

Inner Model Residual
Correlation

	Job Satisfaction	Spiritual Leadership	Teamwork	Trust	Workplace Spirituality
Job Satisfaction	1.00000		0.00000		
Spiritual Leadership					
Teamwork	0.00000		1.00000	0.34799	
Trust			0.34799	1.00000	
Workplace Spirituality					

R Square

	R Square	R Square Adjusted
Job Satisfaction	0.44243	0.41765
Teamwork	0.35035	0.33623
Trust	0.35930	0.34537

F Square

	Job Satisfaction	Spiritual Leadership	Teamwork	Trust	Workplace Spirituality
Job Satisfaction					
Spiritual Leadership	0.07799		0.05906	0.22227	
Teamwork	0.01240				
Trust	0.13273				
Workplace Spirituality	0.00631		0.25416	0.09032	

Inner Model

	Job Satisfaction	Spiritual Leadership	Teamwork	Trust	Workplace Spirituality
Job Satisfaction					
Spiritual Leadership	1.0000		1.0000	1.0000	
Teamwork	1.0000				
Trust	1.0000				
Workplace Spirituality	1.0000		1.0000	1.0000	

Outer Loadings

	Job Satisfaction	Spiritual Leadership	Teamwork	Trust	Workplace Spirituality
X11					0.4895
X12					0.6347
X13					0.8498
X21		0.7074			
X22		0.8583			
X23		0.8028			
X24		0.7023			
X31				0.8403	
X32				0.7711	
X33				0.7908	
X41			0.5758		
X42			0.7260		
X43			0.7589		
X44			0.6842		
X45			0.7531		
Y11	0.7702				
Y12	0.7529				
Y13	0.8061				
Y14	0.7438				

Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Job Satisfaction	0.77470	0.78909	0.85226	0.59076
Spiritual Leadership	0.76977	0.78223	0.85299	0.59370
Teamwork	0.74039	0.74886	0.82865	0.49396
Trust	0.72287	0.73605	0.84308	0.64200
Workplace Spirituality	0.40716	0.47593	0.70439	0.45489

Outer Model

	Job Satisfaction	Spiritual Leadership	Teamwork	Trust	Workplace Spirituality
X11					-1.0000
X12					-1.0000
X13					-1.0000
X21		-1.0000			
X22		-1.0000			
X23		-1.0000			
X24		-1.0000			
X31				-1.0000	
X32				-1.0000	
X33				-1.0000	
X41			-1.0000		
X42			-1.0000		
X43			-1.0000		
X44			-1.0000		
X45			-1.0000		
Y11	-1.0000				
Y12	-1.0000				
Y13	-1.0000				
Y14	-1.0000				

Path Coefficients (Mean, STDEV, T-Values)

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Spiritual Leadership -> Job Satisfaction	0.2602	0.2653	0.1083	2.4019	0.0167
Spiritual Leadership -> Teamwork	0.2205	0.2142	0.1417	1.5557	0.1204
Spiritual Leadership -> Trust	0.4248	0.4365	0.1248	3.4036	0.0007
Teamwork -> Job Satisfaction	0.1101	0.1026	0.1230	0.8951	0.3712
Trust -> Job Satisfaction	0.3625	0.3704	0.1434	2.5275	0.0118
Workplace Spirituality -> Job Satisfaction	0.0753	0.0719	0.1259	0.5981	0.5500
Workplace Spirituality -> Teamwork	0.4574	0.4701	0.1049	4.3582	0.0000
Workplace Spirituality -> Trust	0.2708	0.2984	0.1244	2.1763	0.0300