

Table 1. Details of Parameter Estimates

<b>Latent Variable</b>					
	Estimate	SE	<i>Z</i>	<i>P</i>	Std
<b>POE</b>					
POE1	1				0.899
POE2	0.976	0.03	32.971	0	0.957
POE3	0.993	0.032	30.666	0	0.929
<b>ICO</b>					
ICO1	1				0.628
ICO2	1.144	0.093	12.244	0	0.762
ICO3	1.011	0.098	10.339	0	0.61
<b>IEC</b>					
IEC1	1				0.914
IEC2	0.963	0.04	24.242	0	0.857
IEC3	0.795	0.033	23.964	0	0.852
<b>SEB</b>					
SEB1	1				0.869
SEB2	0.993	0.042	23.574	0	0.88
SEB3	1.009	0.041	24.795	0	0.911
<b>Regressions</b>					
	Estimate	SE	<i>Z</i>	<i>P</i>	Std
POE ~ SEB	0.498	0.039	12.673	0	0.616
ICO ~ SEB	0.019	0.004	5.187	0	0.273
ICO ~ POE	0.057	0.006	10.016	0	0.649
IEC ~ ICO	10.368	0.821	12.631	0	0.872
<b>Variances</b>					
	Estimate	SE	<i>Z</i>	<i>P</i>	Std
.POE1	0.88	0.078	11.333	0	0.192
.POE2	0.324	0.047	6.835	0	0.084
.POE3	0.579	0.06	9.633	0	0.137
.ICO1	0.043	0.003	12.869	0	0.606
.ICO2	0.027	0.002	11.314	0	0.42
.ICO3	0.049	0.004	12.99	0	0.628
.IEC1	0.793	0.1	7.928	0	0.165
.IEC2	1.346	0.126	10.718	0	0.266
.IEC3	0.96	0.088	10.881	0	0.275
.SEB1	1.836	0.179	10.277	0	0.245
.SEB2	1.624	0.166	9.78	0	0.225
.SEB3	1.183	0.147	8.023	0	0.17
.POE	2.296	0.21	10.927	0	0.621
.ICO	0.008	0.001	5.549	0	0.286
.IEC	0.961	0.15	6.404	0	0.24
SEB	5.657	0.526	10.747	0	1

Note. SE: standard error of estimates; *Z*: *Z* value; *P*: *P* value; Std: standrardized results.