

## APPENDIX O

1. Calculation of the Goodness of fit Chi-square for the distribution of scores on the value commitment and continuance commitment measures
2. Standard Deviations of the quartile ranges of the distribution of scores on value commitment and continuance commitment measures

Table 3

STANDARD DEVIATIONS OF THE QUARTILE RANGES OF  
THE DISTRIBUTION OF VALUE COMMITMENT  
SCORES OF THE RESPONDENTS

Quartiles	Range of Scores	SD
Below Q1	153 - 213	14.28
Q1 - Q2	214 - 226	4.01
Q2 - Q3	227 - 244	5.15
Q4	245 - 288	11.03

Table 4

STANDARD DEVIATIONS OF THE QUARTILE RANGES OF  
THE DISTRIBUTION OF CONTINUANCE COMMIT-  
MENT SCORES OF THE RESPONDENTS

Quartiles	Range of Scores	SD
Below Q1	0 - 54	18.71
Q1 - Q2	55 - 73	4.94
Q2 - Q3	74 - 90	4.54
Q4	91 - 110	5.56