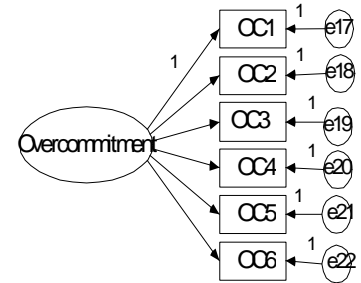
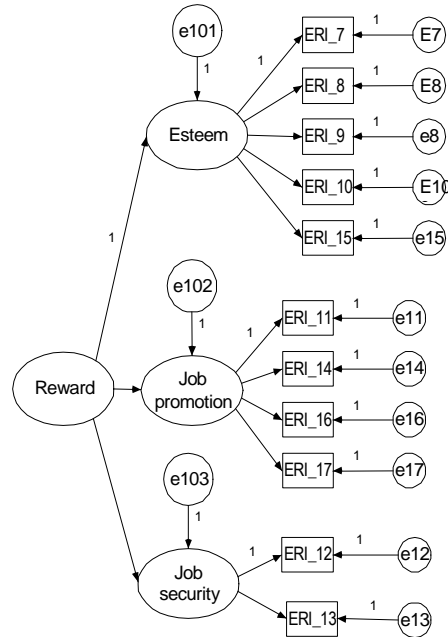
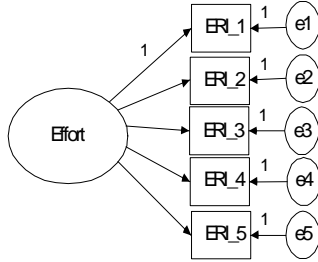


Factorial structure



1st order CFA

2nd order CFA

1st order CFA

Cronbach's α
AGFI
Standardized RMR
Loading (λ)^a

0.72
0.99
0.04
0.72; 0.60; 0.46; 0.47; 0.65

0.99
0.03
Esteem: 0.69; 0.47; 0.62; 0.56; 0.83
Job promotion: 0.66; 0.53; 0.75; 0.41
Job insecurity: 0.53; 0.39
Reward: 0.79; 0.85; 0.82

0.79
0.99
0.03
0.48; 0.69; 0.60; 0.53; 0.83; 0.63