0.670  
## DEC\_IMP\_13 0.640  
## BUSI\_IMP\_11 0.650  
## IMPL\_SUCC\_1 0.692  
## EMPL\_BEL\_10 0.395  
## DEPLOY\_6 0.512  
## ACT\_INTG\_7 0.886  
## BUDG\_COMP\_2 0.660  
## TASK\_COMP\_3 0.742  
## TOOL\_AP\_13 0.762  
## CONTX\_CUS\_14 0.727  
## EFT\_REQ\_15 0.580  
## EMP\_ENG\_12 0.467  
## EXP\_CON\_20 0.370  
## CUS\_IDEF\_26 0.429  
## TRA\_EDUC\_18 0.644  
## PAT\_RES\_24 0.539  
## WKF\_SKL\_19 0.671  
## RES\_AVL\_4 0.440  
## LD\_STL\_9 0.765  
## LD\_INV\_5 0.747  
## LD\_SUP\_1 0.668  
## DAT\_QLT\_11 0.519  
## DEF\_MEA\_7 0.794  
## PRJ\_SEL\_6 0.715  
## EMP\_ATT\_3 0.795  
## UND\_CNG\_22 0.245  
## Trnsfrmtnl\_scc 0.779  
## Deplymnt\_sccss 0.695  
## Imprvmnt\_Prj\_s 0.797

modificationindices(sem\_fit, sort. = TRUE)# used to check which parameters can improve SEM fit, but always acceptable

## lhs op rhs mi epc sepc.lv sepc.all  
## 286 Change\_awareness =~ EMPL\_BEL\_10 20.575 0.913 0.808 0.814  
## 509 EMPL\_BEL\_10 ~~ EMP\_ATT\_3 18.090 0.288 0.288 0.828  
## 341 ORG\_IMP\_12 ~~ EMPL\_BEL\_10 16.126 -0.199 -0.199 -0.554  
## 313 EMPL\_SAT\_9 ~~ EMPL\_BEL\_10 14.096 0.191 0.191 0.513  
## 294 Change\_awareness =~ EMP\_ENG\_12 12.602 0.535 0.473 0.477  
## 628 EFT\_REQ\_15 ~~ RES\_AVL\_4 11.415 0.220 0.220 0.459  
## 675 CUS\_IDEF\_26 ~~ UND\_CNG\_22 11.114 0.279 0.279 0.431  
## 649 EMP\_ENG\_12 ~~ EMP\_ATT\_3 10.960 0.216 0.216 0.662  
## 707 RES\_AVL\_4 ~~ LD\_INV\_5 10.540 0.179 0.179 0.481  
## 545 ACT\_INTG\_7 ~~ LD\_INV\_5 10.429 -0.135 -0.135 -0.808  
## 732 DAT\_QLT\_11 ~~ DEF\_MEA\_7 8.783 0.187 0.187 0.603  
## 172 Improvement\_Proj\_success =~ PRJ\_SEL\_6 8.620 0.926 0.747 0.752  
## 334 EMPL\_SAT\_9 ~~ EMP\_ATT\_3 8.347 0.133 0.133 0.613  
## 326 EMPL\_SAT\_9 ~~ WKF\_SKL\_19 7.938 -0.117 -0.117 -0.427  
## 142 Deployment\_success =~ DAT\_QLT\_11 7.503 -0.508 -0.361 -0.363  
## 279 Change\_awareness =~ EMPL\_SAT\_9 7.183 0.370 0.327 0.330  
## 160 Improvement\_Proj\_success =~ EMP\_ENG\_12 7.089 0.526 0.425 0.428  
## 496 EMPL\_BEL\_10 ~~ EMP\_ENG\_12 7.069 0.191 0.191 0.342  
## 203 Sust\_Impr\_Infrasturcture =~ DEC\_IMP\_13 6.719 0.416 0.331 0.334  
## 521 DEPLOY\_6 ~~ PAT\_RES\_24 6.628 -0.168 -0.168 -0.359  
## 306 Change\_awareness =~ PRJ\_SEL\_6 6.418 0.389 0.344 0.347  
## 586 TASK\_COMP\_3 ~~ PRJ\_SEL\_6 6.128 0.118 0.118 0.442  
## 291 Change\_awareness =~ TOOL\_AP\_13 6.060 -0.297 -0.263 -0.265  
## 388 STAKEH\_ACC\_4 ~~ PRJ\_SEL\_6 5.973 -0.114 -0.114 -0.356  
## 337 ORG\_IMP\_12 ~~ EMPL\_SKI\_8 5.797 0.094 0.094 0.354  
## 647 EMP\_ENG\_12 ~~ DEF\_MEA\_7 5.724 -0.124 -0.124 -0.380  
## 605 TOOL\_AP\_13 ~~ UND\_CNG\_22 5.624 -0.144 -0.144 -0.346  
## 265 Meas\_based\_improvement =~ CONTX\_CUS\_14 5.621 -0.376 -0.269 -0.271  
## 350 ORG\_IMP\_12 ~~ EXP\_CON\_20 5.605 -0.119 -0.119 -0.324  
## 318 EMPL\_SAT\_9 ~~ TOOL\_AP\_13 5.566 0.085 0.085 0.365  
## 706 RES\_AVL\_4 ~~ LD\_STL\_9 5.497 -0.126 -0.126 -0.354  
## 347 ORG\_IMP\_12 ~~ CONTX\_CUS\_14 5.398 0.085 0.085 0.352  
## 716 LD\_STL\_9 ~~ DAT\_QLT\_11 5.252 -0.115 -0.115 -0.349  
## 478 IMPL\_SUCC\_1 ~~ PAT\_RES\_24 5.166 -0.117 -0.117 -0.315  
## 220 Sust\_Impr\_Infrasturcture =~ DAT\_QLT\_11 5.155 -0.391 -0.312 -0.314  
## 454 BUSI\_IMP\_11 ~~ TRA\_EDUC\_18 5.099 -0.113 -0.113 -0.324  
## 353 ORG\_IMP\_12 ~~ PAT\_RES\_24 4.977 0.101 0.101 0.321  
## 430 DEC\_IMP\_13 ~~ TRA\_EDUC\_18 4.952 0.112 0.112 0.319  
## 171 Improvement\_Proj\_success =~ DEF\_MEA\_7 4.788 -0.728 -0.587 -0.592  
## 204 Sust\_Impr\_Infrasturcture =~ BUSI\_IMP\_11 4.737 -0.345 -0.275 -0.277  
## 437 DEC\_IMP\_13 ~~ DAT\_QLT\_11 4.692 -0.120 -0.120 -0.292  
## 497 EMPL\_BEL\_10 ~~ EXP\_CON\_20 4.652 0.167 0.167 0.274  
## 619 CONTX\_CUS\_14 ~~ PRJ\_SEL\_6 4.608 -0.094 -0.094 -0.340  
## 560 BUDG\_COMP\_2 ~~ PAT\_RES\_24 4.494 -0.124 -0.124 -0.317  
## 589 TOOL\_AP\_13 ~~ CONTX\_CUS\_14 4.463 0.109 0.109 0.434  
## 523 DEPLOY\_6 ~~ RES\_AVL\_4 4.423 0.147 0.147 0.285  
## 648 EMP\_ENG\_12 ~~ PRJ\_SEL\_6 4.386 0.117 0.117 0.304  
## 687 PAT\_RES\_24 ~~ WKF\_SKL\_19 4.378 -0.140 -0.140 -0.366  
## 137 Deployment\_success =~ WKF\_SKL\_19 4.365 0.556 0.395 0.398  
## 275 Meas\_based\_improvement =~ LD\_INV\_5 4.343 0.492 0.352 0.354  
## 281 Change\_awareness =~ STAKEH\_ACC\_4 4.195 -0.335 -0.296 -0.299  
## 309 EMPL\_SAT\_9 ~~ EMPL\_SKI\_8 4.183 -0.082 -0.082 -0.297  
## 367 STAKEH\_ACC\_4 ~~ IMPL\_SUCC\_1 4.178 -0.094 -0.094 -0.281  
## 638 EMP\_ENG\_12 ~~ CUS\_IDEF\_26 4.136 -0.147 -0.147 -0.271  
## 525 DEPLOY\_6 ~~ LD\_INV\_5 4.026 0.103 0.103 0.297  
## 180 Improvement\_Readiness =~ BUSI\_IMP\_11 4.006 -0.324 -0.281 -0.283  
## 298 Change\_awareness =~ PAT\_RES\_24 3.986 0.317 0.280 0.282  
## 522 DEPLOY\_6 ~~ WKF\_SKL\_19 3.954 0.118 0.118 0.299  
## 488 IMPL\_SUCC\_1 ~~ UND\_CNG\_22 3.952 -0.125 -0.125 -0.264  
## 140 Deployment\_success =~ LD\_INV\_5 3.936 -0.331 -0.235 -0.237  
## 720 LD\_STL\_9 ~~ UND\_CNG\_22 3.867 0.120 0.120 0.290  
## 221 Sust\_Impr\_Infrasturcture =~ DEF\_MEA\_7 3.859 0.313 0.249 0.251  
## 389 STAKEH\_ACC\_4 ~~ EMP\_ATT\_3 3.845 -0.107 -0.107 -0.395  
## 413 EMPL\_SKI\_8 ~~ DEF\_MEA\_7 3.834 -0.081 -0.081 -0.315  
## 292 Change\_awareness =~ CONTX\_CUS\_14 3.790 -0.240 -0.213 -0.214  
## 144 Deployment\_success =~ PRJ\_SEL\_6 3.777 0.329 0.234 0.236  
## 544 ACT\_INTG\_7 ~~ LD\_STL\_9 3.696 0.080 0.080 0.493  
## 442 BUSI\_IMP\_11 ~~ IMPL\_SUCC\_1 3.635 0.085 0.085 0.264  
## 625 EFT\_REQ\_15 ~~ TRA\_EDUC\_18 3.631 -0.106 -0.106 -0.278  
## 158 Improvement\_Proj\_success =~ CONTX\_CUS\_14 3.612 -0.311 -0.251 -0.253  
## 668 CUS\_IDEF\_26 ~~ LD\_STL\_9 3.600 0.101 0.101 0.281  
## 637 EMP\_ENG\_12 ~~ EXP\_CON\_20 3.540 0.141 0.141 0.248  
## 570 BUDG\_COMP\_2 ~~ UND\_CNG\_22 3.540 0.133 0.133 0.267  
## 739 PRJ\_SEL\_6 ~~ EMP\_ATT\_3 3.500 0.103 0.103 0.434  
## 141 Deployment\_success =~ LD\_SUP\_1 3.488 0.323 0.229 0.231  
## 556 BUDG\_COMP\_2 ~~ EMP\_ENG\_12 3.473 0.112 0.112 0.267  
## 123 Deployment\_success =~ DEC\_IMP\_13 3.472 0.345 0.245 0.247  
## 683 TRA\_EDUC\_18 ~~ DEF\_MEA\_7 3.458 0.086 0.086 0.324  
## 284 Change\_awareness =~ BUSI\_IMP\_11 3.427 -0.296 -0.262 -0.264  
## 113 Transformational\_success =~ LD\_SUP\_1 3.409 0.338 0.293 0.295  
## 383 STAKEH\_ACC\_4 ~~ LD\_STL\_9 3.391 -0.080 -0.080 -0.276  
## 676 TRA\_EDUC\_18 ~~ PAT\_RES\_24 3.364 0.123 0.123 0.309  
## 678 TRA\_EDUC\_18 ~~ RES\_AVL\_4 3.328 -0.126 -0.126 -0.287  
## 247 Supportive\_Leadership =~ DAT\_QLT\_11 3.322 -0.397 -0.345 -0.348  
## 736 DEF\_MEA\_7 ~~ PRJ\_SEL\_6 3.308 -0.142 -0.142 -0.593  
## 319 EMPL\_SAT\_9 ~~ CONTX\_CUS\_14 3.303 -0.068 -0.068 -0.273  
## 386 STAKEH\_ACC\_4 ~~ DAT\_QLT\_11 3.289 0.101 0.101 0.244  
## 494 EMPL\_BEL\_10 ~~ CONTX\_CUS\_14 3.270 -0.101 -0.101 -0.253  
## 639 EMP\_ENG\_12 ~~ TRA\_EDUC\_18 3.234 -0.110 -0.110 -0.256  
## 325 EMPL\_SAT\_9 ~~ PAT\_RES\_24 3.204 0.083 0.083 0.255  
## 684 TRA\_EDUC\_18 ~~ PRJ\_SEL\_6 3.171 -0.088 -0.088 -0.281  
## 646 EMP\_ENG\_12 ~~ DAT\_QLT\_11 3.131 -0.118 -0.118 -0.237  
## 112 Transformational\_success =~ LD\_INV\_5 3.089 -0.318 -0.276 -0.278  
## 585 TASK\_COMP\_3 ~~ DEF\_MEA\_7 3.080 -0.081 -0.081 -0.355  
## 673 CUS\_IDEF\_26 ~~ PRJ\_SEL\_6 3.061 -0.100 -0.100 -0.252  
## 652 EXP\_CON\_20 ~~ TRA\_EDUC\_18 3.058 0.115 0.115 0.246  
## 121 Deployment\_success =~ STAKEH\_ACC\_4 3.030 -0.326 -0.232 -0.234  
## 621 CONTX\_CUS\_14 ~~ UND\_CNG\_22 3.019 -0.110 -0.110 -0.246  
## 543 ACT\_INTG\_7 ~~ RES\_AVL\_4 3.015 -0.097 -0.097 -0.389  
## 735 DAT\_QLT\_11 ~~ UND\_CNG\_22 3.008 -0.136 -0.136 -0.230  
## 235 Supportive\_Leadership =~ BUDG\_COMP\_2 3.000 0.561 0.487 0.491  
## 236 Supportive\_Leadership =~ TASK\_COMP\_3 3.000 -0.594 -0.516 -0.520  
## 550 ACT\_INTG\_7 ~~ EMP\_ATT\_3 2.938 0.125 0.125 0.826  
## 308 EMPL\_SAT\_9 ~~ STAKEH\_ACC\_4 2.928 0.071 0.071 0.245  
## 443 BUSI\_IMP\_11 ~~ EMPL\_BEL\_10 2.914 -0.101 -0.101 -0.223  
## 231 Supportive\_Leadership =~ IMPL\_SUCC\_1 2.866 0.269 0.233 0.235  
## 561 BUDG\_COMP\_2 ~~ WKF\_SKL\_19 2.854 0.089 0.089 0.271  
## 305 Change\_awareness =~ DEF\_MEA\_7 2.847 -0.262 -0.232 -0.234  
## 322 EMPL\_SAT\_9 ~~ EXP\_CON\_20 2.838 0.087 0.087 0.229  
## 547 ACT\_INTG\_7 ~~ DAT\_QLT\_11 2.811 -0.086 -0.086 -0.371  
## 135 Deployment\_success =~ TRA\_EDUC\_18 2.801 -0.445 -0.316 -0.319  
## 379 STAKEH\_ACC\_4 ~~ TRA\_EDUC\_18 2.795 0.086 0.086 0.239  
## 101 Transformational\_success =~ TOOL\_AP\_13 2.749 -0.268 -0.233 -0.235  
## 491 EMPL\_BEL\_10 ~~ BUDG\_COMP\_2 2.708 -0.103 -0.103 -0.231  
## 151 Improvement\_Proj\_success =~ DEC\_IMP\_13 2.684 -0.294 -0.237 -0.239  
## 375 STAKEH\_ACC\_4 ~~ EFT\_REQ\_15 2.656 -0.086 -0.086 -0.220  
## 575 TASK\_COMP\_3 ~~ EXP\_CON\_20 2.639 -0.098 -0.098 -0.247  
## 498 EMPL\_BEL\_10 ~~ CUS\_IDEF\_26 2.639 -0.120 -0.120 -0.208  
## 256 Meas\_based\_improvement =~ DEC\_IMP\_13 2.631 -0.289 -0.207 -0.208  
## 441 DEC\_IMP\_13 ~~ UND\_CNG\_22 2.612 0.109 0.109 0.212  
## 461 BUSI\_IMP\_11 ~~ DAT\_QLT\_11 2.598 0.088 0.088 0.217  
## 549 ACT\_INTG\_7 ~~ PRJ\_SEL\_6 2.584 0.071 0.071 0.397  
## 530 DEPLOY\_6 ~~ EMP\_ATT\_3 2.575 -0.103 -0.103 -0.331  
## 125 Deployment\_success =~ IMPL\_SUCC\_1 2.495 0.275 0.196 0.197  
## 246 Supportive\_Leadership =~ RES\_AVL\_4 2.460 0.284 0.246 0.248  
## 342 ORG\_IMP\_12 ~~ DEPLOY\_6 2.455 -0.071 -0.071 -0.220  
## 351 ORG\_IMP\_12 ~~ CUS\_IDEF\_26 2.412 0.075 0.075 0.214  
## 444 BUSI\_IMP\_11 ~~ DEPLOY\_6 2.377 0.084 0.084 0.207  
## 191 Improvement\_Readiness =~ LD\_STL\_9 2.369 0.232 0.201 0.203  
## 631 EFT\_REQ\_15 ~~ LD\_SUP\_1 2.361 -0.081 -0.081 -0.219  
## 532 ACT\_INTG\_7 ~~ BUDG\_COMP\_2 2.350 -0.076 -0.076 -0.391  
## 295 Change\_awareness =~ EXP\_CON\_20 2.296 0.244 0.215 0.217  
## 362 ORG\_IMP\_12 ~~ EMP\_ATT\_3 2.245 -0.067 -0.067 -0.321  
## 508 EMPL\_BEL\_10 ~~ PRJ\_SEL\_6 2.223 0.087 0.087 0.212  
## 163 Improvement\_Proj\_success =~ TRA\_EDUC\_18 2.218 -0.247 -0.199 -0.200  
## 662 EXP\_CON\_20 ~~ EMP\_ATT\_3 2.214 0.104 0.104 0.293  
## 577 TASK\_COMP\_3 ~~ TRA\_EDUC\_18 2.174 -0.075 -0.075 -0.252  
## 476 IMPL\_SUCC\_1 ~~ CUS\_IDEF\_26 2.165 -0.081 -0.081 -0.196  
## 724 LD\_INV\_5 ~~ PRJ\_SEL\_6 2.159 0.064 0.064 0.240  
## 119 Deployment\_success =~ EMPL\_SAT\_9 2.147 -0.232 -0.165 -0.166  
## 464 BUSI\_IMP\_11 ~~ EMP\_ATT\_3 2.124 -0.078 -0.078 -0.295  
## 524 DEPLOY\_6 ~~ LD\_STL\_9 2.100 -0.073 -0.073 -0.218  
## 128 Deployment\_success =~ TASK\_COMP\_3 2.084 0.310 0.220 0.222  
## 127 Deployment\_success =~ BUDG\_COMP\_2 2.084 -0.292 -0.208 -0.209  
## 241 Supportive\_Leadership =~ EXP\_CON\_20 2.060 0.267 0.232 0.233  
## 608 CONTX\_CUS\_14 ~~ EXP\_CON\_20 2.060 -0.087 -0.087 -0.212  
## 495 EMPL\_BEL\_10 ~~ EFT\_REQ\_15 2.059 0.094 0.094 0.189  
## 336 ORG\_IMP\_12 ~~ STAKEH\_ACC\_4 2.048 0.058 0.058 0.207  
## 465 BUSI\_IMP\_11 ~~ UND\_CNG\_22 2.031 -0.095 -0.095 -0.187  
## 129 Deployment\_success =~ TOOL\_AP\_13 2.008 -0.188 -0.134 -0.135  
## 737 DEF\_MEA\_7 ~~ EMP\_ATT\_3 2.006 -0.077 -0.077 -0.380  
## 436 DEC\_IMP\_13 ~~ LD\_SUP\_1 2.001 0.068 0.068 0.198  
## 729 LD\_SUP\_1 ~~ PRJ\_SEL\_6 1.993 -0.066 -0.066 -0.218  
## 255 Meas\_based\_improvement =~ EMPL\_SKI\_8 1.979 -0.242 -0.173 -0.175  
## 420 DEC\_IMP\_13 ~~ DEPLOY\_6 1.965 0.078 0.078 0.188  
## 166 Improvement\_Proj\_success =~ RES\_AVL\_4 1.957 0.251 0.203 0.204  
## 372 STAKEH\_ACC\_4 ~~ TASK\_COMP\_3 1.943 0.066 0.066 0.216  
## 468 IMPL\_SUCC\_1 ~~ ACT\_INTG\_7 1.939 0.057 0.057 0.308  
## 237 Supportive\_Leadership =~ TOOL\_AP\_13 1.936 -0.198 -0.172 -0.173  
## 601 TOOL\_AP\_13 ~~ DAT\_QLT\_11 1.921 0.069 0.069 0.208  
## 671 CUS\_IDEF\_26 ~~ DAT\_QLT\_11 1.903 0.095 0.095 0.183  
## 579 TASK\_COMP\_3 ~~ WKF\_SKL\_19 1.859 0.068 0.068 0.238  
## 696 PAT\_RES\_24 ~~ UND\_CNG\_22 1.857 0.107 0.107 0.183  
## 179 Improvement\_Readiness =~ DEC\_IMP\_13 1.825 -0.221 -0.192 -0.193  
## 583 TASK\_COMP\_3 ~~ LD\_SUP\_1 1.788 -0.064 -0.064 -0.223  
## 157 Improvement\_Proj\_success =~ TOOL\_AP\_13 1.772 -0.214 -0.172 -0.174  
## 553 BUDG\_COMP\_2 ~~ TOOL\_AP\_13 1.759 -0.060 -0.060 -0.216  
## 330 EMPL\_SAT\_9 ~~ LD\_SUP\_1 1.758 0.053 0.053 0.193  
## 385 STAKEH\_ACC\_4 ~~ LD\_SUP\_1 1.758 0.064 0.064 0.185  
## 695 PAT\_RES\_24 ~~ EMP\_ATT\_3 1.751 0.085 0.085 0.280  
## 307 EMPL\_SAT\_9 ~~ ORG\_IMP\_12 1.734 -0.046 -0.046 -0.206  
## 373 STAKEH\_ACC\_4 ~~ TOOL\_AP\_13 1.707 0.057 0.057 0.194  
## 370 STAKEH\_ACC\_4 ~~ ACT\_INTG\_7 1.705 -0.057 -0.057 -0.283  
## 198 Improvement\_Readiness =~ UND\_CNG\_22 1.686 -0.277 -0.240 -0.242  
## 197 Improvement\_Readiness =~ EMP\_ATT\_3 1.685 0.498 0.432 0.435  
## 669 CUS\_IDEF\_26 ~~ LD\_INV\_5 1.682 -0.071 -0.071 -0.189  
## 108 Transformational\_success =~ PAT\_RES\_24 1.682 0.228 0.198 0.200  
## 109 Transformational\_success =~ WKF\_SKL\_19 1.664 -0.220 -0.191 -0.193  
## 733 DAT\_QLT\_11 ~~ PRJ\_SEL\_6 1.635 -0.079 -0.079 -0.217  
## 505 EMPL\_BEL\_10 ~~ LD\_SUP\_1 1.620 -0.077 -0.077 -0.173  
## 317 EMPL\_SAT\_9 ~~ TASK\_COMP\_3 1.603 -0.050 -0.050 -0.205  
## 240 Supportive\_Leadership =~ EMP\_ENG\_12 1.595 0.220 0.191 0.193  
## 551 ACT\_INTG\_7 ~~ UND\_CNG\_22 1.568 -0.079 -0.079 -0.272  
## 199 Sust\_Impr\_Infrasturcture =~ EMPL\_SAT\_9 1.566 -0.172 -0.137 -0.138  
## 346 ORG\_IMP\_12 ~~ TOOL\_AP\_13 1.561 -0.044 -0.044 -0.195  
## 679 TRA\_EDUC\_18 ~~ LD\_STL\_9 1.552 0.058 0.058 0.203  
## 100 Transformational\_success =~ TASK\_COMP\_3 1.549 0.304 0.264 0.266  
## 99 Transformational\_success =~ BUDG\_COMP\_2 1.549 -0.287 -0.249 -0.251  
## 280 Change\_awareness =~ ORG\_IMP\_12 1.544 -0.168 -0.149 -0.150  
## 297 Change\_awareness =~ TRA\_EDUC\_18 1.526 -0.188 -0.167 -0.168  
## 542 ACT\_INTG\_7 ~~ WKF\_SKL\_19 1.488 0.061 0.061 0.318  
## 672 CUS\_IDEF\_26 ~~ DEF\_MEA\_7 1.472 0.065 0.065 0.192  
## 531 DEPLOY\_6 ~~ UND\_CNG\_22 1.454 0.095 0.095 0.158  
## 249 Supportive\_Leadership =~ PRJ\_SEL\_6 1.451 0.261 0.226 0.228  
## 132 Deployment\_success =~ EMP\_ENG\_12 1.450 0.201 0.143 0.144  
## 190 Improvement\_Readiness =~ RES\_AVL\_4 1.449 0.205 0.177 0.179  
## 387 STAKEH\_ACC\_4 ~~ DEF\_MEA\_7 1.432 0.052 0.052 0.191  
## 175 Improvement\_Readiness =~ EMPL\_SAT\_9 1.432 0.168 0.145 0.146  
## 691 PAT\_RES\_24 ~~ LD\_SUP\_1 1.427 -0.067 -0.067 -0.173  
## 376 STAKEH\_ACC\_4 ~~ EMP\_ENG\_12 1.419 -0.069 -0.069 -0.157  
## 159 Improvement\_Proj\_success =~ EFT\_REQ\_15 1.412 0.217 0.175 0.176  
## 258 Meas\_based\_improvement =~ IMPL\_SUCC\_1 1.410 0.199 0.142 0.144  
## 153 Improvement\_Proj\_success =~ IMPL\_SUCC\_1 1.405 0.200 0.162 0.163  
## 131 Deployment\_success =~ EFT\_REQ\_15 1.398 0.181 0.129 0.130  
## 512 DEPLOY\_6 ~~ BUDG\_COMP\_2 1.379 0.068 0.068 0.170  
## 693 PAT\_RES\_24 ~~ DEF\_MEA\_7 1.360 0.059 0.059 0.193  
## 394 EMPL\_SKI\_8 ~~ EMPL\_BEL\_10 1.357 -0.068 -0.068 -0.153  
## 674 CUS\_IDEF\_26 ~~ EMP\_ATT\_3 1.348 -0.078 -0.078 -0.231  
## 293 Change\_awareness =~ EFT\_REQ\_15 1.324 0.159 0.141 0.142  
## 424 DEC\_IMP\_13 ~~ TOOL\_AP\_13 1.323 -0.049 -0.049 -0.171  
## 609 CONTX\_CUS\_14 ~~ CUS\_IDEF\_26 1.319 -0.067 -0.067 -0.173  
## 726 LD\_INV\_5 ~~ UND\_CNG\_22 1.310 -0.071 -0.071 -0.166  
## 439 DEC\_IMP\_13 ~~ PRJ\_SEL\_6 1.281 -0.052 -0.052 -0.165  
## 483 IMPL\_SUCC\_1 ~~ LD\_SUP\_1 1.280 0.051 0.051 0.160  
## 196 Improvement\_Readiness =~ PRJ\_SEL\_6 1.272 -0.163 -0.141 -0.142  
## 270 Meas\_based\_improvement =~ TRA\_EDUC\_18 1.232 -0.206 -0.148 -0.149  
## 519 DEPLOY\_6 ~~ CUS\_IDEF\_26 1.229 -0.076 -0.076 -0.146  
## 427 DEC\_IMP\_13 ~~ EMP\_ENG\_12 1.227 -0.063 -0.063 -0.147  
## 287 Change\_awareness =~ DEPLOY\_6 1.226 -0.222 -0.196 -0.198  
## 288 Change\_awareness =~ ACT\_INTG\_7 1.226 0.292 0.258 0.260  
## 610 CONTX\_CUS\_14 ~~ TRA\_EDUC\_18 1.215 0.053 0.053 0.172  
## 274 Meas\_based\_improvement =~ LD\_STL\_9 1.213 -0.260 -0.186 -0.187  
## 682 TRA\_EDUC\_18 ~~ DAT\_QLT\_11 1.209 -0.065 -0.065 -0.159  
## 447 BUSI\_IMP\_11 ~~ TASK\_COMP\_3 1.172 -0.050 -0.050 -0.168  
## 569 BUDG\_COMP\_2 ~~ EMP\_ATT\_3 1.158 -0.068 -0.068 -0.260  
## 328 EMPL\_SAT\_9 ~~ LD\_STL\_9 1.141 -0.039 -0.039 -0.167  
## 451 BUSI\_IMP\_11 ~~ EMP\_ENG\_12 1.139 -0.060 -0.060 -0.142  
## 445 BUSI\_IMP\_11 ~~ ACT\_INTG\_7 1.138 0.046 0.046 0.233  
## 177 Improvement\_Readiness =~ STAKEH\_ACC\_4 1.113 0.175 0.152 0.153  
## 410 EMPL\_SKI\_8 ~~ LD\_INV\_5 1.105 -0.044 -0.044 -0.156  
## 651 EXP\_CON\_20 ~~ CUS\_IDEF\_26 1.104 0.081 0.081 0.137  
## 276 Meas\_based\_improvement =~ LD\_SUP\_1 1.081 -0.248 -0.178 -0.179  
## 602 TOOL\_AP\_13 ~~ DEF\_MEA\_7 1.069 0.041 0.041 0.186  
## 472 IMPL\_SUCC\_1 ~~ CONTX\_CUS\_14 1.068 0.043 0.043 0.151  
## 165 Improvement\_Proj\_success =~ WKF\_SKL\_19 1.063 0.170 0.137 0.138  
## 626 EFT\_REQ\_15 ~~ PAT\_RES\_24 1.061 -0.062 -0.062 -0.144  
## 574 TASK\_COMP\_3 ~~ EMP\_ENG\_12 1.060 0.058 0.058 0.159  
## 422 DEC\_IMP\_13 ~~ BUDG\_COMP\_2 1.053 -0.051 -0.051 -0.148  
## 620 CONTX\_CUS\_14 ~~ EMP\_ATT\_3 1.042 -0.053 -0.053 -0.228  
## 169 Improvement\_Proj\_success =~ LD\_SUP\_1 1.041 -0.256 -0.206 -0.208  
## 106 Transformational\_success =~ CUS\_IDEF\_26 1.026 0.203 0.176 0.178  
## 269 Meas\_based\_improvement =~ CUS\_IDEF\_26 1.019 0.199 0.143 0.144  
## 230 Supportive\_Leadership =~ BUSI\_IMP\_11 1.015 -0.168 -0.146 -0.147  
## 428 DEC\_IMP\_13 ~~ EXP\_CON\_20 0.997 0.061 0.061 0.131  
## 492 EMPL\_BEL\_10 ~~ TASK\_COMP\_3 0.995 0.058 0.058 0.150  
## 539 ACT\_INTG\_7 ~~ CUS\_IDEF\_26 0.990 -0.054 -0.054 -0.213  
## 403 EMPL\_SKI\_8 ~~ EXP\_CON\_20 0.988 -0.059 -0.059 -0.131  
## 273 Meas\_based\_improvement =~ RES\_AVL\_4 0.981 0.201 0.144 0.145  
## 304 Change\_awareness =~ DAT\_QLT\_11 0.976 -0.165 -0.146 -0.147  
## 520 DEPLOY\_6 ~~ TRA\_EDUC\_18 0.972 -0.060 -0.060 -0.145  
## 290 Change\_awareness =~ TASK\_COMP\_3 0.970 0.198 0.176 0.177  
## 289 Change\_awareness =~ BUDG\_COMP\_2 0.970 -0.187 -0.166 -0.167  
## 156 Improvement\_Proj\_success =~ ACT\_INTG\_7 0.956 -0.250 -0.202 -0.203  
## 155 Improvement\_Proj\_success =~ DEPLOY\_6 0.956 0.190 0.153 0.154  
## 97 Transformational\_success =~ DEPLOY\_6 0.949 -0.231 -0.201 -0.202  
## 98 Transformational\_success =~ ACT\_INTG\_7 0.949 0.304 0.264 0.266  
## 655 EXP\_CON\_20 ~~ RES\_AVL\_4 0.944 -0.075 -0.075 -0.127  
## 238 Supportive\_Leadership =~ CONTX\_CUS\_14 0.935 -0.140 -0.122 -0.123  
## 126 Deployment\_success =~ EMPL\_BEL\_10 0.935 0.223 0.158 0.160  
## 536 ACT\_INTG\_7 ~~ EFT\_REQ\_15 0.933 0.046 0.046 0.215  
## 453 BUSI\_IMP\_11 ~~ CUS\_IDEF\_26 0.933 0.056 0.056 0.127  
## 278 Meas\_based\_improvement =~ UND\_CNG\_22 0.921 -0.313 -0.224 -0.226  
## 277 Meas\_based\_improvement =~ EMP\_ATT\_3 0.920 0.564 0.404 0.407  
## 656 EXP\_CON\_20 ~~ LD\_STL\_9 0.919 0.053 0.053 0.141  
## 234 Supportive\_Leadership =~ ACT\_INTG\_7 0.917 -0.237 -0.206 -0.207  
## 233 Supportive\_Leadership =~ DEPLOY\_6 0.917 0.180 0.156 0.157  
## 688 PAT\_RES\_24 ~~ RES\_AVL\_4 0.895 0.069 0.069 0.137  
## 500 EMPL\_BEL\_10 ~~ PAT\_RES\_24 0.894 0.066 0.066 0.126  
## 486 IMPL\_SUCC\_1 ~~ PRJ\_SEL\_6 0.889 0.041 0.041 0.139  
## 702 WKF\_SKL\_19 ~~ DEF\_MEA\_7 0.885 -0.043 -0.043 -0.167  
## 562 BUDG\_COMP\_2 ~~ RES\_AVL\_4 0.882 0.059 0.059 0.137  
## 664 CUS\_IDEF\_26 ~~ TRA\_EDUC\_18 0.880 0.059 0.059 0.133  
## 501 EMPL\_BEL\_10 ~~ WKF\_SKL\_19 0.872 -0.058 -0.058 -0.132  
## 462 BUSI\_IMP\_11 ~~ DEF\_MEA\_7 0.869 0.040 0.040 0.149  
## 623 EFT\_REQ\_15 ~~ EXP\_CON\_20 0.864 -0.064 -0.064 -0.126  
## 398 EMPL\_SKI\_8 ~~ TASK\_COMP\_3 0.850 0.041 0.041 0.144  
## 181 Improvement\_Readiness =~ IMPL\_SUCC\_1 0.841 -0.141 -0.122 -0.123  
## 384 STAKEH\_ACC\_4 ~~ LD\_INV\_5 0.817 -0.040 -0.040 -0.133  
## 604 TOOL\_AP\_13 ~~ EMP\_ATT\_3 0.808 -0.045 -0.045 -0.209  
## 242 Supportive\_Leadership =~ CUS\_IDEF\_26 0.806 0.161 0.140 0.141  
## 168 Improvement\_Proj\_success =~ LD\_INV\_5 0.798 0.224 0.181 0.182  
## 514 DEPLOY\_6 ~~ TOOL\_AP\_13 0.797 -0.045 -0.045 -0.134  
## 653 EXP\_CON\_20 ~~ PAT\_RES\_24 0.793 -0.064 -0.064 -0.120  
## 310 EMPL\_SAT\_9 ~~ DEC\_IMP\_13 0.790 -0.037 -0.037 -0.128  
## 557 BUDG\_COMP\_2 ~~ EXP\_CON\_20 0.790 0.057 0.057 0.126  
## 339 ORG\_IMP\_12 ~~ BUSI\_IMP\_11 0.788 0.035 0.035 0.129  
## 193 Improvement\_Readiness =~ LD\_SUP\_1 0.769 -0.136 -0.118 -0.119  
## 361 ORG\_IMP\_12 ~~ PRJ\_SEL\_6 0.767 -0.033 -0.033 -0.134  
## 344 ORG\_IMP\_12 ~~ BUDG\_COMP\_2 0.754 0.035 0.035 0.132  
## 613 CONTX\_CUS\_14 ~~ RES\_AVL\_4 0.741 -0.048 -0.048 -0.125  
## 699 WKF\_SKL\_19 ~~ LD\_INV\_5 0.732 -0.040 -0.040 -0.139  
## 573 TASK\_COMP\_3 ~~ EFT\_REQ\_15 0.729 0.044 0.044 0.135  
## 104 Transformational\_success =~ EMP\_ENG\_12 0.726 0.167 0.145 0.146  
## 170 Improvement\_Proj\_success =~ DAT\_QLT\_11 0.721 -0.258 -0.208 -0.210  
## 331 EMPL\_SAT\_9 ~~ DAT\_QLT\_11 0.719 0.039 0.039 0.119  
## 244 Supportive\_Leadership =~ PAT\_RES\_24 0.714 -0.146 -0.127 -0.128  
## 195 Improvement\_Readiness =~ DEF\_MEA\_7 0.712 0.123 0.107 0.107  
## 471 IMPL\_SUCC\_1 ~~ TOOL\_AP\_13 0.704 -0.034 -0.034 -0.126  
## 406 EMPL\_SKI\_8 ~~ PAT\_RES\_24 0.702 -0.044 -0.044 -0.116  
## 418 DEC\_IMP\_13 ~~ IMPL\_SUCC\_1 0.697 -0.038 -0.038 -0.115  
## 459 BUSI\_IMP\_11 ~~ LD\_INV\_5 0.678 0.036 0.036 0.122  
## 711 RES\_AVL\_4 ~~ PRJ\_SEL\_6 0.674 -0.047 -0.047 -0.120  
## 327 EMPL\_SAT\_9 ~~ RES\_AVL\_4 0.667 -0.041 -0.041 -0.114  
## 417 DEC\_IMP\_13 ~~ BUSI\_IMP\_11 0.664 0.039 0.039 0.111  
## 374 STAKEH\_ACC\_4 ~~ CONTX\_CUS\_14 0.650 0.036 0.036 0.116  
## 635 EFT\_REQ\_15 ~~ EMP\_ATT\_3 0.649 0.048 0.048 0.166  
## 314 EMPL\_SAT\_9 ~~ DEPLOY\_6 0.647 -0.037 -0.037 -0.112  
## 518 DEPLOY\_6 ~~ EXP\_CON\_20 0.640 -0.057 -0.057 -0.105  
## 409 EMPL\_SKI\_8 ~~ LD\_STL\_9 0.628 0.033 0.033 0.120  
## 259 Meas\_based\_improvement =~ EMPL\_BEL\_10 0.623 0.175 0.125 0.126  
## 665 CUS\_IDEF\_26 ~~ PAT\_RES\_24 0.619 0.054 0.054 0.107  
## 474 IMPL\_SUCC\_1 ~~ EMP\_ENG\_12 0.619 -0.042 -0.042 -0.105  
## 227 Supportive\_Leadership =~ STAKEH\_ACC\_4 0.616 -0.134 -0.116 -0.117  
## 415 EMPL\_SKI\_8 ~~ EMP\_ATT\_3 0.616 -0.041 -0.041 -0.160  
## 681 TRA\_EDUC\_18 ~~ LD\_SUP\_1 0.614 0.040 0.040 0.119  
## 282 Change\_awareness =~ EMPL\_SKI\_8 0.612 -0.122 -0.108 -0.109  
## 416 EMPL\_SKI\_8 ~~ UND\_CNG\_22 0.604 0.050 0.050 0.103  
## 349 ORG\_IMP\_12 ~~ EMP\_ENG\_12 0.596 -0.036 -0.036 -0.107  
## 460 BUSI\_IMP\_11 ~~ LD\_SUP\_1 0.592 -0.036 -0.036 -0.108  
## 267 Meas\_based\_improvement =~ EMP\_ENG\_12 0.586 0.147 0.105 0.106  
## 537 ACT\_INTG\_7 ~~ EMP\_ENG\_12 0.585 0.040 0.040 0.165  
## 455 BUSI\_IMP\_11 ~~ PAT\_RES\_24 0.583 -0.042 -0.042 -0.105  
## 215 Sust\_Impr\_Infrasturcture =~ EXP\_CON\_20 0.583 0.145 0.115 0.116  
## 712 RES\_AVL\_4 ~~ EMP\_ATT\_3 0.581 -0.052 -0.052 -0.156  
## 245 Supportive\_Leadership =~ WKF\_SKL\_19 0.578 -0.126 -0.110 -0.111  
## 632 EFT\_REQ\_15 ~~ DAT\_QLT\_11 0.573 -0.046 -0.046 -0.104  
## 192 Improvement\_Readiness =~ LD\_INV\_5 0.571 -0.114 -0.099 -0.100  
## 311 EMPL\_SAT\_9 ~~ BUSI\_IMP\_11 0.562 -0.031 -0.031 -0.108  
## 452 BUSI\_IMP\_11 ~~ EXP\_CON\_20 0.558 -0.045 -0.045 -0.098  
## 228 Supportive\_Leadership =~ EMPL\_SKI\_8 0.554 -0.121 -0.105 -0.106  
## 363 ORG\_IMP\_12 ~~ UND\_CNG\_22 0.553 0.041 0.041 0.102  
## 369 STAKEH\_ACC\_4 ~~ DEPLOY\_6 0.552 -0.042 -0.042 -0.099  
## 402 EMPL\_SKI\_8 ~~ EMP\_ENG\_12 0.550 0.041 0.041 0.099  
## 603 TOOL\_AP\_13 ~~ PRJ\_SEL\_6 0.550 0.031 0.031 0.121  
## 506 EMPL\_BEL\_10 ~~ DAT\_QLT\_11 0.548 -0.051 -0.051 -0.097  
## 485 IMPL\_SUCC\_1 ~~ DEF\_MEA\_7 0.544 -0.030 -0.030 -0.120  
## 211 Sust\_Impr\_Infrasturcture =~ TOOL\_AP\_13 0.543 -0.105 -0.084 -0.084  
## 689 PAT\_RES\_24 ~~ LD\_STL\_9 0.541 -0.037 -0.037 -0.114  
## 296 Change\_awareness =~ CUS\_IDEF\_26 0.540 0.114 0.101 0.101  
## 558 BUDG\_COMP\_2 ~~ CUS\_IDEF\_26 0.529 0.045 0.045 0.104  
## 516 DEPLOY\_6 ~~ EFT\_REQ\_15 0.526 0.044 0.044 0.099  
## 216 Sust\_Impr\_Infrasturcture =~ CUS\_IDEF\_26 0.520 0.132 0.105 0.106  
## 164 Improvement\_Proj\_success =~ PAT\_RES\_24 0.515 -0.123 -0.099 -0.100  
## 576 TASK\_COMP\_3 ~~ CUS\_IDEF\_26 0.512 -0.041 -0.041 -0.110  
## 677 TRA\_EDUC\_18 ~~ WKF\_SKL\_19 0.505 0.048 0.048 0.144  
## 546 ACT\_INTG\_7 ~~ LD\_SUP\_1 0.505 0.032 0.032 0.166  
## 252 Meas\_based\_improvement =~ EMPL\_SAT\_9 0.500 0.108 0.077 0.078  
## 329 EMPL\_SAT\_9 ~~ LD\_INV\_5 0.491 0.026 0.026 0.108  
## 263 Meas\_based\_improvement =~ TASK\_COMP\_3 0.489 0.325 0.232 0.234  
## 262 Meas\_based\_improvement =~ BUDG\_COMP\_2 0.489 -0.306 -0.219 -0.221  
## 183 Improvement\_Readiness =~ DEPLOY\_6 0.487 -0.103 -0.089 -0.090  
## 184 Improvement\_Readiness =~ ACT\_INTG\_7 0.487 0.135 0.117 0.118  
## 657 EXP\_CON\_20 ~~ LD\_INV\_5 0.484 0.040 0.040 0.101  
## 266 Meas\_based\_improvement =~ EFT\_REQ\_15 0.480 0.123 0.088 0.089  
## 178 Improvement\_Readiness =~ EMPL\_SKI\_8 0.477 0.109 0.095 0.095  
## 429 DEC\_IMP\_13 ~~ CUS\_IDEF\_26 0.474 0.041 0.041 0.091  
## 152 Improvement\_Proj\_success =~ BUSI\_IMP\_11 0.473 -0.122 -0.098 -0.099  
## 302 Change\_awareness =~ LD\_INV\_5 0.471 -0.099 -0.088 -0.089  
## 421 DEC\_IMP\_13 ~~ ACT\_INTG\_7 0.468 -0.030 -0.030 -0.149  
## 563 BUDG\_COMP\_2 ~~ LD\_STL\_9 0.467 0.032 0.032 0.114  
## 599 TOOL\_AP\_13 ~~ LD\_INV\_5 0.466 -0.027 -0.027 -0.113  
## 431 DEC\_IMP\_13 ~~ PAT\_RES\_24 0.465 0.038 0.038 0.093  
## 105 Transformational\_success =~ EXP\_CON\_20 0.464 0.142 0.123 0.124  
## 271 Meas\_based\_improvement =~ PAT\_RES\_24 0.440 0.128 0.092 0.092  
## 727 LD\_SUP\_1 ~~ DAT\_QLT\_11 0.436 0.037 0.037 0.094  
## 408 EMPL\_SKI\_8 ~~ RES\_AVL\_4 0.433 0.038 0.038 0.089  
## 414 EMPL\_SKI\_8 ~~ PRJ\_SEL\_6 0.429 0.029 0.029 0.096  
## 358 ORG\_IMP\_12 ~~ LD\_SUP\_1 0.426 -0.026 -0.026 -0.096  
## 643 EMP\_ENG\_12 ~~ LD\_STL\_9 0.426 0.034 0.034 0.097  
## 320 EMPL\_SAT\_9 ~~ EFT\_REQ\_15 0.424 -0.028 -0.028 -0.092  
## 261 Meas\_based\_improvement =~ ACT\_INTG\_7 0.422 -0.181 -0.129 -0.130  
## 260 Meas\_based\_improvement =~ DEPLOY\_6 0.422 0.138 0.098 0.099  
## 564 BUDG\_COMP\_2 ~~ LD\_INV\_5 0.419 0.031 0.031 0.106  
## 709 RES\_AVL\_4 ~~ DAT\_QLT\_11 0.410 0.044 0.044 0.086  
## 734 DAT\_QLT\_11 ~~ EMP\_ATT\_3 0.407 0.041 0.041 0.131  
## 162 Improvement\_Proj\_success =~ CUS\_IDEF\_26 0.401 0.129 0.104 0.104  
## 154 Improvement\_Proj\_success =~ EMPL\_BEL\_10 0.399 0.141 0.114 0.115  
## 360 ORG\_IMP\_12 ~~ DEF\_MEA\_7 0.399 0.022 0.022 0.106  
## 581 TASK\_COMP\_3 ~~ LD\_STL\_9 0.387 -0.027 -0.027 -0.113  
## 490 EMPL\_BEL\_10 ~~ ACT\_INTG\_7 0.380 0.034 0.034 0.130  
## 189 Improvement\_Readiness =~ WKF\_SKL\_19 0.375 -0.095 -0.082 -0.083  
## 149 Improvement\_Proj\_success =~ STAKEH\_ACC\_4 0.374 0.111 0.090 0.090  
## 598 TOOL\_AP\_13 ~~ LD\_STL\_9 0.373 -0.024 -0.024 -0.103  
## 479 IMPL\_SUCC\_1 ~~ WKF\_SKL\_19 0.373 0.028 0.028 0.090  
## 407 EMPL\_SKI\_8 ~~ WKF\_SKL\_19 0.368 0.029 0.029 0.089  
## 352 ORG\_IMP\_12 ~~ TRA\_EDUC\_18 0.358 -0.025 -0.025 -0.090  
## 591 TOOL\_AP\_13 ~~ EMP\_ENG\_12 0.357 -0.033 -0.033 -0.095  
## 565 BUDG\_COMP\_2 ~~ LD\_SUP\_1 0.356 0.030 0.030 0.092  
## 622 EFT\_REQ\_15 ~~ EMP\_ENG\_12 0.356 0.039 0.039 0.083  
## 365 STAKEH\_ACC\_4 ~~ DEC\_IMP\_13 0.352 0.029 0.029 0.080  
## 440 DEC\_IMP\_13 ~~ EMP\_ATT\_3 0.351 -0.032 -0.032 -0.119  
## 458 BUSI\_IMP\_11 ~~ LD\_STL\_9 0.349 -0.025 -0.025 -0.089  
## 725 LD\_INV\_5 ~~ EMP\_ATT\_3 0.343 0.031 0.031 0.138  
## 670 CUS\_IDEF\_26 ~~ LD\_SUP\_1 0.341 -0.035 -0.035 -0.081  
## 685 TRA\_EDUC\_18 ~~ EMP\_ATT\_3 0.341 -0.035 -0.035 -0.132  
## 219 Sust\_Impr\_Infrasturcture =~ LD\_SUP\_1 0.340 0.098 0.078 0.078  
## 182 Improvement\_Readiness =~ EMPL\_BEL\_10 0.337 0.118 0.103 0.103  
## 426 DEC\_IMP\_13 ~~ EFT\_REQ\_15 0.335 -0.030 -0.030 -0.078  
## 225 Supportive\_Leadership =~ EMPL\_SAT\_9 0.335 0.084 0.073 0.073  
## 526 DEPLOY\_6 ~~ LD\_SUP\_1 0.334 0.032 0.032 0.081  
## 120 Deployment\_success =~ ORG\_IMP\_12 0.333 -0.089 -0.064 -0.064  
## 629 EFT\_REQ\_15 ~~ LD\_STL\_9 0.329 0.027 0.027 0.087  
## 392 EMPL\_SKI\_8 ~~ BUSI\_IMP\_11 0.327 0.026 0.026 0.079  
## 218 Sust\_Impr\_Infrasturcture =~ LD\_INV\_5 0.323 -0.092 -0.073 -0.074  
## 719 LD\_STL\_9 ~~ EMP\_ATT\_3 0.318 -0.029 -0.029 -0.136  
## 176 Improvement\_Readiness =~ ORG\_IMP\_12 0.317 0.077 0.067 0.067  
## 640 EMP\_ENG\_12 ~~ PAT\_RES\_24 0.317 -0.037 -0.037 -0.077  
## 738 DEF\_MEA\_7 ~~ UND\_CNG\_22 0.315 -0.034 -0.034 -0.089  
## 321 EMPL\_SAT\_9 ~~ EMP\_ENG\_12 0.313 0.027 0.027 0.077  
## 200 Sust\_Impr\_Infrasturcture =~ ORG\_IMP\_12 0.310 0.075 0.060 0.060  
## 400 EMPL\_SKI\_8 ~~ CONTX\_CUS\_14 0.305 0.024 0.024 0.080  
## 597 TOOL\_AP\_13 ~~ RES\_AVL\_4 0.304 -0.030 -0.030 -0.082  
## 484 IMPL\_SUCC\_1 ~~ DAT\_QLT\_11 0.299 0.028 0.028 0.075  
## 380 STAKEH\_ACC\_4 ~~ PAT\_RES\_24 0.294 0.030 0.030 0.074  
## 473 IMPL\_SUCC\_1 ~~ EFT\_REQ\_15 0.289 0.026 0.026 0.074  
## 438 DEC\_IMP\_13 ~~ DEF\_MEA\_7 0.284 0.023 0.023 0.085  
## 507 EMPL\_BEL\_10 ~~ DEF\_MEA\_7 0.283 -0.029 -0.029 -0.083  
## 366 STAKEH\_ACC\_4 ~~ BUSI\_IMP\_11 0.276 -0.025 -0.025 -0.071  
## 641 EMP\_ENG\_12 ~~ WKF\_SKL\_19 0.268 0.031 0.031 0.075  
## 250 Supportive\_Leadership =~ EMP\_ATT\_3 0.266 -0.259 -0.225 -0.227  
## 251 Supportive\_Leadership =~ UND\_CNG\_22 0.265 0.144 0.125 0.126  
## 435 DEC\_IMP\_13 ~~ LD\_INV\_5 0.263 -0.022 -0.022 -0.076  
## 333 EMPL\_SAT\_9 ~~ PRJ\_SEL\_6 0.256 0.020 0.020 0.077  
## 404 EMPL\_SKI\_8 ~~ CUS\_IDEF\_26 0.252 0.028 0.028 0.067  
## 371 STAKEH\_ACC\_4 ~~ BUDG\_COMP\_2 0.248 0.025 0.025 0.072  
## 559 BUDG\_COMP\_2 ~~ TRA\_EDUC\_18 0.244 -0.027 -0.027 -0.078  
## 316 EMPL\_SAT\_9 ~~ BUDG\_COMP\_2 0.244 -0.021 -0.021 -0.074  
## 110 Transformational\_success =~ RES\_AVL\_4 0.240 0.090 0.078 0.079  
## 624 EFT\_REQ\_15 ~~ CUS\_IDEF\_26 0.232 0.032 0.032 0.066  
## 303 Change\_awareness =~ LD\_SUP\_1 0.230 0.072 0.064 0.064  
## 612 CONTX\_CUS\_14 ~~ WKF\_SKL\_19 0.230 0.022 0.022 0.076  
## 645 EMP\_ENG\_12 ~~ LD\_SUP\_1 0.228 -0.028 -0.028 -0.067  
## 124 Deployment\_success =~ BUSI\_IMP\_11 0.226 0.087 0.062 0.062  
## 138 Deployment\_success =~ RES\_AVL\_4 0.223 -0.133 -0.095 -0.095  
## 650 EMP\_ENG\_12 ~~ UND\_CNG\_22 0.222 0.038 0.038 0.061  
## 627 EFT\_REQ\_15 ~~ WKF\_SKL\_19 0.221 -0.026 -0.026 -0.070  
## 434 DEC\_IMP\_13 ~~ LD\_STL\_9 0.216 0.020 0.020 0.070  
## 515 DEPLOY\_6 ~~ CONTX\_CUS\_14 0.214 0.024 0.024 0.067  
## 133 Deployment\_success =~ EXP\_CON\_20 0.214 0.082 0.058 0.059  
## 703 WKF\_SKL\_19 ~~ PRJ\_SEL\_6 0.214 0.022 0.022 0.074  
## 704 WKF\_SKL\_19 ~~ EMP\_ATT\_3 0.211 -0.027 -0.027 -0.107  
## 448 BUSI\_IMP\_11 ~~ TOOL\_AP\_13 0.210 -0.019 -0.019 -0.068  
## 533 ACT\_INTG\_7 ~~ TASK\_COMP\_3 0.209 0.023 0.023 0.134  
## 210 Sust\_Impr\_Infrasturcture =~ TASK\_COMP\_3 0.207 0.089 0.071 0.071  
## 209 Sust\_Impr\_Infrasturcture =~ BUDG\_COMP\_2 0.207 -0.084 -0.067 -0.067  
## 299 Change\_awareness =~ WKF\_SKL\_19 0.205 -0.069 -0.061 -0.061  
## 701 WKF\_SKL\_19 ~~ DAT\_QLT\_11 0.201 -0.026 -0.026 -0.066  
## 150 Improvement\_Proj\_success =~ EMPL\_SKI\_8 0.201 -0.078 -0.063 -0.063  
## 697 WKF\_SKL\_19 ~~ RES\_AVL\_4 0.199 0.031 0.031 0.072  
## 405 EMPL\_SKI\_8 ~~ TRA\_EDUC\_18 0.199 0.022 0.022 0.064  
## 592 TOOL\_AP\_13 ~~ EXP\_CON\_20 0.197 -0.026 -0.026 -0.068  
## 730 LD\_SUP\_1 ~~ EMP\_ATT\_3 0.195 -0.025 -0.025 -0.096  
## 185 Improvement\_Readiness =~ BUDG\_COMP\_2 0.194 0.087 0.076 0.076  
## 186 Improvement\_Readiness =~ TASK\_COMP\_3 0.194 -0.092 -0.080 -0.081  
## 611 CONTX\_CUS\_14 ~~ PAT\_RES\_24 0.193 -0.023 -0.023 -0.065  
## 264 Meas\_based\_improvement =~ TOOL\_AP\_13 0.192 0.068 0.049 0.049  
## 600 TOOL\_AP\_13 ~~ LD\_SUP\_1 0.187 0.019 0.019 0.068  
## 130 Deployment\_success =~ CONTX\_CUS\_14 0.181 -0.058 -0.041 -0.041  
## 595 TOOL\_AP\_13 ~~ PAT\_RES\_24 0.179 0.021 0.021 0.065  
## 268 Meas\_based\_improvement =~ EXP\_CON\_20 0.177 0.086 0.062 0.062  
## 540 ACT\_INTG\_7 ~~ TRA\_EDUC\_18 0.175 -0.021 -0.021 -0.106  
## 503 EMPL\_BEL\_10 ~~ LD\_STL\_9 0.165 0.022 0.022 0.059  
## 470 IMPL\_SUCC\_1 ~~ TASK\_COMP\_3 0.163 0.018 0.018 0.063  
## 466 IMPL\_SUCC\_1 ~~ EMPL\_BEL\_10 0.163 0.023 0.023 0.053  
## 513 DEPLOY\_6 ~~ TASK\_COMP\_3 0.162 0.022 0.022 0.063  
## 660 EXP\_CON\_20 ~~ DEF\_MEA\_7 0.158 -0.022 -0.022 -0.062  
## 499 EMPL\_BEL\_10 ~~ TRA\_EDUC\_18 0.155 -0.025 -0.025 -0.055  
## 335 EMPL\_SAT\_9 ~~ UND\_CNG\_22 0.153 0.022 0.022 0.053  
## 188 Improvement\_Readiness =~ PAT\_RES\_24 0.153 -0.063 -0.055 -0.055  
## 257 Meas\_based\_improvement =~ BUSI\_IMP\_11 0.152 0.069 0.049 0.050  
## 700 WKF\_SKL\_19 ~~ LD\_SUP\_1 0.151 -0.019 -0.019 -0.060  
## 718 LD\_STL\_9 ~~ PRJ\_SEL\_6 0.150 0.016 0.016 0.064  
## 633 EFT\_REQ\_15 ~~ DEF\_MEA\_7 0.149 0.018 0.018 0.063  
## 694 PAT\_RES\_24 ~~ PRJ\_SEL\_6 0.146 0.021 0.021 0.057  
## 391 EMPL\_SKI\_8 ~~ DEC\_IMP\_13 0.143 0.018 0.018 0.052  
## 382 STAKEH\_ACC\_4 ~~ RES\_AVL\_4 0.142 -0.023 -0.023 -0.050  
## 114 Transformational\_success =~ DAT\_QLT\_11 0.136 -0.064 -0.056 -0.056  
## 206 Sust\_Impr\_Infrasturcture =~ EMPL\_BEL\_10 0.134 0.073 0.058 0.059  
## 568 BUDG\_COMP\_2 ~~ PRJ\_SEL\_6 0.133 -0.018 -0.018 -0.060  
## 467 IMPL\_SUCC\_1 ~~ DEPLOY\_6 0.131 0.019 0.019 0.049  
## 315 EMPL\_SAT\_9 ~~ ACT\_INTG\_7 0.131 -0.013 -0.013 -0.083  
## 214 Sust\_Impr\_Infrasturcture =~ EMP\_ENG\_12 0.131 -0.064 -0.051 -0.052  
## 348 ORG\_IMP\_12 ~~ EFT\_REQ\_15 0.129 -0.015 -0.015 -0.051  
## 659 EXP\_CON\_20 ~~ DAT\_QLT\_11 0.129 0.026 0.026 0.047  
## 368 STAKEH\_ACC\_4 ~~ EMPL\_BEL\_10 0.125 -0.022 -0.022 -0.046  
## 722 LD\_INV\_5 ~~ DAT\_QLT\_11 0.124 0.018 0.018 0.053  
## 571 TASK\_COMP\_3 ~~ TOOL\_AP\_13 0.120 -0.015 -0.015 -0.061  
## 477 IMPL\_SUCC\_1 ~~ TRA\_EDUC\_18 0.119 -0.016 -0.016 -0.050  
## 390 STAKEH\_ACC\_4 ~~ UND\_CNG\_22 0.119 0.023 0.023 0.045  
## 713 RES\_AVL\_4 ~~ UND\_CNG\_22 0.116 0.029 0.029 0.045  
## 122 Deployment\_success =~ EMPL\_SKI\_8 0.115 -0.061 -0.043 -0.043  
## 248 Supportive\_Leadership =~ DEF\_MEA\_7 0.111 0.075 0.065 0.065  
## 243 Supportive\_Leadership =~ TRA\_EDUC\_18 0.108 0.055 0.048 0.048  
## 548 ACT\_INTG\_7 ~~ DEF\_MEA\_7 0.108 -0.014 -0.014 -0.093  
## 399 EMPL\_SKI\_8 ~~ TOOL\_AP\_13 0.106 -0.013 -0.013 -0.049  
## 535 ACT\_INTG\_7 ~~ CONTX\_CUS\_14 0.106 -0.014 -0.014 -0.078  
## 395 EMPL\_SKI\_8 ~~ DEPLOY\_6 0.106 -0.017 -0.017 -0.044  
## 161 Improvement\_Proj\_success =~ EXP\_CON\_20 0.102 0.067 0.054 0.055  
## 173 Improvement\_Proj\_success =~ EMP\_ATT\_3 0.102 -0.192 -0.155 -0.156  
## 174 Improvement\_Proj\_success =~ UND\_CNG\_22 0.102 0.106 0.086 0.086  
## 449 BUSI\_IMP\_11 ~~ CONTX\_CUS\_14 0.102 0.014 0.014 0.046  
## 723 LD\_INV\_5 ~~ DEF\_MEA\_7 0.101 0.013 0.013 0.058  
## 194 Improvement\_Readiness =~ DAT\_QLT\_11 0.100 0.050 0.043 0.043  
## 324 EMPL\_SAT\_9 ~~ TRA\_EDUC\_18 0.100 0.013 0.013 0.047  
## 469 IMPL\_SUCC\_1 ~~ BUDG\_COMP\_2 0.100 -0.015 -0.015 -0.046  
## 411 EMPL\_SKI\_8 ~~ LD\_SUP\_1 0.099 -0.014 -0.014 -0.044  
## 534 ACT\_INTG\_7 ~~ TOOL\_AP\_13 0.096 0.013 0.013 0.077  
## 213 Sust\_Impr\_Infrasturcture =~ EFT\_REQ\_15 0.096 0.051 0.040 0.041  
## 456 BUSI\_IMP\_11 ~~ WKF\_SKL\_19 0.094 -0.015 -0.015 -0.045  
## 356 ORG\_IMP\_12 ~~ LD\_STL\_9 0.094 0.011 0.011 0.048  
## 116 Transformational\_success =~ PRJ\_SEL\_6 0.090 0.050 0.043 0.043  
## 145 Deployment\_success =~ EMP\_ATT\_3 0.087 -0.182 -0.130 -0.131  
## 146 Deployment\_success =~ UND\_CNG\_22 0.087 0.101 0.072 0.072  
## 708 RES\_AVL\_4 ~~ LD\_SUP\_1 0.083 0.017 0.017 0.041  
## 481 IMPL\_SUCC\_1 ~~ LD\_STL\_9 0.083 0.012 0.012 0.044  
## 715 LD\_STL\_9 ~~ LD\_SUP\_1 0.083 0.016 0.016 0.058  
## 148 Improvement\_Proj\_success =~ ORG\_IMP\_12 0.082 0.043 0.035 0.035  
## 482 IMPL\_SUCC\_1 ~~ LD\_INV\_5 0.080 0.012 0.012 0.042  
## 480 IMPL\_SUCC\_1 ~~ RES\_AVL\_4 0.079 0.016 0.016 0.038  
## 222 Sust\_Impr\_Infrasturcture =~ PRJ\_SEL\_6 0.079 -0.044 -0.035 -0.035  
## 239 Supportive\_Leadership =~ EFT\_REQ\_15 0.076 0.044 0.039 0.039  
## 489 EMPL\_BEL\_10 ~~ DEPLOY\_6 0.075 -0.019 -0.019 -0.036  
## 139 Deployment\_success =~ LD\_STL\_9 0.075 0.046 0.032 0.033  
## 504 EMPL\_BEL\_10 ~~ LD\_INV\_5 0.074 -0.015 -0.015 -0.039  
## 345 ORG\_IMP\_12 ~~ TASK\_COMP\_3 0.072 0.010 0.010 0.044  
## 510 EMPL\_BEL\_10 ~~ UND\_CNG\_22 0.071 0.023 0.023 0.034  
## 661 EXP\_CON\_20 ~~ PRJ\_SEL\_6 0.071 -0.016 -0.016 -0.038  
## 607 CONTX\_CUS\_14 ~~ EMP\_ENG\_12 0.069 -0.015 -0.015 -0.040  
## 630 EFT\_REQ\_15 ~~ LD\_INV\_5 0.069 0.013 0.013 0.039  
## 357 ORG\_IMP\_12 ~~ LD\_INV\_5 0.068 -0.009 -0.009 -0.040  
## 229 Supportive\_Leadership =~ DEC\_IMP\_13 0.066 0.043 0.038 0.038  
## 202 Sust\_Impr\_Infrasturcture =~ EMPL\_SKI\_8 0.064 0.039 0.031 0.031  
## 359 ORG\_IMP\_12 ~~ DAT\_QLT\_11 0.064 -0.011 -0.011 -0.036  
## 381 STAKEH\_ACC\_4 ~~ WKF\_SKL\_19 0.061 -0.012 -0.012 -0.036  
## 301 Change\_awareness =~ LD\_STL\_9 0.059 0.035 0.031 0.031  
## 393 EMPL\_SKI\_8 ~~ IMPL\_SUCC\_1 0.059 -0.011 -0.011 -0.034  
## 338 ORG\_IMP\_12 ~~ DEC\_IMP\_13 0.057 0.010 0.010 0.035  
## 721 LD\_INV\_5 ~~ LD\_SUP\_1 0.056 -0.013 -0.013 -0.046  
## 554 BUDG\_COMP\_2 ~~ CONTX\_CUS\_14 0.056 -0.011 -0.011 -0.037  
## 686 TRA\_EDUC\_18 ~~ UND\_CNG\_22 0.054 -0.017 -0.017 -0.033  
## 354 ORG\_IMP\_12 ~~ WKF\_SKL\_19 0.054 0.009 0.009 0.036  
## 710 RES\_AVL\_4 ~~ DEF\_MEA\_7 0.051 0.012 0.012 0.036  
## 541 ACT\_INTG\_7 ~~ PAT\_RES\_24 0.051 0.012 0.012 0.053  
## 432 DEC\_IMP\_13 ~~ WKF\_SKL\_19 0.051 0.011 0.011 0.033  
## 419 DEC\_IMP\_13 ~~ EMPL\_BEL\_10 0.049 0.013 0.013 0.029  
## 272 Meas\_based\_improvement =~ WKF\_SKL\_19 0.047 -0.040 -0.029 -0.029  
## 618 CONTX\_CUS\_14 ~~ DEF\_MEA\_7 0.046 0.009 0.009 0.037  
## 107 Transformational\_success =~ TRA\_EDUC\_18 0.045 -0.036 -0.031 -0.032  
## 527 DEPLOY\_6 ~~ DAT\_QLT\_11 0.044 -0.014 -0.014 -0.028  
## 423 DEC\_IMP\_13 ~~ TASK\_COMP\_3 0.040 0.009 0.009 0.031  
## 587 TASK\_COMP\_3 ~~ EMP\_ATT\_3 0.038 0.013 0.013 0.056  
## 401 EMPL\_SKI\_8 ~~ EFT\_REQ\_15 0.038 0.010 0.010 0.026  
## 232 Supportive\_Leadership =~ EMPL\_BEL\_10 0.036 -0.040 -0.035 -0.035  
## 614 CONTX\_CUS\_14 ~~ LD\_STL\_9 0.035 0.008 0.008 0.031  
## 566 BUDG\_COMP\_2 ~~ DAT\_QLT\_11 0.035 -0.011 -0.011 -0.028  
## 143 Deployment\_success =~ DEF\_MEA\_7 0.034 0.031 0.022 0.022  
## 340 ORG\_IMP\_12 ~~ IMPL\_SUCC\_1 0.033 -0.007 -0.007 -0.027  
## 332 EMPL\_SAT\_9 ~~ DEF\_MEA\_7 0.032 -0.006 -0.006 -0.030  
## 412 EMPL\_SKI\_8 ~~ DAT\_QLT\_11 0.029 -0.009 -0.009 -0.023  
## 378 STAKEH\_ACC\_4 ~~ CUS\_IDEF\_26 0.028 -0.010 -0.010 -0.022  
## 425 DEC\_IMP\_13 ~~ CONTX\_CUS\_14 0.026 -0.007 -0.007 -0.023  
## 433 DEC\_IMP\_13 ~~ RES\_AVL\_4 0.026 0.009 0.009 0.021  
## 680 TRA\_EDUC\_18 ~~ LD\_INV\_5 0.024 -0.007 -0.007 -0.025  
## 555 BUDG\_COMP\_2 ~~ EFT\_REQ\_15 0.024 0.008 0.008 0.023  
## 223 Sust\_Impr\_Infrasturcture =~ EMP\_ATT\_3 0.024 -0.072 -0.057 -0.058  
## 224 Sust\_Impr\_Infrasturcture =~ UND\_CNG\_22 0.024 0.040 0.032 0.032  
## 457 BUSI\_IMP\_11 ~~ RES\_AVL\_4 0.024 -0.009 -0.009 -0.021  
## 667 CUS\_IDEF\_26 ~~ RES\_AVL\_4 0.023 -0.011 -0.011 -0.020  
## 117 Transformational\_success =~ EMP\_ATT\_3 0.023 0.131 0.114 0.115  
## 118 Transformational\_success =~ UND\_CNG\_22 0.023 -0.073 -0.063 -0.064  
## 590 TOOL\_AP\_13 ~~ EFT\_REQ\_15 0.023 0.008 0.008 0.026  
## 572 TASK\_COMP\_3 ~~ CONTX\_CUS\_14 0.022 -0.007 -0.007 -0.025  
## 582 TASK\_COMP\_3 ~~ LD\_INV\_5 0.020 0.006 0.006 0.025  
## 254 Meas\_based\_improvement =~ STAKEH\_ACC\_4 0.019 0.025 0.018 0.018  
## 283 Change\_awareness =~ DEC\_IMP\_13 0.018 0.021 0.019 0.019  
## 617 CONTX\_CUS\_14 ~~ DAT\_QLT\_11 0.017 -0.007 -0.007 -0.019  
## 692 PAT\_RES\_24 ~~ DAT\_QLT\_11 0.017 0.008 0.008 0.018  
## 594 TOOL\_AP\_13 ~~ TRA\_EDUC\_18 0.016 0.006 0.006 0.020  
## 636 EFT\_REQ\_15 ~~ UND\_CNG\_22 0.015 0.009 0.009 0.017  
## 226 Supportive\_Leadership =~ ORG\_IMP\_12 0.015 -0.017 -0.015 -0.015  
## 705 WKF\_SKL\_19 ~~ UND\_CNG\_22 0.014 -0.008 -0.008 -0.017  
## 654 EXP\_CON\_20 ~~ WKF\_SKL\_19 0.014 0.008 0.008 0.017  
## 312 EMPL\_SAT\_9 ~~ IMPL\_SUCC\_1 0.014 -0.005 -0.005 -0.017  
## 690 PAT\_RES\_24 ~~ LD\_INV\_5 0.013 0.006 0.006 0.018  
## 134 Deployment\_success =~ CUS\_IDEF\_26 0.012 -0.019 -0.013 -0.013  
## 740 PRJ\_SEL\_6 ~~ UND\_CNG\_22 0.012 0.007 0.007 0.016  
## 450 BUSI\_IMP\_11 ~~ EFT\_REQ\_15 0.012 -0.006 -0.006 -0.015  
## 253 Meas\_based\_improvement =~ ORG\_IMP\_12 0.011 -0.016 -0.011 -0.011  
## 136 Deployment\_success =~ PAT\_RES\_24 0.010 -0.028 -0.020 -0.020  
## 147 Improvement\_Proj\_success =~ EMPL\_SAT\_9 0.010 0.015 0.012 0.012  
## 212 Sust\_Impr\_Infrasturcture =~ CONTX\_CUS\_14 0.009 -0.014 -0.011 -0.011  
## 615 CONTX\_CUS\_14 ~~ LD\_INV\_5 0.009 0.004 0.004 0.015  
## 102 Transformational\_success =~ CONTX\_CUS\_14 0.008 0.015 0.013 0.013  
## 588 TASK\_COMP\_3 ~~ UND\_CNG\_22 0.008 -0.006 -0.006 -0.014  
## 567 BUDG\_COMP\_2 ~~ DEF\_MEA\_7 0.008 -0.004 -0.004 -0.017  
## 323 EMPL\_SAT\_9 ~~ CUS\_IDEF\_26 0.008 0.004 0.004 0.012  
## 502 EMPL\_BEL\_10 ~~ RES\_AVL\_4 0.008 -0.007 -0.007 -0.012  
## 463 BUSI\_IMP\_11 ~~ PRJ\_SEL\_6 0.008 -0.004 -0.004 -0.013  
## 517 DEPLOY\_6 ~~ EMP\_ENG\_12 0.007 -0.005 -0.005 -0.011  
## 355 ORG\_IMP\_12 ~~ RES\_AVL\_4 0.006 -0.004 -0.004 -0.011  
## 698 WKF\_SKL\_19 ~~ LD\_STL\_9 0.006 0.004 0.004 0.013  
## 731 LD\_SUP\_1 ~~ UND\_CNG\_22 0.006 -0.005 -0.005 -0.011  
## 201 Sust\_Impr\_Infrasturcture =~ STAKEH\_ACC\_4 0.006 -0.013 -0.010 -0.010  
## 475 IMPL\_SUCC\_1 ~~ EXP\_CON\_20 0.006 0.004 0.004 0.010  
## 300 Change\_awareness =~ RES\_AVL\_4 0.005 -0.012 -0.011 -0.011  
## 634 EFT\_REQ\_15 ~~ PRJ\_SEL\_6 0.005 0.004 0.004 0.011  
## 167 Improvement\_Proj\_success =~ LD\_STL\_9 0.005 0.018 0.014 0.014  
## 487 IMPL\_SUCC\_1 ~~ EMP\_ATT\_3 0.005 0.004 0.004 0.014  
## 593 TOOL\_AP\_13 ~~ CUS\_IDEF\_26 0.005 -0.004 -0.004 -0.011  
## 642 EMP\_ENG\_12 ~~ RES\_AVL\_4 0.005 -0.005 -0.005 -0.009  
## 606 CONTX\_CUS\_14 ~~ EFT\_REQ\_15 0.005 -0.004 -0.004 -0.011  
## 717 LD\_STL\_9 ~~ DEF\_MEA\_7 0.004 0.003 0.003 0.012  
## 205 Sust\_Impr\_Infrasturcture =~ IMPL\_SUCC\_1 0.004 0.009 0.007 0.008  
## 187 Improvement\_Readiness =~ TRA\_EDUC\_18 0.004 0.009 0.008 0.008  
## 343 ORG\_IMP\_12 ~~ ACT\_INTG\_7 0.004 0.002 0.002 0.014  
## 528 DEPLOY\_6 ~~ DEF\_MEA\_7 0.004 0.003 0.003 0.010  
## 285 Change\_awareness =~ IMPL\_SUCC\_1 0.003 -0.009 -0.008 -0.008  
## 644 EMP\_ENG\_12 ~~ LD\_INV\_5 0.003 -0.003 -0.003 -0.008  
## 658 EXP\_CON\_20 ~~ LD\_SUP\_1 0.003 -0.003 -0.003 -0.007  
## 396 EMPL\_SKI\_8 ~~ ACT\_INTG\_7 0.003 -0.002 -0.002 -0.012  
## 666 CUS\_IDEF\_26 ~~ WKF\_SKL\_19 0.003 -0.003 -0.003 -0.008  
## 714 LD\_STL\_9 ~~ LD\_INV\_5 0.003 -0.003 -0.003 -0.013  
## 578 TASK\_COMP\_3 ~~ PAT\_RES\_24 0.002 -0.003 -0.003 -0.008  
## 529 DEPLOY\_6 ~~ PRJ\_SEL\_6 0.002 0.003 0.003 0.007  
## 493 EMPL\_BEL\_10 ~~ TOOL\_AP\_13 0.002 -0.003 -0.003 -0.007  
## 103 Transformational\_success =~ EFT\_REQ\_15 0.002 0.008 0.007 0.007  
## 580 TASK\_COMP\_3 ~~ RES\_AVL\_4 0.002 -0.002 -0.002 -0.006  
## 446 BUSI\_IMP\_11 ~~ BUDG\_COMP\_2 0.001 0.002 0.002 0.005  
## 728 LD\_SUP\_1 ~~ DEF\_MEA\_7 0.001 -0.002 -0.002 -0.006  
## 217 Sust\_Impr\_Infrasturcture =~ LD\_STL\_9 0.001 0.006 0.004 0.004  
## 397 EMPL\_SKI\_8 ~~ BUDG\_COMP\_2 0.001 -0.002 -0.002 -0.005  
## 111 Transformational\_success =~ LD\_STL\_9 0.001 0.006 0.005 0.005  
## 208 Sust\_Impr\_Infrasturcture =~ ACT\_INTG\_7 0.001 -0.012 -0.010 -0.010  
## 207 Sust\_Impr\_Infrasturcture =~ DEPLOY\_6 0.001 0.009 0.007 0.007  
## 538 ACT\_INTG\_7 ~~ EXP\_CON\_20 0.001 -0.001 -0.001 -0.006  
## 584 TASK\_COMP\_3 ~~ DAT\_QLT\_11 0.000 -0.001 -0.001 -0.003  
## 663 EXP\_CON\_20 ~~ UND\_CNG\_22 0.000 0.001 0.001 0.002  
## 377 STAKEH\_ACC\_4 ~~ EXP\_CON\_20 0.000 0.001 0.001 0.002  
## 616 CONTX\_CUS\_14 ~~ LD\_SUP\_1 0.000 0.000 0.000 0.001  
## 364 STAKEH\_ACC\_4 ~~ EMPL\_SKI\_8 0.000 0.000 0.000 -0.001  
## 596 TOOL\_AP\_13 ~~ WKF\_SKL\_19 0.000 0.000 0.000 0.000  
## 115 Transformational\_success =~ DEF\_MEA\_7 0.000 0.000 0.000 0.000  
## sepc.nox  
## 286 0.814  
## 509 0.828  
## 341 -0.554  
## 313 0.513  
## 294 0.477  
## 628 0.459  
## 675 0.431  
## 649 0.662  
## 707 0.481  
## 545 -0.808  
## 732 0.603  
## 172 0.752  
## 334 0.613  
## 326 -0.427  
## 142 -0.363  
## 279 0.330  
## 160 0.428  
## 496 0.342  
## 203 0.334  
## 521 -0.359  
## 306 0.347  
## 586 0.442  
## 291 -0.265  
## 388 -0.356  
## 337 0.354  
## 647 -0.380  
## 605 -0.346  
## 265 -0.271  
## 350 -0.324  
## 318 0.365  
## 706 -0.354  
## 347 0.352  
## 716 -0.349  
## 478 -0.315  
## 220 -0.314  
## 454 -0.324  
## 353 0.321  
## 430 0.319  
## 171 -0.592  
## 204 -0.277  
## 437 -0.292  
## 497 0.274  
## 619 -0.340  
## 560 -0.317  
## 589 0.434  
## 523 0.285  
## 648 0.304  
## 687 -0.366  
## 137 0.398  
## 275 0.354  
## 281 -0.299  
## 309 -0.297  
## 367 -0.281  
## 638 -0.271  
## 525 0.297  
## 180 -0.283  
## 298 0.282  
## 522 0.299  
## 488 -0.264  
## 140 -0.237  
## 720 0.290  
## 221 0.251  
## 389 -0.395  
## 413 -0.315  
## 292 -0.214  
## 144 0.236  
## 544 0.493  
## 442 0.264  
## 625 -0.278  
## 158 -0.253  
## 668 0.281  
## 637 0.248  
## 570 0.267  
## 739 0.434  
## 141 0.231  
## 556 0.267  
## 123 0.247  
## 683 0.324  
## 284 -0.264  
## 113 0.295  
## 383 -0.276  
## 676 0.309  
## 678 -0.287  
## 247 -0.348  
## 736 -0.593  
## 319 -0.273  
## 386 0.244  
## 494 -0.253  
## 639 -0.256  
## 325 0.255  
## 684 -0.281  
## 646 -0.237  
## 112 -0.278  
## 585 -0.355  
## 673 -0.252  
## 652 0.246  
## 121 -0.234  
## 621 -0.246  
## 543 -0.389  
## 735 -0.230  
## 235 0.491  
## 236 -0.520  
## 550 0.826  
## 308 0.245  
## 443 -0.223  
## 231 0.235  
## 561 0.271  
## 305 -0.234  
## 322 0.229  
## 547 -0.371  
## 135 -0.319  
## 379 0.239  
## 101 -0.235  
## 491 -0.231  
## 151 -0.239  
## 375 -0.220  
## 575 -0.247  
## 498 -0.208  
## 256 -0.208  
## 441 0.212  
## 461 0.217  
## 549 0.397  
## 530 -0.331  
## 125 0.197  
## 246 0.248  
## 342 -0.220  
## 351 0.214  
## 444 0.207  
## 191 0.203  
## 631 -0.219  
## 532 -0.391  
## 295 0.217  
## 362 -0.321  
## 508 0.212  
## 163 -0.200  
## 662 0.293  
## 577 -0.252  
## 476 -0.196  
## 724 0.240  
## 119 -0.166  
## 464 -0.295  
## 524 -0.218  
## 128 0.222  
## 127 -0.209  
## 241 0.233  
## 608 -0.212  
## 495 0.189  
## 336 0.207  
## 465 -0.187  
## 129 -0.135  
## 737 -0.380  
## 436 0.198  
## 729 -0.218  
## 255 -0.175  
## 420 0.188  
## 166 0.204  
## 372 0.216  
## 468 0.308  
## 237 -0.173  
## 601 0.208  
## 671 0.183  
## 579 0.238  
## 696 0.183  
## 179 -0.193  
## 583 -0.223  
## 157 -0.174  
## 553 -0.216  
## 330 0.193  
## 385 0.185  
## 695 0.280  
## 307 -0.206  
## 373 0.194  
## 370 -0.283  
## 198 -0.242  
## 197 0.435  
## 669 -0.189  
## 108 0.200  
## 109 -0.193  
## 733 -0.217  
## 505 -0.173  
## 317 -0.205  
## 240 0.193  
## 551 -0.272  
## 199 -0.138  
## 346 -0.195  
## 679 0.203  
## 100 0.266  
## 99 -0.251  
## 280 -0.150  
## 297 -0.168  
## 542 0.318  
## 672 0.192  
## 531 0.158  
## 249 0.228  
## 132 0.144  
## 190 0.179  
## 387 0.191  
## 175 0.146  
## 691 -0.173  
## 376 -0.157  
## 159 0.176  
## 258 0.144  
## 153 0.163  
## 131 0.130  
## 512 0.170  
## 693 0.193  
## 394 -0.153  
## 674 -0.231  
## 293 0.142  
## 424 -0.171  
## 609 -0.173  
## 726 -0.166  
## 439 -0.165  
## 483 0.160  
## 196 -0.142  
## 270 -0.149  
## 519 -0.146  
## 427 -0.147  
## 287 -0.198  
## 288 0.260  
## 610 0.172  
## 274 -0.187  
## 682 -0.159  
## 447 -0.168  
## 569 -0.260  
## 328 -0.167  
## 451 -0.142  
## 445 0.233  
## 177 0.153  
## 410 -0.156  
## 651 0.137  
## 276 -0.179  
## 602 0.186  
## 472 0.151  
## 165 0.138  
## 626 -0.144  
## 574 0.159  
## 422 -0.148  
## 620 -0.228  
## 169 -0.208  
## 106 0.178  
## 269 0.144  
## 230 -0.147  
## 428 0.131  
## 492 0.150  
## 539 -0.213  
## 403 -0.131  
## 273 0.145  
## 304 -0.147  
## 520 -0.145  
## 290 0.177  
## 289 -0.167  
## 156 -0.203  
## 155 0.154  
## 97 -0.202  
## 98 0.266  
## 655 -0.127  
## 238 -0.123  
## 126 0.160  
## 536 0.215  
## 453 0.127  
## 278 -0.226  
## 277 0.407  
## 656 0.141  
## 234 -0.207  
## 233 0.157  
## 688 0.137  
## 500 0.126  
## 486 0.139  
## 702 -0.167  
## 562 0.137  
## 664 0.133  
## 501 -0.132  
## 462 0.149  
## 623 -0.126  
## 398 0.144  
## 181 -0.123  
## 384 -0.133  
## 604 -0.209  
## 242 0.141  
## 168 0.182  
## 514 -0.134  
## 653 -0.120  
## 310 -0.128  
## 557 0.126  
## 339 0.129  
## 193 -0.119  
## 361 -0.134  
## 344 0.132  
## 613 -0.125  
## 699 -0.139  
## 573 0.135  
## 104 0.146  
## 170 -0.210  
## 331 0.119  
## 244 -0.128  
## 195 0.107  
## 471 -0.126  
## 406 -0.116  
## 418 -0.115  
## 459 0.122  
## 711 -0.120  
## 327 -0.114  
## 417 0.111  
## 374 0.116  
## 635 0.166  
## 314 -0.112  
## 518 -0.105  
## 409 0.120  
## 259 0.126  
## 665 0.107  
## 474 -0.105  
## 227 -0.117  
## 415 -0.160  
## 681 0.119  
## 282 -0.109  
## 416 0.103  
## 349 -0.107  
## 460 -0.108  
## 267 0.106  
## 537 0.165  
## 455 -0.105  
## 215 0.116  
## 712 -0.156  
## 245 -0.111  
## 632 -0.104  
## 192 -0.100  
## 311 -0.108  
## 452 -0.098  
## 228 -0.106  
## 363 0.102  
## 369 -0.099  
## 402 0.099  
## 603 0.121  
## 506 -0.097  
## 485 -0.120  
## 211 -0.084  
## 689 -0.114  
## 296 0.101  
## 558 0.104  
## 516 0.099  
## 216 0.106  
## 164 -0.100  
## 576 -0.110  
## 677 0.144  
## 546 0.166  
## 252 0.078  
## 329 0.108  
## 263 0.234  
## 262 -0.221  
## 183 -0.090  
## 184 0.118  
## 657 0.101  
## 266 0.089  
## 178 0.095  
## 429 0.091  
## 152 -0.099  
## 302 -0.089  
## 421 -0.149  
## 563 0.114  
## 599 -0.113  
## 431 0.093  
## 105 0.124  
## 271 0.092  
## 727 0.094  
## 408 0.089  
## 414 0.096  
## 358 -0.096  
## 643 0.097  
## 320 -0.092  
## 261 -0.130  
## 260 0.099  
## 564 0.106  
## 709 0.086  
## 734 0.131  
## 162 0.104  
## 154 0.115  
## 360 0.106  
## 581 -0.113  
## 490 0.130  
## 189 -0.083  
## 149 0.090  
## 598 -0.103  
## 479 0.090  
## 407 0.089  
## 352 -0.090  
## 591 -0.095  
## 565 0.092  
## 622 0.083  
## 365 0.080  
## 440 -0.119  
## 458 -0.089  
## 725 0.138  
## 670 -0.081  
## 685 -0.132  
## 219 0.078  
## 182 0.103  
## 426 -0.078  
## 225 0.073  
## 526 0.081  
## 120 -0.064  
## 629 0.087  
## 392 0.079  
## 218 -0.074  
## 719 -0.136  
## 176 0.067  
## 640 -0.077  
## 738 -0.089  
## 321 0.077  
## 200 0.060  
## 400 0.080  
## 597 -0.082  
## 484 0.075  
## 380 0.074  
## 473 0.074  
## 438 0.085  
## 507 -0.083  
## 366 -0.071  
## 641 0.075  
## 250 -0.227  
## 251 0.126  
## 435 -0.076  
## 333 0.077  
## 404 0.067  
## 371 0.072  
## 559 -0.078  
## 316 -0.074  
## 110 0.079  
## 624 0.066  
## 303 0.064  
## 612 0.076  
## 645 -0.067  
## 124 0.062  
## 138 -0.095  
## 650 0.061  
## 627 -0.070  
## 434 0.070  
## 515 0.067  
## 133 0.059  
## 703 0.074  
## 704 -0.107  
## 448 -0.068  
## 533 0.134  
## 210 0.071  
## 209 -0.067  
## 299 -0.061  
## 701 -0.066  
## 150 -0.063  
## 697 0.072  
## 405 0.064  
## 592 -0.068  
## 730 -0.096  
## 185 0.076  
## 186 -0.081  
## 611 -0.065  
## 264 0.049  
## 600 0.068  
## 130 -0.041  
## 595 0.065  
## 268 0.062  
## 540 -0.106  
## 503 0.059  
## 470 0.063  
## 466 0.053  
## 513 0.063  
## 660 -0.062  
## 499 -0.055  
## 335 0.053  
## 188 -0.055  
## 257 0.050  
## 700 -0.060  
## 718 0.064  
## 633 0.063  
## 694 0.057  
## 391 0.052  
## 382 -0.050  
## 114 -0.056  
## 206 0.059  
## 568 -0.060  
## 467 0.049  
## 315 -0.083  
## 214 -0.052  
## 348 -0.051  
## 659 0.047  
## 368 -0.046  
## 722 0.053  
## 571 -0.061  
## 477 -0.050  
## 390 0.045  
## 713 0.045  
## 122 -0.043  
## 248 0.065  
## 243 0.048  
## 548 -0.093  
## 399 -0.049  
## 535 -0.078  
## 395 -0.044  
## 161 0.055  
## 173 -0.156  
## 174 0.086  
## 449 0.046  
## 723 0.058  
## 194 0.043  
## 324 0.047  
## 469 -0.046  
## 411 -0.044  
## 534 0.077  
## 213 0.041  
## 456 -0.045  
## 356 0.048  
## 116 0.043  
## 145 -0.131  
## 146 0.072  
## 708 0.041  
## 481 0.044  
## 715 0.058  
## 148 0.035  
## 482 0.042  
## 480 0.038  
## 222 -0.035  
## 239 0.039  
## 489 -0.036  
## 139 0.033  
## 504 -0.039  
## 345 0.044  
## 510 0.034  
## 661 -0.038  
## 607 -0.040  
## 630 0.039  
## 357 -0.040  
## 229 0.038  
## 202 0.031  
## 359 -0.036  
## 381 -0.036  
## 301 0.031  
## 393 -0.034  
## 338 0.035  
## 721 -0.046  
## 554 -0.037  
## 686 -0.033  
## 354 0.036  
## 710 0.036  
## 541 0.053  
## 432 0.033  
## 419 0.029  
## 272 -0.029  
## 618 0.037  
## 107 -0.032  
## 527 -0.028  
## 423 0.031  
## 587 0.056  
## 401 0.026  
## 232 -0.035  
## 614 0.031  
## 566 -0.028  
## 143 0.022  
## 340 -0.027  
## 332 -0.030  
## 412 -0.023  
## 378 -0.022  
## 425 -0.023  
## 433 0.021  
## 680 -0.025  
## 555 0.023  
## 223 -0.058  
## 224 0.032  
## 457 -0.021  
## 667 -0.020  
## 117 0.115  
## 118 -0.064  
## 590 0.026  
## 572 -0.025  
## 582 0.025  
## 254 0.018  
## 283 0.019  
## 617 -0.019  
## 692 0.018  
## 594 0.020  
## 636 0.017  
## 226 -0.015  
## 705 -0.017  
## 654 0.017  
## 312 -0.017  
## 690 0.018  
## 134 -0.013  
## 740 0.016  
## 450 -0.015  
## 253 -0.011  
## 136 -0.020  
## 147 0.012  
## 212 -0.011  
## 615 0.015  
## 102 0.013  
## 588 -0.014  
## 567 -0.017  
## 323 0.012  
## 502 -0.012  
## 463 -0.013  
## 517 -0.011  
## 355 -0.011  
## 698 0.013  
## 731 -0.011  
## 201 -0.010  
## 475 0.010  
## 300 -0.011  
## 634 0.011  
## 167 0.014  
## 487 0.014  
## 593 -0.011  
## 642 -0.009  
## 606 -0.011  
## 717 0.012  
## 205 0.008  
## 187 0.008  
## 343 0.014  
## 528 0.010  
## 285 -0.008  
## 644 -0.008  
## 658 -0.007  
## 396 -0.012  
## 666 -0.008  
## 714 -0.013  
## 578 -0.008  
## 529 0.007  
## 493 -0.007  
## 103 0.007  
## 580 -0.006  
## 446 0.005  
## 728 -0.006  
## 217 0.004  
## 397 -0.005  
## 111 0.005  
## 208 -0.010  
## 207 0.007  
## 538 -0.006  
## 584 -0.003  
## 663 0.002  
## 377 0.002  
## 616 0.001  
## 364 -0.001  
## 596 0.000  
## 115 0.000

# #SEM with ML  
# sem\_fit\_ML <- sem(meas\_model, data = sem\_plsData, estimator = "ML")  
# summary(sem\_fit\_ML, fit.measures=T, rsquare= T, standardized=T)  
#   
# # SEM with estimator => estimator="DWLS"  
# sem\_fit\_DWLS <- sem(sem\_model, data = sem\_plsData, estimator="DWLS")  
# summary(sem\_fit\_DWLS, fit.measures=T, rsquare= T, standardized=T)  
#   
# # SEM with estimator => estimator="WLSMV"  
# sem\_fit\_WLSMV <- sem(sem\_model, data = sem\_plsData, estimator="WLSMV", bootstrap = 1000)  
# summary(sem\_fit\_WLSMV, fit.measures=T, rsquare= T, standardized=T)  
#   
# # Path  
# semPaths(sem\_fit,whatLabels = "std", layout="tree", style = "Lisrel")

#RegSEM Structursal model (this to test regulization on structural/reltionship model)

# fit lasso   
lass\_cv <- cv\_regsem(sem\_fit,  
 type = "lasso",  
 pars\_pen = c("regressions",  
 gradFun = "ram",  
 n.lambda = 50,  
 jump = 0.01))

## | | | 0% | |== | 2% | |==== | 5% | |===== | 8% | |======= | 10% | |========= | 12% | |========== | 15% | |============ | 18% | |============== | 20% | |================ | 22% | |================== | 25% | |=================== | 28% | |===================== | 30% | |======================= | 32% | |======================== | 35% | |========================== | 38% | |============================ | 40% | |============================== | 42% | |================================ | 45% | |================================= | 48% | |=================================== | 50% | |===================================== | 52% | |====================================== | 55% | |======================================== | 58% | |========================================== | 60% | |============================================ | 62% | |============================================== | 65% | |=============================================== | 68% | |================================================= | 70% | |=================================================== | 72% | |==================================================== | 75% | |====================================================== | 78% | |======================================================== | 80% | |========================================================== | 82% | |============================================================ | 85% | |============================================================= | 88% | |=============================================================== | 90% | |================================================================= | 92% | |================================================================== | 95% | |==================================================================== | 98% | |======================================================================| 100%

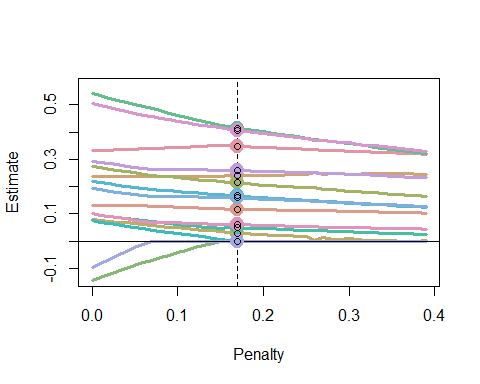
summary(lass\_cv)

## CV regsem Object  
## Number of parameters regularized: 15  
## Lambda ranging from 0 to 0.39  
## Lowest Fit Lambda: 0.17  
## Metric: BIC  
## Number Converged: 40

#sort(lass\_cv$final\_pars)  
  
head(lass\_cv$parameters)

## Transformational\_success -> ORG\_IMP\_12  
## [1,] 1.010  
## [2,] 1.012  
## [3,] 1.014  
## [4,] 1.015  
## [5,] 1.017  
## [6,] 1.019  
## Transformational\_success -> STAKEH\_ACC\_4  
## [1,] 0.906  
## [2,] 0.908  
## [3,] 0.910  
## [4,] 0.911  
## [5,] 0.913  
## [6,] 0.915  
## Transformational\_success -> EMPL\_SKI\_8  
## [1,] 0.935  
## [2,] 0.937  
## [3,] 0.939  
## [4,] 0.941  
## [5,] 0.943  
## [6,] 0.944  
## Transformational\_success -> DEC\_IMP\_13  
## [1,] 0.914  
## [2,] 0.916  
## [3,] 0.917  
## [4,] 0.919  
## [5,] 0.921  
## [6,] 0.922  
## Transformational\_success -> BUSI\_IMP\_11  
## [1,] 0.921  
## [2,] 0.923  
## [3,] 0.925  
## [4,] 0.927  
## [5,] 0.928  
## [6,] 0.930  
## Transformational\_success -> IMPL\_SUCC\_1  
## [1,] 0.951  
## [2,] 0.953  
## [3,] 0.955  
## [4,] 0.956  
## [5,] 0.958  
## [6,] 0.960  
## Transformational\_success -> EMPL\_BEL\_10 Deployment\_success -> ACT\_INTG\_7  
## [1,] 0.718 1.315  
## [2,] 0.719 1.328  
## [3,] 0.720 1.341  
## [4,] 0.722 1.353  
## [5,] 0.723 1.365  
## [6,] 0.724 1.377  
## Improvement\_Proj\_success -> TASK\_COMP\_3  
## [1,] 1.060  
## [2,] 1.065  
## [3,] 1.070  
## [4,] 1.074  
## [5,] 1.079  
## [6,] 1.083  
## Improvement\_Readiness -> CONTX\_CUS\_14 Improvement\_Readiness -> EFT\_REQ\_15  
## [1,] 0.976 0.872  
## [2,] 0.975 0.871  
## [3,] 0.974 0.870  
## [4,] 0.973 0.869  
## [5,] 0.972 0.869  
## [6,] 0.971 0.868  
## Improvement\_Readiness -> EMP\_ENG\_12 Improvement\_Readiness -> EXP\_CON\_20  
## [1,] 0.783 0.697  
## [2,] 0.782 0.696  
## [3,] 0.781 0.695  
## [4,] 0.780 0.694  
## [5,] 0.779 0.693  
## [6,] 0.778 0.692  
## Improvement\_Readiness -> CUS\_IDEF\_26  
## [1,] 0.750  
## [2,] 0.749  
## [3,] 0.747  
## [4,] 0.746  
## [5,] 0.745  
## [6,] 0.744  
## Sust\_Impr\_Infrasturcture -> PAT\_RES\_24  
## [1,] 0.914  
## [2,] 0.912  
## [3,] 0.910  
## [4,] 0.908  
## [5,] 0.906  
## [6,] 0.905  
## Sust\_Impr\_Infrasturcture -> WKF\_SKL\_19  
## [1,] 1.020  
## [2,] 1.019  
## [3,] 1.018  
## [4,] 1.017  
## [5,] 1.016  
## [6,] 1.016  
## Sust\_Impr\_Infrasturcture -> RES\_AVL\_4 Supportive\_Leadership -> LD\_INV\_5  
## [1,] 0.826 0.988  
## [2,] 0.824 0.987  
## [3,] 0.823 0.986  
## [4,] 0.821 0.986  
## [5,] 0.820 0.985  
## [6,] 0.819 0.984  
## Supportive\_Leadership -> LD\_SUP\_1 Meas\_based\_improvement -> DEF\_MEA\_7  
## [1,] 0.934 1.236  
## [2,] 0.933 1.232  
## [3,] 0.932 1.227  
## [4,] 0.931 1.223  
## [5,] 0.930 1.220  
## [6,] 0.929 1.216  
## Meas\_based\_improvement -> PRJ\_SEL\_6 Change\_awareness -> UND\_CNG\_22  
## [1,] 1.173 0.555  
## [2,] 1.169 0.551  
## [3,] 1.164 0.547  
## [4,] 1.160 0.543  
## [5,] 1.156 0.540  
## [6,] 1.152 0.536  
## Improvement\_Readiness -> Transformational\_success  
## [1,] 0.331  
## [2,] 0.333  
## [3,] 0.334  
## [4,] 0.335  
## [5,] 0.336  
## [6,] 0.337  
## Sust\_Impr\_Infrasturcture -> Transformational\_success  
## [1,] 0.132  
## [2,] 0.131  
## [3,] 0.131  
## [4,] 0.131  
## [5,] 0.131  
## [6,] 0.130  
## Supportive\_Leadership -> Transformational\_success  
## [1,] 0.236  
## [2,] 0.237  
## [3,] 0.238  
## [4,] 0.238  
## [5,] 0.238  
## [6,] 0.239  
## Meas\_based\_improvement -> Transformational\_success  
## [1,] 0.079  
## [2,] 0.076  
## [3,] 0.073  
## [4,] 0.070  
## [5,] 0.067  
## [6,] 0.064  
## Change\_awareness -> Transformational\_success  
## [1,] 0.275  
## [2,] 0.269  
## [3,] 0.264  
## [4,] 0.259  
## [5,] 0.254  
## [6,] 0.250  
## Improvement\_Readiness -> Deployment\_success  
## [1,] -0.143  
## [2,] -0.131  
## [3,] -0.120  
## [4,] -0.109  
## [5,] -0.099  
## [6,] -0.089  
## Sust\_Impr\_Infrasturcture -> Deployment\_success  
## [1,] 0.540  
## [2,] 0.532  
## [3,] 0.524  
## [4,] 0.516  
## [5,] 0.508  
## [6,] 0.501  
## Supportive\_Leadership -> Deployment\_success  
## [1,] 0.100  
## [2,] 0.096  
## [3,] 0.092  
## [4,] 0.088  
## [5,] 0.084  
## [6,] 0.080  
## Meas\_based\_improvement -> Deployment\_success  
## [1,] 0.075  
## [2,] 0.070  
## [3,] 0.065  
## [4,] 0.060  
## [5,] 0.055  
## [6,] 0.050  
## Change\_awareness -> Deployment\_success  
## [1,] 0.220  
## [2,] 0.215  
## [3,] 0.210  
## [4,] 0.206  
## [5,] 0.201  
## [6,] 0.197  
## Improvement\_Readiness -> Improvement\_Proj\_success  
## [1,] 0.193  
## [2,] 0.189  
## [3,] 0.184  
## [4,] 0.180  
## [5,] 0.176  
## [6,] 0.172  
## Sust\_Impr\_Infrasturcture -> Improvement\_Proj\_success  
## [1,] -0.095  
## [2,] -0.080  
## [3,] -0.066  
## [4,] -0.051  
## [5,] -0.037  
## [6,] -0.024  
## Supportive\_Leadership -> Improvement\_Proj\_success  
## [1,] 0.292  
## [2,] 0.288  
## [3,] 0.284  
## [4,] 0.280  
## [5,] 0.275  
## [6,] 0.271  
## Meas\_based\_improvement -> Improvement\_Proj\_success  
## [1,] 0.503  
## [2,] 0.496  
## [3,] 0.488  
## [4,] 0.481  
## [5,] 0.475  
## [6,] 0.468  
## Change\_awareness -> Improvement\_Proj\_success EMPL\_SAT\_9 ~~ EMPL\_SAT\_9  
## [1,] 0.102 0.231  
## [2,] 0.096 0.232  
## [3,] 0.091 0.232  
## [4,] 0.086 0.232  
## [5,] 0.082 0.232  
## [6,] 0.077 0.233  
## ORG\_IMP\_12 ~~ ORG\_IMP\_12 STAKEH\_ACC\_4 ~~ STAKEH\_ACC\_4  
## [1,] 0.217 0.366  
## [2,] 0.216 0.366  
## [3,] 0.216 0.366  
## [4,] 0.216 0.366  
## [5,] 0.216 0.366  
## [6,] 0.216 0.366  
## EMPL\_SKI\_8 ~~ EMPL\_SKI\_8 DEC\_IMP\_13 ~~ DEC\_IMP\_13  
## [1,] 0.325 0.355  
## [2,] 0.325 0.355  
## [3,] 0.325 0.355  
## [4,] 0.325 0.355  
## [5,] 0.325 0.355  
## [6,] 0.325 0.355  
## BUSI\_IMP\_11 ~~ BUSI\_IMP\_11 IMPL\_SUCC\_1 ~~ IMPL\_SUCC\_1  
## [1,] 0.345 0.303  
## [2,] 0.345 0.303  
## [3,] 0.345 0.303  
## [4,] 0.345 0.303  
## [5,] 0.345 0.303  
## [6,] 0.345 0.303  
## EMPL\_BEL\_10 ~~ EMPL\_BEL\_10 DEPLOY\_6 ~~ DEPLOY\_6 ACT\_INTG\_7 ~~ ACT\_INTG\_7  
## [1,] 0.596 0.481 0.112  
## [2,] 0.596 0.483 0.108  
## [3,] 0.597 0.485 0.105  
## [4,] 0.597 0.488 0.101  
## [5,] 0.597 0.490 0.097  
## [6,] 0.597 0.492 0.093  
## BUDG\_COMP\_2 ~~ BUDG\_COMP\_2 TASK\_COMP\_3 ~~ TASK\_COMP\_3  
## [1,] 0.335 0.254  
## [2,] 0.336 0.253  
## [3,] 0.337 0.252  
## [4,] 0.338 0.251  
## [5,] 0.339 0.249  
## [6,] 0.340 0.248  
## TOOL\_AP\_13 ~~ TOOL\_AP\_13 CONTX\_CUS\_14 ~~ CONTX\_CUS\_14  
## [1,] 0.234 0.269  
## [2,] 0.234 0.269  
## [3,] 0.233 0.269  
## [4,] 0.233 0.269  
## [5,] 0.233 0.269  
## [6,] 0.232 0.269  
## EFT\_REQ\_15 ~~ EFT\_REQ\_15 EMP\_ENG\_12 ~~ EMP\_ENG\_12 EXP\_CON\_20 ~~ EXP\_CON\_20  
## [1,] 0.414 0.525 0.620  
## [2,] 0.414 0.525 0.621  
## [3,] 0.414 0.525 0.621  
## [4,] 0.413 0.525 0.621  
## [5,] 0.413 0.525 0.621  
## [6,] 0.413 0.525 0.621  
## CUS\_IDEF\_26 ~~ CUS\_IDEF\_26 TRA\_EDUC\_18 ~~ TRA\_EDUC\_18  
## [1,] 0.563 0.35  
## [2,] 0.563 0.35  
## [3,] 0.563 0.35  
## [4,] 0.564 0.35  
## [5,] 0.564 0.35  
## [6,] 0.565 0.35  
## PAT\_RES\_24 ~~ PAT\_RES\_24 WKF\_SKL\_19 ~~ WKF\_SKL\_19 RES\_AVL\_4 ~~ RES\_AVL\_4  
## [1,] 0.455 0.324 0.552  
## [2,] 0.455 0.323 0.552  
## [3,] 0.455 0.322 0.552  
## [4,] 0.456 0.321 0.552  
## [5,] 0.456 0.320 0.552  
## [6,] 0.456 0.319 0.552  
## LD\_STL\_9 ~~ LD\_STL\_9 LD\_INV\_5 ~~ LD\_INV\_5 LD\_SUP\_1 ~~ LD\_SUP\_1  
## [1,] 0.232 0.250 0.327  
## [2,] 0.232 0.249 0.328  
## [3,] 0.232 0.249 0.328  
## [4,] 0.232 0.249 0.328  
## [5,] 0.231 0.248 0.328  
## [6,] 0.231 0.248 0.328  
## DAT\_QLT\_11 ~~ DAT\_QLT\_11 DEF\_MEA\_7 ~~ DEF\_MEA\_7 PRJ\_SEL\_6 ~~ PRJ\_SEL\_6  
## [1,] 0.474 0.203 0.281  
## [2,] 0.473 0.203 0.281  
## [3,] 0.472 0.203 0.281  
## [4,] 0.471 0.203 0.282  
## [5,] 0.470 0.203 0.282  
## [6,] 0.469 0.202 0.282  
## EMP\_ATT\_3 ~~ EMP\_ATT\_3 UND\_CNG\_22 ~~ UND\_CNG\_22  
## [1,] 0.202 0.744  
## [2,] 0.196 0.745  
## [3,] 0.190 0.747  
## [4,] 0.184 0.748  
## [5,] 0.179 0.749  
## [6,] 0.174 0.750  
## Transformational\_success ~~ Transformational\_success  
## [1,] 0.166  
## [2,] 0.167  
## [3,] 0.167  
## [4,] 0.167  
## [5,] 0.167  
## [6,] 0.167  
## Deployment\_success ~~ Deployment\_success  
## [1,] 0.154  
## [2,] 0.154  
## [3,] 0.154  
## [4,] 0.154  
## [5,] 0.154  
## [6,] 0.154  
## Improvement\_Proj\_success ~~ Improvement\_Proj\_success  
## [1,] 0.132  
## [2,] 0.133  
## [3,] 0.133  
## [4,] 0.134  
## [5,] 0.134  
## [6,] 0.135  
## Improvement\_Readiness ~~ Improvement\_Readiness  
## [1,] 0.751  
## [2,] 0.753  
## [3,] 0.755  
## [4,] 0.756  
## [5,] 0.758  
## [6,] 0.760  
## Sust\_Impr\_Infrasturcture ~~ Sust\_Impr\_Infrasturcture  
## [1,] 0.635  
## [2,] 0.638  
## [3,] 0.640  
## [4,] 0.642  
## [5,] 0.644  
## [6,] 0.646  
## Supportive\_Leadership ~~ Supportive\_Leadership  
## [1,] 0.753  
## [2,] 0.755  
## [3,] 0.756  
## [4,] 0.758  
## [5,] 0.759  
## [6,] 0.760  
## Meas\_based\_improvement ~~ Meas\_based\_improvement  
## [1,] 0.511  
## [2,] 0.515  
## [3,] 0.519  
## [4,] 0.523  
## [5,] 0.526  
## [6,] 0.529  
## Change\_awareness ~~ Change\_awareness  
## [1,] 0.783  
## [2,] 0.790  
## [3,] 0.797  
## [4,] 0.804  
## [5,] 0.810  
## [6,] 0.816  
## Improvement\_Readiness ~~ Sust\_Impr\_Infrasturcture  
## [1,] 0.451  
## [2,] 0.452  
## [3,] 0.452  
## [4,] 0.453  
## [5,] 0.453  
## [6,] 0.453  
## Improvement\_Readiness ~~ Supportive\_Leadership  
## [1,] 0.528  
## [2,] 0.529  
## [3,] 0.530  
## [4,] 0.531  
## [5,] 0.532  
## [6,] 0.533  
## Improvement\_Readiness ~~ Meas\_based\_improvement  
## [1,] 0.396  
## [2,] 0.398  
## [3,] 0.400  
## [4,] 0.402  
## [5,] 0.403  
## [6,] 0.405  
## Improvement\_Readiness ~~ Change\_awareness  
## [1,] 0.438  
## [2,] 0.439  
## [3,] 0.440  
## [4,] 0.441  
## [5,] 0.442  
## [6,] 0.443  
## Sust\_Impr\_Infrasturcture ~~ Supportive\_Leadership  
## [1,] 0.471  
## [2,] 0.472  
## [3,] 0.473  
## [4,] 0.474  
## [5,] 0.475  
## [6,] 0.476  
## Sust\_Impr\_Infrasturcture ~~ Meas\_based\_improvement  
## [1,] 0.358  
## [2,] 0.360  
## [3,] 0.362  
## [4,] 0.363  
## [5,] 0.364  
## [6,] 0.366  
## Sust\_Impr\_Infrasturcture ~~ Change\_awareness  
## [1,] 0.418  
## [2,] 0.419  
## [3,] 0.420  
## [4,] 0.421  
## [5,] 0.422  
## [6,] 0.423  
## Supportive\_Leadership ~~ Meas\_based\_improvement  
## [1,] 0.486  
## [2,] 0.489  
## [3,] 0.491  
## [4,] 0.493  
## [5,] 0.495  
## [6,] 0.497  
## Supportive\_Leadership ~~ Change\_awareness  
## [1,] 0.496  
## [2,] 0.497  
## [3,] 0.498  
## [4,] 0.499  
## [5,] 0.500  
## [6,] 0.501  
## Meas\_based\_improvement ~~ Change\_awareness  
## [1,] 0.408  
## [2,] 0.410  
## [3,] 0.413  
## [4,] 0.415  
## [5,] 0.417  
## [6,] 0.419  
## Transformational\_success ~~ Deployment\_success  
## [1,] 0.062  
## [2,] 0.062  
## [3,] 0.062  
## [4,] 0.062  
## [5,] 0.062  
## [6,] 0.062  
## Transformational\_success ~~ Improvement\_Proj\_success  
## [1,] 0.012  
## [2,] 0.013  
## [3,] 0.014  
## [4,] 0.014  
## [5,] 0.015  
## [6,] 0.015  
## Deployment\_success ~~ Improvement\_Proj\_success  
## [1,] 0.028  
## [2,] 0.028  
## [3,] 0.027  
## [4,] 0.027  
## [5,] 0.026  
## [6,] 0.025

plot(lass\_cv, show.minimum = "BIC")



#check convergence and lowest preferred BIC  
head(round(lass\_cv$fits,2))

## lambda conv rmsea BIC chisq  
## [1,] 0.00 0 0.11 4672.18 675.17  
## [2,] 0.01 0 0.11 4672.21 675.19  
## [3,] 0.02 0 0.11 4672.28 675.27  
## [4,] 0.03 0 0.11 4672.41 675.39  
## [5,] 0.04 0 0.11 4672.57 675.56  
## [6,] 0.05 0 0.11 4672.78 675.77

head(lass\_cv$fits, 50)

## lambda conv rmsea BIC chisq  
## [1,] 0.00 0 0.10947 4672.181 675.1676  
## [2,] 0.01 0 0.10947 4672.207 675.1937  
## [3,] 0.02 0 0.10949 4672.283 675.2696  
## [4,] 0.03 0 0.10951 4672.405 675.3924  
## [5,] 0.04 0 0.10954 4672.572 675.5590  
## [6,] 0.05 0 0.10958 4672.780 675.7668  
## [7,] 0.06 0 0.10962 4673.028 676.0149  
## [8,] 0.07 0 0.10934 4669.086 676.2781  
## [9,] 0.08 0 0.10938 4669.302 676.4934  
## [10,] 0.09 0 0.10943 4669.540 676.7313  
## [11,] 0.10 0 0.10947 4669.798 676.9902  
## [12,] 0.11 0 0.10953 4670.078 677.2702  
## [13,] 0.12 0 0.10958 4670.378 677.5700  
## [14,] 0.13 0 0.10964 4670.697 677.8891  
## [15,] 0.14 0 0.10970 4671.035 678.2272  
## [16,] 0.15 0 0.10944 4667.176 678.5729  
## [17,] 0.16 0 0.10948 4667.418 678.8147  
## [18,] 0.17 0 0.10919 4663.441 679.0420  
## [19,] 0.18 0 0.10924 4663.683 679.2841  
## [20,] 0.19 0 0.10929 4663.939 679.5400  
## [21,] 0.20 0 0.10933 4664.203 679.8038  
## [22,] 0.21 0 0.10938 4664.476 680.0769  
## [23,] 0.22 0 0.10944 4664.761 680.3621  
## [24,] 0.23 0 0.10949 4665.056 680.6569  
## [25,] 0.24 0 0.10955 4665.378 680.9787  
## [26,] 0.25 0 0.10961 4665.704 681.3049  
## [27,] 0.26 0 0.10969 4666.145 681.7457  
## [28,] 0.27 0 0.10973 4666.378 681.9791  
## [29,] 0.28 0 0.10980 4666.775 682.3762  
## [30,] 0.29 0 0.10986 4667.112 682.7135  
## [31,] 0.30 0 0.10993 4667.489 683.0900  
## [32,] 0.31 0 0.11000 4667.884 683.4851  
## [33,] 0.32 0 0.11008 4668.308 683.9090  
## [34,] 0.33 0 0.11015 4668.715 684.3164  
## [35,] 0.34 0 0.11023 4669.147 684.7485  
## [36,] 0.35 0 0.11031 4669.565 685.1663  
## [37,] 0.36 0 0.11039 4670.021 685.6219  
## [38,] 0.37 0 0.11015 4666.275 686.0813  
## [39,] 0.38 0 0.11023 4666.750 686.5562  
## [40,] 0.39 0 0.11064 4671.434 687.0350

#######################################  
  
# fit Ridge  
ridge\_cv <- cv\_regsem(sem\_fit,  
 type = "ridge",  
 pars\_pen = c("regressions",  
 gradFun = "ram",  
 n.lambda = 50,  
 jump = 0.01))

## | | | 0% | |== | 2% | |==== | 5% | |===== | 8% | |======= | 10% | |========= | 12% | |========== | 15% | |============ | 18% | |============== | 20% | |================ | 22% | |================== | 25% | |=================== | 28% | |===================== | 30% | |======================= | 32% | |======================== | 35% | |========================== | 38% | |============================ | 40% | |============================== | 42% | |================================ | 45% | |================================= | 48% | |=================================== | 50% | |===================================== | 52% | |====================================== | 55% | |======================================== | 58% | |========================================== | 60% | |============================================ | 62% | |============================================== | 65% | |=============================================== | 68% | |================================================= | 70% | |=================================================== | 72% | |==================================================== | 75% | |====================================================== | 78% | |======================================================== | 80% | |========================================================== | 82% | |============================================================ | 85% | |============================================================= | 88% | |=============================================================== | 90% | |================================================================= | 92% | |================================================================== | 95% | |==================================================================== | 98% | |======================================================================| 100%

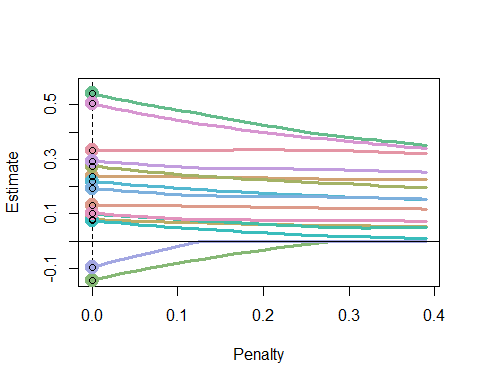
summary(ridge\_cv)

## CV regsem Object  
## Number of parameters regularized: 15  
## Lambda ranging from 0 to 0.39  
## Lowest Fit Lambda: 0  
## Metric: BIC  
## Number Converged: 40

ridge\_cv$final\_pars

## Transformational\_success -> ORG\_IMP\_12   
## 1.010   
## Transformational\_success -> STAKEH\_ACC\_4   
## 0.906   
## Transformational\_success -> EMPL\_SKI\_8   
## 0.935   
## Transformational\_success -> DEC\_IMP\_13   
## 0.914   
## Transformational\_success -> BUSI\_IMP\_11   
## 0.921   
## Transformational\_success -> IMPL\_SUCC\_1   
## 0.951   
## Transformational\_success -> EMPL\_BEL\_10   
## 0.718   
## Deployment\_success -> ACT\_INTG\_7   
## 1.315   
## Improvement\_Proj\_success -> TASK\_COMP\_3   
## 1.060   
## Improvement\_Readiness -> CONTX\_CUS\_14   
## 0.976   
## Improvement\_Readiness -> EFT\_REQ\_15   
## 0.872   
## Improvement\_Readiness -> EMP\_ENG\_12   
## 0.783   
## Improvement\_Readiness -> EXP\_CON\_20   
## 0.697   
## Improvement\_Readiness -> CUS\_IDEF\_26   
## 0.750   
## Sust\_Impr\_Infrasturcture -> PAT\_RES\_24   
## 0.914   
## Sust\_Impr\_Infrasturcture -> WKF\_SKL\_19   
## 1.020   
## Sust\_Impr\_Infrasturcture -> RES\_AVL\_4   
## 0.826   
## Supportive\_Leadership -> LD\_INV\_5   
## 0.988   
## Supportive\_Leadership -> LD\_SUP\_1   
## 0.934   
## Meas\_based\_improvement -> DEF\_MEA\_7   
## 1.236   
## Meas\_based\_improvement -> PRJ\_SEL\_6   
## 1.173   
## Change\_awareness -> UND\_CNG\_22   
## 0.555   
## Improvement\_Readiness -> Transformational\_success   
## 0.331   
## Sust\_Impr\_Infrasturcture -> Transformational\_success   
## 0.132   
## Supportive\_Leadership -> Transformational\_success   
## 0.236   
## Meas\_based\_improvement -> Transformational\_success   
## 0.079   
## Change\_awareness -> Transformational\_success   
## 0.275   
## Improvement\_Readiness -> Deployment\_success   
## -0.143   
## Sust\_Impr\_Infrasturcture -> Deployment\_success   
## 0.540   
## Supportive\_Leadership -> Deployment\_success   
## 0.100   
## Meas\_based\_improvement -> Deployment\_success   
## 0.075   
## Change\_awareness -> Deployment\_success   
## 0.220   
## Improvement\_Readiness -> Improvement\_Proj\_success   
## 0.193   
## Sust\_Impr\_Infrasturcture -> Improvement\_Proj\_success   
## -0.095   
## Supportive\_Leadership -> Improvement\_Proj\_success   
## 0.292   
## Meas\_based\_improvement -> Improvement\_Proj\_success   
## 0.503   
## Change\_awareness -> Improvement\_Proj\_success   
## 0.102   
## EMPL\_SAT\_9 ~~ EMPL\_SAT\_9   
## 0.231   
## ORG\_IMP\_12 ~~ ORG\_IMP\_12   
## 0.217   
## STAKEH\_ACC\_4 ~~ STAKEH\_ACC\_4   
## 0.366   
## EMPL\_SKI\_8 ~~ EMPL\_SKI\_8   
## 0.325   
## DEC\_IMP\_13 ~~ DEC\_IMP\_13   
## 0.355   
## BUSI\_IMP\_11 ~~ BUSI\_IMP\_11   
## 0.345   
## IMPL\_SUCC\_1 ~~ IMPL\_SUCC\_1   
## 0.303   
## EMPL\_BEL\_10 ~~ EMPL\_BEL\_10   
## 0.596   
## DEPLOY\_6 ~~ DEPLOY\_6   
## 0.481   
## ACT\_INTG\_7 ~~ ACT\_INTG\_7   
## 0.112   
## BUDG\_COMP\_2 ~~ BUDG\_COMP\_2   
## 0.335   
## TASK\_COMP\_3 ~~ TASK\_COMP\_3   
## 0.254   
## TOOL\_AP\_13 ~~ TOOL\_AP\_13   
## 0.234   
## CONTX\_CUS\_14 ~~ CONTX\_CUS\_14   
## 0.269   
## EFT\_REQ\_15 ~~ EFT\_REQ\_15   
## 0.414   
## EMP\_ENG\_12 ~~ EMP\_ENG\_12   
## 0.525   
## EXP\_CON\_20 ~~ EXP\_CON\_20   
## 0.620   
## CUS\_IDEF\_26 ~~ CUS\_IDEF\_26   
## 0.563   
## TRA\_EDUC\_18 ~~ TRA\_EDUC\_18   
## 0.350   
## PAT\_RES\_24 ~~ PAT\_RES\_24   
## 0.455   
## WKF\_SKL\_19 ~~ WKF\_SKL\_19   
## 0.324   
## RES\_AVL\_4 ~~ RES\_AVL\_4   
## 0.552   
## LD\_STL\_9 ~~ LD\_STL\_9   
## 0.232   
## LD\_INV\_5 ~~ LD\_INV\_5   
## 0.250   
## LD\_SUP\_1 ~~ LD\_SUP\_1   
## 0.327   
## DAT\_QLT\_11 ~~ DAT\_QLT\_11   
## 0.474   
## DEF\_MEA\_7 ~~ DEF\_MEA\_7   
## 0.203   
## PRJ\_SEL\_6 ~~ PRJ\_SEL\_6   
## 0.281   
## EMP\_ATT\_3 ~~ EMP\_ATT\_3   
## 0.202   
## UND\_CNG\_22 ~~ UND\_CNG\_22   
## 0.744   
## Transformational\_success ~~ Transformational\_success   
## 0.166   
## Deployment\_success ~~ Deployment\_success   
## 0.154   
## Improvement\_Proj\_success ~~ Improvement\_Proj\_success   
## 0.132   
## Improvement\_Readiness ~~ Improvement\_Readiness   
## 0.751   
## Sust\_Impr\_Infrasturcture ~~ Sust\_Impr\_Infrasturcture   
## 0.635   
## Supportive\_Leadership ~~ Supportive\_Leadership   
## 0.753   
## Meas\_based\_improvement ~~ Meas\_based\_improvement   
## 0.511   
## Change\_awareness ~~ Change\_awareness   
## 0.783   
## Improvement\_Readiness ~~ Sust\_Impr\_Infrasturcture   
## 0.451   
## Improvement\_Readiness ~~ Supportive\_Leadership   
## 0.528   
## Improvement\_Readiness ~~ Meas\_based\_improvement   
## 0.396   
## Improvement\_Readiness ~~ Change\_awareness   
## 0.438   
## Sust\_Impr\_Infrasturcture ~~ Supportive\_Leadership   
## 0.471   
## Sust\_Impr\_Infrasturcture ~~ Meas\_based\_improvement   
## 0.358   
## Sust\_Impr\_Infrasturcture ~~ Change\_awareness   
## 0.418   
## Supportive\_Leadership ~~ Meas\_based\_improvement   
## 0.486   
## Supportive\_Leadership ~~ Change\_awareness   
## 0.496   
## Meas\_based\_improvement ~~ Change\_awareness   
## 0.408   
## Transformational\_success ~~ Deployment\_success   
## 0.062   
## Transformational\_success ~~ Improvement\_Proj\_success   
## 0.012   
## Deployment\_success ~~ Improvement\_Proj\_success   
## 0.028

plot(ridge\_cv, show.minimum = "BIC")



head(round(ridge\_cv$fits, 2))

## lambda conv rmsea BIC chisq  
## [1,] 0.00 0 0.11 4672.18 675.17  
## [2,] 0.01 0 0.11 4672.19 675.18  
## [3,] 0.02 0 0.11 4672.22 675.21  
## [4,] 0.03 0 0.11 4672.27 675.25  
## [5,] 0.04 0 0.11 4672.33 675.32  
## [6,] 0.05 0 0.11 4672.41 675.40

#######################################################  
# Elastic net   
enet\_cv <- cv\_regsem(sem\_fit,  
 type = "enet",  
 pars\_pen = c("regressions",  
 gradFun = "ram",  
 n.lambda = 50,  
 jump = 0.01))

## | | | 0% | |== | 2% | |==== | 5% | |===== | 8% | |======= | 10% | |========= | 12% | |========== | 15% | |============ | 18% | |============== | 20% | |================ | 22% | |================== | 25% | |=================== | 28% | |===================== | 30% | |======================= | 32% | |======================== | 35% | |========================== | 38% | |============================ | 40% | |============================== | 42% | |================================ | 45% | |================================= | 48% | |=================================== | 50% | |===================================== | 52% | |====================================== | 55% | |======================================== | 58% | |========================================== | 60% | |============================================ | 62% | |============================================== | 65% | |=============================================== | 68% | |================================================= | 70% | |=================================================== | 72% | |==================================================== | 75% | |====================================================== | 78% | |======================================================== | 80% | |========================================================== | 82% | |============================================================ | 85% | |============================================================= | 88% | |=============================================================== | 90% | |================================================================= | 92% | |================================================================== | 95% | |==================================================================== | 98% | |======================================================================| 100%

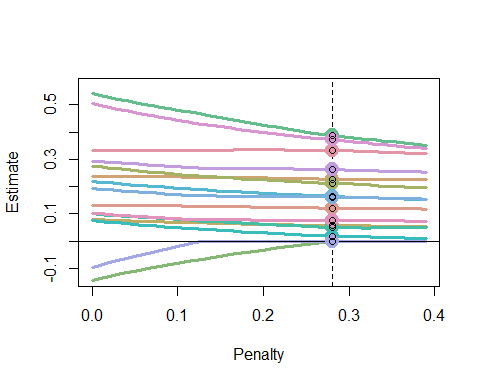
summary(enet\_cv)

## CV regsem Object  
## Number of parameters regularized: 15  
## Lambda ranging from 0 to 0.39  
## Lowest Fit Lambda: 0.28  
## Metric: BIC  
## Number Converged: 40

enet\_cv$final\_pars

## Transformational\_success -> ORG\_IMP\_12   
## 1.045   
## Transformational\_success -> STAKEH\_ACC\_4   
## 0.937   
## Transformational\_success -> EMPL\_SKI\_8   
## 0.968   
## Transformational\_success -> DEC\_IMP\_13   
## 0.945   
## Transformational\_success -> BUSI\_IMP\_11   
## 0.953   
## Transformational\_success -> IMPL\_SUCC\_1   
## 0.983   
## Transformational\_success -> EMPL\_BEL\_10   
## 0.737   
## Deployment\_success -> ACT\_INTG\_7   
## 1.533   
## Improvement\_Proj\_success -> TASK\_COMP\_3   
## 1.140   
## Improvement\_Readiness -> CONTX\_CUS\_14   
## 0.960   
## Improvement\_Readiness -> EFT\_REQ\_15   
## 0.861   
## Improvement\_Readiness -> EMP\_ENG\_12   
## 0.772   
## Improvement\_Readiness -> EXP\_CON\_20   
## 0.684   
## Improvement\_Readiness -> CUS\_IDEF\_26   
## 0.734   
## Sust\_Impr\_Infrasturcture -> PAT\_RES\_24   
## 0.891   
## Sust\_Impr\_Infrasturcture -> WKF\_SKL\_19   
## 0.984   
## Sust\_Impr\_Infrasturcture -> RES\_AVL\_4   
## 0.796   
## Supportive\_Leadership -> LD\_INV\_5   
## 0.976   
## Supportive\_Leadership -> LD\_SUP\_1   
## 0.918   
## Meas\_based\_improvement -> DEF\_MEA\_7   
## 1.187   
## Meas\_based\_improvement -> PRJ\_SEL\_6   
## 1.105   
## Change\_awareness -> UND\_CNG\_22   
## 0.513   
## Improvement\_Readiness -> Transformational\_success   
## 0.334   
## Sust\_Impr\_Infrasturcture -> Transformational\_success   
## 0.121   
## Supportive\_Leadership -> Transformational\_success   
## 0.228   
## Meas\_based\_improvement -> Transformational\_success   
## 0.057   
## Change\_awareness -> Transformational\_success   
## 0.211   
## Improvement\_Readiness -> Deployment\_success   
## 0.000   
## Sust\_Impr\_Infrasturcture -> Deployment\_success   
## 0.387   
## Supportive\_Leadership -> Deployment\_success   
## 0.050   
## Meas\_based\_improvement -> Deployment\_success   
## 0.019   
## Change\_awareness -> Deployment\_success   
## 0.165   
## Improvement\_Readiness -> Improvement\_Proj\_success   
## 0.162   
## Sust\_Impr\_Infrasturcture -> Improvement\_Proj\_success   
## 0.000   
## Supportive\_Leadership -> Improvement\_Proj\_success   
## 0.261   
## Meas\_based\_improvement -> Improvement\_Proj\_success   
## 0.371   
## Change\_awareness -> Improvement\_Proj\_success   
## 0.076   
## EMPL\_SAT\_9 ~~ EMPL\_SAT\_9   
## 0.238   
## ORG\_IMP\_12 ~~ ORG\_IMP\_12   
## 0.213   
## STAKEH\_ACC\_4 ~~ STAKEH\_ACC\_4   
## 0.365   
## EMPL\_SKI\_8 ~~ EMPL\_SKI\_8   
## 0.323   
## DEC\_IMP\_13 ~~ DEC\_IMP\_13   
## 0.355   
## BUSI\_IMP\_11 ~~ BUSI\_IMP\_11   
## 0.343   
## IMPL\_SUCC\_1 ~~ IMPL\_SUCC\_1   
## 0.302   
## EMPL\_BEL\_10 ~~ EMPL\_BEL\_10   
## 0.601   
## DEPLOY\_6 ~~ DEPLOY\_6   
## 0.522   
## ACT\_INTG\_7 ~~ ACT\_INTG\_7   
## 0.040   
## BUDG\_COMP\_2 ~~ BUDG\_COMP\_2   
## 0.351   
## TASK\_COMP\_3 ~~ TASK\_COMP\_3   
## 0.236   
## TOOL\_AP\_13 ~~ TOOL\_AP\_13   
## 0.231   
## CONTX\_CUS\_14 ~~ CONTX\_CUS\_14   
## 0.270   
## EFT\_REQ\_15 ~~ EFT\_REQ\_15   
## 0.410   
## EMP\_ENG\_12 ~~ EMP\_ENG\_12   
## 0.523   
## EXP\_CON\_20 ~~ EXP\_CON\_20   
## 0.622   
## CUS\_IDEF\_26 ~~ CUS\_IDEF\_26   
## 0.568   
## TRA\_EDUC\_18 ~~ TRA\_EDUC\_18   
## 0.340   
## PAT\_RES\_24 ~~ PAT\_RES\_24   
## 0.445   
## WKF\_SKL\_19 ~~ WKF\_SKL\_19   
## 0.327   
## RES\_AVL\_4 ~~ RES\_AVL\_4   
## 0.555   
## LD\_STL\_9 ~~ LD\_STL\_9   
## 0.231   
## LD\_INV\_5 ~~ LD\_INV\_5   
## 0.246   
## LD\_SUP\_1 ~~ LD\_SUP\_1   
## 0.331   
## DAT\_QLT\_11 ~~ DAT\_QLT\_11   
## 0.460   
## DEF\_MEA\_7 ~~ DEF\_MEA\_7   
## 0.189   
## PRJ\_SEL\_6 ~~ PRJ\_SEL\_6   
## 0.295   
## EMP\_ATT\_3 ~~ EMP\_ATT\_3   
## 0.136   
## UND\_CNG\_22 ~~ UND\_CNG\_22   
## 0.759   
## Transformational\_success ~~ Transformational\_success   
## 0.167   
## Deployment\_success ~~ Deployment\_success   
## 0.156   
## Improvement\_Proj\_success ~~ Improvement\_Proj\_success   
## 0.138   
## Improvement\_Readiness ~~ Improvement\_Readiness   
## 0.776   
## Sust\_Impr\_Infrasturcture ~~ Sust\_Impr\_Infrasturcture   
## 0.679   
## Supportive\_Leadership ~~ Supportive\_Leadership   
## 0.777   
## Meas\_based\_improvement ~~ Meas\_based\_improvement   
## 0.565   
## Change\_awareness ~~ Change\_awareness   
## 0.860   
## Improvement\_Readiness ~~ Sust\_Impr\_Infrasturcture   
## 0.465   
## Improvement\_Readiness ~~ Supportive\_Leadership   
## 0.546   
## Improvement\_Readiness ~~ Meas\_based\_improvement   
## 0.425   
## Improvement\_Readiness ~~ Change\_awareness   
## 0.454   
## Sust\_Impr\_Infrasturcture ~~ Supportive\_Leadership   
## 0.493   
## Sust\_Impr\_Infrasturcture ~~ Meas\_based\_improvement   
## 0.386   
## Sust\_Impr\_Infrasturcture ~~ Change\_awareness   
## 0.438   
## Supportive\_Leadership ~~ Meas\_based\_improvement   
## 0.518   
## Supportive\_Leadership ~~ Change\_awareness   
## 0.509   
## Meas\_based\_improvement ~~ Change\_awareness   
## 0.433   
## Transformational\_success ~~ Deployment\_success   
## 0.059   
## Transformational\_success ~~ Improvement\_Proj\_success   
## 0.021   
## Deployment\_success ~~ Improvement\_Proj\_success   
## 0.023

plot(enet\_cv, show.minimum = "BIC")



#######################################################  
# adaptive lasso   
alasso\_cv <- cv\_regsem(sem\_fit,  
 type = "alasso",  
 pars\_pen = c("regressions",  
 gradFun = "ram",  
 n.lambda = 50,  
 jump = 0.01))

## | | | 0% | |== | 2% | |==== | 5% | |===== | 8% | |======= | 10% | |========= | 12% | |========== | 15% | |============ | 18% | |============== | 20% | |================ | 22% | |================== | 25% | |=================== | 28% | |===================== | 30% | |======================= | 32% | |======================== | 35% | |========================== | 38% | |============================ | 40% | |============================== | 42% | |================================ | 45% | |================================= | 48% | |=================================== | 50% | |===================================== | 52% | |====================================== | 55% | |======================================== | 58% | |========================================== | 60% | |============================================ | 62% | |============================================== | 65% | |=============================================== | 68% | |================================================= | 70% | |=================================================== | 72% | |==================================================== | 75% | |====================================================== | 78% | |======================================================== | 80% | |========================================================== | 82% | |============================================================ | 85% | |============================================================= | 88% | |=============================================================== | 90% | |================================================================= | 92% | |================================================================== | 95% | |==================================================================== | 98% | |======================================================================| 100%

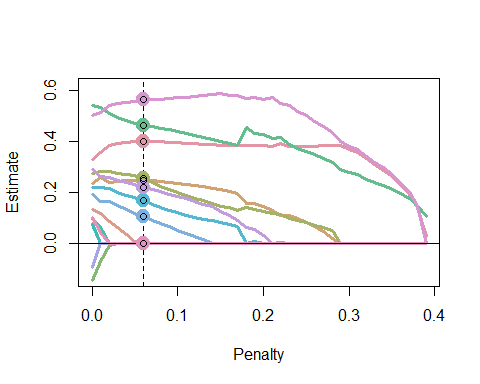
summary(alasso\_cv)

## CV regsem Object  
## Number of parameters regularized: 15  
## Lambda ranging from 0 to 0.39  
## Lowest Fit Lambda: 0.06  
## Metric: BIC  
## Number Converged: 40

sort(alasso\_cv$final\_pars)

## Sust\_Impr\_Infrasturcture -> Transformational\_success   
## 0.000   
## Meas\_based\_improvement -> Transformational\_success   
## 0.000   
## Improvement\_Readiness -> Deployment\_success   
## 0.000   
## Supportive\_Leadership -> Deployment\_success   
## 0.000   
## Meas\_based\_improvement -> Deployment\_success   
## 0.000   
## Sust\_Impr\_Infrasturcture -> Improvement\_Proj\_success   
## 0.000   
## Change\_awareness -> Improvement\_Proj\_success   
## 0.000   
## Transformational\_success ~~ Improvement\_Proj\_success   
## 0.021   
## Deployment\_success ~~ Improvement\_Proj\_success   
## 0.025   
## ACT\_INTG\_7 ~~ ACT\_INTG\_7   
## 0.053   
## Transformational\_success ~~ Deployment\_success   
## 0.068   
## Improvement\_Readiness -> Improvement\_Proj\_success   
## 0.106   
## Improvement\_Proj\_success ~~ Improvement\_Proj\_success   
## 0.131   
## Deployment\_success ~~ Deployment\_success   
## 0.157   
## Change\_awareness -> Deployment\_success   
## 0.167   
## Transformational\_success ~~ Transformational\_success   
## 0.168   
## EMP\_ATT\_3 ~~ EMP\_ATT\_3   
## 0.169   
## ORG\_IMP\_12 ~~ ORG\_IMP\_12   
## 0.216   
## Supportive\_Leadership -> Improvement\_Proj\_success   
## 0.221   
## DEF\_MEA\_7 ~~ DEF\_MEA\_7   
## 0.223   
## TOOL\_AP\_13 ~~ TOOL\_AP\_13   
## 0.229   
## EMPL\_SAT\_9 ~~ EMPL\_SAT\_9   
## 0.233   
## TASK\_COMP\_3 ~~ TASK\_COMP\_3   
## 0.234   
## LD\_STL\_9 ~~ LD\_STL\_9   
## 0.234   
## LD\_INV\_5 ~~ LD\_INV\_5   
## 0.244   
## Supportive\_Leadership -> Transformational\_success   
## 0.248   
## Change\_awareness -> Transformational\_success   
## 0.255   
## CONTX\_CUS\_14 ~~ CONTX\_CUS\_14   
## 0.268   
## PRJ\_SEL\_6 ~~ PRJ\_SEL\_6   
## 0.270   
## IMPL\_SUCC\_1 ~~ IMPL\_SUCC\_1   
## 0.302   
## WKF\_SKL\_19 ~~ WKF\_SKL\_19   
## 0.312   
## EMPL\_SKI\_8 ~~ EMPL\_SKI\_8   
## 0.324   
## LD\_SUP\_1 ~~ LD\_SUP\_1   
## 0.332   
## BUSI\_IMP\_11 ~~ BUSI\_IMP\_11   
## 0.341   
## BUDG\_COMP\_2 ~~ BUDG\_COMP\_2   
## 0.353   
## TRA\_EDUC\_18 ~~ TRA\_EDUC\_18   
## 0.356   
## DEC\_IMP\_13 ~~ DEC\_IMP\_13   
## 0.360   
## STAKEH\_ACC\_4 ~~ STAKEH\_ACC\_4   
## 0.367   
## Sust\_Impr\_Infrasturcture ~~ Meas\_based\_improvement   
## 0.373   
## Improvement\_Readiness -> Transformational\_success   
## 0.401   
## EFT\_REQ\_15 ~~ EFT\_REQ\_15   
## 0.414   
## Improvement\_Readiness ~~ Meas\_based\_improvement   
## 0.421   
## Sust\_Impr\_Infrasturcture ~~ Change\_awareness   
## 0.437   
## Meas\_based\_improvement ~~ Change\_awareness   
## 0.441   
## Improvement\_Readiness ~~ Change\_awareness   
## 0.450   
## Improvement\_Readiness ~~ Sust\_Impr\_Infrasturcture   
## 0.463   
## Sust\_Impr\_Infrasturcture -> Deployment\_success   
## 0.464   
## PAT\_RES\_24 ~~ PAT\_RES\_24   
## 0.467   
## DAT\_QLT\_11 ~~ DAT\_QLT\_11   
## 0.476   
## Sust\_Impr\_Infrasturcture ~~ Supportive\_Leadership   
## 0.491   
## Supportive\_Leadership ~~ Meas\_based\_improvement   
## 0.511   
## Supportive\_Leadership ~~ Change\_awareness   
## 0.513   
## DEPLOY\_6 ~~ DEPLOY\_6   
## 0.514   
## Change\_awareness -> UND\_CNG\_22   
## 0.527   
## EMP\_ENG\_12 ~~ EMP\_ENG\_12   
## 0.532   
## Meas\_based\_improvement ~~ Meas\_based\_improvement   
## 0.538   
## Improvement\_Readiness ~~ Supportive\_Leadership   
## 0.547   
## RES\_AVL\_4 ~~ RES\_AVL\_4   
## 0.551   
## Meas\_based\_improvement -> Improvement\_Proj\_success   
## 0.563   
## CUS\_IDEF\_26 ~~ CUS\_IDEF\_26   
## 0.565   
## EMPL\_BEL\_10 ~~ EMPL\_BEL\_10   
## 0.598   
## EXP\_CON\_20 ~~ EXP\_CON\_20   
## 0.622   
## Sust\_Impr\_Infrasturcture ~~ Sust\_Impr\_Infrasturcture   
## 0.644   
## Improvement\_Readiness -> EXP\_CON\_20   
## 0.682   
## Improvement\_Readiness -> CUS\_IDEF\_26   
## 0.734   
## Transformational\_success -> EMPL\_BEL\_10   
## 0.739   
## UND\_CNG\_22 ~~ UND\_CNG\_22   
## 0.754   
## Improvement\_Readiness -> EMP\_ENG\_12   
## 0.763   
## Supportive\_Leadership ~~ Supportive\_Leadership   
## 0.774   
## Improvement\_Readiness ~~ Improvement\_Readiness   
## 0.778   
## Sust\_Impr\_Infrasturcture -> RES\_AVL\_4   
## 0.820   
## Change\_awareness ~~ Change\_awareness   
## 0.831   
## Improvement\_Readiness -> EFT\_REQ\_15   
## 0.856   
## Sust\_Impr\_Infrasturcture -> PAT\_RES\_24   
## 0.896   
## Supportive\_Leadership -> LD\_SUP\_1   
## 0.917   
## Transformational\_success -> STAKEH\_ACC\_4   
## 0.934   
## Transformational\_success -> DEC\_IMP\_13   
## 0.939   
## Transformational\_success -> BUSI\_IMP\_11   
## 0.954   
## Improvement\_Readiness -> CONTX\_CUS\_14   
## 0.959   
## Transformational\_success -> EMPL\_SKI\_8   
## 0.966   
## Supportive\_Leadership -> LD\_INV\_5   
## 0.978   
## Transformational\_success -> IMPL\_SUCC\_1   
## 0.982   
## Sust\_Impr\_Infrasturcture -> WKF\_SKL\_19   
## 1.020   
## Transformational\_success -> ORG\_IMP\_12   
## 1.042   
## Improvement\_Proj\_success -> TASK\_COMP\_3   
## 1.137   
## Meas\_based\_improvement -> PRJ\_SEL\_6   
## 1.151   
## Meas\_based\_improvement -> DEF\_MEA\_7   
## 1.188   
## Deployment\_success -> ACT\_INTG\_7   
## 1.490

plot(alasso\_cv, show.minimum = "BIC")



# Knet all resutls of final parameters from each method

library(knitr)

## Warning: package 'knitr' was built under R version 4.2.3

library(dplyr)  
  
#####  
# Creating a data frame  
param\_df <- data.frame(  
 Parameter = names(lass\_cv$final\_pars), # Assuming all models have the same parameters  
 AdaptiveLasso = ridge\_cv$final\_pars,  
 Lasso = enet\_cv$final\_pars,  
 Ridge = alasso\_cv$final\_pars  
)  
  
library(xtable)  
param\_table <- xtable(param\_df)  
print(param\_table, type = "html")

## <!-- html table generated in R 4.2.2 by xtable 1.8-4 package -->  
## <!-- Tue Oct 31 21:28:36 2023 -->  
## <table border=1>  
## <tr> <th> </th> <th> Parameter </th> <th> AdaptiveLasso </th> <th> Lasso </th> <th> Ridge </th> </tr>  
## <tr> <td align="right"> Transformational\_success -&gt; ORG\_IMP\_12 </td> <td> Transformational\_success -&gt; ORG\_IMP\_12 </td> <td align="right"> 1.01 </td> <td align="right"> 1.04 </td> <td align="right"> 1.04 </td> </tr>  
## <tr> <td align="right"> Transformational\_success -&gt; STAKEH\_ACC\_4 </td> <td> Transformational\_success -&gt; STAKEH\_ACC\_4 </td> <td align="right"> 0.91 </td> <td align="right"> 0.94 </td> <td align="right"> 0.93 </td> </tr>  
## <tr> <td align="right"> Transformational\_success -&gt; EMPL\_SKI\_8 </td> <td> Transformational\_success -&gt; EMPL\_SKI\_8 </td> <td align="right"> 0.94 </td> <td align="right"> 0.97 </td> <td align="right"> 0.97 </td> </tr>  
## <tr> <td align="right"> Transformational\_success -&gt; DEC\_IMP\_13 </td> <td> Transformational\_success -&gt; DEC\_IMP\_13 </td> <td align="right"> 0.91 </td> <td align="right"> 0.94 </td> <td align="right"> 0.94 </td> </tr>  
## <tr> <td align="right"> Transformational\_success -&gt; BUSI\_IMP\_11 </td> <td> Transformational\_success -&gt; BUSI\_IMP\_11 </td> <td align="right"> 0.92 </td> <td align="right"> 0.95 </td> <td align="right"> 0.95 </td> </tr>  
## <tr> <td align="right"> Transformational\_success -&gt; IMPL\_SUCC\_1 </td> <td> Transformational\_success -&gt; IMPL\_SUCC\_1 </td> <td align="right"> 0.95 </td> <td align="right"> 0.98 </td> <td align="right"> 0.98 </td> </tr>  
## <tr> <td align="right"> Transformational\_success -&gt; EMPL\_BEL\_10 </td> <td> Transformational\_success -&gt; EMPL\_BEL\_10 </td> <td align="right"> 0.72 </td> <td align="right"> 0.74 </td> <td align="right"> 0.74 </td> </tr>  
## <tr> <td align="right"> Deployment\_success -&gt; ACT\_INTG\_7 </td> <td> Deployment\_success -&gt; ACT\_INTG\_7 </td> <td align="right"> 1.31 </td> <td align="right"> 1.53 </td> <td align="right"> 1.49 </td> </tr>  
## <tr> <td align="right"> Improvement\_Proj\_success -&gt; TASK\_COMP\_3 </td> <td> Improvement\_Proj\_success -&gt; TASK\_COMP\_3 </td> <td align="right"> 1.06 </td> <td align="right"> 1.14 </td> <td align="right"> 1.14 </td> </tr>  
## <tr> <td align="right"> Improvement\_Readiness -&gt; CONTX\_CUS\_14 </td> <td> Improvement\_Readiness -&gt; CONTX\_CUS\_14 </td> <td align="right"> 0.98 </td> <td align="right"> 0.96 </td> <td align="right"> 0.96 </td> </tr>  
## <tr> <td align="right"> Improvement\_Readiness -&gt; EFT\_REQ\_15 </td> <td> Improvement\_Readiness -&gt; EFT\_REQ\_15 </td> <td align="right"> 0.87 </td> <td align="right"> 0.86 </td> <td align="right"> 0.86 </td> </tr>  
## <tr> <td align="right"> Improvement\_Readiness -&gt; EMP\_ENG\_12 </td> <td> Improvement\_Readiness -&gt; EMP\_ENG\_12 </td> <td align="right"> 0.78 </td> <td align="right"> 0.77 </td> <td align="right"> 0.76 </td> </tr>  
## <tr> <td align="right"> Improvement\_Readiness -&gt; EXP\_CON\_20 </td> <td> Improvement\_Readiness -&gt; EXP\_CON\_20 </td> <td align="right"> 0.70 </td> <td align="right"> 0.68 </td> <td align="right"> 0.68 </td> </tr>  
## <tr> <td align="right"> Improvement\_Readiness -&gt; CUS\_IDEF\_26 </td> <td> Improvement\_Readiness -&gt; CUS\_IDEF\_26 </td> <td align="right"> 0.75 </td> <td align="right"> 0.73 </td> <td align="right"> 0.73 </td> </tr>  
## <tr> <td align="right"> Sust\_Impr\_Infrasturcture -&gt; PAT\_RES\_24 </td> <td> Sust\_Impr\_Infrasturcture -&gt; PAT\_RES\_24 </td> <td align="right"> 0.91 </td> <td align="right"> 0.89 </td> <td align="right"> 0.90 </td> </tr>  
## <tr> <td align="right"> Sust\_Impr\_Infrasturcture -&gt; WKF\_SKL\_19 </td> <td> Sust\_Impr\_Infrasturcture -&gt; WKF\_SKL\_19 </td> <td align="right"> 1.02 </td> <td align="right"> 0.98 </td> <td align="right"> 1.02 </td> </tr>  
## <tr> <td align="right"> Sust\_Impr\_Infrasturcture -&gt; RES\_AVL\_4 </td> <td> Sust\_Impr\_Infrasturcture -&gt; RES\_AVL\_4 </td> <td align="right"> 0.83 </td> <td align="right"> 0.80 </td> <td align="right"> 0.82 </td> </tr>  
## <tr> <td align="right"> Supportive\_Leadership -&gt; LD\_INV\_5 </td> <td> Supportive\_Leadership -&gt; LD\_INV\_5 </td> <td align="right"> 0.99 </td> <td align="right"> 0.98 </td> <td align="right"> 0.98 </td> </tr>  
## <tr> <td align="right"> Supportive\_Leadership -&gt; LD\_SUP\_1 </td> <td> Supportive\_Leadership -&gt; LD\_SUP\_1 </td> <td align="right"> 0.93 </td> <td align="right"> 0.92 </td> <td align="right"> 0.92 </td> </tr>  
## <tr> <td align="right"> Meas\_based\_improvement -&gt; DEF\_MEA\_7 </td> <td> Meas\_based\_improvement -&gt; DEF\_MEA\_7 </td> <td align="right"> 1.24 </td> <td align="right"> 1.19 </td> <td align="right"> 1.19 </td> </tr>  
## <tr> <td align="right"> Meas\_based\_improvement -&gt; PRJ\_SEL\_6 </td> <td> Meas\_based\_improvement -&gt; PRJ\_SEL\_6 </td> <td align="right"> 1.17 </td> <td align="right"> 1.10 </td> <td align="right"> 1.15 </td> </tr>  
## <tr> <td align="right"> Change\_awareness -&gt; UND\_CNG\_22 </td> <td> Change\_awareness -&gt; UND\_CNG\_22 </td> <td align="right"> 0.56 </td> <td align="right"> 0.51 </td> <td align="right"> 0.53 </td> </tr>  
## <tr> <td align="right"> Improvement\_Readiness -&gt; Transformational\_success </td> <td> Improvement\_Readiness -&gt; Transformational\_success </td> <td align="right"> 0.33 </td> <td align="right"> 0.33 </td> <td align="right"> 0.40 </td> </tr>  
## <tr> <td align="right"> Sust\_Impr\_Infrasturcture -&gt; Transformational\_success </td> <td> Sust\_Impr\_Infrasturcture -&gt; Transformational\_success </td> <td align="right"> 0.13 </td> <td align="right"> 0.12 </td> <td align="right"> 0.00 </td> </tr>  
## <tr> <td align="right"> Supportive\_Leadership -&gt; Transformational\_success </td> <td> Supportive\_Leadership -&gt; Transformational\_success </td> <td align="right"> 0.24 </td> <td align="right"> 0.23 </td> <td align="right"> 0.25 </td> </tr>  
## <tr> <td align="right"> Meas\_based\_improvement -&gt; Transformational\_success </td> <td> Meas\_based\_improvement -&gt; Transformational\_success </td> <td align="right"> 0.08 </td> <td align="right"> 0.06 </td> <td align="right"> 0.00 </td> </tr>  
## <tr> <td align="right"> Change\_awareness -&gt; Transformational\_success </td> <td> Change\_awareness -&gt; Transformational\_success </td> <td align="right"> 0.28 </td> <td align="right"> 0.21 </td> <td align="right"> 0.26 </td> </tr>  
## <tr> <td align="right"> Improvement\_Readiness -&gt; Deployment\_success </td> <td> Improvement\_Readiness -&gt; Deployment\_success </td> <td align="right"> -0.14 </td> <td align="right"> -0.00 </td> <td align="right"> 0.00 </td> </tr>  
## <tr> <td align="right"> Sust\_Impr\_Infrasturcture -&gt; Deployment\_success </td> <td> Sust\_Impr\_Infrasturcture -&gt; Deployment\_success </td> <td align="right"> 0.54 </td> <td align="right"> 0.39 </td> <td align="right"> 0.46 </td> </tr>  
## <tr> <td align="right"> Supportive\_Leadership -&gt; Deployment\_success </td> <td> Supportive\_Leadership -&gt; Deployment\_success </td> <td align="right"> 0.10 </td> <td align="right"> 0.05 </td> <td align="right"> 0.00 </td> </tr>  
## <tr> <td align="right"> Meas\_based\_improvement -&gt; Deployment\_success </td> <td> Meas\_based\_improvement -&gt; Deployment\_success </td> <td align="right"> 0.07 </td> <td align="right"> 0.02 </td> <td align="right"> 0.00 </td> </tr>  
## <tr> <td align="right"> Change\_awareness -&gt; Deployment\_success </td> <td> Change\_awareness -&gt; Deployment\_success </td> <td align="right"> 0.22 </td> <td align="right"> 0.16 </td> <td align="right"> 0.17 </td> </tr>  
## <tr> <td align="right"> Improvement\_Readiness -&gt; Improvement\_Proj\_success </td> <td> Improvement\_Readiness -&gt; Improvement\_Proj\_success </td> <td align="right"> 0.19 </td> <td align="right"> 0.16 </td> <td align="right"> 0.11 </td> </tr>  
## <tr> <td align="right"> Sust\_Impr\_Infrasturcture -&gt; Improvement\_Proj\_success </td> <td> Sust\_Impr\_Infrasturcture -&gt; Improvement\_Proj\_success </td> <td align="right"> -0.10 </td> <td align="right"> 0.00 </td> <td align="right"> 0.00 </td> </tr>  
## <tr> <td align="right"> Supportive\_Leadership -&gt; Improvement\_Proj\_success </td> <td> Supportive\_Leadership -&gt; Improvement\_Proj\_success </td> <td align="right"> 0.29 </td> <td align="right"> 0.26 </td> <td align="right"> 0.22 </td> </tr>  
## <tr> <td align="right"> Meas\_based\_improvement -&gt; Improvement\_Proj\_success </td> <td> Meas\_based\_improvement -&gt; Improvement\_Proj\_success </td> <td align="right"> 0.50 </td> <td align="right"> 0.37 </td> <td align="right"> 0.56 </td> </tr>  
## <tr> <td align="right"> Change\_awareness -&gt; Improvement\_Proj\_success </td> <td> Change\_awareness -&gt; Improvement\_Proj\_success </td> <td align="right"> 0.10 </td> <td align="right"> 0.08 </td> <td align="right"> 0.00 </td> </tr>  
## <tr> <td align="right"> EMPL\_SAT\_9 ~~ EMPL\_SAT\_9 </td> <td> EMPL\_SAT\_9 ~~ EMPL\_SAT\_9 </td> <td align="right"> 0.23 </td> <td align="right"> 0.24 </td> <td align="right"> 0.23 </td> </tr>  
## <tr> <td align="right"> ORG\_IMP\_12 ~~ ORG\_IMP\_12 </td> <td> ORG\_IMP\_12 ~~ ORG\_IMP\_12 </td> <td align="right"> 0.22 </td> <td align="right"> 0.21 </td> <td align="right"> 0.22 </td> </tr>  
## <tr> <td align="right"> STAKEH\_ACC\_4 ~~ STAKEH\_ACC\_4 </td> <td> STAKEH\_ACC\_4 ~~ STAKEH\_ACC\_4 </td> <td align="right"> 0.37 </td> <td align="right"> 0.36 </td> <td align="right"> 0.37 </td> </tr>  
## <tr> <td align="right"> EMPL\_SKI\_8 ~~ EMPL\_SKI\_8 </td> <td> EMPL\_SKI\_8 ~~ EMPL\_SKI\_8 </td> <td align="right"> 0.32 </td> <td align="right"> 0.32 </td> <td align="right"> 0.32 </td> </tr>  
## <tr> <td align="right"> DEC\_IMP\_13 ~~ DEC\_IMP\_13 </td> <td> DEC\_IMP\_13 ~~ DEC\_IMP\_13 </td> <td align="right"> 0.35 </td> <td align="right"> 0.35 </td> <td align="right"> 0.36 </td> </tr>  
## <tr> <td align="right"> BUSI\_IMP\_11 ~~ BUSI\_IMP\_11 </td> <td> BUSI\_IMP\_11 ~~ BUSI\_IMP\_11 </td> <td align="right"> 0.34 </td> <td align="right"> 0.34 </td> <td align="right"> 0.34 </td> </tr>  
## <tr> <td align="right"> IMPL\_SUCC\_1 ~~ IMPL\_SUCC\_1 </td> <td> IMPL\_SUCC\_1 ~~ IMPL\_SUCC\_1 </td> <td align="right"> 0.30 </td> <td align="right"> 0.30 </td> <td align="right"> 0.30 </td> </tr>  
## <tr> <td align="right"> EMPL\_BEL\_10 ~~ EMPL\_BEL\_10 </td> <td> EMPL\_BEL\_10 ~~ EMPL\_BEL\_10 </td> <td align="right"> 0.60 </td> <td align="right"> 0.60 </td> <td align="right"> 0.60 </td> </tr>  
## <tr> <td align="right"> DEPLOY\_6 ~~ DEPLOY\_6 </td> <td> DEPLOY\_6 ~~ DEPLOY\_6 </td> <td align="right"> 0.48 </td> <td align="right"> 0.52 </td> <td align="right"> 0.51 </td> </tr>  
## <tr> <td align="right"> ACT\_INTG\_7 ~~ ACT\_INTG\_7 </td> <td> ACT\_INTG\_7 ~~ ACT\_INTG\_7 </td> <td align="right"> 0.11 </td> <td align="right"> 0.04 </td> <td align="right"> 0.05 </td> </tr>  
## <tr> <td align="right"> BUDG\_COMP\_2 ~~ BUDG\_COMP\_2 </td> <td> BUDG\_COMP\_2 ~~ BUDG\_COMP\_2 </td> <td align="right"> 0.34 </td> <td align="right"> 0.35 </td> <td align="right"> 0.35 </td> </tr>  
## <tr> <td align="right"> TASK\_COMP\_3 ~~ TASK\_COMP\_3 </td> <td> TASK\_COMP\_3 ~~ TASK\_COMP\_3 </td> <td align="right"> 0.25 </td> <td align="right"> 0.24 </td> <td align="right"> 0.23 </td> </tr>  
## <tr> <td align="right"> TOOL\_AP\_13 ~~ TOOL\_AP\_13 </td> <td> TOOL\_AP\_13 ~~ TOOL\_AP\_13 </td> <td align="right"> 0.23 </td> <td align="right"> 0.23 </td> <td align="right"> 0.23 </td> </tr>  
## <tr> <td align="right"> CONTX\_CUS\_14 ~~ CONTX\_CUS\_14 </td> <td> CONTX\_CUS\_14 ~~ CONTX\_CUS\_14 </td> <td align="right"> 0.27 </td> <td align="right"> 0.27 </td> <td align="right"> 0.27 </td> </tr>  
## <tr> <td align="right"> EFT\_REQ\_15 ~~ EFT\_REQ\_15 </td> <td> EFT\_REQ\_15 ~~ EFT\_REQ\_15 </td> <td align="right"> 0.41 </td> <td align="right"> 0.41 </td> <td align="right"> 0.41 </td> </tr>  
## <tr> <td align="right"> EMP\_ENG\_12 ~~ EMP\_ENG\_12 </td> <td> EMP\_ENG\_12 ~~ EMP\_ENG\_12 </td> <td align="right"> 0.52 </td> <td align="right"> 0.52 </td> <td align="right"> 0.53 </td> </tr>  
## <tr> <td align="right"> EXP\_CON\_20 ~~ EXP\_CON\_20 </td> <td> EXP\_CON\_20 ~~ EXP\_CON\_20 </td> <td align="right"> 0.62 </td> <td align="right"> 0.62 </td> <td align="right"> 0.62 </td> </tr>  
## <tr> <td align="right"> CUS\_IDEF\_26 ~~ CUS\_IDEF\_26 </td> <td> CUS\_IDEF\_26 ~~ CUS\_IDEF\_26 </td> <td align="right"> 0.56 </td> <td align="right"> 0.57 </td> <td align="right"> 0.56 </td> </tr>  
## <tr> <td align="right"> TRA\_EDUC\_18 ~~ TRA\_EDUC\_18 </td> <td> TRA\_EDUC\_18 ~~ TRA\_EDUC\_18 </td> <td align="right"> 0.35 </td> <td align="right"> 0.34 </td> <td align="right"> 0.36 </td> </tr>  
## <tr> <td align="right"> PAT\_RES\_24 ~~ PAT\_RES\_24 </td> <td> PAT\_RES\_24 ~~ PAT\_RES\_24 </td> <td align="right"> 0.46 </td> <td align="right"> 0.44 </td> <td align="right"> 0.47 </td> </tr>  
## <tr> <td align="right"> WKF\_SKL\_19 ~~ WKF\_SKL\_19 </td> <td> WKF\_SKL\_19 ~~ WKF\_SKL\_19 </td> <td align="right"> 0.32 </td> <td align="right"> 0.33 </td> <td align="right"> 0.31 </td> </tr>  
## <tr> <td align="right"> RES\_AVL\_4 ~~ RES\_AVL\_4 </td> <td> RES\_AVL\_4 ~~ RES\_AVL\_4 </td> <td align="right"> 0.55 </td> <td align="right"> 0.56 </td> <td align="right"> 0.55 </td> </tr>  
## <tr> <td align="right"> LD\_STL\_9 ~~ LD\_STL\_9 </td> <td> LD\_STL\_9 ~~ LD\_STL\_9 </td> <td align="right"> 0.23 </td> <td align="right"> 0.23 </td> <td align="right"> 0.23 </td> </tr>  
## <tr> <td align="right"> LD\_INV\_5 ~~ LD\_INV\_5 </td> <td> LD\_INV\_5 ~~ LD\_INV\_5 </td> <td align="right"> 0.25 </td> <td align="right"> 0.25 </td> <td align="right"> 0.24 </td> </tr>  
## <tr> <td align="right"> LD\_SUP\_1 ~~ LD\_SUP\_1 </td> <td> LD\_SUP\_1 ~~ LD\_SUP\_1 </td> <td align="right"> 0.33 </td> <td align="right"> 0.33 </td> <td align="right"> 0.33 </td> </tr>  
## <tr> <td align="right"> DAT\_QLT\_11 ~~ DAT\_QLT\_11 </td> <td> DAT\_QLT\_11 ~~ DAT\_QLT\_11 </td> <td align="right"> 0.47 </td> <td align="right"> 0.46 </td> <td align="right"> 0.48 </td> </tr>  
## <tr> <td align="right"> DEF\_MEA\_7 ~~ DEF\_MEA\_7 </td> <td> DEF\_MEA\_7 ~~ DEF\_MEA\_7 </td> <td align="right"> 0.20 </td> <td align="right"> 0.19 </td> <td align="right"> 0.22 </td> </tr>  
## <tr> <td align="right"> PRJ\_SEL\_6 ~~ PRJ\_SEL\_6 </td> <td> PRJ\_SEL\_6 ~~ PRJ\_SEL\_6 </td> <td align="right"> 0.28 </td> <td align="right"> 0.29 </td> <td align="right"> 0.27 </td> </tr>  
## <tr> <td align="right"> EMP\_ATT\_3 ~~ EMP\_ATT\_3 </td> <td> EMP\_ATT\_3 ~~ EMP\_ATT\_3 </td> <td align="right"> 0.20 </td> <td align="right"> 0.14 </td> <td align="right"> 0.17 </td> </tr>  
## <tr> <td align="right"> UND\_CNG\_22 ~~ UND\_CNG\_22 </td> <td> UND\_CNG\_22 ~~ UND\_CNG\_22 </td> <td align="right"> 0.74 </td> <td align="right"> 0.76 </td> <td align="right"> 0.75 </td> </tr>  
## <tr> <td align="right"> Transformational\_success ~~ Transformational\_success </td> <td> Transformational\_success ~~ Transformational\_success </td> <td align="right"> 0.17 </td> <td align="right"> 0.17 </td> <td align="right"> 0.17 </td> </tr>  
## <tr> <td align="right"> Deployment\_success ~~ Deployment\_success </td> <td> Deployment\_success ~~ Deployment\_success </td> <td align="right"> 0.15 </td> <td align="right"> 0.16 </td> <td align="right"> 0.16 </td> </tr>  
## <tr> <td align="right"> Improvement\_Proj\_success ~~ Improvement\_Proj\_success </td> <td> Improvement\_Proj\_success ~~ Improvement\_Proj\_success </td> <td align="right"> 0.13 </td> <td align="right"> 0.14 </td> <td align="right"> 0.13 </td> </tr>  
## <tr> <td align="right"> Improvement\_Readiness ~~ Improvement\_Readiness </td> <td> Improvement\_Readiness ~~ Improvement\_Readiness </td> <td align="right"> 0.75 </td> <td align="right"> 0.78 </td> <td align="right"> 0.78 </td> </tr>  
## <tr> <td align="right"> Sust\_Impr\_Infrasturcture ~~ Sust\_Impr\_Infrasturcture </td> <td> Sust\_Impr\_Infrasturcture ~~ Sust\_Impr\_Infrasturcture </td> <td align="right"> 0.64 </td> <td align="right"> 0.68 </td> <td align="right"> 0.64 </td> </tr>  
## <tr> <td align="right"> Supportive\_Leadership ~~ Supportive\_Leadership </td> <td> Supportive\_Leadership ~~ Supportive\_Leadership </td> <td align="right"> 0.75 </td> <td align="right"> 0.78 </td> <td align="right"> 0.77 </td> </tr>  
## <tr> <td align="right"> Meas\_based\_improvement ~~ Meas\_based\_improvement </td> <td> Meas\_based\_improvement ~~ Meas\_based\_improvement </td> <td align="right"> 0.51 </td> <td align="right"> 0.56 </td> <td align="right"> 0.54 </td> </tr>  
## <tr> <td align="right"> Change\_awareness ~~ Change\_awareness </td> <td> Change\_awareness ~~ Change\_awareness </td> <td align="right"> 0.78 </td> <td align="right"> 0.86 </td> <td align="right"> 0.83 </td> </tr>  
## <tr> <td align="right"> Improvement\_Readiness ~~ Sust\_Impr\_Infrasturcture </td> <td> Improvement\_Readiness ~~ Sust\_Impr\_Infrasturcture </td> <td align="right"> 0.45 </td> <td align="right"> 0.46 </td> <td align="right"> 0.46 </td> </tr>  
## <tr> <td align="right"> Improvement\_Readiness ~~ Supportive\_Leadership </td> <td> Improvement\_Readiness ~~ Supportive\_Leadership </td> <td align="right"> 0.53 </td> <td align="right"> 0.55 </td> <td align="right"> 0.55 </td> </tr>  
## <tr> <td align="right"> Improvement\_Readiness ~~ Meas\_based\_improvement </td> <td> Improvement\_Readiness ~~ Meas\_based\_improvement </td> <td align="right"> 0.40 </td> <td align="right"> 0.42 </td> <td align="right"> 0.42 </td> </tr>  
## <tr> <td align="right"> Improvement\_Readiness ~~ Change\_awareness </td> <td> Improvement\_Readiness ~~ Change\_awareness </td> <td align="right"> 0.44 </td> <td align="right"> 0.45 </td> <td align="right"> 0.45 </td> </tr>  
## <tr> <td align="right"> Sust\_Impr\_Infrasturcture ~~ Supportive\_Leadership </td> <td> Sust\_Impr\_Infrasturcture ~~ Supportive\_Leadership </td> <td align="right"> 0.47 </td> <td align="right"> 0.49 </td> <td align="right"> 0.49 </td> </tr>  
## <tr> <td align="right"> Sust\_Impr\_Infrasturcture ~~ Meas\_based\_improvement </td> <td> Sust\_Impr\_Infrasturcture ~~ Meas\_based\_improvement </td> <td align="right"> 0.36 </td> <td align="right"> 0.39 </td> <td align="right"> 0.37 </td> </tr>  
## <tr> <td align="right"> Sust\_Impr\_Infrasturcture ~~ Change\_awareness </td> <td> Sust\_Impr\_Infrasturcture ~~ Change\_awareness </td> <td align="right"> 0.42 </td> <td align="right"> 0.44 </td> <td align="right"> 0.44 </td> </tr>  
## <tr> <td align="right"> Supportive\_Leadership ~~ Meas\_based\_improvement </td> <td> Supportive\_Leadership ~~ Meas\_based\_improvement </td> <td align="right"> 0.49 </td> <td align="right"> 0.52 </td> <td align="right"> 0.51 </td> </tr>  
## <tr> <td align="right"> Supportive\_Leadership ~~ Change\_awareness </td> <td> Supportive\_Leadership ~~ Change\_awareness </td> <td align="right"> 0.50 </td> <td align="right"> 0.51 </td> <td align="right"> 0.51 </td> </tr>  
## <tr> <td align="right"> Meas\_based\_improvement ~~ Change\_awareness </td> <td> Meas\_based\_improvement ~~ Change\_awareness </td> <td align="right"> 0.41 </td> <td align="right"> 0.43 </td> <td align="right"> 0.44 </td> </tr>  
## <tr> <td align="right"> Transformational\_success ~~ Deployment\_success </td> <td> Transformational\_success ~~ Deployment\_success </td> <td align="right"> 0.06 </td> <td align="right"> 0.06 </td> <td align="right"> 0.07 </td> </tr>  
## <tr> <td align="right"> Transformational\_success ~~ Improvement\_Proj\_success </td> <td> Transformational\_success ~~ Improvement\_Proj\_success </td> <td align="right"> 0.01 </td> <td align="right"> 0.02 </td> <td align="right"> 0.02 </td> </tr>  
## <tr> <td align="right"> Deployment\_success ~~ Improvement\_Proj\_success </td> <td> Deployment\_success ~~ Improvement\_Proj\_success </td> <td align="right"> 0.03 </td> <td align="right"> 0.02 </td> <td align="right"> 0.02 </td> </tr>  
## </table>

# Revise SEM based on LASSO

lasso\_meas\_model <- '  
  
# measurement model  
Transformational\_success =~ EMPL\_SAT\_9 + ORG\_IMP\_12 + STAKEH\_ACC\_4 + EMPL\_SKI\_8 + DEC\_IMP\_13 + BUSI\_IMP\_11 + IMPL\_SUCC\_1 + EMPL\_BEL\_10  
Deployment\_success =~ DEPLOY\_6 + ACT\_INTG\_7  
Improvement\_Proj\_success =~ BUDG\_COMP\_2 + TASK\_COMP\_3  
Improvement\_Readiness =~ TOOL\_AP\_13 + CONTX\_CUS\_14 + EFT\_REQ\_15 + EMP\_ENG\_12 + EXP\_CON\_20 + CUS\_IDEF\_26  
Sust\_Impr\_Infrasturcture =~ TRA\_EDUC\_18 + PAT\_RES\_24 + WKF\_SKL\_19 + RES\_AVL\_4  
Supportive\_Leadership =~ LD\_STL\_9 + LD\_INV\_5 + LD\_SUP\_1  
Meas\_based\_improvement =~ DAT\_QLT\_11 + DEF\_MEA\_7 + PRJ\_SEL\_6   
Change\_awareness =~ EMP\_ATT\_3 + UND\_CNG\_22  
  
# structural model  
Transformational\_success~ Improvement\_Readiness+ Sust\_Impr\_Infrasturcture + Supportive\_Leadership + Change\_awareness  
Deployment\_success~ Sust\_Impr\_Infrasturcture + Change\_awareness  
Improvement\_Proj\_success~ Improvement\_Readiness + Supportive\_Leadership   
  
# BASED ON LASSO   
  
Transformational\_success ~~ 0\*Improvement\_Proj\_success  
Deployment\_success ~~ 0\*Improvement\_Proj\_success  
  
ACT\_INTG\_7 ~~ 0\*ACT\_INTG\_7  
  
  
'  
  
#Refit SEM based on LASSO   
lasso\_sem\_fit <- sem(lasso\_meas\_model, data = sem\_plsData)  
summary(lasso\_sem\_fit, fit.measures=T, rsquare= T, standardized=T)

## lavaan 0.6.16 ended normally after 62 iterations  
##   
## Estimator ML  
## Optimization method NLMINB  
## Number of model parameters 78  
##   
## Number of observations 67  
##   
## Model Test User Model:  
##   
## Test statistic 684.513  
## Degrees of freedom 387  
## P-value (Chi-square) 0.000  
##   
## Model Test Baseline Model:  
##   
## Test statistic 2046.907  
## Degrees of freedom 435  
## P-value 0.000  
##   
## User Model versus Baseline Model:  
##   
## Comparative Fit Index (CFI) 0.815  
## Tucker-Lewis Index (TLI) 0.793  
##   
## Loglikelihood and Information Criteria:  
##   
## Loglikelihood user model (H0) -2155.756  
## Loglikelihood unrestricted model (H1) -1813.500  
##   
## Akaike (AIC) 4467.513  
## Bayesian (BIC) 4639.479  
## Sample-size adjusted Bayesian (SABIC) 4393.885  
##   
## Root Mean Square Error of Approximation:  
##   
## RMSEA 0.107  
## 90 Percent confidence interval - lower 0.094  
## 90 Percent confidence interval - upper 0.120  
## P-value H\_0: RMSEA <= 0.050 0.000  
## P-value H\_0: RMSEA >= 0.080 0.999  
##   
## Standardized Root Mean Square Residual:  
##   
## SRMR 0.074  
##   
## Parameter Estimates:  
##   
## Standard errors Standard  
## Information Expected  
## Information saturated (h1) model Structured  
##   
## Latent Variables:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success =~   
## EMPL\_SAT\_9 1.000 0.870  
## ORG\_IMP\_12 1.010 0.098 10.340 0.000 0.879  
## STAKEH\_ACC\_4 0.906 0.108 8.398 0.000 0.788  
## EMPL\_SKI\_8 0.935 0.105 8.887 0.000 0.813  
## DEC\_IMP\_13 0.914 0.107 8.522 0.000 0.795  
## BUSI\_IMP\_11 0.920 0.107 8.637 0.000 0.801  
## IMPL\_SUCC\_1 0.951 0.104 9.169 0.000 0.827  
## EMPL\_BEL\_10 0.718 0.122 5.884 0.000 0.624  
## Deployment\_success =~   
## DEPLOY\_6 1.000 0.668  
## ACT\_INTG\_7 1.485 0.199 7.456 0.000 0.993  
## Improvement\_Proj\_success =~   
## BUDG\_COMP\_2 1.000 0.834  
## TASK\_COMP\_3 0.991 0.133 7.471 0.000 0.826  
## Improvement\_Readiness =~   
## TOOL\_AP\_13 1.000 0.867  
## CONTX\_CUS\_14 0.973 0.108 9.026 0.000 0.843  
## EFT\_REQ\_15 0.877 0.115 7.594 0.000 0.760  
## EMP\_ENG\_12 0.786 0.122 6.442 0.000 0.681  
## EXP\_CON\_20 0.693 0.128 5.435 0.000 0.601  
## CUS\_IDEF\_26 0.747 0.124 6.000 0.000 0.647  
## Sust\_Impr\_Infrasturcture =~   
## TRA\_EDUC\_18 1.000 0.793  
## PAT\_RES\_24 0.919 0.147 6.250 0.000 0.728  
## WKF\_SKL\_19 1.030 0.144 7.149 0.000 0.817  
## RES\_AVL\_4 0.830 0.150 5.541 0.000 0.658  
## Supportive\_Leadership =~   
## LD\_STL\_9 1.000 0.856  
## LD\_INV\_5 1.006 0.110 9.178 0.000 0.861  
## LD\_SUP\_1 0.938 0.115 8.175 0.000 0.803  
## Meas\_based\_improvement =~   
## DAT\_QLT\_11 1.000 0.726  
## DEF\_MEA\_7 1.259 0.174 7.226 0.000 0.914  
## PRJ\_SEL\_6 1.113 0.170 6.548 0.000 0.808  
## Change\_awareness =~   
## EMP\_ATT\_3 1.000 0.882  
## UND\_CNG\_22 0.555 0.160 3.471 0.001 0.490  
## Std.all  
##   
## 0.875  
## 0.884  
## 0.793  
## 0.819  
## 0.800  
## 0.806  
## 0.832  
## 0.629  
##   
## 0.673  
## 1.000  
##   
## 0.841  
## 0.833  
##   
## 0.873  
## 0.850  
## 0.766  
## 0.686  
## 0.606  
## 0.652  
##   
## 0.799  
## 0.734  
## 0.823  
## 0.663  
##   
## 0.862  
## 0.867  
## 0.809  
##   
## 0.732  
## 0.921  
## 0.814  
##   
## 0.888  
## 0.493  
##   
## Regressions:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## Transformational\_success ~   
## Imprvmnt\_Rdnss 0.370 0.118 3.146 0.002 0.368  
## Sst\_Impr\_Infrs 0.134 0.137 0.983 0.326 0.122  
## Supprtv\_Ldrshp 0.256 0.138 1.854 0.064 0.252  
## Change\_awarnss 0.281 0.151 1.860 0.063 0.284  
## Deployment\_success ~   
## Sst\_Impr\_Infrs 0.467 0.136 3.437 0.001 0.555  
## Change\_awarnss 0.235 0.120 1.960 0.050 0.310  
## Improvement\_Proj\_success ~   
## Imprvmnt\_Rdnss 0.234 0.139 1.680 0.093 0.243  
## Supprtv\_Ldrshp 0.667 0.153 4.356 0.000 0.684  
## Std.all  
##   
## 0.368  
## 0.122  
## 0.252  
## 0.284  
##   
## 0.555  
## 0.310  
##   
## 0.243  
## 0.684  
##   
## Covariances:  
## Estimate Std.Err z-value P(>|z|) Std.lv  
## .Transformational\_success ~~   
## .Imprvmnt\_Prj\_s 0.000 0.000  
## .Deployment\_success ~~   
## .Imprvmnt\_Prj\_s 0.000 0.000  
## Improvement\_Readiness ~~   
## Sst\_Impr\_Infrs 0.442 0.119 3.721 0.000 0.643  
## Supprtv\_Ldrshp 0.521 0.128 4.080 0.000 0.702  
## Ms\_bsd\_mprvmnt 0.406 0.112 3.631 0.000 0.646  
## Change\_awarnss 0.436 0.125 3.492 0.000 0.570  
## Sust\_Impr\_Infrasturcture ~~   
## Supprtv\_Ldrshp 0.465 0.121 3.850 0.000 0.685  
## Ms\_bsd\_mprvmnt 0.367 0.106 3.469 0.001 0.637  
## Change\_awarnss 0.416 0.121 3.446 0.001 0.595  
## Supportive\_Leadership ~~   
## Ms\_bsd\_mprvmnt 0.497 0.123 4.043 0.000 0.800  
## Change\_awarnss 0.504 0.129 3.897 0.000 0.668  
## Meas\_based\_improvement ~~   
## Change\_awarnss 0.399 0.114 3.493 0.000 0.623  
## .Transformational\_success ~~   
## .Deplymnt\_sccss 0.056 0.031 1.810 0.070 0.330  
## Std.all  
##   
## 0.000  
##   
## 0.000  
##   
## 0.643  
## 0.702  
## 0.646  
## 0.570  
##   
## 0.685  
## 0.637  
## 0.595  
##   
## 0.800  
## 0.668  
##   
## 0.623  
##   
## 0.330  
##   
## Variances:  
## Estimate Std.Err z-value P(>|z|) Std.lv Std.all  
## .ACT\_INTG\_7 0.000 0.000 0.000  
## .EMPL\_SAT\_9 0.231 0.048 4.860 0.000 0.231 0.234  
## .ORG\_IMP\_12 0.216 0.045 4.774 0.000 0.216 0.218  
## .STAKEH\_ACC\_4 0.366 0.069 5.310 0.000 0.366 0.371  
## .EMPL\_SKI\_8 0.326 0.062 5.215 0.000 0.326 0.330  
## .DEC\_IMP\_13 0.356 0.067 5.288 0.000 0.356 0.360  
## .BUSI\_IMP\_11 0.346 0.066 5.266 0.000 0.346 0.351  
## .IMPL\_SUCC\_1 0.303 0.059 5.151 0.000 0.303 0.307  
## .EMPL\_BEL\_10 0.596 0.106 5.605 0.000 0.596 0.605  
## .DEPLOY\_6 0.538 0.093 5.788 0.000 0.538 0.546  
## .BUDG\_COMP\_2 0.289 0.079 3.640 0.000 0.289 0.293  
## .TASK\_COMP\_3 0.302 0.080 3.779 0.000 0.302 0.307  
## .TOOL\_AP\_13 0.234 0.057 4.095 0.000 0.234 0.237  
## .CONTX\_CUS\_14 0.274 0.062 4.417 0.000 0.274 0.278  
## .EFT\_REQ\_15 0.408 0.081 5.050 0.000 0.408 0.414  
## .EMP\_ENG\_12 0.522 0.098 5.328 0.000 0.522 0.529  
## .EXP\_CON\_20 0.624 0.114 5.489 0.000 0.624 0.633  
## .CUS\_IDEF\_26 0.566 0.105 5.406 0.000 0.566 0.575  
## .TRA\_EDUC\_18 0.356 0.081 4.425 0.000 0.356 0.362  
## .PAT\_RES\_24 0.455 0.093 4.895 0.000 0.455 0.461  
## .WKF\_SKL\_19 0.318 0.076 4.163 0.000 0.318 0.322  
## .RES\_AVL\_4 0.552 0.106 5.193 0.000 0.552 0.561  
## .LD\_STL\_9 0.253 0.059 4.274 0.000 0.253 0.257  
## .LD\_INV\_5 0.244 0.058 4.195 0.000 0.244 0.248  
## .LD\_SUP\_1 0.341 0.071 4.811 0.000 0.341 0.346  
## .DAT\_QLT\_11 0.458 0.090 5.095 0.000 0.458 0.465  
## .DEF\_MEA\_7 0.149 0.060 2.498 0.013 0.149 0.152  
## .PRJ\_SEL\_6 0.332 0.073 4.527 0.000 0.332 0.337  
## .EMP\_ATT\_3 0.207 0.162 1.279 0.201 0.207 0.211  
## .UND\_CNG\_22 0.745 0.139 5.363 0.000 0.745 0.756  
## .Trnsfrmtnl\_scc 0.165 0.048 3.460 0.001 0.217 0.217  
## .Deplymnt\_sccss 0.175 0.059 2.972 0.003 0.392 0.392  
## .Imprvmnt\_Prj\_s 0.166 0.070 2.382 0.017 0.239 0.239  
## Imprvmnt\_Rdnss 0.751 0.170 4.414 0.000 1.000 1.000  
## Sst\_Impr\_Infrs 0.629 0.167 3.766 0.000 1.000 1.000  
## Supprtv\_Ldrshp 0.732 0.169 4.324 0.000 1.000 1.000  
## Ms\_bsd\_mprvmnt 0.527 0.157 3.367 0.001 1.000 1.000  
## Change\_awarnss 0.778 0.230 3.386 0.001 1.000 1.000  
##   
## R-Square:  
## Estimate  
## ACT\_INTG\_7 1.000  
## EMPL\_SAT\_9 0.766  
## ORG\_IMP\_12 0.782  
## STAKEH\_ACC\_4 0.629  
## EMPL\_SKI\_8 0.670  
## DEC\_IMP\_13 0.640  
## BUSI\_IMP\_11 0.649  
## IMPL\_SUCC\_1 0.693  
## EMPL\_BEL\_10 0.395  
## DEPLOY\_6 0.454  
## BUDG\_COMP\_2 0.707  
## TASK\_COMP\_3 0.693  
## TOOL\_AP\_13 0.763  
## CONTX\_CUS\_14 0.722  
## EFT\_REQ\_15 0.586  
## EMP\_ENG\_12 0.471  
## EXP\_CON\_20 0.367  
## CUS\_IDEF\_26 0.425  
## TRA\_EDUC\_18 0.638  
## PAT\_RES\_24 0.539  
## WKF\_SKL\_19 0.678  
## RES\_AVL\_4 0.439  
## LD\_STL\_9 0.743  
## LD\_INV\_5 0.752  
## LD\_SUP\_1 0.654  
## DAT\_QLT\_11 0.535  
## DEF\_MEA\_7 0.848  
## PRJ\_SEL\_6 0.663  
## EMP\_ATT\_3 0.789  
## UND\_CNG\_22 0.244  
## Trnsfrmtnl\_scc 0.783  
## Deplymnt\_sccss 0.608  
## Imprvmnt\_Prj\_s 0.761

modificationindices(lasso\_sem\_fit, sort. = TRUE)

## lhs op rhs mi epc sepc.lv  
## 279 Change\_awareness =~ EMPL\_BEL\_10 20.144 0.912 0.804  
## 502 EMPL\_BEL\_10 ~~ EMP\_ATT\_3 18.369 0.290 0.290  
## 334 ORG\_IMP\_12 ~~ EMPL\_BEL\_10 16.204 -0.199 -0.199  
## 306 EMPL\_SAT\_9 ~~ EMPL\_BEL\_10 14.135 0.191 0.191  
## 287 Change\_awareness =~ EMP\_ENG\_12 11.768 0.519 0.457  
## 642 EMP\_ENG\_12 ~~ EMP\_ATT\_3 11.715 0.222 0.222  
## 621 EFT\_REQ\_15 ~~ RES\_AVL\_4 11.681 0.221 0.221  
## 668 CUS\_IDEF\_26 ~~ UND\_CNG\_22 11.056 0.279 0.279  
## 700 RES\_AVL\_4 ~~ LD\_INV\_5 9.969 0.171 0.171  
## 299 Change\_awareness =~ PRJ\_SEL\_6 9.149 0.451 0.398  
## 165 Improvement\_Proj\_success =~ PRJ\_SEL\_6 8.418 0.536 0.447  
## 327 EMPL\_SAT\_9 ~~ EMP\_ATT\_3 8.028 0.130 0.130  
## 538 ACT\_INTG\_7 ~~ LD\_INV\_5 7.812 -0.107 -0.107  
## 579 TASK\_COMP\_3 ~~ PRJ\_SEL\_6 7.685 0.139 0.139  
## 319 EMPL\_SAT\_9 ~~ WKF\_SKL\_19 7.513 -0.113 -0.113  
## 153 Improvement\_Proj\_success =~ EMP\_ENG\_12 7.208 0.531 0.443  
## 272 Change\_awareness =~ EMPL\_SAT\_9 7.197 0.373 0.329  
## 489 EMPL\_BEL\_10 ~~ EMP\_ENG\_12 7.013 0.190 0.190  
## 284 Change\_awareness =~ TOOL\_AP\_13 6.618 -0.312 -0.275  
## 135 Deployment\_success =~ DAT\_QLT\_11 6.434 -0.415 -0.277  
## 196 Sust\_Impr\_Infrasturcture =~ DEC\_IMP\_13 6.287 0.402 0.319  
## 213 Sust\_Impr\_Infrasturcture =~ DAT\_QLT\_11 6.205 -0.432 -0.342  
## 709 LD\_STL\_9 ~~ DAT\_QLT\_11 6.056 -0.124 -0.124  
## 725 DAT\_QLT\_11 ~~ DEF\_MEA\_7 6.035 0.171 0.171  
## 242 Supportive\_Leadership =~ PRJ\_SEL\_6 6.005 0.572 0.489  
## 330 ORG\_IMP\_12 ~~ EMPL\_SKI\_8 5.762 0.094 0.094  
## 311 EMPL\_SAT\_9 ~~ TOOL\_AP\_13 5.726 0.086 0.086  
## 641 EMP\_ENG\_12 ~~ PRJ\_SEL\_6 5.612 0.138 0.138  
## 343 ORG\_IMP\_12 ~~ EXP\_CON\_20 5.571 -0.119 -0.119  
## 340 ORG\_IMP\_12 ~~ CONTX\_CUS\_14 5.558 0.087 0.087  
## 598 TOOL\_AP\_13 ~~ UND\_CNG\_22 5.460 -0.142 -0.142  
## 133 Deployment\_success =~ LD\_INV\_5 5.453 -0.325 -0.217  
## 471 IMPL\_SUCC\_1 ~~ PAT\_RES\_24 5.423 -0.120 -0.120  
## 258 Meas\_based\_improvement =~ CONTX\_CUS\_14 5.343 -0.360 -0.262  
## 137 Deployment\_success =~ PRJ\_SEL\_6 5.183 0.341 0.228  
## 423 DEC\_IMP\_13 ~~ TRA\_EDUC\_18 5.132 0.115 0.115  
## 430 DEC\_IMP\_13 ~~ DAT\_QLT\_11 5.114 -0.123 -0.123  
## 514 DEPLOY\_6 ~~ PAT\_RES\_24 5.084 -0.146 -0.146  
## 381 STAKEH\_ACC\_4 ~~ PRJ\_SEL\_6 5.011 -0.109 -0.109  
## 680 PAT\_RES\_24 ~~ WKF\_SKL\_19 4.980 -0.150 -0.150  
## 447 BUSI\_IMP\_11 ~~ TRA\_EDUC\_18 4.967 -0.112 -0.112  
## 516 DEPLOY\_6 ~~ RES\_AVL\_4 4.954 0.155 0.155  
## 582 TOOL\_AP\_13 ~~ CONTX\_CUS\_14 4.882 0.114 0.114  
## 699 RES\_AVL\_4 ~~ LD\_STL\_9 4.840 -0.120 -0.120  
## 612 CONTX\_CUS\_14 ~~ PRJ\_SEL\_6 4.819 -0.100 -0.100  
## 197 Sust\_Impr\_Infrasturcture =~ BUSI\_IMP\_11 4.759 -0.346 -0.275  
## 93 Transformational\_success =~ TASK\_COMP\_3 4.725 0.426 0.371  
## 346 ORG\_IMP\_12 ~~ PAT\_RES\_24 4.617 0.097 0.097  
## 274 Change\_awareness =~ STAKEH\_ACC\_4 4.598 -0.354 -0.312  
## 490 EMPL\_BEL\_10 ~~ EXP\_CON\_20 4.532 0.165 0.165  
## 518 DEPLOY\_6 ~~ LD\_INV\_5 4.514 0.108 0.108  
## 256 Meas\_based\_improvement =~ TASK\_COMP\_3 4.361 0.472 0.342  
## 105 Transformational\_success =~ LD\_INV\_5 4.332 -0.355 -0.309  
## 298 Change\_awareness =~ DEF\_MEA\_7 4.322 -0.319 -0.281  
## 640 EMP\_ENG\_12 ~~ DEF\_MEA\_7 4.314 -0.103 -0.103  
## 677 TRA\_EDUC\_18 ~~ PRJ\_SEL\_6 4.288 -0.107 -0.107  
## 302 EMPL\_SAT\_9 ~~ EMPL\_SKI\_8 4.204 -0.082 -0.082  
## 291 Change\_awareness =~ PAT\_RES\_24 4.179 0.329 0.290  
## 360 STAKEH\_ACC\_4 ~~ IMPL\_SUCC\_1 4.160 -0.094 -0.094  
## 748 Improvement\_Proj\_success ~~ Meas\_based\_improvement 4.125 0.076 0.258  
## 631 EMP\_ENG\_12 ~~ CUS\_IDEF\_26 4.114 -0.147 -0.147  
## 774 Supportive\_Leadership ~ Improvement\_Proj\_success 4.031 -0.708 -0.690  
## 747 Improvement\_Proj\_success ~~ Supportive\_Leadership 4.030 -0.118 -0.337  
## 549 BUDG\_COMP\_2 ~~ EMP\_ENG\_12 4.023 0.118 0.118  
## 481 IMPL\_SUCC\_1 ~~ UND\_CNG\_22 3.996 -0.126 -0.126  
## 130 Deployment\_success =~ WKF\_SKL\_19 3.806 0.438 0.293  
## 285 Change\_awareness =~ CONTX\_CUS\_14 3.799 -0.243 -0.214  
## 553 BUDG\_COMP\_2 ~~ PAT\_RES\_24 3.731 -0.109 -0.109  
## 376 STAKEH\_ACC\_4 ~~ LD\_STL\_9 3.710 -0.085 -0.085  
## 406 EMPL\_SKI\_8 ~~ DEF\_MEA\_7 3.702 -0.076 -0.076  
## 121 Deployment\_success =~ TASK\_COMP\_3 3.665 0.292 0.195  
## 435 BUSI\_IMP\_11 ~~ IMPL\_SUCC\_1 3.661 0.086 0.086  
## 283 Change\_awareness =~ TASK\_COMP\_3 3.592 0.287 0.253  
## 630 EMP\_ENG\_12 ~~ EXP\_CON\_20 3.575 0.142 0.142  
## 669 TRA\_EDUC\_18 ~~ PAT\_RES\_24 3.569 0.128 0.128  
## 537 ACT\_INTG\_7 ~~ LD\_STL\_9 3.520 0.072 0.072  
## 173 Improvement\_Readiness =~ BUSI\_IMP\_11 3.472 -0.311 -0.269  
## 150 Improvement\_Proj\_success =~ TOOL\_AP\_13 3.418 -0.297 -0.248  
## 94 Transformational\_success =~ TOOL\_AP\_13 3.411 -0.307 -0.267  
## 318 EMPL\_SAT\_9 ~~ PAT\_RES\_24 3.377 0.085 0.085  
## 570 TASK\_COMP\_3 ~~ TRA\_EDUC\_18 3.358 -0.097 -0.097  
## 729 DEF\_MEA\_7 ~~ PRJ\_SEL\_6 3.356 -0.151 -0.151  
## 732 PRJ\_SEL\_6 ~~ EMP\_ATT\_3 3.333 0.102 0.102  
## 487 EMPL\_BEL\_10 ~~ CONTX\_CUS\_14 3.308 -0.103 -0.103  
## 536 ACT\_INTG\_7 ~~ RES\_AVL\_4 3.280 -0.097 -0.097  
## 645 EXP\_CON\_20 ~~ TRA\_EDUC\_18 3.269 0.120 0.120  
## 114 Deployment\_success =~ STAKEH\_ACC\_4 3.263 -0.310 -0.207  
## 713 LD\_STL\_9 ~~ UND\_CNG\_22 3.232 0.112 0.112  
## 618 EFT\_REQ\_15 ~~ TRA\_EDUC\_18 3.223 -0.100 -0.100  
## 632 EMP\_ENG\_12 ~~ TRA\_EDUC\_18 3.195 -0.110 -0.110  
## 382 STAKEH\_ACC\_4 ~~ EMP\_ATT\_3 3.182 -0.098 -0.098  
## 379 STAKEH\_ACC\_4 ~~ DAT\_QLT\_11 3.182 0.098 0.098  
## 277 Change\_awareness =~ BUSI\_IMP\_11 3.167 -0.287 -0.253  
## 515 DEPLOY\_6 ~~ WKF\_SKL\_19 3.156 0.103 0.103  
## 312 EMPL\_SAT\_9 ~~ CONTX\_CUS\_14 3.128 -0.067 -0.067  
## 106 Transformational\_success =~ LD\_SUP\_1 3.125 0.316 0.275  
## 563 BUDG\_COMP\_2 ~~ UND\_CNG\_22 3.057 0.121 0.121  
## 661 CUS\_IDEF\_26 ~~ LD\_STL\_9 3.042 0.095 0.095  
## 671 TRA\_EDUC\_18 ~~ RES\_AVL\_4 3.000 -0.120 -0.120  
## 666 CUS\_IDEF\_26 ~~ PRJ\_SEL\_6 2.988 -0.104 -0.104  
## 542 ACT\_INTG\_7 ~~ PRJ\_SEL\_6 2.972 0.073 0.073  
## 240 Supportive\_Leadership =~ DAT\_QLT\_11 2.960 -0.395 -0.338  
## 301 EMPL\_SAT\_9 ~~ STAKEH\_ACC\_4 2.935 0.071 0.071  
## 540 ACT\_INTG\_7 ~~ DAT\_QLT\_11 2.930 -0.081 -0.081  
## 134 Deployment\_success =~ LD\_SUP\_1 2.899 0.258 0.172  
## 614 CONTX\_CUS\_14 ~~ UND\_CNG\_22 2.874 -0.108 -0.108  
## 730 DEF\_MEA\_7 ~~ EMP\_ATT\_3 2.871 -0.088 -0.088  
## 436 BUSI\_IMP\_11 ~~ EMPL\_BEL\_10 2.865 -0.101 -0.101  
## 568 TASK\_COMP\_3 ~~ EXP\_CON\_20 2.852 -0.108 -0.108  
## 315 EMPL\_SAT\_9 ~~ EXP\_CON\_20 2.813 0.087 0.087  
## 118 Deployment\_success =~ IMPL\_SUCC\_1 2.785 0.266 0.178  
## 554 BUDG\_COMP\_2 ~~ WKF\_SKL\_19 2.778 0.084 0.084  
## 676 TRA\_EDUC\_18 ~~ DEF\_MEA\_7 2.697 0.074 0.074  
## 184 Improvement\_Readiness =~ LD\_STL\_9 2.696 0.250 0.217  
## 491 EMPL\_BEL\_10 ~~ CUS\_IDEF\_26 2.679 -0.122 -0.122  
## 461 IMPL\_SUCC\_1 ~~ ACT\_INTG\_7 2.623 0.064 0.064  
## 224 Supportive\_Leadership =~ IMPL\_SUCC\_1 2.607 0.259 0.222  
## 368 STAKEH\_ACC\_4 ~~ EFT\_REQ\_15 2.588 -0.084 -0.084  
## 239 Supportive\_Leadership =~ RES\_AVL\_4 2.577 0.294 0.252  
## 214 Sust\_Impr\_Infrasturcture =~ DEF\_MEA\_7 2.565 0.269 0.214  
## 434 DEC\_IMP\_13 ~~ UND\_CNG\_22 2.560 0.108 0.108  
## 148 Improvement\_Proj\_success =~ DEPLOY\_6 2.539 0.222 0.185  
## 728 DAT\_QLT\_11 ~~ UND\_CNG\_22 2.534 -0.123 -0.123  
## 517 DEPLOY\_6 ~~ LD\_STL\_9 2.524 -0.082 -0.082  
## 413 DEC\_IMP\_13 ~~ DEPLOY\_6 2.482 0.088 0.088  
## 344 ORG\_IMP\_12 ~~ CUS\_IDEF\_26 2.461 0.076 0.076  
## 624 EFT\_REQ\_15 ~~ LD\_SUP\_1 2.455 -0.082 -0.082  
## 151 Improvement\_Proj\_success =~ CONTX\_CUS\_14 2.450 -0.258 -0.215  
## 248 Meas\_based\_improvement =~ EMPL\_SKI\_8 2.433 -0.249 -0.181  
## 372 STAKEH\_ACC\_4 ~~ TRA\_EDUC\_18 2.428 0.080 0.080  
## 288 Change\_awareness =~ EXP\_CON\_20 2.409 0.252 0.222  
## 454 BUSI\_IMP\_11 ~~ DAT\_QLT\_11 2.407 0.083 0.083  
## 457 BUSI\_IMP\_11 ~~ EMP\_ATT\_3 2.397 -0.083 -0.083  
## 226 Supportive\_Leadership =~ DEPLOY\_6 2.392 0.214 0.183  
## 429 DEC\_IMP\_13 ~~ LD\_SUP\_1 2.377 0.074 0.074  
## 576 TASK\_COMP\_3 ~~ LD\_SUP\_1 2.360 -0.079 -0.079  
## 190 Improvement\_Readiness =~ EMP\_ATT\_3 2.354 0.485 0.421  
## 159 Improvement\_Proj\_success =~ RES\_AVL\_4 2.282 0.268 0.224  
## 469 IMPL\_SUCC\_1 ~~ CUS\_IDEF\_26 2.261 -0.083 -0.083  
## 92 Transformational\_success =~ BUDG\_COMP\_2 2.170 -0.287 -0.249  
## 267 Meas\_based\_improvement =~ LD\_STL\_9 2.155 -0.333 -0.242  
## 355 ORG\_IMP\_12 ~~ EMP\_ATT\_3 2.155 -0.066 -0.066  
## 172 Improvement\_Readiness =~ DEC\_IMP\_13 2.144 -0.247 -0.214  
## 501 EMPL\_BEL\_10 ~~ PRJ\_SEL\_6 2.139 0.089 0.089  
## 122 Deployment\_success =~ TOOL\_AP\_13 2.122 -0.189 -0.127  
## 672 TRA\_EDUC\_18 ~~ LD\_STL\_9 2.114 0.069 0.069  
## 230 Supportive\_Leadership =~ TOOL\_AP\_13 2.062 -0.208 -0.178  
## 639 EMP\_ENG\_12 ~~ DAT\_QLT\_11 2.061 -0.094 -0.094  
## 458 BUSI\_IMP\_11 ~~ UND\_CNG\_22 2.061 -0.096 -0.096  
## 329 ORG\_IMP\_12 ~~ STAKEH\_ACC\_4 2.038 0.058 0.058  
## 415 DEC\_IMP\_13 ~~ BUDG\_COMP\_2 2.036 -0.069 -0.069  
## 485 EMPL\_BEL\_10 ~~ TASK\_COMP\_3 2.032 0.088 0.088  
## 488 EMPL\_BEL\_10 ~~ EFT\_REQ\_15 2.028 0.093 0.093  
## 234 Supportive\_Leadership =~ EXP\_CON\_20 1.998 0.267 0.229  
## 675 TRA\_EDUC\_18 ~~ DAT\_QLT\_11 1.976 -0.082 -0.082  
## 162 Improvement\_Proj\_success =~ LD\_SUP\_1 1.938 -0.391 -0.326  
## 233 Supportive\_Leadership =~ EMP\_ENG\_12 1.935 0.246 0.211  
## 523 DEPLOY\_6 ~~ EMP\_ATT\_3 1.925 -0.087 -0.087  
## 722 LD\_SUP\_1 ~~ PRJ\_SEL\_6 1.907 -0.068 -0.068  
## 157 Improvement\_Proj\_success =~ PAT\_RES\_24 1.895 -0.231 -0.193  
## 249 Meas\_based\_improvement =~ DEC\_IMP\_13 1.893 -0.228 -0.166  
## 366 STAKEH\_ACC\_4 ~~ TOOL\_AP\_13 1.871 0.059 0.059  
## 655 EXP\_CON\_20 ~~ EMP\_ATT\_3 1.861 0.095 0.095  
## 524 DEPLOY\_6 ~~ UND\_CNG\_22 1.850 0.108 0.108  
## 484 EMPL\_BEL\_10 ~~ BUDG\_COMP\_2 1.847 -0.083 -0.083  
## 300 EMPL\_SAT\_9 ~~ ORG\_IMP\_12 1.832 -0.047 -0.047  
## 335 ORG\_IMP\_12 ~~ DEPLOY\_6 1.823 -0.062 -0.062  
## 192 Sust\_Impr\_Infrasturcture =~ EMPL\_SAT\_9 1.815 -0.185 -0.146  
## 603 CONTX\_CUS\_14 ~~ TRA\_EDUC\_18 1.804 0.065 0.065  
## 102 Transformational\_success =~ WKF\_SKL\_19 1.803 -0.225 -0.196  
## 380 STAKEH\_ACC\_4 ~~ DEF\_MEA\_7 1.793 0.056 0.056  
## 101 Transformational\_success =~ PAT\_RES\_24 1.777 0.231 0.201  
## 156 Improvement\_Proj\_success =~ TRA\_EDUC\_18 1.763 -0.213 -0.177  
## 112 Deployment\_success =~ EMPL\_SAT\_9 1.758 -0.192 -0.128  
## 662 CUS\_IDEF\_26 ~~ LD\_INV\_5 1.755 -0.071 -0.071  
## 269 Meas\_based\_improvement =~ LD\_SUP\_1 1.746 -0.313 -0.227  
## 689 PAT\_RES\_24 ~~ UND\_CNG\_22 1.736 0.103 0.103  
## 498 EMPL\_BEL\_10 ~~ LD\_SUP\_1 1.733 -0.080 -0.080  
## 601 CONTX\_CUS\_14 ~~ EXP\_CON\_20 1.722 -0.080 -0.080  
## 535 ACT\_INTG\_7 ~~ WKF\_SKL\_19 1.696 0.061 0.061  
## 437 BUSI\_IMP\_11 ~~ DEPLOY\_6 1.685 0.072 0.072  
## 116 Deployment\_success =~ DEC\_IMP\_13 1.672 0.219 0.146  
## 183 Improvement\_Readiness =~ RES\_AVL\_4 1.640 0.214 0.186  
## 363 STAKEH\_ACC\_4 ~~ ACT\_INTG\_7 1.640 -0.054 -0.054  
## 273 Change\_awareness =~ ORG\_IMP\_12 1.635 -0.174 -0.154  
## 295 Change\_awareness =~ LD\_INV\_5 1.631 -0.185 -0.163  
## 128 Deployment\_success =~ TRA\_EDUC\_18 1.628 -0.288 -0.192  
## 688 PAT\_RES\_24 ~~ EMP\_ATT\_3 1.600 0.081 0.081  
## 323 EMPL\_SAT\_9 ~~ LD\_SUP\_1 1.557 0.050 0.050  
## 664 CUS\_IDEF\_26 ~~ DAT\_QLT\_11 1.546 0.084 0.084  
## 717 LD\_INV\_5 ~~ PRJ\_SEL\_6 1.524 0.055 0.055  
## 543 ACT\_INTG\_7 ~~ EMP\_ATT\_3 1.506 0.085 0.085  
## 191 Improvement\_Readiness =~ UND\_CNG\_22 1.493 -0.249 -0.216  
## 594 TOOL\_AP\_13 ~~ DAT\_QLT\_11 1.484 0.060 0.060  
## 684 PAT\_RES\_24 ~~ LD\_SUP\_1 1.468 -0.068 -0.068  
## 168 Improvement\_Readiness =~ EMPL\_SAT\_9 1.446 0.173 0.150  
## 339 ORG\_IMP\_12 ~~ TOOL\_AP\_13 1.422 -0.042 -0.042  
## 144 Improvement\_Proj\_success =~ DEC\_IMP\_13 1.416 -0.193 -0.161  
## 120 Deployment\_success =~ BUDG\_COMP\_2 1.412 -0.180 -0.120  
## 546 BUDG\_COMP\_2 ~~ TOOL\_AP\_13 1.397 -0.053 -0.053  
## 432 DEC\_IMP\_13 ~~ PRJ\_SEL\_6 1.375 -0.056 -0.056  
## 369 STAKEH\_ACC\_4 ~~ EMP\_ENG\_12 1.366 -0.067 -0.067  
## 544 ACT\_INTG\_7 ~~ UND\_CNG\_22 1.354 -0.071 -0.071  
## 365 STAKEH\_ACC\_4 ~~ TASK\_COMP\_3 1.344 0.058 0.058  
## 387 EMPL\_SKI\_8 ~~ EMPL\_BEL\_10 1.340 -0.067 -0.067  
## 444 BUSI\_IMP\_11 ~~ EMP\_ENG\_12 1.339 -0.065 -0.065  
## 667 CUS\_IDEF\_26 ~~ EMP\_ATT\_3 1.339 -0.078 -0.078  
## 719 LD\_INV\_5 ~~ UND\_CNG\_22 1.334 -0.071 -0.071  
## 476 IMPL\_SUCC\_1 ~~ LD\_SUP\_1 1.321 0.052 0.052  
## 759 Improvement\_Proj\_success ~ Change\_awareness 1.306 0.161 0.170  
## 505 DEPLOY\_6 ~~ BUDG\_COMP\_2 1.301 0.065 0.065  
## 253 Meas\_based\_improvement =~ DEPLOY\_6 1.276 0.178 0.129  
## 262 Meas\_based\_improvement =~ CUS\_IDEF\_26 1.275 0.220 0.160  
## 109 Transformational\_success =~ PRJ\_SEL\_6 1.273 0.175 0.152  
## 378 STAKEH\_ACC\_4 ~~ LD\_SUP\_1 1.268 0.055 0.055  
## 201 Sust\_Impr\_Infrasturcture =~ ACT\_INTG\_7 1.247 -0.322 -0.255  
## 200 Sust\_Impr\_Infrasturcture =~ DEPLOY\_6 1.247 0.217 0.172  
## 125 Deployment\_success =~ EMP\_ENG\_12 1.225 0.185 0.123  
## 644 EXP\_CON\_20 ~~ CUS\_IDEF\_26 1.203 0.085 0.085  
## 665 CUS\_IDEF\_26 ~~ DEF\_MEA\_7 1.178 0.056 0.056  
## 377 STAKEH\_ACC\_4 ~~ LD\_INV\_5 1.175 -0.047 -0.047  
## 231 Supportive\_Leadership =~ CONTX\_CUS\_14 1.169 -0.160 -0.137  
## 124 Deployment\_success =~ EFT\_REQ\_15 1.169 0.164 0.110  
## 290 Change\_awareness =~ TRA\_EDUC\_18 1.165 -0.168 -0.148  
## 686 PAT\_RES\_24 ~~ DEF\_MEA\_7 1.137 0.051 0.051  
## 420 DEC\_IMP\_13 ~~ EMP\_ENG\_12 1.135 -0.061 -0.061  
## 417 DEC\_IMP\_13 ~~ TOOL\_AP\_13 1.118 -0.045 -0.045  
## 321 EMPL\_SAT\_9 ~~ LD\_STL\_9 1.103 -0.039 -0.039  
## 438 BUSI\_IMP\_11 ~~ ACT\_INTG\_7 1.099 0.043 0.043  
## 268 Meas\_based\_improvement =~ LD\_INV\_5 1.085 0.235 0.171  
## 507 DEPLOY\_6 ~~ TOOL\_AP\_13 1.082 -0.052 -0.052  
## 99 Transformational\_success =~ CUS\_IDEF\_26 1.078 0.214 0.186  
## 170 Improvement\_Readiness =~ STAKEH\_ACC\_4 1.073 0.177 0.153  
## 286 Change\_awareness =~ EFT\_REQ\_15 1.061 0.143 0.126  
## 145 Improvement\_Proj\_success =~ BUSI\_IMP\_11 1.043 -0.164 -0.137  
## 602 CONTX\_CUS\_14 ~~ CUS\_IDEF\_26 1.038 -0.060 -0.060  
## 421 DEC\_IMP\_13 ~~ EXP\_CON\_20 1.030 0.062 0.062  
## 251 Meas\_based\_improvement =~ IMPL\_SUCC\_1 1.030 0.158 0.115  
## 674 TRA\_EDUC\_18 ~~ LD\_SUP\_1 1.026 0.053 0.053  
## 613 CONTX\_CUS\_14 ~~ EMP\_ATT\_3 1.022 -0.053 -0.053  
## 649 EXP\_CON\_20 ~~ LD\_STL\_9 1.021 0.057 0.057  
## 574 TASK\_COMP\_3 ~~ LD\_STL\_9 1.020 -0.048 -0.048  
## 202 Sust\_Impr\_Infrasturcture =~ BUDG\_COMP\_2 1.019 -0.170 -0.135  
## 619 EFT\_REQ\_15 ~~ PAT\_RES\_24 1.015 -0.061 -0.061  
## 552 BUDG\_COMP\_2 ~~ TRA\_EDUC\_18 1.013 -0.053 -0.053  
## 271 Meas\_based\_improvement =~ UND\_CNG\_22 1.009 -0.271 -0.197  
## 525 ACT\_INTG\_7 ~~ BUDG\_COMP\_2 1.003 -0.043 -0.043  
## 479 IMPL\_SUCC\_1 ~~ PRJ\_SEL\_6 1.001 0.045 0.045  
## 745 Improvement\_Proj\_success ~~ Improvement\_Readiness 0.995 -0.145 -0.411  
## 762 Improvement\_Readiness ~ Improvement\_Proj\_success 0.995 -0.874 -0.841  
## 572 TASK\_COMP\_3 ~~ WKF\_SKL\_19 0.989 0.051 0.051  
## 692 WKF\_SKL\_19 ~~ LD\_INV\_5 0.983 -0.045 -0.045  
## 146 Improvement\_Proj\_success =~ IMPL\_SUCC\_1 0.982 0.151 0.126  
## 235 Supportive\_Leadership =~ CUS\_IDEF\_26 0.979 0.180 0.154  
## 185 Improvement\_Readiness =~ LD\_INV\_5 0.978 -0.150 -0.130  
## 532 ACT\_INTG\_7 ~~ CUS\_IDEF\_26 0.972 -0.051 -0.051  
## 396 EMPL\_SKI\_8 ~~ EXP\_CON\_20 0.963 -0.058 -0.058  
## 493 EMPL\_BEL\_10 ~~ PAT\_RES\_24 0.952 0.068 0.068  
## 578 TASK\_COMP\_3 ~~ DEF\_MEA\_7 0.926 -0.041 -0.041  
## 567 TASK\_COMP\_3 ~~ EMP\_ENG\_12 0.924 0.057 0.057  
## 465 IMPL\_SUCC\_1 ~~ CONTX\_CUS\_14 0.923 0.040 0.040  
## 119 Deployment\_success =~ EMPL\_BEL\_10 0.915 0.202 0.135  
## 681 PAT\_RES\_24 ~~ RES\_AVL\_4 0.912 0.070 0.070  
## 657 CUS\_IDEF\_26 ~~ TRA\_EDUC\_18 0.903 0.060 0.060  
## 648 EXP\_CON\_20 ~~ RES\_AVL\_4 0.897 -0.073 -0.073  
## 616 EFT\_REQ\_15 ~~ EXP\_CON\_20 0.889 -0.065 -0.065  
## 266 Meas\_based\_improvement =~ RES\_AVL\_4 0.887 0.189 0.137  
## 708 LD\_STL\_9 ~~ LD\_SUP\_1 0.885 0.049 0.049  
## 403 EMPL\_SKI\_8 ~~ LD\_INV\_5 0.871 -0.039 -0.039  
## 566 TASK\_COMP\_3 ~~ EFT\_REQ\_15 0.865 0.050 0.050  
## 760 Improvement\_Readiness ~ Transformational\_success 0.838 -0.579 -0.581  
## 223 Supportive\_Leadership =~ BUSI\_IMP\_11 0.830 -0.154 -0.132  
## 310 EMPL\_SAT\_9 ~~ TASK\_COMP\_3 0.826 -0.037 -0.037  
## 464 IMPL\_SUCC\_1 ~~ TOOL\_AP\_13 0.824 -0.036 -0.036  
## 131 Deployment\_success =~ RES\_AVL\_4 0.824 -0.219 -0.147  
## 455 BUSI\_IMP\_11 ~~ DEF\_MEA\_7 0.823 0.037 0.037  
## 152 Improvement\_Proj\_success =~ EFT\_REQ\_15 0.823 0.165 0.138  
## 780 Change\_awareness ~ Improvement\_Proj\_success 0.815 0.307 0.290  
## 749 Improvement\_Proj\_success ~~ Change\_awareness 0.815 0.051 0.142  
## 164 Improvement\_Proj\_success =~ DEF\_MEA\_7 0.812 -0.165 -0.137  
## 761 Improvement\_Readiness ~ Deployment\_success 0.801 -0.190 -0.146  
## 332 ORG\_IMP\_12 ~~ BUSI\_IMP\_11 0.792 0.035 0.035  
## 740 Deployment\_success ~~ Improvement\_Readiness 0.787 -0.033 -0.091  
## 494 EMPL\_BEL\_10 ~~ WKF\_SKL\_19 0.785 -0.055 -0.055  
## 303 EMPL\_SAT\_9 ~~ DEC\_IMP\_13 0.783 -0.036 -0.036  
## 241 Supportive\_Leadership =~ DEF\_MEA\_7 0.781 -0.235 -0.201  
## 174 Improvement\_Readiness =~ IMPL\_SUCC\_1 0.778 -0.140 -0.121  
## 727 DAT\_QLT\_11 ~~ EMP\_ATT\_3 0.771 0.055 0.055  
## 597 TOOL\_AP\_13 ~~ EMP\_ATT\_3 0.766 -0.044 -0.044  
## 132 Deployment\_success =~ LD\_STL\_9 0.758 0.122 0.082  
## 297 Change\_awareness =~ DAT\_QLT\_11 0.757 -0.138 -0.122  
## 446 BUSI\_IMP\_11 ~~ CUS\_IDEF\_26 0.755 0.051 0.051  
## 628 EFT\_REQ\_15 ~~ EMP\_ATT\_3 0.751 0.051 0.051  
## 203 Sust\_Impr\_Infrasturcture =~ TASK\_COMP\_3 0.749 0.147 0.117  
## 646 EXP\_CON\_20 ~~ PAT\_RES\_24 0.737 -0.061 -0.061  
## 512 DEPLOY\_6 ~~ CUS\_IDEF\_26 0.732 -0.060 -0.060  
## 367 STAKEH\_ACC\_4 ~~ CONTX\_CUS\_14 0.729 0.039 0.039  
## 529 ACT\_INTG\_7 ~~ EFT\_REQ\_15 0.721 0.039 0.039  
## 221 Supportive\_Leadership =~ EMPL\_SKI\_8 0.715 -0.139 -0.119  
## 399 EMPL\_SKI\_8 ~~ PAT\_RES\_24 0.708 -0.045 -0.045  
## 275 Change\_awareness =~ EMPL\_SKI\_8 0.702 -0.132 -0.116  
## 238 Supportive\_Leadership =~ WKF\_SKL\_19 0.699 -0.139 -0.119  
## 414 DEC\_IMP\_13 ~~ ACT\_INTG\_7 0.698 -0.035 -0.035  
## 445 BUSI\_IMP\_11 ~~ EXP\_CON\_20 0.692 -0.051 -0.051  
## 530 ACT\_INTG\_7 ~~ EMP\_ENG\_12 0.691 0.042 0.042  
## 410 DEC\_IMP\_13 ~~ BUSI\_IMP\_11 0.690 0.040 0.040  
## 411 DEC\_IMP\_13 ~~ IMPL\_SUCC\_1 0.688 -0.038 -0.038  
## 453 BUSI\_IMP\_11 ~~ LD\_SUP\_1 0.685 -0.039 -0.039  
## 526 ACT\_INTG\_7 ~~ TASK\_COMP\_3 0.684 0.036 0.036  
## 467 IMPL\_SUCC\_1 ~~ EMP\_ENG\_12 0.674 -0.044 -0.044  
## 209 Sust\_Impr\_Infrasturcture =~ CUS\_IDEF\_26 0.664 0.149 0.118  
## 324 EMPL\_SAT\_9 ~~ DAT\_QLT\_11 0.650 0.037 0.037  
## 402 EMPL\_SKI\_8 ~~ LD\_STL\_9 0.649 0.034 0.034  
## 650 EXP\_CON\_20 ~~ LD\_INV\_5 0.645 0.045 0.045  
## 409 EMPL\_SKI\_8 ~~ UND\_CNG\_22 0.641 0.052 0.052  
## 354 ORG\_IMP\_12 ~~ PRJ\_SEL\_6 0.635 -0.031 -0.031  
## 237 Supportive\_Leadership =~ PAT\_RES\_24 0.621 -0.138 -0.118  
## 478 IMPL\_SUCC\_1 ~~ DEF\_MEA\_7 0.617 -0.030 -0.030  
## 208 Sust\_Impr\_Infrasturcture =~ EXP\_CON\_20 0.616 0.149 0.118  
## 407 EMPL\_SKI\_8 ~~ PRJ\_SEL\_6 0.616 0.036 0.036  
## 245 Meas\_based\_improvement =~ EMPL\_SAT\_9 0.608 0.109 0.080  
## 97 Transformational\_success =~ EMP\_ENG\_12 0.605 0.156 0.135  
## 726 DAT\_QLT\_11 ~~ PRJ\_SEL\_6 0.605 -0.050 -0.050  
## 682 PAT\_RES\_24 ~~ LD\_STL\_9 0.604 -0.040 -0.040  
## 243 Supportive\_Leadership =~ EMP\_ATT\_3 0.603 -0.359 -0.307  
## 265 Meas\_based\_improvement =~ WKF\_SKL\_19 0.602 -0.140 -0.101  
## 704 RES\_AVL\_4 ~~ PRJ\_SEL\_6 0.598 -0.047 -0.047  
## 395 EMPL\_SKI\_8 ~~ EMP\_ENG\_12 0.590 0.042 0.042  
## 595 TOOL\_AP\_13 ~~ DEF\_MEA\_7 0.588 0.029 0.029  
## 658 CUS\_IDEF\_26 ~~ PAT\_RES\_24 0.585 0.053 0.053  
## 539 ACT\_INTG\_7 ~~ LD\_SUP\_1 0.585 0.032 0.032  
## 263 Meas\_based\_improvement =~ TRA\_EDUC\_18 0.580 -0.139 -0.101  
## 204 Sust\_Impr\_Infrasturcture =~ TOOL\_AP\_13 0.578 -0.108 -0.086  
## 356 ORG\_IMP\_12 ~~ UND\_CNG\_22 0.577 0.042 0.042  
## 353 ORG\_IMP\_12 ~~ DEF\_MEA\_7 0.577 0.026 0.026  
## 513 DEPLOY\_6 ~~ TRA\_EDUC\_18 0.576 -0.045 -0.045  
## 452 BUSI\_IMP\_11 ~~ LD\_INV\_5 0.576 0.032 0.032  
## 448 BUSI\_IMP\_11 ~~ PAT\_RES\_24 0.574 -0.041 -0.041  
## 227 Supportive\_Leadership =~ ACT\_INTG\_7 0.566 -0.105 -0.090  
## 606 CONTX\_CUS\_14 ~~ RES\_AVL\_4 0.566 -0.042 -0.042  
## 342 ORG\_IMP\_12 ~~ EMP\_ENG\_12 0.565 -0.035 -0.035  
## 337 ORG\_IMP\_12 ~~ BUDG\_COMP\_2 0.563 0.030 0.030  
## 625 EFT\_REQ\_15 ~~ DAT\_QLT\_11 0.563 -0.044 -0.044  
## 264 Meas\_based\_improvement =~ PAT\_RES\_24 0.561 0.142 0.103  
## 550 BUDG\_COMP\_2 ~~ EXP\_CON\_20 0.559 0.047 0.047  
## 320 EMPL\_SAT\_9 ~~ RES\_AVL\_4 0.554 -0.037 -0.037  
## 289 Change\_awareness =~ CUS\_IDEF\_26 0.551 0.116 0.102  
## 158 Improvement\_Proj\_success =~ WKF\_SKL\_19 0.549 0.117 0.098  
## 304 EMPL\_SAT\_9 ~~ BUSI\_IMP\_11 0.549 -0.030 -0.030  
## 569 TASK\_COMP\_3 ~~ CUS\_IDEF\_26 0.537 -0.045 -0.045  
## 712 LD\_STL\_9 ~~ EMP\_ATT\_3 0.536 -0.038 -0.038  
## 528 ACT\_INTG\_7 ~~ CONTX\_CUS\_14 0.536 -0.029 -0.029  
## 155 Improvement\_Proj\_success =~ CUS\_IDEF\_26 0.528 0.148 0.124  
## 424 DEC\_IMP\_13 ~~ PAT\_RES\_24 0.518 0.040 0.040  
## 142 Improvement\_Proj\_success =~ STAKEH\_ACC\_4 0.516 0.118 0.098  
## 422 DEC\_IMP\_13 ~~ CUS\_IDEF\_26 0.513 0.042 0.042  
## 186 Improvement\_Readiness =~ LD\_SUP\_1 0.508 -0.112 -0.097  
## 670 TRA\_EDUC\_18 ~~ WKF\_SKL\_19 0.508 0.049 0.049  
## 98 Transformational\_success =~ EXP\_CON\_20 0.507 0.152 0.132  
## 678 TRA\_EDUC\_18 ~~ EMP\_ATT\_3 0.505 -0.043 -0.043  
## 149 Improvement\_Proj\_success =~ ACT\_INTG\_7 0.493 -0.092 -0.077  
## 511 DEPLOY\_6 ~~ EXP\_CON\_20 0.491 -0.051 -0.051  
## 551 BUDG\_COMP\_2 ~~ CUS\_IDEF\_26 0.489 0.043 0.043  
## 433 DEC\_IMP\_13 ~~ EMP\_ATT\_3 0.486 -0.038 -0.038  
## 345 ORG\_IMP\_12 ~~ TRA\_EDUC\_18 0.485 -0.029 -0.029  
## 167 Improvement\_Proj\_success =~ UND\_CNG\_22 0.484 0.163 0.136  
## 408 EMPL\_SKI\_8 ~~ EMP\_ATT\_3 0.482 -0.036 -0.036  
## 723 LD\_SUP\_1 ~~ EMP\_ATT\_3 0.480 -0.039 -0.039  
## 351 ORG\_IMP\_12 ~~ LD\_SUP\_1 0.479 -0.027 -0.027  
## 322 EMPL\_SAT\_9 ~~ LD\_INV\_5 0.474 0.025 0.025  
## 117 Deployment\_success =~ BUSI\_IMP\_11 0.474 0.115 0.077  
## 401 EMPL\_SKI\_8 ~~ RES\_AVL\_4 0.468 0.039 0.039  
## 580 TASK\_COMP\_3 ~~ EMP\_ATT\_3 0.464 0.038 0.038  
## 754 Deployment\_success ~ Improvement\_Readiness 0.459 -0.071 -0.092  
## 123 Deployment\_success =~ CONTX\_CUS\_14 0.452 -0.091 -0.060  
## 584 TOOL\_AP\_13 ~~ EMP\_ENG\_12 0.449 -0.038 -0.038  
## 499 EMPL\_BEL\_10 ~~ DAT\_QLT\_11 0.448 -0.046 -0.046  
## 451 BUSI\_IMP\_11 ~~ LD\_STL\_9 0.448 -0.029 -0.029  
## 565 TASK\_COMP\_3 ~~ CONTX\_CUS\_14 0.447 -0.031 -0.031  
## 653 EXP\_CON\_20 ~~ DEF\_MEA\_7 0.442 -0.036 -0.036  
## 171 Improvement\_Readiness =~ EMPL\_SKI\_8 0.439 0.108 0.094  
## 211 Sust\_Impr\_Infrasturcture =~ LD\_INV\_5 0.428 -0.104 -0.082  
## 441 BUSI\_IMP\_11 ~~ TOOL\_AP\_13 0.426 -0.028 -0.028  
## 400 EMPL\_SKI\_8 ~~ WKF\_SKL\_19 0.426 0.031 0.031  
## 705 RES\_AVL\_4 ~~ EMP\_ATT\_3 0.426 -0.044 -0.044  
## 555 BUDG\_COMP\_2 ~~ RES\_AVL\_4 0.422 0.040 0.040  
## 307 EMPL\_SAT\_9 ~~ DEPLOY\_6 0.421 -0.030 -0.030  
## 427 DEC\_IMP\_13 ~~ LD\_STL\_9 0.419 0.028 0.028  
## 252 Meas\_based\_improvement =~ EMPL\_BEL\_10 0.419 0.134 0.097  
## 547 BUDG\_COMP\_2 ~~ CONTX\_CUS\_14 0.418 -0.030 -0.030  
## 477 IMPL\_SUCC\_1 ~~ DAT\_QLT\_11 0.418 0.033 0.033  
## 41 ACT\_INTG\_7 ~~ ACT\_INTG\_7 0.415 0.070 0.000  
## 504 DEPLOY\_6 ~~ ACT\_INTG\_7 0.415 -0.047 -0.047  
## 756 Improvement\_Proj\_success ~ Transformational\_success 0.414 0.121 0.127  
## 193 Sust\_Impr\_Infrasturcture =~ ORG\_IMP\_12 0.413 0.086 0.068  
## 757 Improvement\_Proj\_success ~ Deployment\_success 0.413 0.090 0.072  
## 282 Change\_awareness =~ BUDG\_COMP\_2 0.413 -0.096 -0.085  
## 313 EMPL\_SAT\_9 ~~ EFT\_REQ\_15 0.411 -0.028 -0.028  
## 175 Improvement\_Readiness =~ EMPL\_BEL\_10 0.408 0.134 0.116  
## 562 BUDG\_COMP\_2 ~~ EMP\_ATT\_3 0.407 -0.035 -0.035  
## 308 EMPL\_SAT\_9 ~~ ACT\_INTG\_7 0.398 -0.022 -0.022  
## 292 Change\_awareness =~ WKF\_SKL\_19 0.396 -0.097 -0.085  
## 746 Improvement\_Proj\_success ~~ Sust\_Impr\_Infrasturcture 0.391 -0.029 -0.090  
## 768 Sust\_Impr\_Infrasturcture ~ Improvement\_Proj\_success 0.391 -0.174 -0.183  
## 391 EMPL\_SKI\_8 ~~ TASK\_COMP\_3 0.383 0.029 0.029  
## 212 Sust\_Impr\_Infrasturcture =~ LD\_SUP\_1 0.377 0.103 0.082  
## 577 TASK\_COMP\_3 ~~ DAT\_QLT\_11 0.377 0.035 0.035  
## 702 RES\_AVL\_4 ~~ DAT\_QLT\_11 0.368 0.041 0.041  
## 358 STAKEH\_ACC\_4 ~~ DEC\_IMP\_13 0.366 0.030 0.030  
## 663 CUS\_IDEF\_26 ~~ LD\_SUP\_1 0.365 -0.036 -0.036  
## 633 EMP\_ENG\_12 ~~ PAT\_RES\_24 0.365 -0.040 -0.040  
## 218 Supportive\_Leadership =~ EMPL\_SAT\_9 0.362 0.088 0.075  
## 696 WKF\_SKL\_19 ~~ PRJ\_SEL\_6 0.362 0.030 0.030  
## 393 EMPL\_SKI\_8 ~~ CONTX\_CUS\_14 0.357 0.026 0.026  
## 220 Supportive\_Leadership =~ STAKEH\_ACC\_4 0.357 -0.103 -0.088  
## 472 IMPL\_SUCC\_1 ~~ WKF\_SKL\_19 0.349 0.027 0.027  
## 638 EMP\_ENG\_12 ~~ LD\_SUP\_1 0.345 -0.034 -0.034  
## 385 EMPL\_SKI\_8 ~~ BUSI\_IMP\_11 0.342 0.027 0.027  
## 314 EMPL\_SAT\_9 ~~ EMP\_ENG\_12 0.327 0.027 0.027  
## 626 EFT\_REQ\_15 ~~ DEF\_MEA\_7 0.317 0.025 0.025  
## 463 IMPL\_SUCC\_1 ~~ TASK\_COMP\_3 0.311 0.026 0.026  
## 695 WKF\_SKL\_19 ~~ DEF\_MEA\_7 0.310 -0.024 -0.024  
## 742 Deployment\_success ~~ Supportive\_Leadership 0.303 0.017 0.048  
## 154 Improvement\_Proj\_success =~ EXP\_CON\_20 0.302 0.116 0.097  
## 440 BUSI\_IMP\_11 ~~ TASK\_COMP\_3 0.299 -0.027 -0.027  
## 605 CONTX\_CUS\_14 ~~ WKF\_SKL\_19 0.298 0.026 0.026  
## 108 Transformational\_success =~ DEF\_MEA\_7 0.295 -0.082 -0.071  
## 509 DEPLOY\_6 ~~ EFT\_REQ\_15 0.295 0.033 0.033  
## 177 Improvement\_Readiness =~ ACT\_INTG\_7 0.285 -0.065 -0.056  
## 718 LD\_INV\_5 ~~ EMP\_ATT\_3 0.285 0.027 0.027  
## 643 EMP\_ENG\_12 ~~ UND\_CNG\_22 0.279 0.043 0.043  
## 250 Meas\_based\_improvement =~ BUSI\_IMP\_11 0.277 0.086 0.063  
## 40 Deployment\_success ~~ Improvement\_Proj\_success 0.276 0.016 0.094  
## 431 DEC\_IMP\_13 ~~ DEF\_MEA\_7 0.276 0.022 0.022  
## 773 Supportive\_Leadership ~ Deployment\_success 0.275 0.094 0.074  
## 588 TOOL\_AP\_13 ~~ PAT\_RES\_24 0.275 0.026 0.026  
## 620 EFT\_REQ\_15 ~~ WKF\_SKL\_19 0.275 -0.028 -0.028  
## 592 TOOL\_AP\_13 ~~ LD\_INV\_5 0.273 -0.021 -0.021  
## 419 DEC\_IMP\_13 ~~ EFT\_REQ\_15 0.270 -0.027 -0.027  
## 397 EMPL\_SKI\_8 ~~ CUS\_IDEF\_26 0.269 0.030 0.030  
## 141 Improvement\_Proj\_success =~ ORG\_IMP\_12 0.263 0.069 0.058  
## 169 Improvement\_Readiness =~ ORG\_IMP\_12 0.262 0.072 0.063  
## 466 IMPL\_SUCC\_1 ~~ EFT\_REQ\_15 0.260 0.025 0.025  
## 254 Meas\_based\_improvement =~ ACT\_INTG\_7 0.259 -0.075 -0.054  
## 615 EFT\_REQ\_15 ~~ EMP\_ENG\_12 0.259 0.033 0.033  
## 359 STAKEH\_ACC\_4 ~~ BUSI\_IMP\_11 0.258 -0.025 -0.025  
## 270 Meas\_based\_improvement =~ EMP\_ATT\_3 0.257 0.206 0.150  
## 500 EMPL\_BEL\_10 ~~ DEF\_MEA\_7 0.255 -0.026 -0.026  
## 103 Transformational\_success =~ RES\_AVL\_4 0.252 0.091 0.079  
## 439 BUSI\_IMP\_11 ~~ BUDG\_COMP\_2 0.245 0.024 0.024  
## 533 ACT\_INTG\_7 ~~ TRA\_EDUC\_18 0.244 -0.024 -0.024  
## 622 EFT\_REQ\_15 ~~ LD\_STL\_9 0.240 0.023 0.023  
## 113 Deployment\_success =~ ORG\_IMP\_12 0.239 -0.069 -0.046  
## 590 TOOL\_AP\_13 ~~ RES\_AVL\_4 0.239 -0.026 -0.026  
## 636 EMP\_ENG\_12 ~~ LD\_STL\_9 0.234 0.025 0.025  
## 325 EMPL\_SAT\_9 ~~ DEF\_MEA\_7 0.229 -0.017 -0.017  
## 617 EFT\_REQ\_15 ~~ CUS\_IDEF\_26 0.225 0.031 0.031  
## 362 STAKEH\_ACC\_4 ~~ DEPLOY\_6 0.224 -0.027 -0.027  
## 591 TOOL\_AP\_13 ~~ LD\_STL\_9 0.224 -0.019 -0.019  
## 373 STAKEH\_ACC\_4 ~~ PAT\_RES\_24 0.216 0.026 0.026  
## 259 Meas\_based\_improvement =~ EFT\_REQ\_15 0.208 0.079 0.057  
## 257 Meas\_based\_improvement =~ TOOL\_AP\_13 0.207 0.069 0.050  
## 244 Supportive\_Leadership =~ UND\_CNG\_22 0.200 0.120 0.103  
## 398 EMPL\_SKI\_8 ~~ TRA\_EDUC\_18 0.198 0.022 0.022  
## 593 TOOL\_AP\_13 ~~ LD\_SUP\_1 0.197 0.019 0.019  
## 228 Supportive\_Leadership =~ BUDG\_COMP\_2 0.194 0.285 0.244  
## 179 Improvement\_Readiness =~ TASK\_COMP\_3 0.194 0.099 0.086  
## 178 Improvement\_Readiness =~ BUDG\_COMP\_2 0.194 -0.100 -0.087  
## 229 Supportive\_Leadership =~ TASK\_COMP\_3 0.194 -0.282 -0.242  
## 127 Deployment\_success =~ CUS\_IDEF\_26 0.194 -0.076 -0.051  
## 607 CONTX\_CUS\_14 ~~ LD\_STL\_9 0.193 0.018 0.018  
## 91 Transformational\_success =~ ACT\_INTG\_7 0.192 -0.082 -0.071  
## 519 DEPLOY\_6 ~~ LD\_SUP\_1 0.190 0.025 0.025  
## 163 Improvement\_Proj\_success =~ DAT\_QLT\_11 0.187 -0.083 -0.069  
## 364 STAKEH\_ACC\_4 ~~ BUDG\_COMP\_2 0.178 0.021 0.021  
## 261 Meas\_based\_improvement =~ EXP\_CON\_20 0.174 0.085 0.061  
## 608 CONTX\_CUS\_14 ~~ LD\_INV\_5 0.174 0.017 0.017  
## 755 Deployment\_success ~ Supportive\_Leadership 0.172 0.054 0.069  
## 375 STAKEH\_ACC\_4 ~~ RES\_AVL\_4 0.170 -0.025 -0.025  
## 296 Change\_awareness =~ LD\_SUP\_1 0.168 0.063 0.056  
## 707 LD\_STL\_9 ~~ LD\_INV\_5 0.168 0.022 0.022  
## 328 EMPL\_SAT\_9 ~~ UND\_CNG\_22 0.167 0.023 0.023  
## 182 Improvement\_Readiness =~ WKF\_SKL\_19 0.166 -0.061 -0.053  
## 459 IMPL\_SUCC\_1 ~~ EMPL\_BEL\_10 0.166 0.023 0.023  
## 634 EMP\_ENG\_12 ~~ WKF\_SKL\_19 0.165 0.024 0.024  
## 470 IMPL\_SUCC\_1 ~~ TRA\_EDUC\_18 0.161 -0.019 -0.019  
## 690 WKF\_SKL\_19 ~~ RES\_AVL\_4 0.161 0.028 0.028  
## 581 TASK\_COMP\_3 ~~ UND\_CNG\_22 0.159 -0.028 -0.028  
## 753 Deployment\_success ~ Improvement\_Proj\_success 0.157 0.045 0.056  
## 693 WKF\_SKL\_19 ~~ LD\_SUP\_1 0.157 -0.020 -0.020  
## 326 EMPL\_SAT\_9 ~~ PRJ\_SEL\_6 0.151 0.016 0.016  
## 384 EMPL\_SKI\_8 ~~ DEC\_IMP\_13 0.150 0.018 0.018  
## 483 EMPL\_BEL\_10 ~~ ACT\_INTG\_7 0.149 0.020 0.020  
## 383 STAKEH\_ACC\_4 ~~ UND\_CNG\_22 0.143 0.026 0.026  
## 585 TOOL\_AP\_13 ~~ EXP\_CON\_20 0.142 -0.022 -0.022  
## 317 EMPL\_SAT\_9 ~~ TRA\_EDUC\_18 0.139 0.016 0.016  
## 557 BUDG\_COMP\_2 ~~ LD\_INV\_5 0.139 0.017 0.017  
## 508 DEPLOY\_6 ~~ CONTX\_CUS\_14 0.139 0.020 0.020  
## 309 EMPL\_SAT\_9 ~~ BUDG\_COMP\_2 0.138 -0.015 -0.015  
## 720 LD\_SUP\_1 ~~ DAT\_QLT\_11 0.137 0.021 0.021  
## 497 EMPL\_BEL\_10 ~~ LD\_INV\_5 0.134 -0.020 -0.020  
## 475 IMPL\_SUCC\_1 ~~ LD\_INV\_5 0.132 0.015 0.015  
## 189 Improvement\_Readiness =~ PRJ\_SEL\_6 0.131 -0.053 -0.046  
## 587 TOOL\_AP\_13 ~~ TRA\_EDUC\_18 0.129 0.017 0.017  
## 215 Sust\_Impr\_Infrasturcture =~ PRJ\_SEL\_6 0.122 0.057 0.045  
## 492 EMPL\_BEL\_10 ~~ TRA\_EDUC\_18 0.120 -0.022 -0.022  
## 361 STAKEH\_ACC\_4 ~~ EMPL\_BEL\_10 0.119 -0.021 -0.021  
## 752 Deployment\_success ~ Transformational\_success 0.116 -0.074 -0.096  
## 596 TOOL\_AP\_13 ~~ PRJ\_SEL\_6 0.114 0.015 0.015  
## 107 Transformational\_success =~ DAT\_QLT\_11 0.113 -0.055 -0.048  
## 474 IMPL\_SUCC\_1 ~~ LD\_STL\_9 0.112 0.014 0.014  
## 573 TASK\_COMP\_3 ~~ RES\_AVL\_4 0.112 -0.021 -0.021  
## 731 DEF\_MEA\_7 ~~ UND\_CNG\_22 0.108 -0.019 -0.019  
## 341 ORG\_IMP\_12 ~~ EFT\_REQ\_15 0.105 -0.014 -0.014  
## 374 STAKEH\_ACC\_4 ~~ WKF\_SKL\_19 0.105 -0.016 -0.016  
## 706 RES\_AVL\_4 ~~ UND\_CNG\_22 0.105 0.027 0.027  
## 652 EXP\_CON\_20 ~~ DAT\_QLT\_11 0.102 0.023 0.023  
## 571 TASK\_COMP\_3 ~~ PAT\_RES\_24 0.100 0.018 0.018  
## 126 Deployment\_success =~ EXP\_CON\_20 0.099 0.056 0.038  
## 199 Sust\_Impr\_Infrasturcture =~ EMPL\_BEL\_10 0.099 0.063 0.050  
## 558 BUDG\_COMP\_2 ~~ LD\_SUP\_1 0.098 0.016 0.016  
## 679 TRA\_EDUC\_18 ~~ UND\_CNG\_22 0.097 -0.023 -0.023  
## 425 DEC\_IMP\_13 ~~ WKF\_SKL\_19 0.096 0.015 0.015  
## 115 Deployment\_success =~ EMPL\_SKI\_8 0.095 -0.050 -0.034  
## 548 BUDG\_COMP\_2 ~~ EFT\_REQ\_15 0.092 0.016 0.016  
## 654 EXP\_CON\_20 ~~ PRJ\_SEL\_6 0.091 -0.019 -0.019  
## 604 CONTX\_CUS\_14 ~~ PAT\_RES\_24 0.090 -0.016 -0.016  
## 503 EMPL\_BEL\_10 ~~ UND\_CNG\_22 0.089 0.025 0.025  
## 90 Transformational\_success =~ DEPLOY\_6 0.087 0.046 0.040  
## 350 ORG\_IMP\_12 ~~ LD\_INV\_5 0.087 -0.010 -0.010  
## 232 Supportive\_Leadership =~ EFT\_REQ\_15 0.086 0.048 0.041  
## 778 Change\_awareness ~ Transformational\_success 0.085 -0.391 -0.386  
## 721 LD\_SUP\_1 ~~ DEF\_MEA\_7 0.085 -0.012 -0.012  
## 207 Sust\_Impr\_Infrasturcture =~ EMP\_ENG\_12 0.081 -0.050 -0.040  
## 541 ACT\_INTG\_7 ~~ DEF\_MEA\_7 0.080 -0.010 -0.010  
## 181 Improvement\_Readiness =~ PAT\_RES\_24 0.080 -0.045 -0.039  
## 206 Sust\_Impr\_Infrasturcture =~ EFT\_REQ\_15 0.076 0.045 0.036  
## 733 PRJ\_SEL\_6 ~~ UND\_CNG\_22 0.075 0.019 0.019  
## 392 EMPL\_SKI\_8 ~~ TOOL\_AP\_13 0.073 -0.011 -0.011  
## 473 IMPL\_SUCC\_1 ~~ RES\_AVL\_4 0.073 0.015 0.015  
## 701 RES\_AVL\_4 ~~ LD\_SUP\_1 0.071 0.016 0.016  
## 600 CONTX\_CUS\_14 ~~ EMP\_ENG\_12 0.070 -0.015 -0.015  
## 139 Deployment\_success =~ UND\_CNG\_22 0.070 -0.074 -0.050  
## 496 EMPL\_BEL\_10 ~~ LD\_STL\_9 0.069 0.014 0.014  
## 428 DEC\_IMP\_13 ~~ LD\_INV\_5 0.068 -0.011 -0.011  
## 460 IMPL\_SUCC\_1 ~~ DEPLOY\_6 0.066 0.013 0.013  
## 352 ORG\_IMP\_12 ~~ DAT\_QLT\_11 0.066 -0.011 -0.011  
## 449 BUSI\_IMP\_11 ~~ WKF\_SKL\_19 0.065 -0.012 -0.012  
## 482 EMPL\_BEL\_10 ~~ DEPLOY\_6 0.065 -0.018 -0.018  
## 734 EMP\_ATT\_3 ~~ UND\_CNG\_22 0.063 0.055 0.055  
## 247 Meas\_based\_improvement =~ STAKEH\_ACC\_4 0.063 0.042 0.031  
## 462 IMPL\_SUCC\_1 ~~ BUDG\_COMP\_2 0.062 -0.011 -0.011  
## 697 WKF\_SKL\_19 ~~ EMP\_ATT\_3 0.060 -0.014 -0.014  
## 521 DEPLOY\_6 ~~ DEF\_MEA\_7 0.060 0.012 0.012  
## 623 EFT\_REQ\_15 ~~ LD\_INV\_5 0.060 0.012 0.012  
## 386 EMPL\_SKI\_8 ~~ IMPL\_SUCC\_1 0.059 -0.011 -0.011  
## 694 WKF\_SKL\_19 ~~ DAT\_QLT\_11 0.059 -0.014 -0.014  
## 404 EMPL\_SKI\_8 ~~ LD\_SUP\_1 0.059 -0.011 -0.011  
## 110 Transformational\_success =~ EMP\_ATT\_3 0.058 0.166 0.144  
## 390 EMPL\_SKI\_8 ~~ BUDG\_COMP\_2 0.056 -0.011 -0.011  
## 195 Sust\_Impr\_Infrasturcture =~ EMPL\_SKI\_8 0.056 0.037 0.029  
## 331 ORG\_IMP\_12 ~~ DEC\_IMP\_13 0.055 0.009 0.009  
## 161 Improvement\_Proj\_success =~ LD\_INV\_5 0.055 -0.063 -0.053  
## 394 EMPL\_SKI\_8 ~~ EFT\_REQ\_15 0.053 0.011 0.011  
## 412 DEC\_IMP\_13 ~~ EMPL\_BEL\_10 0.053 0.014 0.014  
## 610 CONTX\_CUS\_14 ~~ DAT\_QLT\_11 0.053 -0.012 -0.012  
## 506 DEPLOY\_6 ~~ TASK\_COMP\_3 0.052 0.013 0.013  
## 388 EMPL\_SKI\_8 ~~ DEPLOY\_6 0.051 -0.012 -0.012  
## 711 LD\_STL\_9 ~~ PRJ\_SEL\_6 0.049 0.010 0.010  
## 426 DEC\_IMP\_13 ~~ RES\_AVL\_4 0.048 0.013 0.013  
## 255 Meas\_based\_improvement =~ BUDG\_COMP\_2 0.047 0.049 0.035  
## 210 Sust\_Impr\_Infrasturcture =~ LD\_STL\_9 0.047 0.034 0.027  
## 443 BUSI\_IMP\_11 ~~ EFT\_REQ\_15 0.047 -0.011 -0.011  
## 187 Improvement\_Readiness =~ DAT\_QLT\_11 0.045 0.033 0.029  
## 559 BUDG\_COMP\_2 ~~ DAT\_QLT\_11 0.044 0.012 0.012  
## 276 Change\_awareness =~ DEC\_IMP\_13 0.044 0.034 0.030  
## 556 BUDG\_COMP\_2 ~~ LD\_STL\_9 0.044 0.010 0.010  
## 217 Sust\_Impr\_Infrasturcture =~ UND\_CNG\_22 0.043 0.052 0.041  
## 216 Sust\_Impr\_Infrasturcture =~ EMP\_ATT\_3 0.043 -0.094 -0.075  
## 736 Transformational\_success ~~ Sust\_Impr\_Infrasturcture 0.041 -0.061 -0.189  
## 737 Transformational\_success ~~ Supportive\_Leadership 0.041 -0.012 -0.035  
## 738 Transformational\_success ~~ Meas\_based\_improvement 0.041 0.006 0.020  
## 735 Transformational\_success ~~ Improvement\_Readiness 0.041 -0.064 -0.182  
## 739 Transformational\_success ~~ Change\_awareness 0.041 -0.063 -0.175  
## 779 Change\_awareness ~ Deployment\_success 0.041 -0.108 -0.082  
## 333 ORG\_IMP\_12 ~~ IMPL\_SUCC\_1 0.041 -0.008 -0.008  
## 349 ORG\_IMP\_12 ~~ LD\_STL\_9 0.040 0.007 0.007  
## 104 Transformational\_success =~ LD\_STL\_9 0.039 0.034 0.029  
## 575 TASK\_COMP\_3 ~~ LD\_INV\_5 0.037 -0.009 -0.009  
## 637 EMP\_ENG\_12 ~~ LD\_INV\_5 0.036 -0.010 -0.010  
## 560 BUDG\_COMP\_2 ~~ DEF\_MEA\_7 0.034 0.008 0.008  
## 389 EMPL\_SKI\_8 ~~ ACT\_INTG\_7 0.034 -0.007 -0.007  
## 456 BUSI\_IMP\_11 ~~ PRJ\_SEL\_6 0.033 -0.009 -0.009  
## 744 Deployment\_success ~~ Change\_awareness 0.033 -0.017 -0.046  
## 143 Improvement\_Proj\_success =~ EMPL\_SKI\_8 0.033 -0.028 -0.024  
## 660 CUS\_IDEF\_26 ~~ RES\_AVL\_4 0.029 -0.013 -0.013  
## 703 RES\_AVL\_4 ~~ DEF\_MEA\_7 0.029 0.009 0.009  
## 180 Improvement\_Readiness =~ TRA\_EDUC\_18 0.029 0.026 0.022  
## 629 EFT\_REQ\_15 ~~ UND\_CNG\_22 0.028 0.012 0.012  
## 347 ORG\_IMP\_12 ~~ WKF\_SKL\_19 0.028 0.007 0.007  
## 188 Improvement\_Readiness =~ DEF\_MEA\_7 0.028 0.025 0.022  
## 609 CONTX\_CUS\_14 ~~ LD\_SUP\_1 0.026 0.007 0.007  
## 743 Deployment\_success ~~ Meas\_based\_improvement 0.026 0.004 0.014  
## 416 DEC\_IMP\_13 ~~ TASK\_COMP\_3 0.026 -0.008 -0.008  
## 758 Improvement\_Proj\_success ~ Sust\_Impr\_Infrasturcture 0.022 -0.024 -0.023  
## 716 LD\_INV\_5 ~~ DEF\_MEA\_7 0.022 0.006 0.006  
## 659 CUS\_IDEF\_26 ~~ WKF\_SKL\_19 0.022 -0.009 -0.009  
## 698 WKF\_SKL\_19 ~~ UND\_CNG\_22 0.021 -0.010 -0.010  
## 371 STAKEH\_ACC\_4 ~~ CUS\_IDEF\_26 0.021 -0.009 -0.009  
## 772 Supportive\_Leadership ~ Transformational\_success 0.020 0.047 0.047  
## 510 DEPLOY\_6 ~~ EMP\_ENG\_12 0.020 -0.010 -0.010  
## 442 BUSI\_IMP\_11 ~~ CONTX\_CUS\_14 0.020 0.006 0.006  
## 564 TASK\_COMP\_3 ~~ TOOL\_AP\_13 0.019 -0.006 -0.006  
## 294 Change\_awareness =~ LD\_STL\_9 0.019 0.020 0.018  
## 260 Meas\_based\_improvement =~ EMP\_ENG\_12 0.017 0.025 0.018  
## 111 Transformational\_success =~ UND\_CNG\_22 0.017 -0.048 -0.042  
## 305 EMPL\_SAT\_9 ~~ IMPL\_SUCC\_1 0.017 -0.005 -0.005  
## 205 Sust\_Impr\_Infrasturcture =~ CONTX\_CUS\_14 0.017 -0.019 -0.015  
## 336 ORG\_IMP\_12 ~~ ACT\_INTG\_7 0.016 0.004 0.004  
## 450 BUSI\_IMP\_11 ~~ RES\_AVL\_4 0.015 -0.007 -0.007  
## 96 Transformational\_success =~ EFT\_REQ\_15 0.015 -0.023 -0.020  
## 724 LD\_SUP\_1 ~~ UND\_CNG\_22 0.014 -0.008 -0.008  
## 599 CONTX\_CUS\_14 ~~ EFT\_REQ\_15 0.013 -0.006 -0.006  
## 635 EMP\_ENG\_12 ~~ RES\_AVL\_4 0.013 -0.008 -0.008  
## 198 Sust\_Impr\_Infrasturcture =~ IMPL\_SUCC\_1 0.012 0.017 0.013  
## 348 ORG\_IMP\_12 ~~ RES\_AVL\_4 0.012 -0.005 -0.005  
## 147 Improvement\_Proj\_success =~ EMPL\_BEL\_10 0.012 0.022 0.018  
## 647 EXP\_CON\_20 ~~ WKF\_SKL\_19 0.011 0.007 0.007  
## 293 Change\_awareness =~ RES\_AVL\_4 0.011 -0.018 -0.015  
## 534 ACT\_INTG\_7 ~~ PAT\_RES\_24 0.010 0.005 0.005  
## 741 Deployment\_success ~~ Sust\_Impr\_Infrasturcture 0.010 0.007 0.020  
## 316 EMPL\_SAT\_9 ~~ CUS\_IDEF\_26 0.009 0.005 0.005  
## 627 EFT\_REQ\_15 ~~ PRJ\_SEL\_6 0.009 0.005 0.005  
## 687 PAT\_RES\_24 ~~ PRJ\_SEL\_6 0.009 0.005 0.005  
## 236 Supportive\_Leadership =~ TRA\_EDUC\_18 0.008 0.015 0.013  
## 219 Supportive\_Leadership =~ ORG\_IMP\_12 0.008 -0.013 -0.011  
## 225 Supportive\_Leadership =~ EMPL\_BEL\_10 0.008 -0.019 -0.016  
## 486 EMPL\_BEL\_10 ~~ TOOL\_AP\_13 0.008 -0.005 -0.005  
## 767 Sust\_Impr\_Infrasturcture ~ Deployment\_success 0.007 0.033 0.027  
## 418 DEC\_IMP\_13 ~~ CONTX\_CUS\_14 0.007 -0.004 -0.004  
## 673 TRA\_EDUC\_18 ~~ LD\_INV\_5 0.007 0.004 0.004  
## 611 CONTX\_CUS\_14 ~~ DEF\_MEA\_7 0.005 0.003 0.003  
## 531 ACT\_INTG\_7 ~~ EXP\_CON\_20 0.005 -0.004 -0.004  
## 160 Improvement\_Proj\_success =~ LD\_STL\_9 0.004 -0.018 -0.015  
## 138 Deployment\_success =~ EMP\_ATT\_3 0.004 0.030 0.020  
## 100 Transformational\_success =~ TRA\_EDUC\_18 0.004 -0.011 -0.010  
## 751 Transformational\_success ~ Improvement\_Proj\_success 0.004 0.012 0.012  
## 39 Transformational\_success ~~ Improvement\_Proj\_success 0.004 0.002 0.012  
## 140 Improvement\_Proj\_success =~ EMPL\_SAT\_9 0.004 -0.008 -0.007  
## 338 ORG\_IMP\_12 ~~ TASK\_COMP\_3 0.003 0.002 0.002  
## 480 IMPL\_SUCC\_1 ~~ EMP\_ATT\_3 0.003 -0.003 -0.003  
## 95 Transformational\_success =~ CONTX\_CUS\_14 0.003 0.009 0.008  
## 715 LD\_INV\_5 ~~ DAT\_QLT\_11 0.003 0.003 0.003  
## 522 DEPLOY\_6 ~~ PRJ\_SEL\_6 0.003 0.003 0.003  
## 246 Meas\_based\_improvement =~ ORG\_IMP\_12 0.003 -0.007 -0.005  
## 495 EMPL\_BEL\_10 ~~ RES\_AVL\_4 0.003 -0.004 -0.004  
## 561 BUDG\_COMP\_2 ~~ PRJ\_SEL\_6 0.002 0.002 0.002  
## 520 DEPLOY\_6 ~~ DAT\_QLT\_11 0.002 -0.003 -0.003  
## 280 Change\_awareness =~ DEPLOY\_6 0.002 -0.006 -0.005  
## 281 Change\_awareness =~ ACT\_INTG\_7 0.002 0.009 0.008  
## 405 EMPL\_SKI\_8 ~~ DAT\_QLT\_11 0.001 0.002 0.002  
## 468 IMPL\_SUCC\_1 ~~ EXP\_CON\_20 0.001 0.002 0.002  
## 766 Sust\_Impr\_Infrasturcture ~ Transformational\_success 0.001 -0.035 -0.038  
## 714 LD\_INV\_5 ~~ LD\_SUP\_1 0.001 -0.002 -0.002  
## 222 Supportive\_Leadership =~ DEC\_IMP\_13 0.001 0.005 0.004  
## 166 Improvement\_Proj\_success =~ EMP\_ATT\_3 0.001 0.008 0.006  
## 370 STAKEH\_ACC\_4 ~~ EXP\_CON\_20 0.001 0.002 0.002  
## 685 PAT\_RES\_24 ~~ DAT\_QLT\_11 0.001 -0.002 -0.002  
## 691 WKF\_SKL\_19 ~~ LD\_STL\_9 0.001 0.001 0.001  
## 527 ACT\_INTG\_7 ~~ TOOL\_AP\_13 0.001 0.001 0.001  
## 683 PAT\_RES\_24 ~~ LD\_INV\_5 0.001 -0.001 -0.001  
## 194 Sust\_Impr\_Infrasturcture =~ STAKEH\_ACC\_4 0.000 0.003 0.003  
## 710 LD\_STL\_9 ~~ DEF\_MEA\_7 0.000 -0.001 -0.001  
## 651 EXP\_CON\_20 ~~ LD\_SUP\_1 0.000 0.001 0.001  
## 583 TOOL\_AP\_13 ~~ EFT\_REQ\_15 0.000 0.001 0.001  
## 129 Deployment\_success =~ PAT\_RES\_24 0.000 0.003 0.002  
## 278 Change\_awareness =~ IMPL\_SUCC\_1 0.000 0.002 0.001  
## 176 Improvement\_Readiness =~ DEPLOY\_6 0.000 0.001 0.001  
## 656 EXP\_CON\_20 ~~ UND\_CNG\_22 0.000 0.001 0.001  
## 589 TOOL\_AP\_13 ~~ WKF\_SKL\_19 0.000 0.000 0.000  
## 136 Deployment\_success =~ DEF\_MEA\_7 0.000 0.001 0.000  
## 357 STAKEH\_ACC\_4 ~~ EMPL\_SKI\_8 0.000 0.000 0.000  
## 586 TOOL\_AP\_13 ~~ CUS\_IDEF\_26 0.000 0.000 0.000  
## sepc.all sepc.nox  
## 279 0.810 0.810  
## 502 0.825 0.825  
## 334 -0.556 -0.556  
## 306 0.514 0.514  
## 287 0.461 0.461  
## 642 0.676 0.676  
## 621 0.466 0.466  
## 668 0.430 0.430  
## 700 0.466 0.466  
## 299 0.401 0.401  
## 165 0.451 0.451  
## 327 0.594 0.594  
## 538 NA NA  
## 579 0.438 0.438  
## 319 -0.419 -0.419  
## 153 0.446 0.446  
## 272 0.331 0.331  
## 489 0.341 0.341  
## 284 -0.277 -0.277  
## 135 -0.279 -0.279  
## 196 0.321 0.321  
## 213 -0.345 -0.345  
## 709 -0.364 -0.364  
## 725 0.653 0.653  
## 242 0.493 0.493  
## 330 0.353 0.353  
## 311 0.371 0.371  
## 641 0.330 0.330  
## 343 -0.324 -0.324  
## 340 0.356 0.356  
## 598 -0.341 -0.341  
## 133 -0.219 -0.219  
## 471 -0.323 -0.323  
## 258 -0.264 -0.264  
## 137 0.229 0.229  
## 423 0.324 0.324  
## 430 -0.304 -0.304  
## 514 -0.296 -0.296  
## 381 -0.313 -0.313  
## 680 -0.396 -0.396  
## 447 -0.319 -0.319  
## 516 0.285 0.285  
## 582 0.451 0.451  
## 699 -0.322 -0.322  
## 612 -0.333 -0.333  
## 197 -0.276 -0.276  
## 93 0.374 0.374  
## 346 0.309 0.309  
## 274 -0.314 -0.314  
## 490 0.271 0.271  
## 518 0.298 0.298  
## 256 0.345 0.345  
## 105 -0.311 -0.311  
## 298 -0.283 -0.283  
## 640 -0.370 -0.370  
## 677 -0.312 -0.312  
## 302 -0.298 -0.298  
## 291 0.292 0.292  
## 360 -0.281 -0.281  
## 748 0.258 0.258  
## 631 -0.270 -0.270  
## 774 -0.690 -0.690  
## 747 -0.337 -0.337  
## 549 0.304 0.304  
## 481 -0.265 -0.265  
## 130 0.295 0.295  
## 285 -0.216 -0.216  
## 553 -0.302 -0.302  
## 376 -0.280 -0.280  
## 406 -0.346 -0.346  
## 121 0.197 0.197  
## 435 0.265 0.265  
## 283 0.255 0.255  
## 630 0.249 0.249  
## 669 0.317 0.317  
## 537 NA NA  
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## 318 0.262 0.262  
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## 729 -0.680 -0.680  
## 732 0.388 0.388  
## 487 -0.254 -0.254  
## 536 NA NA  
## 645 0.253 0.253  
## 114 -0.208 -0.208  
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## 618 -0.262 -0.262  
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## 379 0.239 0.239  
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## 106 0.277 0.277  
## 563 0.261 0.261  
## 661 0.251 0.251  
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## 666 -0.239 -0.239  
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## 540 NA NA  
## 134 0.174 0.174  
## 614 -0.240 -0.240  
## 730 -0.500 -0.500  
## 436 -0.221 -0.221  
## 568 -0.249 -0.249  
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## 118 0.179 0.179  
## 554 0.279 0.279  
## 676 0.319 0.319  
## 184 0.218 0.218  
## 491 -0.209 -0.209  
## 461 NA NA  
## 224 0.223 0.223  
## 368 -0.218 -0.218  
## 239 0.254 0.254  
## 214 0.215 0.215  
## 434 0.210 0.210  
## 148 0.186 0.186  
## 728 -0.211 -0.211  
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## 413 0.201 0.201  
## 344 0.217 0.217  
## 624 -0.221 -0.221  
## 151 -0.217 -0.217  
## 248 -0.182 -0.182  
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## 288 0.223 0.223  
## 454 0.209 0.209  
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## 576 -0.246 -0.246  
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## 159 0.225 0.225  
## 469 -0.200 -0.200  
## 92 -0.251 -0.251  
## 267 -0.243 -0.243  
## 355 -0.311 -0.311  
## 172 -0.215 -0.215  
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## 122 -0.128 -0.128  
## 672 0.228 0.228  
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## 639 -0.192 -0.192  
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## 415 -0.217 -0.217  
## 485 0.208 0.208  
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## 523 -0.262 -0.262  
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## 249 -0.167 -0.167  
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## 437 0.166 0.166  
## 116 0.147 0.147  
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## 363 NA NA  
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## 664 0.165 0.165  
## 717 0.193 0.193  
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## 262 0.161 0.161  
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## 493 0.130 0.130  
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## 303 -0.127 -0.127  
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## 597 -0.199 -0.199  
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semPaths(lasso\_sem\_fit,whatLabels = "std", layout="tree", style = "Lisrel")

