

***** PROCESS Procedure for SAS Beta Release 130612 *****

Written by Andrew F. Hayes, Ph.D. <http://www.afhayes.com>

Model and Variables	
Model =	4
Y =	APROFIT
X =	AMSF
M1 =	AMOTIV
M2 =	AABIL

Statistical controls:			
ASIZE	ATENURE	AEDUC	AHPWS

Sample size:
253

Outcome:	AMOTIV
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Model Summary					
R	R-sq	F	df1	df2	p
0.5416	0.2933	20.5026	5.0000	247.0000	0.0000

Model				
	coeff	se	t	p
Constant	-0.0095	0.0194	-0.4901	0.6245
AMSF	0.1013	0.0372	2.7250	0.0069
ASIZE	0.1255	0.0463	2.7128	0.0071
ATENURE	-0.0022	0.0049	-0.4375	0.6621
AEDUC	0.0195	0.0537	0.3628	0.7170
AHPWS	0.0305	0.0056	5.4411	0.0000

Outcome:	AABIL

Model Summary					
R	R-sq	F	df1	df2	p
0.4852	0.2354	15.2131	5.0000	247.0000	0.0000

Model				
	coeff	se	t	p
Constant	-0.0770	0.0915	-0.8413	0.4010
AMSF	0.3589	0.1752	2.0485	0.0416
ASIZE	0.3001	0.2181	1.3758	0.1701
ATENURE	-0.0206	0.0232	-0.8865	0.3762
AEDUC	0.5037	0.2533	1.9886	0.0478
AHPWS	0.1412	0.0264	5.3430	0.0000

Outcome:	APROFIT

Model Summary					
R	R-sq	F	df1	df2	p
0.3667	0.1345	5.4388	7.0000	245.0000	0.0000

Model				
	coeff	se	t	p
constant	-0.0623	0.0695	-0.8963	0.3710
AMOTIV	0.2559	0.2493	1.0265	0.3057
AABIL	0.0788	0.0529	1.4894	0.1377
AMSF	0.2287	0.1352	1.6914	0.0920
ASIZE	-0.1068	0.1680	-0.6358	0.5255
ATENURE	0.0414	0.0177	2.3441	0.0199
AEDUC	-0.0876	0.1938	-0.4522	0.6516
AHPWS	0.0384	0.0217	1.7733	0.0774

***** DIRECT AND INDIRECT EFFECTS *****

Direct effect of X on Y			
Effect	SE	t	p
0.2287	0.1352	1.6914	0.0920

Indirect effect of X on Y				
	Effect	Boot SE	BootLLCI	BootULCI
TOTAL	0.0542	0.0300	0.0116	0.1368
AMOTIV	0.0259	0.0235	-0.0093	0.0870
AABIL	0.0283	0.0249	-0.0014	0.1063

***** ANALYSIS NOTES AND WARNINGS *****

Number of bootstrap samples for bias corrected bootstrap confidence intervals:
1000.0000

Level of confidence for all confidence intervals in output:
95.0000

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Model and Variables	
Model =	4
Y =	APROFIT
X =	AMSF
M1 =	AMOTIV
M2 =	AABIL

Sample size:
253

Outcome:	AMOTIV
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Model Summary					
R	R-sq	F	df1	df2	p
0.3182	0.1013	28.2861	1.0000	251.0000	0.0000

Model				
	coeff	se	t	p
Constant	-0.0305	0.0212	-1.4366	0.1521
AMSF	0.2059	0.0387	5.3185	0.0000

Outcome:	AABIL
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Model Summary					
R	R-sq	F	df1	df2	p
0.2587	0.0669	18.0006	1.0000	251.0000	0.0000

Model				
	coeff	se	t	p
Constant	-0.1540	0.0980	-1.5712	0.1174
AMSF	0.7586	0.1788	4.2427	0.0000

Outcome: APROFIT	
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Model Summary					
R	R-sq	F	df1	df2	p
0.3139	0.0985	9.0725	3.0000	249.0000	0.0000

Model				
	coeff	se	t	p
constant	-0.1022	0.0691	-1.4782	0.1406
AMOTIV	0.4226	0.2379	1.7765	0.0769
AABIL	0.0930	0.0515	1.8058	0.0722
AMSF	0.3125	0.1330	2.3504	0.0195

***** DIRECT AND INDIRECT EFFECTS *****

Direct effect of X on Y			
Effect	SE	t	p
0.3125	0.1330	2.3504	0.0195

Indirect effect of X on Y				
	Effect	Boot SE	BootLLCI	BootULCI
TOTAL	0.1576	0.0605	0.0614	0.3066
AMOTIV	0.0870	0.0448	0.0150	0.1936
AABIL	0.0706	0.0443	0.0072	0.1824

***** ANALYSIS NOTES AND WARNINGS *****

**Number of
bootstrap
samples
for bias
corrected
bootstrap
confidence
intervals:**

1000.0000

**Level of
confidence
for all
confidence
intervals
in output:**

95.0000