FREQUENCIES VARIABLES=Gender Experience Education F1 F2 F3 F4 F5 F6 F7 EC1 EC2 EC3 EC4 EC5 EC6 EC7

EC8 EC9 EC10 EC11 IN1 IN2 IN3 IN4 IN5 IN6 IN7 IN8 IN9 /ORDER=ANALYSIS.

Frequencies

Notes

Output Created		16-OCT-2024 17:31:01
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Gender Experience Education F1 F2 F3 F4 F5 F6 F7 EC1 EC2 EC3 EC4 EC5 EC6 EC7 EC8 EC9 EC10 EC11 IN1 IN2 IN3 IN4 IN5 IN6 IN7 IN8 IN9 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00
	Elapsed Time	00:00:00.02

[DataSet1] C:\Users\user\Documents\Survey.sav

Statistics

		Gender	Years of Experience in Advertising	Education	F1	F2	F3	F4
N	Valid	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0

Statistics

		F5	F6	F7	EC1	EC2	EC3	EC4
N	Valid	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0

Statistics

		EC5	EC6	EC7	EC8	EC9	EC10	EC11
Ν	Valid	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0

Statistics

		IN1	IN2	IN3	IN4	IN5	IN6	IN7
N	Valid	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0

Statistics

		IN8	IN9
N	Valid	100	100
	Missing	0	0

Frequency Table

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	57	57.0	57.0	57.0
	Female	43	43.0	43.0	100.0
	Total	100	100.0	100.0	

Years of Experience in Advertising

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less Than 1 year	20	20.0	20.0	20.0
	1.5 Years	27	27.0	27.0	47.0
	6-10 Years	30	30.0	30.0	77.0
	11 Years or Above	23	23.0	23.0	100.0
	Total	100	100.0	100.0	

Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Intermediate	30	30.0	30.0	30.0
	Bachelor	36	36.0	36.0	66.0
	Master	22	22.0	22.0	88.0
	PHD	12	12.0	12.0	100.0
	Total	100	100.0	100.0	

F1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	17	17.0	17.0	17.0
	Disagree	17	17.0	17.0	34.0
	Neutral	24	24.0	24.0	58.0
	Agree	23	23.0	23.0	81.0
	Strongly Agree	19	19.0	19.0	100.0
	Total	100	100.0	100.0	

F2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	18	18.0	18.0	18.0
	Disagree	18	18.0	18.0	36.0
	Neutral	20	20.0	20.0	56.0
	Agree	22	22.0	22.0	78.0
	Strongly Agree	22	22.0	22.0	100.0
	Total	100	100.0	100.0	

F3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	11	11.0	11.0	11.0
	Disagree	20	20.0	20.0	31.0
	Neutral	29	29.0	29.0	60.0
	Agree	24	24.0	24.0	84.0
	Strongly Agree	16	16.0	16.0	100.0
	Total	100	100.0	100.0	

F4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	6.0	6.0	6.0
	Disagree	23	23.0	23.0	29.0
	Neutral	33	33.0	33.0	62.0
	Agree	23	23.0	23.0	85.0
	Strongly Agree	15	15.0	15.0	100.0
	Total	100	100.0	100.0	

F5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	7.0	7.0	7.0
	Disagree	20	20.0	20.0	27.0
	Neutral	30	30.0	30.0	57.0
	Agree	22	22.0	22.0	79.0
	Strongly Agree	21	21.0	21.0	100.0
	Total	100	100.0	100.0	

F6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	11	11.0	11.0	11.0
	Disagree	20	20.0	20.0	31.0
	Neutral	29	29.0	29.0	60.0
	Agree	24	24.0	24.0	84.0
	Strongly Agree	16	16.0	16.0	100.0
	Total	100	100.0	100.0	

F7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	6.0	6.0	6.0
	Disagree	23	23.0	23.0	29.0
	Neutral	33	33.0	33.0	62.0
	Agree	23	23.0	23.0	85.0
	Strongly Agree	15	15.0	15.0	100.0
	Total	100	100.0	100.0	

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	21	21.0	21.0	21.0
	Disagree	17	17.0	17.0	38.0
	Neutral	20	20.0	20.0	58.0
	Agree	19	19.0	19.0	77.0
	Strongly Agree	23	23.0	23.0	100.0
	Total	100	100.0	100.0	

EC2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	20	20.0	20.0	20.0
	Disagree	23	23.0	23.0	43.0
	Neutral	21	21.0	21.0	64.0
	Agree	22	22.0	22.0	86.0
	Strongly Agree	14	14.0	14.0	100.0
	Total	100	100.0	100.0	

EC3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	30	30.0	30.0	30.0
	Disagree	17	17.0	17.0	47.0
	Neutral	13	13.0	13.0	60.0
	Agree	18	18.0	18.0	78.0
	Strongly Agree	22	22.0	22.0	100.0
	Total	100	100.0	100.0	

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	14	14.0	14.0	14.0
	Disagree	26	26.0	26.0	40.0
	Neutral	18	18.0	18.0	58.0
	Agree	16	16.0	16.0	74.0
	Strongly Agree	26	26.0	26.0	100.0
	Total	100	100.0	100.0	

EC5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	17	17.0	17.0	17.0
	Disagree	17	17.0	17.0	34.0
	Neutral	27	27.0	27.0	61.0
	Agree	24	24.0	24.0	85.0
	Strongly Agree	15	15.0	15.0	100.0
	Total	100	100.0	100.0	

EC6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	28	28.0	28.0	28.0
	Disagree	21	21.0	21.0	49.0
	Neutral	20	20.0	20.0	69.0
	Agree	11	11.0	11.0	80.0
	Strongly Agree	20	20.0	20.0	100.0
	Total	100	100.0	100.0	

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	27	27.0	27.0	27.0
	Disagree	12	12.0	12.0	39.0
	Neutral	18	18.0	18.0	57.0
	Agree	17	17.0	17.0	74.0
	Strongly Agree	26	26.0	26.0	100.0
	Total	100	100.0	100.0	

EC8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	14	14.0	14.0	14.0
	Disagree	32	32.0	32.0	46.0
	Neutral	12	12.0	12.0	58.0
	Agree	19	19.0	19.0	77.0
	Strongly Agree	23	23.0	23.0	100.0
	Total	100	100.0	100.0	

EC9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	18	18.0	18.0	18.0
	Disagree	26	26.0	26.0	44.0
	Neutral	13	13.0	13.0	57.0
	Agree	28	28.0	28.0	85.0
	Strongly Agree	15	15.0	15.0	100.0
	Total	100	100.0	100.0	

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	17	17.0	17.0	17.0
	Disagree	11	11.0	11.0	28.0
	Neutral	34	34.0	34.0	62.0
	Agree	21	21.0	21.0	83.0
	Strongly Agree	17	17.0	17.0	100.0
	Total	100	100.0	100.0	

EC11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	36	36.0	36.0	36.0
	Disagree	18	18.0	18.0	54.0
	Neutral	19	19.0	19.0	73.0
	Agree	10	10.0	10.0	83.0
	Strongly Agree	17	17.0	17.0	100.0
	Total	100	100.0	100.0	

IN1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	27	27.0	27.0	27.0
	Disagree	18	18.0	18.0	45.0
	Neutral	13	13.0	13.0	58.0
	Agree	21	21.0	21.0	79.0
	Strongly Agree	21	21.0	21.0	100.0
	Total	100	100.0	100.0	

IN2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	11	11.0	11.0	11.0
	Disagree	32	32.0	32.0	43.0
	Neutral	17	17.0	17.0	60.0
	Agree	18	18.0	18.0	78.0
	Strongly Agree	22	22.0	22.0	100.0
	Total	100	100.0	100.0	

IN3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	13	13.0	13.0	13.0
	Disagree	22	22.0	22.0	35.0
	Neutral	17	17.0	17.0	52.0
	Agree	24	24.0	24.0	76.0
	Strongly Agree	24	24.0	24.0	100.0
	Total	100	100.0	100.0	

IN4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	27	27.0	27.0	27.0
	Disagree	9	9.0	9.0	36.0
	Neutral	26	26.0	26.0	62.0
	Agree	20	20.0	20.0	82.0
	Strongly Agree	18	18.0	18.0	100.0
	Total	100	100.0	100.0	

IN5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	28	28.0	28.0	28.0
	Disagree	17	17.0	17.0	45.0
	Neutral	18	18.0	18.0	63.0
	Agree	24	24.0	24.0	87.0
	Strongly Agree	13	13.0	13.0	100.0
	Total	100	100.0	100.0	

IN6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	22	22.0	22.0	22.0
	Disagree	24	24.0	24.0	46.0
	Neutral	18	18.0	18.0	64.0
	Agree	12	12.0	12.0	76.0
	Strongly Agree	24	24.0	24.0	100.0
	Total	100	100.0	100.0	

IN7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	13	13.0	13.0	13.0
	Disagree	29	29.0	29.0	42.0
	Neutral	16	16.0	16.0	58.0
	Agree	16	16.0	16.0	74.0
	Strongly Agree	26	26.0	26.0	100.0
	Total	100	100.0	100.0	

IN8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	20	20.0	20.0	20.0
	Disagree	17	17.0	17.0	37.0
	Neutral	22	22.0	22.0	59.0
	Agree	17	17.0	17.0	76.0
	Strongly Agree	24	24.0	24.0	100.0
	Total	100	100.0	100.0	

IN9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	29	29.0	29.0	29.0
	Disagree	17	17.0	17.0	46.0
	Neutral	17	17.0	17.0	63.0
	Agree	25	25.0	25.0	88.0
	Strongly Agree	12	12.0	12.0	100.0
	Total	100	100.0	100.0	

FREQUENCIES VARIABLES-Gender Experience Education
/PIECHART FREQ
/ORDER=ANALYSIS.

Frequencies

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Syntax		FREQUENCIES VARIABLES=Gender Experience Education /PIECHART FREQ /ORDER=ANALYSIS.
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Statistics

		Gender	Years of Experience in Advertising	Education
N	Valid	100	100	100
	Missing	0	0	0

Frequency Table

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	57	57.0	57.0	57.0
	Female	43	43.0	43.0	100.0
	Total	100	100.0	100.0	

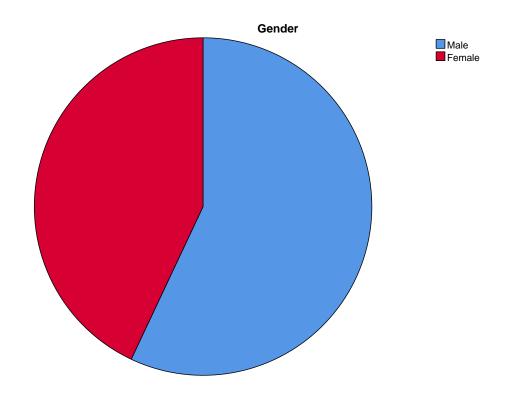
Years of Experience in Advertising

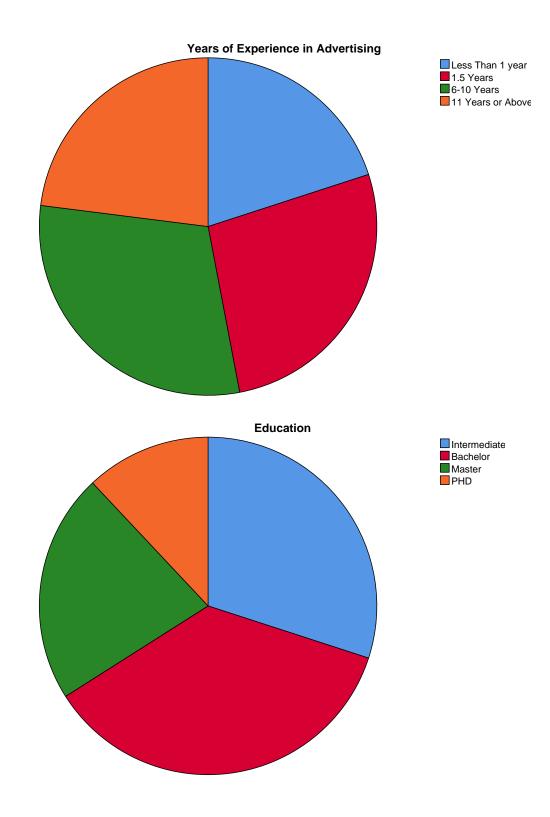
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less Than 1 year	20	20.0	20.0	20.0
	1.5 Years	27	27.0	27.0	47.0
	6-10 Years	30	30.0	30.0	77.0
	11 Years or Above	23	23.0	23.0	100.0
	Total	100	100.0	100.0	

Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Intermediate	30	30.0	30.0	30.0
	Bachelor	36	36.0	36.0	66.0
	Master	22	22.0	22.0	88.0
	PHD	12	12.0	12.0	100.0
	Total	100	100.0	100.0	

Pie Chart





FREQUENCIES VARIABLES-Gender Experience Education /PIECHART FREQ

Frequencies

Notes

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
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Syntax		FREQUENCIES VARIABLES=Gender Experience Education /PIECHART FREQ /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.75
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Statistics

		Gender	Years of Experience in Advertising	Education
N	Valid	100	100	100
	Missing	0	0	0

Frequency Table

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	57	57.0	57.0	57.0
	Female	43	43.0	43.0	100.0
	Total	100	100.0	100.0	

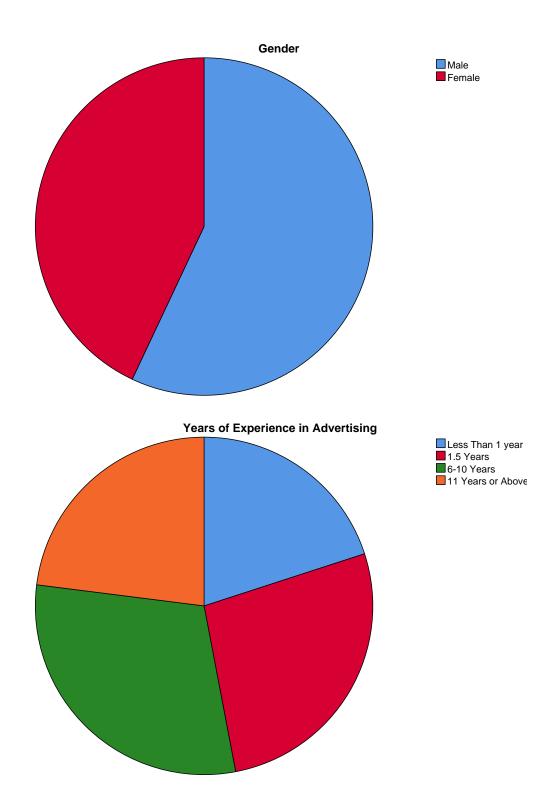
Years of Experience in Advertising

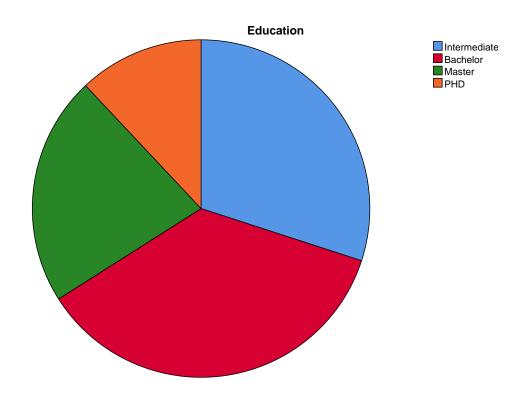
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less Than 1 year	20	20.0	20.0	20.0
	1.5 Years	27	27.0	27.0	47.0
	6-10 Years	30	30.0	30.0	77.0
	11 Years or Above	23	23.0	23.0	100.0
	Total	100	100.0	100.0	

Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Intermediate	30	30.0	30.0	30.0
	Bachelor	36	36.0	36.0	66.0
	Master	22	22.0	22.0	88.0
	PHD	12	12.0	12.0	100.0
	Total	100	100.0	100.0	

Pie Chart





CROSSTABS

/TABLES=Gender BY Education BY Experience
/FORMAT=AVALUE TABLES
/CELLS=COUNT
/COUNT ROUND CELL.

Crosstabs

Output Created		16-OCT-2024 17:43:29	
Comments			
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.	
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.	
Syntax		CROSSTABS /TABLES=Gender BY Education BY Experience /FORMAT=AVALUE TABLES /CELLS=COUNT /COUNT ROUND CELL.	
Resources	Processor Time	00:00:00.00	
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Case Processing Summary

\sim				
()	2	c	Δ	c

	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender * Education * Years of Experience in Advertising	100	100.0%	0	0.0%	100	100.0%

Gender * Education * Years of Experience in Advertising Crosstabulation

Count

	Education						
Years of Experience in Advertising		Intermediate	Bachelor	Master	PHD	Total	
Less Than 1 year	Gender	Male	6	5		0	11
		Female	5	3		1	9
	Total		11	8		1	20
1.5 Years	Gender	Male	9	2	4	0	15
		Female	6	5	0	1	12
	Total		15	7	4	1	27
6-10 Years	Gender	Male	4	10	2	2	18
		Female	0	5	6	1	12
	Total		4	15	8	3	30
11 Years or Above	Gender	Male		5	5	3	13
		Female		1	5	4	10
	Total			6	10	7	23
Total	Gender	Male	19	22	11	5	57
		Female	11	14	11	7	43
	Total		30	36	22	12	100

CROSSTABS

/TABLES=Gender BY Education BY Experience /FORMAT=AVALUE TABLES /CELLS=COUNT /COUNT ROUND CELL /BARCHART.

Crosstabs

Output Created		16-OCT-2024 17:46:46
Comments		
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	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax		CROSSTABS /TABLES=Gender BY Education BY Experience /FORMAT=AVALUE TABLES /CELLS=COUNT /COUNT ROUND CELL /BARCHART.
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Case Processing Summary

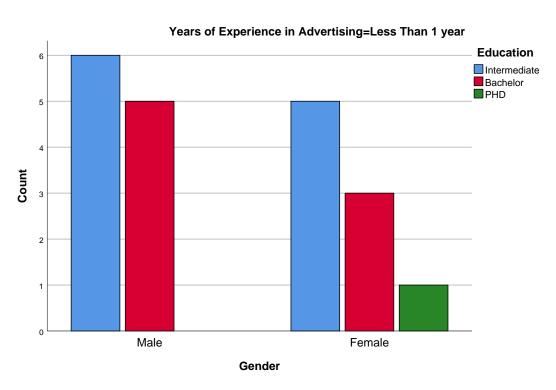
Cases

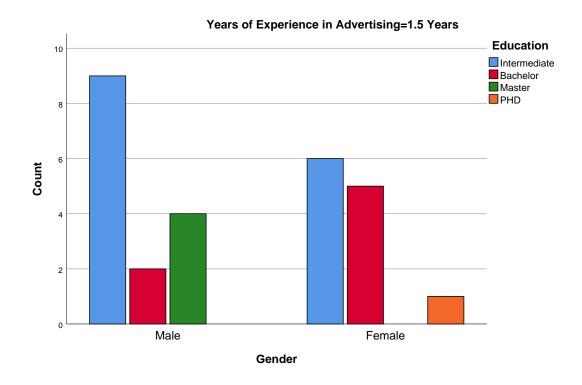
	Guede						
	Va	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent	
Gender * Education * Years of Experience in Advertising	100	100.0%	0	0.0%	100	100.0%	_

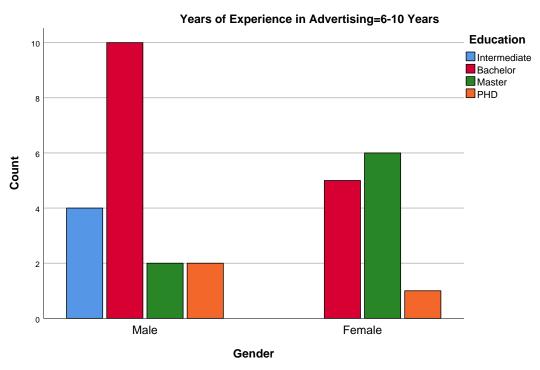
Gender * Education * Years of Experience in Advertising Crosstabulation

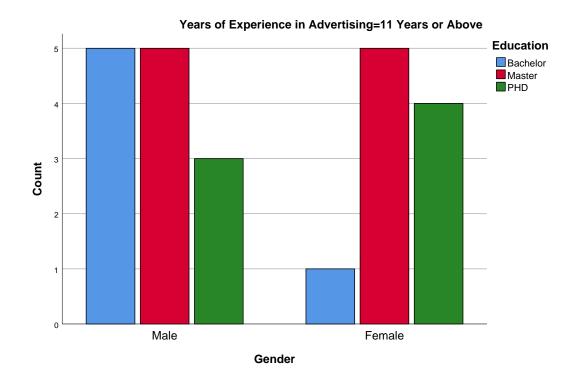
Count

Education							
Years of Experience	in Advertisii	ng	Intermediate	Bachelor	Master	PHD	Total
Less Than 1 year	Gender	Male	6	5		0	11
		Female	5	3		1	9
	Total		11	8		1	20
1.5 Years	Gender	Male	9	2	4	0	15
		Female	6	5	0	1	12
	Total		15	7	4	1	27
6-10 Years	Gender	Male	4	10	2	2	18
		Female	0	5	6	1	12
	Total		4	15	8	3	30
11 Years or Above	Gender	Male		5	5	3	13
		Female		1	5	4	10
	Total			6	10	7	23
Total	Gender	Male	19	22	11	5	57
		Female	11	14	11	7	43
	Total		30	36	22	12	100









```
GET

FILE='C:\Users\user\Documents\Survey.sav'.

DATASET NAME DataSet1 WINDOW=FRONT.

RELIABILITY

/VARIABLES=F1 F2 F3 F4 F5 F6 F7

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.
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Reliability

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Comments		
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=F1 F2 F3 F4 F5 F6 F7 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01

[DataSet1] C:\Users\user\Documents\Survey.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excludeda	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.527	7

RELIABILITY

/VARIABLES=F7 F1 F2 F3 F4 F5 F6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.

Reliability

Notes

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Comments		
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	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=F7 F1 F2 F3 F4 F5 F6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excludeda	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's	
Alpha	N of Items
.527	7

RELIABILITY

/VARIABLES=EC1 EC2 EC3 EC4 EC5 EC6 EC7 EC8 EC9 EC10 EC11 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.

Reliability

Output Created		17-OCT-2024 11:26:35
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=EC1 EC2 EC3 EC4 EC5 EC6 EC7 EC8 EC9 EC10 EC11 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.05

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excludeda	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha ^a	N of Items
-9.783	11

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

RELIABILITY

/VARIABLES=F1 F2 F3 F4 F5 F6 F7

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

Reliability

Output Created	17-OCT-2024 11:30:43	
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=F1 F2 F3 F4 F5 F6 F7 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excludeda	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's	
Alpha	N of Items
.527	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
F1	19.06	17.148	.081	.566
F2	19.04	15.554	.211	.513
F3	19.02	14.747	.386	.435
F4	18.98	15.575	.342	.458
F5	18.86	17.132	.131	.538
F6	19.02	14.747	.386	.435
F7	18.98	15.575	.342	.458

RELIABILITY

/VARIABLES=IN1 IN2 IN3 IN4 IN5 IN6 IN7 IN8 IN9 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.

Reliability

Output Created		17-OCT-2024 11:32:34
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=IN1 IN2 IN3 IN4 IN5 IN6 IN7 IN8 IN9 /SCALE('ALL VARIABLES') ALL
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excludeda	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha ^a	N of Items
-6.522	9

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

```
COMPUTE Formalization=(F1 + F2 + F3 + F4 + F5 + F6 + F7)/7.

EXECUTE.

COMPUTE Formalization=(F1 + F2 + F3 + F4 + F5 + F6 + F7)/7.

EXECUTE.

COMPUTE Form2=MEAN(F1,F2,F3,F4,F5,F6,F7).

EXECUTE.

COMPUTE Employee_Creativit=MEAN(EC1,EC2,EC3,EC4,EC5,EC6,EC7,EC8,EC9,EC10,EC11).

EXECUTE.

COMPUTE Innovation=MEAN(IN1,IN2,IN3,IN4,IN5,IN7,IN6,IN8,IN9).

EXECUTE.

DESCRIPTIVES VARIABLES=Formalization Employee_CreativityInnovation

/STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

Output Created		17-OCT-2024 11:54:24
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax		DESCRIPTIVES VARIABLES=Formalizatio n Employee_Creativity Innovation /STATISTICS=MEAN STDDEV MIN MAX.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.00

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Formalization	100	1.57	4.57	3.1657	.63749
Employee_Creativity	100	2.82	3.18	2.9427	.13714
Innovation	100	2.56	3.33	2.9778	.18349
Valid N (listwise)	100				

DESCRIPTIVES VARIABLES=Formalization Employee_CreativityInnovation /STATISTICS=MEAN STDDEV KURTOSIS SKEWNESS.

Descriptives

Output Created		17-OCT-2024 11:58:17
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax		DESCRIPTIVES VARIABLES=Formalizatio n Employee_Creativity Innovation /STATISTICS=MEAN STDDEV KURTOSIS SKEWNESS.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01

Descriptive Statistics

	N	Mean	Std. Deviation	Skewness		Kurtosis
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
Formalization	100	3.1657	.63749	158	.241	233
Employee_Creativity	100	2.9427	.13714	.732	.241	923
Innovation	100	2.9778	.18349	195	.241	604
Valid N (listwise)	100					

Descriptive Statistics

	Kurtosis
	Std. Error
Formalization	.478
Employee_Creativity	.478
Innovation	.478
Valid N (listwise)	

FREQUENCIES VARIABLES=Formalization Employee_CreativityInnovation /HISTOGRAM NORMAL /ORDER=ANALYSIS.

Frequencies

Output Created	Output Created				
Comments					
Input	Data	C: \Users\user\Documents\S urvey.sav			
	Active Dataset	DataSet1			
	Filter	<none></none>			
	Weight	<none></none>			
	Split File	<none></none>			
	N of Rows in Working Data File	100			
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.			
	Cases Used	Statistics are based on all cases with valid data.			
Syntax		FREQUENCIES VARIABLES=Formalizatio n Employee_Creativity Innovation /HISTOGRAM NORMAL /ORDER=ANALYSIS.			
Resources	Processor Time	00:00:03.64			
	Elapsed Time	00:00:02.04			

Statistics

		Formalization	Employee_Cre ativity	Innovation
N	Valid	100	100	100
	Missing	0	0	0

Frequency Table

Formalization

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.57	1	1.0	1.0	1.0
	1.71	1	1.0	1.0	2.0
	1.86	1	1.0	1.0	3.0
	2.00	3	3.0	3.0	6.0
	2.14	1	1.0	1.0	7.0
	2.29	4	4.0	4.0	11.0
	2.43	4	4.0	4.0	15.0
	2.57	6	6.0	6.0	21.0
	2.71	8	8.0	8.0	29.0
	2.86	5	5.0	5.0	34.0
	3.00	8	8.0	8.0	42.0
	3.14	8	8.0	8.0	50.0
	3.29	10	10.0	10.0	60.0
	3.43	7	7.0	7.0	67.0
	3.57	12	12.0	12.0	79.0
	3.71	6	6.0	6.0	85.0
	3.86	4	4.0	4.0	89.0
	4.00	3	3.0	3.0	92.0
	4.14	4	4.0	4.0	96.0
	4.29	1	1.0	1.0	97.0
	4.43	1	1.0	1.0	98.0
	4.57	2	2.0	2.0	100.0
	Total	100	100.0	100.0	

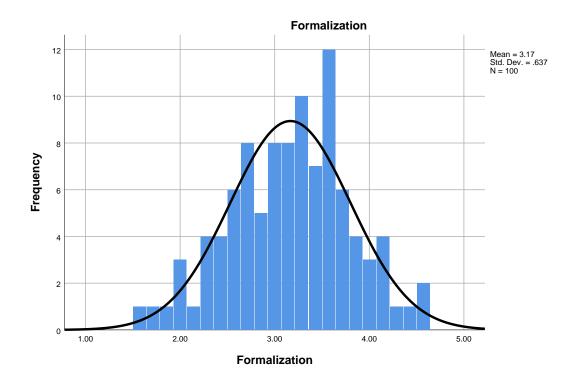
Employee_Creativity

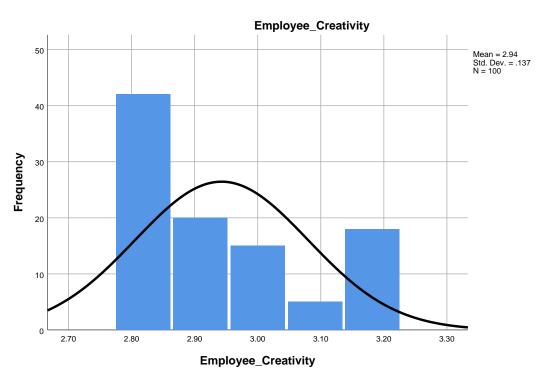
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.82	42	42.0	42.0	42.0
	2.91	20	20.0	20.0	62.0
	3.00	15	15.0	15.0	77.0
	3.09	5	5.0	5.0	82.0
	3.18	18	18.0	18.0	100.0
	Total	100	100.0	100.0	

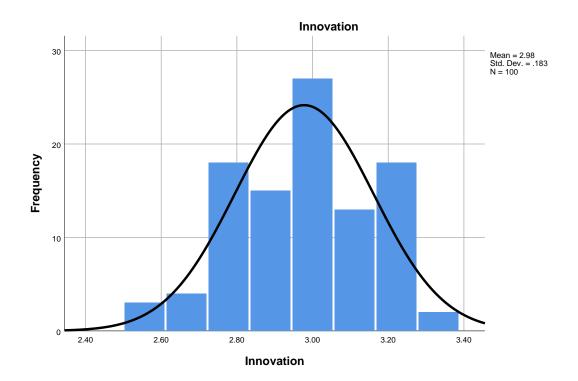
Innovation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.56	3	3.0	3.0	3.0
	2.67	4	4.0	4.0	7.0
	2.78	18	18.0	18.0	25.0
	2.89	15	15.0	15.0	40.0
	3.00	27	27.0	27.0	67.0
	3.11	13	13.0	13.0	80.0
	3.22	18	18.0	18.0	98.0
	3.33	2	2.0	2.0	100.0
	Total	100	100.0	100.0	

Histogram







EXAMINE VARIABLES=Formalization Employee_CreativityInnovation

/PLOT BOXPLOT HISTOGRAM NPPLOT

/COMPARE GROUPS

/STATISTICS DESCRIPTIVES

/CINTERVAL 95

/MISSING LISTWISE

/NOTOTAL.

Explore

Output Created		17-OCT-2024 12:08:42
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values for dependent variables are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any dependent variable or factor used.
Syntax		EXAMINE VARIABLES=Formalizatio n Employee_Creativity Innovation /PLOT BOXPLOT HISTOGRAM NPPLOT /COMPARE GROUPS /STATISTICS DESCRIPTIVES /CINTERVAL 95 /MISSING LISTWISE /NOTOTAL.
Resources	Processor Time	00:00:06.45
	Elapsed Time	00:00:02.67

Case Processing Summary

Cases

	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Formalization	100	100.0%	0	0.0%	100	100.0%
Employee_Creativity	100	100.0%	0	0.0%	100	100.0%
Innovation	100	100.0%	0	0.0%	100	100.0%

Descriptives

			Statistic	Std. Erro
Formalization	Mean		3.1657	.06375
	95% Confidence Interval for	Lower Bound	3.0392	
	Mean	Upper Bound	3.2922	
	5% Trimmed Mean		3.1714	
	Median		3.2143	
	Variance		.406	
	Std. Deviation		.63749	
	Minimum		1.57	
	Maximum		4.57	
	Range		3.00	
	Interquartile Range		.86	
	Skewness		158	.241
	Kurtosis	233	.478	
Employee_Creativity	Mean		2.9427	.01371
	95% Confidence Interval for	Lower Bound	2.9155	
	Mean	Upper Bound	2.9699	
	5% Trimmed Mean		2.9364	
	Median		2.9091	
	Variance		.019	
	Std. Deviation		.13714	
	Minimum		2.82	
	Maximum		3.18	
	Range		.36	
	Interquartile Range		.18	
	Skewness		.732	.241
	Kurtosis		923	.478
Innovation	Mean		2.9778	.01835
	95% Confidence Interval for	Lower Bound	2.9414	
	Mean	Upper Bound	3.0142	
	5% Trimmed Mean		2.9827	
	Median		3.0000	
	Variance		.034	
	Std. Deviation		.18349	
	Minimum		2.56	
	Maximum		3.33	

Descriptives

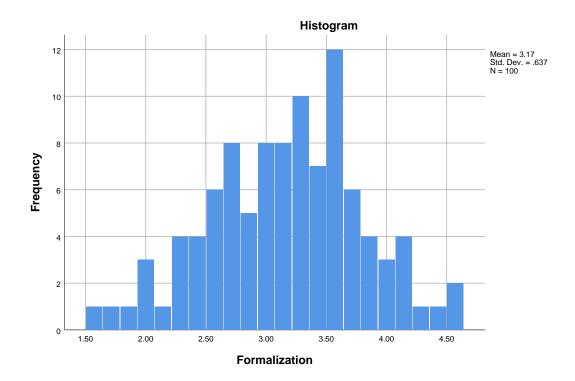
	Statistic	Std. Error
Range	.78	
Interquartile Range	.31	
Skewness	195	.241
Kurtosis	604	.478

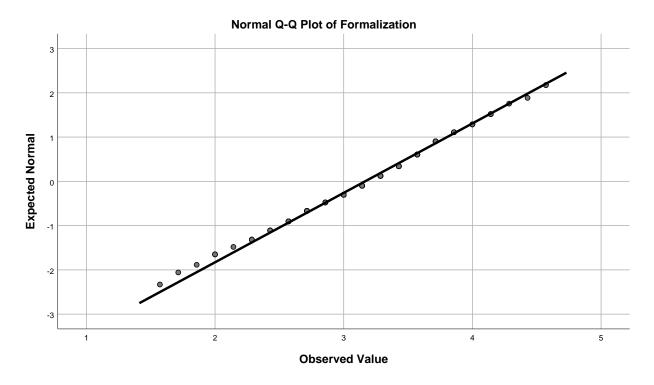
Tests of Normality

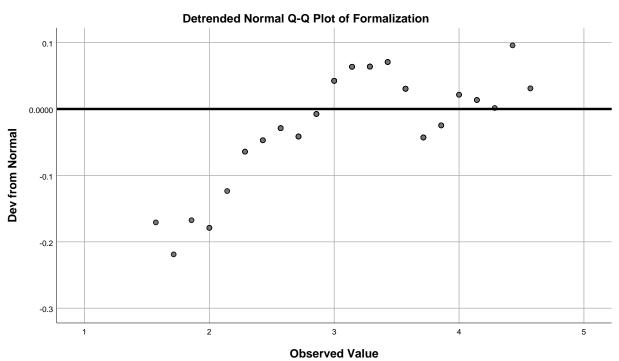
	Kolmogorov-Smirnov ^a				Shapiro-Wilk	(
	Statistic	df	Sig.	Statistic	df	Sig.
Formalization	.075	100	.189	.989	100	.621
Employee_Creativity	.238	100	.000	.794	100	.000
Innovation	.148	100	.000	.946	100	.000

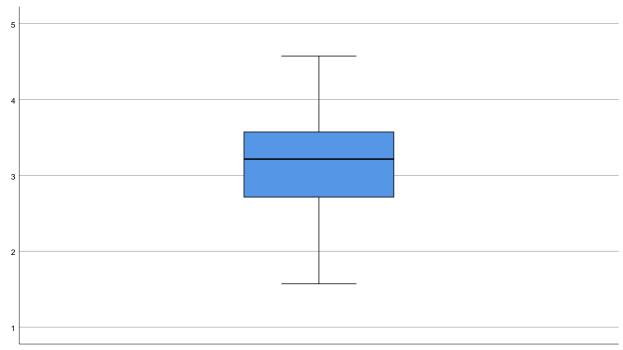
a. Lilliefors Significance Correction

Formalization



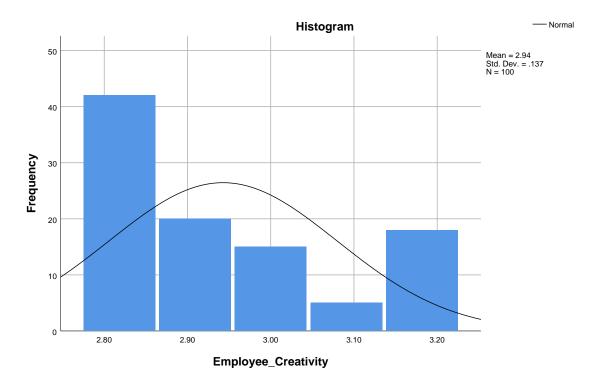


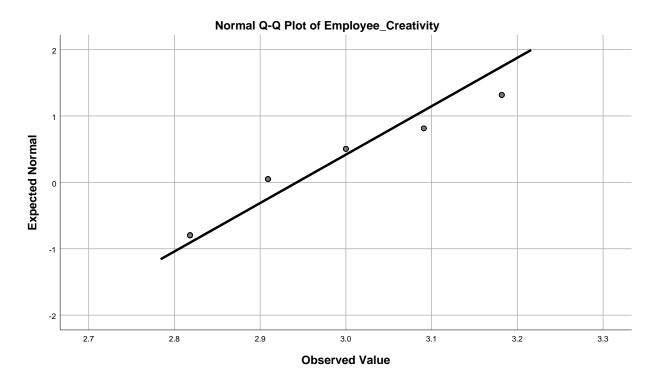


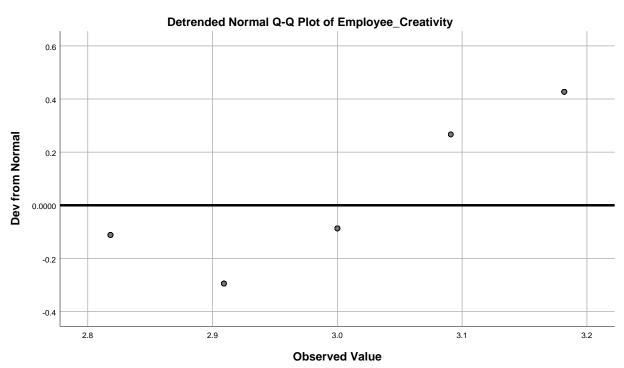


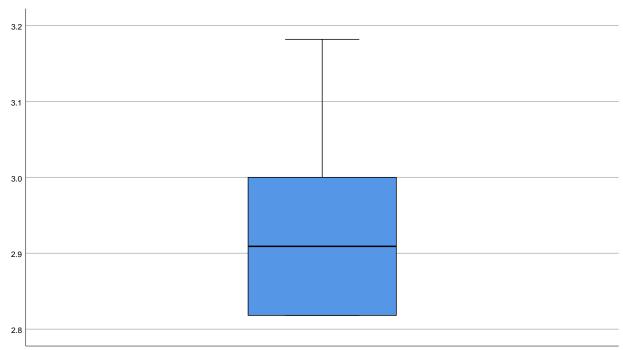
Formalization

Employee_Creativity



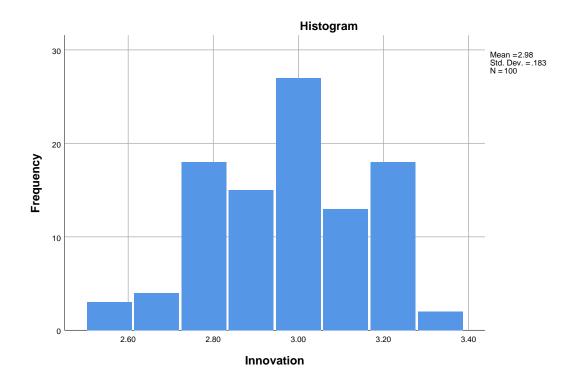


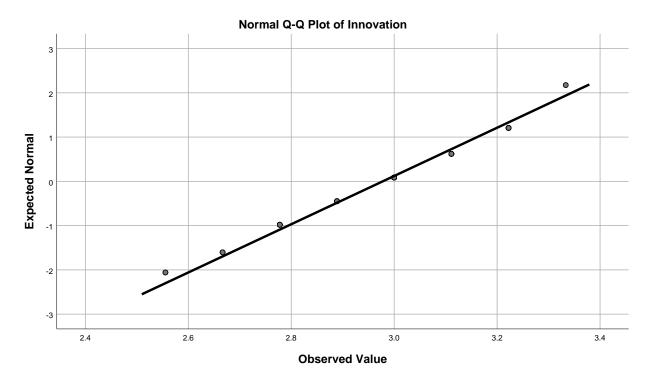


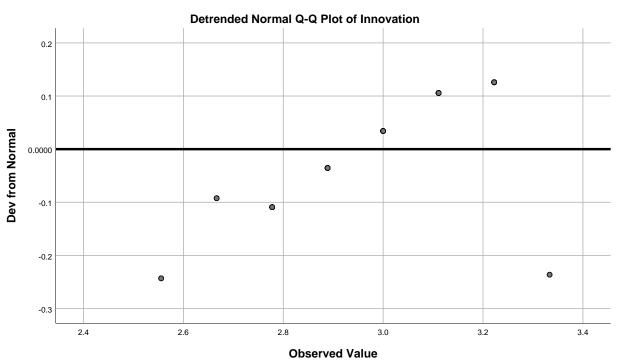


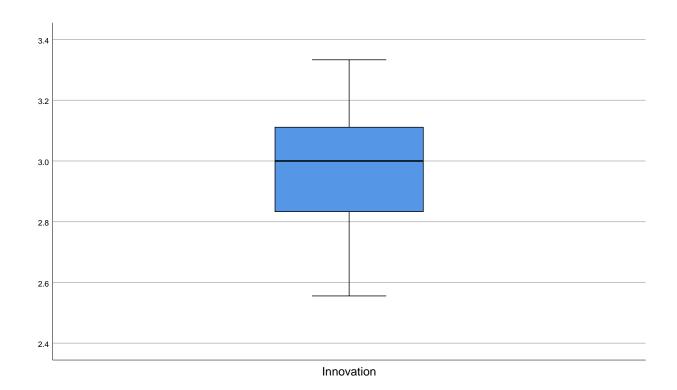
Employee_Creativity

Innovation









CORRELATIONS

/VARIABLES=FormalizationEmployee_CreativityInnovation
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Correlations

Output Created	17-OCT-2024 12:14:58	
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=Formalizatio n Employee_Creativity Innovation /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01

Correlations

		Formalization	Employee_Cre ativity	Innovation
Formalization	Pearson Correlation	1	111	.054
	Sig. (2-tailed)		.272	.595
	N	100	100	100
Employee_Creativity	Pearson Correlation	111	1	619 ^{**}
	Sig. (2-tailed)	.272		.000
	N	100	100	100
Innovation	Pearson Correlation	.054	619 ^{**}	1
	Sig. (2-tailed)	.595	.000	
	N	100	100	100

^{**.} Correlation is significant at the 0.01 level (2-tailed).

REGRESSION

/MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10) /NOORIGIN

/DEPENDENT Innovation

/METHOD=ENTER Formalization Employee_Creativity

Regression

Output Created		17-OCT-2024 12:24:45
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Innovation /METHOD=ENTER Formalization Employee_Creativity.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01
	Memory Required	4128 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Employee_Cr eativity, Formalization ^b	·	Enter

- a. Dependent Variable: Innovation
- b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.619 ^a	.383	.370	.14561

a. Predictors: (Constant), Employee_Creativity, Formalization

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.277	2	.638	30.108	.000 ^b
	Residual	2.057	97	.021		
	Total	3.333	99			

- a. Dependent Variable: Innovation
- b. Predictors: (Constant), Employee_Creativity, Formalization

Coefficients^a

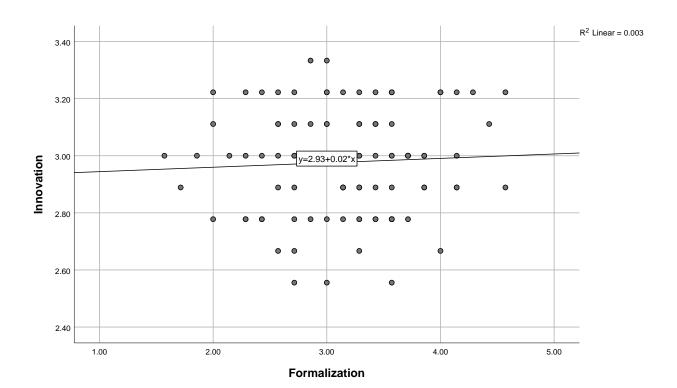
		Unstandardized Coefficients		Standardized Coefficients		
Model		В	Std. Error	Beta	t	Sig.
1	(Constant)	5.434	.332		16.346	.000
	Formalization	004	.023	015	188	.851
	Employee_Creativity	830	.107	620	-7.731	.000

a. Dependent Variable: Innovation

/SCATTERPLOT(BIVAR)=FormalizationWITH Innovation/MISSING=LISTWISE.

Graph

Output Create	ed	17-OCT-2024 12:29:53
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100
Syntax		GRAPH /SCATTERPLOT(BIVAR) =Formalization WITH Innovation /MISSING=LISTWISE.
Resources	Processor Time	00:00:00.28
	Elapsed Time	00:00:00.28



```
REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Innovation

/METHOD=ENTER Formalization Employee_Creativity

/SAVE PRED.
```

Regression

Output Created		17-OCT-2024 12:34:41
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Innovation /METHOD=ENTER Formalization Employee_Creativity /SAVE PRED.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03
	Memory Required	4144 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	PRE_1	Unstandardized Predicted Value

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Employee_Cr eativity, Formalization ^b		Enter

a. Dependent Variable: Innovation

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.619 ^a	.383	.370	.14561

a. Predictors: (Constant), Employee_Creativity, Formalization

b. Dependent Variable: Innovation

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.277	2	.638	30.108	.000 ^b
	Residual	2.057	97	.021		
	Total	3.333	99			

a. Dependent Variable: Innovation

 $b.\ Predictors:\ (Constant),\ Employee_Creativity,\ Formalization$

Coefficients^a

		Unstandardized Coefficients		Standardized Coefficients		
Model		В	Std. Error	Beta	t	Sig.
1	(Constant)	5.434	.332		16.346	.000
	Formalization	004	.023	015	188	.851
	Employee_Creativity	830	.107	620	-7.731	.000

a. Dependent Variable: Innovation

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.7769	3.0875	2.9778	.11356	100
Residual	30658	.32692	.00000	.14413	100
Std. Predicted Value	-1.769	.966	.000	1.000	100
Std. Residual	-2.105	2.245	.000	.990	100

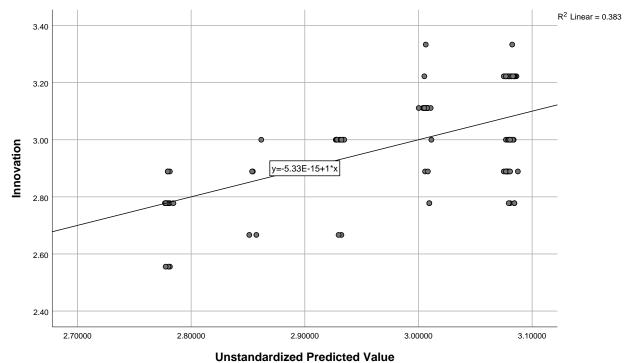
a. Dependent Variable: Innovation

GRAPH

/SCATTERPLOT(BIVAR)=PRE_1 WITH Innovation /MISSING=LISTWISE.

Graph

Output Created		17-OCT-2024 12:35:09
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100
Syntax		GRAPH /SCATTERPLOT(BIVAR) =PRE_1 WITH Innovation /MISSING=LISTWISE.
Resources	Processor Time	00:00:00.23
	Elapsed Time	00:00:00.21



Matrix

Output Created		24-OCT-2024 19:08:14
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>

Note	S
Syntax	MATRIX. compute wnames='xxxxx'. compute znames='xxxxx'. compute wiscov=0. compute viscov=0. compute tooman=0. compute errcode=make (100,1,0). compute model = trunc(999). compute iterate = abs (trunc(100)). compute converge = abs(0.00001). compute y2tag=0. compute wiscov=0. compute maxwwarn=0. compute minwwarn=0. compute minzwarn=0. compute wisch=0. compute wisch=0. compute wisch=0. compute minzwarn=1. compute zdich=0. compute zdich=0. compute znotev=0. compute nxpval=1. compute nxpval=1. compute nxpval=1. compute riscompute notes=1. compute riscompute notes=1. compute notes=0. compute serial=0. compute sobelok=0.
	compute notes=1. compute criterr=0. compute novar=0. compute adjust=0. compute ncs=0. compute serial=0.
	compute sobelok=0. compute hasw=0. compute hasz=0. compute printw=0. compute printz=0. compute xmint=(0 =1). compute wmodcust=0.
	compute zmodcust=0. compute booting=0. compute bootiter=0. compute iterrmod=0. compute cov = 'xxxxx'. compute varorder=(0 <>
	o). compute nws=0. compute w= 'xxxxx'. compute nzs=0. compute z = 'xxxxx'.

compute nms=0. compute m = 'xxxxx'. compute nys=0. compute y = 'xxxxx'.

Resources	Processor Time	00:00:03.81
	Elapsed Time	00:00:04.21

Matrix

Output Created		24-OCT-2024 19:17:32
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100

Note	es .
Syntax	MATRIX. compute wnames='xxxxx'. compute znames='xxxxx'. compute mcerpt=0. compute wiscov=0. compute ziscov=0. compute tooman=0. compute errcode=make (100,1,0). compute notecode=make (100,1,0).
	·
	compute xmint=(0 =1). compute wmodcust=0. compute zmodcust=0. compute booting=0. compute bootiter=0. compute iterrmod=0. compute cov = 'xxxxx'. compute varorder=(0 <> 0). compute nws=0. compute w= 'Formalization'.
	compute nzs=0. compute z = 'xxxxx'.

compute nms=0. compute m = 'xxxxx'. compute nys=0.

Resources	Processor Time	00:00:03.47
	Elapsed Time	00:00:03.50

Matrix

Output Created		24-OCT-2024 19:18:50
Comments		
Input	Data	C: \Users\user\Documents\S urvey.sav
	Active Dataset	DataSet1
	Filter	<none></none>
	Weight	<none></none>
	Split File	<none></none>
	N of Rows in Working Data File	100

Notes	
Syntax	MATRIX.
·	compute wnames='xxxxx'.
	compute znames='xxxxx'.
	compute mcerpt=0.
	compute wiscov=0.
	compute ziscov=0.
	compute tooman=0.
	compute errcode=make (100,1,0).
	compute notecode=make (100,1,0).
	compute model = trunc(1).
	compute iterate = abs
	(trunc(100)). compute converge = abs(
	0.00001). compute itprobtg=0.
	compute v2tag=0.
	compute ydich=0.
	compute maxwwarn=0.
	compute minwwarn=0.
	compute maxzwarn=0.
	compute minzwarn=0.
	compute toomany=0.
	compute wdich=0.
	compute zdich=0.
	compute wnotev=0.
	compute znotev=0.
	compute nxpval=1.
	compute nwpval=1.
	compute nzpval=1.
	compute errs=1.
	compute notes=1.
	compute criterr=0.
	compute novar=0.
	compute adjust=0.
	compute ncs=0.
	compute serial=0.
	compute sobelok=0.
	compute hasw=0.
	compute hasz=0.
	compute printw=0.
	compute printz=0.
	compute xmint=(0 =1).
	compute wmodcust=0.
	compute zmodcust=0.
	compute booting=0. compute bootiter=0.
	•
	compute iterrmod=0. compute cov = 'xxxxx'.
	compute varorder=(0 <> 0).
	compute nws=0.
	compute w=
	'Formalization'.
	compute nzs=0.
	compute $z = 'xxxxx'$.
	compute pms=0

compute nms=0. compute m = 'xxxxx'. compute nys=0. Page 65

Resources	Processor Time	00:00:03.64
	Elapsed Time	00:00:03.76