



1. Factor Analysis

The factor analysis in SPSS is done to describe the variability in the data collected for the observed analysis. This analysis helped the researcher in reducing larger variables into potentially lower variables. It also helped in ensuring the reduction of large data sets into evaluation for reflecting the variations in unobserved variables. The following tables are observed from the SPSS for factor analysis:

Communalities

	Initial
J11. I am involved in decisions that affect my work	1.000
J11. I have enough information to do my job well	1.000
J12. I get the most satisfaction in life from my job	1.000
J12. My job to me is no different from eating, drinking or breathing	1.000
J13. My work group focuses on fixing the problem rather than finding someone to blame	1.000
OC1. I am really content with working in this company instead of other company	1.000
OC1. I am proud to tell people that I am part of this company	1.000
OC2. I can comfortably tell people that my company is a great place to work in	1.000
OC2. I am of the opinion that this company is the best of the other possible companies to work in	1.000
OC3. I do care about the future of the company	1.000
OC4. I would accept to undertake any responsibility to go on working in the company	1.000
OC4. The company I am working in has motivated me in the best way possible in terms of job performance	1.000
OC5. I can see that my values are very similar to those of the company	1.000

OC6. I am willing to make more efforts than normally expected of me to contribute to the success of the company	1.000
EP2. I take complete responsibility of the quality of my work	1.000
EP3. I am usually preoccupied with the following day's work	1.000
EP4. I prefer to arrive office on time and when there are things to do, I leave home earlier to go to work	1.000
EP5. I would avoid undertaking extra duties and responsibilities related with my job	1.000

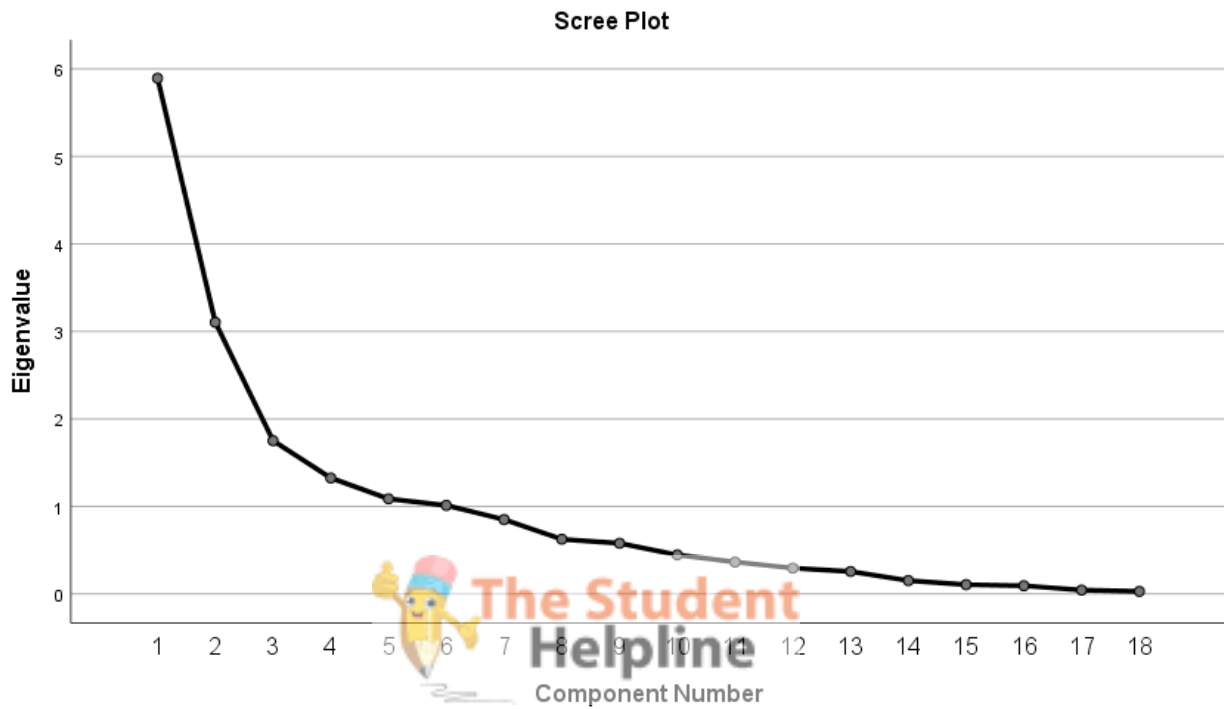
Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.893	32.741	32.741	4.445	24.696	24.696
2	3.104	17.243	49.984	2.677	14.871	39.567
3	1.751	9.726	59.710	2.199	12.216	51.784
4	1.325	7.359	67.069	2.004	11.136	62.920
5	1.086	6.033	73.102	1.693	9.405	72.325
6	1.012	5.620	78.721	1.151	6.397	78.721
7	.849	4.719	83.440			
8	.624	3.467	86.906			
9	.578	3.210	90.116			
10	.445	2.472	92.588			
11	.364	2.021	94.609			
12	.294	1.635	96.244			
13	.255	1.418	97.662			
14	.151	.839	98.501			
15	.105	.585	99.087			
16	.093	.514	99.600			
17	.043	.240	99.841			
18	.029	.159	100.000			

Extraction Method: Principal Component Analysis.

The extraction method has helped in principal component analysis to determine the values of communalities as 1 for each of the statements. The results have shown that rotation sum of squared loadings mark to a cumulative of 78.721%. The screeplot has marked the decrease of eigen value from max 6 to as low as 0.



Rotated Component Matrix^a

	Component					
	1	2	3	4	5	6
J11. I am involved in decisions that affect my work	.060	.108	.010	.862	.087	.089
J11. I have enough information to do my job well	.762	.044	.124	-.395	-.056	.099
J12. I get the most satisfaction in life from my job	.268	-.123	.474	.069	.682	.146
J12. My job to me is no different from eating, drinking or breathing	.546	.440	.153	-.294	.277	.114
J13. My work group focuses on fixing the problem rather than finding someone to blame	-.221	.844	-.055	.042	.131	-.172

OC1. I am really content with working in this company instead of other company	.521	-.179	.223	.587	-.099	.198
OC1. I am proud to tell people that I am part of this company	.924	.017	.238	.025	.064	-.010
OC2. I can comfortably tell people that my company is a great place to work in	.686	-.264	.002	.371	.189	-.012
OC2. I am of the opinion that this company is the best of the other possible companies to work in	.862	-.247	.140	.130	.177	-.034
OC3. I do care about the future of the company	.729	.167	.231	.351	.225	.022
OC4. I would accept to undertake any responsibility to go on working in the company	.257	.686	.498	.012	.042	-.006
OC4. The company I am working in has motivated me in the best way possible in terms of job performance	.572	.286	.385	-.034	.390	-.171
OC5. I can see that my values are very similar to those of the company	.163	.100	.842	.284	.066	-.107
OC6. I am willing to make more efforts than normally expected of me to contribute to the success of the company	.304	.184	.787	-.258	-.007	.121
EP2. I take complete responsibility of the quality of my work	.111	.084	-.086	.026	.826	-.097
EP3. I am usually preoccupied with the following day's work	.191	.579	.079	-.476	.363	.200
EP4. I prefer to arrive office on time and when there are things to do, I leave home earlier to go to work	-.098	.778	.119	.045	-.134	-.023
EP5. I would avoid undertaking extra duties and responsibilities related with my job	-.001	-.084	-.008	.104	-.032	.961

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 6 iterations.

The use of effective measures has been helpful for keeping the confinement of the operational development. The critical identification is marked with the composite procession and management of activities. The extraction and rotation method is used for the identification of the data reduction. The creative control and development of the measures is evaluated for ensuring the concise management operations.

2. ANOVA Test

The ANOVA test is done with the concept to identify and develop the critical identification of the operations. The ANOVA is helpful for the identification of the values of data with 95% significance, F value, and mean error. The ANOVA test can be helpful for the respective analysis and development of the means. The test value has helped in keeping the control of the measures for enabling the prospect and development means. The following tables are obtained from the ANOVA testing,



		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
JII. I am involved in decisions that affect my work	Rs. 20001 to Rs. 40000 PM	12	5.0000	.00000	.00000	5.0000	5.0000	5.00	5.00
	Rs. 40001 to Rs. 60000 PM	65	4.0308	.61159	.07586	3.8792	4.1823	3.00	5.00
	Rs. 60001 to Rs.80000 PM	28	4.1786	.39002	.07371	4.0273	4.3298	4.00	5.00
	Rs. 80001 to Rs. 100000 PM	78	4.2051	.40641	.04602	4.1135	4.2968	4.00	5.00
	Rs. 100001 to Rs. 200000 PM	117	4.1111	.69205	.06398	3.9844	4.2378	3.00	5.00
	Total		300	4.1600	.59631	.03443	4.0922	4.2278	3.00
JII. I have enough information to do my job well	Rs. 20001 to Rs. 40000 PM	12	5.0000	.00000	.00000	5.0000	5.0000	5.00	5.00
	Rs. 40001 to Rs. 60000 PM	65	4.5077	.50383	.06249	4.3828	4.6325	4.00	5.00

	Rs. 60001 to Rs.80000 PM	28	4.6071	.49735	.09399	4.4143	4.8000	4.00	5.00
	Rs. 80001 to Rs. 100000 PM	78	4.5769	.49725	.05630	4.4648	4.6890	4.00	5.00
	Rs. 100001 to Rs. 200000 PM	117	4.4701	.50125	.04634	4.3783	4.5619	4.00	5.00
	Total	300	4.5400	.49923	.02882	4.4833	4.5967	4.00	5.00
JI2. I get the most satisfaction in life from my job	Rs. 20001 to Rs. 40000 PM	12	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Rs. 40001 to Rs. 60000 PM	65	3.6462	1.12404	.13942	3.3676	3.9247	2.00	5.00
	Rs. 60001 to Rs.80000 PM	28	3.4286	.50395	.09524	3.2332	3.6240	3.00	4.00
	Rs. 80001 to Rs. 100000 PM	78	4.0000	1.00647	.11396	3.7731	4.2269	3.00	5.00
	Rs. 100001 to Rs. 200000 PM	117	3.5897	1.18288	.10936	3.3731	3.8063	2.00	5.00
	Total	300	3.6700	1.07313	.06196	3.5481	3.7919	2.00	5.00
JI2. My job to me is no different from eating, drinking or breathing	Rs. 20001 to Rs. 40000 PM	12	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
	Rs. 40001 to Rs. 60000 PM	65	3.8308	1.00886	.12513	3.5808	4.0808	2.00	5.00
	Rs. 60001 to Rs.80000 PM	28	3.0357	.92224	.17429	2.6781	3.3933	2.00	4.00
	Rs. 80001 to Rs. 100000 PM	78	3.5897	1.13316	.12830	3.3343	3.8452	2.00	5.00
	Rs. 100001 to Rs. 200000 PM	117	3.7094	.74348	.06873	3.5733	3.8455	2.00	5.00
	Total	300	3.6133	.94877	.05478	3.5055	3.7211	2.00	5.00
JI3. My work group focuses on fixing the problem rather than finding someone to blame	Rs. 20001 to Rs. 40000 PM	12	2.0000	.00000	.00000	2.0000	2.0000	2.00	2.00
	Rs. 40001 to Rs. 60000 PM	65	4.3538	.75892	.09413	4.1658	4.5419	3.00	5.00
	Rs. 60001 to Rs.80000 PM	28	4.4643	1.17006	.22112	4.0106	4.9180	2.00	5.00
	Rs. 80001 to Rs. 100000 PM	78	3.9231	.59803	.06771	3.7882	4.0579	3.00	5.00
	Rs. 100001 to Rs. 200000 PM	117	4.2051	.50066	.04629	4.1135	4.2968	3.00	5.00
	Total	300	4.1000	.80757	.04663	4.0082	4.1918	2.00	5.00

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
JI1. I am involved in decisions that affect my work	Between Groups	10.001	4	2.500	7.658	.000
	Within Groups	96.319	295	.327		
	Total	106.320	299			
JI1. I have enough information to do my job well	Between Groups	3.412	4	.853	3.538	.008
	Within Groups	71.108	295	.241		
	Total	74.520	299			
JI2. I get the most satisfaction in life from my job	Between Groups	16.304	4	4.076	3.666	.006
	Within Groups	328.026	295	1.112		
	Total	344.330	299			
JI2. My job to me is no different from eating, drinking or breathing	Between Groups	18.052	4	4.513	5.302	.000
	Within Groups	251.094	295	.851		
	Total	269.147	299			
JI3. My work group focuses on fixing the problem rather than finding someone to blame	Between Groups	64.559	4	16.140	36.501	.000
	Within Groups	130.441	295	.442		
	Total	195.000	299			



		Sum of Squares	df	Mean Square	F	Sig.
OC1. I am really content with working in this company instead of other company	Between Groups	35.462	4	8.865	17.353	.000
	Within Groups	150.708	295	.511		
	Total	186.170	299			
OC1. I am proud to tell people that I am part of this company	Between Groups	14.394	4	3.599	3.581	.007
	Within Groups	296.442	295	1.005		
	Total	310.837	299			
OC2. I can comfortably tell people that my company is a great place to work in	Between Groups	9.080	4	2.270	3.328	.011
	Within Groups	201.250	295	.682		
	Total	210.330	299			
OC2. I am of the opinion that this company is the best of the other possible companies to work in	Between Groups	27.242	4	6.810	7.980	.000
	Within Groups	251.758	295	.853		
	Total	279.000	299			
OC3. I do care about the future of the company	Between Groups	14.730	4	3.682	6.804	.000
	Within Groups	159.657	295	.541		
	Total	174.387	299			
OC4. I would accept to undertake any responsibility	Between Groups	31.017	4	7.754	12.501	.000
	Within Groups	182.983	295	.620		

to go on working in the company	Total	214.000	299			
OC4. The company I am working in has motivated me in the best way possible in terms of job performance	Between Groups	22.631	4	5.658	7.506	.000
	Within Groups	222.366	295	.754		
	Total	244.997	299			
OC5. I can see that my values are very similar to those of the company	Between Groups	19.545	4	4.886	12.460	.000
	Within Groups	115.691	295	.392		
	Total	135.237	299			
OC6. I am willing to make more efforts than normally expected of me to contribute to the success of the company	Between Groups	6.421	4	1.605	3.241	.013
	Within Groups	103.523	209	.495		
	Total	109.944	213			

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
EP2. I take complete responsibility of the quality of my work	Between Groups	7.781	2	3.890	5.113	.007
	Within Groups	160.556	211	.761		
	Total	168.336	213			
EP3. I am usually preoccupied with the following day's work	Between Groups	11.804	2	5.902	8.305	.000
	Within Groups	149.953	211	.711		
	Total	161.757	213			
EP4. I prefer to arrive office on time and when there are things to do, I leave home earlier to go to work	Between Groups	11.713	2	5.857	5.733	.004
	Within Groups	215.539	211	1.022		
	Total	227.252	213			
EP5. I would avoid undertaking extra duties and responsibilities related with my job	Between Groups	27.895	2	13.947	13.623	.000
	Within Groups	216.031	211	1.024		
	Total	243.925	213			

The outcomes of the ANOVA analysis are dependent on the descriptive analysis based on monthly income criteria which shows that,

J11 has df value of 4, mean square value of 0.853, F value of 3.538, and significance value of 0.008, which states that this relation is significant.

J12 has df value of 4, mean square value of 4.076, F value of 3.666, and significance value of 0.006, which states that this relation is significant.

OC1 has df value of 4, mean square value of 3,599, F value of 3.581, and significance value of 0.007, which states that this relation is significant.

OC2 has df value of 4, mean square value of 2.270, F value of 3.328, and significance value of 0.011, which states that this relation is significant.

OC6 has df value of 4, mean square value of 1.605 F value of 3.241, and significance value of 0.013, which states that this relation is significant.

EP2 has df value of 2, mean square value of 3.890, F value of 5.113, and significance value of 0.007, which states that this relation is significant.

EP4 has df value of 2, mean square value of 5.857, F value of 5.733, and significance value of 0.004, which states that this relation is significant.

Rest of the relations are not significant.

3. Regression Analysis

Multiple linear regression is developed for the identifying the linear relation of predictor with the dependent variable. The outcome is identified using line of equation, which is identified from the coefficient table. The critical identification of the data in the regression model is developed with the effective analysis of the measures in developing operational development. The analysis of measures of operational use of development. The regression analysis is marked with the operational key for enabling the identification of the relation between the dependent variables and independent variables as shown below,

Model		Coefficients ^a											
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations				
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part		
1	(Constant)	-1.686	.491		-	.001	-2.655	-.717					
	OC1. I am really content with working in this company instead of other company	-.197	.116	-.145	-	.091	-.426	.032	.193	-.118	-.085		

OC1. I am proud to tell people that I am part of this company	-.457	.158	-.435	- 2.892	.004	-.768	-.145	.436	-.198	-.145
OC2. I can comfortably tell people that my company is a great place to work in	.596	.104	.461	5.719	.000	.390	.801	.476	.372	.286
OC2. I am of the opinion that this company is the best of the other possible companies to work in	.255	.182	.230	1.406	.161	-.103	.613	.479	.098	.070
OC3. I do care about the future of the company	.156	.133	.111	1.167	.245	-.107	.419	.408	.081	.058
OC4. I would accept to undertake any responsibility to go on working in the company	.036	.126	.028	.286	.776	-.212	.284	.250	.020	.014
OC4. The company I am working in has motivated me in the best way possible in terms of job performance	.401	.117	.337	3.435	.001	.171	.631	.573	.234	.172
OC5. I can see that my values are very similar to those of the company	.082	.121	.052	.679	.498	-.157	.321	.398	.048	.034

OC6. I am willing to make more efforts than normally expected of me to contribute to the success of the company	.427	.112	.285	3.793	.000	.205	.649	.385	.257	.190
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a. Dependent Variable: JI2. I get the most satisfaction in life from my job

Putting values in the $Y=A+Bx_1+Cx_2+Dx_3+\dots$ Equation, from the table of Unstandardized Coefficients,

$$JI2. \text{ Job Satisfaction} = -1.686 - 0.197 * (OC1) - 0.457 * (OC1_1) + 0.596 * (OC2) + 0.255 * (OC2_1) + 0.156 * (OC3) + 0.036 * (OC4) + 0.401 * (OC4_1) + 0.082 * (OC5) + 0.427 * (OC6)$$

The outcomes for significance (highlighted in the table above) and regression outcomes have been helpful for the creative use of the relation between dependent and independent variable. The respective plan of work is listed for ensuring the creative role in keeping the satisfaction in life from the job. The completion of the research can help in identifying the relation between organisation commitment and employee performance over the job involvement and organisational performance as mentioned in the research objectives.