WORK2 CCLIM1 WORK1 ROLEC1 ROLEC2 ROLEA2 ROLEA1 CCLIM2 CCLIM3 F4CLIM F2ROLC F1ROLA F3WORK CCLIM4 DP2 DP1 DEC1 F5DEC F11DP) DEC2 EE3 SSUP1 F10EE EE2 SSUP2 F6SSUP EE1 F8SELF F12PA SELF1 SELF3 PA1 SELF2 F9ELC PA3 F7PSUP PA2 ELC5 ELC1 PSUP2 PSUP1 ELC4 ELC3 ELC2

Figure 8 Modified model (model4) of teacher burnout

Notes: Orange arrow is the regression path set free to estimate in the current model