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APPENDIX 1

The questionnaire with the literature and questionnaire reference

Question 1 to 65 measured one to five lickerd scale where 1 = strongly agree and 5 = strongly disagree

Question	Literature
1) Do you believe that you posse the required knowledge, skill and ability to work from home?	(Johnson et al., 2001))
2) Do you think your team mates have the required technical skills to work independently?	(Hunsaker and Hunsaker, 2008).
3) Have you provided with the latest technology to work remotely and does it get reviewed frequently?	Towers et al., (2005)
4) Do you get frequent trainings/soft skill/technical?	(Ryssen and Godar, 2000)
5) Does the team uses cloud computing techniques to a higher degree and is there dedicated/on-call resources to monitor and contact in emergency?	
6) Do you use Email(Blackberry etc.,mail config), VoIP, VPN, and Audio/Video Conferencing frequently?	(Barnes, 2003), (Sudweeks, Collins and December, 1995), (Metz, 2001).
7) What is the degree of using below applications? (skype,yahoo chat,gtalk,msn,live,e-mails via mobile phones)	(Thissen et al., (2007))
8) Does face to face communication available within the team?	(Cascio, 2000, Hossain and Wigand, 2004, Kan k an h al l i et a l . , 2006, Rice et al., 2007)
9) Do you get frequent feedback from the peers?	
10) Does the knowledge sharing there in the team?	(Rosen et al., 2007, Zakariaet al., 2004, Furst et a l . , 2004, Merali and Davies, 2001, Sridhar et al., 2007, Lipnack and Stamps, 2000)
11) Is there a good leadership	

within the team?	
12) Is there satisfactory team coordination?	(Chen et al., 2008a)
13) Does your team practice virtual team briefs? And summary of the team brief is passing to all the participants?	(Wong and Burton, 2000)
14) Do you think that the characteristics of team members are irritating?	(Jong R D,Schalk R and Curseu P L, 2008).
15) Are you motivated with your work?	(Hertel, Konradt, and Orlikowski, 2004)
16) Is the particularism high in the team?	
17) Is there openness in the team?	
18) Do you believe that the supportiveness of team members is very high?	
19) Do you believe that the supportiveness of team members is very high?	
19) Do you feel like left alone while working remotely?	
20) Are you satisfied with the size of the team?	
21) Does the Innovativeness of the job is high?	(Leenders et al., 2003, Prasad and Akhilesh, 2002, Atuahene-Gima,2003, Badrinarayanan and Arnett, 2008)
22) You are happy with your team selection?	(Bell and Kozlowski, 2002)
23) Are you satisfied with the management support you get?	(Kayworth and Leidner, 2002).
24) Do you posse the required knowledge, skill and ability to move up the ladder in your organization?	
25) Would you say that most people can be trusted or that you can't be too careful in dealing with people?	The National Opinion Research Center's General Social Survey, 1972–1994.
26) Are there policies and procedure in the organization?	(Hunsaker and Hunsaker, 2008).
28) Do you believe that racial and national differences in the team are a barrier for trust?	http://www.iq.harvard.edu/blog/sss/archives/measuring%20trust_Glaeser%20et%20al%202000.pdf
29) Do you trust your team mate when you share the work?	(Rosen et al., 2007, Cascio, 2000, Ki rkman et al., 2002, T aifi, 2007)
30) Does your team have a	(Hertel et al., 2005)

vision and goals to achieve?	
31) Do you believe that the supportiveness of team members is very high?	
32) Virtual team members exchange enough social information to develop stronger cohesion?	(Pawar and Sharifi, 1997, Schmidt et al., 2001)
33) Do you give 100% effort in the heat of the action whether you're up or down in the situation?	
34) Can you take personal responsibility for your mistakes and work hard to correct them?	(Johnson et al., 2001, Precup et al., 2006)
35) Do you really want to be recognized in your field?	
36) Does the team compose a blend people with differences like gender, race, ethnicity and age?	(Bell and Kozlowski, 2002, Griffith et al., 2003, Shachaf, 2005)
37) Does each other respect the cultural values of different team mates?	(Wong and Burton, 2000, Martinez-Sanchez et al., 2006)
38) Do the male and female engineers working together peacefully?	(Munkvold and Zigurs, 2007, Boutellier et al., 1998)
39) Do you get enough time to take care of your health?	(WHO 2002).
40) Are you very comfortable working late nights/early mornings?	(WHO 2002).
41) Do you use wireless broadband dongles more than 5 hrs per day?	(WHO 2002).
42) Do you frequently use mobile phones to communicate?	(WHO 2002).
43) Does the team mates spreaded over the globe?	(Bell and Kozlowski, 2002).
44) Is there any overlapping working hours??	(Bal and Gundry, 1999)
45) Is your team leader is an isolated leader (like in a support Team, team leader is alone at a site in Sydney with teams members split across several other sites like in Sri	

Lanka, etc)?	
46) You have enough time to be with the family?	(Bailyn; Drago; Kochan 2001)
47) Are you frequently working on weekends	
48) Do you believe that virtual work is a threaten or risk for a successful family life?	
49) Does the company grant dinners, team outings, parties etc as the recognition of excellent team work and to enhance the team bond?	
50) Can save fuel, food, vehicle maintenance costs if you work from home?	
51) Does the joint team performance very high?	(Chudoba et al., 2005, Poehler and Schumacher, 2007)
52) Does the error rate of the team is high?	(Martins et al., 2004, Rice et al., 2007, Chen et al., 2008b)
53) Do you believe that the innovativeness and creative ideas within the team is high?	
54) Does the team skillful to handle the work load independently?	
55) Does the team get notes of appreciation for the good work from the client?	(Gaudes et al., 2007, Ortiz d e Gu i nea et al., 2005, Piccoli et al., 2004)
56) Does the existing clients make agreements with your company for new projects?	(Jain and Sobek, 2006)
57) Do you provide software solutions for major global companies?	
58) Do you get separate allowance for the virtual work?	
59) Do you believe the allowance is fair?	
60) Do you get annual salary reviews and bonuses?	
61) Is there a reward system to recognize the engineers?	Rack O,Ellward T,Hertel G,Konradt U (2010)
62) Do you get the opportunity to travel foreign countries as you are in a support team?	

63)Do you get cash rewards for the outstanding work	(Bal and Teo, 2001b, Hertel et al., 2005).
64) Does the company recognize support team as one of the main source of creating revenue?	
65) Can save fuel, food, vehicle maintenance costs if you work from home?	(McDonough et al., 2001, Rice et al., 2007, Bergiel et al., 2008)
66) Your Age?	
67) Gender	
68) Country of living	
69) Marital Status	
70) Employment status?	
71)Education completed	
72) How many members are there in your family?	
73) What is your perception on Virtual teams and virtual collaboration?	
74) If you given the opportunity to move to non virtual team (conventional), will you take that move?	
75) What is the reason for your move or stay?	

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APPENDIX 2

Cronbach's alpha output

Scale: Virtual Collaboration

Case Processing Summary

		N	%
Cases	Valid	51	47.2
	Excluded[a]	57	52.8
	Total	108	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.889	24

Scale: Task Process

Case Processing Summary

		N	%
Cases	Valid	87	80.6
	Excluded[a]	21	19.4
	Total	108	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items

Reliability Statistics

Cronbach's Alpha	N of Items
.830	10

Scale: Socio Emotional Process

Case Processing Summary

		N	%
Cases	Valid	87	80.6
	Excluded[a]	21	19.4
	Total	108	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.762	14

Scale: Job Satisfaction

Case Processing Summary

		N	%
Cases	Valid	87	80.6
	Excluded[a]	21	19.4
	Total	108	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.768	7

Scale: Productivity

Case Processing Summary

		N	%
Cases	Valid	87	80.6
	Excluded[a]	21	19.4
	Total	108	100.0

a. Listwise deletion based on all variables in the
procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.781	10

Descriptive statistics

Notes

Output Created		2011-11-23T22:54:17.716
Comments		
Input	Data	G:\spss master filea_1sav.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	87
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax		DESCRIPTIVES VARIABLES=T EC M TR CO CMT CD H GD PL PR JS /STATISTICS=MEAN STDDEV MIN MAX.
Resources	Processor Time	0:00:00.000
	Elapsed Time	0:00:00.000

[DataSet0] G:\spss master filea_1sav.sav

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Technology	87	1.00	4.00	2.1806	.66632
Effective Communication	87	1.00	4.44	2.3206	.51379
Motivation	87	1.10	3.80	2.5264	.51905
Trust	87	1.00	4.50	2.8477	.80003
Cohesion	87	1.00	4.67	2.3831	.75829
Commitment	87	1.00	5.00	2.3333	.94827
Cultural Diversity	87	1.00	3.67	2.0000	.61211
Health Issues	87	1.00	4.75	2.3391	.69881
Geographic Dispersion	87	1.00	5.00	2.0460	.69359
Co-ordination of Personnel Life	87	2.00	4.00	3.2146	.52330
Productivity	87	1.00	4.10	2.1839	.58882
Job Satisfaction	87	2.14	4.29	2.8818	.64963
Valid N (listwise)	87				

Regression

Notes

Output Created		2011-11-23T22:58:04.119
Comments		
Input	Data	G:\spss master filea_1sav.sav
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	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	87
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT JS /METHOD=ENTER T EC M.
Resources	Processor Time	0:00:00.000
	Elapsed Time	0:00:00.000
	Memory Required	4204 bytes
	Additional Memory Required for Residual Plots	0 bytes

[DataSet0] G:\spss master filea_1sav.sav

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Motivation, Technology, Effective Communication[a]		. Enter

a. All requested variables entered.

b. Dependent Variable: Job Satisfaction

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.431[a]	.185	.156	.59684

a. Predictors: (Constant), Motivation, Technology, Effective Communication

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.728	3	2.243	6.296	.001[a]
	Residual	29.566	83	.356		
	Total	36.294	86			

a. Predictors: (Constant), Motivation, Technology, Effective Communication

b. Dependent Variable: Job Satisfaction

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	S
1	(Constant)	2.947	.333		8.853	
	Technology	.385	.113	.395	3.410	
	Effective Communication	-.798	.221	-.631	-3.608	
	Motivation	.375	.208	.300	1.802	

a. Dependent Variable: Job Satisfaction

Regression

Notes

Output Created		2011-11-23T23:02:17.650
Comments		
Input	Data	G:\spss master filea_1sav.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	87
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT PR /METHOD=ENTER T EC M.
Resources	Processor Time	0:00:00.016
	Elapsed Time	0:00:00.017
	Memory Required	4204 bytes
	Additional Memory Required for Residual Plots	0 bytes

[DataSet0] G:\spss master filea_1sav.sav

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Motivation, Technology, Effective Communication[a]		. Enter

a. All requested variables entered.

b. Dependent Variable: Productivity

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.984[a]	.967	.966	.10822

a. Predictors: (Constant), Motivation, Technology, Effective Communication

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28.845	3	9.615	820.947	.000[a]
	Residual	.972	83	.012		
	Total	29.817	86			

a. Predictors: (Constant), Motivation, Technology, Effective Communication

b. Dependent Variable: Productivity

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.067	.060		1.104	.273
	Technology	.788	.020	.891	38.425	.000
	Effective Communication	.217	.040	.189	5.412	.000
	Motivation	-.041	.038	-.036	-1.091	.279

a. Dependent Variable: Productivity

Regression

Notes

Output Created		2011-11-23T23:45:56.102
Comments		
Input	Data	G:\spss master filea_1sav.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	87
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION
		/MISSING LISTWISE
		/STATISTICS COEFF OUTS R ANOVA
		/CRITERIA=PIN(.05) POUT(.10)
		/NOORIGIN
		/DEPENDENT JS
		/METHOD=ENTER TASKPRO T EC M.
Resources	Processor Time	0:00:00.016
	Elapsed Time	0:00:00.017
	Memory Required	4604 bytes
	Additional Memory Required for Residual Plots	0 bytes

[DataSet0] G:\spss master filea_1sav.sav

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Motivation, Task Process, Technology, Effective Communication[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Job Satisfaction

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.461[a]	.212	.174	.59040

a. Predictors: (Constant), Motivation, Task Process, Technology, Effective Communication

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.711	4	1.928	5.530	.001[a]
	Residual	28.583	82	.349		
	Total	36.294	86			

a. Predictors: (Constant), Motivation, Task Process, Technology, Effective Communication

b. Dependent Variable: Job Satisfaction

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	3.054	.335		9.105	.000
	Task Process	-.232	.138	-.247	-1.679	.097
	Technology	.504	.132	.517	3.811	.000
	Effective Communication	-.641	.238	-.507	-2.694	.009
	Motivation	.317	.209	.253	1.520	.132

a. Dependent Variable: Job Satisfaction

Regression

Notes

Output Created		2011-11-24T00:07:31.410
Comments		
Input	Data	G:\spss master filea_1sav.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	87
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Syntax		REGRESSION
		  /MISSING LISTWISE
		  /STATISTICS COEFF OUTS R ANOVA
		  /CRITERIA=PIN(.05) POUT(.10)
		  /NOORIGIN
		  /DEPENDENT JS
		  /METHOD=ENTER T EC M TASKPRO OP1 OP2 OP3.

Resources	Processor Time	0:00:00.016
	Elapsed Time	0:00:00.017
	Memory Required	5852 bytes

Regression

Notes

Output Created		2011-11-24T00:07:31.410
Comments		
Input	Data	G:\spss master filea_1sav.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	87
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Syntax		REGRESSION
		  /MISSING LISTWISE
		  /STATISTICS COEFF OUTS R ANOVA
		  /CRITERIA=PIN(.05) POUT(.10)
		  /NOORIGIN
		  /DEPENDENT JS
		  /METHOD=ENTER T EC M TASKPRO OP1 OP2 OP3.

Resources	Processor Time	0:00:00.016
	Elapsed Time	0:00:00.017
	Memory Required	5852 bytes
	Additional Memory Required for Residual Plots	0 bytes

[DataSet0] G:\spss master filea_1sav.sav

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Motivation* TaskProcess, Technology, Motivation, Effective Communication, Task Process, Technology *task process, EC*taskprocess[a]		. Enter

a. All requested variables entered.

b. Dependent Variable: Job Satisfaction

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.675[a]	.456	.407	.50008

a. Predictors: (Constant), Motivation* TaskProcess, Technology, Motivation, Effective

Communication, Task Process, Technology *task process, EC*taskprocess

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16.538	7	2.363	9.447	.000[a]
	Residual	19.756	79	.250		
	Total	36.294	86			

a. Predictors: (Constant), Motivation* TaskProcess, Technology, Motivation, Effective Communication, Task Process,

Technology *task process, EC*taskprocess

b. Dependent Variable: Job Satisfaction

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.823	.775		1.062	.291
	Technology	2.021	.362	2.073	5.583	.000
	Effective Communication	-3.665	.896	-2.899	-4.091	.000
	Motivation	2.933	.903	2.343	3.248	.002
	Task Process	.730	.277	.778	2.633	.010
	Technology *task process	-.619	.136	-2.944	-4.548	.000
	EC*taskprocess	1.242	.302	5.445	4.119	.000
	Motivation* TaskProcess	-1.079	.318	-4.300	-3.394	.001

a. Dependent Variable: Job Satisfaction

Regression

Notes

Output Created		2011-11-24T00:10:23.899
Comments		
Input	Data	G:\spss master filea_1sav.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	87
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Syntax		REGRESSION
		  /MISSING LISTWISE
		  /STATISTICS COEFF OUTS R ANOVA
		  /CRITERIA=PIN(.05) POUT(.10)
		  /NOORIGIN
		  /DEPENDENT PR
		  /METHOD=ENTER T EC M TASKPRO OP1 OP2 OP3.

Resources	Processor Time	0:00:00.000
	Elapsed Time	0:00:00.000
	Memory Required	5852 bytes
	Additional Memory Required for Residual Plots	0 bytes

```
[DataSet0] G:\spss master filea_1sav.sav
```

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method

1	Motivation* TaskProcess, Technology, Motivation, Effective Communication, Task Process, Technology *task process, EC*taskprocess[a]		. Enter

a. All requested variables entered.

b. Dependent Variable: Productivity

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.986[a]	.973	.971	.10085

a. Predictors: (Constant), Motivation* TaskProcess, Technology, Motivation, Effective Communication, Task Process, Technology *task process, EC*taskprocess

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.014	7	4.145	407.492	.000[a]
	Residual	.804	79	.010		
	Total	29.817	86			

a. Predictors: (Constant), Motivation* TaskProcess, Technology, Motivation, Effective Communication, Task Process, Technology *task process, EC*taskprocess

b. Dependent Variable: Productivity

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.416	.156		2.662	.009
	Technology	.689	.073	.779	9.434	.000
	Effective Communication	.715	.181	.624	3.956	.000
	Motivation	-.620	.182	-.547	-3.406	.001
	Task Process	-.126	.056	-.148	-2.257	.027
	Technology *task process	.038	.027	.201	1.398	.166
	EC*taskprocess	-.196	.061	-.947	-3.220	.002
	Motivation* TaskProcess	.224	.064	.983	3.488	.001

a. Dependent Variable: Productivity

Regression

Notes

Output Created		2011-11-24T00:14:15.256
Comments		
Input	Data	G:\spss master filea_1sav.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	87
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT JS /METHOD=ENTER T EC M SEP OP4 OP5 OP6.
Resources	Processor Time	0:00:00.016
	Elapsed Time	0:00:00.014
	Memory Required	5852 bytes
	Additional Memory Required for Residual Plots	0 bytes

[DataSet0] G:\spss master filea_1sav.sav

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Motivation*SEP, Technology, Motivation, Effective Communication, Socio Emotional Process, Effective com*SEP[a]	.	Enter

a. Tolerance = .000 limits reached.

b. Dependent Variable: Job Satisfaction

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.477[a]	.227	.169	.59207

a. Predictors: (Constant), Motivation*SEP, Technology, Motivation, Effective Communication, Socio Emotional Process, Effective com*SEP

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.250	6	1.375	3.922	.002[a]
	Residual	28.044	80	.351		
	Total	36.294	86			

a. Predictors: (Constant), Motivation*SEP, Technology, Motivation, Effective Communication, Socio Emotional Process, Effective com*SEP

b. Dependent Variable: Job Satisfaction

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.264	1.384		.913	.364
	Technology	.658	.856	.675	.769	.444
	Effective Communication	-.779	.382	-.616	-2.037	.045
	Motivation	.404	.891	.323	.454	.651
	Socio Emotional Process	.962	.762	.689	1.263	.210
	Effective com*SEP	-.201	.274	-.843	-.734	.465
	Motivation*SEP	-.038	.335	-.128	-.113	.911

a. Dependent Variable: Job Satisfaction

Excluded Variables[b]

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
						Tolerance
1	Technology*SEP	.[a]	.	.	.	.000

a. Predictors in the Model: (Constant), Motivation*SEP, Technology, Motivation, Effective Communication, Socio Emotional Process, Effective com*SEP

b. Dependent Variable: Job Satisfaction

Regression

Notes

Output Created		2011-11-24T00:23:11.068
Comments		
Input	Data	G:\spss master filea_1sav.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	87
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT PR /METHOD=ENTER T EC M TASKPRO.
Resources	Processor Time	0:00:00.000
	Elapsed Time	0:00:00.000
	Memory Required	4684 bytes
	Additional Memory Required for Residual Plots	0 bytes

[DataSet0] G:\spss master filea_1sav.sav

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Task Process, Motivation, Technology, Effective Communication[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Productivity

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.984[a]	.968	.966	.10834

a. Predictors: (Constant), Task Process, Motivation, Technology, Effective
Communication

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28.855	4	7.214	614.623	.000[a]
	Residual	.962	82	.012		
	Total	29.817	86			

a. Predictors: (Constant), Task Process, Motivation, Technology, Effective Communication

b. Dependent Variable: Productivity

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.056	.062		.909	.366
	Technology	.776	.024	.878	31.967	.000
	Effective Communication	.201	.044	.176	4.614	.000
	Motivation	-.035	.038	-.031	-.925	.358
	Task Process	.023	.025	.027	.909	.366

a. Dependent Variable: Productivity

Regression

Output Created		2011-11-24T00:26:06.131
Comments		
Input	Data	G:\spss master filea_1sav.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	87
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT JS /METHOD=ENTER SEP T EC M.
Resources	Processor Time	0:00:00.000
	Elapsed Time	0:00:00.000
	Memory Required	4684 bytes
	Additional Memory Required for Residual Plots	0 bytes

[DataSet0] G:\spss master filea_1sav.sav

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Motivation, Technology, Effective Communication, Socio Emotional Process[a]		. Enter

a. All requested variables entered.

b. Dependent Variable: Job Satisfaction

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.456[a]	.208	.169	.59218

a. Predictors: (Constant), Motivation, Technology, Effective Communication, Socio Emotional Process

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.538	4	1.885	5.374	.001[a]
	Residual	28.756	82	.351		
	Total	36.294	86			

a. Predictors: (Constant), Motivation, Technology, Effective Communication, Socio Emotional Process

b. Dependent Variable: Job Satisfaction

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.491	.446		5.586	.000
	Socio Emotional Process	.607	.399	.435	1.520	.132
	Technology	.083	.228	.085	.364	.716
	Effective Communication	-1.088	.291	-.860	-3.743	.000
	Motivation	.505	.224	.404	2.261	.026

a. Dependent Variable: Job Satisfaction