CFA_RMARKDOWN

Preliminary analysis

Quick glance at the frequencies of demographics. We have very little respondents in many categories, which will mess up our analysis later on, so I decided to combine or remove some of them. For Q5, I combined '18-24 years old', '55-64 years old', and '65-74 years old' into the category 'Other' (even combined they only add up to 69 respondents, which is 15% of the data). For Q6, I combined all categories that weren't full time employees into Other (and even then, they only make up 17% of the data). For Q7, I combined '1-2 years', and '3-5 years' into '1-5 years'. For Q8, I combined '0-6 months', '7-12 months', and '1-2 years' into '0-2 years'. Also, '11-15 years', '16-25 years', and '25 years or more' into '11-25 years or more'. For Q9, I just combined everything that is not caucasian into 'Other'. For Q10, I just removed the non-gender categories, since literally only 2 people responded to those. For Q11, I combined everything that is not North America/central. Finally, for Q12 I combined everything that is below a bachelor's degree into 'Below Bachelors', and I combined doctoral and master degree into "Grad School Degree". For the other demographic data, categories are so different I don't think I can combine them in a logical way.

```
## rawdata_df$Q4
##
## Full Working Proficiency (Able to converse easily about everyday things and don't need to search for
## Native/Bilingual Proficiency (Proficient at conversing about everyday things and at complex/higher le
## Total
##
## Full Working Proficiency (Able to converse easily about everyday things and don't need to search for
## Native/Bilingual Proficiency (Proficient at conversing about everyday things and at complex/higher le
## Total
```

```
## rawdata_df$Q5
##                  Frequency Percent
## 25-34 years old        154   34.15
## 35-44 years old        155   34.37
## 45-54 years old         74   16.41
## Other                   68   15.08
## Total                  451  100.00
```

```
## rawdata_df$Q6
##                                Frequency Percent
## Full time (30+ hours a week)         372   82.48
## Other                                 79   17.52
## Total                                451  100.00
```

```
## rawdata_df$Q7
##               Frequency  Percent Valid Percent
## 1-5 years            85  18.8470         18.93
## 11-15 years          66  14.6341         14.70
## 6-10 years          113  25.0554         25.17
## More than 15        185  41.0200         41.20
```

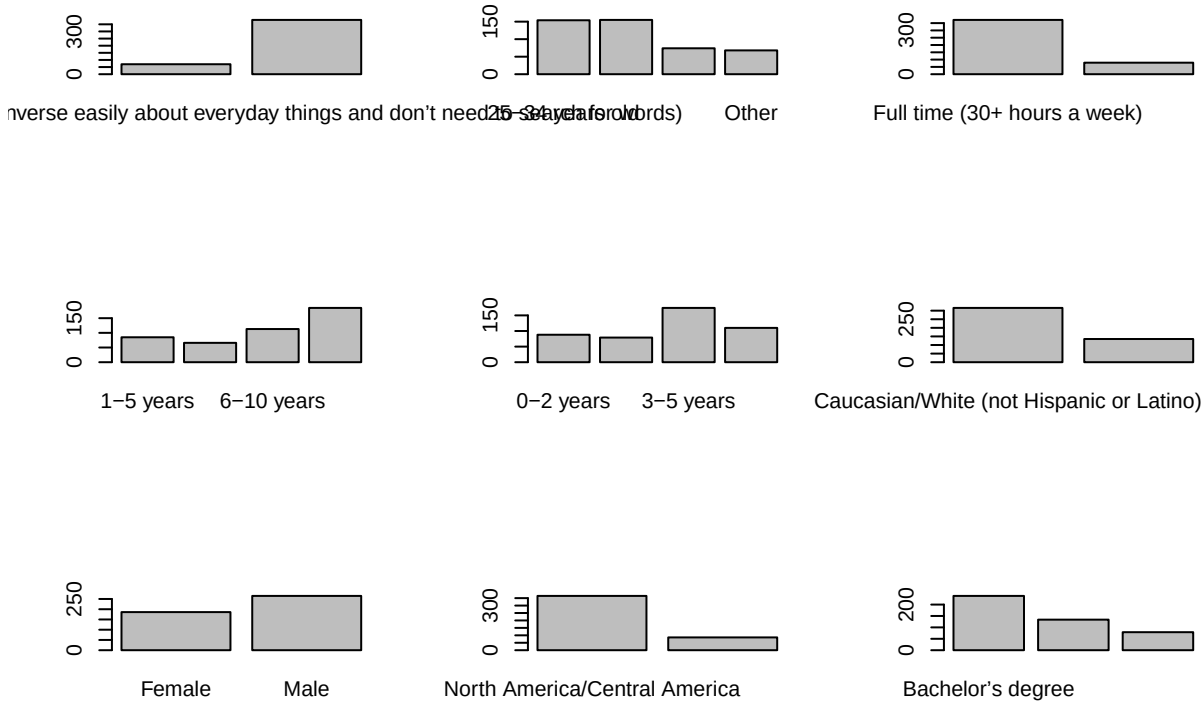
```
## NA's                 2   0.4435
## Total              451 100.0000        100.00
```

```
## rawdata_df$Q8
##                      Frequency Percent
## 0-2 years                   88   19.51
## 11-25 years or more         79   17.52
## 3-5 years                  174   38.58
## 6-10 years                 110   24.39
## Total                      451  100.00
```

```
## rawdata_df$Q9
##                                          Frequency Percent
## Caucasian/White (not Hispanic or Latino)       316   70.07
## Other                                          135   29.93
## Total                                          451  100.00
```

```
## rawdata_df$Q10
##        Frequency Percent
## Female       186   41.24
## Male         265   58.76
## Total        451  100.00
```

```
## rawdata_df$Q11
##                                Frequency Percent
## North America/Central America       365   80.93
## Other                                86   19.07
## Total                               451  100.00
```




```
## rawdata_df$Q12
##                     Frequency Percent
## Bachelor's degree         238   52.77
## Below Bachelors           134   29.71
## Grad School Degree         79   17.52
## Total                     451  100.00
```

Criterion validity analysis

You can also embed plots, for example:

```
## % latex table generated in R 4.0.3 by xtable 1.8-4 package
## % Tue Nov 23 18:52:21 2021
## \begin{table}[ht]
## \centering
## \begin{tabular}{rrrrrrrr}
##   \hline
##  & OCB & CWB & Task\_performance & Intention\_to\_stay & Engagement & Incivility & IDK \\
##   \hline
## Achievement\_Oriented & 0.59 & -0.06 & 0.37 & -0.03 & 0.62 & -0.06 & 0.51 \\
##   Adaptable & 0.12 & 0.00 & -0.00 & 0.04 & 0.23 & -0.06 & 0.13 \\
##   Analytical\_Thinking & 0.43 & -0.35 & 0.47 & -0.24 & 0.30 & -0.26 & 0.35 \\
##   Assertive & 0.50 & 0.09 & 0.23 & 0.06 & 0.60 & 0.05 & 0.44 \\
##   Competitive & 0.39 & 0.21 & 0.05 & 0.16 & 0.46 & 0.15 & 0.36 \\
##   Creative & 0.45 & 0.12 & 0.17 & 0.16 & 0.52 & 0.06 & 0.40 \\
```

```
##   Dependability & 0.59 & -0.21 & 0.46 & -0.17 & 0.54 & -0.16 & 0.42 \\
##   Detail\_Oriented & 0.46 & -0.13 & 0.34 & -0.12 & 0.51 & -0.13 & 0.43 \\
##   Energetic & 0.41 & -0.13 & 0.29 & -0.18 & 0.52 & -0.11 & 0.36 \\
##   Influencing & 0.43 & 0.23 & 0.10 & 0.19 & 0.56 & 0.14 & 0.33 \\
##   Initiative & 0.52 & -0.08 & 0.35 & -0.02 & 0.57 & -0.07 & 0.47 \\
##   Learning\_Orientation & 0.54 & -0.20 & 0.44 & -0.09 & 0.48 & -0.17 & 0.42 \\
##   Methodical & 0.39 & -0.09 & 0.32 & -0.07 & 0.37 & -0.03 & 0.34 \\
##   Optimism & 0.50 & -0.06 & 0.30 & -0.10 & 0.68 & -0.10 & 0.43 \\
##   Persistence & 0.56 & -0.05 & 0.38 & -0.03 & 0.62 & -0.07 & 0.48 \\
##   Rule\_Follower & 0.26 & -0.41 & 0.36 & -0.29 & 0.10 & -0.28 & 0.19 \\
##   Self\_control & 0.35 & -0.02 & 0.32 & 0.02 & 0.35 & -0.01 & 0.30 \\
##   Team\_Oriented & 0.43 & 0.01 & 0.14 & 0.04 & 0.44 & -0.01 & 0.16 \\
##   Stress\_Tolerance & 0.30 & -0.29 & 0.39 & -0.31 & 0.40 & -0.31 & 0.32 \\
##   Cooperation & 0.49 & -0.11 & 0.26 & -0.08 & 0.39 & -0.08 & 0.19 \\
##   Concern\_for\_Others & 0.58 & -0.09 & 0.34 & -0.04 & 0.54 & -0.12 & 0.37 \\
##   Multitasking & 0.35 & -0.06 & 0.24 & -0.06 & 0.40 & -0.11 & 0.31 \\
##   Mindful & 0.38 & -0.22 & 0.41 & -0.19 & 0.46 & -0.18 & 0.43 \\
##   Principled & 0.46 & -0.22 & 0.37 & -0.10 & 0.37 & -0.19 & 0.35 \\
##   Engageable & 0.62 & -0.07 & 0.37 & -0.13 & 0.88 & -0.05 & 0.50 \\
##   Social\_Desirability & 0.22 & -0.16 & 0.20 & -0.12 & 0.30 & -0.12 & 0.29 \\
##   Patience & 0.36 & -0.09 & 0.24 & -0.10 & 0.40 & -0.10 & 0.21 \\
##   Though\_mind & 0.05 & 0.50 & -0.19 & 0.42 & 0.23 & 0.40 & 0.12 \\
##   Sincerity & 0.20 & -0.33 & 0.35 & -0.30 & 0.21 & -0.29 & 0.20 \\
##   Sociability & 0.48 & 0.04 & 0.17 & -0.04 & 0.56 & -0.05 & 0.32 \\
##   Hexaco & 0.40 & -0.58 & 0.52 & -0.46 & 0.26 & -0.48 & 0.26 \\
##   OCB & 1.00 & -0.09 & 0.46 & -0.13 & 0.54 & -0.17 & 0.46 \\
##   CWB & -0.09 & 1.00 & -0.56 & 0.59 & -0.03 & 0.64 & -0.18 \\
##   Task\_performance & 0.46 & -0.56 & 1.00 & -0.40 & 0.33 & -0.47 & 0.47 \\
##   Intention\_to\_stay & -0.13 & 0.59 & -0.40 & 1.00 & -0.17 & 0.63 & -0.15 \\
##   Engagement & 0.54 & -0.03 & 0.33 & -0.17 & 1.00 & 0.02 & 0.50 \\
##   Incivility & -0.17 & 0.64 & -0.47 & 0.63 & 0.02 & 1.00 & -0.16 \\
##   IDK & 0.46 & -0.18 & 0.47 & -0.15 & 0.50 & -0.16 & 1.00 \\
##    \hline
## \end{tabular}
## \end{table}
```

Note that the `echo = FALSE` parameter was added to the code chunk to prevent printing of the R code that generated the plot.