

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 |