

Tables

Table – 1 Statement-wise -Variables List

Var. No.	Statement
V1	Work gives me mental satisfaction.
V2	Work provides an opportunity for living a peaceful life.
V3	Work helps in achieving the life goals and objectives.
V4	Work helps in higher achievements.
V5	Work provides the way to contribute to society.
V6	Work helps in achieving the social recognition.
V7	Work helps in gaining the materialistic benefits in life.
V8	Work provides an opportunity for continuous improvement.
V9	Work gives chance to apply my skills and knowledge.
V10	Work helps in social interaction and developing new friends.
V11	Work is a real joy in the life.
V12	Work helps in realizing the creative talent in me.
V13	Work helps in keeping me physically and mentally agile.
V14	Work helps me in acquiring more knowledge and competencies.
V15	Work helps in managing time for varieties of things.
V16	Work makes me a committed and devoted person.
V17	Work provides opportunity to work with others in a team.
V18	Work is an important phase in my life.
V19	Work is a motivation and energy for life.
V20	Work makes life more monotonous and boring.
V21	Work is worship for me.
V22	Work is a big challenge and responsibility.
V23	Work provides an opportunity for self-expression.
V24	Work brings discipline in life.
V25	Work gives me power and authority to influence others.
V26	Work helps me in fulfilling my dreams in life.
V27	Work makes people more competitive and challenge seeking.
V28	Work creates jealousy and hatred among people.
V29	Work makes weak people susceptible to exploitation.
V30	Work brings people together.
V31	Work creates stress in life.
V32	Work disturbs mental peace in life.

Materialistic
Social Personal
Psychological

Table – 2 Responses from All Participants (Cases = 668, Overall)

Var. No.	Parameter	Response Level (Likert-type Scale)							Avg.	Std. Dev.	CV%
		1	2	3	4	5	6	7			
V1	Count	11	7	8	8	58	298	278	6.15	1.10	17.96
	Percentage	1.65	1.05	1.2	1.2	8.68	44.61	41.62			
V2	Count	8	20	18	39	128	290	165	5.68	1.26	22.22
	Percentage	1.2	2.99	2.69	5.84	19.16	43.41	24.7			
V3	Count	9	16	15	30	110	290	196	5.81	1.24	21.28
	Percentage	1.35	2.4	2.25	4.49	16.47	43.41	29.64			
V4	Count	10	13	14	26	78	307	220	5.92	1.21	20.50
	Percentage	1.5	1.95	2.1	3.89	11.68	45.96	32.93			
V5	Count	11	9	15	29	94	273	237	5.92	1.22	20.64
	Percentage	1.2	2.99	2.69	5.84	19.16	43.41	24.7			
V6	Count	12	8	17	23	70	252	286	6.04	1.24	20.55
	Percentage	1.8	1.2	2.54	3.44	10.48	37.72	42.81			
V7	Count	20	29	29	42	138	259	151	5.44	1.49	27.31
	Percentage	2.99	4.34	4.34	6.29	20.66	38.77	22.60			
V8	Count	6	12	17	32	89	313	199	5.88	1.16	19.78
	Percentage	0.9	1.8	2.54	4.79	13.32	46.86	29.79			
V9	Count	13	4	11	21	99	265	255	6.00	1.18	19.64
	Percentage	1.95	0.6	1.65	3.14	14.82	39.67	38.17			
V10	Count	14	11	15	40	134	279	175	5.70	1.27	22.22
	Percentage	2.1	1.65	2.25	5.99	20.06	41.77	26.20			
V11	Count	13	12	13	44	110	261	215	5.80	1.29	22.23
	Percentage	1.95	1.8	1.95	6.59	16.47	39.07	32.19			
V12	Count	11	9	15	37	107	247	242	5.89	1.25	21.23
	Percentage	1.65	1.35	2.25	5.54	16.02	36.98	36.23			
V13	Count	9	16	17	44	132	279	171	5.69	1.25	22.04
	Percentage	1.35	2.4	2.54	6.59	19.76	41.77	25.60			
V14	Count	8	9	12	34	90	310	205	5.90	1.15	19.42
	Percentage	1.2	1.35	1.8	5.09	13.47	46.41	30.69			
V15	Count	11	17	25	49	155	236	175	5.59	1.33	23.85
	Percentage	1.65	2.54	3.74	7.34	23.2	35.33	26.20			
V16	Count	8	20	22	30	102	311	175	5.74	1.27	22.06
	Percentage	1.2	2.99	3.29	4.49	15.27	46.56	26.20			

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(Table-2 continued)

Var. No.	Parameter	Response Level (Likert-type Scale)							Avg.	Std. Dev.	CV%
		1	2	3	4	5	6	7			
V17	Count	12	13	16	28	92	289	218	5.87	1.26	21.51
	Percentage	1.8	1.95	2.4	4.19	13.77	43.26	32.63			
V18	Count	11	9	12	19	83	307	227	5.97	1.17	19.60
	Percentage	1.65	1.35	1.8	2.84	12.43	45.96	33.88			
V19	Count	9	13	30	40	99	271	206	5.76	1.30	22.59
	Percentage	1.35	1.95	4.49	5.99	14.82	40.57	30.84			
V20	Count	111	202	70	71	101	75	38	3.34	1.87	55.96
	Percentage	16.62	30.24	10.48	10.63	15.12	11.23	5.69			
V21	Count	20	29	34	54	151	248	132	5.33	1.49	27.86
	Percentage	2.99	4.34	5.09	8.08	22.6	37.13	19.76			
V22	Count	8	12	23	36	79	292	216	5.87	1.24	21.17
	Percentage	1.2	1.8	3.44	5.39	11.83	43.21	32.63			
V23	Count	5	19	14	41	126	272	191	5.76	1.22	21.23
	Percentage	0.75	2.84	2.1	6.14	18.86	40.72	28.59			
V24	Count	7	6	13	29	81	266	266	6.04	1.13	18.68
	Percentage	1.05	0.9	1.95	4.34	12.13	39.82	39.82			
V25	Count	94	158	65	54	104	116	77	3.86	2.05	53.04
	Percentage	14.07	23.65	9.73	8.08	15.57	17.37	11.53			
V26	Count	10	15	15	27	93	295	213	5.87	1.24	21.15
	Percentage	1.5	2.25	2.25	4.04	13.92	44.16	31.89			
V27	Count	20	17	23	27	111	298	172	5.66	1.39	24.60
	Percentage	2.99	2.54	3.44	4.04	16.62	44.61	25.75			
V28	Count	93	163	64	119	109	82	38	3.58	1.82	50.91
	Percentage	13.92	24.4	9.58	17.81	16.32	12.28	5.69			
V29	Count	36	56	36	65	100	271	104	5.04	1.72	34.11
	Percentage	5.39	8.38	5.39	9.73	14.97	40.57	15.57			
V30	Count	6	17	14	31	101	273	226	5.88	1.22	20.70
	Percentage	0.9	2.54	2.1	4.64	15.12	40.87	33.83			
V31	Count	56	116	79	82	160	134	41	4.11	1.78	43.24
	Percentage	8.38	17.37	11.83	12.28	23.95	20.06	6.14			
V32	Count	100	193	80	70	126	68	31	3.38	1.81	53.36
	Percentage	14.97	28.89	11.98	10.48	18.86	10.18	4.64			

Table – 3 Responses from All Participants (Cases = 364, Private Sector Organizations)

Var. No.	Parameter	Response Level (Likert-type Scale)							Avg.	Std. Dev.	CV%
		1	2	3	4	5	6	7			
V1	Count	11	5	8	7	34	169	130	5.95	1.31	21.92
	Percentage	3.02	1.37	2.2	1.92	9.34	46.43	35.71			
V2	Count	8	12	9	22	69	156	88	5.62	1.35	24.09
	Percentage	2.2	3.3	2.47	6.04	18.96	42.86	24.18			
V3	Count	8	9	7	19	56	163	102	5.76	1.31	22.69
	Percentage	2.2	2.47	1.92	5.22	15.38	44.78	28.02			
V4	Count	9	7	11	17	39	161	120	5.84	1.34	22.98
	Percentage	2.47	1.92	3.02	4.67	10.71	44.23	32.97			
V5	Count	11	5	10	18	49	145	126	5.82	1.37	23.51
	Percentage	3.02	1.37	2.75	4.95	13.46	39.84	34.62			
V6	Count	12	4	10	14	36	137	151	5.95	1.38	23.28
	Percentage	3.3	1.1	2.75	3.85	9.89	37.64	41.48			
V7	Count	18	16	16	23	68	132	91	5.38	1.63	30.25
	Percentage	4.95	4.4	4.4	6.32	18.68	36.26	25.00			
V8	Count	5	7	12	21	31	37	171	5.84	1.25	21.41
	Percentage	1.37	1.92	3.3	5.77	10.16	46.98	30.49			
V9	Count	12	3	8	12	47	136	146	5.94	1.35	22.69
	Percentage	3.3	0.82	2.2	3.3	12.91	37.36	40.11			
V10	Count	13	6	11	22	75	147	90	5.59	1.40	25.05
	Percentage	3.57	1.65	3.02	6.04	20.6	40.38	24.73			
V11	Count	12	9	9	25	48	136	125	5.74	1.46	25.43
	Percentage	3.3	2.47	2.47	6.87	13.19	37.36	34.34			
V12	Count	10	4	8	22	51	131	138	5.87	1.35	22.91
	Percentage	2.75	1.1	2.2	6.04	14.01	35.99	37.91			
V13	Count	6	12	13	29	66	144	94	5.60	1.36	24.38
	Percentage	1.65	3.3	3.57	7.97	18.13	39.56	25.82			
V14	Count	8	7	9	18	45	165	112	5.82	1.30	22.27
	Percentage	2.2	1.92	2.47	4.95	12.36	45.33	30.77			
V15	Count	10	10	16	29	78	131	90	5.49	1.43	26.07
	Percentage	2.75	2.75	4.4	7.97	21.43	35.99	24.73			
V16	Count	8	14	13	17	56	161	95	5.64	1.40	24.85
	Percentage	2.2	3.85	3.57	4.67	15.38	44.23	26.10			

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(Table-3 continued)

Var. No.	Parameter	Response Level (Likert-type Scale)							Avg.	Std. Dev.	CV%
		1	2	3	4	5	6	7			
V17	Count	9	8	14	17	49	144	123	5.78	1.39	24.04
	Percentage	2.47	2.2	3.85	4.67	13.46	39.56	33.79			
V18	Count	11	8	8	15	36	150	136	5.89	1.39	23.63
	Percentage	3.02	2.2	2.2	4.12	9.89	41.21	37.36			
V19	Count	9	10	19	25	56	132	113	5.63	1.46	25.96
	Percentage	2.47	2.75	5.22	6.87	15.38	36.26	31.04			
V20	Count	56	101	39	44	49	48	27	3.50	1.92	54.92
	Percentage	15.38	27.75	10.71	12.09	13.46	13.19	7.42			
V21	Count	12	13	21	28	86	128	76	5.34	1.50	28.01
	Percentage	3.3	3.57	5.77	7.69	23.63	35.16	20.88			
V22	Count	8	8	17	20	46	149	116	5.74	1.39	24.16
	Percentage	2.2	2.2	4.67	5.49	12.64	40.93	31.87			
V23	Count	5	12	7	30	62	138	110	5.71	1.33	23.28
	Percentage	1.37	3.3	1.92	8.24	17.03	37.91	30.22			
V24	Count	7	5	9	20	40	135	148	5.96	1.29	21.63
	Percentage	1.92	1.37	2.47	5.49	10.99	37.09	40.66			
V25	Count	40	81	34	41	55	72	41	4.02	1.99	49.41
	Percentage	10.99	22.25	9.34	11.26	15.11	19.78	11.26			
V26	Count	9	8	6	22	49	164	106	5.77	1.32	22.84
	Percentage	2.47	2.2	1.65	6.04	13.46	45.05	29.12			
V27	Count	19	9	16	19	53	151	97	5.52	1.58	28.61
	Percentage	5.22	2.47	4.4	5.22	14.56	41.48	26.65			
V28	Count	48	88	36	68	58	41	25	3.61	1.83	50.59
	Percentage	13.19	24.18	9.89	18.68	15.93	11.26	6.87			
V29	Count	22	31	29	30	56	140	56	4.95	1.77	35.78
	Percentage	6.04	8.52	7.97	8.24	15.38	38.46	15.38			
V30	Count	5	13	14	18	50	142	122	5.77	1.37	23.78
	Percentage	1.37	3.57	3.85	4.95	13.74	39.01	33.52			
V31	Count	23	69	43	41	74	89	25	4.21	1.79	42.53
	Percentage	6.32	18.96	11.81	11.26	20.33	24.45	6.87			
V32	Count	45	106	42	38	67	44	22	3.54	1.84	52.12
	Percentage	12.36	29.12	11.54	10.44	18.41	12.09	6.04			

Table – 4 Responses from All Participants (Cases = 304, Public Sector Organizations)

Var. No.	Parameter	Response Level (Likert-type Scale)							Avg.	Std. Dev.	CV%
		1	2	3	4	5	6	7			
V1	Count	0	2	0	1	24	129	148	6.38	0.74	11.58
	Percentage	0	0.66	0	0.33	7.89	42.43	48.68			
V2	Count	0	8	9	17	59	134	77	5.75	1.14	19.83
	Percentage	0	2.63	2.96	5.59	19.41	44.08	25.33			
V3	Count	1	7	8	11	54	127	96	5.88	1.15	19.51
	Percentage	0.33	2.3	2.63	3.62	17.76	41.78	31.58			
V4	Count	1	6	3	9	39	146	100	6.02	1.03	17.16
	Percentage	0.33	1.97	0.99	2.96	12.83	48.03	32.89			
V5	Count	0	4	5	11	45	128	111	6.04	1.01	16.70
	Percentage	0	1.32	1.64	3.62	14.8	42.11	36.51			
V6	Count	0	4	7	9	34	115	135	6.15	1.04	16.84
	Percentage	0	1.32	2.3	2.96	11.18	37.83	44.41			
V7	Count	2	13	13	19	70	127	60	5.51	1.29	23.50
	Percentage	0.66	4.28	4.28	6.25	23.03	41.78	19.74			
V8	Count	1	5	5	11	52	142	88	5.91	1.05	17.69
	Percentage	0.33	1.64	1.64	3.62	17.11	46.71	28.95			
V9	Count	1	1	3	9	52	129	109	6.07	0.93	15.37
	Percentage	0.33	0.33	0.99	2.96	17.11	42.43	35.86			
V10	Count	1	5	4	18	59	132	85	5.85	1.07	18.38
	Percentage	0.33	1.64	1.32	5.92	19.41	43.42	27.96			
V11	Count	1	3	4	19	62	125	90	5.87	1.05	17.83
	Percentage	0.33	0.99	1.32	6.25	20.39	41.12	29.61			
V12	Count	1	5	7	15	56	116	104	5.91	1.13	19.09
	Percentage	0.33	1.64	2.3	4.93	18.42	38.16	34.21			
V13	Count	3	4	4	15	66	135	77	5.80	1.10	18.95
	Percentage	0.99	1.32	1.32	4.93	21.71	44.41	25.33			
V14	Count	0	2	3	16	45	145	93	6.00	0.93	15.48
	Percentage	0	0.66	0.99	5.26	14.8	47.70	30.59			
V15	Count	1	7	9	20	77	105	85	5.70	1.19	20.96
	Percentage	0.33	2.3	2.96	6.58	25.33	34.54	27.96			
V16	Count	0	6	9	13	46	150	80	5.86	1.07	18.32
	Percentage	0	1.97	2.96	4.28	15.13	49.34	26.32			

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(Table-4 continued)

Var. No.	Parameter	Response Level (Likert-type Scale)							Avg.	Std. Dev.	CV%
		1	2	3	4	5	6	7			
V17	Count	3	5	2	11	43	145	95	5.96	1.08	18.14
	Percentage	0.99	1.64	0.66	3.62	14.14	47.70	31.25			
V18	Count	0	1	4	4	47	157	91	6.07	0.82	13.55
	Percentage	0	0.33	1.32	1.32	15.46	51.64	29.93			
V19	Count	0	3	11	15	43	139	93	5.92	1.06	17.93
	Percentage	0	0.99	3.62	4.93	14.14	45.72	30.59			
V20	Count	55	101	31	27	52	27	11	3.15	1.79	56.79
	Percentage	18.09	33.22	10.2	8.88	17.11	8.88	3.62			
V21	Count	8	16	13	26	65	120	56	5.33	1.48	27.72
	Percentage	2.63	5.26	4.28	8.55	21.38	39.47	18.42			
V22	Count	0	4	6	16	33	143	102	6.01	1.02	17.02
	Percentage	0	1.32	1.97	5.26	10.86	47.04	33.55			
V23	Count	0	7	7	11	64	134	81	5.82	1.08	18.58
	Percentage	0	2.3	2.3	3.62	21.05	44.08	26.64			
V24	Count	0	1	4	9	41	131	118	6.14	0.89	14.52
	Percentage	0	0.33	1.32	2.96	13.49	43.09	38.82			
V25	Count	54	77	31	13	49	44	36	3.66	2.10	57.38
	Percentage	17.76	25.33	10.2	4.28	16.12	14.47	11.84			
V26	Count	1	7	9	5	44	131	107	5.98	1.13	18.95
	Percentage	0.33	2.3	2.96	1.64	14.47	43.09	35.20			
V27	Count	1	8	7	8	58	147	75	5.81	1.11	19.02
	Percentage	0.33	2.63	2.3	2.63	19.08	48.36	24.67			
V28	Count	45	75	28	51	51	41	13	3.54	1.82	51.36
	Percentage	14.8	24.67	9.21	16.78	16.78	13.49	4.28			
V29	Count	14	25	7	35	44	131	48	5.15	1.65	32.06
	Percentage	4.61	8.22	2.3	11.51	14.47	43.09	15.79			
V30	Count	1	4	0	13	51	131	104	6.02	0.99	16.42
	Percentage	0.33	1.32	0	4.28	16.78	43.09	34.21			
V31	Count	33	47	36	41	86	45	16	3.98	1.75	44.00
	Percentage	10.86	15.46	11.84	13.49	28.29	14.8	5.26			
V32	Count	55	87	38	32	59	24	9	3.20	1.75	54.52
	Percentage	18.09	28.62	12.5	10.53	19.41	7.89	2.96			

Table – 5 Correlations between various attributes of respondents

Variable	Gender	Age	Work Exp.	Education	Discipline	Work Level
Gender	1.000	-0.237	-0.245	0.020	0.016	-0.169
Age	-0.237	1.000	0.887	0.189	0.330	0.466
Work Exp.	-0.245	0.887	1.000	0.148	0.281	0.449
Education	0.020	0.189	0.148	1.000	0.424	0.140
Discipline	0.016	0.330	0.281	0.424	1.000	-0.007
Work Level	-0.169	0.466	0.449	0.140	-0.007	1.000

Bold values - Correlation is significant at the 0.01 level

Table – 6 Age Profile of Respondents (in years)

	Age Group	Frequency	Percentage	Male		Female	
				Frequency	Percentage	Frequency	Percentage
Overall (Public + Private Sector)	21 - 25	148	22.16	92	13.77	56	8.38
	26 - 30	111	16.62	86	12.87	25	3.74
	31 - 35	77	11.53	66	9.88	11	1.65
	36 - 40	48	7.19	41	6.14	7	1.05
	41 - 45	69	10.33	57	8.53	12	1.80
	46 - 50	80	11.98	74	11.08	6	0.90
	50 - 55	86	12.87	82	12.28	4	0.60
	56 – 60	49	7.34	48	7.19	1	0.15
	Total	668		546	81.74	122	18.26
	Avg. Age	37.7		39.3		30.7	
Public Sector	21 - 25	38	12.50	10	3.29	28	9.21
	26 - 30	30	9.87	19	6.25	11	3.62
	31 - 35	31	10.20	23	7.57	8	2.63
	36 - 40	27	8.88	21	6.91	6	1.97
	41 - 45	41	13.49	33	10.86	8	2.63
	46 - 50	48	15.79	43	14.14	5	1.64
	50 - 55	60	19.74	56	18.42	4	1.32
	56 – 60	29	9.54	28	9.21	1	0.33
	Total	304		233	76.64	71	23.36
	Avg. Age	41.9		44.7		32.7	
Private Sector	21 - 25	110	30.22	82	22.53	28	7.69
	26 - 30	81	22.25	67	18.41	14	3.85
	31 - 35	46	12.64	43	11.81	3	0.82
	36 - 40	21	5.77	20	5.49	1	0.27
	41 - 45	28	7.69	24	6.59	4	1.10
	46 - 50	32	8.79	31	8.52	1	0.27
	50 - 55	26	7.14	26	7.14	0	0.00
	56 – 60	20	5.49	20	5.49	0	0.00
	Total	364		313	85.99	51	14.01
	Avg. Age	34.2		35.3		27.8	

Table – 7: Work Experience of Respondents (in years)

	Exp. Years	Frequency	Percentage	Male		Female	
				Frequency	Percentage	Frequency	Percentage
Overall (Public + Private Sector)	1 - 5	232	34.73	156	23.35	76	11.37
	6 - 10	92	13.77	77	11.54	15	2.25
	11 - 15	52	7.78	43	6.44	9	1.35
	16 - 20	57	8.53	50	7.49	7	1.05
	21 - 25	83	12.43	78	11.68	5	0.75
	26 - 30	100	14.97	92	13.77	8	1.20
	31 - 35	39	5.84	37	5.54	2	0.30
	36 - 40	13	1.95	13	1.95	0	0.00
	Total	668		546	81.73	122	18.27
	Avg. Exp.	14.5		16.0		7.7	
Public Sector	1 - 5	63	20.72	27	8.88	36	11.84
	6 - 10	37	12.17	27	8.88	10	3.29
	11 - 15	25	8.22	18	5.92	7	2.31
	16 - 20	30	9.88	26	8.56	4	1.32
	21 - 25	49	16.11	45	14.80	4	1.31
	26 - 30	70	23.04	62	20.40	8	2.64
	31 - 35	25	8.22	23	7.56	2	0.66
	36 - 40	5	1.65	5	1.65	0	0.00
	Total	304		233	76.65	71	23.37
	Avg. Exp.	18.1		20.6		9.9	
Private Sector	1 - 5	169	46.43	129	35.45	40	10.98
	6 - 10	55	15.11	50	13.74	5	1.37
	11 - 15	27	7.42	25	6.86	2	0.55
	16 - 20	27	7.42	24	6.59	3	0.83
	21 - 25	34	9.34	33	9.07	1	0.27
	26 - 30	30	8.24	30	8.24	0	0.00
	31 - 35	14	3.85	14	3.85	0	0.00
	36 - 40	8	2.20	8	2.20	0	0.00
	Total	364		313	85.99	51	14.01
	Avg. Exp.	11.5		12.6		4.6	

Table – 8: Age vs. Work Experience of Respondents (in years)

Overall	Age										
Work Exp	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60	Total	%	
1 - 5	146	84	2	0	0	0	0	0	232	34.73	
6 - 10	1	27	57	6	0	1	0	0	92	13.77	
11 - 15	1	0	18	26	5	1	1	0	52	7.78	
16 - 20	0	0	0	16	36	5	0	0	57	8.53	
21 - 25	0	0	0	0	28	45	8	2	83	12.43	
26 - 30	0	0	0	0	0	27	64	9	100	14.97	
31 - 35	0	0	0	0	0	1	13	25	39	5.84	
36 - 40	0	0	0	0	0	0	0	13	13	1.95	
Total	148	111	77	48	69	80	86	49	668		
%	22.16	16.62	11.53	7.19	10.33	11.98	12.87	7.34			

Public Sector	Age										
Work Exp	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60	Total	%	
1 - 5	38	23	2	0	0	0	0	0	63	20.72	
6 - 10	0	7	24	6	0	0	0	0	37	12.17	
11 - 15	0	0	5	15	4	1	0	0	25	8.22	
16 - 20	0	0	0	6	22	2	2	0	30	9.87	
21 - 25	0	0	0	0	15	26	6	2	49	16.12	
26 - 30	0	0	0	0	0	18	44	8	70	23.03	
31 - 35	0	0	0	0	0	1	10	14	25	8.22	
36 - 40	0	0	0	0	0	0	0	5	5	1.64	
Total	38	30	31	27	41	48	60	29	304		
%	12.50	9.87	10.20	8.88	13.49	15.79	19.74	9.54			

Private Sector	Age										
Work Exp	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60	Total	%	
1 - 5	108	1	1	0	0	0	0	0	110	30.22	
6 - 10	61	20	0	0	0	0	0	0	81	22.25	
11 - 15	0	33	13	0	0	0	0	0	46	12.64	
16 - 20	0	0	11	10	0	0	0	0	21	5.77	
21 - 25	0	0	1	14	13	0	0	0	28	7.69	
26 - 30	0	1	0	3	19	9	0	0	32	8.79	
31 - 35	0	0	1	0	2	20	3	0	25	8.22	
36 - 40	0	0	0	0	0	1	11	8	20	1.64	
Total	169	55	27	27	34	30	14	8	364		
%	46.43	15.11	7.42	7.42	9.34	8.24	3.85	2.20			

Table – 9: Respondents' Age vs. Work- Experience as per work level: Junior Management

Overall	Age								Total	%
Work Exp.	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60		
1 - 5	108	1	1	0	0	0	0	0	110	35.97
6 - 10	61	18	0	0	0	0	0	0	79	25.82
11 - 15	0	39	7	0	0	0	0	0	46	15.03
16 - 20	0	1	6	9	0	0	0	0	16	5.23
21 - 25	0	0	0	8	11	0	0	0	19	6.21
26 - 30	0	0	0	3	12	6	1	0	22	7.19
31 - 35	0	0	0	0	0	4	3	0	8	2.61
36 - 40	0	0	0	0	0	1	3	2	6	1.96
Total	169	59	15	20	23	11	7	2	306	
%	55.23	19.28	4.90	6.54	7.52	3.50	2.29	0.65		

Respondents' Age vs. Work Experience as per work level: Middle Management

Overall	Age								Total	%
Work Exp	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60		
1 - 5	37	0	0	0	0	0	0	0	37	13.41
6 - 10	17	7	0	0	0	0	0	0	24	8.70
11 - 15	2	15	9	0	0	0	0	0	26	9.42
16 - 20	0	5	20	6	0	0	0	0	31	11.23
21 - 25	0	0	5	25	13	0	0	0	43	15.58
26 - 30	0	1	1	2	22	13	0	0	39	14.13
31 - 35	0	0	0	0	5	31	10	0	46	16.67
36 - 40	0	0	0	0	2	7	13	8	30	10.87
Total	56	28	35	33	42	51	23	8	276	
%	20.29	10.14	12.68	11.96	15.22	18.48	8.33	2.90		

Respondents' Age vs. Work Experience as per work level: Senior Management

Overall	Age								Total	%
Work Exp	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60		
1 - 5	1	0	0	0	0	0	0	0	1	1.23
6 - 10	6	2	0	0	0	0	0	0	8	9.88
11 - 15	0	3	2	0	0	0	0	0	5	6.17
16 - 20	0	0	0	1	0	0	0	0	1	1.23
21 - 25	0	0	0	3	4	0	0	0	7	8.64
26 - 30	0	0	0	0	10	8	0	0	18	22.22
31 - 35	0	0	0	0	3	26	0	0	29	35.80
36 - 40	0	0	0	0	0	1	8	3	12	14.81
Total	7	5	2	4	17	35	8	3	81	
%	8.64	6.17	2.47	4.94	20.99	43.21	9.88	3.70		

Table – 10: Respondents' Education vs. Working Level

Overall	Working Level					
Education	Junior Management	Middle Management	Senior Management	Top Management	Total	%
Graduate	213	168	43	1	425	63.62
Post Graduate	83	89	32	3	207	30.99
Other	10	19	6	1	36	5.39
Total	306	276	81	5	668	
%	45.81	41.31	12.13	0.75		

Table – 11: Respondents' Work Experience, Education vs Working Level

	Work Experience	Junior Management	Middle Management	Senior Management	Top Management	Total	%
Graduate	1 - 5	125	45	3	0	173	40.71
	6 - 10	43	16	1	0	60	14.12
	11 - 15	8	17	1	0	26	6.12
	16 - 20	12	9	2	0	23	5.41
	21 - 25	14	27	10	0	51	12.00
	26 - 30	5	32	22	0	59	13.88
	31 - 35	5	16	3	1	25	5.88
	36 - 40	1	6	1	0	8	1.88
	Total	213	168	81	1	425	
	%	50.12	39.53	10.12	0.23		
Post Graduate	1 - 5	41	11	4	0	56	27.05
	6 - 10	15	10	4	0	29	14.01
	11 - 15	7	13	1	0	21	10.14
	16 - 20	7	21	2	0	30	14.49
	21 - 25	7	12	7	1	27	13.04
	26 - 30	5	15	10	2	32	15.46
	31 - 35	0	6	4	0	10	4.83
	36 - 40	1	1	0	0	2	0.98
	Total	83	89	32	3	207	
	%	40.10	43.00	15.46	1.44		
Other	1 - 5	3	0	0	0	3	8.33
	6 - 10	1	2	0	0	3	8.33
	11 - 15	0	5	0	0	5	13.89
	16 - 20	1	3	0	0	4	11.11
	21 - 25	2	3	0	0	5	13.89
	26 - 30	1	4	3	1	9	25.00
	31 - 35	2	1	1	0	4	11.11
	36 - 40	0	1	2	0	3	8.34
	Total	10	19	6	1	36	
	%	27.78	52.78	16.67	2.77		

Table - 12 KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.921
Bartlett's Test of Sphericity	Approx. Chi-Square	5260.972
	d.f.	351
	Sig.	0.000

Table 13: Principal Component Analysis (cases = 668)-Overall

Var. No.	Statement	PC1	PC2	PC3	PC4	PC5	PC6	Communality
V1	Work gives me mental satisfaction.	-0.190	-0.11	-0.019	-0.199	0.414	-0.095	0.552
V2	Work provides an opportunity for living a peaceful life.	-0.159	0.033	-0.143	-0.339	-0.438	0.151	0.604
V3	Work helps in achieving the life goals and objectives.	-0.203	-0.147	-0.014	-0.031	-0.258	-0.240	0.493
V4	Work helps in higher achievements.	-0.223	-0.148	0.243	-0.003	-0.021	-0.035	0.504
V5	Work provides the way to contribute to society.	-0.183	0.158	-0.343	-0.325	0.138	-0.127	0.620
V6	Work helps in achieving the social recognition.	-0.184	0.265	0.002	-0.145	0.086	-0.320	0.512
V7	Work helps in gaining the materialistic benefits in life.	-0.142	-0.179	0.407	0.145	-0.346	-0.283	0.662
V8	Work provides an opportunity for continuous improvement.	-0.193	-0.335	-0.011	-0.067	0.101	0.126	0.492
V9	Work gives chance to apply my skills and knowledge.	-0.194	-0.315	-0.114	0.064	0.099	-0.061	0.481
V10	Work helps in social interaction and developing new friends.	-0.208	0.108	0.145	-0.046	-0.028	0.065	0.395
V11	Work is a real joy in the life.	-0.206	0.083	-0.191	0.031	0.057	-0.169	0.429
V12	Work helps in realizing the creative talent in me.	-0.215	-0.020	-0.069	-0.072	0.250	-0.067	0.455
V13	Work helps in keeping me physically and mentally agile.	-0.175	0.002	-0.316	-0.102	-0.339	0.370	0.653
V14	Work helps me in acquiring more knowledge and competencies.	-0.208	-0.135	-0.221	0.081	-0.156	-0.112	0.481
V15	Work helps in managing time for varieties of things.	-0.193	-0.174	-0.369	0.270	0.050	-0.071	0.612
V16	Work makes me a committed and devoted person.	-0.204	0.207	-0.03	-0.001	-0.092	0.011	0.403
V17	Work provides opportunity to work with others in a team.	-0.222	-0.039	0.247	0.063	-0.106	-0.206	0.535

...contd.

(Table-13 continued)

Var. No.	Statement	PC1	PC2	PC3	PC4	PC5	PC6	Communality
V18	Work is an important phase in my life.	-0.211	0.081	0.152	-0.195	0.273	0.022	0.524
V19	Work is a motivation and energy for life.	-0.218	0.022	0.264	0.014	0.066	0.325	0.584
V20	Work makes life more monotonous and boring.	< --- Omitted in calculation --- >						
V21	Work is worship for me.	-0.170	-0.041	-0.081	0.014	-0.171	-0.213	0.322
V22	Work is a big challenge and responsibility.	-0.207	0.341	0.143	0.033	-0.026	-0.053	0.542
V23	Work provides an opportunity for self-expression.	-0.194	0.023	0.130	0.053	-0.004	0.458	0.542
V24	Work brings discipline in life.	-0.215	0.233	0.094	-0.039	0.095	0.193	0.507
V25	Work gives me power and authority to influence others.	< --- Omitted in calculation --- >						
V26	Work helps me in fulfilling my dreams in life.	-0.168	-0.152	0.015	0.435	0.229	0.085	0.552
V27	Work makes people more competitive and challenge seeking.	-0.18	0.005	0.189	-0.141	-0.044	0.030	0.330
V28	Work creates jealousy and hatred among people.	< --- Omitted in calculation --- >						
V29	Work makes weak people susceptible to exploitation.	-0.037	0.537	-0.080	0.413	-0.044	-0.115	0.660
V30	Work brings people together.	-0.204	0.041	-0.163	0.403	-0.020	0.186	0.599
V31	Work creates stress in life.	< --- Omitted in calculation --- >						
V32	Work disturbs mental peace in life.	< --- Omitted in calculation --- >						
Eigenvalue		7.953	1.451	1.290	1.205	1.113	1.034	14.045
Proportion		0.295	0.054	0.048	0.045	0.041	0.038	0.520
Cumulative		0.295	0.348	0.396	0.441	0.482	0.520	

Table 14: Factor Analysis (cases = 668) – Before Rotation

Var. No.	Statement	F1	F2	F3	F4	F5	F6	Commu-nality
V1	Work gives me mental satisfaction.	0.535	-0.133	0.021	-0.218	-0.437	0.096	0.552
V2	Work provides an opportunity for living a peaceful life.	0.448	0.040	0.162	-0.372	0.462	-0.153	0.604
V3	Work helps in achieving the life goals and objectives.	0.571	-0.177	0.016	-0.034	0.272	0.244	0.493
V4	Work helps in higher achievements.	0.628	-0.178	-0.276	-0.003	0.023	0.036	0.504
V5	Work provides the way to contribute to society.	0.517	0.190	0.389	-0.357	-0.145	0.129	0.620
V6	Work helps in achieving the social recognition.	0.520	0.319	-0.003	-0.159	-0.091	0.325	0.512
V7	Work helps in gaining the materialistic benefits in life.	0.401	-0.215	-0.462	0.159	0.365	0.288	0.662
V8	Work provides an opportunity for continuous improvement.	0.544	-0.404	0.013	-0.074	-0.107	-0.128	0.492
V9	Work gives chance to apply my skills and knowledge.	0.548	-0.379	0.129	0.070	-0.104	0.062	0.481
V10	Work helps in social interaction and developing new friends.	0.586	0.130	-0.165	-0.050	0.030	-0.066	0.395
V11	Work is a real joy in the life.	0.581	0.100	0.217	0.034	-0.061	0.171	0.429
V12	Work helps in realizing the creative talent in me.	0.607	-0.024	0.079	-0.079	-0.264	0.068	0.455
V13	Work helps in keeping me physically and mentally agile.	0.493	0.003	0.359	-0.112	0.358	-0.376	0.653
V14	Work helps me in acquiring more knowledge and competencies.	0.586	-0.163	0.251	0.089	0.165	0.114	0.481
V15	Work helps in managing time for varieties of things.	0.545	-0.210	0.420	0.296	-0.053	0.072	0.612
V16	Work makes me a committed and devoted person.	0.574	0.250	0.034	-0.001	0.097	-0.011	0.403
V17	Work provides opportunity to work with others in a team.	0.627	-0.046	-0.280	0.070	0.112	0.210	0.535

...contd.

(Table-14 continued)

Var. No.	Statement	F1	F2	F3	F4	F5	F6	Communality
V18	Work is an important phase in my life.	0.596	0.098	-0.173	-0.214	-0.288	-0.023	0.524
V19	Work is a motivation and energy for life.	0.616	0.027	-0.300	0.015	-0.070	-0.331	0.584
V20	Work makes life more monotonous and boring.	< --- Omitted in calculation --- >						
V21	Work is worship for me.	0.481	-0.049	0.091	0.015	0.181	0.216	0.322
V22	Work is a big challenge and responsibility.	0.585	0.411	-0.162	0.036	0.027	0.054	0.542
V23	Work provides an opportunity for self-expression.	0.548	0.028	-0.148	0.058	0.004	-0.465	0.542
V24	Work brings discipline in life.	0.605	0.281	-0.107	-0.042	-0.100	-0.196	0.507
V25	Work gives me power and authority to influence others.	< --- Omitted in calculation --- >						
V26	Work helps me in fulfilling my dreams in life.	0.474	-0.183	-0.017	0.477	-0.242	-0.087	0.552
V27	Work makes people more competitive and challenge seeking.	0.507	0.006	-0.215	-0.155	0.046	-0.030	0.330
V28	Work creates jealousy and hatred among people.	< --- Omitted in calculation --- >						
V29	Work makes weak people susceptible to exploitation.	0.105	0.648	0.091	0.454	0.046	0.117	0.660
V30	Work brings people together.	0.575	0.049	0.185	0.442	0.022	-0.190	0.599
V31	Work creates stress in life.	< --- Omitted in calculation --- >						
V32	Work disturbs mental peace in life.	< --- Omitted in calculation --- >						
Variance		7.953	1.451	1.290	1.205	1.113	1.034	14.045
Variability %		0.295	0.054	0.048	0.045	0.041	0.038	0.520

Table - 15 KMO and Bartlett's Test (at final iteration)

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.756
Bartlett's Test of Sphericity	Approx. Chi-Square	825.124
	d.f.	28
	Sig.	.000

Table 16: Factor Analysis (cases = 668) – After Rotation (Varimax)

Var. No.	Statement	F1	F2	F3	F4	F5	F6	Comm- unality
V1	Work gives me mental satisfaction.	.272	.580	.256	.067	-.087	-.252	0.552
V2	Work provides an opportunity for living a peaceful life.	.182	.160	-.036	.206	.705	-.064	0.604
V3	Work helps in achieving the life goals and objectives.	.068	.229	.265	.532	.285	-.045	0.493
V4	Work helps in higher achievements.	.419	.199	.228	.467	.044	-.130	0.504
V5	Work provides the way to contribute to society.	.063	.687	.148	-.048	.345	.028	0.620
V6	Work helps in achieving the social recognition.	.152	.596	.015	.264	.073	.241	0.512
V7	Work helps in gaining the materialistic benefits in life.	.164	-.093	.077	.788	-.019	-.006	0.662
V8	Work provides an opportunity for continuous improvement.	.314	.189	.405	.186	.130	-.377	0.492
V9	Work gives chance to apply my skills and knowledge.	.143	.237	.529	.242	.081	-.242	0.481
V10	Work helps in social interaction and developing new friends.	.459	.260	.107	.268	.160	.090	0.395
V11	Work is a real joy in the life.	.127	.445	.353	.179	.177	.166	0.429
V12	Work helps in realizing the creative talent in me.	.288	.497	.325	.123	.044	-.056	0.455
V13	Work helps in keeping me physically and mentally agile.	.260	.044	.277	-.014	.712	.006	0.653
V14	Work helps me in acquiring more knowledge and competencies.	.061	.228	.475	.307	.325	.013	0.481
V15	Work helps in managing time for varieties of things.	.011	.219	.719	.108	.181	.050	0.612
V16	Work makes me a committed and devoted person.	.328	.301	.161	.204	.271	.252	0.403
V17	Work provides opportunity to work with others in a team.	.319	.230	.191	.582	.033	.058	0.535

...contd.

(Table-16 continued)

Var. No.	Statement	F1	F2	F3	F4	F5	F6	Comm- unality
V18	Work is an important phase in my life.	.491	.502	.079	.141	-.011	-.069	0.524
V19	Work is a motivation and energy for life.	.708	.115	.169	.183	.085	-.030	0.584
V20	Work makes life more monotonous and boring.	< --- Omitted in calculation --- >						
V21	Work is worship for me.	.037	.243	.252	.373	.233	.067	0.322
V22	Work is a big challenge and responsibility.	.432	.346	.039	.272	.112	.384	0.542
V23	Work provides an opportunity for self-expression.	.666	.004	.226	.046	.213	-.005	0.542
V24	Work brings discipline in life.	.572	.323	.114	.080	.153	.181	0.507
V25	Work gives me power and authority to influence others.	< --- Omitted in calculation --- >						
V26	Work helps me in fulfilling my dreams in life.	.329	.022	.622	.123	-.194	.064	0.552
V27	Work makes people more competitive and challenge seeking.	.394	.236	.031	.307	.142	-.065	0.330
V28	Work creates jealousy and hatred among people.	< --- Omitted in calculation --- >						
V29	Work makes weak people susceptible to exploitation.	.046	.053	.083	-.028	-.048	.803	0.660
V30	Work brings people together.	.342	.027	.602	.080	.171	.289	0.599
V31	Work creates stress in life.	< --- Omitted in calculation --- >						
V32	Work disturbs mental peace in life.	< --- Omitted in calculation --- >						
Variance		3.137	2.745	2.704	2.331	1.746	1.382	14.045
Variability %		0.116	0.102	0.100	0.086	0.065	0.051	0.520

Table 17: Factor Analysis (cases = 668) – After Rotation (varimax) - Final

Var. No.	Statement	F1	F2	F3	Comm- unality
V2	Work provides an opportunity for living a peaceful life.	-0.116	0.734	0.280	0.631
V5	Work provides the way to contribute to society.	0.263	0.680	-0.079	0.538
V7	Work helps in gaining the materialistic benefits in life.	0.057	-0.003	0.885	0.786
V13	Work helps in keeping me physically and mentally agile.	0.224	0.719	0.053	0.570
V15	Work helps in managing time for varieties of things.	0.712	0.300	0.061	0.601
V17	Work provides opportunity to work with others in a team.	0.315	0.189	0.675	0.590
V26	Work helps me in fulfilling my dreams in life.	0.798	-0.093	0.130	0.662
V30	Work brings people together.	0.643	0.265	0.194	0.521
Variance		1.792	1.723	1.384	4.898
Variability %		.224	.215	.173	.612

Table – 17 A: Reliability Test-Cronbach alpha- (Overall – Cases = 668)

Variables	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
V2	40.25	28.523	0.333	0.171	0.690
V5	40.01	28.309	0.369	0.207	0.682
V7	40.49	28.028	0.278	0.167	0.707
V13	40.25	27.508	0.421	0.246	0.671
V15	40.35	26.125	0.493	0.297	0.654
V17	40.07	27.022	0.457	0.249	0.663
V26	40.07	28.394	0.353	0.210	0.685
V30	40.05	26.999	0.484	0.275	0.658

Table 18 - Component Transformation Matrix (Overall)

Component	1	2	3
1	0.668	0.606	0.431
2	0.364	-0.772	0.521
3	-0.649	0.192	0.737

Extraction Method – Principal Component Analysis

Rotation Method – Varimax with Kaiser Normalization

Table - 19 Component Analysis covering Public Sector Executives (Cases = 304)-PSU

Var. No.	Statement	PC1	PC2	PC3	PC4	PC5	PC6	PC7	Comm- unality
V1	Work gives me mental satisfaction.	-0.180	-0.085	-0.112	-0.062	0.152	-0.228	0.387	0.525
V2	Work provides an opportunity for living a peaceful life.	-0.136	0.110	0.366	-0.469	-0.119	0.008	-0.202	0.674
V3	Work helps in achieving the life goals and objectives.	-0.192	0.258	-0.262	0.010	0.147	0.116	-0.163	0.551
V4	Work helps in higher achievements.	-0.220	0.219	-0.196	-0.193	0.183	-0.003	-0.095	0.598
V5	Work provides the way to contribute to society.	-0.180	-0.174	0.071	0.147	0.365	-0.313	-0.187	0.640
V6	Work helps in achieving the social recognition.	-0.177	-0.161	-0.132	-0.218	0.137	-0.122	0.016	0.408
V7	Work helps in gaining the materialistic benefits in life.	-0.082	0.362	-0.159	-0.225	-0.264	-0.229	0.270	0.579
V8	Work provides an opportunity for continuous improvement.	-0.171	0.294	0.336	0.027	-0.068	-0.106	0.091	0.539
V9	Work gives chance to apply my skills and knowledge.	-0.226	0.114	-0.134	0.202	0.025	-0.108	0.182	0.538
V10	Work helps in social interaction and developing new friends.	-0.155	0.061	-0.056	-0.175	-0.522	-0.158	-0.147	0.617
V11	Work is a real joy in the life.	-0.200	-0.039	0.108	0.205	-0.376	0.090	-0.045	0.564
V12	Work helps in realizing the creative talent in me.	-0.245	0.002	0.033	0.190	-0.031	0.004	0.050	0.514
V13	Work helps in keeping me physically and mentally agile.	-0.190	0.212	0.237	0.042	0.220	0.117	-0.330	0.614
V14	Work helps me in acquiring more knowledge and competencies.	-0.223	0.053	0.094	0.081	0.058	-0.114	0.053	0.429
V15	Work helps in managing time for varieties of things.	-0.223	-0.056	-0.025	0.302	-0.102	-0.073	-0.265	0.596
V16	Work makes me a committed and devoted person.	-0.199	-0.247	0.038	0.135	-0.239	-0.140	0.001	0.522

...contd.

...contd. Table 19

Var. no.	Statement	PC1	PC2	PC3	PC4	PC5	PC6	PC7	Comm- Unality
V17	Work provides opportunity to work with others in a team.	-0.220	0.133	-0.329	-0.153	0.054	-0.166	0.012	0.606
V18	Work is an important phase in my life.	-0.194	-0.273	0.121	0.008	-0.096	0.108	0.346	0.579
V19	Work is a motivation and energy for life.	-0.208	0.015	0.352	-0.017	0.007	0.204	0.209	0.586
V20	Work makes life more monotonous and boring.	< --- Omitted in calculation --- >							
V21	Work is worship for me.	-0.179	0.246	0.048	0.400	-0.018	0.027	-0.103	0.563
V22	Work is a big challenge and responsibility.	-0.191	-0.355	0.072	0.003	0.111	-0.053	0.011	0.510
V23	Work provides an opportunity for self-expression.	-0.222	0.007	0.093	-0.200	-0.003	0.255	-0.061	0.519
V24	Work brings discipline in life.	-0.200	-0.143	0.217	-0.253	0.195	-0.023	0.174	0.564
V25	Work gives me power and authority to influence others.	< --- Omitted in calculation --- >							
V26	Work helps me in fulfilling my dreams in life.	-0.187	-0.109	-0.311	0.087	-0.174	0.424	0.161	0.688
V27	Work makes people more competitive and challenge seeking.	-0.169	0.001	-0.168	-0.106	0.141	0.558	-0.006	0.643
V28	Work creates jealousy and hatred among people.	< --- Omitted in calculation --- >							
V29	Work makes weak people susceptible to exploitation.	-0.082	-0.385	-0.153	-0.210	-0.180	-0.040	-0.417	0.598
V30	Work brings people together.	-0.239	-0.050	-0.168	-0.029	0.041	-0.140	-0.091	0.515
V31	Work creates stress in life.	< --- Omitted in calculation --- >							
V32	Work disturbs mental peace in life.	< --- Omitted in calculation --- >							
Eigenvalue		7.734	1.613	1.298	1.270	1.218	1.115	1.034	15.280
Proportion		0.286	0.060	0.048	0.047	0.045	0.041	0.038	56.600
Cumulative		0.286	0.346	0.394	0.441	1.218	1.115	1.034	15.280

Table – 20 KMO and Bartlett's Test (PSU)		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.895
Bartlett's Test of Sphericity	Approx. Chi-Square	2458.523
	d.f.	351.000
	Sig.	.000

Table - 21 Factor Analysis covering Public Sector Executives (Cases = 304)-PSU

Var. No.	Statement	F1	F2	F3	F4	F5	F6	F7	Comm- unality
V1	Work gives me mental satisfaction.	.094	.644	.239	-.041	.047	-.081	.186	0.525
V2	Work provides an opportunity for living a peaceful life.	-.007	.074	.096	.763	-.024	.211	.177	0.674
V3	Work helps in achieving the life goals and objectives.	.322	.014	.084	.220	.046	.425	.524	0.551
V4	Work helps in higher achievements.	.242	.007	.656	.091	.225	-.019	.054	0.598
V5	Work provides the way to contribute to society.	.115	.194	.671	.235	.144	.030	.140	0.640
V6	Work helps in achieving the social recognition.	.308	.469	.344	.063	-.263	.128	-.342	0.408
V7	Work helps in gaining the materialistic benefits in life.	.006	.470	.328	.101	.079	.246	.040	0.579
V8	Work provides an opportunity for continuous improvement.	.030	.045	.232	.085	-.031	-.129	.705	0.539
V9	Work gives chance to apply my skills and knowledge.	.408	.142	.124	.468	-.085	-.251	.221	0.538
V10	Work helps in social interaction and developing new friends.	.466	.351	.364	-.037	.124	-.129	.179	0.617
V11	Work is a real joy in the life.	.628	.118	-.048	.177	.250	.187	.159	0.564
V12	Work helps in realizing the creative talent in me.	.538	.339	.233	.139	.186	.008	.040	0.514
V13	Work helps in keeping me physically and mentally agile.	.360	.002	.419	.498	.023	-.060	-.237	0.614
V14	Work helps me in acquiring more knowledge and competencies.	.411	.365	.269	.220	.025	-.041	.058	0.429
V15	Work helps in managing time for varieties of things.	.658	.157	.258	.042	.055	.248	-.074	0.596
V16	Work makes me a committed and devoted person.	.492	.398	-.034	.040	.084	.322	.092	0.522
V17	Work provides opportunity to work with others in a team.	.155	.304	.610	.026	.096	.126	.303	0.606

...contd.

(Table-21 continued)

Var. No.	Statement	F1	F2	F3	F4	F5	F6	F7	Comm- unality
V18	Work is an important phase in my life.	.265	.582	-.138	.141	.352	.060	.059	0.579
V19	Work is a motivation and energy for life.	.325	.366	-.008	.489	.283	-.167	-.002	0.586
V20	Work makes life more monotonous and boring.	< --- Omitted in calculation --- >							
V21	Work is worship for me.	.657	-.027	.292	.083	.064	-.186	-.018	0.563
V22	Work is a big challenge and responsibility.	.227	.564	.067	.112	.112	.267	-.198	0.510
V23	Work provides an opportunity for self-expression.	.187	.233	.261	.456	.368	.135	.021	0.519
V24	Work brings discipline in life.	.031	.596	.140	.418	.107	.030	-.036	0.564
V25	Work gives me power and authority to influence others.	< --- Omitted in calculation --- >							
V26	Work helps me in fulfilling my dreams in life.	.281	.192	.173	-.113	.708	.130	.110	0.688
V27	Work makes people more competitive and challenge seeking.	.040	.101	.358	.185	.670	.022	-.139	0.643
V28	Work creates jealousy and hatred among people.	< --- Omitted in calculation --- >							
V29	Work makes weak people susceptible to exploitation.	.015	.116	.059	.032	.074	.755	-.073	0.598
V30	Work brings people together.	.313	.375	.443	.076	.084	.244	.086	0.515
V31	Work creates stress in life.	< --- Omitted in calculation --- >							
V32	Work disturbs mental peace in life.	< --- Omitted in calculation --- >							
Variance		3.218	2.986	2.681	2.003	1.623	1.431	1.340	15.280
Variability %		0.119	0.111	0.099	0.074	0.060	0.053	0.050	0.566

**Table - 22 Factor Analysis covering Public Sector Executives –
After Rotation (Cases = 304)- Final output**

Var. No.	Statement	F1	F2	F3	F4	Comm- unality
V2	Work provides an opportunity for living a peaceful life.	-.004	.014	.042	.868	0.755
V4	Work helps in higher achievements.	.326	.349	.332	.497	0.585
V5	Work provides the way to contribute to society.	.729	-.030	-.247	.305	0.686
V7	Work helps in gaining the materialistic benefits in life.	-.018	-.041	.891	.041	0.798
V15	Work helps in managing time for varieties of things.	.761	.246	.071	-.029	0.645
V17	Work provides opportunity to work with others in a team.	.390	.305	.505	.298	0.589
V21	Work is worship for me.	.666	.110	.333	-.055	0.569
V26	Work helps me in fulfilling my dreams in life.	.199	.819	.083	-.136	0.736
V27	Work makes people more competitive and challenge seeking.	.054	.793	-.027	.276	0.708
Variance		1.855	1.590	1.346	1.282	6.072
Variability %		0.206	0.177	0.150	0.142	0.675

Table-22 A: Reliability Test-Cronbach alpha-Public Sector (PSU – Cases = 304)

Variables	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
V2	46.35	29.238	0.215	0.095	0.711
V4	46.09	26.342	0.546	0.344	0.653
V5	46.06	28.828	0.309	0.197	0.694
V7	46.59	28.863	0.191	0.125	0.720
V15	46.40	25.872	0.485	0.326	0.660
V17	46.14	25.875	0.559	0.351	0.649
V21	46.77	24.711	0.429	0.244	0.673
V26	46.13	27.450	0.376	0.261	0.682
V27	46.29	27.526	0.383	0.236	0.681

Table – 23 - KMO and Bartlett's Test (PSU)		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.753
Bartlett's Test of Sphericity	Approx. Chi-Square	455.497
	Df	36
	Sig.	.000

Table -24 Component Transformation Matrix (PSU)

Component	1	2	3	4
1	0.680	0.548	0.361	0.363
2	0.430	-0.233	0.808	0.328
3	-0.612	0.718	-0.219	0.247
4	0.063	-0.359	-0.410	0.836

Extraction Method – Principal Component Analysis
 Rotation Method – Varimax with Kaiser Normalization

Table – 25 Component Analysis covering Private Sector Executives (Cases = 364)-PSO

Var. No.	Statement	PC1	PC2	PC3	PC4	PC5	PC6	PC7	Comm- unality
V1	Work gives me mental satisfaction.	-0.190	0.151	-0.021	0.253	-0.336	0.121	-0.218	0.614
V2	Work provides an opportunity for living a peaceful life.	-0.169	-0.050	-0.334	0.174	0.248	-0.128	0.367	0.670
V3	Work helps in achieving the life goals and objectives.	-0.210	0.051	-0.093	0.064	0.220	0.229	0.137	0.513
V4	Work helps in higher achievements.	-0.223	0.119	0.265	0.046	0.038	-0.027	0.014	0.529
V5	Work provides the way to contribute to society.	-0.183	-0.110	-0.385	0.258	-0.104	-0.045	-0.195	0.648
V6	Work helps in achieving the social recognition.	-0.186	-0.279	-0.086	0.150	0.072	0.175	-0.329	0.600
V7	Work helps in gaining the materialistic benefits in life.	-0.169	0.041	0.289	-0.083	0.360	0.293	0.267	0.688
V8	Work provides an opportunity for continuous improvement.	-0.204	0.339	0.054	0.026	-0.141	0.077	0.025	0.558
V9	Work gives chance to apply my skills and knowledge.	-0.180	0.343	-0.081	-0.022	0.016	-0.007	0.115	0.477
V10	Work helps in social interaction and developing new friends.	-0.228	-0.138	0.097	0.064	-0.163	-0.087	0.229	0.563
V11	Work is a real joy in the life.	-0.208	-0.091	-0.201	-0.083	-0.133	0.324	-0.062	0.569
V12	Work helps in realizing the creative talent in me.	-0.203	0.029	-0.050	0.126	-0.396	0.213	0.244	0.658
V13	Work helps in keeping me physically and mentally agile.	-0.164	-0.041	-0.345	-0.103	0.036	-0.479	0.212	0.705
V14	Work helps me in acquiring more knowledge and competencies.	-0.200	0.126	-0.200	-0.150	0.290	0.078	-0.062	0.546
V15	Work helps in managing time for varieties of things.	-0.176	0.312	-0.267	-0.220	0.055	0.065	-0.154	0.609
V16	Work makes me a committed and devoted person.	-0.205	-0.189	-0.027	-0.005	0.180	-0.201	-0.075	0.487
V17	Work provides opportunity to work with others in a team.	-0.223	-0.014	0.232	0.014	0.195	0.105	-0.023	0.536

...contd.

(Table-25 continued)

Var. No.	Statement	PC1	PC2	PC3	PC4	PC5	PC6	PC7	Comm- unality
V18	Work is an important phase in my life.	-0.218	-0.015	0.124	0.255	-0.175	-0.061	0.024	0.533
V19	Work is a motivation and energy for life.	-0.221	-0.038	0.332	-0.044	-0.052	-0.252	-0.080	0.635
V20	Work makes life more monotonous and boring.	< --- Omitted in calculation --- >							
V21	Work is worship for me.	-0.172	-0.148	-0.057	0.002	0.267	0.013	-0.446	0.572
V22	Work is a big challenge and responsibility.	-0.213	-0.310	0.165	-0.086	0.086	0.026	-0.004	0.581
V23	Work provides an opportunity for self-expression.	-0.180	0.011	0.190	-0.056	-0.020	-0.449	-0.111	0.552
V24	Work brings discipline in life.	-0.219	-0.209	0.069	-0.043	-0.229	-0.076	-0.037	0.537
V25	Work gives me power and authority to influence others.	< --- Omitted in calculation --- >							
V26	Work helps me in fulfilling my dreams in life.	-0.157	0.263	0.089	-0.362	-0.066	0.017	-0.250	0.567
V27	Work makes people more competitive and challenge seeking.	-0.183	-0.027	0.089	0.234	0.094	0.069	0.227	0.424
V28	Work creates jealousy and hatred among people.	< --- Omitted in calculation --- >							
V29	Work makes weak people susceptible to exploitation.	-0.008	-0.469	-0.065	-0.414	-0.179	0.240	0.147	0.719
V30	Work brings people together.	-0.185	0.023	-0.083	-0.507	-0.200	-0.065	0.131	0.699
V31	Work creates stress in life.	< --- Omitted in calculation --- >							
V32	Work disturbs mental peace in life.	< --- Omitted in calculation --- >							
Eigenvalue		8.019	1.627	1.448	1.338	1.199	1.099	1.056	15.786
Proportion		0.297	0.060	0.054	0.050	0.044	0.041	0.039	0.585
Cumulative		0.297	0.357	0.411	0.460	0.505	0.546	0.585	

Table – 26 Factor Analysis covering Private Sector Executives (Cases = 364)-PSO

Var. No.	Statement	F1	F2	F3	F4	F5	F6	F7	Comm- unality
V1	Work gives me mental satisfaction.	0.168	0.661	0.239	-0.008	0.251	-0.060	-0.157	0.614
V2	Work provides an opportunity for living a peaceful life.	0.004	0.161	0.041	0.294	0.149	0.730	-0.030	0.670
V3	Work helps in achieving the life goals and objectives.	0.008	0.245	0.257	0.501	0.257	0.264	0.013	0.513
V4	Work helps in higher achievements.	0.461	0.276	0.241	0.403	0.095	0.006	-0.103	0.529
V5	Work provides the way to contribute to society.	0.044	0.431	0.097	-0.125	0.528	0.393	-0.036	0.648
V6	Work helps in achieving the social recognition.	0.141	0.248	-0.003	0.155	0.691	0.049	0.119	0.600
V7	Work helps in gaining the materialistic benefits in life.	0.151	0.014	0.168	0.793	0.029	-0.010	0.082	0.688
V8	Work provides an opportunity for continuous improvement.	0.208	0.451	0.480	0.235	-0.023	0.031	-0.155	0.558
V9	Work gives chance to apply my skills and knowledge.	0.116	0.276	0.498	0.235	-0.047	0.231	-0.168	0.477
V10	Work helps in social interaction and developing new friends.	0.441	0.433	0.019	0.263	0.068	0.257	0.200	0.563
V11	Work is a real joy in the life.	- 0.017	0.418	0.315	0.174	0.378	0.111	0.331	0.569
V12	Work helps in realizing the creative talent in me.	0.097	0.731	0.152	0.183	-0.013	0.142	0.193	0.658
V13	Work helps in keeping me physically and mentally agile.	0.303	0.041	0.228	-0.099	0.055	0.732	0.097	0.705
V14	Work helps me in acquiring more knowledge and competencies.	0.053	0.011	0.506	0.310	0.327	0.289	0.008	0.546
V15	Work helps in managing time for varieties of things.	- 0.002	0.132	0.715	0.066	0.197	0.190	-0.037	0.609
V16	Work makes me a committed and devoted person.	0.416	0.039	0.088	0.195	0.397	0.320	0.084	0.487
V17	Work provides opportunity to work with others in a team.	0.365	0.161	0.182	0.520	0.269	0.002	0.005	0.536

...contd.

(Table-26 continued)

Var. No.	Statement	F1	F2	F3	F4	F5	F6	F7	Comm- unality
V18	Work is an important phase in my life.	0.407	0.525	0.023	0.202	0.171	0.121	-0.080	0.533
V19	Work is a motivation and energy for life.	0.716	0.187	0.149	0.218	0.128	-0.001	0.020	0.635
V20	Work makes life more monotonous and boring.	< --- Omitted in calculation --- >							
V21	Work is worship for me.	0.232	-0.045	0.188	0.137	0.678	0.046	-0.017	0.572
V22	Work is a big challenge and responsibility.	0.441	0.123	0.001	0.362	0.352	0.089	0.330	0.581
V23	Work provides an opportunity for self-expression.	0.691	0.059	0.181	0.021	0.097	0.152	-0.080	0.552
V24	Work brings discipline in life.	0.471	0.374	0.087	0.079	0.249	0.113	0.294	0.537
V25	Work gives me power and authority to influence others.	< --- Omitted in calculation --- >							
V26	Work helps me in fulfilling my dreams in life.	0.296	0.058	0.660	0.062	0.076	-0.165	0.064	0.567
V27	Work makes people more competitive and challenge seeking.	0.195	0.335	-0.035	0.454	0.113	0.223	-0.062	0.424
V28	Work creates jealousy and hatred among people.	< --- Omitted in calculation --- >							
V29	Work makes weak people susceptible to exploitation.	-0.045	-0.043	-0.098	-0.008	0.073	-0.025	0.836	0.719
V30	Work brings people together.	0.310	0.126	0.548	0.035	-0.069	0.195	0.494	0.699
V31	Work creates stress in life.	< --- Omitted in calculation --- >							
V32	Work disturbs mental peace in life.	< --- Omitted in calculation --- >							
Variance		2.798	2.673	2.526	2.288	2.176	1.851	1.475	15.786
% Variability		0.104	0.099	0.094	0.085	0.081	0.069	0.055	0.585

Table - 27 Factor Analysis for Private Sector Executives – After Rotation (Cases = 364)-Final

Var. No.	Question	F1	F2	F3	Communality
V2	Work provides an opportunity for living a peaceful life.	0.091	0.820	-0.105	0.692
V5	Work provides the way to contribute to society.	0.180	0.793	0.090	0.669
V19	Work is a motivation and energy for life.	0.862	0.080	-0.001	0.749
V23	Work provides an opportunity for self-expression.	0.770	0.091	-0.125	0.617
V24	Work brings discipline in life.	0.623	0.303	0.265	0.551
V29	Work makes weak people susceptible to exploitation.	-0.010	-0.026	0.963	0.929
Variance		1.765	1.408	1.033	4.206
Variability %		0.294	0.235	0.172	0.701

Table 27- A: Reliability Test- Cronbach alpha-Private Sector (PSO – Cases = 364)

Variables	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
V2	28.08	18.148	0.292	0.160	0.521
V5	27.87	17.310	0.364	0.195	0.489
V19	28.06	16.087	0.436	0.341	0.452
V23	27.98	17.383	0.378	0.252	0.485
V24	27.73	16.880	0.453	0.256	0.454
V29	28.74	19.951	0.016	0.013	0.669

Table – 28 KMO and Bartlett's Test (PSO)

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.670
Bartlett's Test of Sphericity	Approx. Chi-Square	284.271
	df	15
	Sig.	0.000

Table – 29 Component Transformation Matrix (PSO)

Component	1	2	3
1	0.808	0.586	0.062
2	0.249	-0.435	0.866
3	-0.533	0.684	0.497
Extraction Method – Principal Component Analysis Rotation Method – Varimax with Kaiser Normalization			

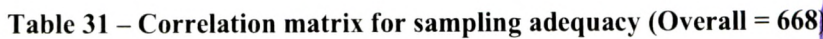
Table 30 – Correlation matrix between variables (Overall = 668)

	Var. No.	V1	V2	V3	V4	V5	V6	V7	V8	V9	V10	V11	V12	V13	V14
Correlation	V1	1.00	0.16	0.28	0.33	0.35	0.28	0.12	0.35	0.31	0.33	0.32	0.36	0.15	0.28
	V2	0.16	1.00	0.30	0.25	0.28	0.21	0.18	0.24	0.18	0.29	0.28	0.25	0.34	0.27
	V3	0.28	0.30	1.00	0.41	0.28	0.24	0.31	0.26	0.29	0.26	0.34	0.29	0.28	0.36
	V4	0.33	0.25	0.41	1.00	0.25	0.31	0.33	0.37	0.36	0.31	0.21	0.35	0.24	0.27
	V5	0.35	0.28	0.28	0.25	1.00	0.39	0.04	0.17	0.25	0.23	0.29	0.35	0.33	0.24
	V6	0.28	0.21	0.24	0.31	0.39	1.00	0.14	0.15	0.22	0.29	0.29	0.24	0.18	0.27
	V7	0.12	0.18	0.31	0.33	0.04	0.14	1.00	0.24	0.23	0.27	0.19	0.18	0.09	0.19
	V8	0.35	0.24	0.26	0.37	0.17	0.15	0.24	1.00	0.35	0.26	0.33	0.39	0.25	0.33
	V9	0.31	0.18	0.29	0.36	0.25	0.22	0.23	0.35	1.00	0.28	0.20	0.34	0.27	0.39
	V10	0.33	0.29	0.26	0.31	0.23	0.29	0.27	0.26	0.28	1.00	0.32	0.35	0.26	0.24
	V11	0.32	0.28	0.34	0.21	0.29	0.29	0.19	0.33	0.20	0.32	1.00	0.44	0.23	0.36
	V12	0.36	0.25	0.29	0.35	0.35	0.24	0.18	0.39	0.34	0.35	0.44	1.00	0.22	0.27
	V13	0.15	0.34	0.28	0.24	0.33	0.18	0.09	0.25	0.27	0.26	0.23	0.22	1.00	0.32
	V14	0.28	0.27	0.36	0.27	0.24	0.27	0.19	0.33	0.39	0.24	0.36	0.27	0.32	1.00
	V15	0.24	0.18	0.29	0.27	0.34	0.22	0.15	0.30	0.39	0.20	0.32	0.30	0.28	0.39
	V16	0.21	0.23	0.25	0.27	0.30	0.29	0.18	0.22	0.23	0.40	0.34	0.26	0.25	0.35
	V17	0.27	0.18	0.32	0.41	0.21	0.35	0.37	0.28	0.32	0.37	0.30	0.33	0.23	0.37
	V18	0.33	0.19	0.25	0.35	0.32	0.30	0.17	0.28	0.35	0.34	0.31	0.38	0.20	0.27
	V19	0.32	0.21	0.28	0.40	0.24	0.27	0.28	0.31	0.24	0.35	0.26	0.31	0.28	0.28
	V21	0.20	0.17	0.28	0.28	0.25	0.25	0.19	0.24	0.22	0.18	0.28	0.23	0.26	0.26
	V22	0.24	0.20	0.25	0.33	0.28	0.35	0.22	0.21	0.18	0.32	0.31	0.31	0.25	0.34
	V23	0.25	0.25	0.20	0.35	0.20	0.22	0.17	0.28	0.24	0.27	0.25	0.28	0.30	0.26
	V24	0.27	0.24	0.28	0.32	0.31	0.33	0.16	0.27	0.22	0.33	0.32	0.33	0.28	0.23
	V26	0.23	0.06	0.26	0.32	0.13	0.19	0.17	0.24	0.26	0.23	0.27	0.25	0.14	0.25
	V27	0.24	0.28	0.34	0.33	0.20	0.27	0.18	0.22	0.22	0.29	0.21	0.27	0.18	0.20
	V29	-0.03	0.03	0.01	0.02	0.05	0.15	0.02	-0.12	-0.06	0.08	0.12	0.10	0.02	0.00
	V30	0.24	0.18	0.30	0.30	0.21	0.19	0.17	0.28	0.35	0.35	0.32	0.30	0.34	0.34

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(Table-30 continued)

	Var. No.	V15	V16	V17	V18	V19	V21	V22	V23	V24	V26	V27	V29	V30
Correlation	V1	0.24	0.21	0.27	0.33	0.32	0.20	0.24	0.25	0.27	0.23	0.24	-0.03	0.24
	V2	0.18	0.23	0.18	0.19	0.21	0.17	0.20	0.25	0.24	0.06	0.28	0.03	0.18
	V3	0.29	0.25	0.32	0.25	0.28	0.28	0.25	0.20	0.28	0.26	0.34	0.01	0.30
	V4	0.27	0.27	0.41	0.35	0.40	0.28	0.33	0.35	0.32	0.32	0.33	0.02	0.30
	V5	0.34	0.30	0.21	0.32	0.24	0.25	0.28	0.20	0.31	0.13	0.20	0.05	0.21
	V6	0.22	0.29	0.35	0.30	0.27	0.25	0.35	0.22	0.33	0.19	0.27	0.15	0.19
	V7	0.15	0.18	0.37	0.17	0.28	0.19	0.22	0.17	0.16	0.17	0.18	0.02	0.17
	V8	0.30	0.22	0.28	0.28	0.31	0.24	0.21	0.28	0.27	0.24	0.22	-0.12	0.28
	V9	0.39	0.23	0.32	0.35	0.24	0.22	0.18	0.24	0.22	0.26	0.22	-0.06	0.35
	V10	0.20	0.40	0.37	0.34	0.35	0.18	0.32	0.27	0.33	0.23	0.29	0.08	0.35
	V11	0.32	0.34	0.30	0.31	0.26	0.28	0.31	0.25	0.32	0.27	0.21	0.12	0.32
	V12	0.30	0.26	0.33	0.38	0.31	0.23	0.31	0.28	0.33	0.25	0.27	0.10	0.30
	V13	0.28	0.25	0.23	0.20	0.28	0.26	0.25	0.30	0.28	0.14	0.18	0.02	0.34
	V14	0.39	0.35	0.37	0.27	0.28	0.26	0.34	0.26	0.23	0.25	0.20	0.00	0.34
	V15	1.00	0.30	0.29	0.22	0.23	0.30	0.18	0.25	0.23	0.39	0.22	0.06	0.38
	V16	0.30	1.00	0.32	0.35	0.32	0.30	0.40	0.31	0.33	0.19	0.27	0.11	0.29
	V17	0.29	0.32	1.00	0.36	0.35	0.33	0.39	0.34	0.33	0.23	0.32	0.02	0.33
	V18	0.22	0.35	0.36	1.00	0.39	0.22	0.38	0.30	0.40	0.21	0.33	0.02	0.24
	V19	0.23	0.32	0.35	0.39	1.00	0.27	0.37	0.46	0.43	0.32	0.27	0.01	0.31
	V21	0.30	0.30	0.33	0.22	0.27	1.00	0.26	0.21	0.24	0.19	0.17	0.01	0.21
	V22	0.18	0.40	0.39	0.38	0.37	0.26	1.00	0.29	0.44	0.20	0.24	0.23	0.29
	V23	0.25	0.31	0.34	0.30	0.46	0.21	0.29	1.00	0.30	0.29	0.29	0.07	0.28
	V24	0.23	0.33	0.33	0.40	0.43	0.24	0.44	0.30	1.00	0.23	0.31	0.10	0.40
	V26	0.39	0.19	0.23	0.21	0.32	0.19	0.20	0.29	0.23	1.00	0.25	0.05	0.35
	V27	0.22	0.27	0.32	0.33	0.27	0.17	0.24	0.29	0.31	0.25	1.00	0.02	0.20
	V29	0.06	0.11	0.02	0.02	0.01	0.01	0.23	0.07	0.10	0.05	0.02	1.00	0.22
	V30	0.38	0.29	0.33	0.24	0.31	0.21	0.29	0.28	0.40	0.35	0.20	0.22	1.00



a : Measure of Sample Adequacy (MSA)

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(Table-31 continued)

	Var. No.	V11	V12	V13	V14	V15	V16	V17	V18	V19	V21
Anti-image Correlation	V1	-0.089	-0.065	0.101	-0.056	0.017	0.066	0.006	-0.050	-0.081	0.002
	V2	-0.097	-0.028	-0.167	-0.099	0.011	0.005	0.094	0.032	0.017	0.011
	V3	-0.119	0.000	-0.059	-0.129	-0.010	0.026	-0.007	0.037	0.000	-0.072
	V4	0.142	-0.071	-0.005	0.064	0.018	-0.006	-0.099	-0.049	-0.081	-0.039
	V5	-0.005	-0.150	-0.168	0.053	-0.180	-0.082	0.056	-0.085	0.011	-0.036
	V6	-0.078	0.080	0.048	-0.069	0.021	-0.007	-0.127	-0.018	-0.024	-0.060
	V7	-0.035	0.029	0.083	0.024	0.006	0.005	-0.206	0.038	-0.117	-0.032
	V8	-0.097	-0.170	-0.056	-0.076	-0.078	0.008	0.030	-0.009	-0.035	-0.039
	V9	0.120	-0.111	-0.058	-0.164	-0.166	0.014	-0.025	-0.165	0.057	0.003
	V10	-0.044	-0.087	-0.071	0.080	0.071	-0.210	-0.107	-0.052	-0.068	0.067
	V11	.921 ^a	-0.216	0.016	-0.111	-0.054	-0.086	-0.014	-0.068	0.057	-0.069
	V12	-0.216	.935 ^a	0.036	0.034	-0.016	0.050	-0.063	-0.083	-0.011	-0.006
	V13	0.016	0.036	.911 ^a	-0.094	-0.047	0.015	0.015	0.034	-0.060	-0.095
	V14	-0.111	0.034	-0.094	.921 ^a	-0.127	-0.126	-0.123	0.011	-0.029	0.016
	V15	-0.054	-0.016	-0.047	-0.127	.910 ^a	-0.089	-0.047	0.035	0.035	-0.101
	V16	-0.086	0.050	0.015	-0.126	-0.089	.937 ^a	0.014	-0.082	-0.032	-0.110
	V17	-0.014	-0.063	0.015	-0.123	-0.047	0.014	.932 ^a	-0.062	0.003	-0.125
	V18	-0.068	-0.083	0.034	0.011	0.035	-0.082	-0.062	.946 ^a	-0.112	0.020
	V19	0.057	-0.011	-0.060	-0.029	0.035	-0.032	0.003	-0.112	.934 ^a	-0.056
	V21	-0.069	-0.006	-0.095	0.016	-0.101	-0.110	-0.125	0.020	-0.056	.949 ^a
	V22	-0.005	-0.034	-0.036	-0.145	0.095	-0.138	-0.116	-0.114	-0.060	-0.044
	V23	-0.026	-0.009	-0.112	0.008	-0.011	-0.083	-0.103	-0.015	-0.248	0.012
	V24	-0.053	-0.038	-0.036	0.090	0.014	-0.032	-0.013	-0.120	-0.176	-0.002
	V26	-0.094	-0.019	0.066	-0.028	-0.227	0.047	0.074	0.014	-0.116	-0.012
	V27	0.062	-0.036	0.011	0.053	-0.035	-0.064	-0.100	-0.122	0.030	0.038
	V29	-0.066	-0.100	0.031	0.068	-0.057	-0.027	0.086	0.039	0.056	0.037
	V30	-0.053	0.009	-0.140	-0.071	-0.115	-0.014	-0.082	0.060	-0.020	0.024

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(Table-31 continued)

	Var. No.	V22	V23	V24	V26	V27	V29	V30
Anti-image Correlation	V1	-0.009	-0.030	0.011	-0.005	-0.031	0.058	-0.014
	V2	0.013	-0.082	-0.025	0.134	-0.142	0.002	0.032
	V3	0.009	0.080	-0.028	-0.038	-0.166	0.033	-0.056
	V4	-0.051	-0.078	-0.007	-0.111	-0.037	0.001	-0.026
	V5	-0.038	0.019	-0.060	0.067	0.040	0.032	0.031
	V6	-0.072	0.020	-0.078	-0.033	-0.077	-0.134	0.087
	V7	-0.041	0.042	0.036	-0.012	0.011	-0.034	0.042
	V8	0.003	-0.047	-0.041	0.002	0.000	0.174	-0.039
	V9	0.068	-0.009	0.042	-0.015	0.014	0.090	-0.132
	V10	-0.015	0.030	-0.014	-0.037	-0.035	0.001	-0.129
	V11	-0.005	-0.026	-0.053	-0.094	0.062	-0.066	-0.053
	V12	-0.034	-0.009	-0.038	-0.019	-0.036	-0.100	0.009
	V13	-0.036	-0.112	-0.036	0.066	0.011	0.031	-0.140
	V14	-0.145	0.008	0.090	-0.028	0.053	0.068	-0.071
	V15	0.095	-0.011	0.014	-0.227	-0.035	-0.057	-0.115
	V16	-0.138	-0.083	-0.032	0.047	-0.064	-0.027	-0.014
	V17	-0.116	-0.103	-0.013	0.074	-0.100	0.086	-0.082
	V18	-0.114	-0.015	-0.120	0.014	-0.122	0.039	0.060
	V19	-0.060	-0.248	-0.176	-0.116	0.030	0.056	-0.020
	V21	-0.044	0.012	-0.002	-0.012	0.038	0.037	0.024
	V22	.926 ^a	-0.020	-0.192	-0.013	0.021	-0.207	0.021
	V23	-0.020	.934 ^a	0.013	-0.092	-0.088	-0.046	-0.017
	V24	-0.192	0.013	.937 ^a	0.010	-0.084	0.022	-0.198
	V26	-0.013	-0.092	0.010	.899 ^a	-0.104	0.024	-0.141
	V27	0.021	-0.088	-0.084	-0.104	.929 ^a	0.011	0.044
	V29	-0.207	-0.046	0.022	0.024	0.011	.520 ^a	-0.229
	V30	0.021	-0.017	-0.198	-0.141	0.044	-0.229	.909 ^a