OUTPUT D: SAS

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| \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* PROCESS Procedure for SAS Version 3.0 \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* |

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| Written by Andrew F. Hayes, Ph.D. http://www.afhayes.com |

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| Documentation available in Hayes (2018) www.guilford.com/p/hayes3 |

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| **Model and Variables** | |
| --- | --- |
| **Model:** | 4 |
| **Y:** | FAIL2 |
| **X:** | HARASS |
| **M:** | SE2 |

| **Covariates:** | |
| --- | --- |
| SE1 | FAIL1 |

| **Sample size:** |
| --- |
| 330 |

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| \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* |

| **OUTCOME VARIABLE:** |
| --- |
| SE2 |

| **Model Summary** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **R** | **R-sq** | **MSE** | **F** | **df1** | **df2** | **p** |
| 0.5450 | 0.2971 | 0.2224 | 45.9259 | 3.0000 | 326.0000 | 0.0000 |

| **Model** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
|  | **coeff** | **se** | **t** | **p** | **LLCI** | **ULCI** |
| **constant** | 2.0280 | 0.2412 | 8.4095 | 0.0000 | 1.5536 | 2.5024 |
| **HARASS** | -0.2728 | 0.0717 | -3.8025 | 0.0002 | -0.4139 | -0.1317 |
| **SE1** | 0.4879 | 0.0536 | 9.1081 | 0.0000 | 0.3825 | 0.5933 |
| **FAIL1** | -0.1010 | 0.0606 | -1.6661 | 0.0967 | -0.2202 | 0.0182 |

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| **OUTCOME VARIABLE:** |
| --- |
| FAIL2 |

| **Model Summary** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **R** | **R-sq** | **MSE** | **F** | **df1** | **df2** | **p** |
| 0.4059 | 0.1648 | 0.2105 | 16.0276 | 4.0000 | 325.0000 | 0.0000 |

| **Model** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
|  | **coeff** | **se** | **t** | **p** | **LLCI** | **ULCI** |
| **constant** | 2.0934 | 0.2588 | 8.0900 | 0.0000 | 1.5843 | 2.6025 |
| **HARASS** | 0.0196 | 0.0713 | 0.2754 | 0.7832 | -0.1207 | 0.1599 |
| **SE2** | -0.2175 | 0.0539 | -4.0375 | 0.0001 | -0.3235 | -0.1115 |
| **SE1** | -0.0672 | 0.0584 | -1.1517 | 0.2503 | -0.1820 | 0.0476 |
| **FAIL1** | 0.2307 | 0.0592 | 3.8966 | 0.0001 | 0.1142 | 0.3471 |

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| \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* TOTAL EFFECT MODEL \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* |

| **OUTCOME VARIABLE:** |
| --- |
| FAIL2 |

| **Model Summary** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **R** | **R-sq** | **MSE** | **F** | **df1** | **df2** | **p** |
| 0.3505 | 0.1229 | 0.2203 | 15.2219 | 3.0000 | 326.0000 | 0.0000 |

| **Model** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
|  | **coeff** | **se** | **t** | **p** | **LLCI** | **ULCI** |
| **constant** | 1.6523 | 0.2400 | 6.8842 | 0.0000 | 1.1801 | 2.1245 |
| **HARASS** | 0.0790 | 0.0714 | 1.1060 | 0.2695 | -0.0615 | 0.2194 |
| **SE1** | -0.1733 | 0.0533 | -3.2513 | 0.0013 | -0.2782 | -0.0685 |
| **FAIL1** | 0.2526 | 0.0603 | 4.1886 | 0.0000 | 0.1340 | 0.3713 |

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| \*\*\*\*\*\*\*\*\*\* TOTAL, DIRECT, AND INDIRECT EFFECTS OF X ON Y \*\*\*\*\*\*\*\*\*\*\* |

| **Total effect of X on Y** | | | | | |
| --- | --- | --- | --- | --- | --- |
| **Effect** | **se** | **t** | **p** | **LLCI** | **ULCI** |
| 0.0790 | 0.0714 | 1.1060 | 0.2695 | -0.0615 | 0.2194 |

| **Direct effect of X on Y** | | | | | |
| --- | --- | --- | --- | --- | --- |
| **Effect** | **se** | **t** | **p** | **LLCI** | **ULCI** |
| 0.0196 | 0.0713 | 0.2754 | 0.7832 | -0.1207 | 0.1599 |

| **Indirect effect(s) of X on Y:** | | | | |
| --- | --- | --- | --- | --- |
|  | **Effect** | **BootSE** | **BootLLCI** | **BootULCI** |
| **SE2** | 0.0593 | 0.0225 | 0.0207 | 0.1092 |

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| \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* ANALYSIS NOTES AND ERRORS \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* |

| **Level of confidence for all confidence intervals in output:** |
| --- |
| 95.0000 |

| **Number of bootstrap samples for percentile bootstrap confidence intervals:** |
| --- |
| 10000 |