

APPENDIX R

Principle component analysis data

1. Correlation matrix for Value Commitment and continuance commitment scores of the respondents
2. Loadings on areas of Value Commitment and Continuance Commitment to teaching

CORRELATION MATRIX FOR VALUE COMMITMENT

1.00000	0.67230	0.59600	0.48470	0.53080	0.41640	0.44820
0.67230	1.00000	0.71490	0.59860	0.59900	0.50300	0.50590
0.59600	0.71490	1.00000	0.59740	0.61950	0.46600	0.55850
0.48470	0.59860	0.59740	1.00000	0.58010	0.48540	0.57690
0.53080	0.59900	0.61950	0.58010	1.00000	0.51860	0.65880
0.41640	0.50300	0.46600	0.48540	0.51860	1.00000	0.57260
0.44820	0.50590	0.55850	0.57690	0.65880	0.57260	1.00000

CORRELATION MATRIX FOR CONTINUANCE COMMITMENT

1.00000	0.67180	0.65610	0.67100	0.65110	0.67020	0.51300
0.67180	1.00000	0.83430	0.70890	0.87960	0.85130	0.76250
0.65610	0.83430	1.00000	0.74690	0.87260	0.86770	0.81190
0.67100	0.70890	0.74690	1.00000	0.72290	0.76180	0.58030
0.65110	0.87960	0.87260	0.72290	1.00000	0.87840	0.79820
0.67020	0.85130	0.86770	0.76180	0.87840	1.00000	0.77810
0.51300	0.76250	0.81190	0.58030	0.79820	0.77810	1.00000

Loadings on areas of Continuance
Commitment to teaching

Component loadings

	Variables	I	II	III	IV	V	VI	VII
Convenience	1.	.770	.531	.341	.086	.007	.008	.015
Altruistic ideals	2.	.924	.068	.069	.268	.211	.050	.135
Egoistic satisfactions	3.	.937	.108	.035	.064	.208	.228	.098
Social Recognition	4.	.834	.311	.428	.114	.106	.003	.019
Intellectual Growth	5.	.940	.127	.012	.159	.032	.036	.269
Educational preparation	6.	.940	.054	.058	.083	.173	.260	.077
Interest in subject	7.	.849	.393	.125	.299	.129	.055	.010
Eigen value		5.508	.569	.325	.218	.147	.126	.107
Percent of variance		78.68	8.13	4.64	3.12	2.10	1.81	1.52

Loadings on areas of Value
Commitment to teaching

Component loadings

	Variables	I	II	III	IV	V	VI	VII
Loyalty to Organization	1.	.751	.447	.248	.173	.354	.060	.127
Social Sensivity	2.	.838	.320	.096	.107	.150	.046	.387
Involvement in the Teaching Profession	3.	.831	.227	.117	.027	.389	.175	.248
Concern for Teaching Tasks	4.	.784	.068	.329	.457	.237	.064	.054
Ambition	5.	.820	.138	.190	.334	.042	.397	.036
Rationality	6.	.708	.438	.514	.168	.065	.065	.077
Self understanding	7.	.781	.404	.152	.237	.099	.346	.132
Eigen value		4.356	.733	.516	.447	.371	.321	.255
Percent of variance		62.22	10.47	7.38	6.38	5.30	4.59	3.66