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PRELIMINARY DEVELOPMENT OF THE COMMANDER'S UNIT ANALYSIS PROFILE: A LEADERSHIP TOOL FOR THE SMALL MILITARY UNIT

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The overall effectiveness of the small Army unit can be affected by a host of situational and personnel factors at least partially under the control of the commander. However, he may have difficulty in determining which factors are influencing the performance of his unit, so he will not know what actions to take and what actions to avoid. A simple diagnostic instrument is needed to aid the commander in assessing the strengths and weaknesses of his unit's social and situational environment. As a first step, a 99-item questionnaire

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was designed to assess soldier opinions on a variety of situational and personnel factors. This initial version of the questionnaire was administered to 674 soldiers at Fort Hood. This report describes the results of a series of analytical studies of the data obtained. Twenty-two factors were interpreted and named. Further analyses indicated that 22 factors could be assessed by 49 items with little loss of information. Recommendations for further development of the questionnaire were made.

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FOREWORD

The Fort Hood Field Unit of the US Army Research Institute for the Behavioral and Social Sciences (ARI) conducts research in a variety of areas related to the needs of the Army in the field. This report addresses one such area, the measurement of unit effectiveness. It deals specifically with a questionnaire designed to assess soldier opinions on a host of situational and personnel factors.

This report presents the results of one of the analyses of responses to the questionnaire. A factor analysis was employed and a total of 22 interpretable factors were obtained. Further analyses showed that these 22 factors could be assessed employing approximately half the original items.

ARI research in this area was conducted both as an in-house effort, and as a joint effort with personnel of the Human Resources Research Organization (HumRRO), under Contract No. MDA903-79-C-0191. This research is responsive to the objectives of RDTE Project 2Q263739A, "Human Performance in Field Assessment," FY 1980 Work Program.

DEVELOPMENT OF THE COMMANDER'S UNIT ANALYSIS PROFILE: A LEADERSHIP TOOL FOR THE SMALL MILITARY UNIT

BRIEF

Requirement:

The overall effectiveness of the small Army unit (company/battery/troop) can be affected by a host of situational and personnel factors. Commanders have some degree of control over many of these factors, but they may not know which factors are influencing the performance of their units--either positively or negatively--at any given time. As a result, they may not know what kinds of corrective actions to take and what kinds of changes to avoid.

At present, voluntary feedback from unit troops is the usual mechanism by which the small-unit commander obtains information about how his troops feel about many relevant factors. However, while voluntary feedback is undoubtedly useful, it is typically negatively biased and usually represents the opinions of only a vocal minority. Thus, commanders need a means of obtaining representative information that will permit them to compare their units to other similar units on situational and personnel factors. A brief, and anonymous, questionnaire appears to be the best means for providing commanders this information. This report describes the initial research directed toward the development of the Commander's Unit Analysis Profile, an instrument designed to meet the need described.

Procedure:

A 99-item questionnaire designed to assess soldier opinions on a host of situational and personnel factors was constructed and administered to 674 soldiers in 21 companies at Fort Hood, Texas. The data were factor analyzed in an effort to determine what factors were actually being assessed by the items, and to determine which items were the best measures of each factor.

Findings:

The original analysis yielded 23 factors. Twenty-two factors were interpreted and named, although the interpretations of several minor factors were made with certain reservations. The sample was divided in half, and half was analyzed in the same manner. Twenty of the original 22 factors emerged, partially confirming the existence of the major factors in the entire sample.

The next step was to select items which appeared to be the best measures of each of the 22 factors. A total of 49 items were selected. These items were again factor analyzed, and 21 of the original 22 factors emerged. This demonstrated that the length of the questionnaire can be considerably reduced with a minimal loss of information.

These analyses made it possible to suggest directions for the development of a revised questionnaire.

Utilization of Findings:

Several additional steps must be taken before a "final" questionnaire can be fielded. Work is currently underway examining the relationship of each item to external criteria of unit effectiveness such as reenlistment rates and battalion and brigade commanders' ratings. A revision of the questionnaire is also being prepared, based in part on the results of this factor analytic study. The process of data collection, analysis, and revision will be repeated until an instrument with the desired characteristics is produced. The Commander's Unit Analysis Profile will provide the commanders of company-size units with an easily obtainable and interpretable profile to compare their own units to similar units on a variety of situational and personnel factors that influence unit effectiveness.

DEVELOPMENT OF THE COMMANDER'S UNIT ANALYSIS PROFILE: A LEADERSHIP TOOL FOR THE SMALL MILITARY UNIT

CONTENTS

TABLES (cont'd) PAGE

Chapter I

INTRODUCTION AND OVERVIEW

Background and Military Problem

Army doctrine specifies that the primary goal of military leadership is the accomplishment of the mission. Military leaders are given the responsibility for making decisions that will result in the successful attainment of this goal. In order to make the most appropriate decisions, the leaders must identify factors that can affect the outcome of the mission and take them into account in the decision-making process.[1]

Two primary resources commanders have at their disposal to carry out the unit missions are their troops and their equipment. The performance of both of these resources depends on a complex of historical, situational, and personnel factors which commanders must be familiar with in order to optimize the overall effectiveness of their units.

Many factors are thought to affect unit performance by influencing unit morale, the importance of which military commanders have almost always recognized. They know that excellent training and quality equipment may not result in top performance if morale is low, though these factors certainly have some impact on morale. They also recognize that morale is one of the most difficult aspects of readiness to define or assess because the job tends to isolate commanding officers from their troops. Subordinates, wanting to appear as competent as possible, tend to screen out unfavorable information before it reaches the commander. Commanders may query their troops directly, only to find that they are reluctant to "open up" to a person in authority. Yet, to be able to avoid unnecessary changes and take well-directed corrective actions, it is imperative that commanders know the situational and personnel factors that are affecting their units, either positively or negatively.

FORSCOM has responded to this need on the part of the small-unit commander by requesting the development of an easy-to-use unit survey procedure to provide commanders timely and accurate information about their troops' attitudes on a wide variety of mission-related factors. This report discusses the first phase of this research. It describes the development of a draft questionnaire, the Commander's Unit Analysis Profile, and recommends selected questionnaire items for further study. Future reports will describe item refinement, final questionnaire design, procedures for administration, and methods for reporting the results to the individual commander.

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[1] Headquarters, US Department of the Army. Military leadership (Field Manual 22-100). Washington, DC: US Government.

Problems in Assessing Troop Attitudes

That a wide variety of situational and personnel factors can have an impact on unit performance is well known to commanders. However, valid information on these factors is not easily obtainable by means readily available to commanders. Typical command indicators, such as AWOL and reenlistment rates, are indications of morale, but they do not tell the commander what the specific problems, if any, are. This type of information is more readily obtained through self-report measures in which the soldiers in a unit can express their reactions about the Army as a whole or about their unit in particular.

One type of self-report that is available to military commanders is voluntary feedback, but various defects in voluntary self-reporting make it a rather poor source of data. Soldiers who are particularly pleased about certain situations may report their reactions to the commander directly or indirectly. It is more likely, however, that they will report situations or events that displease them. Many reactions may never get reported because of a normal hesitancy by troops to communicate their reactions to their superiors. Another defect in voluntary self-reporting is that troops may have difficulty explaining what is wrong, or they may describe one problem when, in actuality, several things may be troubling them. Finally, the reactions that do get communicated may represent not the majority of the troops, but a vocal minority.

Another way for commanders to obtain self-reports is to interview their troops. This approach avoids the problem of self-selection found with voluntary feedback, however, it still has all the other problems associated with voluntary feedback. Interviews have the additional major problem of taking up far too much of the unit commander's time.

A third type of self-report available to military commanders is the formal questionnaire. Questionnaires concerned with a variety of issues have been used extensively by all of the military services in attempts to assess personal perceptions. This type of self-report has definite advantages which make it more desirable in many ways than voluntary feedback or interviews. Questionnaires can be administered to large samples of soldiers, which ensures that the collected information is representative of the entire unit rather than just those who are willing to express themselves spontaneously. Questionnaires can be administered in such a way that the reactions of any particular person can remain anonymous. Anonymity not only guarantees the soldier's privacy, it assures that there is less pressure to respond favorably. Also, questionnaires can be group administered so that a minimal amount of time is consumed.

On the other hand, certain problems have occurred in the past as a result of questionnaire usage. A major problem was the frequent excessive delay between the administration of the questionnaire and the availability of the results to the unit commander. In fact, many small-unit commanders did not receive feedback at all. This was because the questionnaire was usually designed to serve primarily a research purpose or to service someone (or some faction) other than the small-unit commander. Personnel turbulence and other changes within the small military unit make delayed feedback of limited value.

Another problem was that feedback was often summarized in statistical terms which could be understood only by persons with specialized training. Furthermore, commanders were sometimes given data that summarized the responses of many units, with no specific

information available about their own units. Sometimes when feedback did concern their own units, no norms based upon other units were provided. In such cases, commanders cannot ascertain whether the reactions obtained from the soldiers in their units deviate from those given in other units. Finally, some questionnaires have been so lengthy that the required administration time seriously interfered with training and the other duties that had to be performed within the unit.

Objectives

It was realized that the questionnaire to be developed had to avoid the kinds of problems discussed in the previous section. Therefore, it was planned that it should meet the following criteria:

1. It should be easy to administer and interpret so that no specially trained personnel will be required.

2. It should have a short administration time so that interferen with training schedules will be minimal.

3. The questions should be phrased simply enough so that they c nderstood by soldiers with minimal reading skills.

4. The scoring should be rapid so that the results can be given to a unit commander within 10 working days.

5. The results should enable the unit commander to compare his unit with norms based upon other similar units.

6. The administration and processing should be confidential so that the respondents cannot be identified, and so that unit commanders will know that their Efficiency Reports will be not affected.

7. It should serve as a tool for company commanders, enabling them to identify factors that are contributing to and detracting from the effectiveness of their units.

What is perceived as the eventual product is a relatively short questionnaire, the data from which can be used by commanders to compare their units with other similar units on a profile of situational and personnel factors that influence unit effectiveness. Hence, the title Commander's Unit Analysis Profile was proposed.

There were two major objectives for the initial phase of the research:

1. To construct a pool of items for a preliminary questionnaire that would measure a large number of situational and personnel factors considered relevant to unit operational effectiveness.

2. To determine from an initial administration of the questionnaire (a) what items were misunderstood by the troops, (b) what items were capable of statistically differentiating among companies, (c) what factors were being assessed by the items, and (d) which items were the best measures of each of the factors. This report deals only with

objectives 2(c) and 2(d). Other analyses are being conducted to examine the other objectives and will be reported separately.

Approach

Initial item pool. The first step was to obtain a pool of items to assess situational and personnel factors considered related to unit effectiveness. Many of the items were paraphrased items from various other questionnaires, including the Quality-of-Life questionnaire used for several years at Fort Hood.[2] Other items were written specifically for the present questionnaire. Altogether, 99 items were obtained. They were written in a multiple-choice format to minimize the time required for administration and scoring. In addition, they were phrased in simple language so that they were apt to be understood by soldiers with minimal reading skills. In some cases, idiomatic phrasing was used to improve understanding. Each item consisted of a question followed by five response choices presented, where applicable, in order of decreasing favorableness.

Selection of items for a revised questionnaire. Analyses of the data obtained with the preliminary questionnaire items will be used to develop a revised questionnaire. The particular analyses described in this report represent an attempt to select items for further study by determining the factor structure of the original item pool through a series of factor analyses.[3] This type of analysis can be very useful in reducing the number of items required to cover the domain assessed by the total set of items. By selecting only items which are relatively "pure" measures of each factor, it is possible to approximate factor scores for each individual from a considerably reduced pool of items. Finally, knowledge of the factorial structure of the questionnaire can be useful in developing an efficient feedback system for commanders. A commander can be given his unit's score on each factor rather than each item, thereby reducing the number of scores required to summarize the results.

A revised questionnaire will be based on the results of all analyses. New items may be added, but it is expected that a large number will be deleted. The revised questionnaire will also be analyzed, and modified in keeping with the objectives outlined in the previous section.

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[2] J. Jones & E. R. Smootz. Survey of soldier quality of life at Fort Hood (in press). Alexandria, Virginia: US Army Research Institute for the Behavioral and Social Sciences.

[3] For the reader who is not familiar with factor analysis, the following simplified explanation is offered. Essentially, factor analysis is a statistical technique for grouping a large number of variables (in this case, questionnaire items) into a smaller number of clusters. The variables in each cluster all measure something in common, referred to as a "common factor." Each cluster defines a different common factor. Each factor is named according to the perceived common content of the variables within the cluster. For example, the items in one of the largest clusters in one of the present analyses all appear to be related to the perceived quality of officer leadership (see Table 2-1a). The factor was therefore named "Quality of Officer Leadership." In other words, factor analysis is a tool that aids the analyst in obtaining a clearer picture of the smaller number of common contents, or common factors, being assessed by a large number of variables.

Chapter 2

METHODS, PROCEDURES AND RESULTS

Questionnaire

In addition to the 99 items designed to assess situational and personnel factors, the questionnaire booklet consisted of a cover page, a message to the soldier, and 17 items designed to obtain background information on each soldier. The questionnaire when administered was titled "Soldier Opinion Questionnaire." A complete copy of the booklet is shown as Appendix A.

Respondents

The respondents were 674 enlisted men in grades E5 and below. They were assigned to 21 tank companies at Fort Hood, Texas. At the time of the questionnaire administration, they had been in the Army for a mean of 29.1 months, and had been assigned to the present company for a mean of 13.1 months. Eighty-two percent reported that they were working in their primary MOS (Military Occupational Specialty). Their mean age was 22.1 years.

Questionnaire Administration

The questionnaires were administered in June and July 1979 by Army officers representing the US Army Research Institute for the Behavioral and Social Sciences (ARI). Each administration took place in a unit classroom. The instruments were generally administered to an entire battalion, although in some cases they were administered to just one or two companies within a battalion.

The officers who administered the survey instrument informed the respondents that the questionnaire was being given to enable soldiers to express their opinions about their company and about Army life. Although the respondents were instructed not to identify themselves, they were told that composite data from the company would be sent to their company commander. Finally, they were assured that no individual's responses would be given to any superiors.

Respondents were given as much time as they needed to answer the questions. Most finished in less than 30 minutes, and almost none required more than 45 minutes. When a soldier finished answering the questions, he was asked to sit quietly until everyone else had finished. When everyone was done, the soldiers were given the opportunity to ask questions about the survey instrument and the purposes for which it would be used.

Factor Analysis Procedures

Factor analysis of the 99 items was accomplished employing UCLA's biomedical computer program BMDP4.[1] Twenty-three factors having eigenvalues greater than 1.00 were extracted. This simple criterion for cessation of factoring was originally proposed by Kaiser, who has found that it agrees quite well with other more complex criteria.[2] Furthermore, Kaiser states that the criterion should be lenient in "exploratory" factor analyses, a designation appropriate to this investigation.

Rotation to "simple structure" was accomplished by employing both the quartimax and varimax rotational schemes. These rotational schemes produce slightly different solutions because the quartimax method essentially maximizes the variance of the loadings for each variable while the varimax method essentially maximizes the variance of the loadings for each factor.[3] Nevertheless, it was assumed that the "true" factors would be produced by both methods. It was further assumed that the true measures of each factor would have high loadings on that factor and low loadings on all other factors in both solutions. Hence, both rotational schemes were employed in an effort to find these true measures for each factor. A copy of the intercorrelation matrix is shown in Appendix B. The sorted rotated factor loadings from the varimax rotation are shown in Appendix C, and the results of the quartimax rotation are presented in Appendix D. In both Appendixes C and D loadings less than or equal to ± 0.25 are not shown to simplify the presentations.

Factor Matching and Interpretation

An attempt to match the factors from the two rotations was made by examining the high loadings for each factor. The results of this attempt and the interpretation of the factors are presented in Tables 2-1a through 2-1v. A "high" loading for interpretation purposes was defined as one which accounts for 20 percent or more of the variance of the item, which means a factor loading of $\geq .447$.

In the tables below, the defining items for both the varimax and quartimax solutions are presented. In the varimax rotation no more than seven items had loadings which met the criterion for high loadings on any factor. This was not true of Factor I in the quartimax rotation. However, to keep the table simple, only the highest seven loadings for the quartimax rotation are shown as adding the remaining variables would not affect the interpretation.

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[1] W. J. Dixon & M. B. Brown. BMDP-79: Biomedical computer programs (P-series). Berkeley: University of California Press, 1979.

[2] H. F. Kaiser. A second generation "Little Jiffy." Psychometrika, 1970, 35, 401-415.

[3] H. A. Harman. Modern factor analysis (3rd ed., rev.). The University of Chicago Press, 1976.

These tables also present rotated factor loadings for a 49-item factor analysis. These items were selected following the factor matching and interpretation based on the two rotated solutions of the 99-item analysis. These items are the ones selected by the authors as being the best measures of each factor. The general guideline followed was to select items which had high loadings on only a single factor in both the varimax and quartimax rotations. Items with the highest loadings on each factor were not necessarily selected. For example, item 33 had larger loadings on Factor IV than items 30, 34, and 43 in both analyses. However, item 33 had a loading of .471 on Factor I in the quartimax rotation, while the other items defining the factor had no loadings exceeding $\pm$.25 on other factors. Therefore, items 30, 34, and 43 were selected as being better measures of the factor. Since the selections were made subjectively, the reader may wish to consult Appendixes C and D to evaluate the authors' selections.

The sorted rotated factor loadings for the 49-item analysis are shown in Appendix E. It can be seen that all but one of the original 22 interpreted factors did emerge exactly as expected. The original Factor XVIII split into two factors (Factors XIX and XXIII, see Appendix E).

Essentially, this latter exercise demonstrated factorial invariance. Selected items representing 22 factors were analyzed, and except for a split in a minor factor, the same 22 factors emerged. However, the point was to demonstrate that the original factors could be assessed by a smaller number of better measures of each of the factors. Examination of the rotated loadings in Appendix E will show that very few items had loadings exceeding $\pm$.25 on any except that factor they helped define. These items are the ones recommended for further study.

In general, the solution for the 49-item analysis more nearly approaches the concept of simple structure than either of the original solutions involving all 99 items. That is, the loadings of each item on the factor it helps define tend to be higher in the 49 variable solution, while loadings on other factors tend to be lower.

The numbering of the factors in Tables 2-Ia through 2-Iv represents the order in which they emerged from the varimax rotation of the 99-item analysis. This is not necessarily the same order in which they emerged in either the quartimax rotation of the 99-item analysis of the varimax rotation of the 49-item analysis. To facilitate comparisons, each table presents the item stem along with the rotated loadings and rank order of the loadings for each solution. In many instances, the rank ordering is virtually meaningless as the loadings may differ only in the third digit.

TABLE 2-1a

Factor I: Quality of Officer Leadership

Item		99-Item Analysis				49-Item Analysis[3]	
		Varimax Rotation[2]		Quartimax Rotation[2]		Varimax Rotation[2]	
76.[1]	How well do the commissioned officers in your company do their jobs?	.681	1	.755	3	.778	1
80.	As leaders, how are your company's commissioned officers?	.679	2	.736	4	.774	2
51.	Do the commissioned officers in your company treat you with respect?	.665	3	.672	5	.740	4
74.	How much do the commissioned officers in your company care about the needs of their people?	.649	4	.758	2	.744	3
71.	If you go to your company commander with a personal problem, how well do you think he will treat you?	.592	5				
70.	How easy do you think it is to see your company commander to discuss personal problems?	.539	6				
84.	Overall, how well do you think your company is run?	.453	7	.788	1		
83.	How is the morale of <u>other soldiers</u> in your company?			.660	6		
85.	Overall, how do you think your company compares to other companies?			.651	7		

[1]Item number on questionnaire.
[2]The factor loadings and rank orders for each rotation are tabulated.
[3]This solution is based on 49 items selected by the authors as being the best or "true" measures of the original factors.

The items defining Factor I in both solutions are largely associated with commissioned officer leadership. However, the factor appears to include two aspects of leadership. Items 76, 80, and 84 appear to pertain to command functions while items 74 and 51 appear to pertain to the person or interpersonal relationship functions of leadership. Since officer leadership seems to be the primary theme of the items defining the factor, the factor was named Quality of Officer Leadership.

TABLE 2-1b

Factor II: Reenlistment Potential

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
97.	How do you feel at this time about reenlisting for another term?	.851	1	.800	1	.873	1
98.	How do you feel at this time about making the Army a career?	.826	2	.765	2.5	.865	2
99.	If you could have an honorable discharge at this time, would you prefer to stay in or get out?	.744	3	.686	2.5	.776	3
96.	Would you encourage civilian friends to enlist in the Army?	.687	4	.601	4		
93.	Overall, do you like Army life?	.679	5	.598	5		
95.	How much will your decision to reenlist or not depend on your being able to get a good job in civilian life?	.529	6				
92.	How do you feel about being in the Army?	.484	7				

Factor II is defined by items that pertain to a soldier's intentions to make the Army a career by reenlisting. It is interesting to note that these items pertain to present or future intentions rather than intentions upon entering military service. Thus, the items reflect reactions to military life rather than expectations. Since the items all deal with future intentions, the factor was named Reenlistment Potential.

TABLE 2-1c

Factor III: Immediate Supervisory Leadership

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
10.	Is your immediate supervisor willing to listen to your work problems?	.735	1	.654	1	.772	1
9.	How much does your immediate supervisor like to hear your ideas about how your job should be done?	.709	2	.612	2	.752	2
7.	How clear are your immediate supervisor's explanations of how to do your job?	.617	3	.506	4		
8.	How clear are the job objectives your immediate supervisor sets for you?	.608	4	.507	5		
12.	How friendly is your immediate supervisor?	.606	5	.527	3		
11.	How much does your immediate supervisor care about how well people do their jobs?	.543	6				
19.	How much freedom do you have to do your job the way you think it should be done?	.526	7				

Factor III is defined by items that reflect the relationship between the respondent and hiw immediate supervisor. All but one of the items (item 12) produced by both rotations pertain directly to relationships on the job, with supervisor/subordinate communications being the underlying them of most of the items. This factor seemed best described by the title Immediate Supervisory Leadership.

TABLE 2-1d

Factor IV: Quality of Troops

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
33.	How many of the soldiers in your company do you think are good soldiers?	.660	1	.565	1		
28.	How well do the people in your company work together?	.628	2	.527	4		
43.	How many of the soldiers in your company really want to do well in training?	.610	3	.516	5	.599	3
30.	On the average, how well do the people you work with do their jobs?	.607	4	.536	3	.628	2
34.	What percentage of the soldiers in your company perform so poorly that the unit might be better off without them?	.605	5	.559	2	.772	1
29.	How much do the soldiers in your company make each other feel like doing a good job?	.593	6	.470	6		

The items defining Factor IV are all related to the respondent's perceptions of his peers relative to both job performance and motivation to perform. In other words, the items reflect the respondents judgment of the overall quality of the personnel in his unit. An appropriate name for this factor seemed to be Quality of Troops.

TABLE 2-1e

Factor V: Job Satisfaction

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
26.	How well does your job make use of your abilities?	.744	1	.701	1	.781	1
25.	How do you like your job?	.739	2	.697	2	.753	3
24.	How interesting is your job?	.714	3	.670	3		
27.	How useful do you think the skills you use in your job will be to you later on?	.670	4	.637	4	.754	2

Factor V appears to reflect the degree to which the respondent is satisfied with his job in the company. While two of these items pertain to personal reactions to the job itself (items 24 and 25), the other two pertain to the skill aspects of the job (items 26 and 27). Nevertheless, the most appropriate title for the factor seemed to be Job Satisfaction.

TABLE 2-1f

Factor VI: Quality of Training

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
36.	Do you get enough MOS training in your company?	.724	1.5	.677	1	.870	1
35.	How much attention is given to MOS training in your company?	.724	1.5	.650	2	.833	2
44.	How is the physical training program in your company?	.483	3				
39.	How good is the combat training in your company?	.476	4				
37.	How hard is the combat training in your company?	.470	5				

Factor VI is defined by items that refer to company training. The two items with the highest loadings in both the varimax and quartimax solutions are concerned with the degree of concern connected with MOS training. The other items which met the criterion in the varimax solution are concerned with other aspects of training, with items 44 and 37 seemingly oriented toward the difficulty of training. Although items 44, 39, and 37 are not shown in Table 2-1f for the quartimax solution, they did load 0.343, 0.318 and 0.364, respectively, on the factor. This would suggest that the soldiers viewed both concern with and difficulty of training as relevant aspects of the company's training strategy. Because of the various aspects of training covered by the defining items, this factor was titled Quality of Training.

TABLE 2-1g

Factor VII: Food Service

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
62.	Do you get enough to eat in your mess hall?	.763	1	.731	1	.741	3
65.	Do you get enough to eat when you are in the field?	.747	2	.727	2	.853	1
64.	How good is the food you get in the field?	.717	3	.698	3	.774	2
61.	How good is the food in your mess hall?	.672	4	.638	4		
63.	How clean is your mess hall?	.599	5	.555	5		

The items defining Factor VII are related to different aspects of the Army mess service. Both quantity and quality (including sanitation) are reflected by the items with high loadings. This factor was titled Food Service.

TABLE 2-1h

Factor VIII: Quality of NCO Leadership

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
77.	How well do the NCOs in your company do their jobs?	.693	1	.550	1	.787	1
81.	As leaders, how are your company's NCOs?	.678	2	.501	2	.750	2
75.	How much do the NCOs in your company care about the needs of their people?	.627	3				
52.	Do the NCOs in your company treat you with respect?	.474	4				

The items defining Factor VIII are all concerned with the company's noncommissioned officers. The two items common to both rotations pertain to job aspects of the NCO leadership. The two additional items which loaded on the factor in the varimax rotation pertain to interpersonal aspects of leadership. This was also observed in Factor I, Quality of Officer Leadership. Apparently, the soldiers tended to see both of these aspects of leadership as part of general leadership ability. However, it should be noted that the items with the highest loadings, and which appear in both rotations, pertain to the traditional command functions rather than the interpersonal functions. This factor was titled Quality of NCO Leadership.

TABLE 2-1i

Factor IX: Quality of Off-Duty Activities

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
59.	Are there enough social activities in your company?	.736	1	.674	1	.821	2
60.	Are you satisified with the kind of social activities in your company?	.726	2	.647	2	.826	1
58.	How much are sports activities encouraged in your company?	.628	3	.554	3	.605	3

Factor IX is defined by items dealing with company-sponsored off-duty activities. Because of this consistent theme, the factor was titled Quality of Off-Duty Activities.

TABLE 2-1j

Factor X: Job Facilitation

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
22.	How easy is it to get the right equipment to do your job?	.655	1	.599	1	.737	2
23.	In what condition is the equipment you usually work with?	.607	2	.551	2	.787	1
20.	Does "obeying the rules" ever make it harder to get your job done?	.592	3	.520	3		
78.	How many "mickey-mouse" rules does your company have?	.447	4				

The items loading on Factor X pertain to two different aspects of the military that can affect the ease with which work is accomplished. One aspect is the availability of necessary and adequately functioning equipment, the other is the rules that must be followed. Evidently, the soldiers saw both aspects as either facilitating or hindering job performance. This factor was titled Job Satisfaction to distinguish it from situational factors which might affect performance such as poor lighting, inadequate heating and cooling, etc.

TABLE 2-1k

Factor XI: Standards of Military Courtesy and Discipline

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
54.	How high should the standards of discipline be in your company?	.774	1	.781	1	.820	2
56.	How high should the standards of military courtesy be in your company?	.729	2	.735	2	.852	1
53.	How high are the standards of discipline in your company?	-.630	3	-.631	3		

All the items loading on Factor XI pertain to standards of military courtesy and discipline with the company. While it may appear that items 54 and 56 pertain to desired standards and the item 53 pertains to the observed level of discipline within the company, it should be noted that the response categories for items 54 and 56 require the respondent to compare the observed levels of discipline and military courtesy with an internal standard. Since the middle response category implies that observed levels are consistent with the standards, all other response categories are expressions of dissatisfaction. Thus, these items do not reflect a desired standard, but judgments of the existing levels of military courtesy and discpline as judged against this standard. In addition, the negative loading for item 53 occurs because judgments that the standards of discipline are low (response categories "d" and "e") are consistent with judgments on items 54 and 56 that the standards should be higher (response categories "a" and "b"). This factor seemed appropriately named Standards of Military Courtesy and Discipline.

TABLE 2-1l

Factor XII: Quality of Combat Training

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
40.	Do you think your company should get more or less combat training?	.796	1	.799	1	.849	2
38.	Should the combat training in your present company be harder or easier?	.762	2	.744	2	.873	1
37.	How hard is the combat training you get in your company?	-.493	3	-.531	3		

The items defining Factor XII pertain to the amount of difficulty of combat training. Item 39, which requires the respondent to judge the quality of combat training within the company, does not have a high loading on this factor. However, it is likely that this is due to an artifact created by the nature of the response categories for items 38 and 40. In both items 38 and 40, the middle response category expresses the greatest satisfaction with combat training. In item 39, however, the first two response categories express the greatest satisfaction with combat training. Thus, it is possible that the soldiers in the sample consider the amount and difficulty of combat training to be aspects of the quality of training, but that the nature of the response scales prevented these different items from appearing on the same factor. The response categories are also responsible for the negative loading on item 37. A respondent who thought combat training was too hard would choose response "A" (very hard) to item 37, and would likely also choose response "e" (much easier) to item 38. The appropriate name for this factor appeared to be Quality of Combat Training.

TABLE 2-1m

Factor XIII: Job Importance

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
3.	How important is your duty MOS job to your company?	.757	1	.749	2	.839	1
2.	How important is your duty MOS job to the Army?	.756	2	.749	1	.813	2

The items which define Factor XIII clearly pertain to the respondent's perceptions of the importance of his job. The factor was named Job Importance.

TABLE 2-1n

Factor XIV: Company Race Relations

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
69.	Is the treatment of minority racial groups in your company better or worse than in civilian life?	.693	1	.670	1	.854	1
68.	How fairly are racial problems handled in your company?	.617	2	.567	2	.601	2
67.	How are race relations in your company	.585	3	.531	3		

The items loading on Factor XIV are all concerned with race relations within the company setting. The factor was title Company Race Relations.

TABLE 2-1o

Factor XV: Desired Superior-to-Subordinate Communications

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
16.	How often do you think you platoon leader should talk to you when you are on the job?	.752	1	.748	1	.773	1
14.	How often do you think your company commander should talk to you when you are on the job?	.656	2	.655	2	.622	3
18.	How often do you think your platoon sergeant should talk to you when you are on the job?	.641	3	.628	3	.741	2

The three items defining Factor XV had virtually identical loadings in both solutions. The items are clearly concerned with the desired level of superior-to-subordinate communications while on the job. However, none of the items specifically asks about job-related communications, so it is not possible to determine exactly what kind of communications the soldiers had in mind in responding to these items. Therefore, the factor was named Desired Superior-to-Subordinate Communications to avoid the question of job-relatedness.

TABLE 2-1p

Factor XVI: Work Effort

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
32.	How hard do you work compared to most others in your company?	.718	1	.722	1	.829	1
31.	How hard do you work in your job?	.612	2	.601	2	.762	2

The items that have high loadings on Factor XVI pertain to the amount of effort expended by the respondent in the performance of his job. The most appropriate title for the factor seemed to be Work Effort.

TABLE 2-1q

Factor XVII: Level of Platoon Superior-to-Subordinate Communications

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
15.	How often does your platoon leader talk to you when you are on the job?	.758	1	.752	1	.837	1
17.	How often does your platoon sergeant talk to you when you are on the job?	.743	2	.739	2	.785	2

The items defining Facor XVII pertain to the actual level of communications from superiors within the platoon. This factor is interesting for two reasons. First, it shows that the respondent's perceptions of actual and should (see Factor XV: Desired Superior-to-Subordinate Communications) are unrelated. In other words, it appears that there is no congruence between the frequency of communications desired and that received. Second, it is interesting that item 13 (How often does your company commander talk to you when you are on the job?) had only small loadings on this facator (.317 varimax and .305 quartimax), while the should version of the question (item 14) loaded heavily on Factor XV. No explanation for this is apparent. The best descriptive title for this factor appeared to be Level of Platoon Superior-to-Subordinate Communications.

TABLE 2-1r

Factor XVIII: Remuneration

Item		99-Item Analysis				49-Item Analysis	
		Varimax Rotation		Quartimax Rotation		Varimax Rotation	
94.	How do you feel your Army pay compares to the pay you could get in civilian life?	.584	1	.564	1	.915	1
66.	How are your barracks?	.449	2	(.440)	2	(.043)	

Factor XVIII was difficult to interpret, as there is no readily apparent reason why opinions on Army pay and Army barracks should define the same factor. Although item 66 fell below the criterion of .447 in the quartimax solution, it barely missed (f = .440). The only other item which loaded at least .30 in both original rotational solutions was item 88 (Do you think the Army is concerned about you as an individual?). The factor was interpreted as reflecting opinions on how well the Army provides for its personnel, with pay being considered the most important single item. Therefore, this factor was

tentatively titled Remuneration. However item 66 did not load on this factor in the 49-item analysis. The loading (.043) is shown in Table 2-1r for the reader's convenience. Since item 88 was not included in the 49-item analysis, there is no way to determine whether it might have helped define the factor. This splitting of the factor casts some doubt on the notion that the factor reflects a general attitude toward the way the Army provides for its people. However, the factor still reflects opinion on Army pay, so the title of the factor was not changed.

TABLE 2-1s

Factor XIX: Original Career Intention

Item		99-Item Analysis		49-Item Analysis
		Varimax Rotation	Quartimax Rotation	Varimax Rotation
1.	When you first joined the Army, were you for or against making it a career?	-.663 1	.664 1	.712 1
48.	How much does getting promoted in your company depend upon doing a good job?	.528 2	-.451 2	-.612 2

Again, the relationship of the two items which define Factor XIX is not apparent. The items load on opposite poles of the factor, indicating that respondents who were career oriented when entering the service tend to feel presently that doing a good job has little to do with promotion. However, the actual correlation between the items is only -.138. Though the exact nature of the factor is uncertain, it was very tentatively named Original Career Intention, based on the item with the higher loading.

The reversal of the signs of the loadings between the rotational solutions is of no consequence. Any factor can be rotated 180° to reverse the signs without changing the interpretation of the factor.

TABLE 2-1t

Factor XX: Drug Usage

Item		99-Item Analysis		49-Item Analysis
		Varimax Rotation	Quartimax Rotation	Varimax Rotation
72.	Is there a drug problem in your company?	.582	.567	.901

Factor XX is defined by a single item, making any interpretation highly speculative. Unfortunately, it is the only item in the questionnaire concerned with drug usage. It was expected originally that drug usage would be sympotmatic of other problems, and that the item would load on some other factor or factors appearing as an indicator of general satisfaction or dissatisfaction with the company. However, where drug usage was seen as a problem by the respondents, it seems to have been viewed as unrelated to other aspects of company functioning. The highest single correlation between this item and any other was only .289. The factor was title Drug Usage, but should be regarded as a tentative finding because of the single defining item.

TABLE 2-1u

Factor XXI: Promotion Policy

Item		99-Item Analysis		49-Item Analysis
		Varimax Rotation	Quartimax Rotation	Varimax Rotation
49.	How important is it to be a "yes man" to get promoted in your company?	.595	.548	.906

Factor XXI, like the previous factor, is defined by a single item, in this case, related to promotion policy. Neither of the other items related to promotion (items 48 and 50) had appreciable loadings on this factor in either solution, the highest being .138. Nevertheless, at this point in the overall analysis of the questionnaire, it was decided to treat the factor as real, and it was named Promotion Policy.

TABLE 2-1v

Factor XXII: Work Hours

Item		99-Item Analysis		49-Item Analysis
		Varimax Rotation	Quartimax Rotation	Varimax Rotation
4.	How many hours do you spend on the job in an average week?	.664	.665	.919

Factor XXII is also defined by a single item, but again, it is the only item in the questionnaire concerned with time spent on the job. With considerable reservation, the factor was name Work Hours.

Factor XXIII

The highest single loading on this factor in either rotation was .369. It was concluded that this factor resulted from chance error correlations, and therefore, it was not named.

Partial Verification of the Factor Structure

The factor analyses resulted in 22 factors which were interpreted and named, although some of the interpretations were made with considerable reservation. However, as mentioned earlier, the analyses performed were considered exploratory in nature. It was deemed advisable to err in the direction of liberalism rather than conservatism in speculating on the reality and meaning of the factors extracted. Nevertheless, it seemed possible that some of the later factors, especially those defined by one or two items, were a result of chance correlated errors or peculiarities in the responses of a small number of soldiers. To partially test this possibility, the 674 protocols were divided in half by selecting every other case, starting with the first and repeating the entire analysis with these 337 respondents. There was no reason to suspect any bias in the ordering of cases which were arranged alphabetically within each company.

A comparison of the factors for this analysis with the factors for the entire group is presented in Table 2-2. The results for only the varimax rotations are presented. As can be seen from the table listing the defining variables, the interpretation of the factors based on the half sample would not differ from that based on the entire sample, except for two of the factors (Factors XXI and XXII) which were defined by single items. Each of these two items loaded on other factors in the half sample analysis. Two new factors also emerged in the half sample analysis, one defined by item 55 alone, and one defined by items 18 (How often do you think your platoon sergeant should talk to you when you are on the job?) and 57 (How satisfied are you with the leave policies in your company?). This latter factor, defined by two variables, is difficult to interpret. However, the results indicate that 20 of the factors are probably meaningful. Since the two factors which did not appear in the half sample analysis were very minor, a further verification employing the other half sample was not undertaken.

The sorted rotated loadings from the half sample analysis are presented in Appendix F. Loadings $\leq .40$ are shown as "Os" to facilitate reading the table. The .40 cutoff was chosen as only "high" loadings, previously defined as those which account for 20 percent or more of the variance of an item, wee to be shown. A cutoff of .447 would have been exact.

TABLE 2-2

Comparison of Defining Variables for Each Factor for the Full Sample and the Half Sample (unreplicated items are underlined)

Factor	Full Sample	Half Sample
I	51, 70, 74, 76, 80, 84	51, 70, 71, 74, 76, 80, 83, 84, 85, 86
II	92, 93, 95, 96, 97, 98 99	92, 93, 95, 96, 97, 98, 99
III	7, 8, 9, 10, 11, 12, 19	7, 8, 9, 10, 11, 12, 19
IV	28, 29, 30, 33, 34, 43	28, 29, 30, 33, 34, 43
V	24, 25, 26, 27	24, 25, 26, 27
VI	35, 36, 37, 39, 44	35, 36, 37, 39, 44
VII	61, 62, 63, 64, 65	61, 62, 63, 64, 65
VIII	52, 75, 77, 81	52, 75, 77, 81
IX	58, 59, 60	59, 60, 66
X	20, 22, 23, 78	20, 22, 23, 78
XI	53, 54, 56	53, 54, 56
XII	37, 38, 40	38, 40
XIII	2, 3	2, 3
XIV	67, 68, 69	67, 68, 69
XV	14, 16, 18	14, 16, 49
XVI	31, 32	4, 31, 32
XVII	15, 17	15, 17
XVIII	94, 66	94
XIX	1, 48	1, 48
XX	72	72
XXI	4	
XXII	49	
New Factor A		18, 57
New Factor B		55

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Chapter 3

DISCUSSION AND IMPLICATIONS FOR THE FUTURE

The factor analysis of the 99 items on the "Soldier Opinion Questionnaire" resulted in the extraction of 23 factors. Twenty-two of the factors were interpreted, although interpretations of some of the minor factors were made with considerable reservation. The same analysis was performed on half of the sample, and all but the last two of the same 22 factors emerged after rotation. This was deemed to have partially verified the existence of the factors in the data.

The items which appeared to be the best measures of each factor were selected from the original clusters, thus reducing the total number of items to 49. These items were then factor analyzed, and 21 of the original 22 factors reemerged following rotation. One of the minor factors split in this analysis. This result was essentially what was expected: measures of 33 factors were put into the analysis, so the same 22 factors were expected to reemerge. Nevertheless, this result was taken as a further verification of the existence of the majority of the factors in the data base. From the practical standpoint, it demonstrated that all of the major factors found could be assessed with approximately half the original number of items.

Obviously, a step to be taken in the future is to confirm the factors through an analysis of the data from a second administration of the questionnaire. However, some revision of the questionnaire should be made first. Some of the factors might be eliminated. For example, Factor XVIII, tentatively titled Remuneration, might be eliminated. Even if the hypothesis is correct that the factor reflects a general opinion on how well the Army provides for its personnel, this information is not of much value to a commander. The commander cannot increase pay, build new barracks, or otherwise exert much influence on Army-wide benefits. Since the questionnaire is being designed as an aid to commanders, factors over which they have little or no influence could probably be eliminated.

The revised questionnaire should also contain some additional items. Some items should be added in an attempt to "beef up" or further clarify the meaning of some of the "minor" factors defined by only one or two items. (For example, only one item on drug usage was included, and it defined a separate factor. Additional items should be added to determine how, if at all, drug usage affects company personnel and company effectiveness.) It should be noted that the term "minor," as used here, refers only to the percentage of the total variance accounted for by the factor, and not necessarily its importance. A minor factor in one analysis could become a major factor in another if more items with large proportions of variance in common with the original item(s) are added. The importance of the factor has to be determined separately by examining its relationship to external criteria. For example, it might be found that companies with a drug problem are rated low by battalion commanders and also have high AWOL rates. The fact that the Drug Usage factor was a minor factor in the analysis, because there was only one item concerned with drug usage, says nothing about its potential utility to a commander.

Additional items should also be written in an attempt to assess intended factors which did not emerge from the analysis. For example, the authors intended to assess the

soldiers' respect for their units. Items 84 (Overall, how well do you think your company is run?), 85 (Overall, how do you think your company compares to other companies), and 86 (How much do you think your company is respected on this post?) were intended to measure this factor. Apparently, the respondents saw these items in terms of leadership, as they loaded more heavily on Factor I (Quality of Officer Leadership) than any other factors. Perhaps differently worded items might bring out a separate "Respect for Unit" factor.

In addition to additions, deletions, and modifications of items, some changes in the order in which the questions are presented might be made. In the version of the questionnaire employed, the items designed to measure each factor tended to be clustered. For example, in the varimax rotation, Factor II (Reenlistment Potential) is defined by items 92, 93, 95, 96, 97, 98, and 99. It is possible that the respondents assumed a set toward the items and tended to respond to all in the same manner. Had the items been dispersed throughout the questionnaire, there would be less chance for a response set to develop. Whether such response sets did occur and whether they affected the results to a significant degree is not known.

As mentioned in Chapter I, the analyses described in this report are only a part of the overall analysis plan for the questionnaire. When all of the analyses are completed, a new version of the questionnaire will be drafted and administered to another large sample of young soldiers. This process will be repeated until an instrument with the desired charactersitics is produced.

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APPENDIX A

Soldier Opinion Questionnaire

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SOLDIER OPINION QUESTIONNAIRE

U.S.
Army Research Institute
For the Behavioral and Social Sciences

Fort Hood Field Unit

MESSAGE TO THE SOLDIER
FROM THE ARMY RESEARCH INSTITUTE:

(Please Read Before Starting)

1. Please do not put your name on this questionnaire.

2. This questionnaire is being given to you by the Army Research Institute, not by your company. The purpose of the questionnaire is to give you a chance to freely state your opinions about your company and about life in the Army. Your opinions will be combined with those of the other soldiers in your company, and then a summary will be given to your commander to help him try to improve living, working, and training conditions in your company.

3. Please be completely truthful. Only honest answers can help.

4. All of the questions are multiple choice. Check only one answer for each question.

5. You may wish to write in a comment or suggestion by some of the questions. Feel free to do so. A typewritten summary of remarks from your company will be given to your company commander, but your individual questionnaire and answers will not.

6. Take your time. You may need about 45 minutes, more or less, to finish. Remain seated until everyone has finished and you are released. You will be asked to turn in your completed questionnaire as you leave.

Thank you for your help.

ARMY RESEARCH INSTITUTE (ARI)

1. When you first joined the Army, were you for or against making it a career?

   (a) _____ Strongly for
   (b) _____ Somewhat for
   (c) _____ Borderline
   (d) _____ Somewhat against
   (e) _____ Strongly against

2. How important is your duty MOS job to the Army?

   (a) _____ Very important
   (b) _____ Important
   (c) _____ Borderline
   (d) _____ Unimportant
   (e) _____ Very unimportant

3. How important is your duty MOS job to your company?

   (a) _____ Very important
   (b) _____ Important
   (c) _____ Borderline
   (d) _____ Unimportant
   (e) _____ Very unimportant

4. About how many hours do you spend on the job in a average week?

   (a) _____ 55 or more (If more, write in the number here:_____)
   (b) _____ 50
   (c) _____ 45
   (d) _____ 40
   (e) _____ 35 or less (If less, write in the number here:_____)

5. How useful is the work you do most of the time?

   (a) _____ Very useful
   (b) _____ Quite useful
   (c) _____ Somewhat useful
   (d) _____ Slightly useful
   (e) _____ Not useful at all

6. How much of your time on the job is spent doing useful work?

   (a) _____ 80 to 100 percent
   (b) _____ 60 to 79 percent
   (c) _____ 40 to 59 percent
   (d) _____ 20 to 39 percent
   (e) _____ 0 to 19 percent

7. How clear are your immediate supervisor's explanations of how to do your job?

(a) _____ Very clear
(b) _____ Clear
(c) _____ Borderline
(d) _____ Unclear
(e) _____ Very unclear

8. How clear are the job objectives your immediate supervisor sets for you?

(a) _____ Very clear
(b) _____ Clear
(c) _____ Borderline
(d) _____ Unclear
(e) _____ Very unclear

9. How much does your immediate supervisor like to hear your ideas about how your job should be done?

(a) _____ Likes very much
(b) _____ Likes
(c) _____ Borderline
(d) _____ Dislikes
(e) _____ Dislikes very much

10. Is your immediate supervisor willing to listen to your work problems?

(a) _____ Very willing
(b) _____ Willing
(c) _____ Borderline
(d) _____ Unwilling
(e) _____ Very unwilling

11. How much does your immediate supervisor care about how well people do their jobs?

(a) _____ Very much
(b) _____ Much
(c) _____ Somewhat
(d) _____ Little
(e) _____ Very little

12. How friendly is your immediate supervisor?

(a) _____ Very friendly
(b) _____ Friendly
(c) _____ Borderline
(d) _____ Unfriendly
(e) _____ Very unfriendly

13. How often does your company commander talk to you when you are on the job?

(a) _____ 5 or more days a week
(b) _____ 3 or 4 days a week
(c) _____ 1 or 2 days a week
(d) _____ 2 or 3 days a month
(e) _____ 1 or less days a month

14. How often do you think your company commander should talk to you when you are on the job?

(a) _____ Much more
(b) _____ More
(c) _____ O.K. as is
(d) _____ Less
(e) _____ Much less

15. How often does your platoon leader talk to you when you are on the job?

(a) _____ 5 or more days a week
(b) _____ 3 or 4 days a week
(c) _____ 1 or 2 days a week
(d) _____ 2 or 3 days a month
(e) _____ 1 or less days a month

16. How often do you think your platoon leader should talk to you when you are on the job?

(a) _____ Much more
(b) _____ More
(c) _____ O.K. as is
(d) _____ Less
(e) _____ Much less

17. How often does your platoon sergeant talk to you when you are on the job?

(a) _____ 5 or more days a week
(b) _____ 3 or 4 days a week
(c) _____ 1 or 2 days a week
(d) _____ 2 or 3 days a month
(e) _____ 1 or less days a month

18. How often do you think your platoon sergeant should talk to you when you are on the job?

(a) _____ Much more
(b) _____ More
(c) _____ O.K. as is
(d) _____ Less
(e) _____ Much less

19. How much freedom do you have to do your job the way you think it should be done?

(a) _____ Very much
(b) _____ Much
(c) _____ Some
(d) _____ Little
(e) _____ Very little

20. Does "obeying the rules" ever make it hard to get your job done?

(a) _____ Very seldom, or never
(b) _____ Seldom
(c) _____ Sometimes
(d) _____ Often
(e) _____ Very often

21. How much responsibility are you given in your job?

(a) _____ Very much
(b) _____ Much
(c) _____ Some
(d) _____ Little
(e) _____ Very little

22. How easy is it to get the right equipment to do your job?

(a) _____ Very easy
(b) _____ Easy
(c) _____ Borderline
(d) _____ Hard
(e) _____ Very hard

23. In what condition is the equipment you usually work with?

(a) _____ Very good
(b) _____ Good
(c) _____ Borderline
(d) _____ Bad
(e) _____ Very bad

24. How interesting is your job?

(a) _____ Very interesting
(b) _____ Interesting
(c) _____ Borderline
(d) _____ Uninteresting
(e) _____ Very uninteresting

25. How do you like your job?

(a) _____ Very much
(b) _____ Much
(c) _____ Somewhat
(d) _____ Little
(e) _____ Very little

26. How well does your job make use of your abilities?

(a) _____ Very well
(b) _____ Well
(c) _____ Borderline
(d) _____ Poorly
(e) _____ Very poorly

27. How useful do you think the skills you use in your job will be to you later on?

(a) _____ Very useful
(b) _____ Quite useful
(c) _____ Somewhat useful
(d) _____ Slightly useful
(e) _____ Not useful at all

28. How well do the people in your company work together?

(a) _____ Very well
(b) _____ Well
(c) _____ Borderline
(d) _____ Poorly
(e) _____ Very poorly

29. How much do the soldiers in your company make each other feel like doing a good job?

(a) _____ Very much
(b) _____ Much
(c) _____ Somewhat
(d) _____ Little
(e) _____ Very little

30. On the average, how well do the people you work with do their jobs?

(a) _____ Very well
(b) _____ Well
(c) _____ Borderline
(d) _____ Poorly
(e) _____ Very poorly

31. How hard do you work in your job?

(a) _____ Very hard
(b) _____ Hard
(c) _____ Borderline
(d) _____ Not hard
(e) _____ Not hard at all

32. How hard do you work compared to most others in your company?

(a) _____ Much harder
(b) _____ Harder
(c) _____ About the same
(d) _____ Less hard
(e) _____ Much less hard

33. How many soldiers in your company do you think are good soldiers?

(a) _____ 80 to 100 percent
(b) _____ 60 to 79 percent
(c) _____ 40 to 59 percent
(d) _____ 20 to 39 percent
(e) _____ 0 to 19 percent

34. What percentage of the soldiers in your company perform so poorly that the unit might be better off without them?

(a) _____ 0 to 10 percent
(b) _____ 11 to 20 percent
(c) _____ 21 to 30 percent
(d) _____ 31 to 40 percent
(e) _____ 41 percent, or more

35. How much attention is given to MOS training in your company?

(a) _____ Very much
(b) _____ Much
(c) _____ Some
(d) _____ Little
(e) _____ Very little

36. Do you get enough MOS training in your company?

(a) _____ More than enough
(b) _____ Enough
(c) _____ Borderline
(d) _____ Not enough
(e) _____ Not nearly enough

37. How hard is the combat training you get in your company?

(a) _____ Very hard
(b) _____ Hard
(c) _____ Borderline
(d) _____ Easy
(e) _____ Very easy

38. Should the combat training in your present company be harder or easier?

(a) _____ Much harder
(b) _____ Harder
(c) _____ O.K. as is
(d) _____ Easier
(e) _____ Much easier

39. How good is the combat training you get in your company?

(a) _____ Very good
(b) _____ Good
(c) _____ Borderline
(d) _____ Bad
(e) _____ Very bad

40. Do you think your company should get more or less combat training?

(a) _____ Much more
(b) _____ More
(c) _____ No change
(d) _____ Less
(e) _____ Much less

41. How useful are your company's field exercises?

(a) _____ Very useful
(b) _____ Quite useful
(c) _____ Somewhat useful
(d) _____ Slightly useful
(e) _____ Not useful at all

42. In your company, how much training time is wasted by doing nothing useful?

(a) _____ Very little, or none
(b) _____ Little
(c) _____ Some
(d) _____ Much
(e) _____ Very much

43. How many of the soldiers in your company really want to do well in training?

(a) _____ 80 to 100 percent
(b) _____ 60 to 79 percent
(c) _____ 40 to 59 percent
(d) _____ 20 to 39 percent
(e) _____ 0 to 19 percent

44. How is the physical training program in your company?

(a) _____ Very good
(b) _____ Good
(c) _____ Borderline
(d) _____ Bad
(e) _____ Very bad

45. How are the training instructors in your company?

(a) _____ Very good
(b) _____ Good
(c) _____ Borderline
(d) _____ Bad
(e) _____ Very bad

46. How challenging is the training you get in your company?

(a) _____ Very challenging
(b) _____ Challenging
(c) _____ Borderline
(d) _____ Unchallenging
(e) _____ Very unchallenging

47. How much does your company encourage soldiers to get more formal education?

(a) _____ Very much
(b) _____ Much
(c) _____ Somewhat
(d) _____ Little
(e) _____ Very little, or not at all

48. How much does getting promoted in your company depend upon doing a good job?

(a) _____ Very much
(b) _____ Much
(c) _____ Somewhat
(d) _____ Little
(e) _____ Very little

49. How important is it to be a "yes man" to get promoted in your company?

(a) _____ Not important at all
(b) _____ Slightly important
(c) _____ Somewhat important
(d) _____ Quite important
(e) _____ Very important

50. Are you satisfied with the promotion policy in your company?

(a) _____ Very satisfied
(b) _____ Satisfied
(c) _____ Borderline
(d) _____ Dissatisfied
(e) _____ Very dissatisfied

51. Do the commissioned officers in your company treat you with respect?

(a) _____ Always, or almost always
(b) _____ Often
(c) _____ Sometimes
(d) _____ Seldom
(e) _____ Never, or hardly ever

52. Do the NCOs in your company treat you with respect?

(a) _____ Always, or almost always
(b) _____ Often
(c) _____ Sometimes
(d) _____ Seldom
(e) _____ Never, or hardly ever

53. How high are the standards of discipline in your company?

(a) _____ Very high
(b) _____ High
(c) _____ Borderline
(d) _____ Low
(e) _____ Very low

54. How high <u>should</u> the standards of discipline be in your company?

(a) _____ Much higher
(b) _____ Higher
(c) _____ About the same
(d) _____ Lower
(e) _____ Much lower

55. How high are the standards of <u>military courtesy</u> in your company?

(a) _____ Very high
(b) _____ High
(c) _____ Borderline
(d) _____ Low
(e) _____ Very low

56. How high <u>should</u> the standards of military courtesy be in your company?

(a) _____ Much higher
(b) _____ Higher
(c) _____ About the same
(d) _____ Lower
(e) _____ Much lower

57. How satisfied are you with the leave policies in your company?

(a) _____ Very satisfied
(b) _____ Satisfied
(c) _____ Borderline
(d) _____ Unsatisfied
(e) _____ Very unsatisfied

58. How much are sports activities encouraged in your company?

(a) _____ Very much
(b) _____ Much
(c) _____ Somewhat
(d) _____ Little
(e) _____ Very little, or not at all

59. Are there enough social activities in your company?

(a) _____ Far too many
(b) _____ Too many
(c) _____ About right
(d) _____ Too few
(e) _____ Far too few

60. Are you satisfied with the kind of social activities in your company?

(a) _____ Very satisfied
(b) _____ Satisfied
(c) _____ Borderline
(d) _____ Unsatisfied
(e) _____ Very unsatisfied

61. How good is the food in your mess hall?

(a) _____ Very good
(b) _____ Good
(c) _____ Borderline
(d) _____ Bad
(e) _____ Very bad

62. Do you get enough to eat in your mess hall?

(a) _____ 80 to 100 percent of the time
(b) _____ 60 to 79 percent of the time
(c) _____ 40 to 59 percent of the time
(d) _____ 20 to 39 percent of the time
(e) _____ 0 to 19 percent of the time

63. How clean is your mess hall?

(a) _____ Very clean
(b) _____ Clean
(c) _____ Borderline
(d) _____ Dirty
(e) _____ Very dirty

64. How good is the food you get in the field?

(a) _____ Very good
(b) _____ Good
(c) _____ Borderline
(d) _____ Bad
(e) _____ Very bad

65. Do you get enough to eat when you are in the field?

(a) _____ 80 to 100 percent of the time
(b) _____ 60 to 79 percent of the time
(c) _____ 40 to 59 percent of the time
(d) _____ 20 to 39 percent of the time
(e) _____ 0 to 19 percent of the time

66. How are your barracks?

(a) _____ Very good
(b) _____ Good
(c) _____ Borderline
(d) _____ Bad
(e) _____ Very bad

67. How are race relations in your company?

(a) _____ Very good
(b) _____ Good
(c) _____ Borderline
(d) _____ Bad
(e) _____ Very bad

68. How fairly are racial problems handled in your company?

(a) _____ Very fairly
(b) _____ Fairly
(c) _____ Borderline
(d) _____ Unfairly
(e) _____ Very unfairly

69. Is the treatment of minority racial groups in your company better or worse than in civilian life?

(a) _____ Much better than in civilian life
(b) _____ Better
(c) _____ About the same
(d) _____ Worse
(e) _____ Much worse than in civilian life

70. How easy do you think it is to get to see your company commander to discuss personal problems?

(a) _____ Very easy
(b) _____ Easy
(c) _____ Borderline
(d) _____ Hard
(e) _____ Very hard

71. If you go to your company commander with a personal problem, how well do you think he will treat you?

(a) _____ Very well
(b) _____ Well
(c) _____ Borderline
(d) _____ Badly
(e) _____ Very badly

72. Is there a drug problem in your company?

(a) _____ Very small, or no problem
(b) _____ Small problem
(c) _____ Moderate problem
(d) _____ Big problem
(e) _____ Very big problem

73. How well does your company keep you informed about important matters, such as training schedules and company policies?

(a) _____ Very well
(b) _____ Well
(c) _____ Borderline
(d) _____ Poorly
(e) _____ Very poorly

74. How much do the commissioned officers in your company care about the needs of their people?

(a) _____ Very much
(b) _____ Much
(c) _____ Somewhat
(d) _____ Little
(e) _____ Very little

75. How much do the NCOs in your company care about the needs of their people?

(a) _____ Very much
(b) _____ Much
(c) _____ Somewhat
(d) _____ Little
(e) _____ Very little

76. How well do the commissioned officers in your company do their jobs?

(a) _____ Very well
(b) _____ Well
(c) _____ Borderline
(d) _____ Poorly
(e) _____ Very poorly

77. How well do the NCOs in your company do their jobs?

(a) _____ Very well
(b) _____ Well
(c) _____ Borderline
(d) _____ Poorly
(e) _____ Very poorly

78. How many "mickey-mouse" rules does your company have?

(a) _____ Very few
(b) _____ Few
(c) _____ Some
(d) _____ Many
(e) _____ Very many

79. How much harassment of the soldiers is there in your company?

(a) _____ Very little, or none
(b) _____ Little
(c) _____ Some
(d) _____ Much
(e) _____ Very much

80. As leaders, how are your company's commissioned officers?

(a) _____ Very good
(b) _____ Good
(c) _____ Borderline
(d) _____ Bad
(e) _____ Very bad

81. As leaders, how are your company's NCOs?

(a) _____ Very good
(b) _____ Good
(c) _____ Borderline
(d) _____ Bad
(e) _____ Very bad

82. How is your morale?

(a) _____ Very high
(b) _____ High
(c) _____ Borderline
(d) _____ Low
(e) _____ Very low

83. How is the morale of <u>other soldiers</u> in your company?

(a) _____ Very high
(b) _____ High
(c) _____ Borderline
(d) _____ Low
(e) _____ Very low

84. Overall, how well do you think your company is run?

(a) _____ Very well
(b) _____ Well
(c) _____ Borderline
(d) _____ Poorly
(e) _____ Very poorly

85. Overall, how do you think your company compares to other companies?

(a) _____ Much better
(b) _____ Better
(c) _____ About the same
(d) _____ Worse
(e) _____ Much worse

86. How much do you think your company is respected on this post?

(a) _____ Very much
(b) _____ Much
(c) _____ Somewhat
(d) _____ Little
(e) _____ Very little

87. How important is the Army for the defense of the country?

(a) _____ Very important
(b) _____ Important
(c) _____ Borderline
(d) _____ Unimportant
(e) _____ Very unimportant

88. Do you think the Army is concerned about you as an individual?

(a) _____ Very concerned
(b) _____ Concerned
(c) _____ Borderline
(d) _____ Unconcerned
(e) _____ Very unconcerned

89. How much does the Army reward or punish soldiers who "think for themselves"?

(a) _____ Rewards greatly
(b) _____ Rewards somewhat
(c) _____ Neither rewards nor punishes
(d) _____ Punishes somewhat
(e) _____ Punishes greatly

90. How many of the Army's rules and regulations do you think are needed for a good Army?

(a) _____ All, or nearly all
(b) _____ Most
(c) _____ Some
(d) _____ A few
(e) _____ None, or almost none

91. Overall, how well do you think the Army is run?

(a) _____ Very well
(b) _____ Well
(c) _____ Borderline
(d) _____ Poorly
(e) _____ Very poorly

92. How do you feel about being in the Army?

(a) _____ Very proud
(b) _____ Proud
(c) _____ Neither proud nor ashamed
(d) _____ Ashamed
(e) _____ Very ashamed

93. Overall, how much do you like Army life?

(a) _____ Like very much
(b) _____ Like
(c) _____ Borderline
(d) _____ Dislike
(e) _____ Dislike very much

94. How do you feel your Army pay compares to the pay you could get in civilian life?

(a) _____ Much more than in civilian life
(b) _____ More
(c) _____ About the same
(d) _____ Less
(e) _____ Much less than in civilian life

95. How much will your decision to reenlist or not reenlist depend on your being able to get a good job in civilian life?

(a) _____ Very much
(b) _____ Much
(c) _____ Somewhat
(d) _____ Little
(e) _____ Very little

96. Would you encourage civilian friends to enlist in the Army?

(a) _____ Encourage strongly
(b) _____ Encourage
(c) _____ Neither encourage nor discourage
(d) _____ Discourage
(e) _____ Discourage strongly

97. How do you feel at this time about reenlisting for another term?

(a) _____ Strongly for
(b) _____ Somewhat for
(c) _____ Borderline
(d) _____ Somewhat against
(e) _____ Strongly against

98. How do you feel at this time about making the Army a career?

(a) _____ Strongly for
(b) _____ Somewhat for
(c) _____ Borderline
(d) _____ Somewhat against
(e) _____ Strongly against

99. If you could have an honorable discharge at this time, would you prefer to stay in or get out?

(a) _____ Much prefer to stay in
(b) _____ Prefer to stay in
(c) _____ Undecided
(d) _____ Prefer to get out
(e) _____ Much prefer to get out

100. Other remarks. Thank you for answering the many questions above. If you have other comments or suggestions about your company or your life in the Army, please write them on the back of this page.

(Turn page and continue with Background Questions)

ARMY RESEARCH INSTITUTE (ARI)

BACKGROUND QUESTIONS

(Please Read Before Continuing)

1. Your answers to a few background questions, which start on the next page, are needed by the Army Research Institute to improve the questionnaire you have just filled out.

2. Your answers will not be given or shown to your company commander or to any other person in your company. They will stay with the Army Research Institute.

3. Again, do not write in your name; we do not need to identify you as a specific individual.

ARMY RESEARCH INSTITUTE (ARI)

BACKGROUND QUESTIONS

(For ARI Research Purposes Only)

(Do Not Write Your Name)

1. Write in the names of your battalion and company.

   Battalion: _____

   Company: _____

2. How long have you been in your present company?

   _____ years and _____ months

3. How long have you been in the Army?

   _____ years and _____ months

4. How big was *your home town when* you joined the Army? (Choose the closest number.)

   _____ a. 1 thousand
   _____ b. 5 thousand
   _____ c. 10 thousand
   _____ d. 25 thousand
   _____ e. 50 thousand
   _____ f. 100 thousand
   _____ g. 250 thousand
   _____ h. 500 thousand
   _____ i. 1 million
   _____ j. 2 million or more

5. Are you now working in your primary MOS?

   _____ a. Yes
   _____ b. No

6. What is your pay grade?

   _____ a. E-1
   _____ b. E-2
   _____ c. E-3
   _____ d. E-4
   _____ e. E-5

7. How many years of formal education (elementary, high school, college, etc.) have you had?

_____ years

8. If you have a high school diploma, what kind is it?

_____ a. Do not have diploma
_____ b. Regular
_____ c. GED

9. If you have a college degree, what kind is it?

_____ a. Do not have degree
_____ b. Associate (2-year)
_____ c. Bachelor (4-year)
_____ d. Other: _____

10. Are you now taking any courses to improve your education or your job skills?

_____ a. Yes
_____ b. No

11. Would you like to take courses (or more courses) to improve your education?

_____ a. Yes
_____ b. No

12. Would you like to take courses (or more courses) to improve your job skills?

_____ a. Yes
_____ b. No

13. Where do you live?

_____ a. Barracks
_____ b. On-post housing (BEQ, family housing)
_____ c. Off-post housing

14. When were you born?

Month:_____ Year:_____

15. Marital Status:

_____ a. Single
_____ b. Married
_____ c. Divorced
_____ d. Other

16. Sex:

_____ Female
_____ Male

17. To what ethnic (racial) group do you belong?

_____ a. American Indian (Native American)
_____ b. Black
_____ c. Mexican-American
_____ d. Oriental
_____ e. Puerto Rican
_____ f. White (Caucasian, Anglo-American)
_____ g. Other: _____

THANK YOU FOR YOUR PARTICIPATION

Please remain seated until you are dismissed.
You will turn in your questionnaire at that time.

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APPENDIX B

The Intercorrelation Matrix of the 99 Items in the "Soldier Opinion Questionnaire"

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The Intercorrelation Matrix of the 99 Items in the "Soldier Opinion Questionnaire"

CORRELATION MATRIX

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	
		2	3	4	5	6	7	8	9	10	11	12	13	14	
Q1	2	1.000													
Q2	3	0.215	1.000												
Q3	4	0.093	0.564	1.000											
Q4	5	0.132	-0.014	0.098	1.000										
Q5	6	0.089	0.347	0.370	-0.004	1.000									
Q6	7	-0.007	0.209	0.301	0.018	0.490	1.000								
Q7	8	0.068	0.229	0.243	-0.008	0.287	0.242	1.000							
Q8	9	0.044	0.203	0.220	-0.069	0.290	0.285	0.662	1.000						
Q9	10	-0.045	0.228	0.256	0.014	0.307	0.287	0.495	0.488	1.000					
Q10	11	-0.017	0.263	0.286	-0.043	0.258	0.204	0.461	0.437	0.656	1.000				
Q11	12	-0.044	0.230	0.268	0.018	0.284	0.198	0.386	0.392	0.476	0.554	1.000			
Q12	13	0.037	0.212	0.258	-0.019	0.256	0.204	0.427	0.399	0.544	0.597	0.641	1.000		
Q13	14	0.046	0.097	0.157	-0.030	0.199	0.250	0.192	0.164	0.266	0.239	0.228	0.246	1.000	
Q14	15	0.088	0.108	0.109	0.062	0.102	0.140	0.117	0.111	0.089	0.078	0.099	0.101	-0.016	
Q15	16	0.019	0.116	0.154	0.088	0.126	0.147	0.183	0.166	0.182	0.185	0.205	0.266	0.241	
Q16	17	0.080	0.096	0.048	-0.017	0.171	0.143	0.105	0.146	0.158	0.122	0.127	0.153	0.102	
Q17	18	0.014	0.140	0.137	0.061	0.085	0.105	0.186	0.154	0.168	0.238	0.283	0.265	0.186	
Q18	19	0.088	0.106	0.140	-0.008	0.199	0.156	0.107	0.181	0.131	0.140	0.119	0.202	0.119	
Q19	20	-0.006	0.198	0.192	-0.095	0.320	0.263	0.329	0.360	0.446	0.441	0.313	0.407	0.257	
Q20	21	0.067	0.129	0.115	-0.060	0.245	0.235	0.292	0.277	0.307	0.283	0.228	0.252	0.143	
Q21	22	0.095	0.230	0.236	0.098	0.379	0.291	0.296	0.285	0.349	0.313	0.301	0.286	0.226	
Q22	23	-0.048	0.101	0.121	-0.110	0.242	0.309	0.305	0.316	0.282	0.247	0.235	0.183	0.183	
Q23	24	-0.019	0.164	0.166	-0.128	0.315	0.301	0.290	0.268	0.250	0.258	0.212	0.205	0.167	
Q24	25	0.132	0.332	0.285	-0.045	0.410	0.357	0.273	0.270	0.286	0.286	0.251	0.285	0.283	
Q25	26	0.163	0.272	0.224	-0.051	0.354	0.307	0.268	0.284	0.268	0.252	0.220	0.269	0.248	
Q26	27	0.059	0.211	0.224	-0.068	0.374	0.343	0.271	0.275	0.282	0.255	0.232	0.240	0.208	
Q27	28	0.084	0.178	0.198	-0.085	0.353	0.282	0.155	0.185	0.249	0.231	0.138	0.209	0.194	
Q28	29	0.008	0.155	0.173	-0.079	0.166	0.218	0.250	0.275	0.274	0.309	0.283	0.318	0.190	
Q29	30	-0.037	0.245	0.220	-0.082	0.308	0.327	0.292	0.301	0.403	0.337	0.280	0.322	0.262	
Q30	31	0.014	0.207	0.189	-0.034	0.190	0.215	0.332	0.314	0.333	0.364	0.297	0.330	0.160	
Q31	32	0.183	0.230	0.290	0.170	0.269	0.314	0.194	0.163	0.167	0.170	0.199	0.165	0.098	
Q32	33	0.190	0.193	0.146	0.133	0.180	0.153	0.139	0.068	0.131	0.097	0.097	0.077	0.074	
Q33	34	0.053	0.195	0.252	-0.010	0.224	0.327	0.278	0.258	0.291	0.267	0.292	0.257	0.188	
Q34	35	0.060	0.125	0.126	-0.095	0.097	0.184	0.191	0.213	0.166	0.175	0.197	0.165	0.108	
Q35	36	-0.047	0.143	0.189	0.004	0.192	0.198	0.247	0.179	0.222	0.283	0.258	0.210	0.175	
Q36	37	-0.110	0.053	0.110	0.031	0.109	0.157	0.225	0.146	0.169	0.196	0.201	0.186	0.099	
Q37	38	-0.012	0.071	0.120	0.053	0.137	0.204	0.190	0.147	0.226	0.183	0.170	0.163	0.071	
Q38	39	0.218	0.159	0.069	0.043	0.058	-0.048	0.106	0.115	0.096	0.109	0.096	0.143	0.163	
Q39	40	-0.023	0.158	0.183	-0.043	0.240	0.286	0.296	0.253	0.276	0.253	0.302	0.287	0.227	
Q40	41	0.189	0.202	0.092	0.004	0.059	-0.016	0.089	0.088	0.092	0.119	0.105	0.154	0.162	
Q41	42	-0.038	0.207	0.192	-0.030	0.232	0.331	0.300	0.272	0.271	0.247	0.306	0.306	0.207	
Q42	43	-0.120	0.107	0.114	-0.046	0.214	0.347	0.236	0.235	0.230	0.234	0.271	0.226	0.097	
Q43	44	0.031	0.173	0.178	0.036	0.216	0.256	0.178	0.162	0.183	0.120	0.191	0.171	0.168	
Q44	45	0.011	0.109	0.075	-0.073	0.164	0.220	0.221	0.157	0.151	0.124	0.121	0.137	0.093	
Q45	46	-0.023	0.219	0.166	-0.088	0.245	0.262	0.365	0.329	0.318	0.341	0.338	0.340	0.226	
Q46	47	-0.099	0.187	0.230	-0.018	0.303	0.342	0.379	0.313	0.320	0.318	0.319	0.303	0.163	
Q47	48	-0.087	0.150	0.091	-0.124	0.244	0.194	0.261	0.184	0.306	0.287	0.255	0.242	0.265	
Q48	49	-0.138	0.163	0.210	-0.066	0.251	0.237	0.224	0.278	0.297	0.267	0.273	0.239	0.161	
Q49	50	-0.031	-0.046	-0.002	-0.115	0.048	0.074	0.156	0.148	0.171	0.152	0.060	0.107	0.093	
Q50	51	-0.022	0.143	0.198	-0.121	0.214	0.262	0.262	0.273	0.335	0.350	0.255	0.305	0.236	

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	
		2	3	4	5	6	7	8	9	10	11	12	13	14	
Q51	52	0.016	0.151	0.177	-0.006	0.244	0.209	0.298	0.301	0.347	0.360	0.265	0.338	0.256	
Q52	53	0.066	0.138	0.154	0.001	0.218	0.216	0.304	0.329	0.395	0.443	0.334	0.410	0.224	
Q53	54	-0.003	0.071	0.083	-0.086	0.131	0.137	0.201	0.193	0.149	0.154	0.227	0.155	0.082	
Q54	55	0.167	0.070	0.072	0.135	0.103	0.082	0.051	0.052	0.088	0.047	0.064	0.040	0.115	
Q55	56	0.031	0.192	0.127	-0.082	0.153	0.207	0.286	0.283	0.208	0.191	0.219	0.200	0.167	
Q56	57	0.181	0.100	0.085	0.096	0.153	0.096	0.110	0.095	0.077	0.099	0.126	0.114	0.189	
Q57	58	-0.003	0.208	0.161	-0.128	0.225	0.176	0.260	0.258	0.228	0.284	0.214	0.298	0.283	
Q58	59	-0.047	0.095	0.078	-0.117	0.124	0.180	0.133	0.158	0.137	0.203	0.161	0.165	0.241	
Q59	60	-0.058	0.071	0.005	-0.111	0.093	0.111	0.164	0.134	0.154	0.220	0.188	0.172	0.198	
Q60	61	-0.020	0.129	0.098	-0.127	0.090	0.169	0.175	0.152	0.200	0.257	0.194	0.199	0.155	
Q61	62	0.050	0.120	0.074	-0.105	0.096	0.104	0.161	0.183	0.150	0.167	0.051	0.163	0.122	
Q62	63	0.008	0.070	0.062	-0.100	0.134	0.132	0.127	0.149	0.114	0.190	0.125	0.169	0.093	
Q63	64	0.015	0.114	0.092	-0.080	0.197	0.138	0.183	0.241	0.174	0.201	0.100	0.180	0.110	
Q64	65	0.084	0.115	0.117	-0.041	0.143	0.115	0.141	0.183	0.138	0.155	0.121	0.191	0.134	
Q65	66	0.044	0.102	0.069	-0.025	0.168	0.141	0.128	0.136	0.132	0.180	0.152	0.182	0.093	
Q66	67	0.056	0.093	0.099	-0.057	0.128	0.086	0.181	0.179	0.173	0.232	0.161	0.237	0.084	
Q67	68	0.057	0.115	0.142	-0.102	0.220	0.210	0.273	0.282	0.296	0.274	0.294	0.291	0.205	
Q68	69	0.033	0.150	0.142	-0.119	0.220	0.226	0.269	0.266	0.315	0.312	0.262	0.340	0.173	
Q69	70	0.072	0.182	0.179	-0.032	0.093	0.077	0.187	0.206	0.201	0.202	0.210	0.208	0.113	
Q70	71	0.027	0.124	0.154	-0.008	0.144	0.187	0.205	0.152	0.276	0.308	0.202	0.222	0.327	
Q71	72	0.063	0.217	0.205	-0.060	0.213	0.225	0.250	0.213	0.281	0.352	0.270	0.314	0.335	
Q72	73	-0.034	0.103	0.106	-0.091	0.073	0.142	0.126	0.195	0.125	0.187	0.133	0.157	0.095	
Q73	74	0.027	0.174	0.144	-0.087	0.242	0.291	0.355	0.267	0.292	0.291	0.288	0.276	0.219	
Q74	75	0.015	0.186	0.213	-0.081	0.221	0.258	0.341	0.311	0.423	0.424	0.338	0.368	0.289	
Q75	76	0.058	0.165	0.157	-0.081	0.182	0.195	0.357	0.339	0.389	0.447	0.354	0.415	0.201	
Q76	77	-0.021	0.148	0.168	-0.096	0.188	0.243	0.309	0.301	0.339	0.341	0.333	0.344	0.293	
Q77	78	0.066	0.184	0.164	-0.027	0.151	0.121	0.344	0.350	0.365	0.374	0.377	0.391	0.216	
Q78	79	0.023	0.078	0.087	-0.103	0.229	0.240	0.189	0.207	0.254	0.232	0.186	0.218	0.200	
Q79	80	0.021	0.173	0.179	-0.088	0.223	0.236	0.294	0.270	0.329	0.328	0.298	0.366	0.259	
Q80	81	-0.019	0.148	0.167	-0.071	0.208	0.213	0.281	0.284	0.336	0.324	0.308	0.316	0.275	
Q81	82	0.063	0.187	0.171	-0.054	0.157	0.217	0.345	0.377	0.372	0.395	0.357	0.415	0.219	
Q82	83	0.050	0.140	0.149	-0.056	0.256	0.321	0.320	0.257	0.342	0.308	0.248	0.293	0.217	
Q83	84	-0.001	0.166	0.151	-0.095	0.231	0.298	0.291	0.286	0.302	0.276	0.255	0.270	0.242	
Q84	85	-0.013	0.169	0.197	-0.087	0.287	0.323	0.362	0.346	0.351	0.336	0.328	0.362	0.297	
Q85	86	-0.012	0.139	0.166	-0.047	0.215	0.233	0.290	0.302	0.252	0.274	0.274	0.308	0.273	
Q86	87	-0.011	0.180	0.146	-0.131	0.194	0.205	0.226	0.257	0.272	0.236	0.218	0.217	0.189	
Q87	88	0.132	0.294	0.203	-0.036	0.178	0.086	0.151	0.202	0.134	0.149	0.131	0.139	0.057	
Q88	89	0.042	0.202	0.196	-0.109	0.296	0.258	0.283	0.267	0.326	0.341	0.254	0.239	0.192	
Q89	90	0.042	0.124	0.148	-0.050	0.257	0.235	0.295	0.263	0.306	0.308	0.243	0.305	0.231	
Q90	91	0.188	0.220	0.172	-0.004	0.215	0.165	0.185	0.225	0.192	0.233	0.180	0.249	0.158	
Q91	92	0.067	0.228	0.173	-0.082	0.252	0.231	0.289	0.315	0.294	0.286	0.269	0.301	0.219	
Q92	93	0.106	0.239	0.239	-0.057	0.205	0.193	0.245	0.224	0.234	0.238	0.187	0.228	0.193	
Q93	94	0.219	0.258	0.212	-0.029	0.254	0.228	0.233	0.268	0.252	0.198	0.185	0.235	0.131	
Q94	95	0.061	0.121	0.073	-0.055	0.092	0.068	0.143	0.118	0.153	0.106	0.047	0.143	0.083	
Q95	96	0.080	0.135	0.080	-0.087	0.171	0.226	0.123	0.118	0.128	0.114	0.088	0.088	0.068	
Q96	97	0.081	0.233	0.209	-0.107	0.276	0.298	0.275	0.277	0.337	0.292	0.243	0.255	0.174	
Q97	98	0.171	0.218	0.195	-0.059	0.245	0.224	0.240	0.247	0.279	0.272	0.228	0.236	0.150	
Q98	99	0.222	0.250	0.193	-0.042	0.269	0.243	0.249	0.250	0.302	0.288	0.219	0.249	0.156	
Q99	100	0.168	0.183	0.169	-0.042	0.211	0.212	0.224	0.201	0.247	0.245	0.188	0.218	0.153	

		Q14	Q15	Q16	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	Q25	Q26
		15	16	17	18	19	20	21	22	23	24	25	26	27
Q14	15	1.000												
Q15	16	0.143	1.000											
Q16	17	0.400	-0.006	1.000										
Q17	18	0.062	0.437	0.024	1.000									
Q18	19	0.221	0.060	0.394	-0.012	1.000								
Q19	20	0.123	0.140	0.140	0.105	0.221	1.000							
Q20	21	0.134	0.067	0.111	0.015	0.111	0.371	1.000						
Q21	22	0.169	0.151	0.167	0.088	0.152	0.431	0.224	1.000					
Q22	23	0.038	0.107	0.068	0.045	0.116	0.295	0.438	0.188	1.000				
Q23	24	0.088	0.115	0.054	0.034	0.096	0.286	0.349	0.221	0.560	1.000			
Q24	25	0.131	0.143	0.143	0.078	0.223	0.362	0.228	0.349	0.294	0.279	1.000		
Q25	26	0.140	0.093	0.140	0.020	0.212	0.345	0.209	0.320	0.254	0.249	0.748	1.000	
Q26	27	0.056	0.079	0.063	0.042	0.145	0.322	0.222	0.384	0.290	0.291	0.587	0.631	1.000
Q27	28	0.033	0.054	0.117	-0.051	0.151	0.256	0.197	0.269	0.303	0.265	0.495	0.506	0.502
Q28	29	0.031	0.095	0.101	0.124	0.159	0.273	0.165	0.172	0.262	0.186	0.236	0.236	0.221
Q29	30	0.046	0.108	0.113	0.070	0.156	0.324	0.226	0.217	0.335	0.302	0.325	0.324	0.290
Q30	31	0.087	0.154	0.134	0.145	0.125	0.295	0.229	0.185	0.290	0.261	0.274	0.219	0.207
Q31	32	0.147	0.121	0.106	0.160	0.136	0.119	0.095	0.249	0.057	0.053	0.303	0.278	0.277
Q32	33	0.093	0.087	0.088	0.129	0.093	0.049	0.018	0.122	-0.069	0.025	0.135	0.175	0.137
Q33	34	0.067	0.102	0.136	0.092	0.168	0.224	0.231	0.206	0.249	0.230	0.225	0.238	0.281
Q34	35	-0.002	0.082	0.037	0.083	0.053	0.198	0.171	0.075	0.189	0.170	0.105	0.102	0.110
Q35	36	0.059	0.196	0.049	0.184	0.072	0.203	0.216	0.198	0.269	0.242	0.169	0.143	0.199
Q36	37	0.028	0.153	0.049	0.138	0.080	0.147	0.167	0.076	0.238	0.189	0.089	0.078	0.126
Q37	38	0.033	0.070	0.026	0.051	0.118	0.073	0.110	0.117	0.147	0.145	0.106	0.053	0.125
Q38	39	0.115	0.061	0.171	0.049	0.165	0.152	0.070	0.156	0.024	0.029	0.248	0.260	0.157
Q39	40	0.130	0.145	0.152	0.089	0.152	0.251	0.267	0.276	0.282	0.276	0.279	0.247	0.308
Q40	41	0.157	0.058	0.172	0.043	0.143	0.125	0.094	0.138	0.041	0.077	0.243	0.274	0.127
Q41	42	0.148	0.158	0.109	0.127	0.168	0.216	0.243	0.284	0.284	0.284	0.351	0.322	0.311
Q42	43	0.080	0.144	0.065	0.086	0.119	0.219	0.297	0.166	0.316	0.274	0.217	0.166	0.211
Q43	44	0.042	0.127	0.097	0.075	0.173	0.144	0.157	0.126	0.225	0.205	0.275	0.246	0.250
Q44	45	0.041	0.134	0.101	0.086	0.103	0.098	0.215	0.071	0.204	0.223	0.195	0.147	0.181
Q45	46	0.089	0.183	0.107	0.153	0.136	0.272	0.268	0.161	0.314	0.336	0.288	0.277	0.265
Q46	47	0.087	0.175	0.086	0.135	0.190	0.241	0.307	0.199	0.366	0.394	0.343	0.312	0.366
Q47	48	0.041	0.080	0.129	0.052	0.145	0.207	0.240	0.207	0.362	0.339	0.273	0.267	0.296
Q48	49	0.053	0.158	0.074	0.158	0.107	0.272	0.218	0.203	0.249	0.231	0.229	0.180	0.245
Q49	50	-0.072	0.011	-0.082	-0.012	0.004	0.127	0.199	0.120	0.191	0.157	0.086	0.110	0.134
Q50	51	0.056	0.107	0.098	0.112	0.138	0.314	0.315	0.244	0.322	0.296	0.275	0.244	0.294
Q51	52	0.137	0.165	0.120	0.130	0.137	0.348	0.309	0.303	0.232	0.267	0.270	0.265	0.267
Q52	53	0.053	0.144	0.080	0.202	0.198	0.316	0.262	0.286	0.222	0.202	0.264	0.261	0.275
Q53	54	-0.014	0.053	0.020	0.091	0.032	0.090	0.143	0.036	0.189	0.207	0.090	0.063	0.124
Q54	55	0.219	0.102	0.147	0.025	0.111	0.059	0.079	0.151	0.005	0.035	0.187	0.194	0.098
Q55	56	0.028	0.106	0.046	0.098	0.075	0.151	0.155	0.145	0.224	0.241	0.178	0.167	0.155
Q56	57	0.201	0.122	0.212	0.065	0.121	0.114	0.088	0.190	0.025	0.094	0.236	0.227	0.142
Q57	58	0.122	0.177	0.117	0.160	0.210	0.263	0.181	0.156	0.226	0.249	0.229	0.241	0.209
Q58	59	0.087	0.097	0.069	0.093	0.058	0.155	0.170	0.128	0.263	0.265	0.183	0.188	0.148
Q59	60	0.012	0.115	0.034	0.118	0.090	0.204	0.232	0.121	0.301	0.258	0.161	0.153	0.205
Q60	61	-0.009	0.114	0.058	0.134	0.121	0.208	0.201	0.109	0.276	0.310	0.170	0.173	0.206
Q61	62	0.083	0.096	0.056	0.020	0.127	0.145	0.216	0.121	0.215	0.261	0.150	0.162	0.134
Q62	63	0.022	0.110	0.039	0.054	0.102	0.148	0.186	0.148	0.165	0.217	0.168	0.169	0.114
Q63	64	0.077	0.069	0.039	0.001	0.119	0.213	0.219	0.170	0.235	0.220	0.153	0.176	0.157

		Q14	Q15	Q16	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	Q25	Q26	
		15	16	17	18	19	20	21	22	23	24	25	26	27	
Q64	65	0.077	0.067	0.073	0.018	0.164	0.130	0.157	0.163	0.150	0.201	0.133	0.170	0.120	
Q65	66	0.014	0.123	0.039	0.073	0.079	0.129	0.150	0.165	0.158	0.214	0.137	0.171	0.110	
Q66	67	0.120	0.126	0.039	0.073	0.103	0.139	0.129	0.075	0.118	0.081	0.094	0.109	0.095	
Q67	68	0.092	0.107	0.120	0.074	0.133	0.236	0.226	0.147	0.243	0.177	0.200	0.225	0.158	
Q68	69	0.076	0.120	0.088	0.095	0.152	0.263	0.225	0.182	0.269	0.238	0.219	0.257	0.230	
Q69	70	0.119	0.081	0.067	0.114	0.128	0.185	0.159	0.143	0.149	0.123	0.116	0.125	0.088	
Q70	71	0.075	0.149	0.026	0.146	0.106	0.249	0.225	0.178	0.222	0.222	0.152	0.149	0.154	
Q71	72	0.167	0.198	0.098	0.150	0.152	0.275	0.272	0.234	0.274	0.304	0.272	0.254	0.193	
Q72	73	0.023	0.052	-0.000	0.070	0.083	0.144	0.158	0.068	0.182	0.120	0.117	0.091	0.073	
Q73	74	0.044	0.147	0.100	0.151	0.080	0.231	0.298	0.221	0.296	0.278	0.223	0.175	0.235	
Q74	75	0.093	0.206	0.098	0.123	0.126	0.301	0.333	0.302	0.351	0.308	0.278	0.272	0.295	
Q75	76	0.101	0.194	0.133	0.158	0.182	0.319	0.236	0.278	0.290	0.242	0.278	0.274	0.283	
Q76	77	0.134	0.245	0.110	0.154	0.120	0.303	0.334	0.251	0.363	0.352	0.252	0.233	0.233	
Q77	78	0.088	0.211	0.091	0.200	0.125	0.246	0.215	0.244	0.229	0.226	0.215	0.210	0.169	
Q78	79	0.068	0.150	0.127	0.088	0.150	0.242	0.369	0.134	0.353	0.283	0.230	0.211	0.193	
Q79	80	0.143	0.214	0.153	0.144	0.223	0.282	0.320	0.208	0.268	0.271	0.224	0.218	0.172	
Q80	81	0.123	0.191	0.186	0.138	0.110	0.266	0.306	0.225	0.291	0.314	0.252	0.254	0.241	
Q81	82	0.106	0.185	0.110	0.190	0.207	0.289	0.244	0.249	0.265	0.239	0.243	0.263	0.248	
Q82	83	0.138	0.117	0.158	0.061	0.202	0.258	0.333	0.210	0.296	0.322	0.329	0.330	0.301	
Q83	84	0.129	0.112	0.137	0.067	0.156	0.231	0.346	0.199	0.342	0.340	0.253	0.244	0.214	
Q84	85	0.149	0.161	0.139	0.114	0.206	0.339	0.362	0.278	0.355	0.351	0.310	0.338	0.280	
Q85	86	0.113	0.200	0.114	0.197	0.130	0.249	0.237	0.225	0.242	0.239	0.235	0.252	0.254	
Q86	87	0.103	0.075	0.112	0.080	0.100	0.236	0.219	0.199	0.230	0.220	0.207	0.234	0.227	
Q87	88	0.113	0.099	0.118	0.120	0.111	0.162	0.114	0.180	0.103	0.091	0.221	0.244	0.183	
Q88	89	0.094	0.073	0.163	0.071	0.187	0.263	0.307	0.257	0.286	0.310	0.355	0.288	0.319	
Q89	90	0.091	0.133	0.093	0.126	0.175	0.283	0.260	0.239	0.268	0.289	0.306	0.328	0.308	
Q90	91	0.129	0.169	0.064	0.103	0.120	0.166	0.230	0.190	0.139	0.174	0.268	0.296	0.222	
Q91	92	0.082	0.161	0.085	0.087	0.148	0.273	0.334	0.270	0.322	0.308	0.342	0.356	0.369	
Q92	93	0.117	0.073	0.187	0.093	0.211	0.159	0.224	0.211	0.193	0.250	0.376	0.401	0.327	
Q93	94	0.136	0.058	0.201	0.078	0.264	0.252	0.292	0.256	0.196	0.248	0.433	0.486	0.372	
Q94	95	0.057	0.033	0.104	0.039	0.071	0.075	0.168	0.117	0.111	0.065	0.191	0.144	0.175	
Q95	96	0.145	0.073	0.240	0.115	0.115	0.105	0.190	0.141	0.133	0.175	0.220	0.226	0.195	
Q96	97	0.127	0.080	0.177	0.056	0.138	0.271	0.304	0.268	0.230	0.292	0.346	0.343	0.318	
Q97	98	0.146	0.143	0.233	0.152	0.221	0.231	0.233	0.239	0.167	0.198	0.360	0.375	0.334	
Q98	99	0.150	0.107	0.239	0.132	0.203	0.228	0.276	0.236	0.200	0.195	0.377	0.396	0.330	
Q99	100	0.122	0.083	0.205	0.098	0.198	0.253	0.294	0.227	0.193	0.131	0.341	0.316	0.294	

	Q27	Q28	Q29	Q30	Q31	Q32	Q33	Q34	Q35	Q36	Q37	Q38	Q39	Q40
Q27	28	1.000												
Q28	29	0.135	1.000											
Q29	30	0.275	0.577	1.000										
Q30	31	0.180	0.468	0.474	1.000									
Q31	32	0.149	0.106	0.131	0.157	1.000								
Q32	33	0.116	-0.043	0.036	-0.011	0.456	1.000							
Q33	34	0.193	0.461	0.423	0.431	0.179	0.035	1.000						
Q34	35	0.049	0.356	0.295	0.395	0.011	-0.124	0.442	1.000					
Q35	36	0.164	0.310	0.313	0.240	0.118	0.067	0.288	0.175	1.000				
Q36	37	0.128	0.246	0.246	0.225	0.136	0.036	0.231	0.140	0.642	1.000			
Q37	38	0.099	0.180	0.182	0.195	0.206	0.125	0.212	0.370	0.383	0.375	1.000		
Q38	39	0.096	0.008	0.060	0.007	0.053	0.123	-0.025	-0.019	-0.058	-0.159	-0.297	1.000	
Q39	40	0.228	0.353	0.360	0.303	0.153	0.064	0.353	0.188	0.443	0.405	0.419	-0.091	1.000
Q40	41	0.086	-0.012	0.090	0.009	0.030	0.134	0.018	-0.005	-0.051	-0.192	-0.314	0.652	-0.064
Q41	42	0.252	0.273	0.367	0.250	0.187	0.113	0.337	0.125	0.330	0.234	0.291	0.027	0.510
Q42	43	0.087	0.262	0.298	0.291	0.152	-0.021	0.303	0.202	0.319	0.321	0.282	-0.076	0.408
Q43	44	0.158	0.321	0.365	0.349	0.189	0.018	0.528	0.305	0.264	0.176	0.175	0.049	0.310
Q44	45	0.111	0.259	0.258	0.234	0.160	0.062	0.242	0.126	0.365	0.298	0.307	-0.101	0.358
Q45	46	0.196	0.326	0.399	0.352	0.122	0.099	0.376	0.255	0.399	0.331	0.273	0.054	0.463
Q46	47	0.249	0.335	0.430	0.331	0.166	0.091	0.320	0.195	0.408	0.365	0.372	-0.054	0.516
Q47	48	0.301	0.309	0.421	0.236	0.078	0.029	0.282	0.123	0.366	0.254	0.191	0.044	0.346
Q48	49	0.154	0.285	0.299	0.243	0.121	0.026	0.314	0.162	0.316	0.211	0.195	-0.020	0.290
Q49	50	0.076	0.082	0.158	0.092	-0.015	0.029	0.113	0.078	0.113	0.072	0.047	-0.014	0.098
Q50	51	0.250	0.295	0.341	0.297	0.055	0.002	0.332	0.227	0.259	0.178	0.144	0.130	0.297
Q51	52	0.183	0.292	0.311	0.229	0.163	0.088	0.284	0.165	0.251	0.096	0.141	0.106	0.310
Q52	53	0.195	0.290	0.303	0.274	0.183	0.102	0.308	0.190	0.224	0.135	0.173	0.155	0.243
Q53	54	0.077	0.307	0.245	0.296	0.064	0.008	0.291	0.206	0.272	0.267	0.281	-0.103	0.297
Q54	55	0.112	-0.055	0.056	-0.061	0.157	0.191	0.003	-0.094	-0.019	-0.080	-0.061	0.282	-0.015
Q55	56	0.120	0.329	0.312	0.291	0.083	0.030	0.322	0.258	0.294	0.219	0.215	-0.014	0.352
Q56	57	0.121	-0.029	0.090	0.020	0.133	0.187	0.032	-0.038	0.019	-0.077	0.003	0.240	0.072
Q57	58	0.140	0.206	0.262	0.219	0.056	0.078	0.193	0.187	0.205	0.160	0.099	0.161	0.290
Q58	59	0.183	0.199	0.194	0.122	0.058	0.040	0.164	0.063	0.245	0.162	0.165	0.030	0.264
Q59	60	0.157	0.259	0.247	0.131	0.008	-0.015	0.146	0.141	0.288	0.239	0.141	0.092	0.273
Q60	61	0.154	0.247	0.248	0.192	0.011	0.010	0.163	0.202	0.276	0.195	0.155	0.031	0.309
Q61	62	0.162	0.096	0.149	0.105	-0.016	0.007	0.129	0.124	0.150	0.023	0.055	0.102	0.137
Q62	63	0.115	0.123	0.167	0.154	-0.015	0.008	0.206	0.177	0.190	0.077	0.031	0.103	0.185
Q63	64	0.196	0.178	0.187	0.153	0.047	0.076	0.149	0.145	0.187	0.088	0.130	0.045	0.246
Q64	65	0.124	0.066	0.104	0.133	0.067	0.051	0.176	0.118	0.105	0.036	0.054	0.175	0.127
Q65	66	0.098	0.069	0.121	0.163	0.067	0.041	0.221	0.172	0.148	0.079	0.013	0.152	0.160
Q66	67	0.051	0.137	0.091	0.171	0.046	-0.012	0.201	0.194	0.090	0.074	0.093	0.079	0.126
Q67	68	0.135	0.411	0.337	0.313	0.038	-0.011	0.367	0.242	0.212	0.145	0.108	0.077	0.223
Q68	69	0.187	0.324	0.290	0.244	0.131	0.042	0.277	0.220	0.248	0.203	0.132	0.112	0.262
Q69	70	0.044	0.217	0.140	0.188	0.093	0.049	0.204	0.150	0.166	0.095	0.083	0.142	0.115
Q70	71	0.085	0.283	0.246	0.212	0.051	-0.001	0.253	0.187	0.304	0.185	0.099	0.112	0.291
Q71	72	0.183	0.288	0.299	0.256	0.171	0.030	0.225	0.169	0.303	0.179	0.058	0.181	0.296
Q72	73	0.067	0.236	0.199	0.207	0.036	-0.054	0.224	0.208	0.143	0.121	0.107	0.019	0.193
Q73	74	0.148	0.326	0.379	0.312	0.192	0.079	0.307	0.229	0.327	0.245	0.250	-0.027	0.406
Q74	75	0.263	0.333	0.401	0.289	0.124	0.040	0.279	0.178	0.295	0.196	0.163	0.087	0.355
Q75	76	0.186	0.327	0.331	0.305	0.137	0.034	0.259	0.172	0.194	0.126	0.144	0.127	0.253
Q76	77	0.214	0.311	0.363	0.309	0.062	-0.030	0.295	0.242	0.247	0.213	0.191	0.060	0.381

		Q27	Q28	Q29	Q30	Q31	Q32	Q33	Q34	Q35	Q36	Q37	Q38	Q39
		28	29	30	31	32	33	34	35	36	37	38	39	40
Q77	78	0.161	0.296	0.265	0.297	0.140	0.074	0.270	0.172	0.167	0.169	0.160	0.128	0.297
Q78	79	0.211	0.185	0.271	0.188	0.028	-0.036	0.241	0.223	0.223	0.168	0.119	0.128	0.243
Q79	80	0.144	0.315	0.336	0.287	0.143	0.034	0.309	0.189	0.237	0.166	0.098	0.127	0.296
Q80	81	0.233	0.285	0.342	0.278	0.092	0.011	0.265	0.213	0.276	0.182	0.130	0.103	0.341
Q81	82	0.189	0.372	0.327	0.319	0.177	0.096	0.349	0.192	0.216	0.194	0.184	0.094	0.300
Q82	83	0.230	0.305	0.381	0.275	0.167	0.133	0.330	0.131	0.324	0.228	0.257	0.127	0.399
Q83	84	0.179	0.368	0.429	0.341	0.089	0.004	0.357	0.263	0.351	0.279	0.261	0.046	0.391
Q84	85	0.222	0.375	0.401	0.343	0.156	0.052	0.404	0.224	0.341	0.225	0.213	0.106	0.460
Q85	86	0.191	0.328	0.336	0.238	0.133	0.082	0.312	0.209	0.308	0.232	0.150	0.113	0.361
Q86	87	0.240	0.340	0.336	0.254	0.069	0.058	0.305	0.148	0.307	0.235	0.254	0.012	0.375
Q87	88	0.104	0.365	0.391	0.342	0.139	0.072	0.069	0.074	0.179	0.025	-0.010	0.208	0.157
Q88	89	0.305	0.270	0.342	0.230	0.104	0.054	0.257	0.107	0.351	0.205	0.185	0.132	0.285
Q89	90	0.226	0.246	0.274	0.232	0.103	0.068	0.208	0.128	0.241	0.146	0.135	0.151	0.298
Q90	91	0.198	0.159	0.208	0.114	0.127	0.121	0.202	0.105	0.180	0.055	0.093	0.197	0.194
Q91	92	0.240	0.231	0.261	0.250	0.106	0.041	0.322	0.207	0.304	0.175	0.199	0.108	0.307
Q92	93	0.259	0.190	0.238	0.210	0.151	0.094	0.260	0.169	0.239	0.125	0.133	0.203	0.301
Q93	94	0.328	0.179	0.271	0.211	0.188	0.165	0.280	0.124	0.196	0.105	0.146	0.267	0.279
Q94	95	0.153	0.091	0.177	0.152	0.042	0.029	0.144	0.073	0.150	0.063	0.117	0.094	0.115
Q95	96	0.193	0.175	0.153	0.122	0.129	0.093	0.169	0.036	0.171	0.097	0.103	0.087	0.136
Q96	97	0.297	0.206	0.260	0.253	0.145	0.073	0.276	0.141	0.235	0.123	0.148	0.162	0.265
Q97	98	0.263	0.163	0.203	0.225	0.118	0.122	0.234	0.060	0.185	0.139	0.102	0.176	0.240
Q98	99	0.321	0.161	0.212	0.223	0.140	0.112	0.224	0.046	0.193	0.107	0.104	0.183	0.224
Q99	100	0.239	0.189	0.197	0.228	0.107	0.083	0.225	0.119	0.225	0.138	0.100	0.158	0.197

		Q40	Q41	Q42	Q43	Q44	Q45	Q46	Q47	Q48	Q49	Q50	Q51	Q52	Q53
		41	42	43	44	45	46	47	48	49	50	51	52	53	
Q40	41	1.000													
Q41	42	0.117	1.000												
Q42	43	-0.099	0.366	1.000											
Q43	44	0.053	0.335	0.310	1.000										
Q44	45	-0.051	0.279	0.339	0.214	1.000									
Q45	46	0.114	0.410	0.340	0.301	0.504	1.000								
Q46	47	-0.000	0.464	0.447	0.356	0.445	0.571	1.000							
Q47	48	0.122	0.341	0.292	0.270	0.334	0.420	0.464	1.000						
Q48	49	0.045	0.338	0.325	0.262	0.264	0.382	0.455	0.358	1.000					
Q49	50	0.029	0.123	0.097	0.071	0.090	0.145	0.129	0.196	0.137	1.000				
Q50	51	0.210	0.295	0.284	0.241	0.215	0.363	0.348	0.391	0.440	0.239	1.000			
Q51	52	0.168	0.345	0.214	0.171	0.215	0.356	0.309	0.309	0.336	0.176	0.380	1.000		
Q52	53	0.133	0.259	0.190	0.189	0.153	0.392	0.274	0.278	0.267	0.193	0.348	0.535	1.000	
Q53	54	-0.104	0.199	0.305	0.281	0.352	0.301	0.354	0.262	0.279	0.072	0.190	0.153	0.174	
Q54	55	0.317	0.117	-0.060	0.052	-0.107	0.007	-0.008	-0.003	-0.014	0.016	0.058	0.188	0.109	
Q55	56	0.020	0.343	0.321	0.312	0.381	0.382	0.406	0.320	0.324	0.119	0.265	0.255	0.240	
Q56	57	0.286	0.120	-0.049	0.063	-0.056	0.087	0.033	0.339	0.063	-0.015	0.050	0.166	0.110	
Q57	58	0.165	0.277	0.199	0.124	0.197	0.318	0.282	0.289	0.228	0.150	0.319	0.293	0.228	
Q58	59	0.073	0.230	0.182	0.152	0.169	0.272	0.274	0.302	0.208	0.142	0.208	0.193	0.196	
Q59	60	0.045	0.209	0.227	0.153	0.221	0.301	0.319	0.345	0.238	0.140	0.289	0.214	0.212	
Q60	61	0.079	0.248	0.263	0.177	0.265	0.333	0.353	0.321	0.255	0.091	0.315	0.262	0.223	
Q61	62	0.105	0.163	0.064	0.086	0.166	0.195	0.228	0.183	0.180	0.038	0.279	0.257	0.178	
Q62	63	0.131	0.198	0.153	0.206	0.174	0.276	0.231	0.190	0.137	0.096	0.230	0.243	0.245	
Q63	64	0.067	0.242	0.163	0.148	0.176	0.230	0.292	0.263	0.202	0.077	0.218	0.279	0.218	
Q64	65	0.222	0.182	0.031	0.091	0.105	0.201	0.168	0.148	0.085	0.095	0.235	0.196	0.219	
Q65	66	0.165	0.195	0.102	0.156	0.130	0.232	0.181	0.137	0.084	0.099	0.199	0.239	0.244	
Q66	67	0.071	0.107	0.125	0.135	0.107	0.209	0.165	0.121	0.191	0.034	0.187	0.174	0.223	
Q67	68	0.096	0.235	0.202	0.269	0.213	0.314	0.289	0.275	0.278	0.155	0.247	0.294	0.316	
Q68	69	0.120	0.272	0.178	0.208	0.221	0.359	0.318	0.291	0.302	0.208	0.356	0.381	0.366	
Q69	70	0.148	0.117	0.062	0.117	0.078	0.230	0.171	0.150	0.195	0.057	0.215	0.280	0.264	
Q70	71	0.105	0.256	0.204	0.200	0.173	0.293	0.219	0.271	0.252	0.190	0.299	0.370	0.316	
Q71	72	0.165	0.302	0.230	0.214	0.232	0.363	0.271	0.308	0.283	0.211	0.307	0.426	0.323	
Q72	73	-0.011	0.146	0.249	0.200	0.243	0.201	0.212	0.120	0.202	0.088	0.163	0.113	0.191	
Q73	74	0.031	0.395	0.333	0.258	0.348	0.399	0.439	0.351	0.368	0.173	0.340	0.374	0.313	
Q74	75	0.171	0.382	0.271	0.225	0.254	0.413	0.404	0.413	0.356	0.201	0.436	0.589	0.408	
Q75	76	0.186	0.340	0.232	0.183	0.183	0.392	0.343	0.311	0.315	0.185	0.358	0.418	0.559	
Q76	77	0.123	0.440	0.293	0.276	0.240	0.416	0.408	0.311	0.304	0.154	0.341	0.565	0.366	
Q77	78	0.103	0.330	0.227	0.191	0.174	0.389	0.332	0.233	0.223	0.108	0.261	0.292	0.473	
Q78	79	0.100	0.231	0.294	0.202	0.193	0.330	0.322	0.276	0.249	0.166	0.351	0.298	0.345	
Q79	80	0.160	0.297	0.265	0.218	0.218	0.383	0.334	0.306	0.292	0.192	0.375	0.397	0.391	
Q80	81	0.199	0.396	0.248	0.241	0.248	0.409	0.381	0.326	0.330	0.122	0.391	0.545	0.341	
Q81	82	0.136	0.373	0.221	0.245	0.209	0.441	0.330	0.244	0.305	0.149	0.314	0.350	0.542	
Q82	83	0.119	0.358	0.378	0.350	0.267	0.380	0.450	0.369	0.344	0.155	0.379	0.350	0.300	
Q83	84	0.075	0.356	0.420	0.373	0.314	0.402	0.407	0.408	0.353	0.207	0.405	0.312	0.242	
Q84	85	0.155	0.459	0.372	0.312	0.304	0.483	0.485	0.413	0.413	0.286	0.470	0.454	0.423	
Q85	86	0.170	0.363	0.273	0.234	0.265	0.430	0.372	0.349	0.393	0.171	0.373	0.379	0.353	
Q86	87	0.080	0.332	0.235	0.226	0.245	0.328	0.362	0.335	0.306	0.139	0.302	0.356	0.257	
Q87	88	0.254	0.226	0.074	0.115	0.138	0.179	0.136	0.334	0.172	0.007	0.157	0.183	0.159	
Q88	89	0.127	0.346	0.214	0.288	0.210	0.303	0.357	0.386	0.304	0.177	0.369	0.333	0.272	
Q89	90	0.176	0.332	0.155	0.199	0.161	0.351	0.319	0.296	0.303	0.207	0.406	0.359	0.294	

	Q40	Q41	Q42	Q43	Q44	Q45	Q46	Q47	Q48	Q49	Q50	Q51	Q52
	41	42	43	44	45	46	47	48	49	50	51	52	53
Q90	91	0.273	0.301	0.121	0.202	0.117	0.306	0.199	0.153	0.238	0.087	0.240	0.285	0.273
Q91	92	0.136	0.359	0.200	0.308	0.235	0.350	0.344	0.277	0.336	0.190	0.344	0.378	0.332
Q92	93	0.225	0.277	0.156	0.226	0.253	0.328	0.341	0.243	0.271	0.138	0.302	0.334	0.281
Q93	94	0.230	0.303	0.173	0.268	0.146	0.278	0.334	0.261	0.209	0.152	0.270	0.312	0.294
Q94	95	0.074	0.138	0.070	0.198	0.079	0.118	0.155	0.194	0.165	0.075	0.238	0.121	0.087
Q95	96	0.080	0.147	0.125	0.171	0.091	0.138	0.177	0.162	0.184	0.033	0.194	0.139	0.126
Q96	97	0.165	0.282	0.217	0.218	0.167	0.295	0.301	0.283	0.242	0.168	0.342	0.343	0.312
Q97	98	0.200	0.249	0.174	0.228	0.097	0.219	0.271	0.234	0.211	0.102	0.302	0.256	0.252
Q98	99	0.229	0.243	0.158	0.187	0.117	0.251	0.260	0.270	0.219	0.116	0.326	0.288	0.259
Q99	100	0.221	0.237	0.176	0.177	0.111	0.230	0.213	0.223	0.174	0.187	0.317	0.278	0.267

		Q53	Q54	Q55	Q56	Q57	Q58	Q59	Q60	Q61	Q62	Q63	Q64	Q65	Q66
Q53	54	1.000													
Q54	55	-0.436	1.000												
Q55	56	0.485	-0.092	1.000											
Q56	57	-0.227	0.560	-0.201	1.000										
Q57	58	0.125	0.066	0.254	0.083	1.000									
Q58	59	0.195	0.038	0.231	0.026	0.288	1.000								
Q59	60	0.186	-0.028	0.240	0.016	0.268	0.414	1.000							
Q60	61	0.220	-0.044	0.303	0.021	0.288	0.428	0.650	1.000						
Q61	62	0.012	0.140	0.121	0.119	0.216	0.096	0.208	0.205	1.000					
Q62	63	0.060	0.089	0.108	0.127	0.203	0.164	0.161	0.200	0.531	1.000				
Q63	64	0.064	0.121	0.183	0.128	0.219	0.161	0.225	0.218	0.552	0.473	1.000			
Q64	65	0.025	0.193	0.100	0.108	0.166	0.127	0.160	0.159	0.434	0.413	0.355	1.000		
Q65	66	0.029	0.098	0.059	0.096	0.196	0.114	0.186	0.194	0.340	0.565	0.312	0.589	1.000	
Q66	67	0.105	0.027	0.175	0.067	0.164	0.088	0.157	0.165	0.204	0.231	0.215	0.149	0.159	
Q67	68	0.177	0.088	0.234	0.061	0.255	0.227	0.215	0.226	0.168	0.198	0.233	0.176	0.162	
Q68	69	0.161	0.054	0.294	0.063	0.296	0.244	0.299	0.299	0.179	0.208	0.242	0.226	0.229	
Q69	70	0.108	0.116	0.193	0.054	0.162	0.183	0.152	0.193	0.155	0.147	0.177	0.171	0.179	
Q70	71	0.151	0.050	0.269	0.072	0.324	0.237	0.242	0.292	0.187	0.203	0.208	0.166	0.177	
Q71	72	0.169	0.109	0.298	0.147	0.377	0.244	0.242	0.264	0.211	0.196	0.224	0.180	0.201	
Q72	73	0.216	-0.080	0.249	-0.043	0.126	0.178	0.143	0.182	0.078	0.166	0.118	0.094	0.088	
Q73	74	0.306	-0.014	0.359	0.052	0.250	0.240	0.238	0.301	0.168	0.142	0.187	0.138	0.168	
Q74	75	0.202	0.089	0.304	0.125	0.328	0.278	0.282	0.347	0.231	0.243	0.263	0.218	0.203	
Q75	76	0.149	0.150	0.273	0.158	0.318	0.230	0.259	0.285	0.182	0.192	0.209	0.228	0.192	
Q76	77	0.260	0.065	0.346	0.137	0.343	0.241	0.291	0.343	0.268	0.283	0.285	0.229	0.253	
Q77	78	0.219	0.059	0.267	0.111	0.248	0.189	0.244	0.215	0.113	0.186	0.177	0.170	0.205	
Q78	79	0.194	0.102	0.265	0.103	0.276	0.186	0.289	0.341	0.224	0.189	0.181	0.148	0.173	
Q79	80	0.105	0.157	0.251	0.118	0.361	0.235	0.272	0.280	0.207	0.205	0.225	0.235	0.243	
Q80	81	0.219	0.104	0.345	0.110	0.323	0.224	0.262	0.344	0.246	0.228	0.261	0.255	0.240	
Q81	82	0.191	0.097	0.337	0.087	0.277	0.213	0.199	0.247	0.128	0.162	0.197	0.215	0.177	
Q82	83	0.294	0.107	0.369	0.117	0.292	0.291	0.335	0.379	0.232	0.249	0.232	0.228	0.231	
Q83	84	0.289	0.041	0.401	0.052	0.295	0.323	0.386	0.388	0.200	0.207	0.250	0.206	0.215	
Q84	85	0.310	0.064	0.424	0.083	0.384	0.333	0.347	0.381	0.270	0.260	0.324	0.272	0.288	
Q85	86	0.251	0.058	0.332	0.090	0.331	0.310	0.310	0.366	0.157	0.165	0.236	0.168	0.189	
Q86	87	0.274	0.039	0.321	0.058	0.262	0.302	0.293	0.312	0.148	0.209	0.271	0.188	0.170	
Q87	88	0.042	0.178	0.147	0.195	0.177	0.032	0.046	0.089	0.196	0.155	0.202	0.131	0.121	
Q88	89	0.177	0.119	0.255	0.125	0.270	0.228	0.300	0.273	0.223	0.231	0.250	0.212	0.210	
Q89	90	0.123	0.172	0.209	0.249	0.301	0.259	0.280	0.292	0.224	0.264	0.273	0.240	0.213	
Q90	91	0.081	0.215	0.135	0.272	0.215	0.141	0.190	0.150	0.210	0.232	0.225	0.196	0.214	
Q91	92	0.188	0.132	0.276	0.143	0.248	0.233	0.229	0.250	0.305	0.269	0.299	0.299	0.276	
Q92	93	0.134	0.174	0.215	0.192	0.230	0.208	0.202	0.259	0.281	0.196	0.229	0.258	0.206	
Q93	94	0.100	0.214	0.160	0.228	0.283	0.164	0.171	0.210	0.247	0.214	0.260	0.295	0.280	
Q94	95	0.087	0.086	0.146	0.092	0.145	0.162	0.167	0.126	0.180	0.194	0.101	0.114	0.138	
Q95	96	0.049	0.161	0.103	0.139	0.103	0.111	0.110	0.085	0.137	0.070	0.121	0.082	0.057	
Q96	97	0.132	0.157	0.199	0.167	0.275	0.172	0.222	0.264	0.307	0.203	0.236	0.237	0.212	
Q97	98	0.109	0.196	0.144	0.181	0.210	0.189	0.129	0.186	0.190	0.155	0.174	0.217	0.175	
Q98	99	0.080	0.215	0.124	0.246	0.223	0.203	0.137	0.196	0.209	0.159	0.201	0.238	0.187	
Q99	100	0.051	0.215	0.142	0.219	0.243	0.188	0.134	0.189	0.202	0.190	0.190	0.203	0.195	

		Q66	Q67	Q68	Q69	Q70	Q71	Q72	Q73	Q74	Q75	Q76	Q77	Q78
		67	68	69	70	71	72	73	74	75	76	77	78	79
Q66	67	1.000												
Q67	68	0.261	1.000											
Q68	69	0.218	0.603	1.000										
Q69	70	0.202	0.378	0.433	1.000									
Q70	71	0.221	0.306	0.330	0.295	1.000								
Q71	72	0.242	0.324	0.333	0.292	0.622	1.000							
Q72	73	0.123	0.284	0.230	0.114	0.253	0.249	1.000						
Q73	74	0.162	0.298	0.343	0.169	0.368	0.367	0.209	1.000					
Q74	75	0.178	0.335	0.419	0.252	0.376	0.483	0.164	0.451	1.000				
Q75	76	0.235	0.350	0.360	0.285	0.315	0.337	0.156	0.338	0.568	1.000			
Q76	77	0.212	0.308	0.396	0.260	0.391	0.470	0.195	0.436	0.664	0.477	1.000		
Q77	78	0.221	0.302	0.359	0.256	0.235	0.236	0.189	0.305	0.387	0.585	0.449	1.000	
Q78	79	0.129	0.279	0.306	0.181	0.251	0.284	0.189	0.306	0.382	0.344	0.366	0.256	1.000
Q79	80	0.182	0.363	0.350	0.272	0.334	0.401	0.181	0.357	0.465	0.478	0.410	0.373	0.474
Q80	81	0.188	0.327	0.387	0.266	0.382	0.490	0.177	0.359	0.608	0.413	0.698	0.387	0.352
Q81	82	0.285	0.346	0.387	0.307	0.268	0.308	0.214	0.346	0.413	0.643	0.416	0.681	0.268
Q82	83	0.211	0.312	0.316	0.172	0.284	0.327	0.212	0.371	0.410	0.360	0.383	0.298	0.388
Q83	84	0.174	0.352	0.333	0.165	0.363	0.373	0.289	0.397	0.436	0.328	0.397	0.309	0.379
Q84	85	0.248	0.421	0.437	0.295	0.439	0.475	0.276	0.491	0.494	0.448	0.535	0.443	0.433
Q85	86	0.246	0.338	0.397	0.288	0.366	0.392	0.229	0.366	0.392	0.348	0.441	0.344	0.292
Q86	87	0.187	0.291	0.291	0.163	0.279	0.316	0.192	0.355	0.392	0.311	0.391	0.295	0.246
Q87	88	0.150	0.129	0.152	0.164	0.176	0.278	0.164	0.166	0.196	0.152	0.220	0.132	0.134
Q88	89	0.154	0.297	0.290	0.153	0.210	0.340	0.109	0.268	0.394	0.375	0.339	0.252	0.324
Q89	90	0.159	0.249	0.306	0.170	0.319	0.372	0.111	0.249	0.432	0.371	0.383	0.275	0.275
Q90	91	0.229	0.215	0.245	0.251	0.203	0.275	0.092	0.241	0.346	0.353	0.339	0.287	0.228
Q91	92	0.250	0.298	0.307	0.247	0.264	0.331	0.183	0.339	0.394	0.383	0.424	0.312	0.309
Q92	93	0.139	0.240	0.316	0.289	0.234	0.336	0.193	0.271	0.297	0.276	0.320	0.234	0.251
Q93	94	0.141	0.234	0.262	0.240	0.170	0.261	0.107	0.262	0.316	0.303	0.276	0.248	0.303
Q94	95	0.123	0.130	0.175	0.126	0.140	0.150	0.079	0.141	0.210	0.212	0.177	0.106	0.163
Q95	96	0.086	0.162	0.123	0.120	0.103	0.115	0.019	0.167	0.164	0.192	0.139	0.119	0.174
Q96	97	0.158	0.301	0.325	0.229	0.235	0.299	0.125	0.297	0.373	0.327	0.375	0.232	0.332
Q97	98	0.060	0.206	0.229	0.186	0.175	0.236	0.081	0.200	0.287	0.290	0.221	0.197	0.273
Q98	99	0.100	0.248	0.256	0.201	0.215	0.281	0.085	0.225	0.302	0.320	0.236	0.215	0.294
Q99	100	0.117	0.212	0.231	0.206	0.238	0.264	0.108	0.219	0.290	0.263	0.243	0.154	0.241

96

	Q79	Q80	Q81	Q82	Q83	Q84	Q85	Q86	Q87	Q88	Q89	Q90	Q91	Q92
Q79	80	1.000												
Q80	81	0.438	1.000											
Q81	82	0.408	0.459	1.000										
Q82	83	0.408	0.398	0.336	1.000									
Q83	84	0.427	0.414	0.319	0.725	1.000								
Q84	85	0.535	0.533	0.477	0.582	0.605	1.000							
Q85	86	0.392	0.458	0.395	0.389	0.460	0.639	1.000						
Q86	87	0.296	0.391	0.293	0.409	0.421	0.474	0.486	1.000					
Q87	88	0.153	0.257	0.199	0.134	0.058	0.238	0.209	0.135	1.000				
Q88	89	0.317	0.346	0.279	0.407	0.423	0.377	0.275	0.152	0.215	1.000			
Q89	90	0.324	0.393	0.297	0.338	0.349	0.421	0.356	0.310	0.219	0.462	1.000		
Q90	91	0.321	0.324	0.301	0.261	0.238	0.318	0.286	0.247	0.332	0.379	0.387	1.000	
Q91	92	0.330	0.410	0.381	0.429	0.391	0.467	0.314	0.349	0.261	0.492	0.405	0.465	1.000
Q92	93	0.310	0.324	0.262	0.341	0.283	0.396	0.348	0.278	0.330	0.402	0.334	0.384	0.491
Q93	94	0.326	0.316	0.308	0.429	0.304	0.396	0.278	0.318	0.280	0.422	0.346	0.380	0.499
Q94	95	0.175	0.185	0.157	0.233	0.242	0.186	0.147	0.204	0.091	0.257	0.194	0.133	0.246
Q95	96	0.146	0.190	0.185	0.231	0.240	0.209	0.145	0.163	0.096	0.305	0.190	0.190	0.241
Q96	97	0.358	0.374	0.287	0.403	0.369	0.454	0.314	0.282	0.216	0.436	0.366	0.327	0.440
Q97	98	0.296	0.270	0.257	0.381	0.265	0.327	0.266	0.246	0.158	0.373	0.304	0.278	0.373
Q98	99	0.344	0.296	0.293	0.375	0.281	0.347	0.264	0.268	0.197	0.414	0.334	0.337	0.396
Q99	100	0.276	0.259	0.241	0.375	0.310	0.329	0.255	0.211	0.167	0.386	0.331	0.289	0.389

	Q92	Q93	Q94	Q95	Q96	Q97	Q98	Q99	Q100
Q92	93	1.000							
Q93	94	0.628	1.000						
Q94	95	0.247	0.306	1.000					
Q95	96	0.239	0.395	0.209	1.000				
Q96	97	0.476	0.602	0.247	0.411	1.000			
Q97	98	0.437	0.620	0.218	0.406	0.625	1.000		
Q98	99	0.439	0.600	0.287	0.409	0.605	0.851	1.000	
Q99	100	0.401	0.535	0.235	0.375	0.545	0.652	0.674	1.000

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APPENDIX C

The Sorted Rotated Factor Loadings of the 99 Item "Soldier Opinion Questionnaire" (Varimax Rotation)

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The Sorted Rotated Factor Loadings of the 99 Item "Soldier Opinion Questionnaire" (Varimax Rotation)

SORTED ROTATED FACTOR LOADINGS (PATTERN)

		FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
Q76	77	0.681	0.0	0.0	0.0	0.0	0.0	0.0	0.281	0.0	0.0
Q80	81	0.679	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q51	52	0.665	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q74	75	0.649	0.0	0.0	0.0	0.0	0.0	0.0	0.258	0.0	0.0
Q71	72	0.592	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q70	71	0.539	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q97	98	0.0	0.851	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q98	99	0.0	0.826	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q99	100	0.0	0.744	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q96	97	0.0	0.687	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q93	94	0.0	0.679	0.0	0.0	0.261	0.0	0.0	0.0	0.0	0.0
Q95	96	0.0	0.529	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q10	11	0.0	0.0	0.735	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q9	10	0.0	0.0	0.709	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q7	8	0.0	0.0	0.617	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q8	9	0.0	0.0	0.608	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q12	13	0.0	0.0	0.606	0.0	0.0	0.0	0.0	0.268	0.0	0.0
Q11	12	0.0	0.0	0.543	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q19	20	0.0	0.0	0.526	0.0	0.336	0.0	0.0	0.0	0.0	0.0
33	34	0.0	0.0	0.0	0.660	0.0	0.0	0.0	0.0	0.0	0.0
28	29	0.0	0.0	0.0	0.628	0.0	0.0	0.0	0.0	0.0	0.0
43	44	0.0	0.0	0.0	0.610	0.0	0.0	0.0	0.0	0.0	0.0
Q30	31	0.0	0.0	0.310	0.607	0.0	0.0	0.0	0.0	0.0	0.0
Q34	35	0.0	0.0	0.0	0.605	0.0	0.0	0.0	0.0	0.0	0.0
Q29	30	0.0	0.0	0.0	0.593	0.0	0.0	0.0	0.0	0.0	0.0
Q26	27	0.0	0.0	0.0	0.0	0.744	0.0	0.0	0.0	0.0	0.0
Q25	26	0.0	0.259	0.0	0.0	0.739	0.0	0.0	0.0	0.0	0.0
Q24	25	0.0	0.0	0.0	0.0	0.714	0.0	0.0	0.0	0.0	0.0
Q27	28	0.0	0.0	0.0	0.0	0.670	0.0	0.0	0.0	0.0	0.0
Q35	36	0.0	0.0	0.0	0.0	0.0	0.724	0.0	0.0	0.0	0.0
Q36	37	0.0	0.0	0.0	0.0	0.0	0.724	0.0	0.0	0.0	0.0
Q62	63	0.0	0.0	0.0	0.0	0.0	0.0	0.763	0.0	0.0	0.0
Q65	66	0.0	0.0	0.0	0.0	0.0	0.0	0.747	0.0	0.0	0.0
Q64	65	0.0	0.0	0.0	0.0	0.0	0.0	0.717	0.0	0.0	0.0
Q61	62	0.0	0.0	0.0	0.0	0.0	0.0	0.672	0.0	0.0	0.0
Q63	64	0.0	0.0	0.0	0.0	0.0	0.0	0.599	0.0	0.0	0.0
Q77	78	0.0	0.0	0.270	0.0	0.0	0.0	0.0	0.693	0.0	0.0
Q81	82	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.678	0.0	0.0
Q75	76	0.304	0.0	0.280	0.0	0.0	0.0	0.0	0.627	0.0	0.0
Q59	61	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.736	0.0
Q60	61	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.726	0.0
Q58	59	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.628	0.0
Q22	23	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.655
Q23	24	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.607
Q20	21	0.0	0.0	0.251	0.0	0.0	0.0	0.0	0.0	0.0	0.592
Q54	55	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q56	57	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q53	54	0.0	0.0	0.0	0.259	0.0	0.0	0.0	0.0	0.0	0.0
Q40	41	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q39	39	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

		FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
Q3	4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q2	3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q69	70	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q68	69	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q67	68	0.0	0.0	0.0	0.354	0.0	0.0	0.0	0.0	0.0	0.0
Q16	17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q14	15	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q18	19	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q32	33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q31	32	0.0	0.0	0.0	0.0	0.252	0.0	0.0	0.0	0.0	0.0
Q15	16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q17	18	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q94	95	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q1	2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q48	49	0.259	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q72	73	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q49	50	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q4	5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q45	46	0.0	0.0	0.0	0.0	0.0	0.442	0.0	0.294	0.0	0.0
Q6	7	0.0	0.0	0.0	0.0	0.322	0.0	0.0	0.0	0.0	0.308
Q5	6	0.0	0.0	0.0	0.0	0.376	0.0	0.0	0.0	0.0	0.0
Q66	67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q73	74	0.438	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q46	47	0.0	0.0	0.0	0.0	0.0	0.431	0.0	0.0	0.0	0.0
Q39	40	0.295	0.0	0.0	0.0	0.0	0.476	0.0	0.0	0.0	0.0
Q21	22	0.0	0.0	0.357	0.0	0.386	0.0	0.0	0.0	0.0	0.0
Q37	38	0.0	0.0	0.0	0.0	0.0	0.470	0.0	0.0	0.0	0.0
Q78	79	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.487
Q79	80	0.329	0.0	0.0	0.0	0.0	0.0	0.0	0.350	0.0	0.0
Q52	53	0.282	0.0	0.320	0.0	0.0	0.0	0.0	0.474	0.0	0.0
Q50	51	0.280	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q82	83	0.0	0.325	0.0	0.274	0.0	0.0	0.0	0.0	0.377	0.0
Q83	84	0.281	0.0	0.0	0.377	0.0	0.0	0.0	0.0	0.416	0.0
Q84	85	0.453	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.266	0.0
Q85	86	0.406	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.299	0.0
Q86	87	0.390	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.325	0.0
Q87	88	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q88	89	0.0	0.341	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q89	90	0.302	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q90	91	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.333	0.0	0.0
Q91	92	0.0	0.347	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q92	93	0.0	0.484	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q42	43	0.0	0.0	0.0	0.267	0.0	0.0	0.0	0.0	0.0	0.307
Q41	42	0.322	0.0	0.0	0.0	0.0	0.297	0.0	0.258	0.0	0.0
Q55	56	0.302	0.0	0.0	0.291	0.0	0.0	0.0	0.0	0.0	0.0
Q13	14	0.336	0.0	0.0	0.0	0.259	0.0	0.0	0.0	0.0	0.0
Q44	45	0.0	0.0	0.0	0.0	0.0	0.483	0.0	0.0	0.0	0.0
Q47	48	0.263	0.0	0.0	0.0	0.0	0.333	0.0	0.0	0.0	0.0
Q57	58	0.255	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

		FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
Q76	77	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q80	81	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q51	52	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q74	75	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q71	72	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q70	71	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q97	98	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q98	99	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q99	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q96	97	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q93	94	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q95	96	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q10	11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q9	10	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q7	8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q8	9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q12	13	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q11	12	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q19	20	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q33	34	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q28	29	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q43	44	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q30	31	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q34	35	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q29	30	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q26	27	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q25	26	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q24	25	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q27	28	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q35	36	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q36	37	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q62	63	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q65	66	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q64	65	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q61	62	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q63	64	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q77	78	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q81	82	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q75	76	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q59	60	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q60	61	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q58	59	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q22	23	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q23	24	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q20	21	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q54	55	0.774	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q56	57	0.729	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q53	54	-0.630	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q40	41	0.0	0.796	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q38	39	0.0	0.762	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

		FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
Q3	4	0.0	0.0	0.757	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q2	3	0.0	0.0	0.756	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q69	70	0.0	0.0	0.0	0.693	0.0	0.0	0.0	0.0	0.0	0.0
Q68	69	0.0	0.0	0.0	0.617	0.0	0.0	0.0	0.0	0.0	0.0
Q67	68	0.0	0.0	0.0	0.585	0.0	0.0	0.0	0.0	0.0	0.0
Q16	17	0.0	0.0	0.0	0.0	0.752	0.0	0.0	0.0	0.0	0.0
Q14	15	0.0	0.0	0.0	0.0	0.656	0.0	0.0	0.0	0.0	0.0
Q18	19	0.0	0.0	0.0	0.0	0.641	0.0	0.0	0.0	0.0	0.0
Q32	33	0.0	0.0	0.0	0.0	0.0	0.718	0.0	0.0	0.0	0.0
Q31	32	0.0	0.0	0.0	0.0	0.0	0.612	0.0	0.0	0.0	0.0
Q15	16	0.0	0.0	0.0	0.0	0.0	0.0	0.758	0.0	0.0	0.0
Q17	18	0.0	0.0	0.0	0.0	0.0	0.0	0.743	0.0	0.0	0.0
Q94	95	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.584	0.0	0.0
Q1	2	0.0	0.0	0.0	0.0	0.0	0.304	0.0	0.0	-0.663	0.0
Q48	49	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.278	0.528	0.0
Q72	73	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.582
Q49	50	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q4	5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q85	86	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q6	7	0.0	-0.255	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q5	6	0.0	0.0	0.430	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q66	67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.449	0.0	0.330
Q73	74	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q46	47	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.303	0.0
Q39	40	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q21	22	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q37	38	0.0	-0.493	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q78	79	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q79	80	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q52	53	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q50	51	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.310	0.0
Q82	83	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q83	84	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q84	85	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q85	86	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q86	87	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q87	88	0.0	0.261	0.292	0.0	0.0	0.0	0.0	0.0	0.0	0.437
Q88	89	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.397	0.0	0.0
Q89	90	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.263	0.0	0.0
Q90	91	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.310	0.0	0.0
Q91	92	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.341	0.0	0.0
Q92	93	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q42	43	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.315	0.315
Q41	42	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q55	56	-0.397	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q13	14	0.0	0.0	0.0	0.0	0.0	0.0	0.317	0.0	0.0	0.0
Q96	95	0.0	0.0	0.0	0.0	0.0	0.313	0.0	0.0	0.0	0.0
Q47	48	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q57	58	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

		FACTOR 21	FACTOR 22	FACTOR 23
Q76	77	0.0	0.0	0.0
Q80	81	0.0	0.0	0.0
Q51	52	0.0	0.0	0.0
Q74	75	0.0	0.0	0.0
Q71	72	0.275	0.0	0.0
Q70	71	0.314	0.0	0.0
Q97	98	0.0	0.0	0.0
Q98	99	0.0	0.0	0.0
Q99	100	0.0	0.0	0.0
Q96	97	0.0	0.0	0.0
Q93	94	0.0	0.0	0.0
Q95	96	0.0	0.0	0.0
Q10	11	0.0	0.0	0.0
Q9	10	0.0	0.0	0.0
Q7	8	0.0	0.0	0.297
Q8	9	0.0	0.0	0.327
Q12	13	0.0	0.0	0.0
Q11	12	0.0	0.0	0.0
Q19	20	0.0	0.0	0.0
Q33	34	0.0	0.0	0.0
Q28	29	0.0	0.0	0.0
Q43	44	0.0	0.0	0.0
Q30	31	0.0	0.0	0.0
Q34	35	0.0	0.0	0.0
Q29	30	0.0	0.0	0.0
Q26	27	0.0	0.0	0.0
Q25	26	0.0	0.0	0.0
Q24	25	0.0	0.0	0.0
Q27	28	0.0	0.0	0.0
Q35	36	0.0	0.0	0.0
Q36	37	0.0	0.0	0.0
Q62	63	0.0	0.0	0.0
Q65	66	0.0	0.0	0.0
Q64	65	0.0	0.0	0.0
Q61	62	0.0	0.0	0.0
Q63	64	0.0	0.0	0.0
Q77	78	0.0	0.0	0.0
Q81	82	0.0	0.0	0.0
Q75	76	0.0	0.0	0.0
Q59	60	0.0	0.0	0.0
Q60	61	0.0	0.0	0.0
Q58	59	0.0	0.0	0.0
Q22	23	0.0	0.0	0.0
Q23	24	0.0	0.0	0.0
Q20	21	0.0	0.0	0.0
Q54	55	0.0	0.0	0.0
Q56	57	0.0	0.0	0.0
Q53	54	0.0	0.0	0.0
Q40	41	0.0	0.0	0.0
Q38	39	0.0	0.0	0.0

		FACTOR 21	FACTOR 22	FACTOR 23
Q3	4	0.0	0.0	0.0
Q2	3	0.0	0.0	0.0
Q69	70	0.0	0.0	0.0
Q68	69	0.0	0.0	0.0
Q67	68	0.0	0.0	0.0
Q16	17	0.0	0.0	0.0
Q14	15	0.0	0.0	0.0
Q18	19	0.0	0.0	0.0
Q32	33	0.0	0.0	0.0
Q31	32	0.0	0.0	0.0
Q15	16	0.0	0.0	0.0
Q17	18	0.0	0.0	0.0
Q94	95	0.0	0.0	0.0
Q1	2	0.0	0.0	0.0
Q48	49	0.0	0.0	0.0
Q72	73	0.0	0.0	0.0
Q49	50	0.595	0.0	0.0
Q4	5	0.0	0.664	0.0
Q45	46	0.0	0.0	0.0
Q6	7	0.0	0.0	0.0
Q5	6	0.0	0.0	0.0
Q66	67	0.0	0.0	0.0
Q73	74	0.0	0.0	0.0
Q46	47	0.0	0.0	0.0
Q39	40	0.0	0.0	0.0
Q21	22	0.0	0.309	0.0
Q37	38	0.0	0.0	0.0
Q78	79	0.0	0.0	-0.296
Q79	80	0.0	0.0	0.0
Q52	53	0.0	0.0	-0.262
Q50	51	0.0	0.0	0.0
Q82	83	0.0	0.0	0.0
Q83	84	0.0	0.0	0.0
Q84	85	0.0	0.0	0.0
Q85	86	0.0	0.0	0.0
Q86	87	0.0	0.0	0.259
Q87	88	0.0	0.0	0.0
Q88	89	0.0	0.0	0.0
Q89	90	0.0	0.0	0.0
Q90	91	0.0	0.0	0.0
Q91	92	0.0	0.0	0.0
Q92	93	0.0	0.0	0.0
Q42	43	0.0	0.0	0.0
Q41	42	0.0	0.0	0.284
Q55	56	0.0	0.0	0.0
Q13	14	0.354	0.0	0.0
Q44	45	0.0	0.0	0.0
Q47	48	0.0	0.0	0.0
Q57	58	0.282	-0.319	0.0

THE ABOVE FACTOR LOADING MATRIX HAS BEEN REARRANGED SO THAT THE COLUMNS APPEAR IN DECREASING ORDER OF VARIANCE EXPLAINED BY FACTORS. THE ROWS HAVE BEEN REARRANGED SO THAT FOR EACH SUCCESSIVE FACTOR, LOADINGS GREATER THAN 0.5000 APPEAR FIRST. LOADINGS LESS THAN 0.2500 HAVE BEEN REPLACED BY ZERO.

APPENDIX D

The Sorted Rotated Factor Loadings of the 99 Item "Soldier Opinion Questionnaire" (Quartimax Rotation)

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The Sorted Rotated Factor Loadings of the 99 Item "Soldier Opinion Questionnaire" (Quartimax Rotation)*

SORTED ROTATED FACTOR LOADINGS (PATTERN)

		FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
Q84	85	0.788	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q74	75	0.758	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q76	77	0.755	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q80	81	0.736	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q51	52	0.672	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q83	84	0.660	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q85	86	0.651	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q45	46	0.641	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q73	74	0.636	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.292
Q75	76	0.635	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q82	83	0.632	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q71	72	0.630	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q46	47	0.621	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q79	80	0.619	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.266
Q41	42	0.615	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q81	82	0.604	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q86	87	0.588	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q39	40	0.585	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q50	51	0.573	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.318
Q91	92	0.570	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q29	30	0.562	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q47	48	0.558	0.0	0.0	0.0	0.0	0.0	0.0	0.470	0.0	0.0
Q89	90	0.554	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q70	71	0.553	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q52	53	0.553	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q77	78	0.551	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q48	49	0.548	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q55	56	0.548	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q88	89	0.532	0.0	0.0	0.0	0.0	-0.393	0.0	0.0	0.0	0.0
Q78	79	0.511	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q97	98	0.365	0.800	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q98	99	0.396	0.765	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q99	100	0.372	0.686	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q96	97	0.495	0.601	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q93	94	0.441	0.598	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q26	27	0.384	0.0	0.701	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q25	26	0.380	0.0	0.697	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q24	25	0.395	0.0	0.670	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q27	28	0.302	0.0	0.637	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q10	11	0.489	0.0	0.0	0.654	0.0	0.0	0.0	0.0	0.0	0.0
Q9	10	0.499	0.0	0.0	0.612	0.0	0.0	0.0	0.0	0.0	0.0
Q12	13	0.471	0.0	0.0	0.527	0.0	0.0	0.0	0.0	0.0	0.0
Q8	9	0.435	0.0	0.0	0.507	0.0	0.0	0.0	0.0	0.0	0.0
Q7	8	0.461	0.0	0.0	0.506	0.0	0.0	0.0	0.0	0.0	0.0
Q62	63	0.308	0.0	0.0	0.0	0.731	0.0	0.0	0.0	0.0	0.0
Q65	66	0.275	0.0	0.0	0.0	0.727	0.0	0.0	0.0	0.0	0.0
Q64	65	0.269	0.0	0.0	0.0	0.698	0.0	0.0	0.0	0.0	0.0
Q61	62	0.296	0.0	0.0	0.0	0.638	0.0	0.0	0.0	0.0	0.0
Q63	64	0.365	0.0	0.0	0.0	0.555	0.0	0.0	0.0	0.0	0.0
Q54	55	0.0	0.0	0.0	0.0	0.0	0.781	0.0	0.0	0.0	0.0

		FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
Q56	57	0.0	0.0	0.0	0.0	0.0	0.735	0.0	0.0	0.0	0.0
Q53	54	0.390	0.0	0.0	0.0	0.0	-0.631	0.0	0.0	0.0	0.0
Q40	41	0.0	0.0	0.0	0.0	0.0	0.0	0.799	0.0	0.0	0.0
Q38	39	0.0	0.0	0.0	0.0	0.0	0.0	0.774	0.0	0.0	0.0
Q37	38	0.311	0.0	0.0	0.0	0.0	0.0	-0.531	0.0	0.0	0.364
Q33	34	0.471	0.0	0.0	0.0	0.0	0.0	0.0	0.565	0.0	0.0
Q34	35	0.289	0.0	0.0	0.0	0.0	0.0	0.0	0.559	0.0	0.0
Q30	31	0.429	0.0	0.0	0.0	0.0	0.0	0.0	0.536	0.0	0.0
Q28	29	0.492	0.0	0.0	0.0	0.0	0.0	0.0	0.527	0.0	0.0
Q43	44	0.405	0.0	0.0	0.0	0.0	0.0	0.0	0.516	0.0	0.0
Q3	4	0.255	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.749	0.0
Q2	3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.749	0.0
Q36	37	0.316	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.677
Q35	36	0.464	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.650
Q32	33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q31	32	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q16	17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q14	15	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q18	19	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q59	60	0.415	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q60	61	0.472	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q58	59	0.389	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q15	16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q17	18	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q22	23	0.449	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q23	24	0.449	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q20	21	0.443	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q69	70	0.330	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q68	69	0.532	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q67	68	0.480	0.0	0.0	0.0	0.0	0.0	0.0	0.264	0.0	0.0
Q1	2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q4	5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q72	73	0.313	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q94	95	0.255	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q89	90	0.287	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q42	43	0.467	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q87	88	0.303	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.276	0.0
Q21	22	0.363	0.0	0.338	0.277	0.0	0.0	0.0	0.0	0.0	0.0
Q6	7	0.387	0.0	0.269	0.0	0.0	0.0	-0.256	0.0	0.0	0.0
Q90	91	0.451	0.0	0.0	0.0	0.0	0.257	0.0	0.0	0.0	0.0
Q86	85	0.439	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.343
Q92	93	0.472	0.390	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q19	20	0.408	0.0	0.292	0.456	0.0	0.0	0.0	0.0	0.0	0.0
Q11	12	0.442	0.0	0.0	0.449	0.0	0.0	0.0	0.0	0.0	0.0
Q95	96	0.0	0.500	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q57	58	0.480	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q88	87	0.277	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q13	14	0.395	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q5	6	0.348	0.0	0.330	0.0	0.0	0.0	0.0	0.0	0.415	0.0

		FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
Q84	85	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q74	75	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q76	77	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q80	81	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q51	52	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q83	84	0.0	0.0	0.265	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q85	86	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q45	46	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q73	74	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q75	76	0.0	0.0	0.0	0.0	0.0	0.0	0.401	0.0	0.0	0.0
Q82	83	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q71	72	0.0	0.0	0.0	0.0	0.0	0.0	-0.323	0.0	0.0	0.0
Q46	47	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q79	80	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q41	42	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q81	82	0.0	0.0	0.0	0.0	0.0	0.0	0.501	0.0	0.0	0.0
Q86	87	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q39	40	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q50	51	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q91	92	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q29	30	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q47	48	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q89	90	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q70	71	0.0	0.0	0.0	0.0	0.0	0.0	-0.355	0.0	0.0	0.0
Q52	53	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q77	78	0.0	0.0	0.0	0.0	0.0	0.0	0.550	0.0	0.0	0.0
Q48	49	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-0.451	0.0	0.0
Q55	56	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q88	89	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q78	79	0.0	0.0	0.0	0.0	0.328	0.0	0.0	0.0	0.0	0.0
Q97	98	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q98	99	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q99	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q96	97	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q93	94	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q26	27	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q25	26	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q24	25	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q27	28	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q10	11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q9	10	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q12	13	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q8	9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q7	8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q62	63	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q65	66	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q64	65	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q61	62	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q63	64	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q54	55	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

		FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
Q56	57	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q53	54	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q40	41	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q38	39	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q37	38	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q33	34	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q34	35	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q30	31	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q28	29	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q43	44	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q3	4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q2	3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q36	37	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q35	36	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q32	33	0.722	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q31	32	0.601	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q16	17	0.0	0.748	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q14	15	0.0	0.655	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q18	19	0.0	0.628	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q59	60	0.0	0.0	0.674	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q60	61	0.0	0.0	0.647	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q58	59	0.0	0.0	0.554	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q15	16	0.0	0.0	0.0	0.752	0.0	0.0	0.0	0.0	0.0	0.0
Q17	18	0.0	0.0	0.0	0.739	0.0	0.0	0.0	0.0	0.0	0.0
Q22	23	0.0	0.0	0.0	0.0	0.599	0.0	0.0	0.0	0.0	0.0
Q23	24	0.0	0.0	0.0	0.0	0.551	0.0	0.0	0.0	0.0	0.0
Q20	21	0.0	0.0	0.0	0.0	0.520	0.0	0.0	0.0	0.0	0.0
Q69	70	0.0	0.0	0.0	0.0	0.0	0.670	0.0	0.0	0.0	0.0
Q68	69	0.0	0.0	0.0	0.0	0.0	0.567	0.0	0.0	0.0	0.0
Q67	68	0.0	0.0	0.0	0.0	0.0	0.531	0.0	0.0	0.0	0.0
Q1	2	0.294	0.0	0.0	0.0	0.0	0.0	0.0	0.664	0.0	0.0
Q4	5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.665	0.0
Q72	73	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.567
Q94	95	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q49	50	0.0	-0.253	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q42	43	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-0.258	0.0	0.294
Q87	88	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.361
Q21	22	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.331	0.0
Q6	7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q90	91	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q44	45	0.294	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q92	93	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q19	20	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q11	12	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q95	96	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q57	58	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-0.316	0.0
Q66	67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.303
Q13	14	0.0	0.0	0.0	0.305	0.0	0.0	0.0	0.0	0.0	0.0
Q5	6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

		FACTOR 21	FACTOR 22	FACTOR 23
Q84	85	0.0	0.0	0.0
Q74	75	0.0	0.0	0.0
Q76	77	0.0	0.0	0.0
Q80	81	0.0	0.0	0.0
Q51	52	0.0	0.0	0.0
Q83	84	0.0	0.0	0.0
Q85	86	0.0	0.0	0.0
Q45	46	0.0	0.0	0.0
Q73	74	0.0	0.0	0.0
Q75	76	0.0	0.0	0.0
Q82	83	0.0	0.0	0.0
Q71	72	0.0	0.0	0.0
Q46	47	0.0	0.0	0.0
Q79	80	0.0	0.0	0.267
Q81	82	0.0	0.0	0.0
Q81	82	0.0	0.0	0.0
Q86	87	0.0	0.0	-0.255
Q39	40	0.0	0.0	0.0
Q50	51	0.0	0.0	0.0
Q91	92	0.279	0.0	0.0
Q29	30	0.0	0.0	0.0
Q47	48	0.0	0.0	0.0
Q89	90	0.0	0.0	0.0
Q70	71	0.0	0.0	0.0
Q52	53	0.0	0.0	0.334
Q77	78	0.0	0.0	0.0
Q48	49	0.0	0.0	0.0
Q55	56	0.0	0.0	0.0
Q88	89	0.339	0.0	0.0
Q78	79	0.0	0.0	0.369
Q97	98	0.0	0.0	0.0
Q98	99	0.0	0.0	0.0
Q99	100	0.0	0.0	0.0
Q96	97	0.0	0.0	0.0
Q93	94	0.0	0.0	0.0
Q26	27	0.0	0.0	0.0
Q25	26	0.0	0.0	0.0
Q24	25	0.0	0.0	0.0
Q27	28	0.0	0.0	0.0
Q10	11	0.0	0.0	0.0
Q9	10	0.0	0.0	0.0
Q12	13	0.0	0.0	0.0
Q8	9	0.0	0.0	-0.316
Q7	8	0.0	0.0	-0.299
Q62	63	0.0	0.0	0.0
Q65	66	0.0	0.0	0.0
Q64	65	0.0	0.0	0.0
Q61	62	0.0	0.0	0.0
Q63	64	0.0	0.0	0.0
Q54	55	0.0	0.0	0.0

		FACTOR 21	FACTOR 22	FACTOR 23							
Q56	57	0.0	0.0	0.0							
Q53	54	0.0	0.0	0.0							
Q40	41	0.0	0.0	0.0							
Q38	39	0.0	0.0	0.0							
Q37	38	0.0	0.0	0.0							
Q33	34	0.0	0.0	0.0							
Q34	35	0.0	0.0	0.0							
Q30	31	0.0	0.0	0.0							
Q28	29	0.0	0.0	0.0							
Q43	44	0.0	0.0	0.0							
Q3	4	0.0	0.0	0.0							
Q2	3	0.0	0.0	0.0							
Q36	37	0.0	0.0	0.0							
Q35	36	0.0	0.0	0.0							
Q32	33	0.0	0.0	0.0							
Q31	32	0.0	0.0	0.0							
Q16	17	0.0	0.0	0.0							
Q14	15	0.0	0.0	0.0							
Q18	19	0.0	0.0	0.261							
Q59	60	0.0	0.0	0.0							
Q60	61	0.0	0.0	0.0							
Q58	59	0.0	0.0	0.0							
Q15	16	0.0	0.0	0.0							
Q17	18	0.0	0.0	0.0							
Q22	23	0.0	0.0	0.0							
Q23	24	0.0	0.0	0.0							
Q20	21	0.0	0.0	0.0							
Q69	70	0.0	0.0	0.0							
Q68	69	0.0	0.0	0.0							
Q67	68	0.0	0.0	0.0							
Q1	2	0.0	0.0	0.0							
Q4	5	0.0	0.0	0.0							
Q72	73	0.0	0.0	0.0							
Q94	95	0.564	0.0	0.0							
Q49	50	0.0	0.548	0.0							
Q42	43	0.0	0.0	0.0							
Q87	88	0.0	0.0	0.0							
Q21	22	0.0	0.0	0.0							
Q6	7	0.0	0.0	0.0							
Q90	91	0.251	0.0	0.0							
Q44	45	0.0	0.0	0.0							
Q92	93	0.0	0.0	0.0							
Q19	20	0.0	0.0	0.0							
Q11	12	0.0	0.0	0.0							
Q95	96	0.0	0.0	0.0							
Q57	58	0.0	0.0	0.0							
Q66	67	0.440	0.0	0.0							
Q13	14	0.0	0.297	0.0							
Q5	6	0.0	0.0	0.0							
	VP	20.582	3.865	2.815	2.625	2.601	2.276	2.268	2.221	1.860	1.839
		1.796	1.794	1.735	1.685	1.652	1.586	1.540	1.413	1.357	1.350
		1.329	1.231	1.185							

THE ABOVE FACTOR LOADING MATRIX HAS BEEN REARRANGED SO THAT THE COLUMNS APPEAR IN DECREASING ORDER OF VARIANCE EXPLAINED BY FACTORS. THE ROWS HAVE BEEN REARRANGED SO THAT FOR EACH SUCCESSIVE FACTOR, LOADINGS GREATER THAN 0.5000 APPEAR FIRST. LOADINGS LESS THAN 0.2500 HAVE BEEN REPLACED BY ZERO.

*The number in parentheses shows the 99-item varimax factor corresponding to each 99-item quartimax factor: 1 (1); 2 (2); 3 (5); 4 (3); 5 (7); 6 (11); 7 (12); 8 (4); 9 (13); 10 (6); 11 (16); 12 (15); 13 (9); 14 (17); 15 (10); 16 (14); 17 (8); 18 (19); 19 (22); 20 (20); 21 (18); 22 (21).

APPENDIX E

The Sorted Rotated Factor Loadings of the 49 Selected Items from the "Soldier Opinion Questionnaire" (Varimax Rotation)

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The Sorted Rotated Factor Loadings of the 49 Selected Items from the "Soldier Opinion Questionnaire" (Varimax Rotation) *

THE VP FOR EACH FACTOR IS THE SUM OF THE SQUARES OF THE ELEMENTS OF THE COLUMN OF THE FACTOR PATTERN MATRIX CORRESPONDING TO THAT FACTOR. WHEN THE ROTATION IS ORTHOGONAL, THE VP IS THE VARIANCE EXPLAINED BY THE FACTOR.

SORTED ROTATED FACTOR LOADINGS (PATTERN)

		FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
Q76	77	0.778	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q80	81	0.774	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q74	75	0.744	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q51	52	0.740	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q97	98	0.0	0.873	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q98	99	0.0	0.865	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q99	100	0.0	0.776	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q26	27	0.0	0.0	0.781	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q27	28	0.0	0.0	0.754	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q25	26	0.0	0.0	0.753	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q65	66	0.0	0.0	0.0	0.853	0.0	0.0	0.0	0.0	0.0	0.0
Q64	65	0.0	0.0	0.0	0.774	0.0	0.0	0.0	0.0	0.0	0.0
Q62	63	0.0	0.0	0.0	0.741	0.0	0.0	0.0	0.0	0.0	0.0
Q60	61	0.0	0.0	0.0	0.0	0.826	0.0	0.0	0.0	0.0	0.0
Q59	60	0.0	0.0	0.0	0.0	0.821	0.0	0.0	0.0	0.0	0.0
Q58	59	0.0	0.0	0.0	0.0	0.605	0.0	0.0	0.0	0.0	0.0
Q38	39	0.0	0.0	0.0	0.0	0.0	0.873	0.0	0.0	0.0	0.0
Q40	41	0.0	0.0	0.0	0.0	0.0	0.849	0.0	0.0	0.0	0.0
Q34	35	0.0	0.0	0.0	0.0	0.0	0.0	0.772	0.0	0.0	0.0
Q30	31	0.0	0.0	0.0	0.0	0.0	0.0	0.628	0.0	0.0	0.0
Q43	44	0.0	0.0	0.0	0.0	0.0	0.0	0.599	0.0	0.0	0.0
Q36	37	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.870	0.0	0.0
Q35	36	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.833	0.0	0.0
Q16	17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.773	0.0
Q18	19	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.741	0.0
Q14	15	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.622	0.0
Q03	4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.839
Q02	3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.813
Q77	78	0.257	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q81	82	0.277	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q10	11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q09	10	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q56	57	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q54	55	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q32	33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q31	32	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q23	24	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q22	23	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q15	16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q17	18	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q69	70	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q68	69	0.294	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q01	2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q48	49	0.291	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q66	67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q04	5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q49	50	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q72	73	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q94	95	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

		FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
076	77	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
080	81	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
074	75	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
051	52	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
097	98	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
098	99	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
099	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
026	27	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
027	28	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
025	26	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
065	66	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
064	65	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
062	63	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
060	61	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
059	60	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
058	59	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
038	39	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
040	41	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
034	35	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
030	31	0.0	0.319	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
043	44	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-0.273	0.0	0.0
036	37	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
035	36	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
016	17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
018	19	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
014	15	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
003	4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
002	3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
077	78	0.787	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
081	82	0.750	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
010	11	0.0	0.772	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
009	10	0.0	0.752	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
056	57	0.0	0.0	0.852	0.0	0.0	0.0	0.0	0.0	0.0	0.0
054	55	0.0	0.0	0.820	0.0	0.0	0.0	0.0	0.0	0.0	0.0
032	33	0.0	0.0	0.0	0.829	0.0	0.0	0.0	0.0	0.0	0.0
031	32	0.0	0.0	0.0	0.762	0.0	0.0	0.0	0.0	0.0	0.0
023	24	0.0	0.0	0.0	0.0	0.787	0.0	0.0	0.0	0.0	0.0
022	23	0.0	0.0	0.0	0.0	0.737	0.0	0.0	0.0	0.0	0.0
015	16	0.0	0.0	0.0	0.0	0.0	0.837	0.0	0.0	0.0	0.0
017	18	0.0	0.0	0.0	0.0	0.0	0.785	0.0	0.0	0.0	0.0
069	70	0.0	0.0	0.0	0.0	0.0	0.0	0.854	0.0	0.0	0.0
068	69	0.0	0.0	0.0	0.0	0.0	0.0	0.601	0.0	0.0	0.0
001	2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.712	0.0	0.0
048	49	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-0.612	0.0	0.0
046	47	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.901	0.0
004	5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.919
049	50	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
072	73	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
094	95	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

88

		FACTOR 21	FACTOR 22	FACTOR 23
Q76	77	0.0	0.0	0.0
Q80	81	0.0	0.0	0.0
Q74	75	0.0	0.0	0.0
Q51	52	0.0	0.0	0.0
Q97	98	0.0	0.0	0.0
Q98	99	0.0	0.0	0.0
Q99	100	0.0	0.0	0.0
Q26	27	0.0	0.0	0.0
Q27	28	0.0	0.0	0.0
Q25	26	0.0	0.0	0.0
Q65	66	0.0	0.0	0.0
Q64	65	0.0	0.0	0.0
Q62	63	0.0	0.0	0.0
Q60	61	0.0	0.0	0.0
Q59	60	0.0	0.0	0.0
Q58	59	0.0	0.264	0.0
Q38	39	0.0	0.0	0.0
Q40	41	0.0	0.0	0.0
Q34	35	0.0	0.0	0.0
Q30	31	0.0	0.0	0.0
Q43	44	0.0	0.0	0.0
Q36	37	0.0	0.0	0.0
Q35	36	0.0	0.0	0.0
Q16	17	0.0	0.0	0.0
Q18	19	0.0	0.0	0.0
Q14	15	0.0	0.0	0.0
Q03	4	0.0	0.0	0.0
Q02	3	0.0	0.0	0.0
Q77	78	0.0	0.0	0.0
Q81	82	0.0	0.0	0.0
Q10	11	0.0	0.0	0.0
Q09	10	0.0	0.0	0.0
Q56	57	0.0	0.0	0.0
Q54	55	0.0	0.0	0.0
Q32	33	0.0	0.0	0.0
Q31	32	0.0	0.0	0.0
Q23	24	0.0	0.0	0.0
Q22	23	0.0	0.0	0.0
Q15	16	0.0	0.0	0.0
Q17	18	0.0	0.0	0.0
Q69	70	0.0	0.0	0.0
Q68	69	0.0	0.0	0.0
Q01	2	0.0	0.0	0.0
Q48	49	0.0	0.0	0.0
Q66	67	0.0	0.0	0.0
Q04	5	0.0	0.0	0.0
Q49	50	0.906	0.0	0.0
Q72	73	0.0	0.901	0.0
Q94	95	0.0	0.0	0.915

*The number in parentheses shows the 99-item varimax factor corresponding to each 49-item varimax factor: 1 (1); 2 (2); 3 (5); 4 (7); 5 (9); 6 (12); 7 (4); 8 (6); 9 (15); 10 (13); 11 (8); 12 (3); 13 (11); 14 (16); 15 (10); 16 (17); 17 (14); 18 (19); 19 (18); 20 (22); 21 (21); 22 (20); 23 (18).

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APPENDIX F

The Sorted Rotated Factor Loadings of the 99 Item "Soldier Opinion Questionnaire" for the Half Sample (Varimax Rotation)

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The Sorted Rotated Factor Loadings of the 99 Item "Soldier Opinion Questionnaire" for the Half Sample (Varimax Rotation) *

SORTED ROTATED FACTOR LOADINGS (PATTERN)

		FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
Q76	77	.698									
Q82	81	.679									
Q74	75	.645									
Q84	85	.645									
Q85	86	.644									
Q71	72	.614									
Q51	52	.606									
Q72	71	.523									
Q97	98		.849								
Q98	99		.811								
Q99	100		.773								
Q96	97		.730								
Q93	94		.647								
Q95	96		.573								
Q10	11			.718							
Q9	10			.688							
Q19	20			.618							
Q12	13			.612							
Q7	9			.609							
Q11	12			.585							
Q8	9			.569							
Q33	34				.728						
Q43	44				.637						
Q34	35				.625						
Q28	29				.548						
Q30	31				.543						
Q35	36					.738					
Q36	37					.715					
Q37	38					.581					
Q44	45					.531					
Q39	40					.530					
Q25	26						.761				
Q26	27						.692				
Q24	25						.686				
Q27	28						.677				
Q22	23							.711			
Q23	24							.639			
Q21	21							.579			
Q62	63								.803		
Q65	66								.746		
Q64	65								.694		
Q61	62								.672		
Q63	64										
Q81	82									.712	
Q77	78									.665	
Q75	76									.658	
Q52	53									.577	
Q56	57										.732
Q54	55										.704
Q59	60										

		FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
Q60	61	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q40	41	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q38	39	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q69	71	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q68	69	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q67	68	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q2	3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q3	4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q31	32	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q4	5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q32	33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q17	18	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q15	16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q1	2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q48	49	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q18	19	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q16	17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q14	15	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q49	50	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q72	73	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q94	95	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q21	22	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q73	74	0.415	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q58	59	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q46	47	0.0	0.0	0.0	0.0	0.423	0.0	0.0	0.0	0.0	0.0
Q41	42	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q45	46	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0
Q78	79	0.0	0.0	0.0	0.0	0.0	0.0	0.495	0.0	0.0	0.0
Q79	80	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q57	58	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q42	43	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q82	83	0.439	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q83	84	0.488	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q50	51	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q5	6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q86	87	0.485	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q87	88	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q88	89	0.0	0.443	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q89	90	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q93	31	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q91	92	0.0	0.413	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q92	93	0.0	0.495	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q13	14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q6	7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q55	56	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q66	67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q47	48	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Q29	30	0.0	0.0	0.0	0.475	0.0	0.0	0.0	0.0	0.0	0.0
Q53	54	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.499

		FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
Q76	77										
Q81	81										
Q74	75										
Q86	85										
Q95	86										
Q71	72										
Q51	52										
Q72	71										
Q97	98										
Q98	99										
Q99	100										
Q96	97										
Q93	94										
Q95	96										
Q10	11										
Q9	10										
Q19	20										
Q12	13										
Q7	8										
Q11	12										
Q8	9										
Q33	34										
Q43	44										
Q34	35										
Q28	29										
Q32	31										
Q35	36										
Q36	37										
Q37	39		-.0416								
Q44	45										
Q39	40										
Q25	26										
Q26	27										
Q24	25										
Q27	28										
Q22	23										
Q23	24										
Q20	21										
Q62	63										
Q65	66										
Q64	65										
Q61	62										
Q63	64										
Q81	82										
Q77	78										
Q75	76										
Q52	53										
Q56	57										
Q54	55										
Q59	60	.2673									

		FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
060	61	0.633	0.	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
040	41	0.0	0.756	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
038	39	0.0	0.686	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
069	70	0.0	0.0	0.668	0.0	0.0	0.0	0.0	0.0	0.0	0.0
068	69	0.0	0.0	0.536	0.0	0.0	0.0	0.0	0.0	0.0	0.0
067	68	0.0	0.0	0.500	0.0	0.0	0.0	0.0	0.0	0.0	0.0
02	3	0.0	0.0	0.0	.674	0.0	0.0	0.0	0.0	0.0	0.0
03	4	0.0	0.0	0.0	.691	0.0	0.0	0.0	0.0	0.0	0.0
031	32	0.0	0.0	0.0	0.0	.654	0.0	0.0	0.0	0.0	0.0
04	5	0.0	0.0	0.0	0.0	.599	0.0	0.0	0.0	0.0	0.0
032	33	0.0	0.0	0.0	0.0	0.525	0.0	0.0	0.0	0.0	0.0
017	18	0.0	0.0	0.0	0.0	0.0	.752	0.0	0.0	0.0	0.0
015	16	0.0	0.0	0.0	0.0	0.0	.697	0.0	0.0	0.0	0.0
01	2	0.0	0.0	0.0	0.0	0.0	0.0	.686	0.0	0.0	0.0
048	49	0.0	0.0	0.0	0.0	0.0	0.0	-.556	0.0	0.0	0.0
018	19	0.0	0.0	0.0	0.0	0.0	0.0	0.0	.602	0.0	0.0
016	17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.658
014	15	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.653
049	50	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-.501
072	73	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
094	95	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
021	22	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
073	74	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
058	59	0.426	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
046	47	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
041	42	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
045	46	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
078	79	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
079	80	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
057	58	0.0	0.0	0.0	0.0	0.0	0.0	0.0	.467	0.0	0.0
042	43	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
282	83	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
083	84	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
052	51	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
05	6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
086	87	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
087	88	0.0	0.0	0.0	.424	0.0	0.0	0.0	0.0	0.0	0.0
088	89	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
089	90	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
092	91	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
091	92	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
092	93	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
013	14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
06	7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
055	56	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	.443	0.0
066	67	0.449	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
047	48	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
029	30	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
053	54	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

		FACTOR 21	FACTOR 22
Q76	77	0.0	0.0
Q8C	81	0.0	0.0
Q74	75	0.0	0.0
Q86	85	0.0	0.0
Q85	86	0.0	0.0
Q71	72	0.0	0.0
Q51	52	0.0	0.0
Q72	71	0.0	0.0
Q97	98	0.0	0.0
Q98	99	0.0	0.0
Q99	100	0.0	0.0
Q96	97	0.0	0.0
Q93	94	0.0	0.0
Q95	96	0.0	0.0
Q10	11	0.0	0.0
Q9	10	0.0	0.0
Q19	20	0.0	0.0
Q12	13	0.0	0.0
Q7	8	0.0	0.0
Q11	12	0.0	0.0
Q8	9	0.0	0.0
Q33	34	0.0	0.0
Q43	44	0.0	0.0
Q34	35	0.0	0.0
Q28	29	0.0	0.0
Q30	31	0.0	0.0
Q35	36	0.0	0.0
Q36	37	0.0	0.0
Q37	38	0.0	0.0
Q44	45	0.0	0.0
Q39	40	0.0	0.0
Q25	26	0.0	0.0
Q26	27	0.0	0.0
Q24	25	0.0	0.0
Q27	28	0.0	0.0
Q22	23	0.0	0.0
Q23	24	0.0	0.0
Q21	21	0.0	0.0
Q62	63	0.0	0.0
Q65	66	0.0	0.0
Q64	65	0.0	0.0
Q61	62	0.0	0.0
Q63	64	0.0	0.0
Q81	82	0.0	0.0
Q77	78	0.0	0.0
Q75	76	0.0	0.0
Q52	53	0.0	0.0
Q56	57	0.0	0.0
Q54	55	0.0	0.0
Q59	60	0.0	0.0

		FACTOR 21	FACTOR 22								
Q62	61	0.2	0.0								
Q40	41	0.2	0.2								
Q38	39	0.2	0.2								
Q69	70	0.2	0.2								
Q68	69	0.2	0.2								
Q67	68	0.2	0.2								
Q2	3	0.2	0.2								
Q3	4	0.2	0.2								
Q31	32	0.2	0.2								
Q4	5	0.2	0.2								
Q32	33	0.2	0.2								
Q17	18	0.2	0.2								
Q15	16	0.2	0.2								
Q1	2	0.2	0.2								
Q48	49	0.2	0.2								
Q18	19	0.2	0.2								
Q16	17	0.2	0.2								
Q14	15	0.2	0.2								
Q49	50	0.2	0.2								
Q72	73	.512	0.2								
Q94	95	0.2	.81								
Q21	22	0.2	0.2								
Q73	74	0.2	0.2								
Q58	59	0.2	0.2								
Q46	47	0.2	0.2								
Q41	42	0.2	0.2								
Q45	46	0.2	0.2								
Q78	79	0.2	0.2								
Q79	80	0.2	0.2								
Q57	58	0.2	0.2								
Q42	43	0.2	0.2								
Q82	83	0.2	0.2								
Q83	84	0.2	0.2								
Q50	51	0.2	0.2								
Q5	6	0.2	0.2								
Q86	87	0.2	0.2								
Q87	88	0.2	0.2								
Q88	89	0.2	0.2								
Q89	90	0.2	0.2								
Q90	91	0.2	0.2								
Q91	92	0.2	0.2								
Q92	93	0.2	0.2								
Q13	14	-.647	0.2								
Q6	7	0.2	0.2								
Q55	56	0.2	0.2								
Q66	67	0.2	0.2								
Q47	48	0.2	0.2								
Q29	33	0.2	0.2								
Q53	54	0.2	0.2								
	VP	7.628	5.768	4.898	3.967	3.788	3.452	3.236	3.236	3.171	2.413
		2.274	2.143	2.068	2.045	1.923	1.843	1.759	1.714	1.717	1.699
		1.419	1.349								

THE ABOVE FACTOR LOADING MATRIX HAS BEEN REARRANGED SO THAT THE COLUMNS APPEAR IN DECREASING ORDER OF VARIANCE EXPLAINED BY FACTORS. THE ROWS HAVE BEEN REARRANGED SO THAT FOR EACH SUCCESSIVE FACTOR, LOADINGS GREATER THAN .5[illegible] APPEAR FIRST. LOADINGS LESS THAN 0.4[illegible] HAVE BEEN REPLACED BY ZERO.

*The number in parentheses shows the full sample varimax factor corresponding to each half sample varimax factor: 1 (1); 2 (2); 3 (3); 4 (4); 5 (6); 6 (5); 7 (10); 8 (7); 9 (8); 10 (11); 11 (9); 12 (12); 13 (14); 14 (13); 15 (16); 16 (17); 17 (19); 18 (new); 19 (new); 20 (15); 21 (20); 22 (18).