

University of Alberta

The Effects of Health Care Restructuring on Patients' Abilities to Manage at Home

by

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of the requirements for the degree of Doctor of Philosophy**

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Abstract

The purpose of this study is to examine the effects of health care restructuring on one component of continuity of care, namely patients' abilities to manage at home. Researchers assert that continuity is influenced by organizational variables; however, variables used in continuity of care research to date have not been well defined. Few conceptual definitions exist, and often definitions are left to the reader's interpretation.

This study evaluated one explanatory model of nurses' assessments of patients' abilities to manage at home using the LISREL (Linear Structural RELationships) computer program. The Final Trial model, developed from five sequential models, identified an adequate fit between the model-implied covariance matrix and the sample data matrix. In testing this same model in the context of three distinct nurse groups, Medical Surgical, Specialty and Other, began. Each of the three models underwent considerable revisions; however, none of these three models reached significance in stark contrast to the Final Trial model.

The lack of statistical significance of numerous beta coefficients and the overall failure of models prompted the decision to cease testing. The insignificant effects of the Severity of health care restructuring on the other concepts in the model was of most concern as this was the foundation assumption of the study. While each nurse group model failed, 17 statistically significant effects common across all three models offer some evidence of stability, and contain a significant theoretical contribution to health care environment research that has not been previously demonstrated, a causal feedback loop (Emotional Exhaustion – Unmet patient care needs – Safety variables) composed of significant effects. A significant finding is that Severity of health care restructuring is

working through the health care environment, indicating that real effects downstream would exist whether or not health care restructuring occurred. Further, this study has demonstrated that continuity of care is a dynamic set of values in which organizational variables may play a more significant role than previously thought. It is my hope that these contributions will be incorporated into future health care environment research studies.

Dedication

This dissertation is dedicated to my father, Roy Zboril, who passed away during my doctoral program.

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Chapter One

Introduction

Acute care hospitals have undergone fundamental changes in Canada, as well as in many other industrialized countries, throughout the last decade (Aiken, Clarke, & Sloane, 2000; Aiken & Fagin, 1997, Sochalski, Aiken, & Fagin, 1997). Once regarded as the centerpiece of the health care system and funded generously, acute care hospitals have faced a series of challenges created by changing hospitalization patterns, technological innovation, and constrained budgets that threaten to push hospitals to the margins of health care systems (Aiken, et al, 2000). Relatively untested managerial techniques promulgated by a burgeoning health care consulting industry have been embraced by hospital managers as solutions to the often contradictory and shifting objectives of hospitals (Aiken, et al, 2000). Little evidence has been available to assess the impact of restructuring on service outcomes. This dissertation will contribute to the developing body of knowledge on the effects of some hospital restructuring variables on a single component of continuity of patient care, namely patients' abilities to manage at home.

This research was motivated by my experience as a registered nurse who lived through the health care restructuring phase. Reduced health budgets were the impetus behind the efforts to lower the average length of stay in an effort to minimize costs. Concerns regarding quality of care and continuity of care for these patients emerged as nurses struggled to prepare patients to leave the hospital. Historically, discharge planning has been assumed to be a critical element of continuity of care. The number of registered nurses was significantly decreased during health care restructuring thus decreasing the capacity for discharge planning and continuity of care. During my doctoral program, I became involved in the Alberta component of the International Hospitals Outcomes Study and was granted access to the nurse survey by Alberta lead, Dr. Phyllis Giovannetti. The survey results have been reported elsewhere (Giovannetti, Estabrooks, & Hesketh, 2002). A suitable proxy measure for continuity of care was discovered within the survey, prompting the decision to pursue this area of research.

The Research Problem and Its Significance

The problem addressed in this investigation is the need for empirical evidence to develop theory describing the relationship between hospital restructuring and patients' abilities to manage at home. This evidence will be important to build theory to guide the development of health policy and hospital policies that relate to organizational structures and processes affecting continuity of care, and further research on continuity of care.

Continuity of care is a term commonly used in nursing and health care circles, and has even been referred to as an ideal (Beddar & Aikin, 1994; Buckwalter, 1985; Hartigan & Brown, 1985). Beddar and Aikin (1994) suggested that most clinicians consider it a standard of care; nonetheless, several definitions of continuity of care have been developed by individuals and professional bodies over the years (see Appendix A: Representative Continuity of Care Definitions). These definitions incorporate a number of components related to the concept of continuity of care such as discharge planning, transitional care, coordinated care, and community care.

The evolution of the concept of continuity of care in North America mirrors the characteristics and development of the health care system itself. Institutional and community health services have developed as largely distinct sectors in terms of their policy formation, financing, organization, and providers. Shamansky, Boase and Horn (1984) provide a detailed chronology of events related to the discharge planning and continuity of care movement which will be described in the following chapter. However, despite more than a century of development, the conceptualization of continuity of care has not progressed much beyond defining the term. An extensive review of the literature failed to identify a comprehensive model or framework that describes what the concept of 'continuity of care' involves, how it is implemented, or how it is measured. Little research has been done on the effectiveness of widely acknowledged components of transition in care, such as discharge planning or case management approaches. This has further contributed to a lack of understanding of continuity of care. Maturation of the continuity of care paradigm has been stunted by the emphasis on and testing of individual phenomena. Testing only the components of continuity of care may result in erroneous conclusions of no effect, as the whole is undoubtedly greater than the sum of the parts. The complexity of continuity of care requires acknowledgement and study.

This thesis gives an account of my adventure using structural equation modeling to explore the effects of health care restructuring on patients' abilities to manage at home. This dissertation will include the symbol ¶ with numerical endnotes which were introduced after I had completed the analysis. The endnotes are listed on page 160, preceding the Bibliography. Each ¶ and endnote reports on an instance where, after viewing my findings, I discovered my write-up was deficient at conveying the methodological import of some decision, change, or action. Introducing an appropriate methodological discussion at each relevant location would have been unreasonable since this would have disrupted the structure of the thesis considerably, often merely to repeatedly acknowledge the same style of concern, problem, or difficulty. It was decided instead to acknowledge the location of the relevant methodological points with the ¶ symbol and endnote, and to address these retrospectively in Chapter 7. This allowed me to group the similar concerns together and provided an opportunity to reflect on the cumulative impact of the multiple and varied omissions, and to reflect on how I or other researchers might undertake further studies employing structural equation modeling. Hence, the ¶ symbols and endnotes serve as a guide for the reader to illuminate the subjective aspects of my research experience. In Chapter 2, these symbols represent the unanticipated tentativeness, softness, or imprecision of the literature used to develop the model. In Chapters 5 and 6, the symbols represent model output that I either misread or was insensitive to at the time. The importance of these misreadings and insensitivities became most apparent to me when in the end several models failed. I have now become more aware of how the complexity of a research methodology coupled with inexperience with that methodology can lead to difficulties identifying deficiencies within a model. In conducting this study, I have learned that attentiveness is a key component of the researcher role regardless of the methodology being applied. Simply reading past the ¶'s describes the study as I had assumed it would unfold. The retrospective reflection presented in Chapter 7 examines the effects of decisions made during the study and their impact. It is hoped that the use of the ¶'s and endnotes will enable readers of this research report, particularly other researchers using the structural equation modelling methodology for the first time, to appreciate how decisions made during the analysis may lead to misinterpretation of the data.

Chapter Two

Review of the Related Literature

During the 1990's, health care restructuring was accelerated in Canada when the federal government reduced transfer payments to the provinces, thereby dramatically reducing the operating funds available to acute care hospitals. As hospitals struggled to minimize costs, health system users experienced decreased lengths of stay for inpatient care, more day surgery procedures, and increased levels of acute care at home. As a result, post-discharge responsibilities were thrust upon the patient and or the patient's family. Phrases mocking the growing emphasis on shortened lengths of stay such as "discharge sicker and quicker" or "treat 'em and street 'em" became prevalent as patients were discharged with little preparation to assume care in the home (Haddock, 1994; Hartigan & Brown, 1985; Jackson, 1994; Naylor, et al, 1994; Rawl, et al, 1998). Invariably, such dramatic and dynamic system changes increase the potential for significant gaps in continuity of care.

The major objective of this review is to explicate the current state of knowledge related to health care restructuring and its relationship to patients' abilities to manage at home. As previously noted, the use of the ¶ symbols in this chapter represent research topics where published findings of correlation were not supported as corresponding effects during testing of the structural equation model. Each numbered ¶ will be addressed in the final chapter of this dissertation, and as an endnote on page 160, preceding the Bibliography, and will highlight where model effects, developed from previous research, were not sustained; these inconsistencies demonstrate the tentativeness of the literature that researchers and theorists of continuity of care models should be wary of in the future.

Scope of the Literature Review

The literature review began by searching nursing and health services database literature indexed in CINAHL, EMBASE, MEDLINE, and HEALTHSTAR from 1980 to February, 2004, using the key words 'hospital restructuring', 'nurse', 'nursing', 'patient discharge', 'discharge planning', 'continuity of care', 'seamless care', 'transitional care', 'continuing care', 'coordinated care', and 'community care.' As well, equally valuable resources of literature were found within the references in key publications. A

subsequent review between February, 2004 and September, 2006 did not identify any significant findings that would alter the conclusions drawn in this literature review or development of the model. This review focuses on the research that examines both hospital restructuring and the health services outcome of continuity of care and its related terms.

This review is divided into four parts examining the literature on: 1) historical development of continuity of care, 2) continuity of care in the nursing literature, 3) the condition of the nursing work environment, and 4) health care restructuring and the nursing work environment.

The Historical Development of Continuity of Care

The evolution of the concept of continuity of care in North America mirrors the characteristics and development of the health care system itself. Shamansky, Boase and Horn (1984) provide a detailed chronology of events related to the discharge planning and continuity of care movement. The first hospital social services department in the United States was established by a physician in 1905 with the duties fulfilled by a nurse to ensure that prescribed treatment was carried out. In 1910, William Woodbury argued that hospitals were not fulfilling their duties of relieving the sick because their “interest in the patient ends at the hospital door.” By 1912, state run mental hospitals in New York and Massachusetts had enlisted social workers to ensure after care services because hospital physicians seldom knew what happened to their patients after discharge, and compliance with treatment was poor (Shamansky, et al, 1984). The hospital administrators soon realized the dual benefits of discharge planning: 1) to enhance continuity of care, and 2) to expedite hospital discharge (Beddar & Aikin, 1994).

Shamansky, et al (1984) attribute the first formal study of discharged hospital patients (N=200) requiring ongoing care to a nurse, Mary Strong Burns. Burns (1921) envisioned the patient as an active ‘field agent’ in promoting good health practices. Key elements for continuity, highlighted in Burns’ final recommendations, included patient involvement in the development of a plan for their aftercare, adequate patient instruction about their condition and treatments, as well as general hygiene. By the 1930’s, with the difficult economic times of the Great Depression, concern continued as many hospitals were still discharging patients without a plan for their continued care in the community.

It was not until after World War II, however, that hospitals and public health nursing agencies began to collaborate with referrals to community agencies (Frost, 1947). Comprehensive community planning started in the 1950's and it was evident by the 1960's that discharge planning had become the focus of transitional care (Shamansky, et al, 1984). In the 1960's the term 'discharge planning' first appeared as the means by which continuity of care could be achieved. Discharge planning programs were still located exclusively in hospitals, and the responsibility often fell on a variety of individuals who functioned in a variety of ways. With the emphasis on structure, procedures, and policies, much of the literature was devoted to descriptions of various discharge planning programs and research studies primarily focused on instrument development to evaluate these programs (Shamansky, et al, 1984).

By the 1970's, escalating health care costs and the era of consumerism and patient satisfaction in health care brought about efforts dedicated to utilization review and quality improvement (Shamansky, et al, 1984). In this decade, "continuity" became formally and widely acknowledged by professional and accreditation bodies and well integrated into health service delivery (American Nurses Association, 1975; Fenwick, 1979; Hartigan & Brown, 1985). Health care delivery in North America generally, and in Canada specifically, changed substantially in the early to mid-1980's. This change was characterized by a sharp departure in policy and/or reimbursement shifting from institutional care to home based alternatives (Rachlis & Kushner, 1989; Shamansky, et al, 1984).

During the 1990's, the concept of continuity of care did not progress much beyond defining the term. Even today, no comprehensive model or framework outlines what the concept of 'continuity of care' involves, how it is implemented, or how it is measured. Little research has been done on the effectiveness of widely acknowledged components of transition in care, such as discharge planning or case management approaches. This has further contributed to a lack of understanding of continuity of care. Maturation of the continuity of care paradigm has been stunted by the emphasis on and testing of individual phenomenon. Testing only the components of continuity of care may result in erroneous conclusions of no effect, as the whole is undoubtedly greater than

the sum of the parts. There is a need to acknowledge and study the complexity of continuity of care.

In summary, several observations about discharge planning are pertinent for advancing the understanding of the concept of continuity of care. Historically, continuity of care has typically been viewed, defined, and measured from the perspective of one sector or setting, usually the hospital. This has led to a focus on discharge planning and case management as a means to accomplish this. The focus on discharge planning may be more practical because of the difficulty in determining a model or framework for continuity of care. As well, discharge planning has been an accreditation requirement in institutional care in the United States for several decades (Hartigan & Brown, 1985; Shamansky, et al, 1984) and has become a discrete, identifiable component of health services delivery. In contrast, Canada does not have this accreditation requirement for discharge planning; however, it does have an accreditation standard for continuity of care (Canadian Council on Health Services Accreditation (CCHSA), 2005). Recently, the CCHSA (2006) released its Required Organizational Practices (ROPs) which require organizations to improve continuity of care by having effective mechanisms in place for transfer of information at interface points such as discharge or transfer between health care services or sectors.

Haggerty, Reid, McGrail, & McKendry published a broad survey of the literature in 2001. They concluded that continuity of care is conceptualized differently in primary medical care, condition-specific care, and nursing care.

Primary Medical Care

Haggerty and colleagues (2001) acknowledge the research of Starfield (1992; 1998) who considers continuity an essential attribute of primary medical care and who describes four main features of primary medical care. First, it is the patient's gateway to the health care system. Secondly, it refers to a long-term relationship rather than one defined by a specific episode of illness or disease. The third feature of primary medical care is that it includes a full range of services to meet the patient's needs. Finally, it coordinates health services across providers and over time (Starfield, 1992; 1998). Literature describing continuity of primary medical care has generally focused on care

delivered by general and family physicians, but also incorporates care delivered by nurse practitioners (Haggerty, et al, 2001).

Long-term relationships and integration or coordination are considered distinct from each other in primary medical care. However, other disciplines, such as nursing and mental health, capture both attributes under the broad heading of continuity (Haggerty, et al, 2001). As a result, considerable confusion has been created in primary medical care because some researchers use the term continuity to refer specifically to a long-term relationship between patient and practitioner (Freeman, 1987; Freeman & Hjortdahl, 1997; Hennen, 1975; Rogers & Curtis, 1980; Starfield, 1998; Wall, 1981) while others refer to continuity as the coordination of care (Rogers & Curtis, 1980; Shortell, 1976; Starfield, 1992; Starfield, Simborg, Johns, & Horn, 1977).

Condition-specific Care

The historical development of continuity of care focusing on a specific condition began in the area of mental health care more than fifty years ago (Bachrach, 1993; Haggerty, et al, 2001). The importance of continuity in mental health care became prominent as patients were deinstitutionalized and responsibility for care shifted to community services. Links from hospital to community care are needed most by patients diagnosed as severely mentally ill. These patients are less able to organize their own care, and therefore there is a greater onus on health care providers to ensure that hospital-community linkages are established and maintained (Bachrach, 1993). In many places, these linkages have been established by bringing inpatient, day-patient, and outpatient services together under a single treatment team (Emes & Tempier, 1996).

Another specific condition that has also been studied is cancer care (Haggerty, et al, 2001). Continuity in cancer care emphasizes the connection of separate events into a coherent whole, and individualized management plans extending from diagnosis to cure or palliation (Sahlberg-Blom, Ternstedt, & Johansson, 1998; Smeenk, De Witte, Nooyen, & Crebolder, 2000; Smeenk, et al, 1998). Some researchers assert the need for concentrated patient care by few providers in order to enhance trust and communication (Smith, Nicol, Devereux, & Cornbleet, 1999) and/or promote consistency in management of care (Mor & Rice, 1993; Smeenk, et al, 2000). As well, the psychosocial needs of patients and their families must be included in cancer care (Lauria, 1991).

Nursing Care

Continuity is encompassed within clinical nursing practice (Haggerty, et al, 2001) however, a clear definition is not evident (Sparbel & Anderson, 2000a). The varied roles nurses assume have shaped the definitions of continuity in the nursing literature.

Continuity of nursing care is often considered part of the management plan for patients with a specific admitting diagnosis such as stroke or diabetes, or for identified patient groups such as the frail elderly or terminal cancer patients. The exception is care provided by nurse practitioners functioning as primary care providers as discussed previously. Terms such as 'discharge planning', 'continuum of care', and 'case management' are often used as synonyms for continuity of nursing care.

Three key ideas have emerged in the nursing literature where continuity of care is explicitly defined (Sparbel & Anderson, 2000a; Van Achterberg, Stevens, Crebolder, De Witte, & Philipsen, 1996). First, continuity links separate elements of care together over time, primarily between hospital and community settings, but also in the hospital and in the community. Secondly, information transfer between nurses is an essential component of continuity of care because often, many nurses are involved in a patient's care. As a result, continuity improvement efforts have tended to focus on improving information transfer. Finally, the central notion of continuity of nursing care is the coordination between various providers in the same or different settings. Coordination occurs primarily among nurses, although recent literature describing the advanced-practice nurse role includes coordination with other types of health professionals (Van Achterberg, et al, 1996).

Continuity of care versus continuity of carer. Despite many definitions of continuity in the nursing literature, two main themes have been identified: continuity of care and continuity of carer (Canady, 1999; Haines, Crocker, & Leducq, 2001; Procter, 1995; Russell, 1999). Bower (1972) defined continuity as “an even flow or progression of care from one nurse to another, from one shift to another, and from one discipline to another.” This definition exemplifies the ‘continuity of care’ perspective and recognizes the involvement of more than one nurse or organizational unit in a patient’s care. A consistent approach to nursing care is of utmost concern.

Nursing researchers have also emphasized the ‘continuity of carer’ perspective and its benefits (Aiken & Sloane, 1997; Aiken, Sloane, & Lake, 1997; Aiken, Sloane, Lake, Sochalski, & Weber, 1999; McClure, Poulin, Sovie, & Wandelt, 1983; Procter, 1995). Having the same nurse enhances integration of information into the care plan thereby helping to ensure consistent ongoing care. As well, recognition of the therapeutic nature of the nurse-patient relationship is increased (Close & Procter, 1999).

Generally, the context in which nurses work determine the aspects of continuity that are emphasized. As nursing expanded beyond traditional hospital practice to include specialized functions such as discharge liaison nurses and case managers, the definitions of continuity also evolved (Sparbel & Anderson, 2000a). The literature appears to focus on three areas: in-hospital nursing care; transition care from hospital to community (discharge planning); and community nursing.

In-hospital nursing. In-hospital nursing care is characterized multiple nurses providing care to patients around the clock. This means that care is regularly handed off, making communication mechanisms crucial for maintaining a consistent approach to care. Thus, a large portion of the literature about continuity in hospital nursing has concentrated on improving communication practices (Greaves, 1999; Joy, 1975; Kerr, 2002; Lally, 1999). However, Joy (1975) reported that discontinuity in care can still result from failure to communicate subtleties in care or by giving too many nurses responsibility for formulating the care plan. The primary nursing model of care enhances continuity by having one nurse responsible for formulating the care plan and coordinating nursing services during a patient's entire hospitalization. The premise is that the primary nurse’s familiarity with the patient leads to more effective and individualized care

(Aiken, et al, 1999; McClure, et al, 1983). In contrast, Giovannetti (1986) in her extensive review of the literature on primary nursing did not find evidence of more effective nursing care.

Discharge planning. Much of the continuity literature in nursing pertains to discharge planning. Discharge planning encompasses preparations for transferring a patient from one level of care to another, typically from an acute-care hospital to the community (Anderson & Helms, 1993a, 1993b, 1994; Hofmeyer & Clare, 1999; Sparbel & Anderson, 2000a, 2000b). Nurses are often responsible for the transition of patient care between settings. This transition involves both patient and family education and communication of the patient's needs to the new caregiver. The transition between settings may be more successful when the same nurses see the patient in both environments, which has sparked some researchers to advocate for hospital-based liaison nurses (Anderson & Helms, 1993a; Hofmeyer & Clare, 1999). These liaison nurses have more knowledge of community care than ward nurses and are therefore expected to bridge the gap between different settings.

Community Nursing. There are fewer published studies of continuity in community settings and those that exist appear to focus on condition-specific care. Community nurses' roles vary considerably from the provision of home-based nursing care post hospitalization to advanced-practice nursing case management for patients with specific conditions or needs (Sparbel & Anderson, 2000a). To function more effectively as coordinators or independent providers of care, community nurses generally have higher levels of educational preparation.

Common Themes Across Disciplines

Reid, Haggerty, & McKendry (2002) synthesized the continuity of care literature and identified the most parsimonious set of common themes across the different disciplines. The authors categorized these themes into two core elements and three types of continuity.

Core Elements of Continuity. Reid et al (2002) identified two core elements of continuity: individual and longitudinality. Continuity of care refers to care received and experienced by individual patients. The focus is on the interaction between a patient and one or more health care providers and can be viewed from either perspective. The other

element, longitudinality, refers to care delivered over time. The time dimension can vary from short intervals, such as hospitalization for simple surgery, to long term relationships such as primary medical care.

Types of Continuity. Reid et al (2002) identified three types of continuity: management, informational, and relational. Management continuity refers to consistent health care services that complement each other, are not missed, duplicated, or ill-timed. An explicit management plan may specify a single episode of care such as a nursing care plan during hospitalization, or multiple episodes of care for the same illness, such as cancer. Management plans are essential when care is delivered by multiple providers to ensure clarity of goals, treatment approaches, and lines of responsibility (Anderson & Helms, 1995).

Informational continuity refers to the manner in which providers use information to relate past health care events to present ones and to adapt care to meet patient needs. Separate health care events can be connected when documented patient information is transferred from one provider to another. Providers' accumulated knowledge can also connect different episodes of care. As patients progress from seeing the same provider, to seeing multiple members of the same team, to seeing multiple providers in different sites and organizations, transfer of information becomes increasingly challenging (Anderson & Helms, 1993a, 1993b, 1995).

Relational continuity refers to ongoing relationships between patient and provider which helps to bridge continuity between discontinuous events. Interpersonal relationships between providers and patients are dependent upon the duration and type of care involved. The relationship may concentrate on a single episode of illness, multiple episodes of the same disease, or care delivered over time regardless of disease type (Reid, et al, 2002). Longitudinal care delivered by the same person may help to establish therapeutic provider-patient relationships built on trust, commitment, mutual understanding, and effective communication

Other Continuity of Care Research

Reid et al (2002) in their comprehensive review concluded that continuity of care is broadly based and no single measure captures the concept of continuity of care in its

entirety. Several nursing scholars have reached similar conclusions (Glenn, 1996; Newhook, 2004, Sparbel & Anderson, 2000a, 2000b).

Glenn (1996), utilizing a concept analysis approach, examined the continuity of care concept from medical, administrative, social work, and nursing perspectives. She described three overlapping themes; provider continuity, intra-agency continuity, and inter-agency continuity. Glenn (1996) discovered several surrogate terms for continuity of care; however, it is unclear whether she searched the literature using all of these terms. As a result, important papers may have been left out of the concept analysis. Another limitation of Glenn's (1996) study is that research publications were not differentiated from opinion or editorial papers. In the end, Glenn (1996) does not articulate a definition or a model of continuity of care. However, her work is an important contribution to the understanding of continuity of care as a concept and its complexity by demonstrating various difficulties with the concept based on various perspectives.

In 2000, an extensive review of the definitions and measurement of continuity of care in the nursing literature was published by Sparbel and Anderson (2000a, 2000b). A review of 38 published articles led these authors to conclude that conceptual models of continuity of care were not widely used as a basis for research. As well, no consensus regarding a conceptual definition of continuity of care was found.

Newhook (2004) recently completed an analysis of seven reviews of continuity of care literature. Her review included an examination of the work by Glenn (1996), Reid, et al (2002), and Sparbel and Anderson (2000a, 2000b). Newhook concluded that continuity of care research is broadly based; however, there continues to be a need for improved conceptual clarity, definition of variables, and valid measurement.

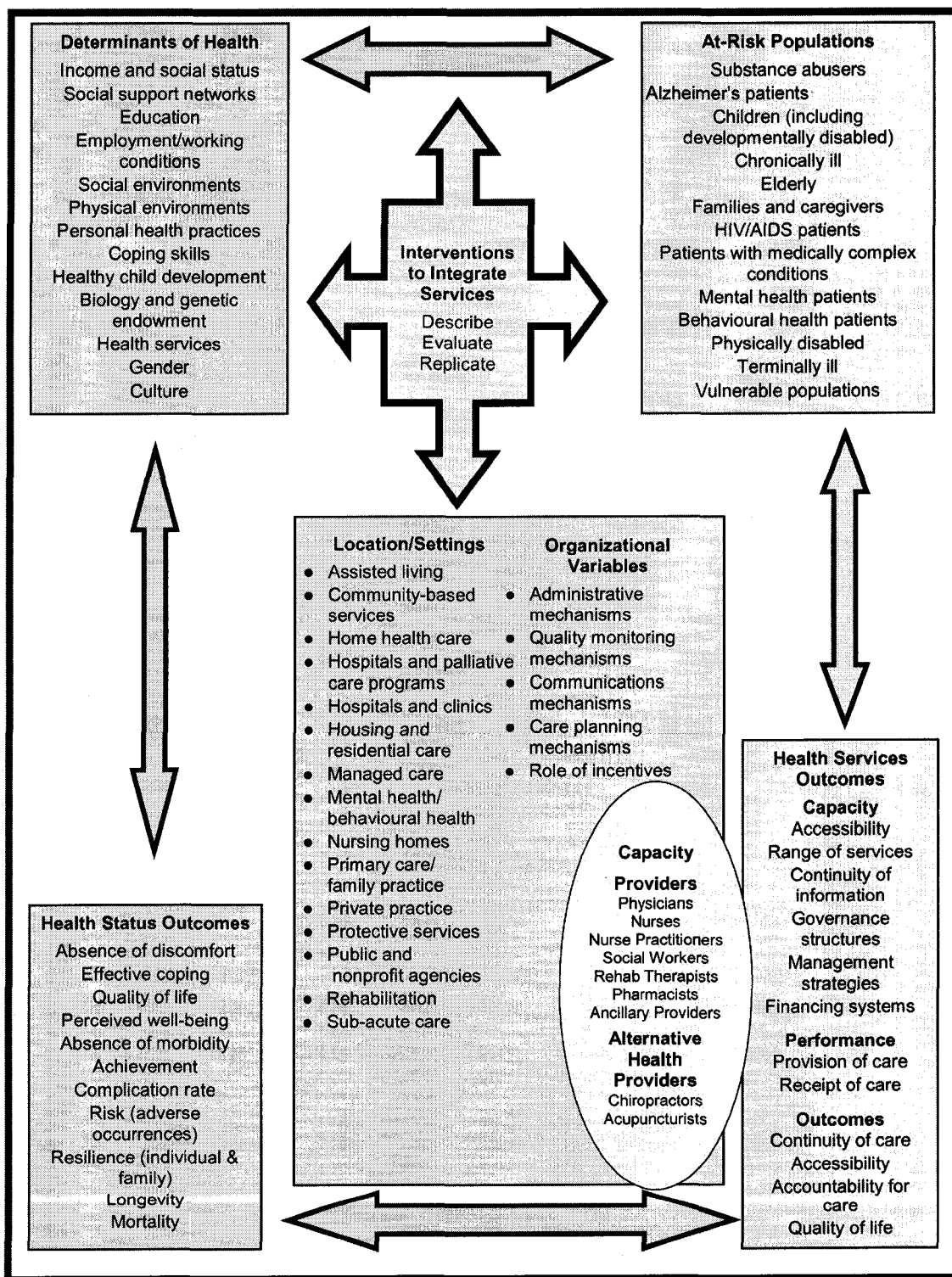
Researchers concluded that no comprehensive framework or model of continuity of care existed. This spurred development of the LINCS Research program based in the Faculty of Nursing at the University of Alberta in 2001. Within this research program, continuity of care was conceptualized as an outcome of health services (Smith & Birdi, 2002; Smith, Smith, Newhook, & Hobson, 2006) and subsequently a research model (see Figure 1, page 15) was developed. In the LINCS Research model, continuity of care is considered to be a consequence of antecedent factors, including the characteristics and operation of interventions for integrating services, and organizational variables, such as

administrative practices and the manner in which professional roles are structured (Smith, et al, 2006). These are among the many factors that affect the ability to achieve the health services outcome of continuity of care.

Summary

Over the years, there has been substantial interest in the concept of continuity of care, and researchers have been striving to understand how continuity fits in with acute care practice. However, conceptualization of continuity of care has not progressed much beyond an array of definitions. Further, the definitions of continuity of care that have emerged, are largely discipline specific and confined within the context of the research setting. There is strong support for the notion that nurses contribute to continuity of care thus enhancing patient care. Therefore, it is necessary to further investigate continuity of care within the nursing literature.

Figure 1. Continuity of Care in a Population Health Perspective



Source: From *A Conceptual Model to Structure Analysis of Research Questions, Findings and Issues Pertaining to Continuity of Care in a Population Health Context* (p.2), by D. L. Smith and T. K. Birdi, 2002, Edmonton, AB: LINC Research Program. Reprinted with permission.

Continuity of Care: The Nursing Literature

As previously noted in the introduction, continuity of care is a commonly used term in nursing. It is described as an aim and a philosophy of care at the clinical and policy levels. Policy documents and the popular press often use terms such as 'seamless care' and 'continuing care' in an 'integrated health system.' Continuity of care has even been named as a principle and an ideal (Beddar & Aikin, 1994; Hartigan & Brown, 1985). Most clinicians consider it a standard of care (Beddar & Aikin, 1994). The concept of continuity of care encompasses discharge planning, transitional care, coordinated care, continuing care, and community care. These terms are intermeshed in the literature, used interchangeably, and usually not well defined (Anderson & Helms, 1993b; Jackson, 1994; McClelland, Kelly, & Buckwalter, 1985; McKeehan & Coulton, 1985).

For this part of the literature review, the databases were searched for peer-reviewed journal articles and dissertations that met the following set of inclusion criteria. They were: a) research based; b) involved nursing; c) involved, but not limited to, acute care hospitals; d) focused on one or more factors that influence continuity of care; and e) were written in English. Research based literature was defined as having a) a stated purpose, research question, or hypothesis; b) a literature review; c) description of the methodology; d) presentation of data; e) analysis of data; and f) discussion and conclusions. The use of a conceptual framework was not a criterion for inclusion. Databases were also searched for published opinion pieces and literature reviews.

The sample of peer-reviewed journal articles was compiled through two levels of review. First, a computer search of the terms listed above yielded 725 abstracts once duplicate abstracts were removed. Using the inclusion criteria, the 725 abstracts were reviewed and 39 articles were obtained. Second, again using the inclusion criteria, the 39 articles were reviewed. Of the 39 articles, only 33 articles met the criteria for inclusion. The remaining six articles were excluded for the following reasons: 4 described programs instead of research; one did not involve nurses in the acute care setting; and one did not have a stated purpose, research question, or hypothesis. An overview of the 33 articles is presented in Appendix B.

General Characteristics of Research Literature

Country of origin, populations, and settings. Thirty-three published journal articles were reviewed. Of these 33 research studies, 19 (58%) were conducted in the United States. Three studies each were carried out in the Netherlands and the United Kingdom. The remaining studies were contributed by a number of other countries. Diverse populations and settings were reported in the research. Of the 33 studies, 17 (52%) explored continuity of care solely from the patients' perspective or from the perspective of the patients and their informal caregivers. A variety of health care target groups were interviewed and or surveyed in six studies. The nursing population was specifically targeted in eight studies, while nurses and their patients were the focus in two studies.

The reported research spanned the continuum of health care. Hospital specific studies accounted for 15 of the sample, while 18 had an interorganizational focus, generally the hospital to community transition. These research settings usually included hospitals and select community health care agencies; however, entire health districts also comprised research locales. In all, 26 studies were centered on the transition process and information transfer across agencies, while seven described continuity in terms of follow-up programs led by hospital based, masters-prepared clinical nurse specialists or advanced practice nurses.

Journals. All of the studies were published in peer-reviewed journals. The Journal of Advanced Nursing, which featured six studies, contained the majority of the published articles. Three studies were published in the Journal of Nursing Administration. The remaining 24 articles were featured in a variety of medical and nursing journals.

Author affiliation. Continuity of care research has been conducted primarily by individuals affiliated with academic institutions. Academicians were noted as primary investigators in 19 (58%) of the studies, whereas individuals associated with practice settings led seven research projects. The remaining seven studies were joint partnerships of academic and practice or government affiliates. As well, sources of research funding were acknowledged in 12 (36%) of the thirty-three articles. Grants were received from a

variety of agencies including the National Institute for Health and the National Institute for Nursing Research.

Time periods. For the purposes of this review, three time periods were defined using the period of health care restructuring in the 1990s as a reference point. Pre-restructuring was defined as the years up to and including 1990, while restructuring was designated as the years 1991 to 1999 inclusive. Finally, the post-restructuring period was defined as the year 2000 and beyond. Twenty-three (70%) research studies occurred during the health care restructuring time period, while three took place post-restructuring. Five studies occurred during pre-restructuring, and two studies overlapped the pre-restructuring and restructuring periods.

Categorization of research. The typology published in Wood and Ross-Kerr (2006) was used to categorize the articles selected for review. In this typology, three levels of research are differentiated from one another based on increasingly complex research designs. In Level I, the focus of the study is a search for information. This approach is used to describe study topics where subject knowledge is limited because little or no research has been done. The research question is written using a “what is” or “what are” stem and the research purpose is written as a declarative statement. At this level, the research design is one of two basic models: 1) exploratory, or 2) descriptive. Exploratory research involves an in-depth exploration of a single process, variable, or concept. Descriptive studies examine one or more characteristics of a specific population. Level I research always involves one variable and one population.

Level II research builds on the results of first level studies (Wood & Ross-Kerr, 2006). When a topic has been thoroughly described, it is possible to identify measurable variables. At this level, the researcher must provide a conceptual framework for the study. Therefore he/she needs to discuss the concepts behind the variables and propose that a relationship may exist between, or among, these variables. The research question uses a “what is/are the relationship(s) between or among variables” stem and the research purpose is written as a question or a hypothesis. At this level, research is completed using correlational or comparative surveys. Correlational designs have a conceptual base and assess for cause-and-effect relationships in the results. However, the direction of the relationship between the variables cannot be specified at the beginning of the study. In

contrast, comparative designs are based on a theoretical framework, and cause-and-effect relationships can be specified at the beginning of the study. Comparative designs do not allow manipulation of the independent variable. This is the major difference between Level II designs and experimental designs of Level III.

Level III studies build on the results of second level research (Wood & Ross-Kerr, 2006). The starting point of research at this level is the search for a significant relationship between variables. At Level III, the availability of previous research findings enables the researcher to predict what will happen and suggest theoretical explanations. In other words, Level III studies always have theoretical frameworks to explain what the researcher expects to find. Testing theory at Level III will eventually contribute to the overall understanding of the topic. The stem of the research question is “why” and the research purpose is written as a hypothesis. All Level III questions lead to experimental designs that have one central characteristic: they are based on manipulating the independent variable and measuring the effect on the dependent variable. Level III studies are either classic experimental designs or quasi-experimental designs. Classic experiments consist of subjects randomly assigned to groups, the investigator manipulating the independent variable, and the presence of at least two groups: experimental and control. In quasi-experiments, the investigator manipulates the independent variable, and one or more characteristics of a classic experiment are absent. For example, in a quasi-experimental design there may not be random assignment to groups, and or control group(s).

When Wood and Ross-Kerr’s (2006) typology was applied, 17 of the articles selected for review were classified as first level research, two were deemed Level II, and finally 12 were designated as Level III on the basis of the authors’ description of the type of research. Where the authors did not use specific descriptions, the article was categorized based on the reviewer’s judgment; two articles fell into this category.

Three of the 17 Level I studies were noted to be undertaken after the year 2000; during the post-restructuring time period. Continuity of care research has spanned decades; however, researchers in the 21st century still do not appear to be moving beyond this entry level of research.

Theoretical definitions of the independent and dependent variables were not reported in 10 of the 12 articles designated Level III research. Further, five of these 10 articles acknowledged support from various funding agencies. As the purpose of Level III research is to contribute to the overall understanding of a topic through theory testing (Brink & Wood, 2001), the absence of theoretical definitions at this level, particularly in funded research studies, can be viewed as a serious methodological deficiency.

Definitions of Continuity

Despite its longevity as a concept and its common usage, actual definitions of continuity of care in the research articles were relatively difficult to locate. Continuity of care was often a by-product of the research instead of the focus, and was not defined as an individual concept. Even articles directly addressing continuity of care such as effectiveness of communication techniques (Street & Blackford, 2001), or case management (Armitage & Kavanagh, 1996; Einstadter, Randall, Cebul, & Franta, 1996; McWilliam & Sangster, 1994), continuity was neither conceptually nor operationally defined. Definition was often left to the reader's interpretation. Only 11 of the 33 research articles provided a conceptual definition of continuity (Anderson & Helms, 1994, 1998; Anthony & Hudson-Barr, 1998; Bull, 1994; Haddock, 1991, 1994; Patterson, Blehm, Foster, Fuglee, & Moore, 1995; Pichitpornchai, Street, & Boontong, 1999; Rawl, Easton, Kwiatkowski, Zemen, Burczyk, 1998; Shultz, Geary, Casey, & Fournier, 1997; Victor, Young, Hudson, & Wallace, 1993).

In the 11 articles in which authors did define continuity of care, similarities in definition were noted. Foremost was the concept of continuation or ongoing process. The authors of these research articles each utilized key phrases namely: uninterrupted coordinated delivery... by the next level service provider (Anderson & Helms, 1994, p.63), a series of coordinating linkages across... providers and consumers of health care (Anderson & Helms, 1998, p.255), McKeehan and Coulton's model of structure, process, and outcome (Anthony & Hudson-Barr, 1998, p. 48), Donabedian's structure, process, outcome model (Bull, 1994, p.48), a process of activities... transition of health care (Haddock, 1991, p.10; 1994, p.249), a coordinated process of activities... from one level of health care to another (Shultz, et al, 1997, p.143), nurse to nurse communication (Patterson et al, 1995, p.29), coordination of services (Rawl, et al, 1998, p.204), the

process by which...disciplines collaborate to facilitate smooth transitions (Pichitpornchai, et al, 1999, p.356) and continuous 'seamless' provision of appropriate care (Victor, et al, 1993, p.1298). The consistency was that continuity of care is a process that occurs over time, requires coordination, encompasses multiple people and settings, and includes a transfer of information.

Thematic Analysis of the Research

Analysis of the substantive content of the research shows two common but related thematic perspectives, communication and discharge planning.

Communication. Efficient and effective communication processes are clearly seen as necessary linkages for continuity of care. Communication as a factor influencing continuity of care was emphasized in 19 of the 33 articles (58%) and spanned the Wood and Ross-Kerr (2006) typologies. Researchers divided communication issues as either: a) communication between professionals and patients and/or families, b) communication among intra-agency professionals, or c) communication among inter-agency professionals. Researchers primarily conducting Level I research explored communication through the written transfer of information to a receiving agency upon discharge (Anderson & Helms, 1994, 1998; McKenna, Keeney, Glenn, & Gordon, 2000; Pateman, Wilson, McHugh, & Luker, 2003). The type and completeness of written information were key components. Substantial demographic information was transferred, but only limited nursing and psychosocial information data were provided (Anderson & Helms, 1998, Pateman, et al, 2003). Use of a brief, complete, standardized communication form that facilitates information retrieval, coupled with adequate staff training and timely transfer of information were key components advocated by Patterson, et al (1995) and Anderson and Helms (1994).

Communication between professionals and patients and/or families was described in several research reports. Such communication was characterized by information overload about medications at discharge (Shultz, et al, 1997), the inadequacy of written discharge instruction and orders (Bull, 1994; Klop, et al, 1991), and reaching agreement on the discharge plan (Bull, 1994; Pichitpornchai, et al, 1999).

There was evidence to suggest that inadequate intra-agency or unit-to-unit communication on either personal or system levels affected continuity of care.

Communication among staff in the same organization was influenced by role confusion and rivalry (McWilliam & Sangster, 1994; Pichitpornchai, et al, 1999; Street & Blackford, 2001). Organizational processes, such as assignment of responsibility for follow-through with patient teaching (Arts, Francke, & Hutten, 2000; Dukkens van Emden, Ros, & Berns, 1999; Gow, Berg, Smith, & Ross, 1999; Pichitpornchai, et al, 1999), and different practice environments within the same organization (Patterson, et al, 1995), influenced communication.

Inter-agency communication was also identified as an important factor in continuity of care. Differing expectations of referral outcome, confusion about the reason for the referral, and uninformative referral data contributed to problems with continuity (Anderson & Helms, 1994; Bowles, et al, 2003; McKenna, et al, 2000; Pateman, et al, 2003). Late information, a lack of written information, or inaccurate information was also noted (McKenna, et al, 2000; Pateman, et al, 2003; Patterson, et al, 1995). Community nurses often were not informed about hospital admissions during home care, and inadequate exchange of information resulted in unsuitable arrangements. As suggested by Pateman, et al (2003), adequate notice to home care agencies about patients being discharged from acute care facilities promoted continuity.

Another factor that enhanced continuity of care was follow-up care by the same hospital provider in the community. Studies reported decreased readmissions to hospital and or increased patient satisfaction when care providers continued with their patients in the community (Evans & Hendricks, 1993; Shultz, et al, 1997). In contrast, insignificant findings related to decreased lengths of stay, complications, and or readmissions were reported in other studies (Einstadter, Cebul, & Franta, 1996; Rawl, et al, 1995).

Discharge Planning. By far, the largest body of nursing literature related to continuity of care is published in the area of discharge planning. The predominant approach has been to explicitly (e.g. Haddock, 1991; 1994) or implicitly (e.g. Bowles, et al, 2003; Naylor, et al, 1994; Pichitpornchai, et al, 1999) equate discharge planning with continuity of care.

Discharge planning has been a formal requirement of hospitals for some time and is considered the means for ensuring that an individual's needs are met following discharge from hospital (Anderson & Helms, 1998; Joint Commission on Accreditation

of Health Care Organization, 2004; Parkes & Shepperd, 2003). Reports document the lack of provision for aftercare needs of vulnerable populations such as the elderly (Naylor, et al, 1994; Kennedy, Needlinger, & Scroggins, 1987, Styrborn, 1995) and newborn infants (Brooten, et al, 2002; Nelson, 1999). The publications on discharge planning mainly represent the perspective of the institutional sector, with a few reports from the community. The literature is largely descriptive of programs or approaches, but a few research studies provide empirical information on continuity of care.

In a critique of the discharge planning literature published between 1978 and 1992 by researchers within various disciplines, Jackson (1994) noted three major assumptions underlying these programs: cost effectiveness for the health care system, the provision of continuity of care, and quality of life enhancement for patients and families. In looking at these assumptions, Jackson concluded that the results were equivocal with regard to cost effectiveness based on the usual measure of length of stay and readmission outcomes. Nor did economic evaluations consider the community and family costs. Jackson found no evidence that one approach or model to discharge planning is superior and that generalizations were not possible about continuity of care and quality of life from the existing research. Jackson argued for increased sharing between sectors and for the establishment of common databases for improved continuity of care (Jackson, 1994, p. 498).

Although the literature is largely descriptive of programs or approaches, a few research studies provide empirical information on continuity of care. Findings link discharge planning to greater patient satisfaction ($p = .05$) and greater provision of post-discharge services ($p = .05$) (Haddock, 1991). Other researchers suggested specific organizational changes to improve continuity of care such as dedicated care coordinator roles (Gow, et al, 1999), improved communication and linkage between hospital and community nurses (Armitage & Kavanagh, 1996; McKenna, et al, 2000; McWilliam & Sangster, 1994), and clear lines of responsibility and incentive structures for nurses (Anderson & Helms, 1994). Researchers reported that early follow-up with the elderly after hospital discharge, and adequate authority by the community nurse to adjust services were important factors for optimal continuity of care (Street & Blackford, 2001).

These studies further support the conclusions about communication, structural and organizational factors reported in Jackson's (1994) critique.

A quasi-experimental study evaluated various structure and process factors in discharge planning. Mamon and colleagues (1992) found that older patients with unmet treatment needs (e.g. new medications, need for nursing care, physical therapy, or rehabilitation, etc.) were more likely ($p < .05$) to be rehospitalized within three months of discharge.

Studies using more stringent research methods made pertinent discoveries about effective discharge planning. Two randomized control trials (RCT) and one double blind experimental study evaluated the use of clinical nurse specialists (CNS) or advanced practice nurses (APN) as case managers during the discharge process and transition from hospital to home. Reduced length of stay ($p = .03$) (Kennedy, Needlinger & Scroggins, 1987), fewer total days of rehospitalization ($p = .04$ at 6 weeks post discharge) (Naylor, et al, 1994), ($p < .001$) (Evans & Hendricks, 1993), and fewer readmissions ($p = .08$ at 9 months post discharge) (Evans & Hendricks, 1993) were reported in the patient groups (experimental) as compared to the control groups. These Level III studies demonstrated the value of an enhanced discharge and follow up for identified "at risk" populations.

One common denominator of the four studies described above is that a theoretical definition of continuity of care was not provided. Level III research, such as randomized clinical trials, experimental designs, or quasi-experimental designs, as specified by the Wood and Ross-Kerr (2006) typology, should outline theoretical definitions of the variables under study. Absence of theoretical definitions at this level of research contributes to the continued confusion surrounding the continuity of care concept, and is a serious methodological flaw. As well, while these studies were conducted in the US health care system, generalizability of these findings is limited as the study participants were older (60+ years) or were veterans.

Nursing Practice and Discharge Planning. While discharge planning activity is multidisciplinary, nurses are considered the key to effective discharge and transition from hospital to home (Jackson, 1994; Shamansky, et al, 1984; Williams & Botti, 2002). The nurse, whether formally in the role of a case manager or working from a philosophy of case management, is the one who interacts with the provider team, has sustained contact

with patients and family during an illness episode, functions from a holistic approach and is positioned to improve the effectiveness and efficiency of care (Bower, 1992; Ethridge & Lamb, 1989; Gibbs, Lonowski, Meyer, & Newlin, 1995). One author describes admission to hospital as “a referral to nursing” (Packard-Helie & Lancaster, 1989, p.32).

McWilliam and Wong (1994) concluded that clinical nurses generally have the knowledge of what is needed for effective discharge planning; however, nurses encounter frustration and system barriers at the clinical level. In their study of nurses’ work in discharging patients from hospital to home, McWilliam and Wong (1994) have shed light on the complexities of hospital nursing practice and difficulties in dealing with the organization’s discharge process. Three aspects of nursing practice and the discharge process related to the work context were identified: working with the characteristics of bureaucracy (e.g. facilitating centralized control and mending fragmented work); compensating for the bureaucracy on behalf of the health care team (e.g. coordinating the work of others, troubleshooting, acting as physician’s handmaiden); and providing leadership to ensure effective care from others (e.g. serving as primary sources of information, acting as the patient’s advocate). This qualitative enquiry described how the structure and process of the existing fragmented health care system impedes a smooth transition from hospital to home.

Numerous studies explored the relationships of system issues, such as coordination and networking processes, and continuity. System issues included the need for a structured discharge planning model (Anderson & Helms, 1998; Haddock, 1991, 1994; Kennedy, et al, 1987; Naylor, et al, 1994), power and role clarity (Pichitpornchai, et al, 1999; Street & Blackford, 2001), the use of a community health nurse to assist in discharge planning and coordination (Arts, Francke, & Hutton, 2000; McWilliam & Sangster, 1994), case management (Einstadter, et al, 1996; Gow, et al, 1999), organizational affiliation (Anderson & Helms, 1994), size and complexity of the system (Anderson & Helms, 1994; McWilliam & Wong, 1994), organizational feedback to assist with process improvement (Anderson & Helms, 1994), unsatisfactory home care services following poorly coordinated care (Klop, van Wijmen, & Philipsen, 1991), and overemphasis on efficiency resulting in system fragmentation (McWilliam & Sangster, 1994; McWilliam & Wong, 1994).

Financial considerations including resultant length of stay were noted as factors in several studies. Lack of funding adversely affected the availability of home care follow-up or post-discharge programs (Anderson & Helms, 1994). Reduced lengths of hospital stay and rapid hospital turnover complicated continuity efforts (Anthony & Hudson-Barr, 1998; Bowles, et al, 2003; Lowenstein & Hoff, 1994; Pichitpornchai, et al, 1999).

Several researchers have asserted that one of the goals of restructuring was to reduce service fragmentation in the health care system by improving the coordination of services, facilitating better collaboration among health care providers and providing better health care to the population (Leatt, Pink, & Guerriere, 2000; Maclean & Zon, 2000). These goals may not have been achieved as the findings of several studies indicate. There is some evidence to suggest that health care restructuring has resulted in a lack of time and staff to conduct comprehensive assessments of patients' discharge readiness and to communicate this information with other essential health care providers. Three studies found that pressures to discharge patients quickly, deficits in the discharge process (a perceived lack of opportunity and time to plan, communicate, and collaborate) and problems with access to care all appear to have affected the ability of professionals to complete the process of discharge referral in a timely fashion (Anthony & Hudson-Barr, 1998; Bowles, et al, 2003; Pateman, et al, 2003).

Issues such as short-staffing, inexperienced staff, or the use of "float" nurses who "don't know the patient" appear to hamper nurses' participation in discharge planning (Bowles, et al, 2003; Bull, 1994; Lowenstein & Hoff, 1994). Further, staff nurses believed that the lack of continuity was the result of shift work, an increase in part-time staff, and 12-hour shifts combined with shorter hospitalizations. These factors meant that no single person knew much about the patient and consequently no one was able to "follow through" (Lowenstein & Hoff, 1994; McKenna, et al, 2000).

Hospital nurses have been perceived as the key persons responsible for the coordination of care process (MacWilliam & Wong, 1994). However, nurses viewed insufficient time due to workload as being partially responsible for lack of continuity. Nurses often reported being assigned to do too many non-nursing duties (delivering meal trays, cleaning beds, mopping floors, etc.), which made it difficult to find time to assess patient readiness and facilitate discharge (Pitchitpornchai, et al, 1999). As well, it was

found that some junior nurses were inclined to neglect the discharge planning role. These staff members relied on either more experienced staff, the nurse in charge, or the discharge professional to assess patients' aftercare needs as they did not see discharge planning to be their responsibility (Anthony & Hudson-Barr, 1998; Armitage & Kavanagh, 1996; Pitchitpornchai, et al, 1999).

While discharge planning is generally viewed as hospital nurses' responsibility, Williams and Botti (2002) suggested in their review that in the current health care environment, activities of hospital nurses end formally at the hospital door. Lowenstein and Hoff (1994) found that many nurses agreed that discharge planning in their hospital was not carried out appropriately to meet patient needs. Nurses often do not see the consequences of a hastily planned or badly prepared hospital discharge unless the patient is readmitted to the same ward (Klop, et al, 1991; McWilliam & Wong, 1994). Further, Lowenstein and Hoff concluded that the work nurses put into discharge planning is devalued when no effort is made to provide feedback. They suggested that feedback of effective discharge planning would benefit staff members who want to provide the best possible care for their patients and families. Lack of knowledge of the problems that occurred when the plan was implemented impedes the success of future planning because flawed plans may be replicated for other patients (Lowenstein & Hoff).

Professional role confusion was a frequently mentioned factor in continuity of care (Armitage & Kavanagh, 1996; McWilliam & Sangster, 1994). Role confusion appears to be exacerbated by complex or fragmented systems, lack of clarification of job responsibilities, professional rivalries, territoriality, and semantic differences. Nurse discharge planners (Kennedy, et al, 1987; Styrborn, 1995), discharge liaison nurses (Armitage & Kavanagh) and case managers (Einstadter, et al, 1996; Gow, et al, 1999) as well as collaborative efforts by social workers and nurses (Haddock, 1994; Iglehart, 1990) were found to positively affect discharge planning.

Knowledge of available resources on the part of personnel, including nurses, has been identified as a factor affecting continuity (Bull (1994), Klop, et al (1991) and McKenna, et al (2000) pointed out that a lack of adequate knowledge resulted in missed referrals, in misleading information being given to patients and families, and in inadequate and incomplete referral information transmitted to home care agencies.

Researchers have suggested that adequate assessment of patients' needs after hospitalization may contribute to continuity of care. Tools to predict home care needs (Bull, 1994), patient assessment and need for further services (Kennedy, et al, 1987; Naylor, et al, 1994), the importance of family involvement and quality improvement measures (Klop, et al, 1991; Pitchitpornchai, et al, 1999), the effect of patient acuity on referral information and service provision (Anderson & Helms, 1993) and system capacity to manage technically complex care (McWilliam & Sangster, 1994) have all been linked to continuity of care.

Summary

Over the past three decades the majority of studies relating to continuity of nursing care have been linked to hospital discharge planning. These studies appear to have been largely driven by the hospital sector in order to successfully transfer patients out to the community (home) or to another level of institutional care. However, discharge planning only reflects the episodic passage from the institution, usually the hospital, to community and home. Although discharge planning is considered a central and important process for achieving continuity of care it is a contributing process rather than a complete remedy (Mamon, et al, 1992; Shamansky, et al, 1984). Discharge planning remains primarily episodic in its organization and occurrence. Research to date has been focused on methods of discharge planning and not on outcomes of continuity of care in the broader sense. There is a need to evaluate continuity of care as a health services outcome.

The Condition of the Nursing Work Environment

Our understanding of the constituents of a professional nursing work environment has been furthered through research related to magnet hospitals. The original, and subsequent, magnet hospital studies examined organizational characteristics that resulted in successful retention and recruitment of qualified registered nurse staff. While continuity of care was never explicitly examined in any magnet hospital study, the core attributes of magnet hospitals were generally assumed to contribute to ensuring continuity of care and the findings, particularly those of Aiken, Smith and Lake in 1994, indicate that high continuity of care existed in these hospitals.

Magnet Hospital Studies

Many hospitals in the United States experienced a critical shortage of registered nurses in the early 1980's. Despite the under-supply of registered nurses, a number of hospitals successfully recruited and retained registered nurses throughout this shortage. Because of the ability of these hospitals to successfully attract and retain registered nurses, these hospitals were labeled 'magnets'. A task force consisting of a group of nurse fellows from the American Academy of Nursing (AAN) was struck in 1982 to study what nurses found satisfying about their work and work environments in American magnet hospitals (McClure, Poulin, Sovie, & Wandelt, 1983; Havens & Aiken, 1999; Scott, Sochalski, & Aiken, 1999). It was expected that understanding the characteristics or conditions of the nursing work environments of these magnet hospitals would enable other hospitals to develop similar environmental conditions. The initial study carried out by the task force was a descriptive study of 41 magnet hospitals (McClure, et al). The sampling procedure used to select magnet hospitals began with a nomination process in which a group of nurse fellows of the AAN were invited to nominate American hospitals if a hospital met the following criteria: 1) had a reputation for quality nursing care and for being a good place to work, 2) was located where there was regional competition for registered nurses, 3) had certain registered nurse retention and turnover rates, and 4) had certain proportions of registered nurses, and ratios of nurses to patients.

In all, 165 "magnet" hospitals were nominated and 155 agreed to participate. The four task force members then independently reviewed the nominations and ranked them based on the submissions of hospital data with respect to retention, turnover rates, proportions of registered nurse staffing, and nurse-patient ratios. On the basis of these rankings, 46 institutions were selected as magnet hospitals; however, due to scheduling problems only 41 hospitals comprised the original study of magnet hospitals (McClure, et al, 1983).

The selection of informants has been well described in the literature (McClure, et al, 1983; Scott, et al, 1999). Each of the groups interviewed were congruent as to the organizational attributes that created the magnetism within their respective hospitals. These included low nurse turnover rates; adequate staffing levels; flexible scheduling; strong, supportive, and visible nurse leadership; recognition of excellence in practice;

participative management with open communication; good relationships with physicians; salaried rather than hourly compensation for nurses; professional development; rich nursing skill mix; and career advancement opportunities (Havens & Aiken, 1999; McClure, et al, 1983; Scott, et al, 1999).

Three broad categories of organizational characteristics were consistently identified as associated with the ability to recruit and retain RNs. These broad categories were: 1) leadership qualities of the nursing administration, 2) professional practice attributes of the staff nurses, and 3) an environment that supported professional development.

Administration. Magnet hospitals were perceived to have highly visible, accessible, and responsive administrative personnel (Havens & Aiken, 1999; McClure, et al, 1983; Scott, et al, 1999). Administrators in the magnet hospitals practiced a form of participative management, management by walking around (MBWA), as a means to maintain the openness and flow of communication with the staff. The open lines of communication eliminated the need for excessive meetings allowing nursing administrators to spend time in the patient care areas to engage in discussion of professional matters.

A quality of leadership was described in the magnet hospitals. Nurse leaders were considered to be visionary and enthusiastic, able to create an empowered environment for the RNs (Havens & Aiken, 1999; McClure, et al, 1983; Scott, et al, 1999). Leaders were often described as knowledgeable and highly qualified within their respective clinical area, and possessing a patient-centered care philosophy. They regularly attended board meetings and/or were involved on board committees, which gave nursing a voice at the top decision-making level and provided insight into the value of nursing's contribution to patient care. In most of these magnet hospitals, senior nursing executives were masters or doctorally prepared, and were also actively involved in state and national professional organizations.

Professional Practice. Decentralized decision making was frequently reported in the magnet hospital studies in association with RNs' perceptions of professional autonomy and control in their working environments, factors which were frequently associated with job satisfaction and productivity of nursing personnel in the magnet

hospitals (Kramer & Hafner, 1989; McClure, et al, 1983). As well, many of the magnet hospitals reported the concept of primary nursing as the essential component of professional practice (Havens & Aiken, 1999; McClure, et a, 1983; Scott, et al, 1999). Most of the organizations had modified the primary nursing concept in order to achieve continuity of care. Throughout the magnet hospital literature, positive nurse-physician relationships based on a mutual respect for each other's discipline and mutual concern for quality patient care were reported (Kramer & Schmalenberg, 1988a; 1988b; McClure, et al, 1983). Finally, positive patient outcomes, lower mortality rates and higher patient satisfaction rates, have been reported throughout the magnet hospital research (Havens & Aiken, 1999; Kramer & Schmalenberg, 1988a, 1988b; McClure, et al, 1983; Scott, et al, 1999). Enhanced welfare and workplace safety for nurses was also demonstrated through lower rates of needle stick injuries and emotional exhaustion (Aiken, Havens, & Sloane, 2000b; Aiken & Sloane, 1997; Aiken, Sloane, & Klocinski, 1997; Havens & Aiken, 1999). As well, the overall ratio of registered nurses to licensed practical nurses was 10 to 1 and the ratio of registered nurses to nursing aides (unlicensed assistive personnel) was 12 to 1 (Kramer & Schmalenberg, 1987a).

Professional Development

Throughout the magnet hospital research there is evidence of professional growth and development (McClure, et al, 1983). The focus on education, both formal and informal, demonstrated the commitment to improving the quality of patient care and appeared to be extremely important to the nurses interviewed. Career development through clinical laddering was also evident (Havens & Aiken, 1999; McClure, et al, 1983; Scott, et al, 1999). Clinical ladders were competency based with specific requirements for each level, and advancement programs were along either a clinical or management track. Clinical ladders provided an opportunity to grow as individuals and as professionals through recognition rewards of clinical competence accompanied by salary and title changes (McClure, et al, 1983).

Research Design

It is important to note that the 165 hospitals nominated, for the original magnet hospital study, represented a non-probability sample. The biased sampling technique, self-selection, limited the hospitals that were chosen first as the best examples of magnet

hospitals, creating an opportunistic sample (Havens & Aiken, 1999; McClure, et al, 1983; Scott, et al, 1999). The sampling bias may have inadvertently excluded other hospitals that were just as, or possibly more, successful in recruiting and retaining qualified staff. In particular, the third criterion for nomination, which was essential to eliminate institutions that were the single source of employment in a specific geographic region, may have also ruled out hospitals that were otherwise excellent institutions for professional nursing practice (McClure, et al, 1983).

The original magnet hospital study resulted in the description of the reported similarities of characteristics of the nursing work environments among the 41 designated sample hospitals. No attempt was made to compare these findings with those of non-magnet hospitals. Nor was any attempt made to study the products or outcomes of the magnet hospitals' nursing care (Kramer & Schmalenberg, 1988a). A non-probability sampling plan was used to select magnet hospitals in this original study; therefore, generalization of the findings to all 'magnet-like' hospitals is not possible. However, this study laid the foundation that enabled continued research into organizational attributes of hospitals and their relationships to patient, nurse, and organizational outcomes.

Other magnet hospital studies were conducted by Kramer and Schmalenberg (1988a; 1988b; 1991a; 1991b) and Kramer (1990). The findings of these descriptive studies confirmed and supported the findings of the original magnet hospital research. The researchers also concluded that more magnet hospital nurses reported their hospitals as possessing the attributes of magnetism and that these attributes were positively correlated with nurse job satisfaction, nurse self esteem and nurse staffing. Further research could build on this study to link these variables with patient and hospital outcomes to determine what differences nurse staffing and nurse job satisfaction have on patient and hospital outcomes. However, some of the same limitations were present in these studies as were present in the original study, such as the use of a non-probability sample. Generalization of these findings to other hospitals considered 'magnets' is limited. As well, because no comparisons were made with non-magnet hospitals, it was unclear whether many of these attributes might be present or absent in other magnet or non-magnet hospitals. An alternate explanation for the findings might be that these characteristics are similar in both magnet and non-magnet hospitals.

Much of the magnet hospital research was conducted prior to the dramatic changes in hospital settings that have occurred over the last decade. In 1997, approximately 15 years after the original magnet hospital research and after significant hospital restructuring had already been undertaken in most North American hospitals, Buchan (1999) studied 14 magnet hospitals to determine whether the characteristics of excellence found in the original magnet hospitals had been retained. This more recent study of magnet hospitals explored the stability of 'magnet' characteristics of hospitals over a period of instability within hospitals.

Buchan (1999) found that all of the hospitals had been able to maintain flexible working hours and decentralized organizational structures. Almost all of the hospitals had managed to retain a participative management style or shared governance, professional autonomy for nurses, a nurse executive at the board level, and a career clinical development program. Restructuring appeared to have affected the nursing staff skill mix, the care delivery model, and continuing education funding the most. The majority of the "original" magnet hospitals had had to abandon the all registered nurse staffing in favor of incorporating unlicensed assistive personnel and or licensed practical nurses. Primary nursing was not sustained as the standard model of care delivery, and was replaced by a version of team nursing led by the registered nurse; a finding similar to that of Kramer and Schmalenberg (1988a). Buchan concluded that some of the original magnet hospitals had retained many of their key magnet characteristics, while others no longer possessed some of the major attributes of magnetism.

There are a number of limitations with these studies. Generalization of these findings is restricted because of the non-probability sampling procedures used. More importantly, the presence or absence of magnet characteristics in hospitals is insufficient to draw conclusions about the impact of magnetism, or its lack, on patient and hospital outcomes. Clearly, further research would be needed to explore the relationships between the strength of magnet attributes of hospitals and hospital patient outcomes.

In 1994, Aiken, Smith, and Lake published the results of a retrospective comparative study that examined differences in 30-day mortality between magnet and non-magnet hospitals using a sample of Medicare patients (age 65 years and older) in 234 American hospitals. The objective of the study was to determine whether hospitals

known to be good places for nurses to practice (magnet hospitals) had lower Medicare mortality than otherwise similar hospitals that were not especially known for their good nursing care nor as being good places to practice (Aiken, Smith, & Lake, 1994). This study reported lower mortality rates in magnet hospitals. Until this study, no other studies could be located that examined differences in patient outcomes between magnet and non-magnet hospitals.

No evidence was found that either registered nurse:patient ratios or nursing skill mix (registered nurses to total nursing personnel) significantly affected mortality. It was concluded that the greater proportion of registered nurses was not the sole explanation for lower mortality in magnet hospitals. It was also concluded that the mortality effects were derived from other nursing-related organizational attributes which were commonly found in magnet hospitals but not in the control hospitals: higher registered nurse status, increased nurse autonomy, and more nurse control over their own practice settings. Aiken, Smith, and Lake (1994) realistically described a number of limitations as well as possible alternate explanations for the findings. They acknowledged that unknown variables which had been omitted from the study and that were correlated with the set of nursing-related variables in the magnet hospitals could explain the lower mortality found in magnet hospitals. However, this seminal work provides beginning evidence of a relationship between Medicare 30-day post-admission mortality and differences in nursing-related hospital characteristics in magnet and non-magnet control hospitals. Moreover, this implies that the importance of continuity of care was recognized in the magnet hospitals despite not being explicitly studied.

This group of studies examining the nature and condition of the nursing work environment for registered nurses provides compelling evidence that 'magnet' or magnet-like hospitals possess core organizational attributes that enable registered nurses to ensure continuity of care. These attributes consist of: valuing nurse autonomy and nurse control over the practice setting, valuing professional role support for the registered nurse role, nurses having collaborative and mutually respectful relationships with physicians (1²), and providing a higher skill mix of registered nurses and a larger ratio of registered nurses to occupied bed. All of these characteristics are generally considered in the literature to contribute positively to continuity of patient care.

Summary

The magnet hospital research has established evidence that magnet hospitals have nursing practice environments that promote professional nursing practice models of care delivery and that these nursing practice environments also imply the existence of continuity of care. Not only are magnet hospitals better places for nurses to work but they may also produce better patient outcomes (Aiken, et al, 1994). However, the actual notion of what constitutes a magnet hospital and exactly how a magnet hospital is distinguished from a non-magnet hospital is less clear, and in the end, may not be that important. This study builds on the foundation of the magnet hospital research and incorporates numerous nursing-related hospital environment characteristics identified in that research. It was hypothesized that different nursing-related hospital environment characteristics would generally result in different patient and organizational outcomes, such as patients' abilities to manage at home.

Health Care Restructuring and the Nursing Work Environment

New directions and changes in health care delivery have further compounded the challenges of caring for patients in the health care system (Aiken, et al, 2000; Urdon & Walston, 2001). Greater use of home based care and early discharge from hospital are resulting in a higher level of acuity of patient illness and an increase in the use of technology in the home (Donlevy & Pietruch, 1996). Health reform strategies emphasize alternatives to institutional care, expansion of community and outpatient care; improvement in linkages; and consumer participation and partnership (Fyke, 2001; Romanow, 2002). However, the present structure and financing of segregated health services perpetuates gaps, fragmentation and discontinuity of service, leading to reactive, on-demand isolated services rather than proactive integrated systems of care.

Continuity of care has long been considered an essential attribute of a well-functioning health care system (Donaldson, 2000). Yet the health care that patients experience is comprised of complex and interacting systems that include emergency, ambulatory, inpatient care, nursing home, and home health care as well as laboratory testing, diagnostic imaging and pharmacies. The subsystems include networks of individuals, teams, procedures, regulations, communication, equipment, and devices that function in variable environments with diffused management (Donaldson, 2000).

Increasingly, bureaucratic and corporate structures promote efficiency and division of labor and de-emphasize the importance of continuity.

At the same time, numerous characteristics of contemporary health care systems that are intended to improve the efficiency of care also fragment care and seem to undermine continuity (Donaldson, 2000). These include: a) the proliferation of “carve out” services; b) the increasing emphasis on productivity based on shortened length of stay; c) the movement of seriously-ill patients from one setting to another – home, hospital, nursing home, and so forth; and d) given the increasingly complex, technologically oriented and specialized knowledge available for addressing serious health conditions, the seemingly diffuse decision-making responsibility within a hospital or outpatient setting where many different specialists and other health professionals are involved in a patient’s care.

Patients’ and health professionals’ attitudes towards continuity are embedded in their responses to many of these changes (Donaldson, 2000). On the one hand, many practitioners, policymakers, and patient advocates insist that continuity is essential to effective health care delivery. On the other hand, organizational policies appear to be at odds with the ability of health care providers to maintain continuity. Given that changes in the structure of care may have damaged continuity, it is important to understand whether this has affected patient care and the overall outcome of continuity of care. To fully understand the changes and possible effects on continuity of care, a critical examination of the health care system and the restructuring processes that have taken place is required.

The Canadian Health Care System and Health Care Restructuring

In 1957, the Canadian federal government agreed to split health costs 50/50 with the provinces in the form of transfer payments (Decter, 1997, Kieser & Wilson, 1995), thus establishing the funding for our health care system. Universal health care has become a fundamental social value in Canada and a source of national pride (Barkin, 1992a, 1992b; Beatty, 1993; Evans, 1988, 1992; McBride & Shields, 1993). Medicare is the most popular social program (Harnish, 1999). Perhaps in part because it is an almost universal social program, unlike social assistance and unemployment insurance, most Canadians consider it to be a key component of their national identity. Few Canadians

can imagine a life where becoming ill would mean grave financial loss or even bankruptcy.

One of the key components of the Canadian Medicare system is the service provided by acute care hospitals (Harnish, 1999). Most Canadians will have some contact with hospital based services at some point in their life. This may occur either through trips to the emergency room, having medical tests, surgeries, or, for many women, through the birth of a baby. Because of the importance of health care and hospital services, any proposed reforms will spark interest across many sectors of Canadian society.

Although it is a national system, the provinces are responsible for the delivery of health care; therefore, approaches to service delivery and models of governance vary from province to province. In the 1970's and 1980's, the government of Canada realized that it had an open-ended liability with 50% cost-sharing, a design that did not encourage responsible fiscal management by the provinces (Decter, 1997). From 1977 to the late 1990's, the federal government gradually withdrew these transfer payments. The fundamental principles of the health delivery system came under siege, with growing pressures to find new ways of delivering quality health care in a more efficient, effective, and affordable way (Reid, 1998). Health care organizations faced several challenges: 1) a country-wide recession that forced federal and provincial governments to drastically reduce the size of the public sector and its transfer agencies; the equivalent to \$2.5 billion was cut from health care in 1996-1997 (Burke, 2001; Canadian College of Health Services Executive, 1995), 2) continually rising health care costs with little if any evidence of a healthier population, 3) an aging population, 4) increasing consumer expectations for quality of services, and 5) an increasing demand for lower taxes. Restructuring of health care became mandatory in order for the system to be sustained.

Health care organizations were forced to review and question past practices and seriously challenge the status quo (Reid, 1998). Never before had there been such a need for change, innovation and creativity. Some hospitals moved quickly to adjust service delivery and organizational design in response to growing financial pressures of rising costs, decreased funding and higher consumer expectations. There was recognition at both the government and hospital level that there had to be a re-balancing of hospital

resources and a greater emphasis on accountability through performance improvements if hospitals were to provide quality services with decreasing resources, fewer facilities and changing roles.

The consistent message throughout the restructuring movement was that hospitals should no longer be the center of the health delivery system (Reid, 1998). Considerable reinvestment was needed in the community sector in order to shift the focus of services from hospitals to the broader range of care providers. This move towards a more integrated health care system (which includes community health care agencies, nurse practitioners, and hospitals) required a change in structure, role, and accountability for all service providers to ensure the continuity of patient care.

Organizational restructuring and downsizing, a complex process, is difficult to implement successfully (Burke, 2001; Kets de Vries & Balazs, 1997). Evidence from the private sector indicates that approximately half of the restructuring and downsizing efforts fail to meet their objectives (Burke & Nelson, 1998; Cascio, 1993, 1998). Recently accumulating evidence from studies of hospital restructuring shows a similarly negative picture. Many hospitals embarked on these major changes with little understanding of how to implement and manage them and how these changes would impact hospital functioning and patient care (Aiken & Fagin, 1997).

Restructuring is widespread in the hospital industry. Norrish and Rundall (2001) conducted an extensive review of hospital restructuring literature. The authors reported that hospitals have been motivated to restructure for one of three reasons: 1) to make better use of the skills and time of the registered nurse, 2) to better meet the needs of patients by implementing patient-focused care, and 3) to improve operational efficiency (Greiner, 1995). Norrish and Rundall (2001) argue that nurses' reactions to restructuring may be related to the motives of the organization and how these motives have affected nurses' ability to ensure continuity of care.

Improved Use of RN time

Aiken and Mullenix (1987) attributed the nursing shortage in the mid 1980's to an increased demand for registered nurses. The demand was driven by relatively low wages and the substitution of registered nurses for other types of health care workers. In response to this shortage, numerous hospitals created non-clinical support and assistive

roles to relieve registered nurses of clerical and other administrative tasks (AHA, 1989). The rationale for these roles was based on increasing reports of registered nurses performing non-clinical functions such as transporting patients, stocking supplies, and housekeeping (Hayes, 1994; Prescott, 1991; Roberts, Minnick, Ginzberg, & Curran, 1989). Hospitals who implemented such changes did so with the goal of implementing budget neutral changes (Brett & Tonges, 1990). These changes were generally accepted by the nursing staff and were successful in optimizing nurses' time for providing direct patient care (Donovan, Slack, Robertson, & Andreoli, 1988).

Patient-Focused Care

Another motive for hospital restructuring was to redesign the hospital to better meet the needs of patients by implementing patient-focused care. The intent of this was to eliminate inefficiencies by redesigning hospital operations around patients rather than individual departments or disciplines (Lathrop, 1993; Norrish & Rundall, 2001). Implementing patient-focused care requires extensive staff cross-training in order to provide bedside services such as routine lab work, EKGs, respiratory care, and basic radiology films to patients (Lathrop, 1991; Norrish & Rundall, 2001). Individual hospitals often report the positive impact of patient-focused care on nursing staff, patients, and the overall quality of patient care (Tidikis & Strasen, 1994; Weber, 1991). While implementation of patient-focused care is costly (Weber, 1991), organizational benefits include improved operational efficiencies and patient satisfaction (Lathrop, 1993).

Improved Operational Efficiency

During the 1990's, hospitals implemented restructuring as a cost saving mechanism to achieve improvements in cost, quality, and service (Hammer & Champy, 1993; Norrish & Rundall, 2001). To improve operational efficiency hospitals reduced costs by replacing registered nurse staff with less costly licensed practical nurses (LPNs) and unlicensed assistive personnel (UAPs) (Greiner, 1995). This type of restructuring specifically targeted reducing the number of registered nurses rather than complementing them. The motivation of this restructuring was to lower costs in response to operating losses experienced by hospitals faced with reduced government funding and spiraling costs (Reid, 1998). Because of the urgent need to reduce operating expenses, hospitals

frequently hired consultants to assist with restructuring, and redesign efforts were implemented rapidly with little opportunity for staff involvement, and in the absence of empirical evidence of their effectiveness or safety (Aiken & Fagin, 1997). Restructuring in order to lower operating costs met the most resistance from nursing staff.

The health care sector is one of Canada's largest employers, with the majority of health care workers employed in hospitals (Adams, 1993: 141). Given that the acute care hospital is also a main component of the Canadian health care system (Adams, 1993; Deber, Mhatre, & Baker, 1994), a substantial number of workers were affected when hospital reforms were proposed. Hospitals also constitute the largest expenditure in health care spending which makes them a prime target for reforms. As hospital restructuring designed to improve operational efficiency gained momentum in the hospital industry, widespread reports of RN dissatisfaction (1) with restructuring and the detrimental impact on patient care began appearing in the literature (Curtin, 1994; Shindul-Rothschild, Berry, & Long-Middleton, 1996; Ventura, 1996). Chief among the concerns of nurses were reports of widespread layoffs of RNs and increased workload.

Staffing. Health care cuts were often first directed at the nursing budget, which has the largest labour costs (Aiken, et al, 2000a; Corey-Lisle, et al, 1999; Gilliland, 1997; Harnish, 1999; Kangas, Kee, & McKee-Waddle, 1999). Decisions to downsize the nursing workforce were made on the assumption that reduced patient length of stay would reduce the need for nurses in acute care agencies (Moore, Clarke, Regan, & Steele, 1999). Not infrequently these were the positions filled by experienced nurses. Unfortunately, the workforce was reduced without attention to also reducing the workload. Many registered nurses assert that they are working harder than ever (Buerhaus & Staiger, 1999; Corey-Lisle, et al, 1999; Woodward, et al, 1999). Efforts to reduce patients' lengths of stay have resulted in a more acutely ill in-patient population with increased nursing needs. It is noteworthy that while the acuity levels of hospitalized patients are higher than ever before, fewer registered nurses (2) have been retained to provide quality care (Aiken, et al, 2000a; Corey-Lisle, et al, 1999; Shindul-Rothschild, et al, 1996).

The problems of the nursing workforce are made even more pressing when related directly to their unmistakable impact on the patients under nurses' care. A decade of

research has established a strong correlation between the ratio of nurses to patients and the health outcomes of those patients (Doran, et al, 2001; McGillis Hall, et al, 2001; Needleman, Buerhaus, Mattke, Stewart, & Zelevinsky, 2002; O'Brien-Pallas, et al, 2001, 2002; Prescott, 1993; Tourangeau, Giovannetti, Tu, & Wood, 2002).

A review of studies published in *California Nurse* in 1999 (as cited in Canadian Nursing Advisory Committee, 2002), concluded that higher ratios of RNs to patients were clearly linked to increased patient satisfaction, quality of life after discharge, knowledge and compliance in treatment, fewer in hospital complications as well as decreased costs and safer, shorter patient stays. McGillis Hall, et al (2001) found that "staff mix was a significant predictor of patient health and quality outcomes, with higher proportions of RNs and LPNs in the staff mix associated with better health and patient satisfaction outcomes and lower rates of medication errors and wound infections" (p.iv). These findings do not address the collateral issue of the impact on regulated nursing staff of working with and supervising the increased number of UAPs (e.g. health care aides, patient service assistants) in the system (Canadian Nursing Advisory Committee, 2002). However, collectively these studies are building a compelling body of evidence suggesting that more nurses, and more satisfied nurses, contribute to continuity of care and are associated with healthier and more satisfied patients.

Workload. Nurses who remained in the workforce after restructuring faced heavier workloads due to higher nurse:patient ratios and shortened lengths of stay which subsequently have raised nurses' levels of psychological distress, or emotional exhaustion (Aiken, et al, 2001). Cost containment efforts have resulted in fragmented care and may negatively impact patients' health outcomes (Aiken et al, 2000a; Moore, et al, 1999; Woodward, et al, 1999). Adverse events, such as inadequate discharge teaching, unexpected patient readmissions, medication errors (1⁵), increasing decubiti rates, nosocomial infections (1⁶), patient falls (1⁷), patient and/or family complaints, and nurses acquiring non-nursing duties, are frequently reported outcomes of staff reduction efforts (Aiken, et al, 2001; Aiken, et al, 2000a; Blegen, et al, 1998; Blegen, et al, 2001; Corey-Lisle et al, 1999; Gilliland, 1997; Grindel, Petersen, Kinneman, & Turner, 1996; Moore, et al, 1999; Shindul-Rothschild, et al, 1996; Sochalski, 2001; Woodward, et al, 1999). However, cost containment may also come at the expense of the employees'

health. Employee absenteeism has risen (Blythe, et al, 2001; Woodward, et al, 1999), further exacerbating the nursing shortage and jeopardizing the provision of continuity and quality care.

Decentralization. Several core strategies have been characteristic of restructuring initiatives (Aiken, et al, 2000a). One common element was the decentralization of allied health (e.g. physical therapy) and ancillary staff (e.g. housekeeping) to patient units. Another is cross training of unit based staff with varying educational backgrounds and expertise to take on tasks traditionally outside of their scope of work – blending, for example, housekeeping tasks with some direct patient contact. A “team” is thus created, which in theory is more efficient because workers can be substituted for each other. Patient satisfaction may be enhanced by having a wider range of unit-based services and personnel, thus giving rise to the re-engineering label “patient-focused care.”

The decentralization of personnel to the unit level has been viewed as a strategy to relieve professional nurses of non-nursing activities, thus creating more direct nursing care time available for patients (Aiken, et al, 2000a). However, the increase in unit-based staff often justifies a reduction in RN staffing. Whether or not nurse positions are reduced, nurses are generally accountable for supervising the decentralized staff, a task that nurses report is so time consuming that it off-sets the potential of having additional staff for delegation of non-nursing activities. Also, decentralization of services provided a rationale for reducing middle-management positions throughout the hospital structure, resulting in a loss of nurse managers and greater demands on the unit-based nurses for the management of the clinical work force (Aiken, et al, 2000a; Clifford, 1998). Thus nurses lack the time to adequately prepare patients for discharge, and this negatively impacts continuity of care (Anthony & Hudson-Barr, 1998).

In the current health care environment, registered nurses are pivotal in identifying and evaluating patient preparedness for discharge. However, nurses frequently report that a lack of coordination prevents effective discharge, thus causing delays and inefficiencies that impact costs and quality of care. Staffing levels decrease assessment and teaching time, thereby contributing to the lack of continuity. Shortened length of patient stay impacts both the time available to teach patients and assess readiness for

discharge. Nurses view insufficient time and resources as being partially responsible for the lack of continuity of patient care (Anthony & Hudson-Barr, 1998).

Summary

Efforts to restructure hospital operations have been the one enduring phenomenon in health care settings over the past 15 years (Norrish & Rundall, 2001; Spence Laschinger, Shamian, & Thomson, 2001) and have dramatically altered the nursing practice environment (Decter, 1997). While there is no universally accepted definition of organizational restructuring, internal restructuring of a hospital typically includes the redesign of patient processes and changes in workforce composition, organizational structure, decision-making processes, and the responsibilities of management and patient care staff. Although the scope of restructuring varies across hospitals, many restructuring efforts involve changes in each of these areas, redetermining where work is located, who does the work, and by what process or patterns the work will be done (Walston, Burns, & Kimberly, 2000). All of these changes can have a significant impact on continuity of care.

Nurses, the largest group of health professionals, have extremely high stakes in the arena of health reform (Baumgart, 1997; Burke, 2001). Many of the reform strategies implemented in the acute care sector have resulted in pervasive changes in governing and managerial structures, staffing levels, skill mix, and professional practice structures (Aiken, et al, 2000; Baumgart, 1997; Corey-Lisle, et al, 1999; Leatt, Baker, Halverson, & Aird, 1997; Shindul-Rothschild, et al, 1996, Tourangeau, et al, 2002). Nurses have had to spend time on jobs that did not require their professional training; as a result, they did not complete some of the care activities that are fundamental to nursing. Thus, some nurses spent more time on delivery and removal of food trays and on housekeeping duties than on skin care or patient teaching in preparation for discharge, which may impact patients' abilities to manage at home. Further study is necessary to directly explore the relationships between continuity of care and the characteristics of a restructured health care environment including nurse staffing, skill mix, and the condition of the nursing practice environment.

Conclusions from the Review of the Literature

Based on the evidence reviewed, the following conclusions can be made. Continuity of care has been linked to positive patient outcomes as evidenced in the magnet hospital studies. Little research utilizing a medical surgical nurse population and their opinions of the patients' readiness for discharge and or abilities to manage at home has been published. As the foundation of 24-hour surveillance, medical surgical nurses may be an appropriate starting point for studying continuity of care within a restructured health care environment.

Health care restructuring was accelerated throughout the 1990's when acute care hospitals' operating budgets were reduced. Restructuring dramatically changed the nurses' work environment and created barriers in achieving continuity of care. In the current state, there appears to be a general consensus that nurses lack the time to provide fundamental nursing care, such as teaching, in order for patients to effectively manage at home.

The majority of studies relating to continuity of nursing care have been linked to hospital discharge planning. These studies appear to have been largely driven by the hospital sector in order to successfully transfer patients out to the community (home) or to another level of institutional care. Although discharge planning is considered a central and important process for achieving continuity of care it is a contributing process rather than a complete remedy. Discharge planning remains primarily episodic in its organization and occurrence. Research to date has focused on methods of discharge planning and not on outcomes of continuity of care in the broader sense. Greater emphasis should be placed on evaluating continuity of care as a health services outcome in an effort to further the understanding of the factors that contribute to continuity of care.

As reported earlier, variables used in continuity of care research to date have not been well defined. Few conceptual definitions exist, and often definitions are left to the reader's interpretation. Understanding continuity of care would be enhanced by strengthened research methods (Sparbel & Anderson, 2000b). The development and use of theoretical or conceptual frameworks would enhance understanding of this fundamental tenet of practice, anchor the research, and strengthen the interpretation of findings. Development of conceptual definitions and frameworks associated with

continuity of care is required, because well-developed frameworks and standardized terminology are essential for understanding and communication of findings.

No comprehensive model or framework has managed to describe what the concept of 'continuity of care' involves, how it is implemented, or how it is measured. There remains a paucity of research on the effectiveness of widely acknowledged components of transition in care, such as discharge planning or case management approaches. This has further contributed to a lack of understanding of continuity of care. Maturation of the continuity of care paradigm has been stunted by the emphasis and testing of only one phenomenon at a time. Testing only the components of continuity of care may result in erroneous conclusions of no effect, as the whole is undoubtedly greater than the sum of the parts. The complexity of continuity of care requires study.

The literature review was used primarily to develop the structural equation model that will be discussed in the following chapters. The tentative and searching nature of the literature in relation to the structural equation model was identified throughout this chapter by the ¶ symbol and will be discussed further in the final chapter of this dissertation. While my structural equation model was developed based primarily on the literature, the data kept confronting me with every model test. This data confrontation initially led me to make data driven changes in my quest for a fitting model, but ultimately led me to begin to question the validity of the "results" reported in the literature. It is important to highlight where model effects, developed from previous research, were not sustained; inconsistencies that demonstrate the unanticipated tentativeness, softness, or imprecision of the literature of which researchers and theorists of continuity of care models should be wary in the future. By identifying these inconsistencies, it is my hope that future continuity of care researchers will avoid similar theoretical pitfalls. In the following chapter, a discussion of the methodology utilized for this research and the structural equation model variables will be undertaken.

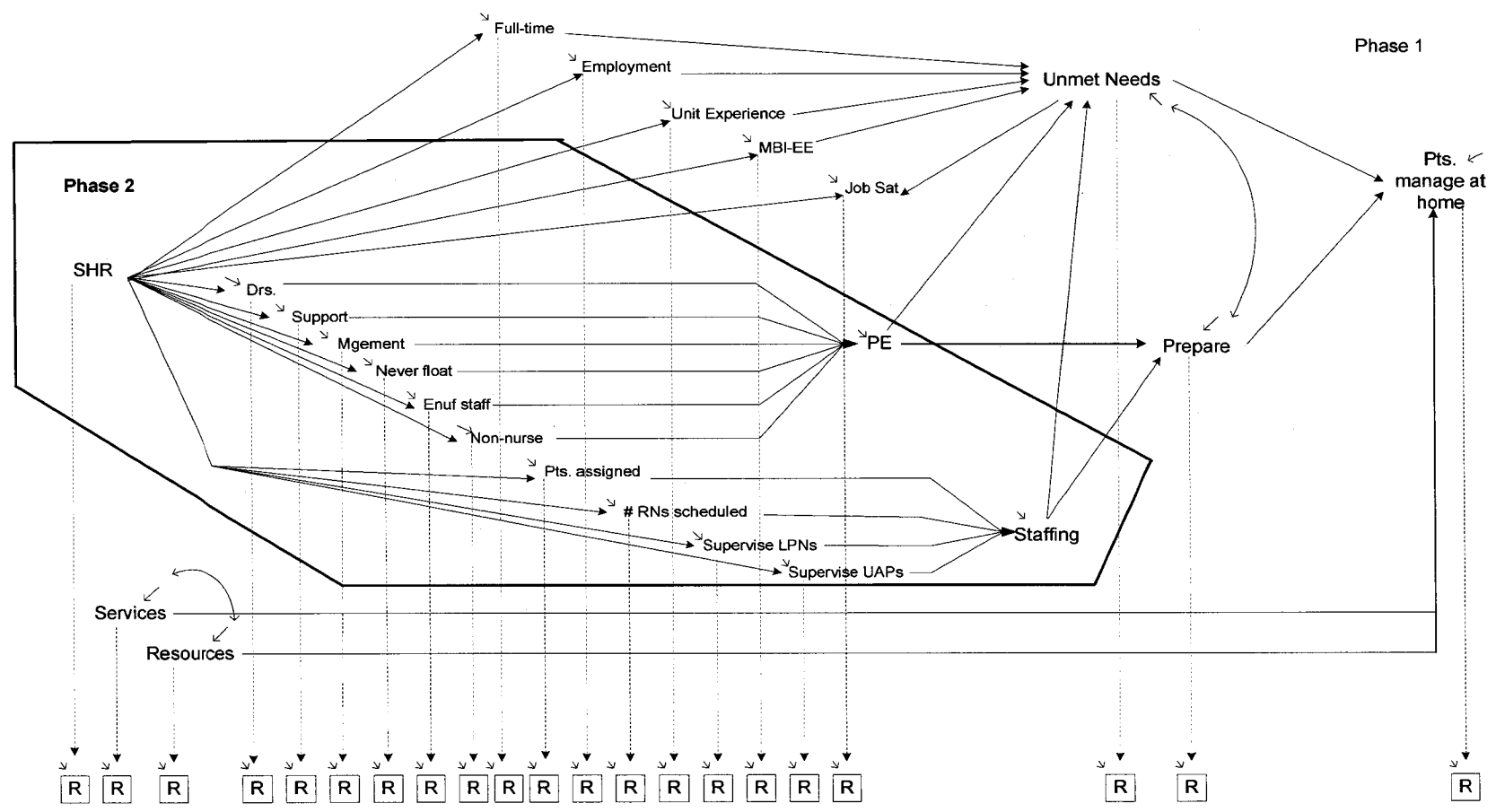
Chapter Three

Theoretical Framework, Research Question, and Ethical Considerations

Theoretical Framework

The theoretical framework, 'The Continuity of Care Model' guiding this study has been adapted from the work of others (Smith & Birdi, 2001; Starfield, 1998). The Continuity of Care Model is illustrated in Figure 2 and abbreviations are defined in Appendix C. In this model, it is assumed that nurses work in hospitals that have unique mixes of structural and process characteristics, which have occurred as a result of health care restructuring, and that together affect nurses' ability to achieve continuity of care. A subset of these hospital characteristics reflects the organizational structures and processes associated with the delivery of nursing care to patients. Patients' need for nursing care is one of the most important reasons for hospitalization. Consequently, it is reasonable to expect that hospital structures and processes of the organization of nursing care are related to important patient outcomes such as managing at home. The Continuity of Care Model addresses the relationships among specific hospital structural and process characteristics in a restructured health care environment and the outcome of managing at home. Within the model, continuity of care may be a sensitive measure of differences in quality of care among hospitals because some of the hospitals may be better able than others to effectively prepare patients for discharge and managing at home. Planning for discharge and adequate teaching may result in the prevention and or reduction of hospital readmissions because patients are able to effectively manage at home. Because of their continuous care at the bedside, the presence and actions of professional registered nurses with appropriate assessment, critical thinking, and judgment skills are vital to ensure adequate teaching for patients to be able to manage at home. In this model, it is hypothesized that patients discharged from hospitals with organizational systems that promote continuity or consistency of registered nurse care providers (e.g., higher proportions of full-time registered nurse staff, higher proportions of registered nurses) will have nursing systems that are better able to detect patient discharge and teaching needs such that these patients will be better able to manage at home. The assumption is that a consistent registered nurse team working in the clinical area will have developed

Figure 2. Continuity of Care Model – Original



enhanced communication and collaborative skills that promote teaching and discharge planning. As well, it is hypothesized that the registered nurse characteristics of the number of years of experience in their clinical units of employment and employment status (permanent, temporary, or casual) affect continuity of care. It is assumed that nurses employed on a permanent basis and with more experience within their clinical unit develop the knowledge and skills related to patient care in that particular clinical specialty. They are better equipped to assess and recognize patient teaching needs more quickly and more accurately than nurses with less clinical experience in that clinical area. Increased experience or tenure in a clinical unit and permanent employment also facilitates the development of stable relationships among health team members. Also, the number of patients assigned to a nurse, and the number of LPNs and UAPs the registered nurse must supervise impacts the amount of teaching and discharge planning the registered nurse is involved in, possibly affecting a patient's ability to manage at home.

This model also postulates that another nursing-related process component affects continuity of care – the condition of the nursing practice environment. The condition of the nursing practice environment in hospitals reflects the degree to which a professional model of nursing care delivery exists in the hospital environment in which registered nurses work. Hospitals that promote high amounts of nurse autonomy and nurse control over the practice setting, as well as effective relationships among nurses and physicians are considered to have professional models of organizing nursing care. The more these elements exist in the hospital environment, the more 'professional' is the nature of the nursing practice environment. A higher level of a professional nursing practice environment facilitates the effectiveness of the nurse role in discharge planning and teaching that may result in patients being able to manage more successfully at home. Nurses who work in environments that promote higher levels of nurse autonomy and nurse control over the practice setting are better prepared to use their assessment, critical thinking, and judgment skills to promptly and accurately detect patient teaching and discharge needs. Nurses working in environments that have and expect more positive relationships with physicians are better able to effectively collaborate with physicians in preparing patients for discharge, and thus ensuring patients' abilities to manage at home.

There has been increasing empirical evidence of a relationship between the nursing practice environment post-restructuring and nurses' job satisfaction (Aiken, et al, 2002; Curtin, 1994; Shindul-Rothschild et al, 1996; Sochalski, 2001; Ventura, 1996), nurses' stress and or burnout levels (Aiken, et al, 2001; Aiken, et al, 2002; Sochalski, 2001), the number of non-nurse duties performed by nurses that do not require their clinical expertise (Aiken, et al, 2000a; Blegen, et al, 1998; Blegen, et al, 2001; Corey-Lisle et al, 1999; Gilliland, 1997; Grindel, et al, 1996; Moore, et al, 1999; Shindul-Rothschild, et al, 1996; Sochalski, 2001; Woodward, et al, 1999), and the number of tasks nurses believed were necessary but left undone because they lacked the time to do them (Aiken, et al, 2001; Baumann, et al, 2001; Blythe, Baumann, & Giovannetti, 2001; Sochalski, 2001). Tasks such as discharge planning, updating care plans, and teaching patients and or their families are necessary to ensure that patients are able to manage at home.

Two additional variables are included in the Continuity of Care Model as they may empirically demonstrate a relationship with patients being able to manage at home: nurses' level of confidence that patients are discharged with adequate home care or other community services they require, and nurses' level of confidence that patients' families or primary support persons have the resources to assist with patients' self-care needs upon discharge when required. Restructuring created a shift of services away from the hospital sector and into the community sector (Reid, 1998), and therefore inclusion of these variables is warranted.

Study Purpose and Objectives

The purpose of this study is to increase our understanding of the effects of hospital structural and process variables on continuity of care. Understanding these organizational attributes will improve performance within the current health system and provide direction to reshape the health system so that it can better achieve its goals. Attention must focus on the organizational attributes that health care policies can realistically and directly change, thus increasing the accountability of the health care system.

In this study, continuity of care is defined as the extent to which services are received as part of a coordinated and uninterrupted succession of events consistent with

the needs of the patients (Shortell, 1976). A number of other variables are included in the model because of their effect on patients' abilities to manage at home. Health care restructuring efforts have significantly altered the work environment of nurses, and the resources available to assist patients post-discharge. Nurses, particularly medical surgical nurses, lack time to adequately assess and facilitate patient readiness for discharge. Therefore, medical surgical nurses will be the target sample for this study. As medical surgical nurses comprise the largest group within the Canadian Nurse Survey Data File, the data set utilized for this research, it appears reasonable to begin an assessment of the continuity of care there. In addition, medical surgical nurses are the foundation of 24-hour surveillance in acute care facilities.

Research Question

The research question that was addressed in this study:

What are the effects of health care restructuring on patients' abilities to manage at home?

Ethical Considerations

Ethics implies a code of conduct for one's behavior (Canadian Nurses Association, 1998). Fry (1994) outlined the following ethical principles which were used to guide my research activities: 1) autonomy as effective deliberation, 2) nonmaleficence or the obligation to do no harm, 3) beneficence or the obligation to do good, 4) justice and fairness, 5) veracity or the obligation to tell the truth, and 6) fidelity or loyalty. This study consisted of a secondary analysis of the Alberta component of the Canadian Nurse Survey Data File, an existing University of Alberta dataset. The data file does not contain any identifying characteristics of the individual nurse respondents. Ethical approval for this study was obtained from the Health Research Ethics Board, Panel B, University of Alberta, Edmonton, Canada prior to initiating the project and is featured in Appendix D.

Chapter Four
Methods and Procedures
The Design

This study will use a comparative design. A comparative study design, rather than an experimental or quasi-experimental design, is used to test theory when the independent variable(s) cannot be manipulated. Instead, the dependent variables are examined in already existing groups that differ on the independent variables (Wood & Brink, 1998). In this study, it is not possible to manipulate the independent variables as the organizational factors already exist within hospitals. The use of a comparative design is strengthened when a theory or a theoretical framework depicts the relationships among the dependent, independent, and intervening variables (LoBiondo-Wood & Haber, 2002; Polit & Tatano Beck, 2004; Wood & Brink, 1998). In this study, the causal effects of the organizational independent variables on the dependent variables, Unmet patient care needs, Preparation for discharge and Patients' abilities to manage at home, will be theoretically postulated and examined retrospectively. This study will provide evidence of construct-related validity of continuity of care by statistically analyzing models of continuity of care.

Serious limitations of a comparative study design are the threats to internal validity that arise because of the lack of random assignment to groups as well as the lack of manipulation of an independent variable. In a comparative study, subjects are in a group because of pre-existing conditions or situations such as the unit or program area the nurse works on or the amount of restructuring the hospital has undergone. The possibility exists that the groups differ on some other important variable that is either unknown or uncontrolled in the study (Wood & Brink, 1998). A strong case might be made for alternative explanations involving unknown or uncontrolled extraneous variables that bring about any observed differences in the dependent variables, Unmet patient care needs, Preparation for discharge and Patients' abilities to manage at home.

The limitations described above are minimized in structural equation modeling by inserting control variables. In other words, when variables are included in a model, the researcher is in essence "controlling for" said variables. As well, to be a variable there must be variance among the values of that variable; however, the researcher does not

have to be responsible for manipulating the variance. Manipulation can be under the auspices of some other unknown or uncontrolled force.

The Sample

In this study report, the data were derived from the unified Canadian Nurse Survey Data File representing 17,403 nurses and 304 hospitals in Alberta, British Columbia, and Ontario; the first substantial data set of this kind in Canada. The unit of analysis in this study was the individual nurse. The Alberta component of the unified Canadian Nurse Survey Data File was utilized.

The decision to use the Alberta component was made for two reasons. First, all of the indicators that had been chosen were not available across the three sections of the dataset. For example, questions related to continuity of care planning were included in the Alberta and British Columbia surveys but not in Ontario's. The second reason for using Alberta only was to achieve causal homogeneity of the sample. As Alberta, British Columbia, and Ontario were all at different stages of health care restructuring when the surveys were completed, the respondents would not have been acting under the same causal forces and therefore would not share the same causal world. Causal homogeneity is more important than randomness or sample size, and a lack thereof may be one reason why a model fails (Hayduk, 1987). Therefore, the study group consisted of 6526 registered nurse respondents who were registered with the Alberta Association of Registered Nurses during the 1998 – 1999 license year.

The survey mailings were conducted between September, 1998 and January, 1999 as part of the international study 'Hospital Organization and Staffing on Patient Outcomes' led by Dr. Linda Aiken at the University of Pennsylvania (Aiken, et al, 2001). The Alberta nurse survey packages were mailed to 12,332 practicing Alberta registered nurses who had selected the "staff nurse" category on their 1998 Alberta Association of Registered Nurses registration renewal. A total of 6526 useable surveys were returned for a response rate of 52.9%. The survey instrument used appears in Appendix E and has also been described elsewhere (Giovannetti, et al, 2002; Sochalski, 2001; Sochalski, Estabrooks, & Humphrey, 1999).

Descriptive statistics for the 6526 Alberta registered nurse survey respondents (average age, years of experience as a registered nurse, years of experience in the current

hospital, percent full-time, percent female, and percent with baccalaureate or higher education) will be displayed in table format. These descriptive statistics will also be provided for the two random samples of Alberta nurse survey respondents used for this study.

Study Variables

The Endogenous Variables

Patients' abilities to manage at home.

Operational: This concept was measured as nurses' perceptions of how well their patients will manage at home. The data source for this variable was item D.12 of the Alberta nurse survey in Appendix D. The question read: "How confident are you that the patients you care for are able to manage their care when discharged from hospital?" Likert type responses ranged from (1) very confident to (4) not at all confident. For the purposes of model testing, this variable was recoded such that the highest values [(4) very confident to (1) not at all confident] reported the most positive responses.

Theoretical: Reduced hospital stays and staff downsizing has resulted in less time for patient education and discharge planning activities (Anderson, Helms, Hanson, & DeVilder, 1999) and increase the potential for significant gaps in continuity of care (Sparbel & Anderson, 2000a).

Unmet patient care needs.

Operational: A composite measure of Unmet patient care needs was created using four individual items from the nurse survey item E.13. In the context of their last shift, nurses were asked: "Which of the following items were necessary, but left undone because you lacked the time to complete them?" These items were: routine teaching, comforting and talking with patients, adequate documentation of nursing care, and developing or updating nursing care plans. The response items address components of continuity of care deemed important from the nursing perspective of continuity of care. This measure will be cumulative with scores ranging from zero to four Unmet patient care needs. It was hypothesized that the higher the number of Unmet patient care needs, the less likely patients would be able to manage at home.

Theoretical: Tasks, representative of basic nursing care, that were left undone because nurses lacked the time to complete them.

Years of registered nurse experience on the clinical unit.

Operational: Nurse experience was the number of years of experience on the current unit of employment as reported by individual nurse respondents in Alberta. The data source for the variable nurse experience was item A.5(c) which read, “How many years have you worked on your current unit?”

Theoretical: Experience refers to the amount of time that a registered nurse has been employed on her/his current nursing unit.

Emotional exhaustion (MBI_EE).

Operational: The Maslach Burnout Inventory measures three components of work-related burnout: emotional exhaustion, depersonalization, and lack of personal efficacy (Maslach, Jackson, & Leiter, 1996). The emotional exhaustion subscale was created as per the developers’ instructions. Emotional exhaustion was derived by summing responses to the following nine items: 1) “I feel emotionally drained from my work” (item C.1), 2) “I feel used up at the end of the workday” (item C.2), 3) “I feel fatigued when I get up in the morning and have to face another day on the job” (item C.3), 4) “Working with people all day is really a strain for me” (item C.6), 5) “I feel burned-out from my work” (item C.8), 6) “I feel frustrated by my job” (item C.13), 7) “I feel I’m working too hard on my job” (item C.14), 8) “Working directly with people puts too much stress on me” (item C.16), and 9) “I feel like I’m at the end of my rope” (item C.20). Respondents were asked to indicate how often they had these job-related feelings. Likert type responses ranged from (0) never to (6) every day. Scores ranged from 0-54; the higher scores indicate higher levels of emotional exhaustion.

Theoretical: Emotional exhaustion, a component of burnout, is the tired and fatigued feeling that develops with depletion of emotional energy; it is a signal of distress in emotionally demanding work.

Job satisfaction.

Operational: The data source for this variable will be item D.1 from the Alberta nurse survey. The question read, “On the whole, how satisfied are you with your present job?” Likert type responses ranged from (1) very dissatisfied to (4) very satisfied.

Theoretical: Job satisfaction is an individual’s overall feeling of contentment derived from his/her perceptions of the current job conditions.

Practice environment.

Operational: The condition of the nursing practice environment was measured using select variables within the Revised Nursing Work Index in the Alberta nurse survey. Registered nurses were asked to rate items on the Revised Nursing Work Index as the degree to which their work environment supported professional nursing practice components such as autonomy in nursing practice, recognition, support from leadership, collaboration with physicians, and adequacy of resources in the setting. Possible responses were strongly disagree (value=1), somewhat disagree (value=2), somewhat agree (value=3), and strongly agree (value=4).

In this study, the practice environment was a composite measure of select questions from the Nursing Work Index section of the survey as well as from other sections. Data sources of this variable were items B.2 (nurses have good working relationships with physicians), B.1 (adequate support services to allow nurses to spend time with their patients), B.16 (enough staff to get the work done), B.33 (administration that listens and responds to employee concerns), and B.46 (staff nurses do not have to float from their designated unit). A “non-nursing tasks” variable was also incorporated to measure the number of non-nursing duties that nurses had to perform. As part of item E.12 of the survey, nurses were asked: “Which, if any, of the following tasks did you perform during your last shift?” These included delivering and retrieving food trays, ordering, coordinating, or performing ancillary services (e.g. physio, ordering lab work), performing ECGs, routine phlebotomy, transporting of patients, and housekeeping duties (e.g. cleaning patient rooms). This measure was cumulative, ranging from zero to six.

Theoretical: The nature of the environment within which registered nurses work. An environment promoting nurse autonomy, control over the practice setting resources, and effective relationships with other health team members is described as a professional practice environment (Aiken & Fagin, 1997; Aiken, Sloane, & Lake, 1997b; Havens & Aiken, 1999; Aiken & Patrician, 2000; Sochalski, et al, 1999).

Number of full-time nurses /Employment.

Operational: The data source for each of these variables was items A.1 and A.2 respectively of the Alberta nurse survey. Employment status choices were [1] full-time or [2] part-time. The employment category choices were [1] permanent, [2] temporary, or

[3] casual. For the purposes of model testing, the employment status and employment category variables were reverse-coded such that the highest values [(2) full-time or (1) part-time] and [(3) permanent, (2) temporary, or (1) casual] identified the more stable employment responses.

Theoretical: Employment status refers to the number of hours a registered nurse is hired to work in accordance with the United Nurses of Alberta contract. Employment category refers to the continuous nature with which shifts are scheduled.

Staffing.

Operational: A composite measure for staffing was created using four individual items from the nurse survey. The data source for each of these variables was items E.5, E.8, E.9, and E.10 respectively of the Alberta nurse survey. In the context of their last shift, respondents were asked to identify the number of patients assigned to them, the number of LPNs they supervised, the number of UAPs they supervised, and the number of registered nurses scheduled.

Theoretical: Staffing refers to the nurse:patient ratio, the number of support personnel the registered nurse must supervise, and the number of registered nurses who are regularly scheduled on a shift.

Preparation for discharge.

Operational: The data source for this variable was item G.2.1 of the Alberta nurse survey. The question read: “How involved are you in discharge planning for the care of your patients who are discharged from the hospital and require professional nursing care in the home or other community setting?” Likert type responses ranged from (1) very involved to (4) not involved at all in discharge planning. For the purposes of model testing, this variable was recoded such that the highest values [(4) very involved to (1) not involved at all in discharge planning] reported the most positive responses.

Theoretical: The time to properly assess patient readiness for discharge and perform teaching.

The Exogenous Variables

Severity of health care restructuring.

Operational: As part of the survey item D.10, nurses were asked “How many of the following changes occurred in your hospital in the past year?” These changes

included: increase in number of patients assigned to RNs, substitution of part-time, per diem, or temporary RNs for full-time positions, reduction in number of nurse managers, increase in cross-training of staff, loss of senior nurse administrator without replacement, and hiring of unlicensed assistive personnel (e.g., personal care attendants, nursing aides) to provide direct patient care previously provided by RNs. This measure was cumulative ranging from zero to six. The higher the score, the more severe health care restructuring was deemed to be by the nurse respondent working in that hospital environment.

Theoretical: The changes that occurred within the hospital environment that impacted nursing practice.

Community services.

Operational: The data source for this variable was item G.2.2 of the Canadian Nurse Survey data file. In this section of the survey, respondents were asked their opinions of home care and community resources that are available for patients post-discharge. The question read: “How confident are you that patients you care for are discharged from hospital with adequate (in your opinion) home care or other community services they require?” The question utilized Likert type responses which ranged from (1) very confident to (4) not at all confident. For the purposes of model testing, the variable was recoded such that the highest values [(4) very confident to (1) not at all confident] reported the most positive responses.

Theoretical: Patients have access to adequate services in the community upon discharge.

Family resources.

Operational: The data source for this variable was G.2.3 of the Canadian Nurse Survey data file. In this section of the survey, respondents were asked their opinions of resources that are available to patients’ families post-discharge. The question was: “How confident are you that your patients’ families or primary support persons have the resources to assist with patients’ self-care needs upon discharge when required?” The question utilized Likert type responses which ranged from (1) very confident to (4) not at all confident. For the purposes of model testing, the variable was recoded such that the highest values [(4) very confident to (1) not at all confident] reported the most positive responses.

Theoretical: Patients' families have resources in the community upon discharge.

Reliability of Secondary Sources of Data

An ideal instrument is one that results in measurements that are relevant to the concept being measured, accurate, unbiased, sensitive to different values of the concept, unidimensional, and efficient (Polit & Tatano Beck, 2004). The adequacy and quality of the data used in a study are judged on the degree to which the study measures possess these characteristics. Reliability and validity are two important evaluation criteria to establish the adequacy of a measurement model. Reliability is the degree of consistency or the stability of a data collection instrument. Reliable data have the characteristics of being consistent, stable, and repeatable. Validity refers to the degree to which an instrument or data collection procedure measures what it is supposed to measure. Valid data have the properties of sampling adequacy (content validity), pragmatic usefulness as compared to other criteria (criterion-related validity), and being an adequate measurement of the abstract concept (construct validity) (Wood & Ross-Kerr, 2006; Polit & Tatano Beck, 2004).

The survey instrument used has been described in other research articles (Sochalski, 2001; Sochalski, Estabrooks, & Humphrey, 1999). Reliability and validity of the instrument had been established in the original study through the use of focus groups and pilot studies. Nonetheless, reexamination from the perspective of secondary analysis was done. Variable stability is a reliability consideration when working with data for secondary analysis. Stability takes into account a consistent method of data collection. Questions that may assist in determining the reliability of the data include: 1) who codes the data, and 2) is the manner in which data are coded consistent across sites that could influence the comparability of data across sites, time, and among coders?

The study team in Alberta took the lead in developing the template for data coding, entry, and documentation for the study (Sochalski, et al, 1999). Careful mapping of the record layout was undertaken so common items could be readily located, and coding schemes were harmonized so that the values assigned to all the variables would be comparable across sites. Furthermore, administrative variables (e.g., site) were incorporated in both the documentation and the data.

Data Analysis

The purpose of this study was to evaluate one explanatory model of Alberta registered nurse survey respondents' perceptions of patients' abilities to manage at home. A model represents a simplification of underlying processes (Tanaka, 1993). As such, the objective of this study was to determine the plausibility of this model of perceived patients' abilities to manage at home by examining the consistency between the theoretical model and the sample data. The LISREL (Linear Structural RELationships) computer program (Joreskog & Sorbom, 1996) was used to analyze the sample covariance matrix constructed from the data obtained in this study.

When specifying a LISREL model (see Figure 2), the independent variables (such as severity of health care restructuring, etc) whose covariances are not explained by the model) are called exogenous variables and are represented by the Greek letter xi (ξ). Dependent variables, also known as endogenous variables, such as Unmet patient care needs, Preparation for discharge, and Patients' abilities to manage at home whose variances and covariances the model is attempting to explain, are represented by the Greek letter eta (η). The latent variable or concept variable (exogenous or endogenous) is the formal representation of a concept (Bollen, 1989). The beta structural coefficients (β) are the estimated effects between the endogenous variables, and the gamma structural coefficients (γ) represent the estimated effects of the exogenous on the endogenous concepts.

The measurement model will describe the influence of the conceptual or latent variables to their observed indicators (Hayduk, 1987, p.92). The elements of the lambda matrices (Λ_y and Λ_x) are structural coefficients (effects) that link the latent variables (concepts) to their indicators. Given the lack of precision of most continuity of care measures in previous studies, an important advantage of LISREL is that it permits the researcher to provide more accurate construct-related validity evidence by specifying a specific proportion of measurement error for the observed indicators.

Measurement error variances for the endogenous concepts are contained in the theta epsilon matrix (Θ_ϵ), and measurement error variances for the exogenous concepts are contained in the theta delta matrix (Θ_δ). These are disturbances that disrupt the relation between the concepts and their observed indicators. Ignoring measurement error

in the indicators leads to inaccurate assessments of the connections to the underlying concepts. The phi matrix (Φ) contains the covariances among the exogenous concepts, and the psi matrix (Ψ) reflects errors in the prediction of the endogenous concepts by other concepts in the model.

LISREL “permits the comparison of the model-implied variances and covariances of the observed indicators to the variances and covariances calculated from the data on the observed indicators” (Hayduk, 1987, p. 107). LISREL was used to provide estimates of the relationships between the concepts suggested by the literature and by theory, and to determine the adequacy of the indicators of the concepts by incorporating the magnitude and effect of measurement error fixed by the researcher.

A chi square (χ^2) test was used to determine whether the observed discrepancies between the empirical covariances and those implied by the model were due to sampling variation or whether they were due to model misspecification. An insignificant χ^2 or small χ^2 value is desirable (Hayduk, 1987), indicating a better fitting model. An insignificant χ^2 means that the model’s predicted covariance matrix is sufficiently close to the observed data matrix for the remaining differences to be reasonably attributable to sampling fluctuations.

The power of structural equation modeling is the ability to reject models that are inconsistent with the data. However, even if there is a perfect match between the model predicted covariance matrix and the sample covariance matrix, the model may still be incorrect. To provide construct-related validity evidence of any model of the theorized predictors of patients’ abilities to manage at home, at the very least, the empirical match between the model and data should be within the sampling error. The failure to find model-data consistency ought to lead to the rejection of the model and a continued search for a model, which plausibly captures the hypothesized mechanisms of how registered nurses come to evaluate patients’ abilities to manage at home.

In this study, LISREL provides tentative empirical construct-related validity evidence for a number of the hypothesized effects of a variety of constructs on patients’ abilities to manage at home. In doing so, LISREL permits a movement beyond description of scores to an explanatory scheme delineating some of the connections among the concepts. LISREL was enlightening in confirming or rejecting certain

theoretical hypotheses regarding the process of how one sample of Alberta registered nurses assessed patients' abilities to manage at home.

Recall that two concepts are composites of other concepts – practice environment and staffing. Therefore, neither the practice environment variable nor the staffing variable has a direct indicator; hence, the meaning of each of these variables arises from their creation as composites of other concepts, and also from the causal consequences of these variables. Creating these two variables as composites provides a means for incorporating a “unitary causal pathway” assertion. The concepts making up the practice environment and staffing variables can be allowed direct effects on the unmet patient care needs and preparation for discharge variables by freeing any of the appropriate Γ values. I anticipated seeing equal or proportionate effects of the concepts on the unmet patient care needs and discharge planning variables because I hypothesized they were coordinated by the latent variables, practice environment and staffing. Therefore, I was asserting my theoretical view that the variables were precisely and fully channeled through practice environment and staffing en route to influencing unmet patient care needs and preparation for discharge.

My initial plan was to test the LISREL model in two phases (see Figure 2). Phase one encompasses personal employment characteristics of the nurse respondents, such as employment status and years of experience on the unit, as well as severity of health care restructuring, community services and family resources on nurses' assessment of patients' abilities to manage at home. Phase two incorporates the remaining variables, namely the variables carrying the effects of severity of health care restructuring through practice environment and staffing to the variables further causally downstream in the model.

The reason for these two phases was that there was a natural break in my model as the majority of the “later added” variables were influenced by a single, common cause, the severity of health care restructuring. Splitting the model into two phases would allow me to determine where the total model failed. For example, if phase one of my model fit the data, but when phase two was added the model failed, I would suspect that the problem occurred in the newly added phase 2 variables. Changes were made based on the model's statistical output and my theoretical reassessments.

SEM Work-up and Development of the Basic Model

As described previously, the original plan was to test the model in two phases. However, upon closer examination, it was noted that the model could be usefully segmented into even more distinct models, and therefore the decision was made to test the model in five phases: 1) basic model, 2) staffing plus the basic model, 3) practice environment plus the basic model, 4) personal employment characteristics plus the basic model, and 5) the complete model. Testing models in sequential order allows one to follow the changes in the variables that are consistent across each model as additional variables are added. However, before any model testing could begin, several tasks needed to be accomplished first.

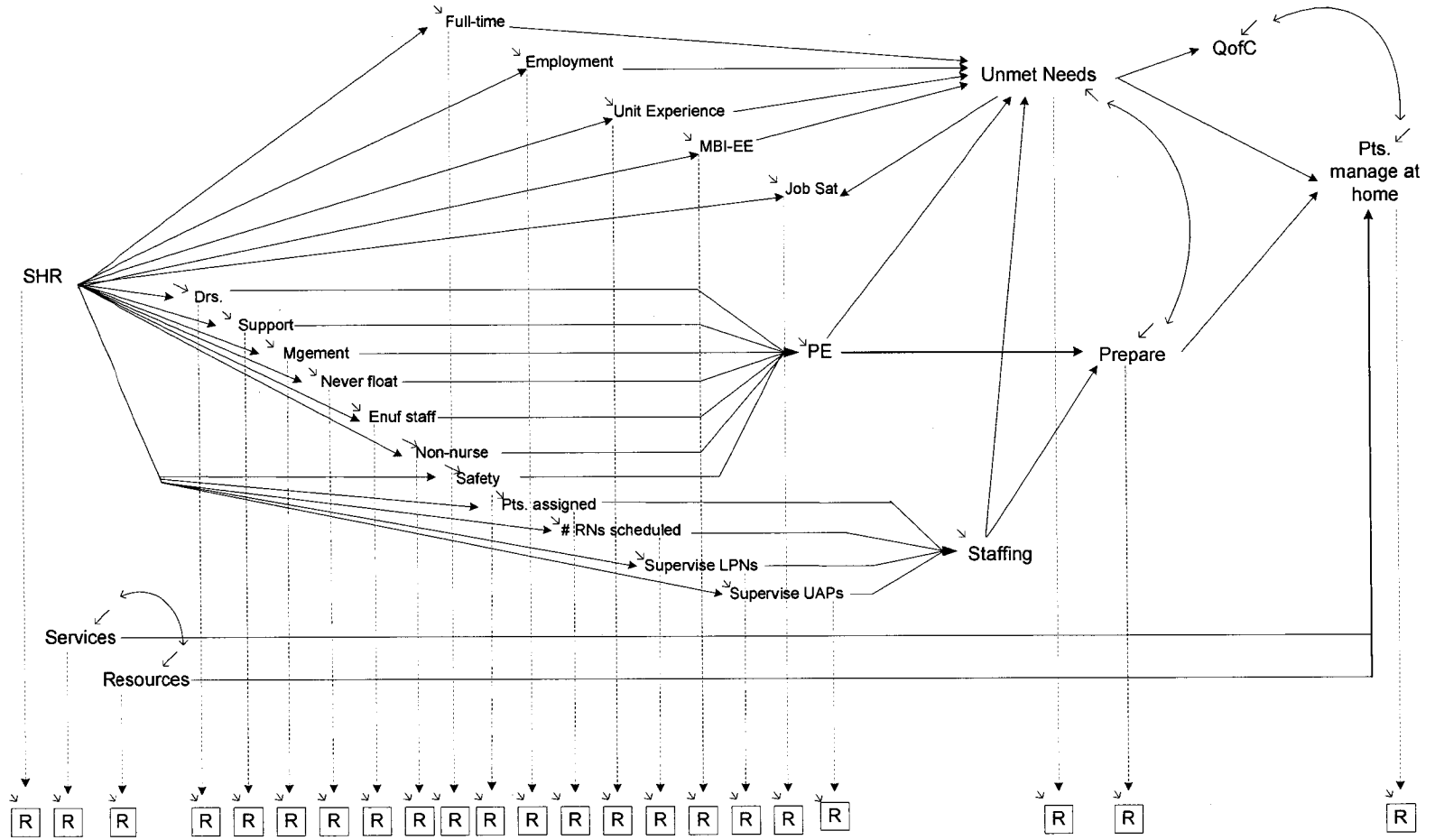
Continuity of Care was re-conceptualized as encompassing three variables – Unmet patient care needs, Preparation for discharge, and Patients' abilities to manage their own care upon discharge. It was thought that the causal structure within these three variables comprised the Continuity of Care concept rather than each individual variable in isolation. For convenience, these three variables will be referred to collectively as continuity of care.

Prior to beginning any testing, two new variables were created and inserted into the model. These were: 1) Safety, and 2) Quality of Care. First of all, Safety was created and included as part of the Practice Environment composite measure. Patient safety was catapulted to the forefront of media attention in 1999 with the release of the Institute of Medicine's (IOM) report "To Err is Human" in which it was estimated that between 44,000 – 98,000 patient deaths per year in the United States resulted from preventable adverse events. The most common adverse events reported in the literature are medication errors (Baker, et al, 2004; Bates, et al, 1995; Brennan, et al, 1991; Leape, et al, 1991; O'Shea, 1999; Phillips, Christenfeld, & Glynn, 1998; Thomas, et al, 2000), patient falls (Gluck, Wientjes, & Rai, 1996; Mitchell & Jones, 1996; Morse, Prowse, Morrow & Federspeil, 1985), and nosocomial infections (Centers for Disease Control & Prevention, 2000). The Safety concept was created as a composite of select survey responses to item D.8. The question read: "Over the past year, how often would you say each of the following incidents has occurred involving you or your patients? These incidents were: patient received wrong medication or dose, nosocomial infections, and

patient falls with injuries. Likert type responses ranged from (0) never to (3) frequently. This measure was cumulative with scores ranging from zero to nine. It was hypothesized that the higher the number of adverse events, the less likely patients would be able to manage at home.

While unmet patient care needs has been used previously as a proxy measure for quality of care (Sochalski, 2001), another variable was chosen due to the incorporation of the Unmet patient care needs variable into the causal structure of three variables collectively referred to as Continuity of Care. The Quality of care variable was generated using the responses from survey question, D.7. Respondents were asked, "In general, how would you describe the quality of nursing care delivered to patients on your unit?" Likert type responses ranged from (1) excellent to (4) poor. For the purposes of model testing, this variable was recoded such that the highest values [(4) excellent to (1) poor] reported the most positive responses. From a theoretical perspective, the rationale for including quality in the model was to differentiate between Quality of care and the three variables that collectively are referred to as Continuity of Care. In order to make the differentiation, Quality of care needed to be included in the model. From a statistical perspective, including Quality of care would clarify the interpretation of Unmet patient care needs, Preparation for discharge, and Patients' abilities to manage at home by controlling for "Quality of care." If Quality of care was not included in the model, it might have been confounded with several other variables in my model. The revised model is depicted in Figure 3.

Figure 3. Continuity of Care Model – Revised Original



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Initial Trial Sample

A decision was made to use Alberta only in order to achieve causal homogeneity. A random selection of 330 cases from the 6526 Alberta cases in the dataset was chosen as the initial trial sample. This sample represents approximately 5% of the total Alberta nurse survey respondent population used for this study. Demographic information for the initial trial sample appears in Table 1.

Covariance Matrix

The covariance matrix for the initial trial sample was created using pairwise deletion of the missing values (SPSS 12.0). The N 's for the frequency distributions ranged from 283 to 330. When a pairwise covariance matrix is used, a conservative way to specify N in LISREL is to use the minimum N for any covariance in the matrix (Hayduk, 1987). As the smallest frequency distribution was 283, this was the number of N cases used for the initial trial sample. The covariance matrix is depicted in Table 2.

Table 1. Characteristics of the Primary, Test and Secondary Study Sample

Characteristic	Dimension	Primary study (N=6526)	Initial Trial sample (N=330)	Secondary (Thesis) sub-sample (N=3072)
Gender	Female	6341(97%)	317(96%)	2991(97%)
	Male	158(2%)	11(3%)	70(2%)
	Missing	27 (~1%)	2(~1%)	11(~1%)
Age (years)	Range	21-69	22-64	21-68
	Mean	40.89	41.52	40.80
	Missing	186(2%)	14(4%)	84(3%)
Highest education – Nursing	Diploma	4992(76%)	261(79%)	2330(76%)
	Baccalaureate	1415(21%)	67(20%)	687(22%)
	Master	30(~1%)	0	10(.5%)
	Other	62(1%)	1(<1%)	34(1%)
	Missing	27(~1%)	1(<1%)	11(.5%)
Employment Type	Permanent	1221(19%)	56(17%)	575(19%)
	Temporary	199(3%)	12(4%)	93(3%)
	Casual	4895(75%)	251(76%)	2308(75%)
	Missing	211(3%)	11(3%)	96(3%)
Employment Status	Full-time	3925(60%)	187(57%)	1867(61%)
	Part-time	2229(34%)	125(38%)	1038(34%)
	Missing	372(6%)	18(5%)	167(5%)
Yrs worked as RN	Mean	16.18	16.70	16.15
Yrs worked at present hospital	Mean	10.47	10.67	10.45
Yrs on current unit	Mean	7.34	7.65	7.28
Hrs worked per week	Mean	29.40	29.70	29.45
Regular scheduled shift length	8 hours	3639(56%)	191(58%)	1690(55%)
	12 hours	2205(33%)	105(32%)	1067(35%)
	8 &/or 12 hours	444(7%)	22(7%)	212(6%)
	Other	226(3%)	12(3%)	93(3%)
	Missing	21(~1%)	0	10 (~1%)
Hrs worked – Paid overtime	Mean	2.79	3.09	2.78
Hrs worked – Unpaid overtime	Mean	1.84	1.70	1.94

Table 2. Covariance Matrix – Original

	drnrs	support	admnlis	nvrflt	staff	nonurse	safety	fulltime	patsyou	emplytype	lastrns	yrs_unit
drnrs	0.548	0.179	0.106	0.132	0.084	-0.079	-0.293	0	0.489	0.022	-0.07	-0.062
support	0.179	0.782	0.194	0.114	0.484	-0.408	-0.521	0.002	-1.874	-0.026	0.396	-0.217
admnlis	0.106	0.194	0.62	0.071	0.211	-0.182	-0.272	-0.007	0.994	0.013	-0.209	-0.432
nvrflt	0.132	0.114	0.071	0.956	0.125	-0.16	-0.096	-0.009	-0.928	0.061	0.74	0.182
staff	0.084	0.484	0.211	0.125	0.765	-0.235	-0.547	-0.003	0.615	0.001	0.456	0.206
nonurse	-0.079	-0.408	-0.182	-0.16	-0.235	1.933	0.388	0.008	0.013	0.106	0.002	1.159
safety	-0.293	-0.521	-0.272	-0.096	-0.547	0.388	3.841	-0.002	-1.098	-0.086	-1.078	-0.074
fulltime	0	0.002	-0.007	-0.009	-0.003	0.008	-0.002	0.241	1.357	0.052	-0.01	0.073
patsyou	0.489	-1.874	0.994	-0.928	0.615	0.013	-1.098	1.357	1081.523	0.779	13.864	9.146
emplytype	0.022	-0.026	0.013	0.061	0.001	0.106	-0.086	0.052	0.779	0.591	-0.465	0.875
lastrns	-0.07	0.396	-0.209	0.74	0.456	0.002	-1.078	-0.01	13.864	-0.465	29.45	-1.234
yrs_unit	-0.062	-0.217	-0.432	0.182	0.206	1.159	-0.074	0.073	9.146	0.875	-1.234	38.553
lastlpns	-0.062	-0.105	-0.019	0.053	-0.133	0.123	0.255	0.026	1.424	-0.034	1.224	0.437
lastuaps	-0.029	-0.065	0.01	0.134	0.02	0.003	0.04	-0.012	5.535	-0.019	1.437	0.044
MBI_EE	-2.08	-4.465	-2.189	-0.523	-3.968	3.315	6.383	0.532	-15.504	0.629	0.665	-3.682
satisjob	0.15	0.281	0.207	0.12	0.243	-0.303	-0.409	-0.001	0.055	-0.051	0.458	-0.519
unmet2	-0.17	-0.549	-0.264	0.001	-0.486	0.629	0.721	-0.01	-4.438	0.045	-0.963	0.416
prepare	-0.01	-0.04	0.003	0.004	-0.035	0.055	0.077	0.012	-0.936	0.006	-0.021	0.17
dschplan	0.059	0.001	-0.005	0.065	-0.049	0.039	0.248	0.042	-2.105	0.103	-1.437	0.12
qualunit	0.126	0.238	0.135	0.109	0.24	-0.23	-0.461	0.002	1.77	0.02	0.229	0.158
ptmanage	0.09	0.146	0.125	0.072	0.163	-0.077	-0.181	-0.003	-2.428	0.028	-0.285	-0.179
SHR	-0.074	-0.161	-0.106	-0.217	-0.183	0.37	0.173	0.043	-2.099	-0.037	0.384	0.386
famres	0.105	0.19	0.165	0.093	0.18	-0.14	-0.299	-0.005	-2.022	0.042	-0.115	-0.256
commres	0.132	0.152	0.144	0.131	0.144	-0.204	-0.252	-0.013	-1.899	0.047	-0.222	-0.219

* Variance: Diagonal elements

** Covariance: Off-diagonal elements

Table 2. Continued

	lastlpls	lastuaps	MBI_EE	satisjob	unmet2	prepare	dschplan	qualunit	ptmanage	SHR	famres	commres
dnrns	-0.062	-0.029	-2.08	0.15	-0.17	-0.01	0.059	0.126	0.09	-0.074	0.105	0.132
support	-0.105	-0.065	-4.465	0.281	-0.549	-0.04	0.001	0.238	0.146	-0.161	0.19	0.152
admnls	-0.019	0.01	-2.189	0.207	-0.264	0.003	-0.005	0.135	0.125	-0.106	0.165	0.144
nvrflt	0.053	0.134	-0.523	0.12	0.001	0.004	0.065	0.109	0.072	-0.217	0.093	0.131
staff	-0.133	0.02	-3.968	0.243	-0.486	-0.035	-0.049	0.24	0.163	-0.183	0.18	0.144
nonurse	0.123	0.003	3.315	-0.303	0.629	0.055	0.039	-0.23	-0.077	0.37	-0.14	-0.204
safety	0.255	0.04	6.383	-0.409	0.721	0.077	0.248	-0.461	-0.181	0.173	-0.299	-0.252
fulltime	0.026	-0.012	0.532	-0.001	-0.01	0.012	0.042	0.002	-0.003	0.043	-0.005	-0.013
patsyou	1.424	5.535	-15.504	0.055	-4.438	-0.936	-2.105	1.77	-2.428	-2.099	-2.022	-1.899
emptype	-0.034	-0.019	0.629	-0.051	0.045	0.006	0.103	0.02	0.028	-0.037	0.042	0.047
lastrns	1.224	1.437	0.665	0.458	-0.963	-0.021	-1.437	0.229	-0.285	0.384	-0.115	-0.222
yrs_unit	0.437	0.044	-3.682	-0.519	0.416	0.17	0.12	0.158	-0.179	0.386	-0.256	-0.219
lastlpls	1.369	0.014	1.273	0.021	0.274	0.022	-0.073	-0.085	0.051	-0.039	-0.019	-0.033
lastuaps	0.014	1.112	0.822	-0.014	-0.049	-0.01	-0.059	-0.019	0.021	0.027	-0.005	-0.026
MBI_EE	1.273	0.822	113.963	-5.66	5.726	0.366	0.013	-2.736	-1.615	1.739	-1.466	-1.278
satisjob	0.021	-0.014	-5.66	0.723	-0.408	-0.028	0.016	0.261	0.139	-0.134	0.115	0.097
unmet2	0.274	-0.049	5.726	-0.408	1.855	0.251	0.11	-0.322	-0.204	0.269	-0.245	-0.205
prepare	0.022	-0.01	0.366	-0.028	0.251	0.104	0.002	-0.029	-0.015	0.041	-0.023	-0.018
dschplan	-0.073	-0.059	0.013	0.016	0.11	0.002	0.999	0.011	0.068	-0.05	0.121	0.159
qualunit	-0.085	-0.019	-2.736	0.261	-0.322	-0.029	0.011	0.45	0.123	-0.106	0.127	0.112
ptmanage	0.051	0.021	-1.615	0.139	-0.204	-0.015	0.068	0.123	0.475	-0.077	0.285	0.299
SHR	-0.039	0.027	1.739	-0.134	0.269	0.041	-0.05	-0.106	-0.077	1.733	-0.075	-0.064
famres	-0.019	-0.005	-1.466	0.115	-0.245	-0.023	0.121	0.127	0.285	-0.075	0.578	0.484
commres	-0.033	-0.026	-1.278	0.097	-0.205	-0.018	0.159	0.112	0.299	-0.064	0.484	0.617

Chapter Five

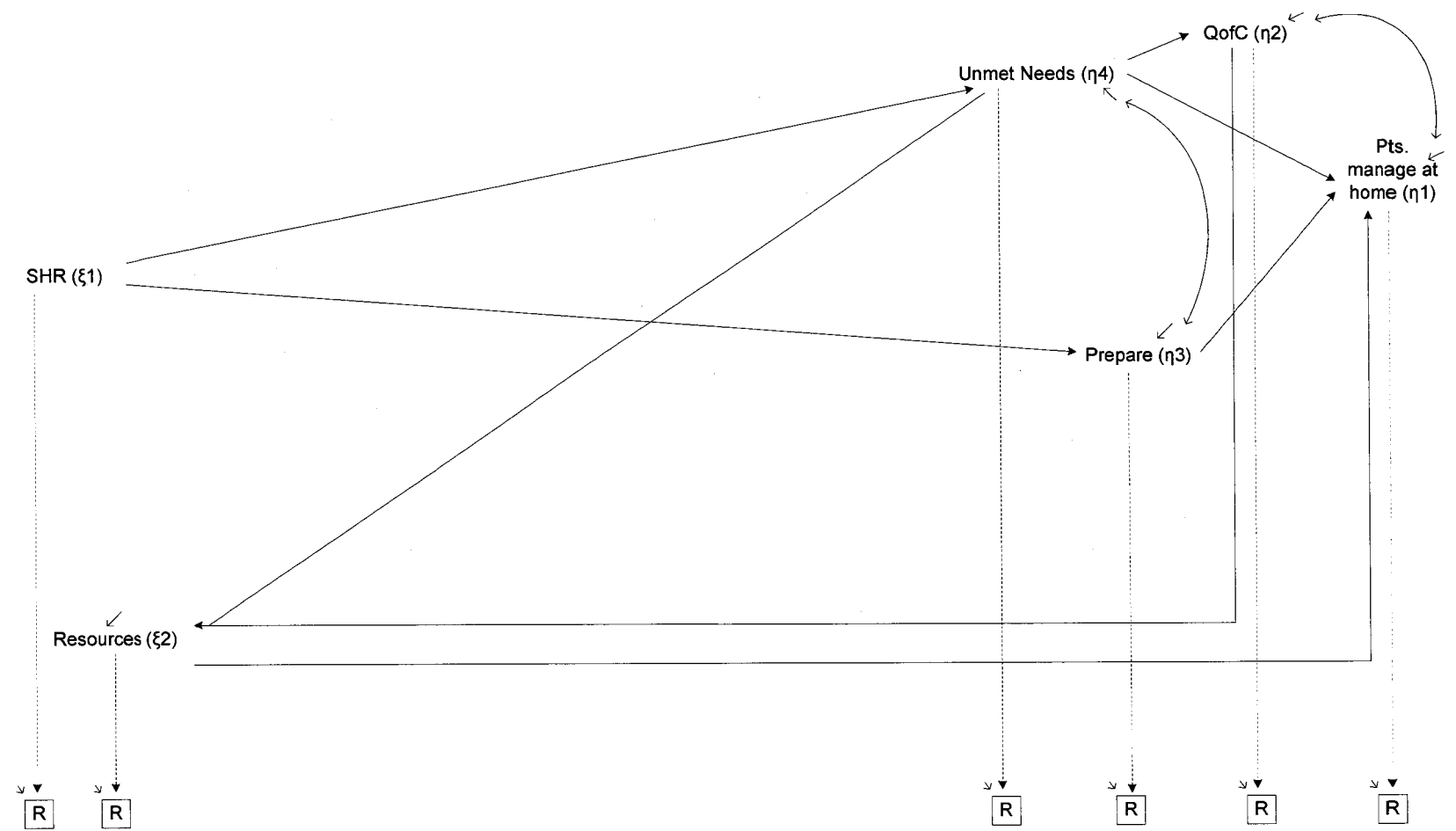
Results

Study results are presented in the following order: 1) testing the basic model, 2) testing the four sequential models – staffing, practice environment, revised staffing/practice environment, and personal employment characteristics, and 3) testing the final trial model. Chapter Six provides additional results for the overall model applied to three specific nurse groups.

Basic Model

The basic model consisted of the seven variables around the periphery of the model: three exogenous (Severity of health care restructuring, Family resources, Community services) and four endogenous (Unmet patient care needs, Preparation for discharge, Quality of care, and Patients' abilities to manage at home); the basic model is depicted in Figure 4. Each of these concepts was indexed by a single indicator from the survey dataset, which was provided the same name but was preceded by the word "Reported" as a reminder that the values of the indicator variables were the actual responses provided by the respondents. The true values of the concepts, which we do not know, are the corresponding true scores for these individual nurses. That is, the scores these individual nurses would have had if no errors had been introduced by coding mistakes, by misunderstanding the questions, or by purposeful deception or exaggeration. The concepts have been operationalized as indicated in Chapter Four. A 10% error variance was initially arbitrarily assigned for each indicator. For the first (abortive) test of this model, the "Select" (SE) command was missed inadvertently, and therefore the variables were not entered into the LISREL program in the correct order. Assessment of the LISREL output also indicated that the psi matrix had been specified as being diagonal (DI) when in fact it was symmetric (SY), and a command to free the error variances (psi) of the latent variables had not been included.

Figure 4. Continuity of Care Model – Basic Model (ksi & eta)



On the second test of the model, when the psi matrix was specified as symmetric, a syntax command to free (FR) the error variances of the latent variables was entered, and the SE command was inserted, the syntax was deemed correct. However, the model failed ($\chi^2=49.993$; $p=0.000$; $df=9$). Reviewing the LISREL output, a high correlation (-0.949) was noted in the correlation matrix of parameter estimates between the effects of community services (Services) on patients' abilities to manage at home (Pt Manage) and family resources (Resources) on patients' abilities to manage at home, suggesting a colinearity problem. Colinearity problems can occur in models containing many similar concepts or many measurement error covariances. In this instance, the correlation between the Services and Resources concepts may have resulted from the comparable phrasing of the respective survey questions. The data source for the Services variable was survey question G.2.2 which read: "How confident are you that patients you care for are discharged from hospital with adequate (in your opinion) home care or other community services that they require?" The data source for the Resources variable was survey question G.2.3 which read: "How confident are you that your patients' families or primary support persons have the resources to assist with patients' self-care needs upon discharge when required?" It is possible that respondents considered the home care or community services in the former question as some the "resources" in the latter questions, thus producing a correlation between the concepts.

Correlations between coefficient estimates exceeding about 0.90 may signify identification problems. A correlation near 1.0 indicates that the value estimated for one coefficient almost perfectly predicts the value estimated for the other. That is, there exists a colinearity between the estimates of the two coefficients. The model was tested a third time, once omitting the community services variable and once omitting the family resources variable. The model where community services was omitted resulted in a slightly better fitting model ($\chi^2=39.268$; $p=0.000$; $df=5$) than when family resources was omitted ($\chi^2=44.239$; $p=0.000$; $df=5$). Therefore, the community services variable was dropped from the model (1).

At the time, I felt the Community services variable might be the least fitting variable in my theory because it pertained to services such as the availability of home care. As the variables in my model pertained primarily to the acute care setting and the

patient/family, it seemed appropriate to remove the community services variable. Further, the Severity of health care restructuring variable was a composite of several acute care setting specific variables. As Community services did not relate to any restructuring events which would have occurred in the acute care setting, removing this variable contributed to what was considered to be a more theoretically plausible model. In addition to removing this variable, the appropriateness of the discharge preparation indicator was explored.


Up to this point, nurses' involvement in discharge planning had been used as the indicator for the discharge preparation variable. Closer examination of the model output related to this variable indicated that there did not appear to be as strong an effect as anticipated. Returning to the survey, a different indicator was selected. The new indicator was nurses' reports of discharge preparation being left undone because they lacked the time. As well, it was noted that one of my model effects, the effect of nurses' confidence of family resources available to care for a patient on nurses' confidence of patients' abilities to manage at home, was inadvertently missed in the syntax commands. This effect was freed and when the model was tested again, the results indicated a borderline acceptable fit ($\chi^2=9.414$; $p=0.0515$; $df=4$). While assessing the LISREL output and studying the data covariance matrix again, an interesting discovery was made.

Studying the covariance matrix, the variance for the variable, Number of patients assigned, was extremely large (1081.523). Closer examination of the frequency distribution for this variable identified that there were no "missing" data entries for the Number of patients assigned variable, which did not seem realistic. A manual search of the data revealed that the "missing" data entries had been inadvertently coded as 99 instead of 999 in the Alberta section of the dataset. Therefore, these entries had been included in the variance calculations rather than excluded as "system missing," thus creating the artificially inflated variance. The data were re-coded appropriately. While the re-code process may have excluded some data entries that were actually 99, it was determined that these would be a very small number and the benefit far out-weighed the risk in order to achieve a more accurate covariance matrix. Therefore, it is important to check the data covariance matrices carefully. A new covariance matrix was calculated from the data and this time the variance of the Patients assigned variable was 73.579.

The new covariance matrix is depicted in Table 3. Prior to any further model re-testing, several other changes were made.

At this time, a decision was made to test the model as an all eta (η) model. This decision was made for two reasons. The first is that the output of all eta models is easier to read because there are only two matrices to assess (Beta and Psi); therefore, it is easier to observe the effects between variables. Secondly, as my model was being tested in stages, the LISREL numerical subscript designations of the first six variables of the basic model, and all subsequent models, would not differ. This would make it easier to follow the changes to the effects of these first variables as additional variables were included. The all eta model is depicted in Figure 5. The primary difference between Figure 5 and Figure 4 on page 70 is that the two ksi (ξ) variables (ξ_1 and ξ_2) are now eta (η) variables (η_5 and η_6).

In addition to converting to an all eta model, the percentage of error variance on each indicator was reassessed by carefully examining how accurately each latent variable in the theoretical model was being measured by its specific indicator in the dataset. The quality of each indicator was then adjusted by assigning a portion of its variance to error, thus compensating for problematic wording or lack of clarity in some survey questions, and other measurement concerns. The percentages of measurement error reassessed ranged from 1-35% and are listed in Table 4.

Finally, two additional effects were included in the model . One was the effect of quality of care on family resources available to care for the patient. The second was the effect of the number of unmet patient care needs on family resources available to care for the patient. These changes resulted in a well-fitting basic model ($\chi^2=2.202$; $p=0.821$; $df=5$).

A complete copy of the LISREL computer output for the analysis of the basic model (see Figure 5) is provided in Appendix F. This output will be discussed in detail to assist the reader to develop an understanding of the LISREL output; all subsequent models will be discussed by emphasizing the theoretical changes and implications arising from the introduction of additional concepts.

Table 3. Covariance Matrix – Revised

	drnrs	support	admnlis	nvrflt	staff	nonurse	safety	fulltime	patsyou	emplytype	lastrns	yrs unit
drnrs	0.548	0.179	0.106	0.132	0.084	-0.079	-0.293	0	-0.403	0.022	-0.07	-0.062
support	0.179	0.782	0.194	0.114	0.484	-0.408	-0.521	0.002	-2.519	-0.026	0.396	-0.217
admnlis	0.106	0.194	0.62	0.071	0.211	-0.182	-0.272	-0.007	-0.711	0.013	-0.209	-0.432
nvrflt	0.132	0.114	0.071	0.956	0.125	-0.16	-0.096	-0.009	-0.431	0.061	0.74	0.182
staff	0.084	0.484	0.211	0.125	0.765	-0.235	-0.547	-0.003	-1.859	0.001	0.456	0.206
nonurse	-0.079	-0.408	-0.182	-0.16	-0.235	1.933	0.388	0.008	0.326	0.106	0.002	1.159
safety	-0.293	-0.521	-0.272	-0.096	-0.547	0.388	3.841	-0.002	2.241	-0.086	-1.078	-0.074
fulltime	0	0.002	-0.007	-0.009	-0.003	0.008	-0.002	0.241	0.021	0.052	-0.01	0.073
patsyou	-0.403	-2.519	-0.711	-0.431	-1.859	0.326	2.241	0.021	73.579	0.664	-11.552	-0.217
emplytype	0.022	-0.026	0.013	0.061	0.001	0.106	-0.086	0.052	0.664	0.591	-0.465	0.875
lastrns	-0.07	0.396	-0.209	0.74	0.456	0.002	-1.078	-0.01	-11.552	-0.465	29.45	-1.234
yrs unit	-0.062	-0.217	-0.432	0.182	0.206	1.159	-0.074	0.073	-0.217	0.875	-1.234	38.553
lastlpns	-0.062	-0.105	-0.019	0.053	-0.133	0.123	0.255	0.026	0.757	-0.034	1.224	0.437
lastuaps	-0.029	-0.065	0.01	0.134	0.02	0.003	0.04	-0.012	2.143	-0.019	1.437	0.044
MBI EE	-2.08	-4.465	-2.189	-0.523	-3.968	3.315	6.383	0.532	16.539	0.629	0.665	-3.682
satisjob	0.15	0.281	0.207	0.12	0.243	-0.303	-0.409	-0.001	-1.037	-0.051	0.458	-0.519
unmet2	-0.16	-0.509	-0.267	-0.003	-0.451	0.574	0.644	-0.022	1.209	0.038	-0.931	0.244
prepare	-0.01	-0.04	0.003	0.004	-0.035	0.055	0.077	0.012	-0.096	0.006	-0.021	0.17
dschplan	0.059	0.001	-0.005	0.065	-0.049	0.039	0.248	0.042	-0.388	0.103	-1.437	0.12
qualunit	0.126	0.238	0.135	0.109	0.24	-0.23	-0.461	0.002	-1.271	0.02	0.229	0.158
ptmanage	0.09	0.146	0.125	0.072	0.163	-0.077	-0.181	-0.003	-0.598	0.028	-0.285	-0.179
SHR	-0.074	-0.161	-0.106	-0.217	-0.183	0.37	0.173	0.043	-0.133	-0.037	0.384	0.386
famres	0.105	0.19	0.165	0.093	0.18	-0.14	-0.299	-0.005	-0.836	0.042	-0.115	-0.256
commres	0.132	0.152	0.144	0.131	0.144	-0.204	-0.252	-0.013	-0.645	0.047	-0.222	-0.219

* Variance: Diagonal elements ** Covariance: Off-diagonal elements

Table 3. Continued

	lastlpns	lastuaps	MBI_EE	satisjob	unmet2	prepare	dschplan	qualunit	ptmanage	SHR	famres	commres
dnrns	-0.062	-0.029	-2.08	0.15	-0.16	-0.01	0.059	0.126	0.09	-0.074	0.105	0.132
support	-0.105	-0.065	-4.465	0.281	-0.509	-0.04	0.001	0.238	0.146	-0.161	0.19	0.152
admnlis	-0.019	0.01	-2.189	0.207	-0.267	0.003	-0.005	0.135	0.125	-0.106	0.165	0.144
nvrft	0.053	0.134	-0.523	0.12	-0.003	0.004	0.065	0.109	0.072	-0.217	0.093	0.131
staff	-0.133	0.02	-3.968	0.243	-0.451	-0.035	-0.049	0.24	0.163	-0.183	0.18	0.144
nonurse	0.123	0.003	3.315	-0.303	0.574	0.055	0.039	-0.23	-0.077	0.37	-0.14	-0.204
safety	0.255	0.04	6.383	-0.409	0.644	0.077	0.248	-0.461	-0.181	0.173	-0.299	-0.252
fulltime	0.026	-0.012	0.532	-0.001	-0.022	0.012	0.042	0.002	-0.003	0.043	-0.005	-0.013
patsyou	0.757	2.143	16.539	-1.037	1.209	-0.096	-0.388	-1.271	-0.598	-0.133	-0.836	-0.645
emptytype	-0.034	-0.019	0.629	-0.051	0.038	0.006	0.103	0.02	0.028	-0.037	0.042	0.047
lastrns	1.224	1.437	0.665	0.458	-0.931	-0.021	-1.437	0.229	-0.285	0.384	-0.115	-0.222
yrs unit	0.437	0.044	-3.682	-0.519	0.244	0.17	0.12	0.158	-0.179	0.386	-0.256	-0.219
lastlpns	1.369	0.014	1.273	0.021	0.253	0.022	-0.073	-0.085	0.051	-0.039	-0.019	-0.033
lastuaps	0.014	1.112	0.822	-0.014	-0.039	-0.01	-0.059	-0.019	0.021	0.027	-0.005	-0.026
MBI_EE	1.273	0.822	113.963	-5.66	5.363	0.366	0.013	-2.736	-1.615	1.739	-1.466	-1.278
satisjob	0.021	-0.014	-5.66	0.723	-0.38	-0.028	0.016	0.261	0.139	-0.134	0.115	0.097
unmet2	0.253	-0.039	5.363	-0.38	1.457	0.147	0.107	-0.293	-0.19	0.23	-0.223	-0.187
prepare	0.022	-0.01	0.366	-0.028	0.147	0.104	0.002	-0.029	-0.015	0.041	-0.023	-0.018
dschplan	-0.073	-0.059	0.013	0.016	0.107	0.002	0.999	0.011	0.068	-0.05	0.121	0.159
qualunit	-0.085	-0.019	-2.736	0.261	-0.293	-0.029	0.011	0.45	0.123	-0.106	0.127	0.112
ptmanage	0.051	0.021	-1.615	0.139	-0.19	-0.015	0.068	0.123	0.475	-0.077	0.285	0.299
SHR	-0.039	0.027	1.739	-0.134	0.23	0.041	-0.05	-0.106	-0.077	1.733	-0.075	-0.064
famres	-0.019	-0.005	-1.466	0.115	-0.223	-0.023	0.121	0.127	0.285	-0.075	0.578	0.484
commres	-0.033	-0.026	-1.278	0.097	-0.187	-0.018	0.159	0.112	0.299	-0.064	0.484	0.617

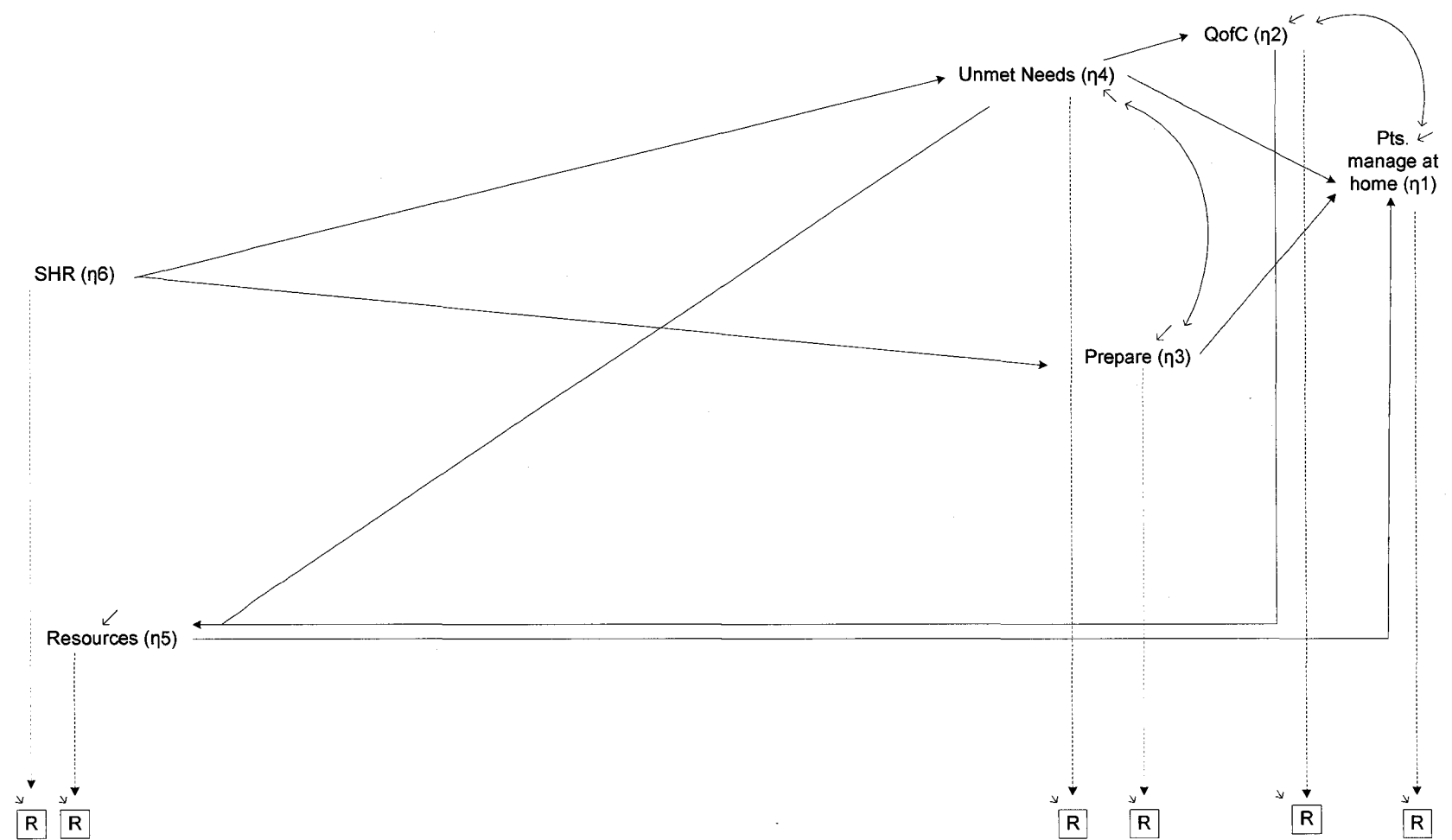
Table 4. Variables' Measurement Error Specifications (Trial Models)

Concept	Variable		% Measurement Error Assessed	Variance (from the covariance matrix)	Value [‡]
Eta (η_1)	Patient manage at home	y1	35	0.475	.1663
Eta (η_2)	Quality of care	y2	10	0.450	.0450
Eta (η_3)	Unmet patient care needs	y3	25	1.457	.3643
Eta (η_4)	Preparation for discharge	y4	15	0.104	.0156
Eta (η_5)	Family resources	y5	20	0.578	.1156
Eta (η_6)	Severity health care restructuring	y6	25	1.733	.4333
Eta (η_7)	RN-MD relationships	y7	10	0.548	.0548
Eta (η_8)	Support services	y8	10	0.782	.0782
Eta (η_9)	Management listens	y9	10	0.62	.0620
Eta (η_{10})	Never float	y10	10	0.956	.0956
Eta (η_{11})	Enough staff	y11	10	0.765	.0765
Eta (η_{12})	Non-nurse activities	y12	10	1.933	.1933
Eta (η_{13})	Practice Environment [†]	--	--	--	--
Eta (η_{14})	# Patients assigned	y13	5	73.579	3.679
Eta (η_{15})	# Last RNs on shift	y14	10	29.45	2.945
Eta (η_{16})	Supervise LPNs	y15	10	1.369	.1369
Eta (η_{17})	Supervise UAPs	y16	10	1.112	.1112
Eta (η_{18})	Staffing [†]	--	--	--	--
Eta (η_{19})	Safety	y17	30	3.841	1.152
Eta (η_{20})	Full-time	y18	10	0.241	.0241
Eta (η_{21})	Employment type	y19	1	0.591	.0059
Eta (η_{22})	Years spent on the unit	y20	10	38.553	3.855
Eta (η_{23})	Emotional Exhaustion	y21	15	113.963	17.094
Eta (η_{24})	Job satisfaction	y22	5	0.723	.0362

[†] These latent variables are composites of several previous latent variables in the model and therefore do not exist in the database.

[‡] The measurement error is the product of the percentage measurement error assessed and the variance of the variable obtained from the covariance matrix calculated from the database

Figure 5. Continuity of Care Model – Basic Model (all eta)



$\chi^2 = 2.202; p = 0.821; df = 5$

The syntax commands for the Basic Model are found in the LISREL output on page 222 in Appendix F. The syntax command lines read by the LISREL program and the requested output are found on page 223. The sample covariance matrix to be analyzed is also found on page 223 in Appendix F. This matrix was checked carefully to ensure that the variables' variances/covariances were correct.

A listing of the structural coefficients to be estimated appears next in the LISREL output on pages 223 - 224. The numbers in the beta matrix indicate the locations where coefficients are free to be estimated; eight beta coefficients (effects) are estimated in this model and can be interpreted like regression slopes. The six lambda coefficients are scaled at 1.0 and can also be interpreted like a regression slope coefficient in regression analysis. A unit change in the latent concept is scaled to be the same as a unit change on the indicator. The 1.0 is a structural coefficient indicating how many units the indicator changes if the corresponding underlying latent concept is changed 1.0 unit. The 1.0 guarantees that each unit of change in the latent concept corresponds to a unit of change in the indicator and hence guarantees that the scale on which the latent concept and the indicator are measured have equal sized units. However, this does not make the indicator identical to the latent concept because error also influences the indicator. The proportion of measurement error variance of an indicator is fixed at a specific value by multiplying a chosen proportion for error variance with the variance of that particular indicator. Fixing an error variance at a nonzero value implies that entities other than the underlying latent concept can influence the indicator and thus, acknowledges some unreliability in the measurement of the concept. In other words, fixing an error variance fixes the portion of variance in an indicator that is thought to arise from sources other than the latent concept the indicator is supposed to indicate.

The remaining two matrices which complete the model specification include the variances/covariances among the two types of error terms that appear in the model: 1) unexplained variance of the latent concepts, contained in the psi matrix, and 2) errors in the measurement of the latent concepts, contained in the theta epsilon matrix. The covariance is a coefficient that provides coordination between two variables or errors (as in this model) but where the source of that coordination is unknown; nothing tangible in

the model identifies the source. For example, there is a covariance between the errors for the Unmet patient care needs and Preparation for discharge concepts.

The psi values were given non-zero start values to facilitate convergence to a maximum likelihood solution. While start values may facilitate a convergence, they do not determine the resulting estimates. They simply serve as a more appropriate starting value than the default value of 0 for finding an adequate set of estimates for the model coefficients.

The values of the fitting function for the iterations LISREL produced in converging to the final estimates are found on pages 225 through 227 in Appendix F. The fit function is progressively reduced reflecting the fact that LISREL analytically searches for the best set of estimates. The first estimates are created using two-stage least squares (TSLS) estimates of the coefficients. “These first guesses are then progressively improved upon using first steepest-descent iterations and then Fletcher-Powell iterations to fine tune the initial estimates” (Hayduk, 1987, p.138). As LISREL gets close to a solution, the values of the fit function change only minimally.

Maximum Likelihood Estimates (MLE)

The MLE for the Basic Model are found in Table 5. The maximum likelihood estimates for the Basic Model can also be found on pages 227 to 229 in Appendix F. The LISREL maximum likelihood estimates are those values for the free structural coefficients which imply covariances that are as consistent as possible with the data (the input covariances). The lambda coefficients indicate how a unit change in the concept affects the observed indicators. In this model, each of the six lambda coefficients is scaled at 1.0, therefore a unit increase in the latent concept results in an expected unit increase of 1.0 in the indicator. Each arrow in Figure 5 in leading to one endogenous concept from another endogenous concept is the structural coefficient (beta coefficient) or direct causal effect to be estimated, and is contained in the beta matrix. Therefore, the beta matrix is comprised of the direct causal effect of a column variable on the row variable, and can be interpreted as the amount of change in an η expected to accompany a unit increase in the causal η variable with all the other variables “held constant,” so there is no possibility of indirect or looped effects.

The theta epsilon matrix contains the assertions of error variance in the measurement of the latent concepts as reflected in their specific indicators in the survey dataset. As described earlier, the quality of each indicator is adjusted for, as these assertions compensate for problematic wording or lack of clarity in some survey questions and other measurement concerns. A significant amount of variance in most of the indicators of the latent concepts is composed of error. For example, of the total variance in Patients' abilities to manage (0.475), the estimated measurement error variance is 0.166 (see Table 4) and $0.166/0.475$ is 35% estimated error variance. Similarly, the variance of Quality of care is 0.450 so that the estimated percentage of measurement error variance is $0.0450/0.450 = 10\%$. The estimated percentage of error variance of Unmet patient care needs, Preparation for discharge, Family resources, and Severity of health care restructuring are 25%, 15%, 20%, and 25% respectively. The psi matrix contains the error variances in predicting the latent concepts.

The squared multiple correlation (SMC) or R^2 for each indicator is the proportion of variance in the indicator that is accounted for by the associated latent concept. The magnitude for the SMC for the indicators indicates that 65% of the variance of these variables is accounted for by the associated latent concept. For example, the proportion of explained variance in Patients' abilities to manage is 0.649 and one minus the SMC of the variable is the proportion of error variance (0.35) that was obtained from the theta epsilon matrix.

Evaluation of Overall Basic Model Fit

The measures of overall fit of the Basic Model to the data are found on pages 230 – 231 of Appendix F. The chi square value provided in the LISREL output is sensitive to all departure from a good fit; that is, all discrepancies between the sample covariances and those implied by the model. Formally, the chi square test is a test that the observed discrepancies between the sample covariance matrix and the fitted covariance matrix could be due to random sampling variation alone. A small chi square signifies a good fit and a large chi square a bad fit. A statistically significant chi square may reflect model misspecification.

The LISREL output for the Basic Model indicates that the fit between the sample covariances and the model-implied covariances is adequate. The chi square with 5

degrees of freedom is 2.202 with probability 0.821. Since the probability of 0.821 does not exceed the traditional 0.05 criteria, one must accept (fail to reject) that the differences between the model-implied covariance matrix and the observed covariance are small enough to be reasonably attributed to random sampling fluctuations. This value falls within a region that would be expected 95% of the time and the conclusion is that if sigma (the model implied covariance matrix) was the population covariance matrix, then it is feasible that the sample covariance matrix could have been observed. However, Hayduk (1987) warns that adopting the usual 0.05 level of significance amounts to accepting models as adequate if the observed sampling fluctuations could appear in about 1 in every 20 samples. The predicted sigma matrix for this model is sufficiently close to the observed data matrix for the remaining differences to be attributed to mere sampling fluctuations. That is, the Basic Model is not significantly worse than a perfect model capable of producing a sigma (model-implied covariance matrix) that is identical to the observed data.

Another criterion to test the fit of the model is to calculate the variance and standard deviation of the chi square distribution. While this criterion is redundant with the chi square test, a discussion is nonetheless provided for informational purposes. The variance of the chi square distribution is twice the number of degrees of freedom. In this model, the variance is 10 (5df x 2). The standard deviation is the square root of the variance, which in this case is the square root of 10 = 3.16. The mean of the chi square distribution is its degrees of freedom: 5. Two standard deviations would be approximately: $2 \times 3.15 = 6.32 \sim 6$. Within two standard deviations, the chi square should be $5+6 = 11$. Therefore, the chi square should be less than about 11 in order that the model fits the data. The above indices imply that the model fits the data well. This indicates that the differences between the model-implied covariance matrix (Σ) and the observed covariance matrix (S) were small enough to be reasonably attributed to sampling fluctuations.

Researchers also use the root mean square error of approximation (RMSEA), the goodness of fit index (GFI), and adjusted goodness of fit index (AGFI) to measure the fit of a structural equation model to the sample data covariance matrix. The RMSEA is zero if the chi square is less than the degrees of freedom. In this Basic Model, $\chi^2 = 2.202$, $df =$

5, and RMSEA = 0.0. There is no currently generally acceptable value of RMSEA that constitutes demarcation between a good and a poor model.

The GFI depends on a comparison between the observed covariances and the residuals. The AGFI adjusts for the degrees of freedom of a model relative to the number of variables. Both indices reach their maximum of one when there is a perfect match between the model predicted covariance matrix and the sample covariance matrix. For the Basic Model, the GFI is 0.997. The AGFI is very “acceptable” at a value of 0.989.

Even though this Basic Model of Continuity of Care fits the sample data, this does not guarantee that the correct or even the best model has been specified and estimated. It does indicate that a model and a set of coefficient estimates that are consistent with the observed covariances have been located, and that the model has survived a statistical and substantive challenge that results in the failure of many models. It cannot be proven that this Basic Model is a valid model of the measurement of Continuity of Care but at this time and in this context, the model cannot be rejected.

Detailed Assessment of Model Fit

To assess the fit of the Basic Model in more detail, one examines the modification indices, the standard errors and t-values, the fitted residuals and the standardized residuals. These are used to determine sources of model misspecification and ways in which the model specification might be improved. First, the modification indices, found in the LISREL output on pages 233 to 236, focus attention on the fixed parameters of the model. The modification index for a given fixed parameter is a measure of the predicted decrease in the chi square if the model was re-estimated with that parameter free instead of fixed. Generally speaking, one notes those modification indices which are greater than 4 as freeing a parameter will result in a loss of one degree of freedom. Therefore, one must decide whether the resultant decrease in the chi square is worth the loss of a degree of freedom. The largest modification index in the Basic Model is for the correlation between the measurement errors of the Severity of health care restructuring and Unmet patient care needs (1.17), indicating that relaxing this parameter should lead to a decrease in the minimum of the fitting function and hence, a minor improvement in the fit of the model. However, this parameter was not freed for the reasons described above; because

the modification index was not greater than 4 but more importantly, because there was no theoretical justification for doing so.

The standard errors and the t-values are reported in the LISREL output on pages 228 – 229, respectively. The standard errors, which are not scale invariant, are measures of the sampling variability of the parameter estimates. The t-value for a parameter is defined as the parameter estimate divided by its standard error. This can be used to test the hypothesis that the true parameter value is zero. Parameters whose t-values are larger than two in magnitude are normally judged to be statistically different from zero. Several t-values for the estimated coefficients in the Basic Model are greater than two, and thus, those estimated parameters are significant. On the other hand, insignificant coefficients may reflect a lack of power in testing the implicit hypotheses of zero effects or identify potential shortcomings of the model. They provide evidence of estimates that are inconsistent with a theoretical requirement of such an effect. Insignificant coefficients will require attention as additional variables are entered into the model.

The following set of output (pages 231 and 232) focuses on the fitted residuals and the standardized residuals. The residuals, the discrepancies between the observed covariances and the model implied covariances, can be found in the LISREL output on page 231 of Appendix F. The output labeled “fitted covariance matrix” is the sigma matrix (Σ) or the covariances implied by the estimated coefficients of the Basic Model. Maximum likelihood estimation of the eight coefficients in the model minimized the covariance residuals. A model has implications for the variances/covariances of the observed indicators and these implied covariances should be as close to the data covariances (S matrix) as possible. The residuals focus on aspects of the model that provide the connections between observed variables, one pair at a time. The residuals can be helpful in locating variables between which the largest problems exists but they cannot indicate which corrections to the model should be introduced.

In general, a fitted residual is the difference between an observed covariance (S matrix) and the corresponding model-implied covariance (Σ matrix). The size of these residuals must always be judged relative to the size of the elements of the data matrix. The fitted residuals depend on the metric of the observed variables and are, therefore, difficult to see in the assessment of fit. In the Basic Model, the largest residual is for the

covariance between Quality of care and Preparation for discharge (0.009) but this residual is not a huge concern at this time because these two variables may share some source of covariation that is not included in the Basic Model (e.g. a common cause) but may be included in the sequential models when additional variables are inserted.

The residuals can be scrutinized when they are expressed in a common metric. LISREL does this by dividing each covariance by an estimate of the covariance's asymptotic standard deviation. The standardized residuals are estimates of the number of standard deviations the observed residuals are away from the zero residuals that would be provided by a perfectly fitting model (Hayduk, 1987). The standardized residuals are reported just after the unstandardized residual in the LISREL output. If the standardized residual is larger than +2.0 or smaller than -2.0 in magnitude, this indicates that the model does not account for the data sufficiently well (Hayduk). The standardized residuals help identify the aspects of the data that are inconsistent with the current model estimates. There is no such evidence for any major lack of fit in the Basic Model. The smallest standardized residual is -1.059 corresponding to the covariance between Severity of health care restructuring and Unmet patient care needs. The largest standardized residual is 1.005, which corresponds to the covariance between Unmet patient care needs and Preparation for discharge.

If the residuals are truly random, they should be approximately normally distributed. To assess whether the residuals are normally distributed, LISREL provides what is called a Q-Q plot, which is a visual form of the distribution of the standardized residuals. A Q-Q plot of the standardized residuals can be found on pages 232 - 233 and the straightness of the line of this plot provides assurance of the near-normality of the residuals in the Basic Model.

The correlations among the estimates are found in the LISREL output on pages 237 to 238. Extremely large correlations indicate that the estimates of the two-parameter estimators are very closely associated. High correlations (+/- .9) may indicate colinearity problems. Scanning the matrix of correlation among the estimates did not locate signs of colinearity problems.

The LISREL output on page 239 attempts to provide the factor score regressions given by the program. Though difficult to interpret and of no real interest to us, these

coefficients represent equations that could be used in factor-like models to predict scores on the latent variables from scores on the indicators (observed variables). Finally, the standardized solution for this model is found on page 240 of Appendix F. That is, the latent concepts have been standardized to have a mean of 0 and a variance of 1.

Primarily, these are the free coefficients in the beta matrix whose values were to be estimated in this particular model. The indicators are not standardized and retain their real metric variances. The correlation matrix of eta exhibits the coordination among the latent variables based on the specific model. The total and indirect effects (pages 241 – 244) that appeared at the end of the LISREL output are the effects of the latent variables on the indicators or on other latent variables.

The results of the Basic Model are presented in Table 5. These results include the beta matrix (effects) and the squared multiple correlations for the structural equations (R^2) for each of the endogenous variables. The signs in all of the effects were in the expected direction with the exception of one; the effect of Preparation for discharge on Patients' abilities to manage at home was unexpectedly positive but was not statistically significant. A negative effect was anticipated as the more often nurses reported discharge preparations being left undone, the less confidence nurses should have had that their patients could manage at home. The reason the reverse of this was tending to appear could not be found; however, it will be carefully assessed on each subsequent model test. There were 5 of 8 effects that reached statistical significance. The most significant effect was from Family resources to Patients' abilities to manage at home (beta = 0.573 and when standardized = 0.702, $t=9.167$, $p<0.01$). Each unit increase in Family resources increases the Patients' abilities to manage at home by .573 units. The largest R^2 was 0.579 for Patients' abilities to manage at home. Thus, the proportion of explained variance for this concept by the predictor variables was 57.9% which is substantial. The R^2 for the remaining Continuity of Care variables were 0.042 (Unmet patient care needs) and 0.015 (Preparation for discharge). Therefore, the proportion of explained variance for these two concepts by their individual predictor variables was merely 4.2% and 1.5% respectively. Hence, most of the explained variance in these concepts arose from sources other than the diagrammed causal variables.

Table 5. Matrix - Basic Model

	PTM	QC	UCN	Prep	FR	SHR	R²
PTM	--	--	-0.070 (0.047)	0.090 [§] (0.148)	0.573** (0.063)	--	0.579
QC	--	--	-0.265** (0.041)	--	--	--	0.189
UCN	--	--	--	--	--	0.188* (0.072)	0.042
Prep	--	--	--	--	--	0.031 (0.019)	0.015
FR	--	0.209* (0.083)	-0.146* (0.055)	--	--	--	0.127
SHR	--	--	--	--	--	--	--

column = causal variable; row = effect or dependent variable.

*significant effect >2 std errors; **significant effect >3 std errors; [§]effect in wrong direction.

PTM = patient manage at home; QC = quality of care; UCN = unmet patient care needs;

Prep = preparation for discharge; FR = family resources; SHR = severity health care restructuring

The error variance in the prediction of the Patients' abilities to manage at home concept is contained in the psi matrix. The error variance corresponding to each of the three Continuity of Care concepts was 0.130 (Patients' abilities to manage at home), 1.049 (Unmet patient care needs), and 0.087 (Preparation for discharge), which is about 42%, 96%, and 99% of the variance in these concepts. These values correspond to calculating $1 - R^2$ (e.g. $1 - .579 = .421$ or 42%) or these values can be obtained directly from the standardized solution in the LISREL output. The error variance for Unmet patient care needs and Preparation for discharge make up 96% and 99% of the variance in these concepts respectively, and this will need to be carefully assessed as additional variables are entered into the overall model. After thoroughly assessing the model output, no further revisions were made.

Sequential Modeling

The sequential testing of five models included: 1) practice environment plus the basic model, 2) staffing plus the basic model, 3) revised staffing/practice environment plus the basic model, 4) personal employment characteristics plus the basic model, and 5) the complete model. Testing a model in sequential order allows one to follow the changes in the variables that are consistent across each model as additional variables are included. The sequence of model testing followed the pictorial diagram (Figure 3) from left to right. Moving left to right across the diagram, one encounters the variables collectively

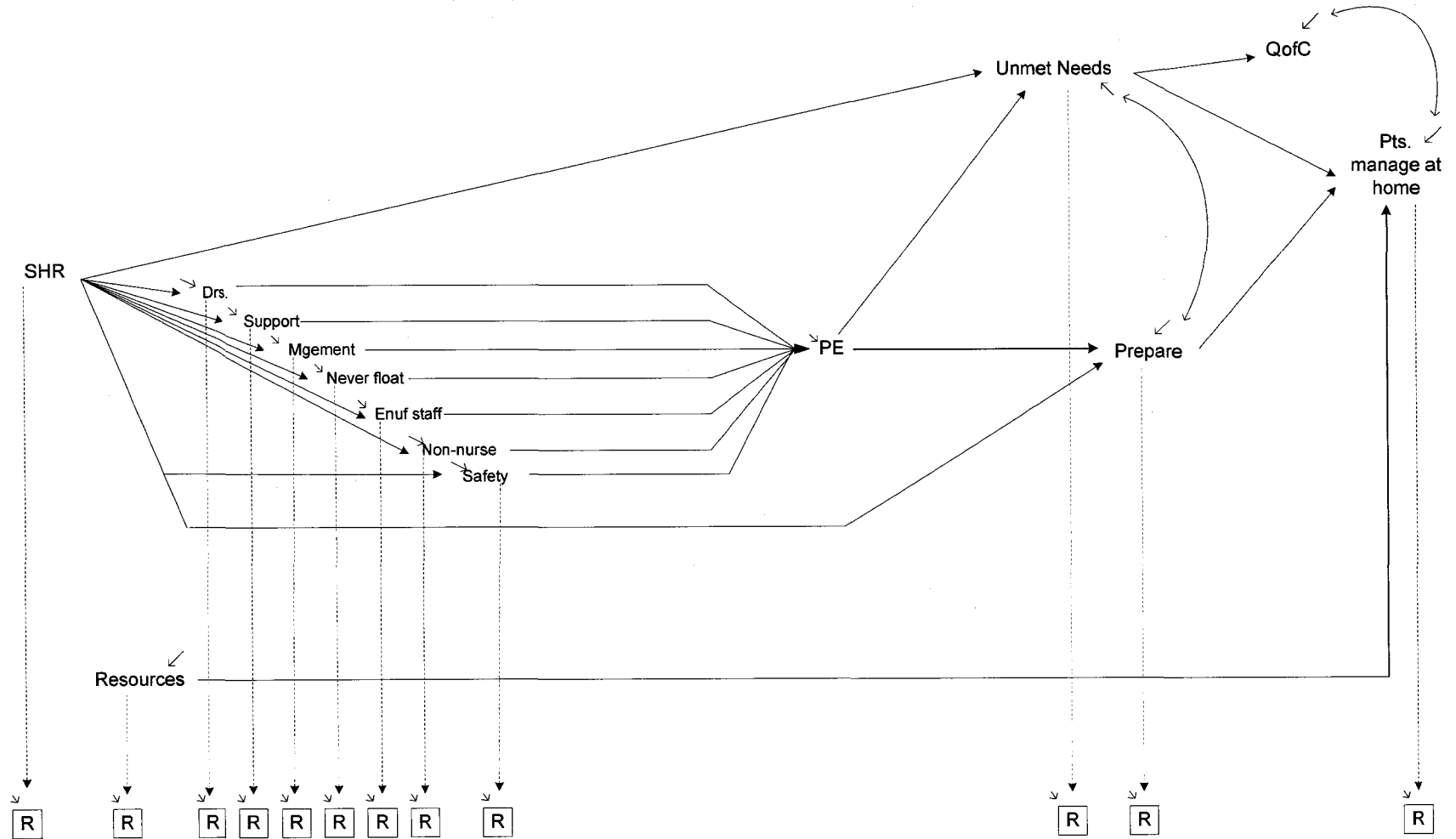
referred to as Practice Environment, followed by the variables collectively referred to as Staffing, the variables collectively referred to as Personal Employment Characteristics, and finally, all of the variables comprising the complete model. Each model will be presented beginning with the initial results, followed by subsequent results that were achieved through data driven model modifications, and culminating in the presentation of the overall model fit between the sample covariance matrix and the model-implied covariance matrix.

Sequential Model #1: Practice Environment

The Practice Environment model consisted of the six basic concepts described earlier (Patients' abilities to manage at home, Quality of Care, Unmet patient care needs, Preparation for discharge, Family resources, and Severity of health care restructuring), with eight additional concepts. These eight concepts included Doctor-nurse relationships, Support, Management listens, Never float, Enough staff, Non-nurse activities done, Safety and Practice Environment. The Practice Environment variable is a composite of the preceding seven variables as indicated in Figure 6 by the seven arrows leading to Practice Environment. These seven arrows represent a unitary causal pathway, or a theoretical assertion that all effects from the seven concepts act in a causal way and are mediated through the Practice Environment concept. The Practice Environment concept, being a composite measure, does not have an indicator. Each of the other variables were indexed by a single indicator preceded by the word "Reported" as a reminder that the values of the indicator variables are the actual responses provided by the respondents. As in the basic model, error values were arbitrarily assigned at 10%. One of the unitary causal pathways, the effect from Never Float to Practice Environment, was fixed at .5 in order to assist data convergence and model testing.

Testing the model resulted in an inadequate fit ($\chi^2=244.856$, $p=0.0$, $df=47$). Inspection of the matrix of the correlation among the estimates revealed that the estimates of the effect of Support and Staff on Practice Environment correlated at .613. While this sign of colinearity is not extreme, it is close to borderline (1.10). As described earlier, colinearity can result in models that contain similar concepts. A decision was made to remove the Support concept from the model because it was felt that this concept was too similar to the Enough staff concept. The Support concept was derived from the Likert

Figure 6. Continuity of Care Model – Original Practice Environment



type responses to survey question B.1 which read “Adequate support services allow me to spend time with my patients.” The Enough staff concept had been derived from the Likert style responses to survey question B.16 “Enough staff to get work done.” It was felt that these two concepts were similar enough in meaning to have contributed to the effect observed.

The next decision involved removing the Safety concept from the Practice Environment unitary causal pathway. As described in the previous chapter, the Safety concept is derived from the number of adverse events (medication errors, nosocomial infections, patient falls with injuries) that nurse respondents reported having occurred within the last year. The higher the number of adverse events, the less safe the health care environment was deemed to be, and the less likely patients would be able to manage at home. This variable was re-conceptualized as receiving an effect from the Practice Environment variable rather than being a component of it (11).

The LISREL output for this model indicates that the fit of the model is adequate. The chi square with 37 degrees of freedom is 51.00 with probability 0.063. The GFI is 0.976 and the AGFI is 0.949 which indicates that the model is minimally incongruent with the data. However, several cautions appear. First, colinearity was noted in the correlation matrix of parameter estimates. The estimate of the effect of Practice Environment on Unmet patient care needs and Enough staff on Practice Environment correlate at 0.932. The estimate of the effect of Doctor-nurse relationships on Practice Environment and Practice Environment and Unmet patient care needs correlate at 0.814. The estimate of the effect of Non-nurse duties on Practice Environment and Practice Environment on Unmet patient care needs correlate at -0.846. While these signs of colinearity are not extreme, they are, however, in the borderline region and require thoughtful consideration whether or not to pursue the unitary causal pathway for the Practice Environment variable (12).

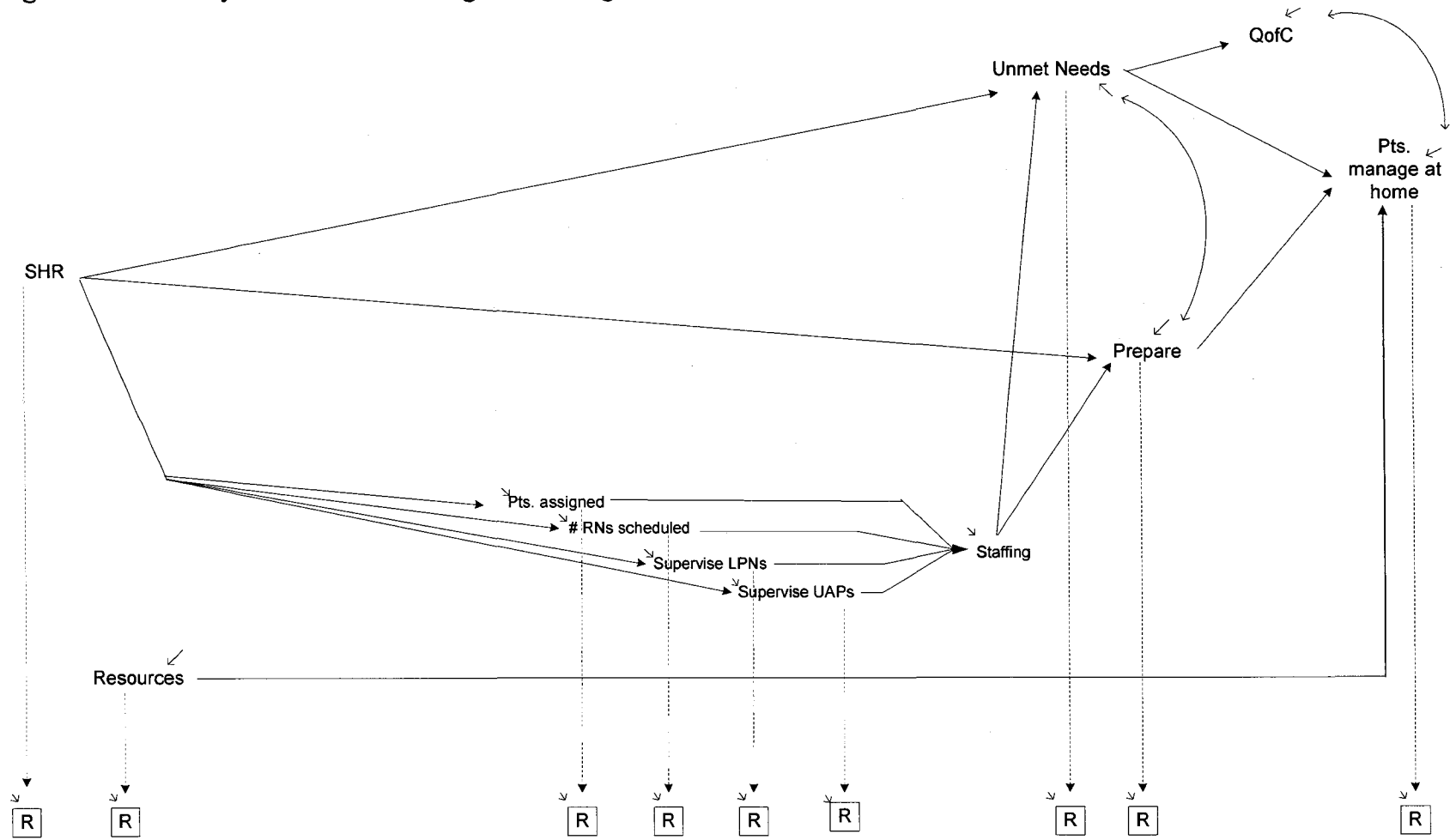
The next most important finding in the LISREL output was that all of the effects in the unitary causal pathway were in the wrong direction except the effect that was fixed at 0.5. The model syntax was re-written to force the remaining effects in the unitary causal pathway to be in the right direction (positive direction where positive effect expected; negative direction where negative effect expected). When the model was

tested, the data failed to converge after 289 iterations and a warning message appeared. Iterations represent the estimation process; where the LISREL program makes arbitrary changes in the estimates until the Σ (model implied covariance) and S (data covariance) matrices are as similar as possible, given the constraints of the model (i.e., given that free parameters are allowed in only specific locations of the matrices). The warning message indicated that LISREL was unable to “fit” Σ and S, and as before, the unitary causal pathway for the Practice Environment variable would require additional consideration. This model was clearly problematic but what to do next was unclear. While pondering the appropriateness of the Practice Environment variable, the decision was made to begin testing a second unitary causal pathway, the Staffing model.

Sequential Model #2: Staffing

The Staffing model consisted of the six basic concepts described earlier (Patients’ abilities to manage at home, Quality of Care, Unmet patient care needs, Discharge teaching left undone, Family resources, and Severity of health care restructuring), with five additional concepts. These five concepts included Patients Assigned, Number of registered nurses on the last shift, Number of licensed practical nurses supervised on the last shift, Number of unlicensed assistive personnel on the last shift, and Staffing. The Staffing variable is a composite of the preceding four variables, indicated in Figure 7 by the four arrows leading to Staffing. These four arrows represent a causal unitary pathway, or a theoretical assertion that all effects from the four concepts are mediated through the Staffing concept. The Staffing concept, being a composite measure, does not have an indicator. Each of the other variables were indexed by a single indicator preceded by the word “Reported” as a reminder that the values of the indicator variables are the actual responses provided by the respondents. As in the basic model, error values were arbitrarily assigned at 10%. One of the unitary causal pathway effects, Number of RNs on the last shift, was fixed at 0.5 in order to assist data convergence and model testing.

Figure 7. Continuity of Care Model – Original Staffing



The first test of the model was unsuccessful as the model failed to converge after 370 iterations. Based on these results, a closer look was taken at the Staffing unitary causal pathway variable, Number of unlicensed assistive personnel on the last shift. Inclusion of this variable in the pathway was inappropriate as many Alberta hospitals, at the time the survey was completed, did not employ this type of worker. The decision was made to eliminate this variable from the unitary causal pathway (13).

The second test of the model resulted in an improved, but still poorly fitting model ($\chi^2=47.770$, $p=0.000163$, $df=18$). Examination of the modification indices identified two additional effects that could be inserted which would improve the fit of the model (14). These effects were entered and included the effect of Staffing on Quality of care on the unit, and Staffing on Patients' abilities to manage at home. Inserting these two effects resulted in an improved model ($\chi^2=25.696$, $p=0.0585$, $df=16$). However, assessment of the model output revealed that the effects in the Staffing unitary causal pathway were not in the anticipated direction. Therefore, it was decided to force the effects to be in the right direction. As well, it was theorized that staffing levels impacted patient safety on the hospital care units and so a direct effect from Staffing to Safety was included in the model.

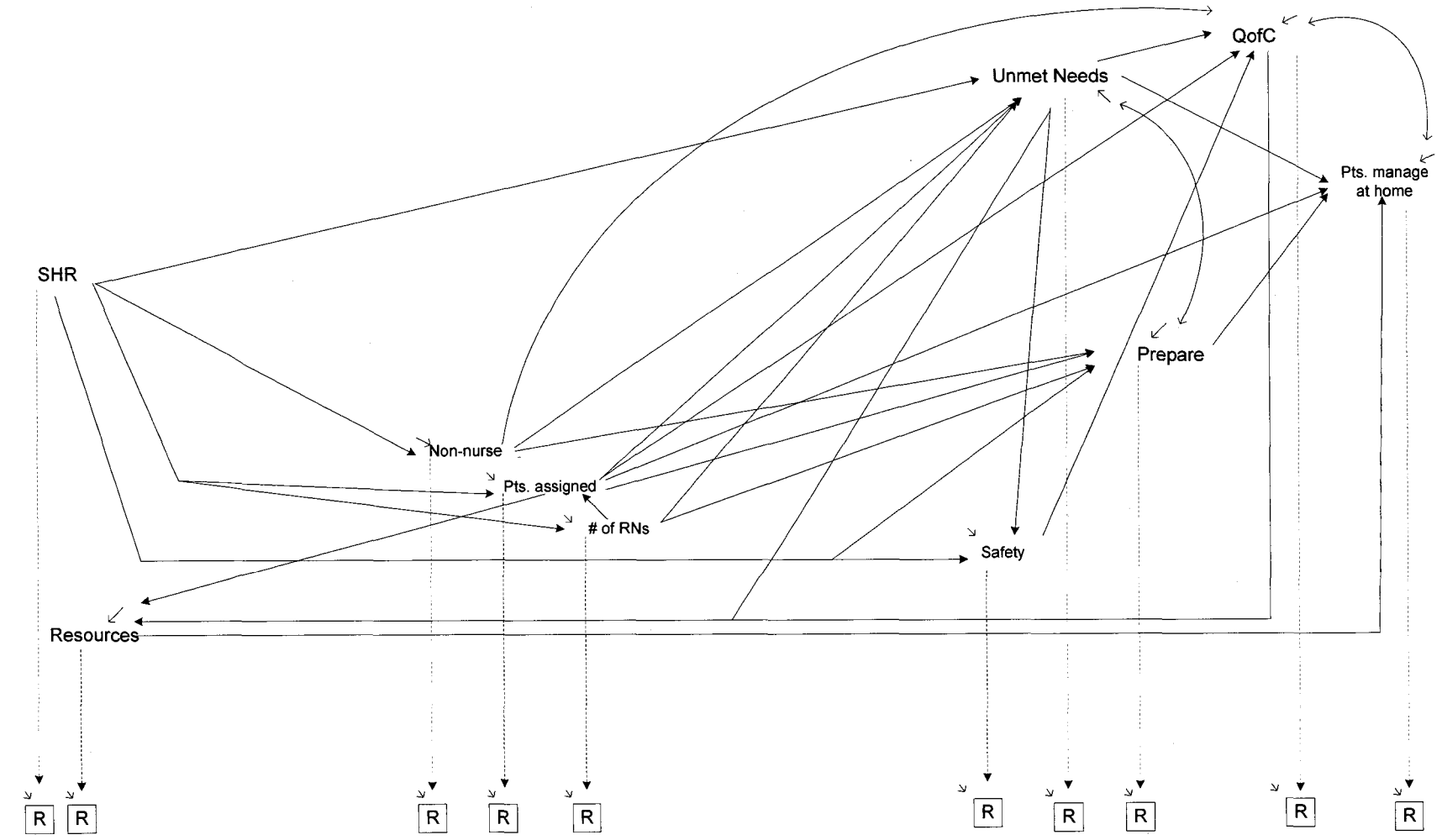
Forcing the effects in the Staffing unitary causal pathway to have the proper direction resulted in a clear unacceptable model fit with the data ($\chi^2=310.917$, $p=0.0$, $df=15$). The standardized residuals were assessed in the hopes that this would reveal the elements of the data matrix that were poorly reproduced by the model-implied covariance matrix, and why the model failed. Large standardized residuals were scattered throughout the matrix suggesting that a few model modifications would not be sufficient to obtain an acceptable model fit. Therefore, the decision to combine both the Staff and the Practice Environment models, to eliminate the unitary causal pathways, and to eliminate several variables was made (15). From a theoretical perspective, it was a mistake to include all of the intervening variables in the Staffing and Practice Environment unitary causal pathways in the same causal structure because all of the intervening variables did not behave in a parallel causal way. In other words, the Practice Environment and Staffing variables seem not to exist as there was no "unitariness" displayed within these two concepts. A common verbal label (e.g. Practice Environment,

Staffing) is not enough because the mere label of a variable does not guarantee that the intervening variables are coordinated or share the same causal world. Therefore, the variables comprising Practice Environment and Staffing should not be causally grouped together as researchers have done previously because there is no identifiable causal connection between them, even if our language groups the several variables under titles of Practice Environment and Staffing.

Sequential Model #3 - Revised Staffing/Practice Environment Model

After carefully assessing the diagnostics of the LISREL outputs for the Staff and Practice Environment “unitary effects” models, and postulating various additional effects, the revised Staffing/Practice Environment model was created. The revised model consisted of the six basic concepts described earlier (Patients’ abilities to manage at home, Quality of Care, Unmet patient care needs, Discharge preparation left undone, Family resources, and Severity of health care restructuring), with four additional concepts, and is depicted in Figure 8. These four concepts included Non-nurse duties done, Number of patients assigned, Number of registered nurses on the last shift, and Safety, some of which were originally conceptualized as part of Practice Environment and others of which were conceptualized as Staffing. As the unitary causal pathways had been eliminated, an effect (beta coefficient) from each of Non-nurse duties, Number of patients assigned, and Number of registered nurses on the last shift variables to Unmet patient care needs and Discharge preparation left undone was asserted. Each of the variables were indexed by a single indicator preceded by the word “Reported” as a reminder that the values of the indicator variables are the actual responses provided by the respondents. The percentage of measurement error for each variable was assigned as per Table 4. Finally, additional direct effects from Number of patients assigned to Family resources and from Number of patients assigned to Patients’ abilities to manage at home were entered (1¹⁶).

Figure 8. Continuity of Care Model – Revised Practice Environment



$\chi^2 = 13.875; p = 0.737; df = 18$

With 20 degrees of freedom, the chi square of the revised Practice Environment sub-model is 24.020 ($p=0.242$) indicating an acceptable fit between the model-implied covariance matrix and the sample data matrix. The Goodness of Fit Index (GFI) was 0.983 and the Adjusted Goodness of Fit Index (AGFI) was 0.955. Examination of the standardized residuals identified that one modification would improve the fit between the data matrix and the model-implied covariance matrix. The largest negative standardized residual was -2.982 between the variables Number of patients assigned and Quality of care. Further, the Beta Modification Indices revealed that the chi square could be reduced by 6.777 if this particular effect was freed; permitting the model to better “match” the data. After freeing this particular effect, the model was re-tested. The chi square of the model improved to 17.125 ($p=0.581$) with 19 degrees of freedom.

The LISREL diagnostics identified one additional effect that would improve the model fit, if the effect was freed. The standardized residual for the correlation between Non-nurse duties and Quality of care was -1.777 and the beta modification index showed that the chi square would be reduced by 3.310 should an effect between these two variables be freed. A beta coefficient was added, and when estimated, verged on statistical significance ($t=-1.822$, $p>0.05$) (17). With 18 degrees of freedom, the chi square of this model is 13.875 ($p=0.737$). The maximum likelihood estimates and their significance levels for this model are displayed in Table 6.

These results include the beta matrix (effects) and the squared multiple correlations for the structural equations (R^2) for each of the endogenous variables. The signs in all of the effects were in the expected direction with the exception of three; Preparation for discharge on Patients’ abilities to manage at home and Severity of health care restructuring on Number of RNs on the last shift were unexpectedly positive, while the effect of Number of patients assigned on Preparation for discharge was unexpectedly negative. None of these effects were statistically significant. The reasons for these unexpected effects could not be identified; however, these effects could be mere sampling fluctuations around a zero effect. Eleven of 25 effects reached statistical significance. The most significant effect was from Family resources to Patients’ abilities to manage at home (beta = 0.578 and when standardized = 0.707, $t=9.204$, $p<0.01$). Each unit increase in Family resources increases the Patients’ abilities to manage at home by

0.578 units. The largest R^2 was 0.577 for Patients' abilities to manage at home. Thus, the proportion of explained variance for this concept by the predictor variables was 57.7 % which is reasonable. The R^2 for the remaining Continuity of Care variables was 0.219 (Unmet patient care needs) and 0.031 (Preparation for discharge). Therefore, the proportion of explained variance for these two concepts by their individual predictor variables was approximately 22% and 3% respectively. Hence most of the explained variance in these concepts comes from sources other than the diagrammed causal variables.

The error variance in the prediction of the Patients' abilities to manage at home concept is contained in the psi matrix. The error variance corresponding to each of the three Continuity of Care concepts was 0.131 (Patients' abilities to manage at home), 0.851 (Unmet patient care needs), and 0.086 (Preparation for discharge), which is about 42%, 78%, and 97% of the variance in these concepts. These values correspond to calculating $1 - R^2$ (e.g. $1 - .577 = .423$ or 42%) or these values can be obtained directly from the standardized solution in the LISREL output. While the error variance for Unmet patient care needs and Preparation for discharge make up 78% and 97% of the variance in these concepts respectively, indicating that the diagrammed causal variables are weak predictors of Unmet care needs and Preparation for discharge, this is not a huge concern at this time as there are several variables yet to be entered into the overall model. Satisfied that a reasonable model had been obtained, no further model revisions were undertaken.

Table 6. Matrix - Revised Staffing/Practice Environment Model

	PTM	QC	UCN	Prep	FR	SHR	NN	PA	LRN	Safety	R2
PTM	--	--	-0.057 (0.048)	0.070 [§] (0.149)	0.578** (0.063)	--	--	0.000 (0.004)	--	--	0.577
QC	--	--	-0.149** (0.049)	--	--	--	-0.058 (0.032)	-0.012* (0.004)	--	-0.118** (0.029)	0.304
UCN	--	--	--	--	--	0.106 (0.070)	0.305** (0.055)	0.013 (0.008)	-0.029* (0.014)	--	0.219
Prep	--	--	--	--	--	0.024 (0.020)	0.027 (0.016)	-0.002 [§] (0.002)	-0.002 (0.004)	--	0.031
FR	--	0.193* (0.084)	-0.146* (0.054)	--	--	--	--	-0.006 (0.005)	--	--	0.132
SHR	--	--	--	--	--	--	--	--	--	--	--
NN	--	--	--	--	--	0.285** (0.082)	--	--	--	--	0.061
PA	--	--	--	--	--	0.050 (0.502)	--	--	-0.435** (0.102)	--	0.072
LRN	--	--	--	--	--	0.289 [§] (0.326)	--	--	--	--	0.004
Sfty	--	--	0.604** (0.126)	--	--	0.029 (0.117)	--	--	--	--	0.151

column = causal variable; row = effect or dependent variable.

*significant effect >2 std errors; **significant effect >3 std errors; [§]effect in wrong direction.

PTM = patient manage at home; QC = quality of care; UCN = unmet patient care needs; Prep = preparation for discharge;

FR = family resources; SHR = severity health care restructuring; NN = non-nurse tasks; PA = # patients assigned;

LRN = #RNs on last shift; Sfty = safety.

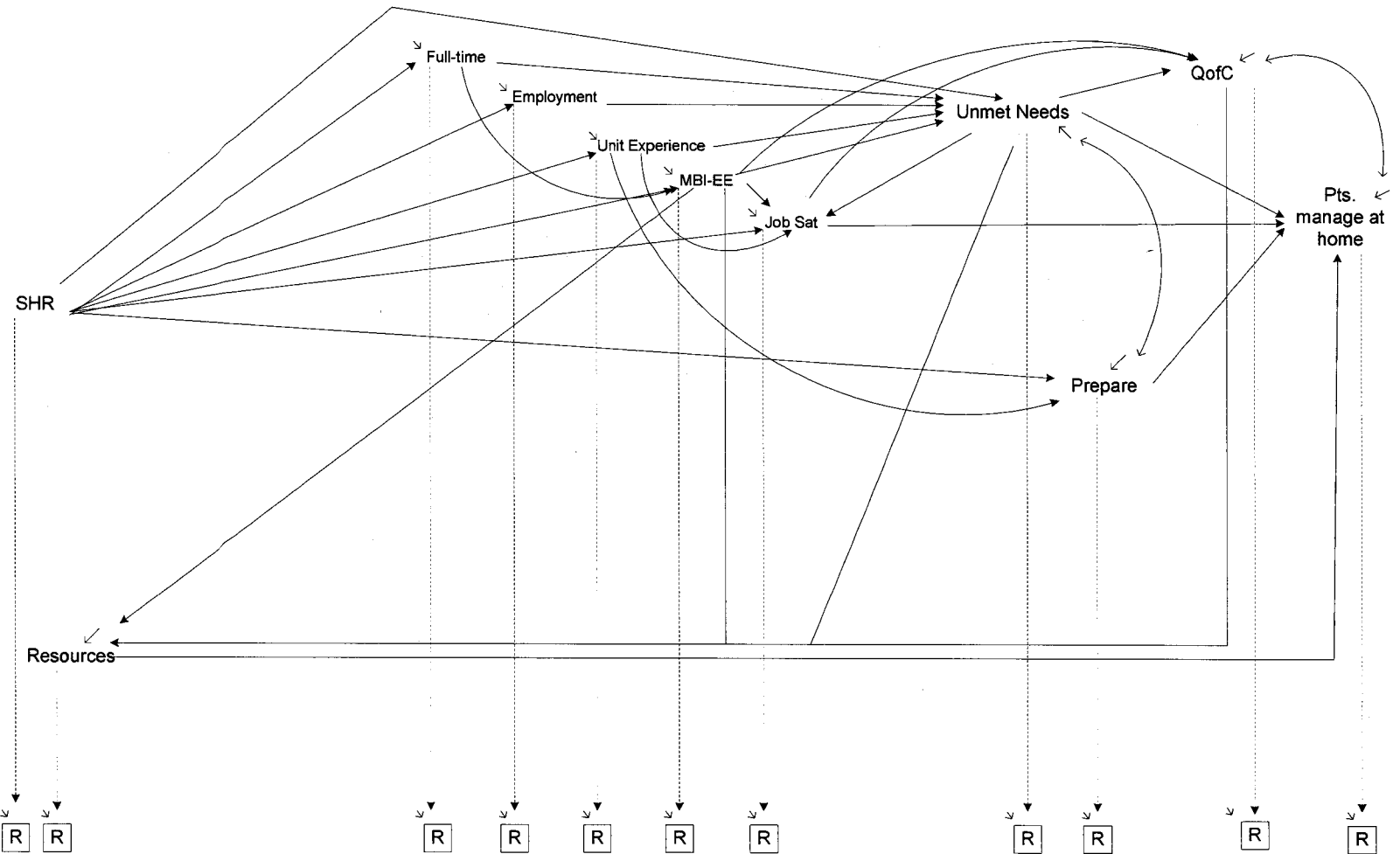
Sequential Model #4 - Personal Employment Characteristics

The Personal Employment Characteristics model consisted of the six basic concepts described earlier (Patients' abilities to manage at home, Quality of Care, Unmet patient care needs, Preparation for discharge, Family resources, and Severity of health care restructuring), with five additional concepts, depicted in Figure 9. These five concepts included Full-time, Employment type, Years on the unit, Emotional Exhaustion (MBI_EE), and Job Satisfaction. Each of the variables were indexed by a single indicator preceded by the word "Reported" as a reminder that the values of the indicator variables are the actual responses provided by the respondents. As in the basic model, the percentage of measurement error for each variable was arbitrarily assigned at 10%. Prior to any model testing, the reciprocal effects were removed, and the effects were entered in one direction based on the researcher's theoretical postulation.

With 28 degrees of freedom, the chi square of the Personal Employment Characteristics model was 46.234 ($p=0.0165$) indicating a borderline unacceptable fit between the model-implied covariance matrix and the sample data matrix. Testing of this model was halted in order to concentrate on the previous models described, the Basic, Practice Environment, Staffing, and Revised Practice Environment. Learnings from these models were incorporated when testing of the Personal Employment Characteristics sub-model resumed.

Returning again to the Personal Employment Characteristics model, the model syntax was re-written using the revised percentage of measurement error described in Table 4. The chi square for this model was 29.261 ($p=0.399$) with 28 degrees of freedom indicating an acceptable model fit. While model revisions were not immediately identified in the LISREL diagnostics, an additional effect was freed. This effect was that of Full-time on MBI_EE. It was postulated that this effect would be negative as an inverse relationship between these two variables had been identified in prior research. This effect was freed to be estimated, which resulted in a chi square of 27.443 ($p=0.440$) with 27 degrees of freedom. While one degree of freedom was lost and the chi square reduced by slightly less than two, it was felt that the decision to free the effect of Full-time on MBI_EE resulted in a model that was more theoretically sound.

Figure 9. Continuity of Care Model – Personal Employment Characteristics



$\chi^2 = 18.232; p = 0.832; df = 25$

The LISREL diagnostics identified two additional effects that would improve the model fit, if the effects were freed. The standardized residual for the correlation between Job Satisfaction and Patients' abilities to manage at home was 1.722 and the beta modification index showed that the chi square would be reduced by 3.476 should an effect between these two variables be freed. A beta coefficient was added, and when estimated, verged on statistical significance ($t=1.795$, $p>0.05$) (18). Next, the standardized residual for the correlation between Full-time and Employment type was 2.370 and both the beta and psi modification indices showed that the chi square would be reduced by 5.591 should the effect between these two variables be freed. Theoretically, it seemed more plausible that the "errors" acting on these two variables were coordinated (psi) rather than a direct effect from one variable to the other (beta). Therefore, the decision to free the psi variable, the covariance between the "errors" on the Full-time and Employment type concepts at the latent (conceptual) level, was made (19). With 25 degrees of freedom, the chi square of this model was 18.232 ($p=0.832$). The maximum likelihood estimates and their significance levels for this model are displayed in Table 7.

These results include the beta matrix (effects) and the squared multiple correlations for the structural equations (R^2) for each of the endogenous variables. The signs in all of the effects were in the expected direction with the exception of three; the effects of Preparation for discharge on Patients' abilities to manage at home, Severity of health care restructuring on Full-time, and Employment type on Unmet patient care needs were unexpectedly positive. None of these three effects were statistically significant and the reasons for these unexpected positive effects could not be identified; however, these effects could be mere sampling fluctuations around a zero effect. Alternatively, the changes that were made were not necessarily data driven. Rather, the changes were driven more by the fear of poor model fit than by diagnostics that specifically requested these changes to be made. Ten of 26 effects reached statistical significance. The most significant effect was from MBI_EE to Job satisfaction (beta = -0.054 and when standardized = -0.645, $t=-10.373$, $p<0.01$). Each unit increase in MBI_EE decreases nurses' Job satisfaction by 0.054 units. The largest R^2 was 0.594 for Patients' abilities to manage at home. Thus, the proportion of explained variance for this concept by the predictor variables was 59.4 %. The R^2 for the remaining Continuity of Care variables

were 0.280 (Unmet patient care needs) and 0.024 (Preparation for discharge). Therefore, the proportion of explained variance for these two concepts by their individual predictor variables was approximately 28% and 2% respectively. As in the previous models, most of the explained variance in these concepts comes from sources other than the diagrammed causal variables.

The error variance in the prediction of Patients' abilities to manage at home is contained in the psi matrix and is 0.125, which is about 41% of the variance in this concept. The error variance corresponding to the remaining two Continuity of Care concepts was 0.770 (Unmet patient care needs), and 0.086 (Preparation for discharge), which is about 72%, and 98% of the variance in these concepts which is a pattern that has continued in each model. The error variances will require closer scrutiny when all three models are combined. Finding no further theoretically plausible effects in the LISREL diagnostics which could be freed, and satisfied that a reasonable model had been obtained, no further model revisions were undertaken.

Table 7. Matrix - Personal Employment Characteristics Model

	PTM	QC	UCN	Prep	FR	SHR	F/T	Emp	Yrs	EE	JS	R2
PTM	--	--	-0.038 (0.053)	0.075§ (0.147)	0.572** (0.062)	--	--	--	--	--	0.089 (0.049)	0.594
QC	--	--	-0.155** (0.046)	--	--	--	--	--	--	-0.005 (0.006)	0.250** (0.065)	0.305
UCN	--	--	--	--	--	0.124 (0.067)	-0.308* (0.139)	0.012§ (0.081)	0.010 (0.012)	0.051** (0.007)	--	0.280
Prep	--	--	--	--	--	0.032 (0.019)	--	--	0.005 (0.003)	--	--	0.024
FR	--	0.201* (0.086)	-0.137* (0.060)	--	--	--	--	--	--	-0.002 (0.006)	--	0.124
SHR	--	--	--	--	--	--	--	--	--	--	--	--
F/T	--	--	--	--	--	0.034§ (0.030)	--	--	--	--	--	0.007
Emp	--	--	--	--	--	-0.026 (0.046)	--	--	--	--	--	0.001
Yrs	--	--	--	--	--	0.283 (0.374)	--	--	--	--	--	0.003
EE	--	--	--	--	--	1.289** (0.640)	1.940 (1.418)	--	--	--	--	0.033
JS	--	--	-0.078 (0.053)	--	--	-0.009 (0.041)	--	--	-0.019* (0.007)	-0.056** (0.005)	--	0.511

column = causal variable; row = effect or dependent variable.

*significant effect >2 std errors; **significant effect >3 std errors; §effect in wrong direction.

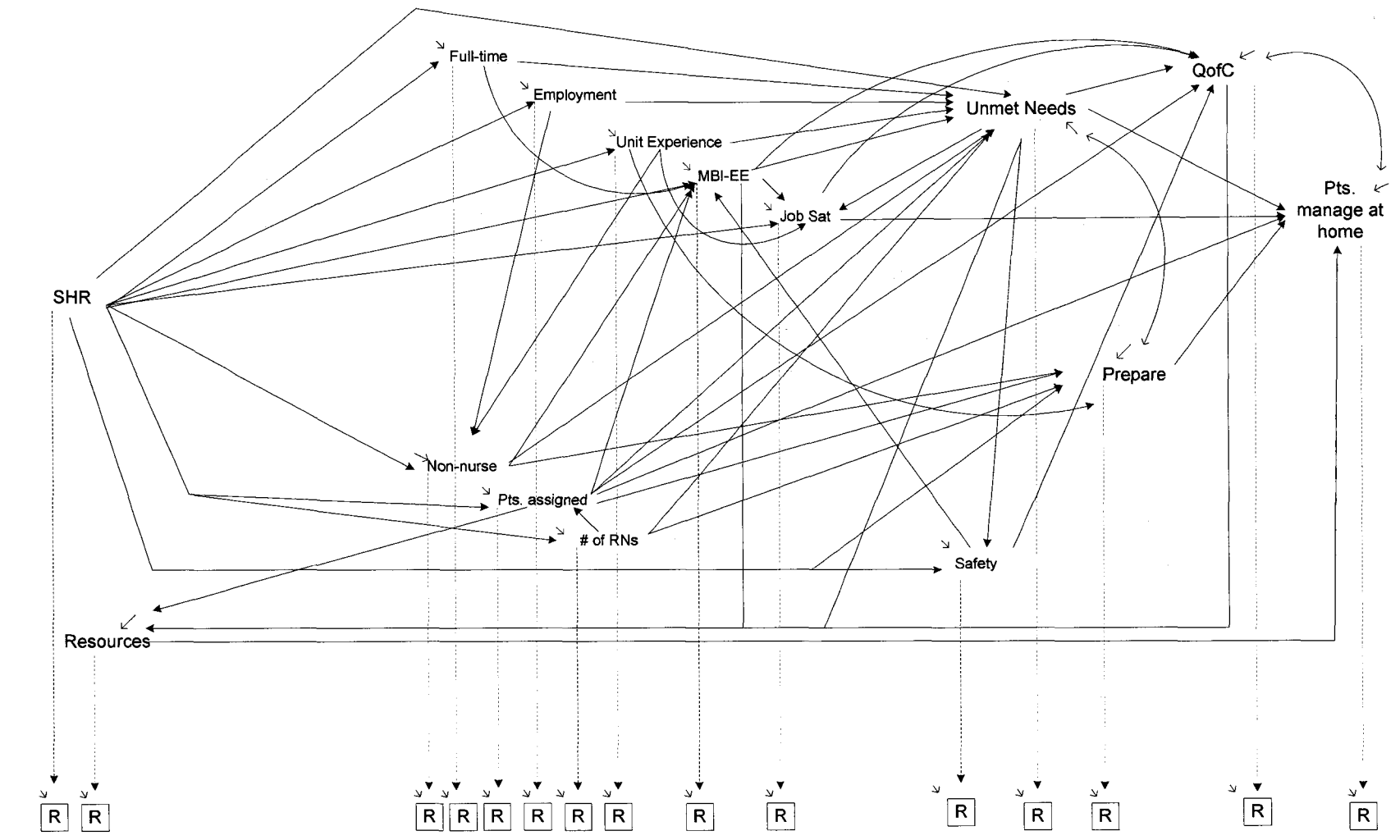
PTM = patient manage at home; QC = quality of care; UCN = unmet patient care needs; Prep = preparation for discharge; FR = family resources; SHR = severity health care restructuring; F/T = full-time; Emp = employment type; Yrs = years worked on unit; EE = emotional exhaustion; JS = job satisfaction

Sequential Model #5 - Final Trial Model

The Final Trial model incorporated the portions of the previous sequential models into one overall model, illustrated in Figure 10. The first test of this model resulted in a chi square of 83.363 ($p=0.0201$) with 59 degrees of freedom. This result was extremely disappointing given the considerable, even excessive, data driven changes that had been made to the previous models. Returning once again to the LISREL diagnostics several effects that could be freed were identified; these effects were previously non-existent in the models as they spanned concepts from the different sequential models. Large standardized residuals for the correlations between Non-nurse tasks and MBI_EE (3.274) and Safety and MBI_EE (3.238) were observed. The beta modification indices identified that a reduction of 11.935 and 11.940 respectively in the chi square value could be obtained if the effect from Non-nurse tasks to MBI_EE and the effect from Safety to MBI_EE were freed. Both of the effects were freed and with 57 degrees of freedom, the chi square improved to 62.623 ($p=0.284$); an acceptable model fit.

Three subsequent model revisions were made based on the LISREL diagnostics. The first revision involved freeing the effect of Number of patients assigned on MBI_EE. This resulted in a chi square of 55.079 ($p=0.510$) with 56 degrees of freedom. Two more revisions were implemented even though, at this point, the model implied covariance matrix and the data matrix were demonstrating a good fit. These revisions included freeing the effect of Years on the unit on Non-nurse tasks, and freeing the effect of Employment type on Non-nurse tasks. With 54 degrees of freedom, the chi square for the final trial model was 48.347 ($p=0.691$) and the goodness of fit index (GFI) 0.978. The Q-Q plot of the standardized residuals is a near vertical line (slope) of the plot of residuals and provides assurance of the near-normality of the residuals in the final trial model. The model accounts for 59.3% of the variance in Patients' abilities to manage at home. The maximum likelihood estimates and their significance levels are presented in Table 8.

Figure 10. Continuity of Care Model – Final Trial



$\chi^2 = 48.347; p = 0.691; df = 54$

Table 8. Matrix - Final Trial Model

	PTM	QC	UCN	Prep	FR	SHR	NN	PA	LRN	Sfty	F/T	Emp	Yrs	EE	JS	R2
PTM	--	--	-0.018 (0.053)	0.040§ (0.150)	0.578** (0.062)	--	--	0.000 (0.004)	--	--	--	--	--	--	0.097 (0.050)	0.593
QC	--	--	-0.120* (0.047)	--	--	--	--	-0.010* (0.004)	--	0.098** (0.029)	--	--	--	0.000§ (0.006)	0.242** (0.063)	0.377
UCN	--	--	--	--	--	0.077 (0.065)	0.250** (0.053)	0.003 (0.008)	-0.034* (0.013)	--	-0.264* (0.130)	-0.049 (0.077)	0.000 (0.011)	0.039** (0.007)	--	0.397
Prep	--	--	--	--	--	0.025 (0.020)	0.025 (0.016)	-0.002§ (0.002)	-0.002 (0.004)	--	--	--	0.004 (0.003)	--	--	0.036
FR	--	0.182* (0.088)	-0.136* (0.061)	--	--	--	--	-0.006 (0.005)	--	--	--	--	--	-0.002 (0.006)	--	0.130
SHR	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
NN	--	--	--	--	--	0.282** (0.082)	--	--	--	--	--	0.162 (0.108)	0.026 (0.015)	--	--	0.087
PA	--	--	--	--	--	0.039 (0.502)	--	--	-0.434** (0.102)	--	--	--	--	--	--	0.071
LRN	--	--	--	--	--	0.305§ (0.326)	--	--	--	--	--	--	--	--	--	0.005
Sfty	--	--	0.515** (0.138)	--	--	0.052 (0.116)	--	--	--	--	--	--	--	--	--	0.160
F/T	--	--	--	--	--	0.033§ (0.029)	--	--	--	--	--	--	--	--	--	0.007
Emp	--	--	--	--	--	-0.029 (0.046)	--	--	--	--	--	--	--	--	--	0.002
Yrs	--	--	--	--	--	0.279 (0.374)	--	--	--	--	--	--	--	--	--	0.003
EE	--	--	--	--	--	0.683 (0.620)	1.478** (0.487)	0.197* (0.071)	--	1.365* (0.493)	2.012 (1.310)	--	--	--	--	0.209
JS	--	--	-0.092 (0.052)	--	--	-0.008 (0.041)	--	--	--	--	--	--	-0.018* (0.007)	-0.054** (0.005)	--	0.513

column = causal variable; row = effect or dependent variable.

*significant effect >2 std errors; **significant effect >3 std errors; §effect in wrong direction.

PTM = patient manage at home; QC = quality of care; UCN = unmet patient care needs; Prep = preparation for discharge; FR = family resources; SHR = severity

health care restructuring; NN = non-nurse tasks; PA = # of patients assigned; LRN = # of RNs on last shift; Sfty = Safety;

F/T = full-time; Emp = employment type; Yrs = years worked on unit; EE = emotional exhaustion; JS = job satisfaction

These results include the beta matrix (effects) and the squared multiple correlations for the structural equations (R^2) for each of the endogenous variables. The signs in all of the effects were in the expected direction with the exception of five; the effects of Preparation for discharge on Patients' abilities to manage at home, Severity of health care restructuring on Number of RNs on the last shift, Severity of health care restructuring on Full-time, and Emotional Exhaustion on Quality of care were all unexpectedly positive. The effect of Number of patients assigned on Preparation for discharge was unexpectedly negative. None of these five effects were statistically significant. As in the previous models, the reasons for these unexpected effects could not be identified. Therefore further model testing was undertaken.

First, the model was re-tested by minimally fixing the magnitude (± 0.001) of five effects in the right direction. With 59 degrees of freedom, the resultant chi square was 51.885 ($p=0.733$) which was similar to the final trial model results discussed earlier. The second test of the model involved eliminating the five problematic effects entirely. The resulting chi square for this model was 51.046 ($p=0.760$) with 59 degrees of freedom. Once again, these results were similar to those of the final trial model. As neither fixing nor removing the problematic effects dramatically altered the model test results (χ^2), it was felt that a reasonable model had been obtained, and discussion of the model output will be resumed.

For the Final Trial model, 19 of 47 effects reached statistical significance. The most significant effect was from MBI_EE to Job satisfaction (beta = -0.054 and when standardized = -0.631, $t = -10.069$, $p < 0.01$). Each unit increase in MBI_EE decreases nurses' Job satisfaction by 0.054 units.

The most concerning aspect of the beta matrix is the lack of statistical significance for the majority of the effects of Severity of health care restructuring on the subsequent endogenous concepts, and that two of these insignificant effects were also unexpectedly positive. Only one effect, Severity of health care restructuring on Non-nurse tasks was significant (beta = 0.282 and when standardized = .244, $t = 3.446$, $p < 0.01$). The largest R^2 was 0.593 for Patients' abilities to manage at home. Thus, the proportion of explained variance for this concept by the predictor variables in the model, primarily the Family resources variable, was 59.3 % which is reasonable. The R^2 for the remaining

Continuity of Care variables was 0.397 (Unmet patient care needs) and 0.036 (Preparation for discharge). Therefore the proportion of explained variance for these two concepts by their individual predictor variables was approximately 40% and 4% respectively. As in the previous models, most of the explained variance in these concepts comes from sources other than the diagrammed causal variables.

The error variance in the prediction of Patients' abilities to manage at home is contained in the psi matrix and is 0.126, which is about 41% of the variance in this concept. The error variance corresponding to the remaining two Continuity of Care concepts was 0.651 (Unmet patient care needs), and 0.085 (Preparation for discharge), which is about 60%, and 96% of the variance in these concepts which is a pattern that has continued in all of the trial models. Finding no further theoretically plausible effects in the LISREL diagnostics which could be freed, testing of the final trial model was complete.

Summary

This chapter presents the effects of five sequential models (Basic, Practice Environment, Staffing, Revised Staffing/Practice Environment, and Personal Employment Characteristics) that were used to create the Final Trial model. Each model underwent considerable, even excessive, revisions that seemed reasonable given the theory being assessed; one noteworthy revision was the reassessment of measurement errors displayed in Table 4. As well, the error variances of Unmet patient care needs and Preparation for discharge was high repeatedly across the five models and continued in the Final Trial model indicating that unexpectedly low percentages of the variance in these concepts were explained by the diagrammed models. These findings were also observed in the beta matrix where the effects from several diagrammed causal variables, particularly those effects from Severity of health care restructuring, failed to reach statistical significance. These effects will need to be monitored closely as model testing progresses. Despite these findings, the final trial model identified an adequate fit between the model-implied covariance matrix and the sample data matrix. Having achieved a fitting Final Trial model, the move was made to begin testing the same model in the context of three distinct nurse groups, Medical Surgical, Specialty, and Other.

Chapter 6

Model Testing on Three Distinct Nursing Populations

This chapter will be presented in the following order: 1) model testing using Medical/Surgical nurses, 2) model testing using Specialty nurses, 3) model testing using Other nurses, and 4) factors that led to the decision to cease testing.

As described in Chapter 3, the Alberta component of the Canadian dataset consisted of 6526 respondents. Prior to initiating any work with the data, the 330 cases used to develop the overall Final Trial model were extracted and thus, 6196 cases remained in the Alberta dataset. These 330 cases were removed in order to reduce the “contamination” of the data. In order to preserve a portion of the dataset for future model testing, the 6196 cases were randomly divided into two sections. Splitting the data was necessary as another period of data driven model development was anticipated. The study section, which consisted of 3072 cases, was further sub-divided into three distinct nurse groups: 1) medical/surgical, 2) specialty, and 3) other. This was done for two reasons. First, the final three models would then be “stacked” in order to test whether data driven modifications significantly capitalized on chance fluctuations in the correlations among the observed variables. The achievement of causal homogeneity was the second reason for sub-dividing the study section. Noteworthy is that causal homogeneity was not established with the 330 test cases used previously as the primary aim at that time was to develop a model that could be further tested.

Segregating each of these three groups of nurses in the data was necessary as there was a belief that these nurses may have been influenced by different “causal” forces. In other words, it was hypothesized that nurses were affected differently by health care restructuring, depending on the area of work. It was expected that the best fitting model would be obtained with the Medical/Surgical nurse group, followed by the Other nurse group. It was expected that the least fitting model would result with the Specialty nurse group. However, before testing began the means and standard deviations for all of the variables were calculated for the Trial sample and the three specific nurse groups for comparison purposes. These are identified in Table 9. All of the values appeared comparable across the four groups. The Final Trial model was then applied to each of the three specific groups of nurses, beginning with the Medical/Surgical nurses.

Table 9. Means & Standard Deviations - Final Trial, Medical Surgical, Specialty, and Other Nurse Groups

Variable	Final Trial		Medical Surgical		Specialty		Others	
	Mean	S.D	Mean	S.D.	Mean	S.D.	Mean	S.D.
Patients manage at home	2.28	0.689	2.29	0.689	2.18	0.753	2.38	0.761
Quality of care	3.23	0.671	3.19	0.644	3.34	0.631	3.28	0.652
Unmet patient care needs	1.46	1.362	1.82	1.346	1.14	1.32	1.36	1.384
Preparation for discharge	0.12	0.322	0.2	0.397	0.12	0.325	0.09	0.289
Family resources	2.35	0.76	2.33	0.718	2.19	0.737	2.34	0.771
Severity health care restructuring	1.77	1.32	1.76	1.262	1.96	1.385	1.92	1.408
Non-nurse duties	2.28	1.39	2.11	1.28	2.43	1.576	1.95	1.245
Patients assigned	7.82	8.578	8.02	6.101	4.89	6.965	9.28	11.491
# RNs on last shift	5.38	5.427	4.88	2.205	8.31	6.908	3.98	3.066
Safety	2.98	1.96	3.59	2.003	2.24	1.729	2.68	1.958
Full-time	1.4	0.491	1.32	0.468	1.4	0.49	1.34	0.475
Employment type	2.61	0.768	2.54	0.824	2.61	0.776	2.58	0.795
Years worked on unit	7.65	6.209	6.01	5.401	8.11	6.634	6.54	5.781
Emotional Exhaustion	20.32	10.675	22.59	11.013	21.16	10.99	20.37	10.978
Job satisfaction	2.84	0.85	2.8	0.837	2.94	0.859	2.96	0.888

Medical/Surgical Nurses

The Medical/Surgical nurse group consisted of those nurses who responded that their primary area of work was either a medicine, surgery, or combined medical surgical unit. The covariance matrix for the Medical/Surgical nurse group was created using pairwise deletion of the missing values (SPSS 12.0). The *N*'s for the frequency distributions ranged from 746 to 886. When a pairwise covariance matrix is used, a conservative way to specify *N* in LISREL is to use the minimum *N* for any covariance in the matrix (Hayduk, 1987). As the minimum pairwise *N* was 746, this was the number of *N* cases used for the Medical/Surgical nurse group. The covariance matrix is depicted in Table 10. The syntax commands created to run the Medical/Surgical nurse model (Syntax H.1) are illustrated in Appendix H.

The Medical/Surgical nurse model started the same as the Final Trial model and consisted of 15 concepts which included Patients' abilities to manage at home, Quality of care, Unmet patient care needs, Preparation for discharge, Family resources, Severity of health care restructuring, Non-nurse tasks, Number of patients assigned, Number of registered nurses scheduled on the last shift, Safety, Full-time, Employment type, Years on the unit, MBI_EE, and Job satisfaction. The model is depicted in Figure 10. Each concept is indexed by a single indicator, which was provided the same name but was preceded by the word "Reported" as a reminder that the values of the indicator variables are the actual responses provided by the respondents. The percentage of measurement error assessed is listed in Table 4. With 54 degrees of freedom, the chi square of the model was 143.137 ($p=0.000$) indicating a clear unacceptable fit between the model-implied covariance matrix and the sample data matrix. The GFI was 0.976, the AGFI was 0.946, and the R^2 for each concept ranged from a dismal 0.000 to 0.513.

Model revisions were required in order to obtain a more reasonable fitting model; in total, five consecutive revisions were made. The first model revision consisted of adding an effect (beta coefficient) to be estimated from the concept Number of patients assigned to the concept Non-nurse tasks. When estimated, this expected positive coefficient (0.016) is statistically significant ($t=2.013$, $p<.05$). With 53 degrees of freedom the chi square for this model was 139.059 ($p=0.000$).

Table 10. Covariance Matrix - Medical Surgical Nurses

	nonurse	safety	fulltime	patsyou	emplytype	lastrns	yrs_unit	MBI_EE	satisjob	unmet2	prepare
nonurse	1.638	0.234	0.013	0.648	0.006	-0.164	-0.356	2.551	-0.174	0.499	0.088
safety	0.234	4.011	0.028	1.438	0.101	-0.442	0.218	5.409	-0.303	0.474	0.075
fulltime	0.013	0.028	0.219	0.03	0.081	-0.077	0.052	1.127	-0.021	0.022	-0.008
patsyou	0.648	1.438	0.03	37.225	0.347	-5.468	2.594	4.828	-0.149	0.582	0.093
emplytype	0.006	0.101	0.081	0.347	0.678	-0.006	0.486	1.351	-0.007	0.025	-0.002
lastrns	-0.164	-0.442	-0.077	-5.468	-0.006	4.861	-1.032	-1.684	0.103	-0.095	0.001
yrs_unit	-0.356	0.218	0.052	2.594	0.486	-1.032	29.172	-2.873	0.113	-0.138	-0.006
MBI_EE	2.551	5.409	1.127	4.828	1.351	-1.684	-2.873	121.278	-5.519	4.774	0.794
satisjob	-0.174	-0.303	-0.021	-0.149	-0.007	0.103	0.113	-5.519	0.7	-0.235	-0.029
unmet2	0.499	0.474	0.022	0.582	0.025	-0.095	-0.138	4.774	-0.235	1.385	0.134
prepare	0.088	0.075	-0.008	0.093	-0.002	0.001	-0.006	0.794	-0.029	0.134	0.158
qualunit	-0.124	-0.304	-0.005	-0.15	0.013	0.146	0.145	-2.028	0.183	-0.177	-0.037
ptmanage	-0.061	-0.335	0.006	-0.31	0.037	0.014	-0.086	-1.766	0.119	-0.196	-0.037
SHR	0.351	0.278	0.028	0.357	-0.063	-0.181	-0.002	2.487	-0.165	0.286	0.083
famres	-0.043	-0.257	0.017	-0.188	0.052	-0.005	0.125	-1.526	0.106	-0.213	-0.032

* Variance: Diagonal elements

** Covariance: Off-diagonal elements

Table 10. Continued

	qualunit	ptmanage	SHR	famres
nonurse	-0.124	-0.061	0.351	-0.043
safety	-0.304	-0.335	0.278	-0.257
fulltime	-0.005	0.006	0.028	0.017
patsyou	-0.15	-0.31	0.357	-0.188
emplytype	0.013	0.037	-0.063	0.052
lastrns	0.146	0.014	-0.181	-0.005
yrs_unit	0.145	-0.086	-0.002	0.125
MBI_EE	-2.028	-1.766	2.487	-1.526
satisjob	0.183	0.119	-0.165	0.106
unmet2	-0.177	-0.196	0.286	-0.213
prepare	-0.037	-0.037	0.083	-0.032
qualunit	0.415	0.09	-0.075	0.108
ptmanage	0.09	0.475	-0.135	0.284
SHR	-0.075	-0.135	1.592	-0.116
famres	0.108	0.284	-0.116	0.515

Assessment of the LISREL diagnostics identified that a chi square reduction would be obtained if the effect from the concept Safety to the concept Patients' abilities to manage at home was freed. This parameter was freed and the model re-tested. A beta coefficient was added, and when estimated, was expectedly negative and statistically significant ($t=-3.722$, $p<.05$). With 52 degrees of freedom the chi square for this model was 125.519 ($p=0.000$).

The third revision consisted of adding an effect (beta coefficient) to be estimated from the concept Severity of health care restructuring to Family resources. When estimated, this coefficient was expectedly negative; however, it was not statistically significant ($t=-1.595$, $p>.05$) (t^{21}). With 51 degrees of freedom, the chi square was 122.983 ($p=0.000$). The model accounts for 67.2%, 30.4% and 7% respectively of the variance in Patients' abilities to manage at home, Unmet patient care needs, and Preparation for discharge.

Another effect that could be freed was revealed in the LISREL diagnostics and considered. The chi square would be reduced if the effect (beta coefficient) from the concept Employment type to the concept MBI_EE was relaxed. When estimated, this beta coefficient was expectedly positive and statistically significant ($t=2.719$, $p<.05$). Freeing this effect resulted in a chi square of 115.698 ($p=0.000$, $df=50$), indicating a continued unacceptable fit between the model-implied covariance matrix and the data matrix.

The final revision for the Medical/Surgical nurse model consisted of freeing a beta coefficient from the concept Number of patients assigned to the concept Safety. When estimated, this expected negative coefficient (-1.247) was statistically significant ($t=-12.029$, $p<.05$). With 49 degrees of freedom the chi square for this model was 107.446 ($p=0.000$) – a clear unacceptable model fit. The GFI is 0.982 and the AGFI is 0.955. It is unclear how best to, or even if one can, solve the problem of model fit for this model. The maximum modification index identified in the LISREL output is 14.87 for Element (7,7) Theta Epsilon (error variance of the indicator for the concept Non-nurse tasks). That is, the chi square would be expected to decrease by 14.87 if the corresponding coefficient was freed.

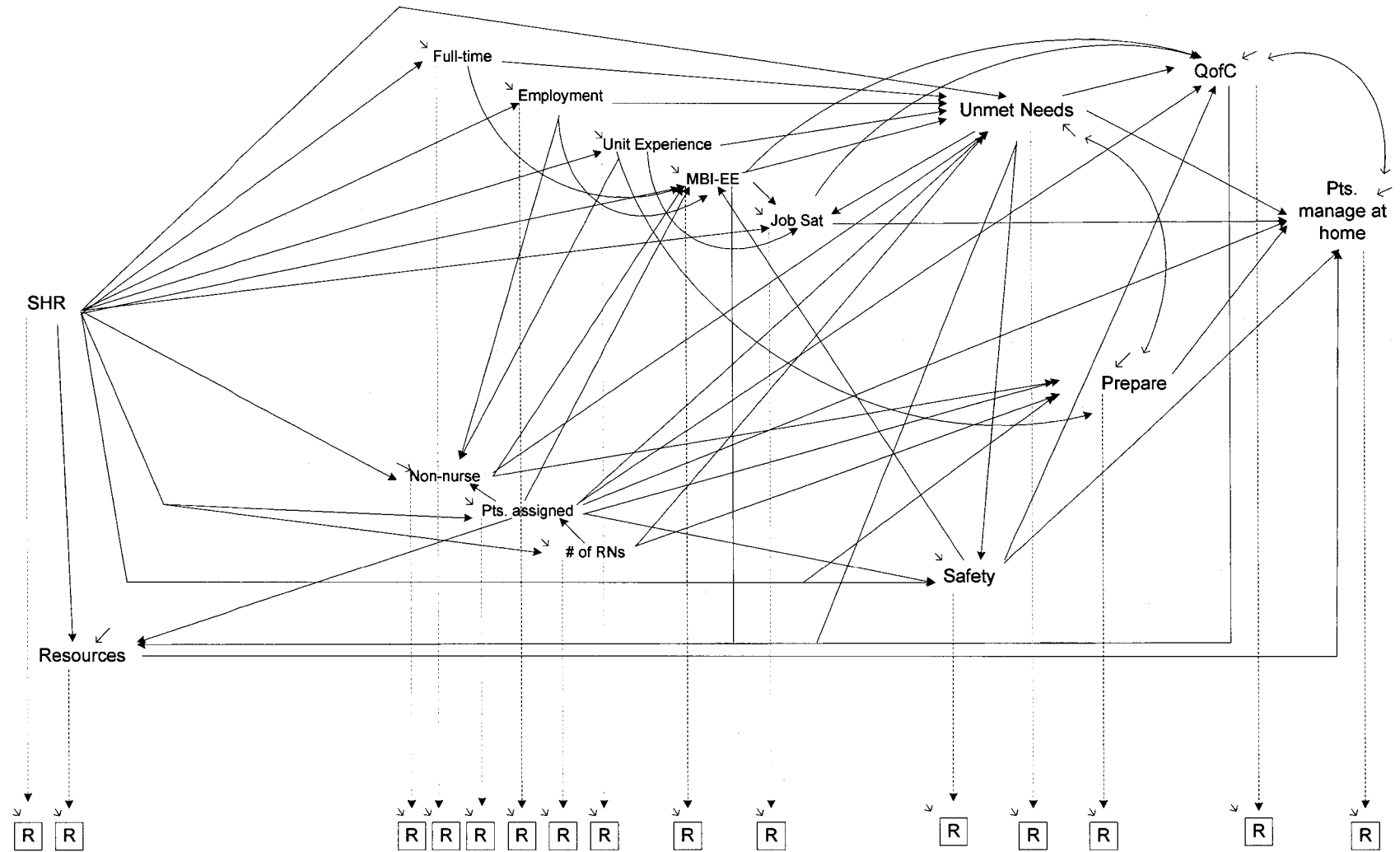
To put this into context, one uses the fact that the mean of a chi square distribution is its degrees of freedom ($df = 49$) and the variance of a chi square distribution is equal to two times the degrees of freedom. Therefore, the variance is 98 (2×49) and the standard deviation is 9.9. Hence, the chi square statistic for this model (107.446) is more than six standard deviations away from the mean of the chi square distribution and it would take six non-redundant modifications, each providing a chi square improvement of about 10, to obtain an adequate fit of this model with these data (a chi square value near the mean and hence whose probability is approximately 0.5). Given that the maximum modification index, the expected chi square change, is only 14.87, and that all other modification indices are smaller and possibly redundant with this, it is unlikely that one could find an acceptable model.

The maximum likelihood estimates are presented in Table 11 and the revised model for Medical/Surgical nurses is displayed in Figure 11. These results include the beta matrix (effects) and the squared multiple correlations for the structural equations (R^2) for each of the endogenous variables. The R^2 for each concept ranged from 0.000 to 0.672. The signs in all of the effects were in the expected direction with the exception of eight and these effects are identified in Table 11 with a “§”. None of these effects were statistically significant, and the reasons for these unexpected effects could not be identified. Similar to the final trial model discussed in the previous chapter, further model testing was undertaken.

First, the model was re-tested by minimally fixing the magnitude (± 0.001) of the seven effects in the right direction. With 56 degrees of freedom, the resultant chi square was 110.341 ($p=0.0$) which is a slightly worse fit than the revised

Medical/Surgical nurse model results discussed earlier. The second test of the model involved eliminating the seven problematic effects entirely. The resulting chi square for this model was 110.346 ($p=0.0$) with 56 degrees of freedom. Once again, these model results indicated a slightly worse fit than the revised Medical/Surgical nurse model. As neither fixing nor removing the problematic effects dramatically improved the model test results, the decision to leave the problematic effects in the model was made as their inclusion contributed to a more honest report on the model even if they were in the wrong direction. Discussion of the model output will be resumed.

Figure 11. Continuity of Care Model Revised – Medical Surgical Nurses



$\chi^2 = 107.446; p = 0.000; df = 49$

Table 11. Matrix (Model - Final Trial, Medical Surgical, Specialty & Other Nurse Groups)

	PTM	QC	UCN	Prep	FR	SHR	NN	PA	LRN	Safety	F/T	Emp	Yrs	EE	JS	R2
PTM(FTRL)	--	--	-0.018 -0.053	0.040§ (0.150)	0.578** (0.062)	--	--	0.000 (0.004)	--	--	--	--	--	--	0.097 (0.050)	0.593
(M/S)	--	--	-0.012 (0.029)	-0.070 (0.065)	0.639** (0.040)	--	--	-0.002 (0.004)	--	-0.057** (0.016)	--	--	--	--	0.047 (0.027)	0.672
(SPLTY)	--	--	0.014§ (0.033)	0.005§ (0.088)	0.748** (0.039)	--	--	0.003§ (0.003)	--	-0.075** (0.018)	--	--	--	--	0.017 (0.027)	0.760
(OTHR)	--	--	0.002§ (0.035)	-0.214 (0.114)	0.649** (0.047)	--	--	-0.001 (0.002)	--	-0.061* (0.023)	--	--	--	--	0.053 (0.036)	0.681
QC(FTRL)	--	--	-0.120* (0.047)	--	--	--	--	-0.010* (0.004)	--	-0.098** (0.029)	--	--	--	0.000§ (0.006)	0.242** (0.063)	0.377
(M/S)	--	--	-0.095** (0.029)	--	--	--	--	0.001§ (0.004)	--	-0.070** (0.017)	--	--	--	-0.001 (0.004)	0.206** (0.039)	0.205
(SPLTY)	--	--	-0.116** (0.027)	--	--	--	--	-0.007* (0.003)	--	-0.068** (0.018)	--	--	--	-0.001 (0.003)	0.193** (0.033)	0.235
(OTHR)	--	--	-0.138** (0.031)	--	--	--	--	-0.001 (0.002)	--	-0.074** (0.021)	--	--	--	-0.003 (0.003)	0.200** (0.038)	0.342
UCN(FTRL)	--	--	--	--	--	0.077 (0.065)	0.250** (0.053)	0.003 (0.008)	-0.034* (0.013)	--	-0.264* (0.130)	-0.049 (0.077)	0.000 (0.011)	0.039** (0.007)	--	0.397
(M/S)	--	--	--	--	--	0.099* (0.044)	0.251** (0.036)	0.009 (0.008)	0.013§ (0.022)	--	-0.062 (0.094)	-0.020 (0.048)	0.001 (0.008)	0.033** (0.005)	--	0.304
(SPLTY)	--	--	--	--	--	0.100* (0.034)	0.266** (0.026)	0.019** (0.005)	0.000§ (0.006)	--	-0.072 (0.077)	-0.066 (0.045)	0.002 (0.006)	0.024** (0.004)	--	0.365
(OTHR)	--	--	--	--	--	0.074 (0.047)	0.300** (0.045)	0.011* (0.005)	0.032§ (0.018)	--	0.018§ (0.113)	-0.079 (0.060)	0.004 (0.009)	0.032** (0.006)	--	0.306

column = causal variable; row = effect or dependent variable.

*significant effect >2 std errors; **significant effect >3 std errors; §effect in wrong direction.

FTRL = final trial; M/S = medical surgical nurses; SPLTY = specialty nurses; OTHR = other nurses; PTM = patient manage at home; QC = quality of care; UCN = unmet patient care needs; Prep = preparation for discharge; FR = family resources; SHR = severity health care restructuring; NN = non-nurse tasks; PA = # of patients assigned; LRN = # of RNs on last shift; Sfty = Safety; F/T = full-time; Emp = employment type; Yrs = years worked on unit; EE = emotional exhaustion; JS = job satisfaction

Table 11. Continued

	PTM	QC	UCN	Prep	FR	SHR	NN	PA	LRN	Safety	F/T	Emp	Yrs	EE	JS	R2
Prep(FTRL)	--	--	--	--	--	0.025 (0.020)	0.025 (0.016)	-0.002§ (0.002)	-0.002 (0.004)	--	--	--	0.004 (0.003)	--	--	0.036
(M/S)	--	--	--	--	--	0.059** (0.016)	0.046** (0.013)	0.002 (0.003)	0.008§ (0.008)	--	--	--	0.001 (0.003)	--	--	0.070
(SPLTY)	--	--	--	--	--	0.007 (0.010)	0.055** (0.008)	0.005* (0.002)	0.000§ (0.002)	--	--	--	-0.001§ (0.002)	--	--	0.105
(OTHR)	--	--	--	--	--	0.025* (0.012)	0.036** (0.011)	-0.001§ (0.001)	-0.001 (0.005)	--	--	--	0.003 (0.002)	--	--	0.050
FR (FTRL)	--	0.182* (0.088)	-0.136* (0.061)	--	--	--	--	-0.006 (0.005)	--	--	--	--	--	-0.002 (0.006)	--	0.130
(M/S)	--	0.194** (0.047)	-0.137** (0.034)	--	--	-0.048 (0.028)	--	-0.001 (0.004)	--	--	--	--	--	-0.004 (0.003)	--	0.147
(SPLTY)	--	0.231** (0.046)	-0.063 (0.033)	--	--	-0.094** (0.023)	--	0.001§ (0.004)	--	--	--	--	--	-0.014** (0.003)	--	0.213
(OTHR)	--	0.303** (0.062)	-0.014 (0.040)	--	--	-0.057 (0.030)	--	-0.003 (0.003)	--	--	--	--	--	-0.011* (0.004)	--	0.178
SHR(FTRL)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
(M/S)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
(SPLTY)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
(OTHR)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
NN (FTRL)	--	--	--	--	--	0.282** (0.082)	--	--	--	--	--	0.162 (0.108)	0.026 (0.015)	--	--	0.087
(M/S)	--	--	--	--	--	0.290** (0.049)	--	0.016* (0.008)	--	--	--	0.041 (0.057)	-0.016§ (0.009)	--	--	0.080
(SPLTY)	--	--	--	--	--	0.180** (0.050)	--	0.053** (0.008)	--	--	--	0.155* (0.069)	-0.035**§ (0.009)	--	--	0.100
(OTHR)	--	--	--	--	--	0.142* (0.049)	--	-0.005§ (0.170)	--	--	--	0.140* (0.067)	0.000 (0.010)	--	--	0.034

Table 11. Continued

	PTM	QC	UCN	Prep	FR	SHR	NN	PA	LRN	Safety	F/T	Emp	Yrs	EE	JS	R2
PA (FTRL)	--	--	--	--	--	0.039 (0.502)	--	--	-0.434** (0.102)	--	--	--	--	--	--	0.071
(M/S)	--	--	--	--	--	0.088 (0.217)	--	--	-1.247** (0.104)	--	--	0.041 (0.057)	-0.016 (0.009)	--	--	0.194
(SPLTY)	--	--	--	--	--	0.023 (0.229)	--	--	-0.144** (0.038)	--	--	--	--	--	--	0.019
(OTHR)	--	--	--	--	--	-0.268§ (0.444)	--	--	-1.064** (0.170)	--	--	--	--	--	--	0.077
LRN(FTRL)	--	--	--	--	--	0.305§ (0.326)	--	--	--	--	--	--	--	--	--	0.005
(M/S)	--	--	--	--	--	-0.159 (0.085)	--	--	--	--	--	--	--	--	--	0.007
(SPLTY)	--	--	--	--	--	-0.110 (0.228)	--	--	--	--	--	--	--	--	--	0.000
(OTHR)	--	--	--	--	--	-0.008 (0.122)	--	--	--	--	--	--	--	--	--	0.000
Sfty (FTRL)	--	--	0.515** (0.138)	--	--	0.052 (0.116)	--	--	--	--	--	--	--	--	--	0.160
(M/S)	--	--	0.306** (0.093)	--	--	0.159* (0.079)	--	0.034** (0.012)	--	--	--	--	--	--	--	0.100
(SPLTY)	--	--	0.415** (0.071)	--	--	0.079 (0.058)	--	--	--	--	--	--	--	--	--	0.110
(OTHR)	--	--	0.528** (0.090)	--	--	-0.156**§ (0.077)	--	0.025** (0.007)	--	--	--	--	--	--	--	0.193
F/T (FTRL)	--	--	--	--	--	0.033§ (0.029)	--	--	--	--	--	--	--	--	--	0.007
(M/S)	--	--	--	--	--	0.021§ (0.018)	--	--	--	--	--	--	--	--	--	0.003
(SPLTY)	--	--	--	--	--	0.013§ (0.016)	--	--	--	--	--	--	--	--	--	0.001
(OTHR)	--	--	--	--	--	0.016§ (0.019)	--	--	--	--	--	--	--	--	--	0.002

Table 11. Continued

	PTM	QC	UCN	Prep	FR	SHR	NN	PA	LRN	Safety	F/T	Emp	Yrs	EE	JS	R2
Emp(FTRL)	--	--	--	--	--	-0.029 (0.046)	--	--	--	--	--	--	--	--	--	0.002
(M/S)	--	--	--	--	--	-0.055 (0.032)	--	--	--	--	--	--	--	--	--	0.005
(SPLTY)	--	--	--	--	--	0.003§ (0.026)	--	--	--	--	--	--	--	--	--	0.000
(OTHR)	--	--	--	--	--	0.010§ (0.032)	--	--	--	--	--	--	--	--	--	0.000
Yrs (FTRL)	--	--	--	--	--	0.180 (0.219)	--	--	--	--	--	--	--	--	--	0.003
(M/S)	--	--	--	--	--	-0.003§ (0.209)	--	--	--	--	--	--	--	--	--	0.000
(SPLTY)	--	--	--	--	--	0.279 (0.374)	--	--	--	--	--	--	--	--	--	0.001
(OTHR)	--	--	--	--	--	0.331 (0.230)	--	--	--	--	--	--	--	--	--	0.005
EE (FTRL)	--	--	--	--	--	0.683 (0.620)	1.478** (0.487)	0.197* (0.071)	--	1.365* (0.493)	2.012 (1.310)	--	--	--	--	0.209
(M/S)	--	--	--	--	--	1.443** (0.422)	1.193** (0.339)	0.025 (0.065)	--	1.323** (0.297)	4.349** (0.903)	1.270* (0.468)	--	--	--	0.203
(SPLTY)	--	--	--	--	--	1.483** (0.352)	1.255** (0.264)	0.089 (0.055)	--	0.920* (0.323)	3.131** (0.800)	--	--	--	--	0.155
(OTHR)	--	--	--	--	--	1.666** (0.416)	1.769** (0.394)	0.044 (0.041)	--	1.077* (0.372)	4.189** (0.999)	--	--	--	--	0.205
JS (FTRL)	--	--	-0.092 (0.052)	--	--	-0.008 (0.041)	--	--	--	--	--	--	-0.018* (0.007)	-0.054** (0.005)	--	0.513
(M/S)	--	--	0.022§ (0.033)	--	--	-0.035 (0.028)	--	--	--	--	--	--	0.000§ (0.005)	-0.053** (0.003)	--	0.439
(SPLTY)	--	--	-0.044 (0.032)	--	--	0.036§ (0.025)	--	--	--	--	--	--	-0.009* (0.004)	-0.052** (0.003)	--	0.418
(OTHR)	--	--	-0.057 (0.042)	--	--	-0.031 (0.032)	--	--	--	-0.116** (0.027)	--	--	-0.003 (0.006)	-0.040** (0.004)	--	0.391

Twenty-four of 52 effects reached statistical significance and were in the expected direction. The most significant effect was from Emotional Exhaustion to Job satisfaction (beta = -0.053 and when standardized = -0.662, $t=-16.896$, $p<0.01$). Each unit increase in nurses' Emotional Exhaustion decreases their Job satisfaction by 0.053 units. The largest R^2 was 0.672 for Patients' abilities to manage at home. That is, 67.2% of the variance in Patient's' abilities to manage at home is accounted for by the Family resources and Safety concepts, and neither of the effects from Unmet patient care needs or Preparation for discharge provided a statistical significant contribution to Patients' abilities to manage at home. When the fixed measurement error variance of the Patients' abilities to manage at home indicator was reduced to 25% and then to 15%, the R^2 for Patients' abilities to manage at home was reduced to 52.9% and 51.2% respectively. Therefore, one is reassured that the original 67.2% explained variance in Patients' abilities to manage at home is not an artifact of an overly large proportion of fixed measurement error variance. The R^2 for the remaining Continuity of Care variables was 0.304 (Unmet patient care needs) and 0.070 (Preparation for discharge). Therefore the proportion of explained variance for these two concepts by their individual predictor variables was approximately 30% and 7% respectively. Only three predictor variables, Severity of health care restructuring, Non-nurse tasks, and Emotional Exhaustion contributed significantly to the 30% explained variance in Unmet patient care needs. Only two predictor variables, Severity of health care restructuring, and Non-nurse tasks contributed significantly to the 7% explained variance in Preparation for discharge. Hence most of the explained variance in these concepts comes from sources other than the diagrammed causal variables.

The error variance in the prediction of the Patients' abilities to manage at home concept is contained in the psi matrix. The error variance corresponding to each of the three Continuity of Care concepts was 0.099 (Patients' abilities to manage at home), 0.713 (Unmet patient care needs), and 0.125 (Preparation for discharge), which is about 33%, 70%, and 93% of the variance in these concepts. These results indicate that the diagrammed causal variables are especially weak predictors of Unmet care needs and Preparation for discharge.

Summary. Using the Final Trial model described in Chapter 5 as the starting point, the model was tested using a sample of Medical Surgical nurses. Five consecutive revisions were made that still resulted in a failing model. Only 24/52 effects reached statistical significance and were in the expected direction. A large percentage of explained variance in Patients' abilities to manage at home arose from the Family resources and Safety concepts. Neither Unmet patient care needs nor Preparation for discharge variables provided a significant contribution to Patients' abilities to manage at home. Only three predictor variables, Severity of health care restructuring, Non-nurse tasks, and Emotional Exhaustion contributed significantly to the 30% explained variance in Unmet patient care needs. Two predictors variables, Non-nurse tasks and Severity of health care restructuring contributed significantly to the 7% explained variance in Preparation for discharge. Throughout the model, eight effects were in the wrong direction. In the end, the model failed and there were no obvious routes identified for improvement.

Specialty Nurses

The Specialty nurse group consisted of those nurses who responded that their primary area of work was an intensive care, obstetrics, operating room, emergency, coronary care, or burn unit. The covariance matrix for the Specialty nurse group was created using pairwise deletion of the missing values (SPSS 12.0). The *N*'s for the frequency distributions ranged from 846 to 1125. When a pairwise covariance matrix is used, a conservative way to specify *N* in LISREL is to use the minimum *N* for any covariance in the matrix (Hayduk, 1987). As the minimum pairwise *N* was 846, this was the number of *N* cases used for the Specialty nurse group. The covariance matrix is depicted in Table 12. The syntax commands created to run the Specialty nurse model (Syntax H.2) are illustrated in Appendix H.

Table 12. Covariance Matrix – Specialty Nurses

	nonurse	safety	fulltime	patsyou	emplytype	lastrns	yrs_unit	MBI_EE	satisjob	unmet2	prepare
nonurse	2.484	0.551	0.022	2.394	0.074	-0.889	-1.101	3.846	-0.196	0.735	0.136
safety	0.551	2.989	0.07	-0.175	-0.026	1.448	-0.987	3.841	-0.192	0.446	0.078
fulltime	0.022	0.07	0.24	-0.001	0.091	0.351	-0.104	0.838	-0.004	0.005	0.004
patsyou	2.394	-0.175	-0.001	48.513	0.164	-6.158	1.937	7.752	-0.252	1.748	0.343
emplytype	0.074	-0.026	0.091	0.164	0.603	0.117	0.815	0.848	-0.013	-0.017	-0.01
lastrns	-0.889	1.448	0.351	-6.158	0.117	47.722	-3.215	3.063	0.053	-0.414	-0.064
yrs_unit	-1.101	-0.987	-0.104	1.937	0.815	-3.215	44.017	-1.449	-0.257	-0.159	-0.092
MBI_EE	3.846	3.841	0.838	7.752	0.848	3.063	-1.449	120.78	-5.492	4.313	0.633
satisjob	-0.196	-0.192	-0.004	-0.252	-0.013	0.053	-0.257	-5.492	0.737	-0.257	-0.037
unmet2	0.735	0.446	0.005	1.748	-0.017	-0.414	-0.159	4.313	-0.257	1.332	0.153
prepare	0.136	0.078	0.004	0.343	-0.01	-0.064	-0.092	0.633	-0.037	0.153	0.106
qualunit	-0.154	-0.236	0.002	-0.607	-0.006	-0.023	0.185	-2.028	0.187	-0.22	-0.03
ptmanage	-0.169	-0.299	0.002	-0.08	-0.038	-0.408	-0.017	-2.368	0.116	-0.161	-0.021
SHR	0.241	0.22	0.016	0.059	-0.001	-0.223	0.28	2.714	-0.107	0.278	0.022
famres	-0.239	-0.211	-0.02	-0.293	-0.02	-0.396	0.208	-2.332	0.121	-0.188	-0.022

* Variance: Diagonal elements

** Covariance: Off-diagonal elements

Table 12. Continued

	qualunit	ptmanage	SHR	famres
nonurse	-0.154	-0.169	0.241	-0.239
safety	-0.236	-0.299	0.22	-0.211
fulltime	0.002	0.002	0.016	-0.02
patsyou	-0.607	-0.08	0.059	-0.293
emptype	-0.006	-0.038	-0.001	-0.02
lastrns	-0.023	-0.408	-0.223	-0.396
yrs_unit	0.185	-0.017	0.28	0.208
MBI_EE	-2.028	-2.368	2.714	-2.332
satisjob	0.187	0.116	-0.107	0.121
unmet2	-0.22	-0.161	0.278	-0.188
prepare	-0.03	-0.021	0.022	-0.022
qualunit	-0.154	-0.169	0.241	-0.239
ptmanage	-0.236	-0.299	0.22	-0.211
SHR	0.002	0.002	0.016	-0.02
famres	-0.607	-0.08	0.059	-0.293

The Specialty nurse model started the same as the Final Trial model and is depicted in Figure 10. The model consisted of 15 concepts which included Patients' abilities to manage at home, Quality of care, Unmet patient care needs, Preparation for discharge, Family resources, Severity of health care restructuring, Non-nurse tasks, Number of patients assigned, Number of registered nurses scheduled on the last shift, Safety, Full-time, Employment type, Years on the unit, MBI_EE, and Job satisfaction. Each concept is indexed by a single indicator, which was provided the same name but was preceded by the word "Reported" as a reminder that the values of the indicator variables are the actual responses provided by the respondents. The percentage of measurement error assessed is listed in Table 4. With 54 degrees of freedom, the chi square of the model was 213.465 ($p=0.000$) indicating a clear unacceptable fit between the model-implied covariance matrix and the sample data matrix. The GFI was 0.968, the AGFI was 0.929, and the R^2 for each concept ranged from a dismal 0.001 to 0.570.

Model revisions were required in an effort to achieve a more reasonable fitting model; in total, three consecutive revisions were made which were consistent with the first three revisions made to the Medical Surgical nurse group model. The first model revision consisted of adding an effect (beta coefficient) to be estimated from the concept Patients assigned to the concept Non-nurse tasks. When estimated, this expected positive coefficient (0.053) is statistically significant ($t=6.677$, $p<.05$). With 53 degrees of freedom the chi square for this model was 170.103 ($p=0.000$).

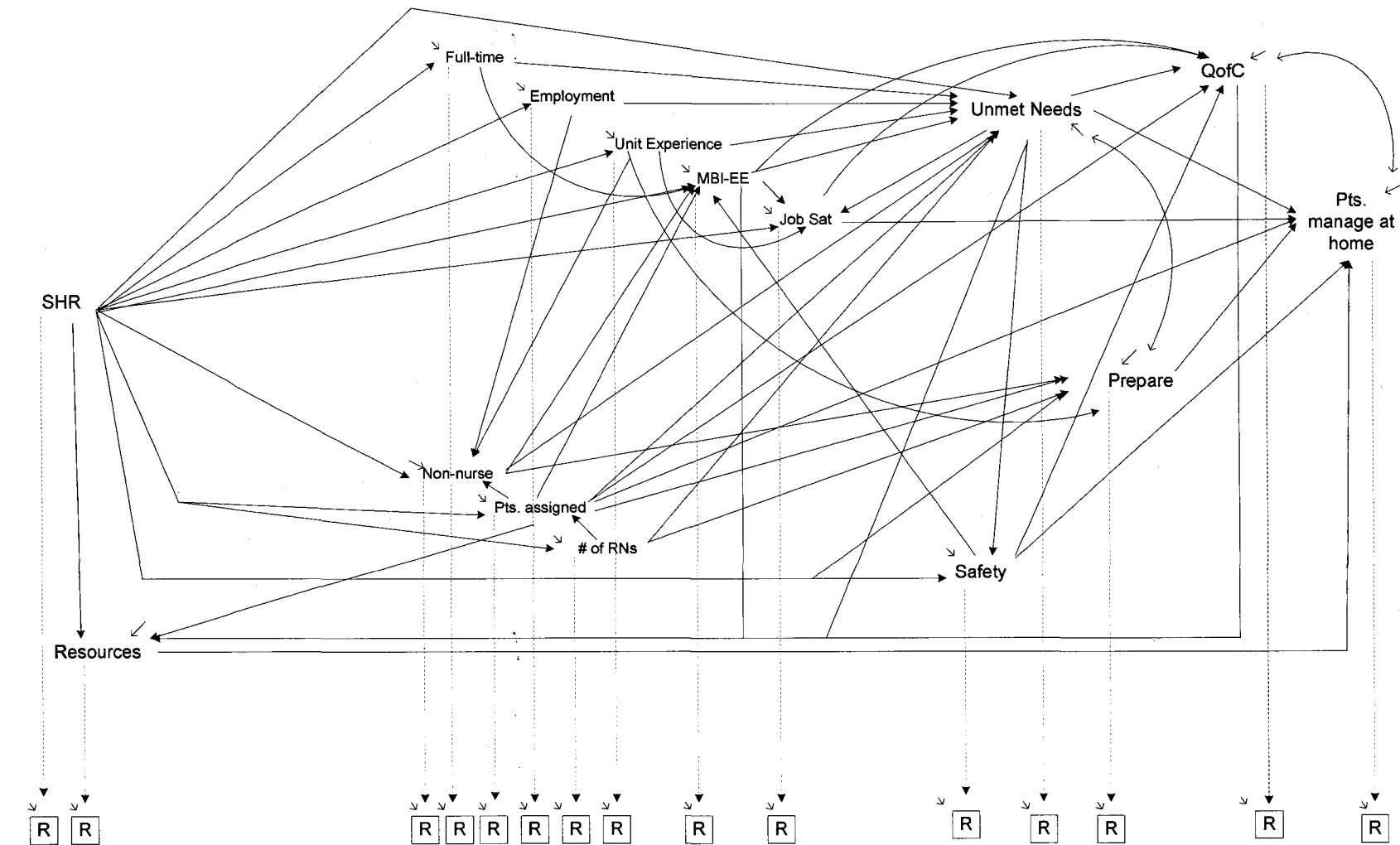
Assessment of the LISREL diagnostics identified that a chi square reduction would be obtained if the effect from the concept Safety to the concept Patients' abilities to manage at home was freed. As freeing this parameter was theoretically reasonable, the model was re-tested. A beta coefficient was added, and when estimated, this expectedly negative coefficient (-0.057) was statistically significant ($t=-4.273$, $p<.05$). With 52 degrees of freedom the chi square for this model was 152.179 ($p=0.000$).

The third revision consisted of adding an effect (beta coefficient) to be estimated from the concept Severity of health care restructuring to Family resources. When estimated, this coefficient was expectedly negative and statistically significant ($t= -3.885$, $p<.05$). With 51 degrees of freedom, the chi square was 134.029 ($p=0.000$); a clear unacceptable model fit. The GFI is 0.979 and the AGFI is 0.950. This is still a

considerable distance from a good chi square probability; however, the modification indices for theoretically plausible effects are too small to suggest that a few changes will improve the model fit. In this model, the maximum modification index is 17.75; therefore, the chi square would be expected to decrease by 17.75 if the corresponding coefficient was freed. The mean of this chi square distribution is 51 (number of degrees of freedom), the variance is 102 (2×51) and the standard deviation is 10.1. Hence, the chi square statistic for this model (134.029) is more than eight standard deviations away from the mean of the chi square distribution and it would take eight non-redundant modifications, each providing a chi square improvement of about 10, to obtain an adequate fit of this model with these data. Given that the maximum modification index, the expected chi square change, is only 17.75, and that all other modification indices are smaller and possibly redundant with this, it is unlikely that one could find an acceptable model. Further, it was expected that the model for the Specialty nurse group would be the least fitting of the three groups as patients are rarely discharged directly from these areas, but rather transferred to another unit, usually Medical and or Surgical, which would be responsible for discharge. There may have been unknown factors that caused the poor fit as opposed to the zero effects that were identified. Zero effects do not cause or create poor fit but are simply insignificant effects in the model that use up degrees of freedom. In an effort to obtain a fitting model the Theta Epsilon (TE) or error values on the indicators could have been increased because these patients are further away from discharge. Therefore, there is a need to assign more error for the Specialty nurses' responses in the future.

The R^2 for each concept ranged from 0.000 to 0.760. The model accounts for 76%, 36.5%, and 10.5% respectively of the variance in Patients' abilities to manage at home, Unmet patient care needs, and Preparation for discharge. The maximum likelihood estimates are presented in Table 11 and the revised model for Specialty nurses group is displayed in Figure 12.

Figure 12. Continuity of Care Model Revised – Specialty Nurses



$\chi^2 = 134.029; p = 0.000; df = 51$

These results include the beta matrix (effects) and the squared multiple correlations for the structural equations (R^2) for each of the endogenous variables. The signs in all of the effects were in the expected direction with the exception of ten and these effects are identified in Table 11 with a “§”. One of these ten effects, Years worked on the unit on Non-nurse tasks, was statistically significant. The reasons for these unexpected effects could not be identified. There were 27 of 50 effects that reached statistical significance and were in the expected direction. The two most significant effects were from Family resources to Patients’ abilities to manage at home (beta = 0.748 and when standardized = 0.815, $t=19.101$, $p<0.01$) and from Safety to Patients’ abilities to manage at home (beta = -0.075 and when standardized = -0.179, $t=-4.114$, $p<0.01$). Each unit increase in Family resources increases Patients’ abilities to manage at home by 0.748 units. Each unit increase in Safety decreases Patients’ abilities to manage at home by 0.075 units. The largest R^2 was 0.760 for Patients’ abilities to manage at home. That is, 76% of the explained variance of Patient’s abilities to manage at home is accounted for by the concepts in the model. However, it is important to note that the 76% of explained variance arose from Family resources and Safety, and neither of the effects from Unmet patient care needs nor Preparation for discharge reached statistical significance. Further, the effect of Unmet patient care needs on Patients’ abilities to manage at home was unexpectedly positive. The R^2 for the remaining Continuity of Care variables was 0.365 (Unmet patient care needs) and 0.105 (Preparation for discharge). Therefore, the proportion of explained variance for these two concepts by their individual predictor variables was approximately 37% and 11% respectively. Only four predictor variables, Severity of health care restructuring, Non-nurse tasks, Number of patients assigned, and Emotional Exhaustion contributed significantly to the 30% explained variance in Unmet patient care needs. Only two predictor variables, Non-nurse tasks and Number of patients assigned contributed significantly to the 11% explained variance in Preparation for discharge. Hence most of the explained variance in these concepts comes from sources other than the diagrammed causal variables.

The error variance in the prediction of the Patients’ abilities to manage at home concept is contained in the psi matrix. The error variance corresponding to each of the three Continuity of Care concepts was 0.088 (Patients’ abilities to manage at home),

0.626 (Unmet patient care needs), and 0.081 (Preparation for discharge), which is about 24%, 64%, and 90% of the variance in these concepts. These results indicate that the diagrammed causal variables are especially weak predictors of Unmet care needs and Preparation for discharge.

Summary. Using the Final Trial model described in Chapter 5 as the starting point, the model was tested using a sample of Specialty nurses. Three consecutive revisions, consistent with the first three revisions made to the Medical Surgical model, were made which still resulted in a failing model. Only 27/50 effects reached statistical significance and were in the expected direction. A large percentage of the explained variance in Patients' abilities to manage at home arose from the Family resources and Safety concepts. Neither Unmet patient care needs nor Preparation for discharge variables provided a significant contribution to Patients' abilities to manage at home. Only four predictor variables, Severity of health care restructuring, Non-nurse tasks, Number of patients assigned, and Emotional Exhaustion contributed significantly to the 37% explained variance in Unmet patient care needs. Two predictor variables, Non-nurse tasks and Number of patients assigned contributed significantly to the 11% explained variance in Preparation for discharge. Across the model, ten effects were in the wrong direction and one of these ten effects was statistically significant. In the end, the model failed and there were no obvious routes identified for improvement. In an effort to obtain a fitting model the theta epsilon (TE) or error values could have been increased because patients cared for by Specialty nurses are further away from discharge. Therefore there is a need to assign more error for these nurses' responses in the future.

Other Nurses

The Other nurse sample consisted of those nurses who responded that their primary area of work was one of the several remaining areas such as pediatric, psychiatry, renal, geriatric, palliative, rehabilitation, clinic, or oncology unit. As described earlier, the covariance matrix for the Other nurse sample was created using pairwise deletion of the missing values (SPSS 12.0). The *N*'s for the frequency distributions ranged from 561 to 666. When a pairwise covariance matrix is used, a conservative way to specify *N* in LISREL is to use the minimum *N* for any covariance in the matrix (Hayduk, 1987). As the minimum pairwise *N* was 561, this was the number of

N cases used for the Other nurse sample. The covariance matrix is depicted in Table 13. The syntax commands created to run the Other nurse model (Syntax H.3) are illustrated in Appendix H.

The Other nurse model which began identical to the Medical Surgical and Specialty nurse models, is depicted in Figure 10, and consisted of 15 concepts which included Patients' abilities to manage at home, Quality of care, Unmet patient care needs, Preparation for discharge, Family resources, Severity of health care restructuring, Non-nurse tasks, Number of patients assigned, Number of registered nurses scheduled on the last shift, Safety, Full-time, Employment type, Years on the unit, MBI_EE, and Job satisfaction. Each concept is indexed by a single indicator, which was provided the same name but was preceded by the word "Reported" as a reminder that the values of the indicator variables are the actual responses provided by the respondents. The percentage of measurement error assessed is listed in Table 4. With 54 degrees of freedom, the chi square of the model was 112.521 ($p=0.000$) indicating a clear unacceptable fit between the model-implied covariance matrix and the sample data matrix. The GFI was 0.975, the AGFI was 0.944, and the R^2 for each concept ranged from a dismal 0.000, to 0.515.

Model revisions were required in an effort to achieve a more reasonable fitting model. In total, five consecutive revisions were made, four of which were identical to the first four revisions made to the Medical Surgical nurse group model. The first model revision consisted of adding an effect (beta coefficient) to be estimated from the concept Number of patients assigned to the concept Non-nurse tasks. Adding this coefficient was consistent with the previous models. However, when estimated, this coefficient was unexpectedly negative (-0.005) and not statistically significant ($t= -1.080$, $p>.05$). With 53 degrees of freedom the chi square for this model was 111.357 ($p=0.000$).

Assessment of the LISREL diagnostics identified that a chi square reduction would be obtained if the effect from the concept Safety to the concept Patients' abilities to manage at home was freed. This parameter was freed and the model re-tested. A beta coefficient was added, and when estimated, was expectedly negative and statistically significant (beta = -0.061, $t=-2.782$, $p<.05$). With 52 degrees of freedom the chi square for this model was 104.014 ($p=0.000$).

Table 13. Covariance Matrix – Other Nurses

	nonurse	safety	fulltime	patsyou	emplytype	lastrns	yrs_unit	MBI_EE	satisjob	unmet2	prepare
nonurse	1.551	0.355	0.005	-0.739	0.089	-0.162	0.188	3.141	-0.18	0.515	0.056
safety	0.355	3.833	0.006	3.745	0.063	0.218	-0.121	4.814	-0.535	0.674	0.057
fulltime	0.005	0.006	0.226	-0.011	0.067	-0.058	0.249	0.942	-0.006	0.026	-0.006
patsyou	-0.739	3.745	-0.011	132.038	-0.123	-9.034	-0.95	7.685	-0.889	1.043	-0.115
emplytype	0.089	0.063	0.067	-0.123	0.631	-0.131	0.683	0.982	-0.002	0.006	0.009
lastrns	-0.162	0.218	-0.058	-9.034	-0.131	9.399	-1.262	2.752	-0.116	0.167	-0.012
yrs_unit	0.188	-0.121	0.249	-0.95	0.683	-1.262	33.425	0.53	-0.143	0.162	0.105
MBI_EE	3.141	4.814	0.942	7.685	0.982	2.752	0.53	120.507	-5.103	5.262	0.476
satisjob	-0.18	-0.535	-0.006	-0.889	-0.002	-0.116	-0.143	-5.103	0.788	-0.37	-0.026
unmet2	0.515	0.674	0.026	1.043	0.006	0.167	0.162	5.262	-0.37	1.623	0.105
prepare	0.056	0.057	-0.006	-0.115	0.009	-0.012	0.105	0.476	-0.026	0.105	0.084
qualunit	-0.101	-0.423	-0.001	-0.745	-0.009	-0.117	0.002	-2.399	0.255	-0.309	-0.028
ptmanage	-0.102	-0.308	0	-0.877	0.038	0.049	-0.242	-2.021	0.183	-0.203	-0.032
SHR	0.218	-0.126	0.024	-0.387	0.016	-0.017	0.496	2.788	-0.162	0.252	0.044
famres	-0.098	-0.131	-0.015	-0.747	0.031	-0.07	0.096	-2.164	0.164	-0.187	-0.02

* Variance: Diagonal elements

** Covariance: Off-diagonal elements

Table 13. Continued

	qualunit	ptmanage	SHR	famres
nonurse	-0.101	-0.102	0.218	-0.098
safety	-0.423	-0.308	-0.126	-0.131
fulltime	-0.001	0	0.024	-0.015
patsyou	-0.745	-0.877	-0.387	-0.747
emptype	-0.009	0.038	0.016	0.031
lastrns	-0.117	0.049	-0.017	-0.07
yrs unit	0.002	-0.242	0.496	0.096
MBI_EE	-2.399	-2.021	2.788	-2.164
satisjob	0.255	0.183	-0.162	0.164
unmet2	-0.309	-0.203	0.252	-0.187
prepare	-0.028	-0.032	0.044	-0.02
qualunit	0.426	0.158	-0.104	0.156
ptmanage	0.158	0.578	-0.17	0.334
SHR	-0.104	-0.17	1.983	-0.132
famres	0.156	0.334	-0.132	0.594

The third revision consisted of adding an effect (beta coefficient) to be estimated from the concept Severity of health care restructuring to Family resources. When estimated, this coefficient was expectedly negative; however, it was not statistically significant ($t=-1.709$, $p>.05$) (R^2). With 51 degrees of freedom, the chi square was 101.090 ($p=0.000$). The model accounts for 67.8%, 30.7%, and 5% respectively of the variance in Patients' abilities to manage at home, Unmet patient care needs, and Preparation for discharge.

Another effect that could be freed was revealed in the LISREL diagnostics and considered. The chi square would be reduced if the effect (beta coefficient) from Patients assigned to Safety was freed. When estimated, this beta coefficient was expectedly positive and statistically significant ($\beta = 0.025$, $t=3.387$, $p<.05$). Freeing this effect resulted in a chi square of 89.743 ($p=0.000$, $df=50$), indicating an unacceptable fit between the model-implied covariance matrix and the data matrix.

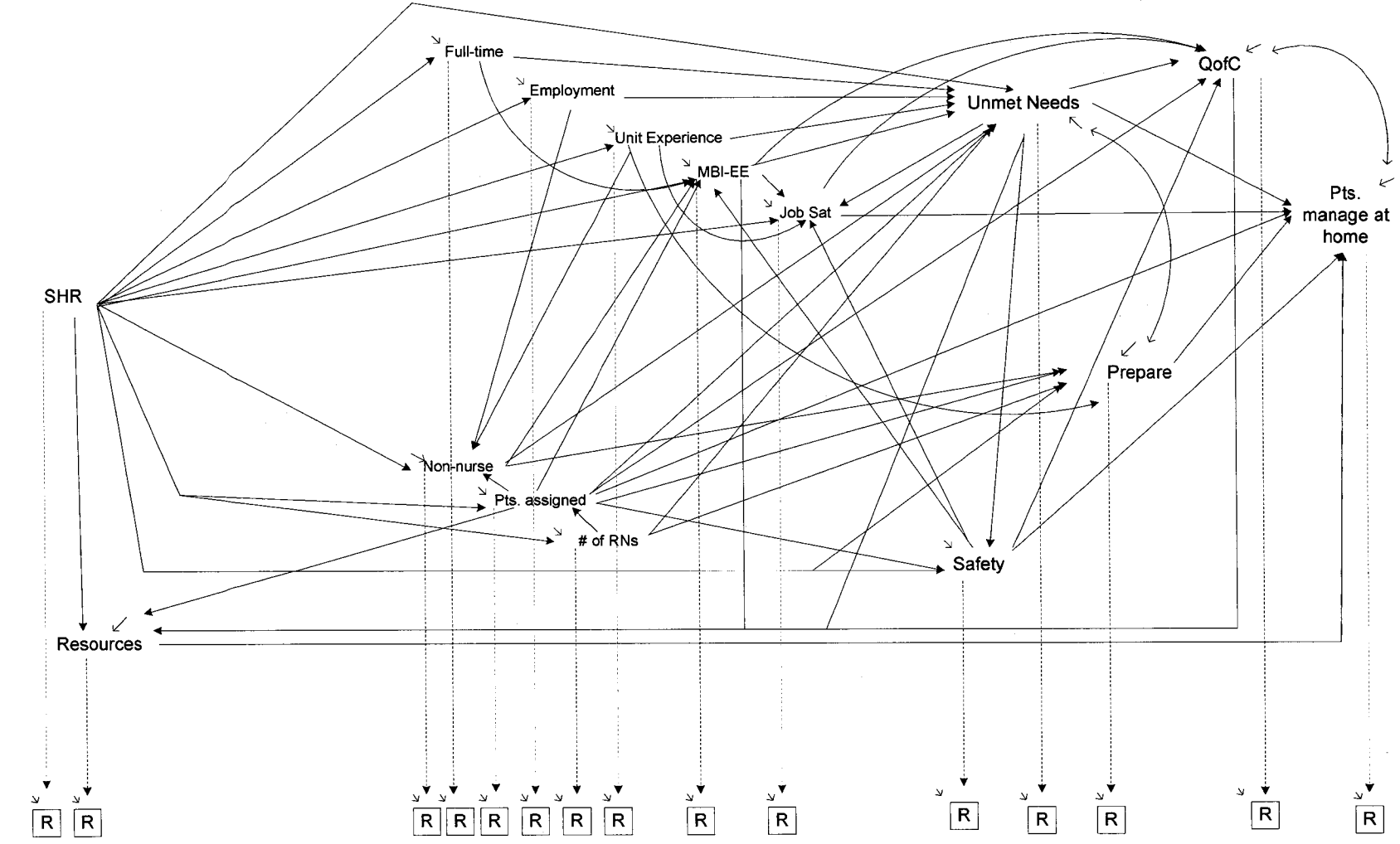
The final revision for the Other nurse model consisted of freeing a beta coefficient from the concept Safety to the concept Job satisfaction. When estimated, this coefficient was expectedly negative (-0.115) and statistically significant ($t= -4.339$, $p<.05$). With 49 degrees of freedom the chi square for this model was 70.190 ($p=0.0252$); a borderline unacceptable model fit. The GFI is 0.984 and the AGFI is 0.961. The R^2 for each concept ranged from 0.000 to 0.681. The model accounts for 68%, 30.6%, and 5% respectively of the variance in Patients' abilities to manage at home, Unmet patient care needs, and Preparation for discharge. The maximum likelihood estimates are presented in Table 11 and the revised model for the Other nurses group is displayed in Figure 13.

These results include the beta matrix (effects) and the squared multiple correlations for the structural equations (R^2) for each of the endogenous variables. The signs in all of the effects were in the expected direction with the exception of nine and these effects are identified in Table 11 with a "§". One of these nine effects, Severity of health care restructuring on Safety, was statistically significant. The reasons for these unexpected effects could not be identified. Twenty-three of 52 effects reached statistical significance and were in the expected direction. The two most significant effects arose from Family resources to Patients' abilities to manage at home ($\beta = 0.649$ and when standardized = 0.730, $t=13.781$, $p<0.01$) and from Safety to Patients' abilities to manage

at home (beta = -0.061 and when standardized = -0.163, $t=-2.694$, $p<0.05$). Each unit increase in Family resources increases Patients' abilities to manage at home by 0.649 units. Each unit increase in Safety decreases Patients' abilities to manage at home by 0.061 units. The largest R^2 was 0.681 for Patients' abilities to manage at home. That is, 68.1% of the explained variance of Patients' abilities to manage at home is accounted for by the concepts in the model. However, it is important to note that the 68.1% of explained variance arose primarily from the Family resources and Safety concepts as neither of the effects from Unmet patient care needs or Preparation for discharge reached statistical significance. The R^2 for the remaining Continuity of Care variables was 0.306 (Unmet patient care needs) and 0.050 (Preparation for discharge). Therefore the proportion of explained variance for these two concepts by their individual predictor variables was approximately 31% and 5% respectively. Only four predictor variables, Severity of health care restructuring, Non-nurse tasks, Number of patients assigned, and Emotional Exhaustion contributed significantly to the 30% explained variance in Unmet patient care needs. Only two predictor variables, Non-nurse tasks and Number of patients assigned contributed significantly to the 11% explained variance in Preparation for discharge. Hence most of the explained variance in these concepts comes from sources other than the diagrammed causal variables.

The error variance in the prediction of the Patients' abilities to manage at home concept is contained in the psi matrix. The error variance corresponding to each of the three Continuity of Care concepts was 0.120 (Patients' abilities to manage at home), 0.835 (Unmet patient care needs), and 0.068 (Preparation for discharge), which is about 32%, 69%, and 95% of the variance in these concepts. These results indicate that the diagrammed causal variables are especially weak predictors of Unmet patient care needs and Preparation for discharge.

Figure 13. Continuity of Care Model Revised – Other Nurses



$\chi^2 = 70.190; p = 0.0252; df = 49$

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Summary. Using the Final Trial model described in Chapter 5 as the starting point, the model was tested using a sample of Other nurses. Five consecutive revisions, four of which were identical to the first four revisions made to the Medical Surgical model, were made that resulted in a continued failing model. Only 23/52 effects reached statistical significance and were in the expected direction. A large percentage of explained variance in Patients' abilities to manage at home arose from the Family resources and Safety concepts. Neither Unmet patient care needs nor Preparation for discharge variables provided a significant contribution to Patients' abilities to manage at home. Only four predictor variables, Non-nurse tasks, Number of patients assigned, and Emotional Exhaustion contributed significantly to the 31% explained variance in Unmet patient care needs. Only two predictor variables, Non-nurse tasks and Severity of health care restructuring contributed significantly to the 5% explained variance in Preparation for discharge. A total of nine effects throughout the model were in the wrong direction and one of these nine effects was statistically significant. In the end, the model failed and there were no obvious routes identified for improvement.

Decision to Cease Testing

The decision was made to stop revising each of the three specific nurse group models, and to not attempt to "stack" the three models, as many of the expected effects were not significant and there were low percentages of explained variance in two of the three Continuity of Care concepts, Unmet care needs and Preparation for discharge. After considerable, even excessive, revisions to each nurse specific group model, large standardized residuals remained scattered throughout the matrix of each model which suggested that a few additional model modifications would not be sufficient to obtain an acceptable model fit. Further the modification indices did not identify any additional consistent and theoretically reasonable changes that could be made to substantially improve the fit of the models. It is possible that the uniqueness of each group that appeared in the individual nurse group models did not show up in the trial model because it consisted of a variety of nurses (r^{23}). However, the initial trial group and the three specific nurse groups did not appear to differ dramatically in the means and standard deviations of the model variables as shown in Table 9. The larger sample size of the three specific nurse groups may explain why the models failed. The larger sample sizes

of the three nurse groups permits detection of smaller, but not necessarily less important, disagreements between the model and the data as being real, and not mere sampling fluctuations. In other words, a larger N gives more statistical power to detect differences between the model-implied variance/covariance matrix (Σ) and the observed variance/covariance matrix (S).

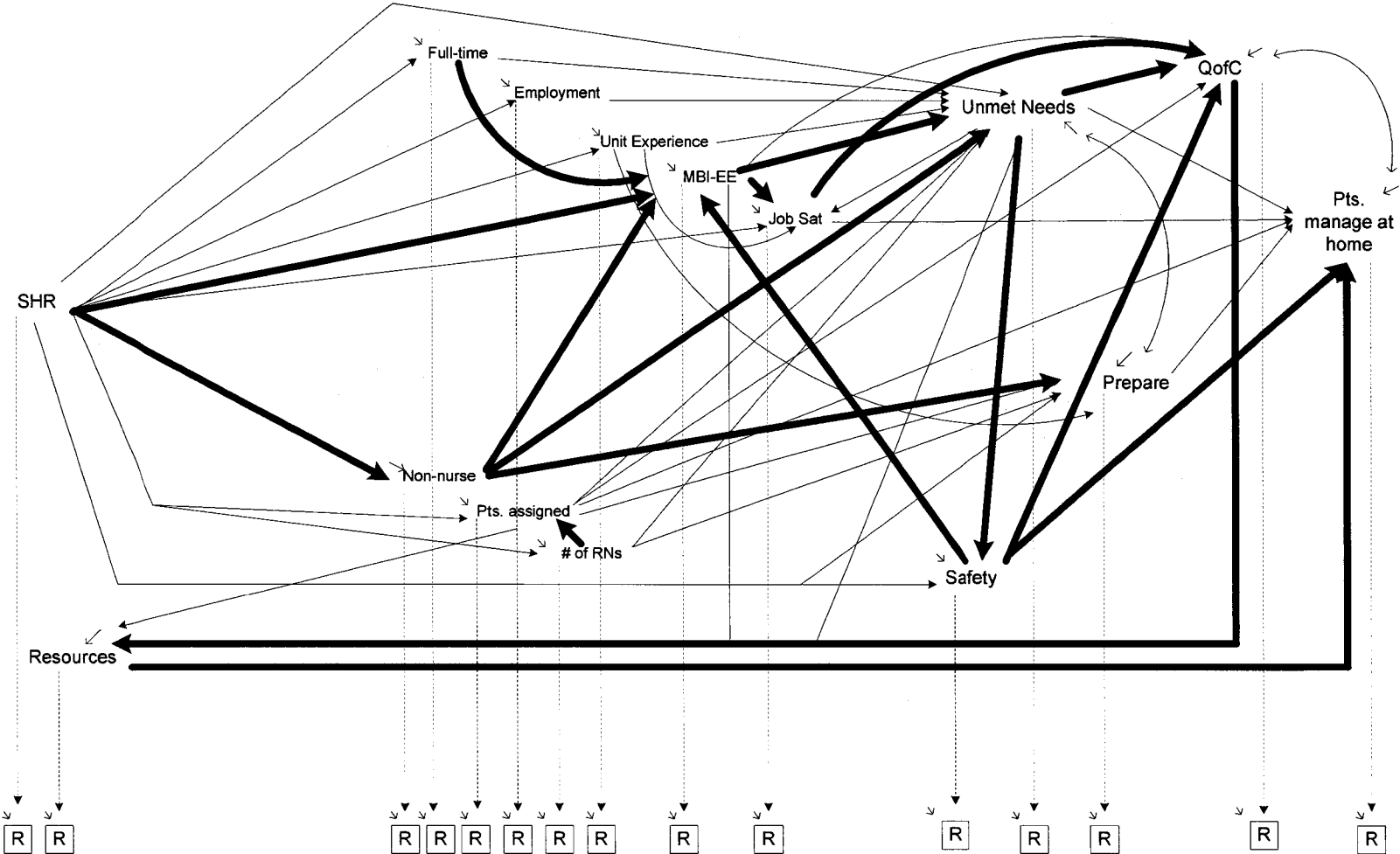
Looking at Table 11, there are some interesting findings to note. First, there are 13/17 common significant effects across the trial models and three nurse group models. However, four effects that were significant throughout the three specific nurse group models were either insignificant or unidentified in the Final Trial model. These four effects were from Non-nurse tasks to Preparation for discharge, from Severity of health care restructuring to Emotional Exhaustion, from Full-time to Emotional Exhaustion, and from Unmet patient care needs to Safety. As well, there was another effect, from Number of RNs on the last shift to Unmet patient care needs, that was significant in the Final Trial model, but that was insignificant and unexpectedly positive across the three specific nurse group models. The increased statistical power to detect smaller effects afforded by the larger N 's in the three specific nurse group models may account for why these five effects were insignificant, unidentified, or significant in the Final Trial model. Further, these five revisions, and many others that were made, were data driven not theory driven, making it easier to forget that it was my "theory" that was faltering (12).

Finally, the decision to stop revising each of the models was made primarily because the anticipated significant effects between health care restructuring and the other variables in the model did not materialize. Only two of the beta coefficient estimates were statistically significant across all three nurse group-specific models; the effects of the Severity of health care restructuring variable on Non-nurse tasks and MBI_EE. The effects of the Severity of health care restructuring concept on the remaining concepts in each model reached statistical significance only in some of the groups. For example, the effect of Severity of health care restructuring on Unmet patient care needs was significant in only the Medical Surgical and Specialty nurse group models. The effect of Severity of health care restructuring on Preparation for discharge was significant in only the Medical Surgical and Specialty nurse group models. The effect of Severity of health care restructuring on Family resources was significant in only the Specialty nurse group

model. The effect of Severity of health care restructuring on Safety was significant in the Medical Surgical nurse group model and was significant but unexpectedly negative in the Other nurse group. The significant, but not particularly strong, effects of Severity of health care restructuring on Safety, Unmet patient care needs and Preparation for discharge in only the Medical Surgical nurse group model may represent real yet localized effects of health care restructuring.

Common significant effects. While the model for each individual group of nurses failed to fit, seventeen significant effects were common across all three specific nurse group models, illustrated in Figure 14. Therefore, there is some evidence of stability in these models. Severity of health care restructuring affected the core variables in the model via chains of individually significant effects with the exception of two; the Number of RNs scheduled and Full-time. The 15 remaining significant effects were connected to a common cause (Severity of health care restructuring) and were all mediated through, or channeled through, either Non-nurse tasks or MBI_EE. Thus, while these 15 effects are somewhat questionable due to their appearance in failing models, they are consistent with the other empirical evidence of a relationship between the nursing practice environment post-restructuring and nurses' emotional exhaustion or burnout levels (Aiken, et al, 2001; Aiken, et al, 2002; Sochalski, 2001), nurses' job satisfaction (Aiken, et al, 2002; Curtin, 1994; Shindul-Rothschild et al, 1996; Sochalski, 2001; Ventura, 1996), the number of non-nurse duties performed by nurses that do not require their clinical expertise (Aiken, et al, 2000a; Blegen, et al, 1998; Blegen, et al, 2001; Corey-Lisle et al, 1999; Gilliland, 1997; Grindel, et al, 1996; Moore, et al, 1999; Pitchitpornchai, et al, 1999; Shindul-Rothschild, et al, 1996; Sochalski, 2001; Woodward, et al, 1999), and the number of patient care needs nurses believed were necessary but left undone because they lacked the time to complete them (Aiken, et al, 2001; Baumann, et al, 2001; Blythe, Baumann, & Giovannetti, 2001; Sochalski, 2001).

Figure 14. Common Significant Effects – Three Nurse Groups



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Of particular interest is the effect of Unmet patient care needs on Safety and the effects of Safety on Emotional Exhaustion, Quality of care and Patients' abilities to manage at home in the models. These effects, common across all three nurse population models, hint at causal mechanisms between Safety and the nursing practice environment post-restructuring, which make two important contributions. First, this study makes it possible to develop a deeper understanding of the Safety concept and to identify the potential causes or potential effects of Safety. Secondly, the Safety concept can be tested within the three nurse populations. Identification of potential causes and effects between the practice environments of the three nurse populations post-restructuring and Safety is important; further exploration of these effects is warranted given the ever-present concern for patient safety and quality improvement methods. If health care restructuring has contributed to an increasingly unsafe environment for patients, improvement efforts directed at patient outcomes, such as preventing patient readmissions, may be necessary.

A closer look at Figure 14 reveals that across the three nurse models there are several chains of significant direct effects that comprise basic indirect effects. A few examples include:

$QofC \rightarrow Resources \rightarrow Pts\ Manage$

$SHR \rightarrow MBI_EE \rightarrow Unmet \rightarrow Safety \rightarrow QofC \rightarrow Resources \rightarrow Pts\ Manage$

$SHR \rightarrow Non-nurse \rightarrow MBI_EE \rightarrow Unmet \rightarrow Safety \rightarrow QofC \rightarrow Resources \rightarrow Pts\ Manage$

$F/T \rightarrow MBI_EE \rightarrow Unmet \rightarrow Safety \rightarrow QofC \rightarrow Resources \rightarrow Pts\ Manage$

The first chain of significant direct effects comprises the basic indirect effect of Quality of care on Patients' abilities to manage at home through the intervening variable, Resources. The magnitude of the indirect effect of Quality of care on Patients' abilities to manage at home, using the values obtained in Table 11 in the Medical Surgical nurse model, is expressed as the product of the coefficients (i.e. the chain of coefficients linking Quality of care to Patients' abilities to manage at home):

$QofC \rightarrow Resources \rightarrow Pts\ Manage$

$$0.194 \times 0.639 = .1240$$

Thus, a one unit increase in Quality of care would be expected to result in a small increase of .1240 unit change in Patients' abilities to manage at home via this effect routing.

For each of the next three effect sequences, the magnitude of the basic indirect effects from the variable on the left (i.e. Severity of health care restructuring or Full-time) to Patients' abilities to manage at home can be calculated. For example, using the values obtained in Table 11, the magnitudes of the two indirect effects of SHR on Patients' abilities to manage at home in the Medical Surgical nurse model are calculated as:

$$\begin{aligned} &SHR \rightarrow MBI_EE \rightarrow Unmet \rightarrow Safety \rightarrow QofC \rightarrow Resources \rightarrow Pts\ Manage \\ &1.443 \times 0.033 \times 0.306 \times -0.070 \times 0.194 \times 0.639 = -0.000126 \end{aligned}$$

$$\begin{aligned} &SHR \rightarrow Non-nurse \rightarrow MBI_EE \rightarrow Unmet \rightarrow Safety \rightarrow QofC \rightarrow Resources \rightarrow Pts \\ &Manage \end{aligned}$$

$$0.290 \times 1.193 \times 0.033 \times 0.306 \times -0.070 \times 0.194 \times 0.639 = -0.000030$$

Therefore, a one unit increase in SHR would be expected to result in a trivial reduction of 0.000126 or 0.000030 unit change in Patients' abilities to manage at home respectively, depending on the sequence. The magnitude of the basic indirect effect of SHR on Patients' abilities to manage at home in the second sequence (-0.000030) is smaller than the magnitude in the first sequence (-0.000126) because of the additional direct effect contained in the second sequence. The first SHR-Patient manage sequence contains six chains of significant direct effects whereas the second SHR-Patients manage sequence contains seven chains of effects. Thus, longer chains of even significant direct effects produce weaker indirect effects due to the imperfect transmittal of effects through the many causal paths in the longer chains (Hayduk, 1987).

The preceding calculations are basic or unenhanced indirect effects of SHR on Patients' abilities to manage at home because the above calculations do not consider the influence of the Emotional Exhaustion – Unmet patient care needs – Safety loop. Looking again at Figure 14, one notices that there are three concepts (MBI_EE, Unmet, and Safety) involved in a causal feedback loop; the effects continue to cycle from Emotional Exhaustion to Unmet patient care needs to Safety and back to Emotional Exhaustion. Loops are a special type of indirect effect (Hayduk, 1996). Loops do not

add in new effects but multiplicatively enlarge or shrink effects transmitted along loop-touching direct or indirect paths by a factor of the form $1/(1-L)$, where L is the product of the effect coefficients comprising the loop (Hayduk, 1987). Cycling through a positive loop increases the absolute magnitude of any touched basic direct or indirect effect, while cycling through a negative loop reduces any touched basic effect (Hayduk, 1996). However, a loop must have a substantial magnitude before one would see an important change in the total effect. To speak of the effect that a unit change in SHR has on Patients' abilities to manage at home, considering the enhancement of the basic indirect effect created by repeated cyclings through the Emotional Exhaustion – Unmet patient care needs – Safety loop, one uses the term loop-enhanced indirect effect. Hence, using the values obtained in Table 11 in the Medical Surgical nurse model, the calculation for the magnitude of the loop-enhanced indirect effect of the Severity of health care restructuring on Patients' abilities to manage at home, (namely the influence of the MBI_EE – Unmet – Safety loop) is as follows:

$$\begin{aligned} & -0.000126[1/(1-L)] = -0.000126[1/(1-(0.033)(0.306)(1.323))] \\ & = -0.000126[1/(1-0.01336)] = -0.000126[1/0.98664] = -0.000126[1.01354] \\ & = -0.000128 \end{aligned}$$

The -0.000126 basic indirect effect of the Severity of health care restructuring on Patients' abilities to manage at home is only slightly enhanced by the action of the loop. Tracing the series of changes resulting from a unit increase in the Severity of health care restructuring reveals an initial reduction in Patients' abilities to manage at home followed by repeated yet progressively smaller reductions for subsequent cycles through the loop. The cycling begins whenever an effect in the model touches a variable in the loop, and demonstrates a dynamic response of the model to any effect that touches a variable within the loop.

Next consider the sequence initiating at Full-time.

F/T → MBI_EE → Unmet → Safety → QofC → Resources → *Pts Manage*

Using the values obtained in Table 11, the magnitude of the basic or unenhanced indirect effect of Full-time on Patients' abilities to manage at home in the Medical Surgical nurse model is calculated as:

$$4.349 \times 0.033 \times 0.306 \times -0.070 \times 0.194 \times 0.639 = -0.000381$$

To calculate the magnitude of the loop-enhanced indirect effect in the Full-time sequence, considering the influence of the Emotional Exhaustion – Unmet patient care needs – Safety loop, one must again multiply the basic indirect effect by a factor $1/(1-L)$, where L is the product of the effect coefficients comprising the loop:

$$\begin{aligned} -0.000381[1/(1-L)] &= -0.000381[1/(1-(0.033)(0.306)(1.323))] \\ &= -0.000381[1/(1-0.01336)] = -0.000381[1/0.98664] = -0.000381[1.01354] \\ &= -0.000386 \end{aligned}$$

Similar to the previous sequence, the -0.000381 basic indirect effect of Full-time on Patients' abilities to manage at home is slightly enhanced by the action of the loop.

While these effects are trivially small, these findings make a significant theoretical contribution because, to date, no one working in the context of health care restructuring has evidenced a causal feedback loop composed of significant effects. The Emotional Exhaustion – Unmet patient care needs – Safety loop is a weak positive loop which results in a slightly magnified response of the dependent variables touched by the loop. The possibility of, and the consequences of, causal loops had escaped both the theory and other methodologies employed in the study of the consequences of health care restructuring. What is even more significant is the realization that the Severity of health care restructuring is working through effects that exist in the health care environment, and which would persist, or exist whether or not health care restructuring occurred. These findings constitute major theoretical changes in my understanding of the effects of the health care environment on Patients' abilities to manage at home and which should be incorporated into future research projects of this nature.

Other intriguing aspects of the sequences described previously are the incorporation of Unmet patient care needs in the causal feedback loop and the direct effect from Safety to Patients' abilities to manage at home. These findings are very interesting because these are effects among concepts that I had originally conceptualized as Continuity of Care. These chains of individually significant effects constitute increasing theoretical sophistication in the conceptualization of continuity of care. Continuity of care is not a single variable or several variables; it is a dynamic set of values that has an interplay to it, such that it changes from moment to moment.

One more sequence of effects that deserves discussion before completion of this chapter is the direct and indirect effects of the Severity of health care restructuring on Emotional Exhaustion. Summing the basic direct and indirect effects (through Non-nurse tasks) gives the total effect. Using the values obtained in Table 11, the total effect of the Severity of health care restructuring on Emotional Exhaustion in the Medical Surgical nurse model is calculated as:

$$\begin{aligned} & (\text{SHR} \rightarrow \text{MBI_EE}) + (\text{SHR} \rightarrow \text{Nonurse} \rightarrow \text{MBI_EE}) \\ & 1.443 + (.290)(1.193) \\ & = 1.443 + .3460 \\ & = 1.789 \end{aligned}$$

A one unit increase in the Severity of health care restructuring on Emotional Exhaustion would be expected to result in a substantial 1.789 unit increase in Emotional Exhaustion. However, this calculation does not consider the influence of the Emotional Exhaustion – Unmet patient care needs – Safety causal feedback loop. The loop will enhance the total expected effect above this value because the loop's value is positive. The value of the coefficients in the loop (L) is $(0.033)(0.306)(1.323) = 0.01336$, so each cycle through the loop would return an effect that is 0.01336 of the effect that entered. The total effect of the Severity of health care restructuring on Emotional Exhaustion is calculated by summing the loop-enhanced direct effect and the loop-enhanced indirect effect:

$$\begin{aligned} \text{Total effect} &= 1.443 (1/(1-L)) + 0.3460 (1/(1-L)) \\ &= 1.443[1/(1-0.01336)] + 0.3460[1/(1-0.01336)] \\ &= 1.443[1/0.98664] + 0.3460[1/0.98664] \\ &= 1.443[1.01354] + 0.3460[1.01354] \\ &= 1.4625 + 0.3507 = 1.8132 \end{aligned}$$

Thus, the total effect of a one unit increase in the Severity of health care restructuring on Emotional Exhaustion would be expected to result in a more substantial 1.8132 unit increase in Emotional Exhaustion.

Summary

This chapter presents the effects within a continuity of care model for three specific groups of nurses, Medical/Surgical, Specialty, and Other. Each model underwent considerable, even excessive, revisions that seemed reasonable given the

theory being assessed. Unexpectedly, each of the Medical Surgical, Specialty, and the Other nurse group models failed by remaining significantly inconsistent with the covariance data, a stark contrast to the Final Trial model discussed in the previous chapter. In all three nurse groups, Family resources and Safety contributed significantly to the high percentages of explained variance in Patients' abilities to manage at home, and neither of the effects from Unmet patient care needs nor Preparation for discharge reached statistical significance. As well, the error variances of Unmet patient care needs and Preparation for discharge were moderate to high repeatedly across the three nurse groups indicating that the diagrammed causal concepts were moderate to weak predictors of these variables. These findings are also observed in the beta matrix where the effects from several diagrammed causal variables, particularly the effects from Severity of health care restructuring, failed to reach statistical significance.

The lack of statistical significance of numerous beta coefficients some of which were unexpectedly positive or negative, the already substantial model revisions, the scattered residuals, and the overall failing models prompted the decision to cease testing and to not attempt to "stack" the three models. The sporadic effects of the Severity of health care restructuring on the other concepts in model is most concerning as this was the foundation assumption of the thesis topic. Severity of health care restructuring significantly influenced Unmet patient care needs in the Medical Surgical and Specialty nurse groups but the effects were not particularly strong. So there is evidence of some effects of the Severity of health care restructuring; therefore, the consequences are not as bad as I had initially imagined. While each nurse group model failed, 17 statistically significant effects were common across all three groups of nurses and offer some evidence of stability in these three models. While these significant effects are somewhat questionable due to these being effects estimated in failing models, these findings make a significant theoretical contribution that has not been demonstrated to date. No one in the health care restructuring area has evidenced a causal feedback loop composed of significant effects. The possibility of, and the consequences of, causal loops had escaped both the theory and other methodologies employed in prior studies of the consequences of health care restructuring. What is even more significant is the realization that Severity of health care restructuring is working through effects that exist in the health care

environment, and which would persist, or exist whether or not health care restructuring occurred. These findings constitute major theoretical changes in my understanding of the effects of the health care environment (e.g. the Non-nurse duties, Emotional Exhaustion – Unmet patient care needs – Safety causal loop, etc.) on Patients’ abilities to manage at home and which should be incorporated into future research projects of this nature.

Other intriguing aspects of the sequences described previously are the incorporation of Unmet patient care needs in the causal feedback loop and the direct effect from Safety to Patients’ abilities to manage at home. These findings are very interesting because these are effects among concepts that I originally conceptualized as Continuity of Care in this study. These chains of individually significant effects will focus increasing theoretical attention on the idea that “the longer the chain of effects the weaker the effect” due to the imperfect transmittal of effects through the numerous causal paths in longer chains. Considering the influence of the Emotional Exhaustion – Unmet patient care needs – Safety loop, any basic indirect effects that touch a variable in the loop, are slightly enhanced by the action of this positive loop. The total effect of a one unit increase in Severity of health care restructuring on Emotional Exhaustion would be expected to result in a substantial 1.8132 increase in Emotional Exhaustion. The cycle of fluctuations begins whenever an effect in the model touches a variable in the loop, and demonstrates the response of the model to any variable within the loop. As such, continuity of care is neither a single variable nor several variables; it is a dynamic set of values that has an interplay to it, such that it changes from moment to moment.

Chapter Seven

Discussion

Using secondary analysis, this study explored the causal structure of continuity of care for a group of nurses in Alberta. Continuity of care was not a variable in any of the models; it was encompassed within the causal structure of the nurses' assessments of Unmet patient care needs, Preparation for discharge, and Patients' abilities to manage at home. Rather, it is the causal structure within these three variables that encompasses continuity of care, not each individual variable on its own. A major objective was also to investigate the structure of continuity of care. This was accomplished by developing and examining several models of predictors of continuity of care that were described in Chapters Five and Six. The predictive models included an assessment of the effects of the Severity of health care restructuring on various health care components assumed to ultimately influence or constitute continuity of care.

A random sample of 330 Alberta nurses from the 6,526 nurse respondents within the Alberta section of the unified Canadian Nurse Survey Data File was used to test six LISREL models (Basic, Practice Environment, Staffing, Revised Practice Environment, Personal Employment Characteristics, and Final Trial) to examine the effects of each of the predictor concepts on a set of variables constituting Continuity of Care. This process is described in Chapter 5. Several data driven revisions were required in all six of these models in order to obtain an adequate fit between the model-implied and the data covariances.

The Final Trial model resulted in an acceptable fit ($\chi^2 = 48.357$, $p=0.691$, $df=54$). Only four of eight endogenous concepts in the model (Non-nurse, Number of RNs, Full-time and Emotional Exhaustion) exhibited a significant effect on either the Unmet patient care needs or Preparation for discharge concepts, the two integrating or mediating concepts for Patients' abilities to manage at home. The other four concepts (Severity of health care restructuring, Number of patients assigned, Employment type, and Years of experience) are either ineffective, or demonstrate such small effects on Unmet patient care needs and Preparation for discharge that they are undetectable. Noteworthy is that all four of the significant effects are channeled through Unmet patient care needs.

Overall, these eight concepts explain 39.7% of the variance in Unmet patient care needs. The model explains 59.3% of the variance in the nurses' assessments of Patients' abilities to manage at home. However, the major source of the explained variance in Patients' abilities to manage at home is not Unmet patient care needs, but rather another variable, Family resources. Neither Unmet patient care needs nor Preparation for discharge produces a significant effect on Patients' abilities to manage at home. These findings are concerning as Patients' abilities to manage at home may not be causally influenced by important hospital nursing practices such as patient and or family teaching, developing or updating nursing care plans, and preparing patients for discharge as postulated originally. This lack of causation was monitored when model testing progressed to the remaining cases in the Alberta dataset.

Tests of the Final Trial model was tested using approximately half of the cases in the Alberta dataset are described in Chapter 6. There were 6196 cases remaining after the 330 "trial" cases were removed. These 6196 cases were split randomly into two sections such to preserve half the dataset for future use (beyond this thesis) and because additional data driven changes were anticipated. Therefore, the new dataset consisted of 3072 cases. These 3072 cases were separated into three specific nurse groups; Medical/Surgical, Specialty, and Other. Data driven modifications to improve the overall model fit were made to all three models. A significant improvement in each model was obtained through the inclusion of a direct effect from Safety to Patients' abilities to manage at home, an effect that did not appear in the Final Trial model. As well, significant improvements in each model were obtained through the inclusion of direct effects from Non-nurse tasks to Preparation for discharge, from Severity of health care restructuring to Emotional Exhaustion, and from Full-time to Emotional Exhaustion – effects that were not significant in the Final Trial model. In the end, all three of these models failed to match the covariance data but there were no obvious routes identified for improvement. The least failing model was the Other nurse group attaining a p-value of 0.025 ($\chi^2 = 70.190$, $df=49$). The Other nurse group may have been the least failing model because it had the smallest N ($N=561$) in comparison to the Medical Surgical ($N=746$) and Specialty ($N=846$) nurse groups; a larger N gives more statistical power to detect differences between the model-implied variance/covariance matrix (Σ) and the observed

variance/covariance matrix (S). Another reason the Other nurse group model failed the least may have been because, similar to the trial group, this group was comprised of nurses from various work areas. Either of these reasons may account for why the Other nurse group model was the least failing model of the three specific nurse groups. On the other hand, the model for the Specialty nurse group failed the most. The Specialty nurse group had the highest N across the three groups, but this may not be the only reason the model failed. Patients cared for by Specialty nurses are further away from discharge because these patients are usually transferred to another care unit before going home. Therefore, the theta epsilon (TE) or error values need to be increased for these nurses' responses on Patients' abilities to manage at home, Family resources, and Preparation for discharge in the future.

There were two unexpected findings in each model. The first was the lack of significance of some of the effects among the three variables collectively referred to as Continuity of Care; these were the effects from both Unmet patient care needs and Preparation for discharge to Patients' abilities to manage at home. The second was the lack of significance of the effects from the Severity of health care restructuring on all but two of the model variables. As expected, the Severity of health care restructuring did display sporadic effects on Unmet patient care needs, Preparation for discharge, and Family resources.

Throughout this analysis, Continuity of Care has not been a variable in the models. Continuity of Care is encompassed within the causal structure of Unmet patient care needs, Preparation for discharge, and the lack of Patients' abilities to manage at home. In other words, the causal structure within all three of these variables was thought to encompass Continuity of Care but each one alone does not. Therefore, the absence of significant effects from both Unmet patient care needs and Preparation for discharge on Patients' abilities to manage at home is disturbing as the original conceptualization of Continuity of Care is seriously jeopardized.

The explained variance in Patients' abilities to manage at home was substantial in each model (67.2%, 76%, and 68.1%) and the most significant contributions to the explained variance arose from the Family resources and Safety variables. Therefore, absence of patient adverse events while in hospital and the resources available to family

members of patients discharged from hospital may be more important predictors of nurses' assessments of Patients' abilities to manage at home than other more widely accepted health care factors such as teaching, accurate nursing care plans, and discharge preparation.

The second unexpected finding, the insignificant and sporadic effects from the Severity of health care restructuring to all but two of the variables in the model, is concerning but not as serious as initially imagined. The premise of this thesis was that health care restructuring had altered the practice environment, and negatively impacted health professionals' abilities to adequately monitor and care for hospitalized patients. These inabilities, in turn, were supposed to impact patients' abilities to manage at home. In all, 17 significant effects were common across all three specific nurse group models, as illustrated in Figure 14. Therefore, there is some evidence of stability in these three models. Severity of health care restructuring affected the core variables in the model via chains of individually significant effects with the exception of two, the Number of RNs scheduled and Full-time. The 15 remaining individually significant effects connected to a common cause (Severity of health care restructuring) and were all mediated through, or channeled through, either Non-nurse tasks or Emotional Exhaustion. While these 15 effects are consistent with the other expanding empirical evidence of a relationship among several health care organizational variables, it is important to note that the longer the chain of effects, the weaker the effect tends to be, and the "significance" or "reality" of these effects is somewhat questionable due to these being effects estimated in failing models.

Other intriguing aspects within these 17 effects are the incorporation of Unmet patient care needs and Emotional Exhaustion in the causal feedback loop, and the direct effect from Safety to Patients' abilities to manage at home. These findings are very interesting because these are effects among concepts that were originally conceptualized as Continuity of Care in this study. These chains of individually significant effects constitute increasing theoretical sophistication in the conceptualization of continuity of care. Continuity of care is neither a single variable nor several variables; it is a dynamic set of values that has an interplay to it, such that it changes from moment to moment.

Study Limitations

Study Design

This study was limited in a number of ways particularly related to the study design and the secondary data sources used. First, with a retrospective study design such as that used in this study, the researcher tries to examine links between events and outcomes of interest with hypothesized preceding events. In retrospective studies, it is important to specify the hypothesized cause-and-effect relationships among the exogenous and endogenous variables. Because the researcher is unable to manipulate any of the study variables, the theoretical framework is an essential map that guides the method used throughout the study (Wood & Brink, 1998; LoBiondo-Wood & Haber, 2002). The preceding events, when there is evidence of significant effects and the model fits, are considered to be the causal variables affecting the outcome of interest, which in this study, is Patients' abilities to manage at home. Because these preceding events are observed rather than manipulated as in experimental and quasi-experimental research, statistical controlling is required to eliminate alternate explanations that would otherwise threaten the validity of claims made about the relationships between the outcome of interest and the presumed causal variables.

The limitations described above are minimized in structural equation modeling by inserting control variables. In other words, when variables are included as predictors in an equation, the researcher is in essence "controlling for" said variables. As well, to be a variable there must be variance among the values of that variable; however, the researcher does not necessarily have to be responsible for manipulating the variance. Manipulation can be under the auspices of some other unknown or uncontrolled force.

Secondary Data Analysis

Another limitation arises from the secondary data analysis in which theoretical and methodological issues surface. Among the theoretical issues are constraints in choosing research questions, as well as restrictions upon the study concepts and populations, which should be consistent with the available information in the data. The methodological challenges include imprecise indicators of the concepts to be studied. However, these theoretical and methodological issues are minimized in structural equation modeling when the researcher adjusts the measurement error variance of the

concepts. The way to provide the clearest meaning to a concept is to indicate which of the observed items is most similar to the conceptualization. The meaning of the concept is changed by adjusting the measurement error of the indicator (real world) because different degrees of measurement error strengthen or weaken the concept-indicator connections. Several concept-indicator connections were weakened when the measurement errors were increased from the arbitrary 10% assigned originally without much forethought as to how this would alter the concepts in the model. As well, the indicator for the concept Preparation for discharge was switched early on due to being insignificant, without a good understanding or further investigation of why it was insignificant.

Under-developed Theory

The model was represented as a pictorial diagram of my theory, a theory of causal effects that was developed based primarily on the findings from the existing continuity of care literature, but also partly on anecdotal evidence from my experience working in the health care system. One must develop a model that encapsulates one's theory (12); a match of the model's constraints with the theory's constraints. A mismatch of constraints between the two implies that one is testing a theory other than the theory one claims to be testing (Hayduk, 1996). The data confronted me on several occasions and my response to these confrontations was to make data driven changes in the models in anticipation that these changes would lead to a better fitting model. The theoretical assumptions upon which this research was based led me to abandon my failing models when significant model chi squares appeared. However, one should carefully explore the possible shortcomings of his/her theory before abandoning a failing model. An under-developed theory will not advance research in the continuity of care domain, and the failure to report ill-fitting models does not prevent others from similar theoretical pitfalls.

Deleting Variables and Insignificant Coefficients

When the models began to fail, several concepts were abandoned in the quest for fitting models and the opportunity to report some "admirable" results (15). To be a variable there must be variance among the values of that variable. It is a methodological error to think that several cases with zero values would hurt the variable itself and thereby remove the variable from the model. Moreover, it is important to any area of

study to demonstrate the ineffectiveness of some concepts, and by removing these concepts that demonstration possibility was lost. One is unable to demonstrate the ineffectiveness of concepts if those concepts are removed. The number of data driven changes that were made in all of the models demonstrates my initial theoretical imprecision and inexperience with the structural equation modeling methodology.

Insignificant coefficients should not be omitted (1²⁰) unless there is some reason for omitting the coefficients beyond their mere insignificance. Further, the model should not be re-estimated with the insignificant coefficients deleted as doing so only shifts the chi square distribution over, and increases the degrees of freedom making the model harder to reject, and the deletions are data driven rather than theory driven, thus making it easy to forget to admit that the “theory” failed in these ways. Deleting insignificant effects does not improve model fit. The insignificance of the coefficients is a function of the input data. Hence, using this information to alter the model (by deleting the coefficients) compromises the ability of the model χ^2 to test the model because it amounts to incorporating data driven model revisions. Further, if reading the literature led one to include these coefficients, other researchers may continue to be similarly misled unless one specifically makes a point of reporting one’s inability to locate these effects (Hayduk, 1996).

Data Driven Changes to Models

I was not attentive to what appeared in the model output and made data driven changes in order to achieve a fitting model (1^{9,16}), sometimes making more than one change at a time which is not recommended (1¹⁴). In some situations these data driven changes included inserting insignificant effects without significant model improvement (1^{17,18,21,22}) or inserting additional effects beyond model fit (1¹⁹). In retrospect, these changes were “unhelpful” and many of the changes that were made were unrealistic.

In other situations, I simply was unaware of the impact of some of the decisions I was making (1^{8,10}). For example, deleting the Community services variable was a risky decision to make because of the moderately high correlation with Family resources. Due to the substantial correlation, deleting Community services was unreasonable because it may have resulted in a biased measure of the causal effectiveness of Family resources on nurses’ assessments of Patients’ abilities to manage at home. Therefore both of these

variables should have remained in the model. The colinearity of 0.613 between the Support and Enough staff variables was not high enough to be the real reason why the Practice Environment initially contributed to model failure. I was not attentive enough to locating the real reason for the colinearity; if I believed the two concepts were the “same thing,” I should have created a new concept and used Support and Enough staff as multiple indicators of the new concept. The failure to model these two concepts constitutes a missed alternative modeling approach.

It remains unclear why the Final Trial model fit the data and the three nurse group-specific models failed. This might have resulted from the greater testing power provided by larger N , but once again, I sacrificed theoretical stability in favor of a fitting model by making data driven changes, all the while ignoring several problems such as effects in the wrong direction. Some changes were made more out of a concern with model fit than in response to the model diagnostics. The diagnostics must be really clear before any changes are made to the model or the effects will end up dropping out of the model and the researcher will be no further ahead. If a model fits, this does not make it right. In other words, an insignificant chi square is not proof that one has located the right model (Hayduk, 1987). Rather, it indicates that a model and set of coefficient estimates have been located that are consistent with the observed covariances, and that the model has endured a challenge that results in the failure of other models. Thus even a fitting model means to proceed with caution.

When considering model revisions, it is not recommended that one focus only on the modification indices or insert coefficients (effects) into a model merely because the effects are possible, or because doing so would improve the model's fit. Hayduk (1987) asserts that model modifications should be “nine-tenths theory driven and only one-tenth data driven” (p.177). Therefore, there should be some reasonable and considered grounds for an effect before it warrants inclusion in the model, and some piece of one's substantive theory should fail each time an included effect is found to be insignificant. Since I continued to insert effects until the decision to cease testing, clearly I had not considered all the effects that my theory stood for and initiating model estimation had been premature. Strategies researchers can employ include emphasizing theoretical constraints and specifying (prior to any estimation) the changes that would be undertaken

if the model resulted in a poor fit. Strategies such as these help maintain the purity of the overall test of the model's fit (Hayduk, 1987).

Using the Literature

Research literature on the topic of interest must be viewed as tentative when constructing a causal structural equation model. Much of the literature equate discharge preparation to continuity of care; however, the direct effect from Preparation for discharge to Patients' abilities to manage at home was not significant and in some models was unexpectedly positive – even in the basic model. Several variables that were found to be correlated significantly in prior research produced no significant effect in this model (1¹⁻⁴), which ultimately led me to begin to question the “results” reported in the literature. Specifically, the Severity of health care restructuring concept did not consistently produce the direct effects that I anticipated based on the literature review, but rather the covariances seem to be explained through indirect or spurious (common cause) effects. Another effect, from Safety to Emotional Exhaustion, was purposefully modeled in the reverse of published research studies and this effect was significant (1⁵⁻⁷). I believed strongly that the increasing numbers of adverse events would cause an increase in nurses' emotional exhaustion. This effect was significant in all groups but I might not have required a direct causal effect between these two variables had I noticed that there was a spurious (common cause) effect from Severity of health care restructuring to these two variables already in the model. Spurious effects also account for correlations.

It has been recommended that researchers develop models that only reflect one identifiable position in the literature as opposed to the literature overall (Hayduk, 1996). However, acceptance of this proposed method may be a stark departure for most researchers who have been taught to synthesize the various perspectives from the literature rather than to place one perspective in clear opposition to the others. Hayduk (1996) suggests developing competing models, one of which is developed not from the literature, but rather from one's own internal understanding of the research topic of interest. By creating and estimating structural equation models of specific theoretical positions, researchers can provide a greater service to their disciplines (Hayduk, 1996). This prospect deserves thoughtful consideration in future research studies of this nature.

Researchers must be encouraged to objectively review their own model's failure, and editors and reviewers must be encouraged to increasingly publish failing models in an effort to prevent future researchers from succumbing to similar theoretical downfalls. Discussion of failing models, and what is problematic about the models, will bring us closer to conceptual clarity on continuity of care, a concept that several researchers (Bowie, 2006; Reid, et al, 2002; La Rose, 2006; Newhook, 2004) argue does not exist as a single variable.

Unitary Causal Pathways

In retrospect, it was shortsighted to model all of the concepts included in the Practice Environment and Staffing unitary causal pathways (11-13) because these concepts do not share the same causal structure. Practice Environment or Staffing should not be conceptualized as individual causally connected variables. These variables seem to exist as verbal labels but they lack the causal "unitariness" required by the models. In other words, all the variables initially postulated as participating in the Practice Environment or Staffing unitary causal pathways did not actually behave in a causal way. A common verbal label is not enough because merely labeling a variable (e.g. Practice Environment or Staffing) does not guarantee that there is a unitary causal mechanism making each of these an intervening variable. The variables comprising Practice Environment and Staffing should not be causally grouped together because there is no identifiable causal connection between them even if our language groups the several variables under titles of Practice Environment and Staffing.

Causal Homogeneity

Causal homogeneity is an assumption of structural equation models (123). In this study, more attentiveness to this would have enabled me to locate the problems implicit in the Final Trial model. Overall, the Final Trial model looked less complicated; however, four effects were significant throughout the three nurse group models, but were either insignificant or unidentified in the Final Trial model. These effects were from Non-nurse tasks to Preparation for discharge, from Severity of health care restructuring to Emotional Exhaustion, from Full-time to Emotional Exhaustion, and from Unmet patient care needs to Safety. As well, two effects, from Severity of health care restructuring to Family resources and from Number of patients assigned to Non-nurse tasks, were

unidentified in the diagnostics of the Final Trial model, but were only significant across one or two of the group-specific models, and not all three. Therefore, the three nurse groups may not have been under the control of the same causal forces. More careful attention to causal homogeneity is needed in future analyses employing structural equation modeling.

Contributions of the Study

This thesis makes several key methodological and theoretical contributions. The methodological contributions include indirect effects, loops, and the research process. Specific theoretical contributions that will be discussed are the causal feedback loop, the effects of health care restructuring, the conceptualization of continuity of care, and unitary causal pathways.

Methodological contributions. Correlations among variables do not necessarily demand that there be direct causal effects among variables, because indirect and spurious (common cause) effects also account for correlation. In some models, spurious or indirect effects may account for enough covariance that direct effects are not required. Interestingly, basic or unenhanced indirect effects comprised of longer chains of significant effects produce weaker indirect effects due to the imperfect transmittal of effects through the numerous paths in the longer chains (Hayduk, 1987). The methodological import of indirect effects is that solitary causes or effects can be eliminated, and indirect effects can replace direct effects, thus simplifying a model (Hayduk, 1987). Eliminating a solitary cause transforms an intervening variable into an exogenous variable, and eliminating a solitary effect merely eliminates a variable from the model. Eliminating an intervening variable eliminates the specification of the mechanism by which a “direct” effect is thought to operate.

My model outlines three concepts (Emotional Exhaustion, Unmet patient care needs, and Safety) involved in a causal feedback loop; the effects continue to cycle from Emotional Exhaustion to Unmet to Safety and back to Emotional Exhaustion. Loops are a special type of indirect effect (Hayduk, 1996). Loops do not add in new effects but multiplicatively enlarge or shrink effects transmitted along direct or indirect effects that touch any variable in the loop by a factor of the form $1/1-L$, where L is the product of the effect coefficients comprising the loop (Hayduk, 1987). Cycling through a positive loop

increases the absolute magnitude of any touched basic direct or indirect effect, while cycling through a negative loop reduces any touched basic effect (Hayduk, 1996). Moving forward, it is imperative that researchers learn to understand how such dynamic models function.

Finally, the conduct of research demands detailed attention to, and sometimes confrontation of, one's own personal inclinations. Early in this study, I made several data driven changes in the models in anticipation that these changes would lead to a better fitting model. The theoretical assumptions upon which this research was based led me to abandon my failing models, in the quest for fitting models and the opportunity to report some "admirable" results, when significant model chi squares appeared. As an inexperienced researcher, I was inattentive to deficiencies within a model. Attentiveness is a key component of the researcher role, regardless of the methodology being applied.

Theoretical contributions. There were 17 common significant effects within the three specific nurse group models. While these effects are somewhat questionable due to these being effects estimated in failing models, my findings were not as inconclusive as I initially thought and these 17 effects make a significant theoretical contribution that has not been demonstrated to date, because no one working in the context of health care restructuring has evidenced a causal feedback loop composed of significant effects. The Emotional Exhaustion – Unmet patient care needs – Safety loop is a weak positive loop which results in a slightly magnified response of any effect that touches one or more of the variables in the loop. The possibility of, and the consequences of, causal loops had escaped both the theory and other methodologies employed in prior studies of the consequences of health care restructuring. What is even more significant is the realization that the Severity of health care restructuring is working through effects that exist in the health care environment, and which would persist, or exist whether or not health care restructuring occurred. These findings constitute major theoretical changes in my understanding of the effects of the health care practice environment (e.g. the Non-nurse duties, Emotional Exhaustion – Unmet patient care needs – Safety causal loop) on Patients' abilities to manage at home. The nature of how these dynamic models function needs to be understood more fully before proceeding with further model development.

Other intriguing aspects within the 17 common significant effects across the three specific nurse models are the incorporation of Unmet patient care needs in the causal feedback loop and the direct effect from Safety to Patients' abilities to manage at home. These findings are very interesting because these are effects among concepts that I had originally conceptualized as Continuity of Care. These chains of individually significant effects will focus increasing theoretical attention on the idea that "the longer the chain of effects, the weaker the effect" due to the imperfect transmittal of effects through the numerous causal paths in longer chains (Hayduk, 1987). Considering the influence of the Emotional Exhaustion – Unmet patient care needs – Safety loop, any basic indirect effects that touch a variable in the loop are slightly enhanced by the action of this positive loop. Cycling through the loop begins whenever an effect in the model touches a variable in the loop, and demonstrates a dynamic response of the model (health care environment) to any effect that touches a variable within the loop. As such, continuity of care is neither a single variable nor several variables; it is a dynamic set of values that has an interplay to it, such that it changes from moment to moment.

Finally, theory should not put all of the concepts included in the unitary causal pathways of Practice Environment and Staffing into the same causal structure. Researchers should not discuss Practice Environment or Staffing as individual causally connected variables because they lack the causal "unitariness" required by the models. A common label is not enough because merely labeling a variable (e.g. Practice Environment, or Staffing) does not guarantee that there is a unitary causal mechanism acting as an intervening variable. The variables comprising Practice Environment and Staffing should not be grouped together as nursing researchers have done previously because there is no identifiable causal connection between them.

Recommendations for Future Research

Much research remains to be done in the area of continuity of care. This study was the first to test a theory of continuity of care rather than individual components comprising the concept of continuity of care. Future researchers could use this model and the findings to further test theories as doing so will advance research in this realm. Researchers should be encouraged to further examine the variables included in the model in order to better understand the dynamic nature of the model. In particular, an

exploration of the Safety variable is needed as this concept may be just as complex as continuity of care, as well as the effect of organizational variables (e.g. Non-nurse tasks) on continuity of care. Finally, researchers should consider further primary data collection using patients and families as well as registered nurses to provide insight into gaps in continuity of care as perceived by those who receive care versus those who provide care.

Summary and Conclusions

The premise of this thesis was that health care restructuring had dramatically altered the practice environment of registered nurses, ultimately impacting the health care outcome, continuity of care. Continuity of care was not a variable in the model, but rather was a concept embedded within the causal structure of three variables, Unmet patient care needs, Preparation for discharge, and Patients' abilities to manage at home. Successive testing was undertaken and while each of the three individual nurse group models failed, 17 common significant effects were identified across all three models, and as such produced substantial theoretical and methodological contributions to this area of study. It is my hope that these contributions will be incorporated into future health care environment research studies.

Endnotes

¹ Hospital personnel's knowledge of available resources was found to be correlated significantly with continuity of care in prior research however, no significant effect was produced in this model which led me to begin to question the results reported in the literature.

² RN-MD relationships were largely considered in the Magnet Hospital literature to be correlated with continuity of patient care however, no significant effect was produced in this model which led me to begin to question the results reported in the literature.

³ RN job satisfaction was found to be negatively correlated with health care restructuring however, no significant effect was produced in this model which led me to begin to question the results reported in the literature.

⁴ The number of RNs scheduled was found to be negatively correlated with health care restructuring however, no significant effect was produced in this model which led me to begin to question the results reported in the literature.

⁵ The effect of Emotional Exhaustion on medication errors (part of Safety variable) was modeled in the reverse of the published literature and this effect was significant.

⁶ The effect of Emotional Exhaustion on nosocomial infections (part of Safety variable) was modeled in the reverse of the published literature and this effect was significant.

⁷ The effect of Emotional Exhaustion on patient falls with injuries (part of Safety variable) was modeled in the reverse of the published literature and this effect was significant.

⁸ My decision to remove the Community services variable from the model was risky due to the correlation with the Family resources variable that existed, which may have resulted in a biased measure of the causal effectiveness of Family resources on Patients manage.

⁹ Two data driven changes were made in order to achieve a more fitting model. These were the insertion of two effects: 1) Quality of care on Family resources available to care for the patient, and 2) the number of Unmet patient care needs on Family resources available to care for the patient.

¹⁰ The colinearity of 0.613 between the Support and Staff variables is not extreme enough to be the real reason why the Practice Environment variable contributed to model failure. If the concepts were the same, a new concept should have been created with Support and Staff as multiple indicators of the new concept, which constitutes a missed alternative modeling approach.

¹¹ The Safety variable was reconceptualized as receiving an effect from Practice Environment rather than being a component of it. It was shortsighted to model all of the concepts included in the Practice Environment unitary causal pathway because these concepts do not share the same causal structure.

¹² It was shortsighted to model all of the concepts included in the Practice Environment unitary causal pathway because these concepts do not share the same causal structure.

¹³ The UAP (Unlicensed Assistive Personnel) variable was removed from the Staffing unitary causal pathway as many Alberta hospitals, at the time the survey was completed, did not employ this type of worker. It was shortsighted to model all of the concepts included in the Staffing unitary causal pathway because these concepts do not share the same causal structure.

¹⁴ Two data driven changes were identified which would improve model fit; these two changes were made at the same time which is not recommended in LISREL.

¹⁵ Several variables were eliminated from the model. It is a methodological error to think that several cases with zero values would hurt the variable itself and thereby remove the variable from the model. It is important to any area of study to demonstrate the ineffectiveness of some concepts, and by removing these concepts that demonstration possibility was lost.

¹⁶ Two data driven changes were identified which would improve model fit. These were the insertion of two effects: 1) Patients assigned on Family resources available to care for the patient, and 2) Patients assigned to Patients' abilities to manage at home. In retrospect, these changes may not have been realistic.

¹⁷ A data driven change of inserting an effect from Non-nurse duties to Quality of care was made however, this effect was insignificant and did not result in significant model improvement.

¹⁸ A data driven change of inserting an effect from Job satisfaction to Patients manage was made however, this effect was insignificant and did not result in significant model improvement.

¹⁹ The covariance between the errors on the Full-time and Employment latent concepts was freed. This was an additional data driven change that was made after I had already obtained a fitting model and which may not have been realistic.

²⁰ Insignificant coefficients should not be omitted unless there is some reason for omitting the coefficients beyond their mere insignificance; deleting insignificant effects does not improve model fit. The model should not be re-estimated with the insignificant coefficients deleted as doing so only shifts the chi square distribution over, and increases the degrees of freedom making the model harder to reject.

²¹ A data driven change of inserting an effect from Severity of health care restructuring to Family resources in the Medical Surgical nurse model was made however, this effect was insignificant and did not result in significant model improvement.

²² A data driven change of inserting an effect from Severity of health care restructuring to Family resources in the Other nurse model was made however, this effect was insignificant and did not result in significant model improvement.

²³ Causal homogeneity is an assumption of structural equation models. More attention to this was needed in order to locate, and deal effectively with problems, implicit in the Final Trial model prior to moving on to testing the model with the three distinct nursing populations.

²⁴ Researchers using structural equation modeling must develop a model that encapsulates one's theory; a match of the model's constraints with the theory's constraints. Data driven changes result in a mismatch of constraints between one's model and one's theory, and implies that one is testing a theory other than the theory one claims to be testing.

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APPENDIX A

Appendix A. Representative Continuity of Care Definitions

Source (Year)	Definitional Statement
Bower (1972)	Continuity is an even flow or progression of care from one nurse to another, from one shift to another, and from one discipline to another.
American Nurses Association (1975)	Continuity of care is an ideal. It is a process designed to meet the needs of the patient or client during every phase of care and involves admission planning, discharge planning, referral, and follow-up.
Shortell (1976)	Extent to which medical services are received as part of a coordinated and uninterrupted succession of events consistent with the medical care needs of patients.
Rogers & Curtis (1980)	A means by which separate episodes of illness are joined and structured.
McKeehan (1981)	The coordinated delivery of health services on a continuum... within the community and between the community and institution.
McKeehan & Coulton (1985); see also Haddock (1991)	A coordinated process of activities that involves the client and health providers working together to facilitate the transition of health care from one institution, agency, or individual to another.
National League of Nursing (in Hartigan & Brown, 1985)	A series of organized, connected patient care events or activities that occur on a continuum even though the patient's need or desire for care varies, and even when the health care is given by numerous providers. An ideal requiring linkages; multiple contributing providers; planning, coordinating, communicating, referral, and follow-up to achieve mutually agreed upon goals.
Zarle (1989)	A coordinated process of activities that results when patients and health care providers work together to facilitate the transition from one level of health care to another.
Anderson & Helms (1993)	A series of linkages across time, settings, providers and consumers of health care.
Alberta Association of Registered Nurses (1996)	A process which provides for seamless transitions through reciprocal linkages between agencies, formal caregivers, and informal caregivers within a dynamic health system. Comprehensive, coordinated, and integrated provision of appropriate health services. It centers on the needs of the client/family, acknowledges clients and informal caregivers as partners in care, and requires an interdisciplinary approach by formal caregivers.
Canadian Council on Health Services Accreditation (1997)	The extent to which care and service are coordinated in relation to clients, families, and the community; providers; organizations, sites/locations, departments/services; and time.

APPENDIX B

Appendix B. Nursing Research in Continuity of Care by Publication Date and Selected Characteristics

Literature Review – Journal, Author, Research Funded, and Typology

Authors (Yr Published)	Journal	Author(s) Affiliation	Research Funded	Country of Origin	Time Period of Study	Typology
Kennedy, et al (1987)	The Gerontologist	Practice	Scott & White Memorial Hospital, Temple, TX	USA	Pre-restructuring	Level III
Williams, et al (1988)	Int'l J of Nursing Studies	Academic & Practice	N/R	Philippines	Pre-restructuring	Level III
Haddock (1991)	J of Gerontological Nursng	Academic	N/R	USA	Pre-restructuring	Level II
Klop, et al (1991)	J of Advanced Nursing	Academic	N/R	The Netherlands	Pre-restructuring	Level I
Mamon, et al (1992)	Health Services Research	Academic	Agency for Health Care Policy & Research	USA	Pre-restructuring	Level III
Evans & Hendricks (1993)	Medical Care	Gov't & Academic	Dept of VA Health Services R&D Program	USA	Pre-restructuring & Restructuring	Level III
Victor, et al (1993)	J of Advanced Nursing	Practice	N/R	UK	Restructuring	Level I
Anderson & Helms (1994)	J of Nursing Care Quality	Academic	N/R	USA	Restructuring	Level I
Bull (1994)	J of Nursing Care Quality	Academic	National Center for Nursing Research	USA	Restructuring	Level I
Haddock (1994)	Clinical Nurse Specialist	Academic	N/R	USA	Restructuring	Level III
Lowenstein & Hoff (1994)	JONA	Academic	N/R	USA	Restructuring	Level I
McWilliam & Sangster (1994)	Int'l J For Quality in Health Care	Academic	Archangelo Rea Family Foundation & Ontario Ministry of Health	Canada	Restructuring	*Level II
McWilliam & Wong (1994)	J of Advanced Nursing	Academic & Practice	N/R	Canada	Restructuring	Level I
Naylor, et al (1994)	Annals of Internal Medicine	Academic	National Institute for Nursing Research (NINR)	USA	Pre-restructuring & Restructuring	Level III
Patterson, et al (1995)	JONA	Practice	N/R	USA	Restructuring	*Level II
Styborn (1995)	Scandinavian J of Social Medicine	Practice	Swedish Board for Health & Social Welfare & Uppsala County Council	Sweden	Restructuring	Level III
Armitage & Kavanagh (1996)	Int'l J of Nursing Practice	Academic	N/R	Australia	Restructuring	Level I
Einstadter, et al (1996)	J of General Internal Medicine	Practice	N/R	USA	Restructuring	Level III
Shultz, et al (1997)	J of Community Health Nursing	Academic & Practice	N/R	USA	Restructuring	Level I
Anderson & Helms (1998)	J of Nursing Scholarship	Academic	Partial support – American Nurses' Foundation	USA	Restructuring	Level I
Anthony & Hudson- Barr (1998)	JONA	Academic & Practice	N/R	USA	Restructuring	Level I
Rawl, et al (1998)	Rehabilitation Nursing	Academic & Practice	St. Margaret Mercy Health Care Centers & Purdue University Calumet	USA	Restructuring	Level III

N/R (Not Reported); C of C (Continuity of Care); IV (Independent Variable); DV (Dependent Variable); D/C (Discharge); N/A (Not Applicable)

Literature Review – Journal, Author, Research Funded, and Typology continued

Authors (Yr Published)	Journal	Author(s) Affiliation	Research Funded	Country of Origin	Time Period of Study	Typology
Dukkers van Emden, et al (1999)	J of Advanced Nursing	Academic	N/R	The Netherlands	Restructuring	Level I
Gow, et al (1999)	J of Quality in Clinical Practice	Practice	N/R	New Zealand	Restructuring	Level III
Nelson (1999)	J of Pediatric Health Care	Practice	N/R	USA	Restructuring	Level III
Pitchitpornchai, et al (1999)	Int'l J of Nursing Studies	Academic	N/R	Thailand	Restructuring	Level I
Arts, et al (2000)	J of Advanced Nursing	Academic	N/R	The Netherlands	Restructuring	Level III
McKenna, et al (2000)	J of Clinical Nursing	Academic & Practice	N/R	UK	Restructuring	Level I
Naylor, et al (2000)	Public Health Nursing	Academic	N/R	USA	Restructuring	Level II
Street & Blackford (2001)	J of Clinical Nursing	Academic	N/R	Australia	Post-restructuring	Level I
Brooten, et al (2002)	Clinical Nurse Specialist	Academic	Robert Wood Johnson	USA	Pre-restructuring	Level I
Bowles, et al (2003)	Applied Nursing Research	Academic	NINR, NIH & the Frank Morgan Jones Fund of the U Penn School of Nursing	USA	Post-restructuring	Level I
Pateman, et al (2003)	J of Advanced Nursing	Academic	GUS Charitable Trust	UK	Post-restructuring	Level I

* typology characterized based on reviewer judgement

Literature Review continued – Research Question, Purpose, and Hypothesis

Authors (Yr Published)	Research Question(s)	Purpose	Hypothesis
Kennedy, et al (1987)	N/R	To determine if the CDPP implemented by the GCNS would result in improved pt care for hospitalized elders?	Elderly pts involved in comprehensive d/c planning by the GCNS would be more likely to experience pos outcomes (reduced LOS in acute care setting; non-readmission to acute care within 8 wks; appropriate d/c placement) (all supported)
Williams, et al (1988)	What are the effects of preparation for mastectomy/hysterectomy on women's self-care behaviors during the immediate post-operative period & 1 month after surgery?	To determine whether a program of preoperative teaching & postoperative rehab/discharge planning would promote optimum postoperative self care among women who had undergone mastectomy or hysterectomy at 2 points in time: immediately postoperative & at 1month postoperative	Pts who received preoperative teaching & post-operative d/c planning will have: 1) a significantly higher level of performance of ambulation tasks immediately after surgery than those who do not receive similar instruction (partly supported); & 2) a significantly higher level of performance of rehab tasks than those who were not instructed (supported). Pts who received structured postop teaching & post d/c planning will have significantly higher scores on the Self-Care Rating Scale than pts who did not receive similar instructions (supported). Significantly more pts who received preop teaching & postop d/c planning will have less preventable complications than pts who did not receive similar instructions (not reported)
Haddock (1991)	Which structure components and process of hosp d/c planning programs are associated with appropriate provision of post d/c services and increased patient satisfaction?	To examine d/c planning programs for characteristics associated with positive pt outcomes	N/R
Klop, et al (1991)	N/R	To examine what pts' admission to and d/c from hospital means for nurses in terms of their relations with pts	N/R
Mamon, et al (1992)	N/R	To examine the contribution of differing d/c strategies in meeting the home care needs of pts after hospital d/c	N/R
Evans & Hendricks (1993)	Can early d/c planning decrease LOS, number of nursing home placements, or number of readmissions?	N/R	Intervention will decrease hospital stay, readmission rates, or number of nursing home placements (all supported).
Victor, et al (1993)	N/R	To examine the readmission & d/c from hospital of older people in an inner-London District Health Authority	N/R
Anderson & Helms (1994)	N/R	To describe the role of communication between cooperating health service orgizations involved in caring for pts	N/R
Bull (1994)	N/R	To identify what health care professionals & elderly pts hospitalized for a chronic condition perceive as quality in d/c planning	N/R

Literature Review – Research Question, Purpose, and Hypothesis continued

Authors (Yr Published)	Research Question(s)	Purpose	Hypothesis
Haddock (1994)	N/R	To determine the effects of a structured d/c planning program using collaboration between the CNS and the social worker (SW)	Compared with a control group, elderly pts involved in a collaborative and structured d/c planning program conducted jointly by a CNS and an SW were expected to: 1) be more satisfied with the d/c planning (supported); 2) have a higher no. of indicated services provided (supported); 3) have a shorter LOS in the acute care agency (supported); 4) have fewer readmissions (supported); and 5) have more complete d/c planning documentation (not supported)
Lowenstein & Hoff (1994)	N/R	To explore nurses' knowledge of and involvement in the d/c planning process for their pts. To look at nurses' perceptions of the adequacy of the d/c planning system in use in their hospital	N/R
McWilliam & Sangster (1994)	N/R	To explore & describe factors (other than medical condition & treatment) that affected the d/c experience of rural & urban pts	N/R
McWilliam & Wong (1994)	N/R	To explore the experience of discharging home elderly hospitalized pts from hospital with continued care needs to provide insights into context-related work of nurses	N/R
Naylor, et al (1994)	N/R	To determine the effects of a comprehensive d/c planning protocol, designed specifically for the elderly & implemented by nurse specialists, on pt & caregiver outcomes & charges for care	N/R
Patterson, et al (1995)	How do nurses receive clinical info during the pt transfer process? What barriers interfere with pt info exchange between clinical units? What are nurses' beliefs about info availability? Is there universal agreement about the importance of specific data elements? What content items are critically important to each type of nursing practice?	To create awareness about nurse info needs during pt transfers in a regional medical center. To dispel the notion that C of C is a 2-step transition between inpatient & outpatient service points	N/R

Literature Review – Research Question, Purpose, and Hypothesis continued

Authors (Yr Published)	Research Question(s)	Purpose	Hypothesis
Styborn (1995)	Is it possible to carry out geriatrically orientated d/c planning for elderly pts in a short stay hospital? How much effort does this program demand from the program team, especially when one of the objectives is to give the pts increased participation in the planning of their care & d/c? How is the d/c pattern influenced by geriatric d/c planning? Can we reduce number of notified bed-blocking pts? Can the waiting time from notification as a bed blocker to d/c be shortened, thus reducing costs for the health district which is liable to pay for pts?	To study the implementation of geriatrically orientated d/c planning for elderly pts in a short stay hospital, starting early in the care process. To achieve better utilization of resources by determining the optimal level of care for the individual pt.	N/R
Armitage & Kavanagh (1996)	N/R	To identify and compare how hospital & community nurses perceived the provision of continuing care for pts & their experiences with d/c planning	N/R
Einstadter, et al (1996)	N/R	To examine whether the use of a nurse case manager to coordinate post d/c care would improve rates of followup, ED utilization, & unexpected readmission for general medicine pts	N/R
Shultz, et al (1997)	N/R	To provide a community health experience for undergrad nursing students, to collect comprehensive baseline data for older adults discharged to the community without referral, and to explore a seamless model of care to pts	N/R
Anderson & Helms (1998)	How do nursing homes & home health agency referrals compare in terms of pt related data transferred from the discharging hospital?	To describe & compare continuing care communication between personnel in hospital & organizations who provide care to elderly pts newly discharged from hospital	N/R
Anthony & Hudson- Barr (1998)	N/R	To identify factors, common across sites & specialties, to effective d/c	N/R
Rawl, et al (1998)	Do pts discharged from an inpatient rehab unit who participate in a nurse-managed followup program have better outcomes than pts who do not participate in such a program?	N/R	Pts who participated in the followup program would: 1) have higher Functional Independent Measure (FIM) instrument scores (not supported); 2) have fewer disability-related complications (i.e. UTI, skin breakdown, falls) (not supported); 3) have fewer rehospitalizations (not supported); 4) have lower levels of anxiety (supported); 5) make fewer telephone calls to unit nursing staff & SWs (supported); and 6) require less nursing & SW time when they call the unit (supported)

Literature Review – Research Question, Purpose, and Hypothesis continued

Authors (Yr Published)	Research Question(s)	Purpose	Hypothesis
Dukkers van Emden, et al (1999)	How many Dutch hospitals have a specializd d/c professional? Why was this function introduced and how has it been orgnzed? How many initiatives involving a d/c professional have been evaluated? In what way have then been evaluated & what were the results?	N/R	N/R
Gow, et al (1999)	N/R	To determine the feasibility & benefits of a care coordinator role within the Medical Services at South Auckland Health	N/R
Nelson (1999)	N/R	To compare the use of urgent care services by different groups of newborn infants who had been discharged from hospital a very short time after birth	The number of early d/c newborn infants who use the urgent care clinic before the scheduled 2 to 3 week newborn exam will significantly decrease as a result of attending the Great Starts Followup Program (supported)

Literature Review – Research Question, Purpose, and Hypothesis continued

Authors (Yr Published)	Research Question(s)	Purpose	Hypothesis
Pitchitpornchai, et al (1999)	N/R	To explore the current practices of Thai nurses preparing medical pts for d/c from acute care institutions, & also to examine how transitions from hospital to home are incorporated into Thai nursing practice	N/R
Arts, et al (2000)	Did liaison nursing result in an improved quality of the d/c process of stroke pts, in the view of the hospital nurses involved? Did liaison nursing result in an improved quality of the d/c process of stroke pts, in the view of pts involved? Has liaison nursing resulted in an improved quality of the d/c procedure of stroke pts, in terms of objectively determined criteria? Has liaison nursing resulted in a reduced duration of stay?	To provide clarity about the effect of liaison nursing on the duration of hospitalization, in this case in relation to stroke pts & to gain insight into the judgement of hospital nurses on liaison nursing	N/R
McKenna, et al (2000)	N/R	To examine the current process of preparing for d/c to the community; to review the communication interface between acute hospital staff & district nursing services; to ascertain preliminary info about pt satisfaction & relatives through the perception of hospital & community nurses and to examine the quality & standard of documentation in use	N/R
Naylor, et al (2000)	N/R	To examine the: a) problems experienced by elders with common medical & surgical conditions who were making the transition from hospital to home, b) interventions used by APNs, and c) linkages between pt problems & APN interventions	N/R
Street & Blackford (2001)	N/R	To examine the communication channels employed by palliative care nurses in Victoria, Australia, and devise strategies to assist them to establish more effective communication links with GPs	N/R
Brooten, et al (2002)	N/R	To determine the functions of CNSs providing direct pt care before & following hospital d/c of very low birthweight infants	N/R
Bowles, et al (2003)	N/R	To identify the patterns of info gathering used by health professionals in making d/c referral decisions, determine which pt characteristics clinicians consider important when making these decisions, & to explore why pts in need may not be referred for service	N/R
Pateman, et al (2003)	N/R	To explore hospital d/c & referral procedures for pts with cancer, with particular emphasis on referrals made by hospital nurses to district nurses	N/R

Literature Review continued – IV and DV

Authors (Yr Published)	IVs	Operational Definition (IV)	Conceptual Def'n (IV)	DVs	Operational Definition (DV)	Conceptual Definition (DV)
Kennedy, et al (1987)	Comprehensive D/C Planning Protocol (CDPP)	Assessment included health status, orientation level, knowledge & perception of health status, resource use pattern, functional status, skill level, motivation level, & sociodemographic data. Pts' level of dependency was measured using Long-Term Care Info System (LTCIS)	N/R	C of C	Pt Outcomes - Reduced length of stay, non-readmission to same acute care facility within 8 weeks, appropriate d/c placement	N/R
Williams, et al (1988)	Structured preop teaching & postop rehab program	Preop - assessment of pts' knowledge of surgery, explanation of surgery including tests, incision, dressings, ambulation &/or arm exercises. Postop - d/c planning, followup visits, home activities	N/R	Self-care	3 Criterion measures: 1) quality of performance of no. of tasks based on time interval required for 1 st complete performance, amount of prompting required to initiate 1 st complete performance, and amount of assistance required to carry out the 1 st complete performance; 2) performance of self care activities at home after d/c using Self Care Rating Scale; and 3) incidence of preventable comps using Comps Checklist	N/R
Haddock (1991)	D/C planning program	Hospital d/c planning program (structure & process components): Presence of written program policies, role description, screening & assessment protocols, documentation requirements, methods for followup, program evaluation. Process-continuum of activities ranging from direct service to consultation	McKeehan & Coulton Structure/ Process/ Outcome	C of C	Pt Outcomes - Pt Satisfaction - degree to which a pt reported acceptability of the d/c planning for after hospital services. Appropriate provision of services - a proportion measure of services determined by comparing the pt's assessed need for post d/c services with those actually provided after d/c	A coordinated process of activities that involves the client and health providers, who work together to facilitate health care from one institution, agency, or individual to another
Klop, et al (1991)	N/A	N/A	N/A	C of C	N/A	N/R
Mamon, et al (1992)	Designated d/c professional; interdisciplinary d/c planning; pt characteristics	D/c planner questionnaire, nursing questionnaire, medical records abstracts, hospital d/c abstracts	N/R	C of C	Pt outcomes – unmet needs for care	N/R
Evans & Hendricks (1993)	Early D/C planning protocol	Assessment of marital relationships, support systems, living situation, finances, & area of need for pt d/c planning	N/R	C of C	Pt Outcomes – Length of stay, readmissions within 30 days of hospital d/c; nursing home placement	N/R

Literature Review– IV and DV continued

Authors (Yr Published)	IVs	Operational Definition (IV)	Conceptual Def'n (IV)	DVs	Operational Definition (DV)	Conceptual Definition (DV)
Victor, et al (1993)	N/A	N/A	N/A	C of C	D/C referral - info transfer between agencies	Continuous 'seamless' provision of appropriate care for pts as they are transferred between agencies
Anderson & Helms (1994)	N/A	N/A	N/A	C of C	D/C referral – quality & quantity of info (background, med, nursing care, & psychosocial) transferred from hosp to home health agency at pt d/c	Uninterrupted, coordinated delivery of quality health care by the next level service provider
Bull (1994)	N/A	N/A	N/A	C of C (Effective d/c planning)	N/A	Donabedian Structure/Process/ Outcome
Haddock (1994)	D/C planning program	Long Term Care Info System (LTCIS) tool - info collected through interview & chart audit	McKeehan & Coulton S/P/O	C of C	Pt Outcomes - Pt satisfaction, Length of stay, fewer readmissions, appropriate number of d/c services received	Coordinated process of activities that involves the client and health providers, who work together to facilitate health care from one institution, agency, or individual to another
Lowenstein & Hoff (1994)	N/A	N/A	N/A	C of C	Nurses involvement/knowledge of D/C process - 33 item survey scored using a 6-point Likert scale	N/R
McWilliam & Sangster (1994)	Nurses involvement in d/c	N/A	N/R	Pt D/C experience	N/A	N/R
McWilliam & Wong (1994)	N/A	N/A	N/A	"Hidden" work of nrses in discharging pts	N/A	N/R
Naylor, et al (1994)	D/C planning protocol	Comprehensive initial & ongoing assessmnt of d/c planning needs of elderly pt & his/her caregiver, 2) development of a d/c plan in collaboration with pt, caregiver, Dr, primary urse, & other members of team, 3) validation of pt & caregiver education, 4) coordination of d/c plan throughout pt's hospitalization, 5) interdisciplinary communication re: d/c status, 6) ongoing evaluation of the effectiveness of d/c plan	N/R	C of C, health care costs	Pt outcomes – Length of stay, length of time between initial hospital d/c and readmiss'n, & rehospitalization rates. Health care costs - charges for initial hospitalization, reshospitalization, health services after d/c, & CNS services	N/R
Patterson, et al (1995)	Transfer information	94 item instrument with 4 sections - communication methods, barriers, attitudes, & info content items needed by the receiving nurses in a pt transfer situation	N/R	Continuity of Care	D/C referral - Communication of patient assessmnt data of a hypothetical pt transferring from one care unit to another	Nurse-nurse communication between care unit...conveying data...and recommendations for future care approaches

Literature Review– IV and DV continued

Authors (Yr Published)	IVs	Operational Definition (IV)	Conceptual Def'n (IV)	DVs	Operational Definition (DV)	Conceptual Definition (DV)
Styborn (1995)	Geriatric D/C planning program	Intervention program - 4 phases d/c planning procedure: 1) pt assessment, 2) development of d/c plan, 3) implementation in the form of provision of services, including pt/family education & service referrals, & 4) followup & evaluation	N/R	Pt outcomes	Decrease bedblocker pts & decrease costs	N/R
Armitage & Kavanagh (1996)	N/A	N/A	N/A	C of C	N/A	N/R
Einstadter, et al (1996)	Nurse case manager	nurse case manager coordinating post d/c care	N/R	C of C	Pt Outcomes - Followup care rates, ED utilization, readmission rates	N/R
Shultz, et al (1997)	N/A	N/A	N/A	C of C	Pt Outcomes – unmet needs, pain, Sleeplessness	Coordinated process of activities that results when pts and health providers work together to facilitate transition from one level of care to another
Anderson & Helms (1998)	N/A	N/A	N/A	C of C	D/C referral – quality & quantity of pt info (background, medical, nursing, psychosocial) received from referring hospital	Series of coordinating linkages across time, settings, providers, and consumers of health care
Anthony & Hudson- Barr (1998)	N/A	N/A	N/A	C of C	N/A	McKeehan & Coulton's Structure Process, Outcome model
Rawl, et al (1998)	Nurse-managed followup program	Telephone consultation record; FIM scores, State Trait Anxiety Inventory (STAI) assessed by APN on 4 contacts (3 in-person & 1 telephone)	N/R	C of C	Pt Outcomes - independent, complications, re hosp, & anxiety. Org outcomes - telephone calls (number & length)	Coordination of services rendered to patients through three phases of illness: pre-hospitalization, hosp, & post-hospitalization
Dukkers van Emden, et al (1999)	N/A	N/A	N/A	Funct'ns of D/C liaison nurse	N/A	N/R
Gow, et al (1999)	Nurse care coordinator	N/R	N/R	C of C	Pt Outcomes - satisfaction, length of stay, 30-day readmission Org Outcomes – reduced workload, increased communication & efficiency	N/R
Nelson (1999)	Early D/C followup program	APN assessments of mothers & newborns scheduled for a followup appointment at the Great Starts clinic 2-3 days after "early"d/c	N/R	C of C	Use of urgent care services	N/R

Literature Review– IV and DV continued

Authors (Yr Published)	IVs	Operational Definition (IV)	Conceptual Def'n (IV)	DVs	Operational Definition (DV)	Conceptual Definition (DV)
Pitchitpornchai, et al (1999)	N/A	N/A	N/A	C of C	N/A	Process by which pt, family, & a team of various disciplines collaborate to facilitate smooth transitions for that pt from one environment to another, or to the next phase of care
Arts, et al (2000)	Liaison nurse	Survey of staff attitudes re: advantages & disadvantages of liaison nursing; telephone interviews with pts: 17 criteria (13=d/c procedure, 4=CofC)	N/R	C of C	Pt Outcomes – Length of stay, post d/c needs, home care referrals, pt satisfaction Org Outcomes - staff satisfaction, increased communication & efficiency	N/R
McKenna, et al (2000)	N/A	N/A	N/A	C of C	Effective D/C - Communication between ward staff & district nurses, quality & standard of documentation in use	N/R
Naylor, et al (2000)	D/C protocol	Care logs of APN interventions implemented during hospitalization & extending 4 weeks post d/c	N/R	C of C	Pt Outcomes - LOS, post d/c needs	N/R
Street & Blackford (2001)	N/A	N/A	N/A	C of C	N/A	N/R
Brooten, et al (2002)	N/A	N/A	N/A	C of C (Pt outcomes)	N/A	N/R
Bowles, et al (2003)	N/A	N/A	N/A	C of C (D/C referral)	N/A	N/R
Pateman, et al (2003)	N/A	N/A	N/A	C of C (Hosp D/C referrals)	N/A	N/R

Literature Review continued – Sample, Setting, Method, and Analysis

Authors (Yr Published)	Sample/Setting	Method	Analysis/P Values
Kennedy, et al (1987)	80 acute care Pts (40 control; 40 treatment)//hospital only	Quantitative (double blind experimental)	Not Reported Reduced LOS: p=.03; Non-readmission & appropriate d/c placement: p value not reported
Williams, et al (1988)	60 patients (30 post hysterectomy, 30 post mastectomy) (at 1 month - 20 post hysterectomy, 20 post mastectomy)// hospital only	Quantitative (Repeated measures)	t-tests Hypothesis 1: p=.005; Hypothesis 2: p values range .03-.05; Hypothesis 3: p<.05; Hypothesis 4: N/R
Haddock (1991)	80 Pts/8 hospitals// hospital only	Quantitative	Descriptive statistics, ANOVA, chi-square Program formality: p=.05 (Pt satisfaction & service provision) Admission assessment: p=.05; F/u program: p=.05 (Pt satisfaction)
Klop, et al (1991)	11 Pts; 22 nurses// hospital & community	Qualitative	Not Reported
Mamon, et al (1992)	919 pts admitted to 5 hospitals//hospital only	Quantitative/Qualitative	Chi square, regression Formal case manager & unmet treatment needs: p<.01
Evans & Hendricks (1993)	835 "at risk" pts (417 case (418 control)// hospital only	Quantitative (RCT)	Chi-square, t-tests LOS: Not significant; NH placement: p=.05; readmissions: p=.08 at 9 mos; days rehospitalized: p<.001
Victor, et al (1993)	172 GPs, 35 community staff, 85 hospital staff, 15 elderly pts & informal caregiver//hospital & comm.	Qualitative/Quantitative	Descriptive statistics
Anderson & Helms (1994)	300 closed records of HHA referrals// hospital & community	Quantitative	Mean
Bull (1994)	25 Pts, 38 health professionals// hospital only	Qualitative	Constant comparison
Haddock (1994)	64 elderly Pts (29 exp; 34 control)// hospital only	Quasi-experimental	Frequencies, chi square, t-tests Hypothesis 1: p=.001; Hypothesis 2: p=.001; Hypothesis 3: p=.06; Hypothesis 4: p=.001; Hypothesis 5: Not significant
Lowenstein & Hoff (1994)	225 RNs/8 hospitals// hospital only	Quantitative	Mean
McWilliam & Sangster (1994)	Rural: 12 Pts, 12 family caregivers, 62 professional, 9 experts. Urban: see below// hospital & community	Qualitative	Inductive Analysis
McWilliam & Wong (1994)	9 Pts, 10 family caregivers, 65 professionals 14 experts//hospital & community	Qualitative	N/A
Naylor, et al (1994)	276 pts 70+yrs, medical-surgery; 125 caregivers// hospital & community	Quantitative (RCT)	Chi-square, Fisher's exact test, independent t-tests Readmission: p=.04 at 6 wks post d/c; Hospital charges: p=.10 between 2-6 wks post d/c
Patterson, et al (1995)	197 RNs//hospital only	Quantitative (survey) Qualitative (focus grps)	ANOVA Pearson correlations Critically important universal info content: p<.05 (admission history, level of consciousness, medical diagnosis; short term memory, Drs orders, transfer reason, safety considerations, vital signs)
Styborn (1995)	Pts 75+yrs with hospital stay 4+ days// hosp only	Quantitative (intervention study)	ANOVA, chi-square, Wilcoxon, Fisher's exact test, t-test Reduced bed blocking pts, costs, & waiting time to d/c: all "significant" but no p values reported

Literature Review – Sample, Setting, Method, and Analysis continued

Authors (Yr Published)	Sample//Setting	Method	Analysis/P Values
Armitage & Kavanagh (1996)	24 nurses (12 hospital from 5 medicine wards; 12 community)// hospital & community	Qualitative	Thematic analysis
Einstadter, et al (1996)	478 Pts - medicine unit// hospital only	Quantitative	Student's t-test, chi-square, Wilcoxon Rank-Sum test Followup appointments kept: p<.03; ED utilization & readmissions: N/S
Shultz, et al (1997)	101 Pts// hospital & community	Quantitative (exploratory)	Correlational analysis
Anderson & Helms (1998)	455 closed records of NH referred & 300 closed records of HHA referral// hospital & community	Quantitative (Retrospective, descriptive)	Mean, median, mode
Anthony & Hudson- Barr (1998)	Nurses from 4 different settings// hospital & community	Qualitative (exploratory) (focus groups)	Content analysis
Rawl, et al (1998)	100 patients// hospital & community	Quantitative (RCT) Followup: 48hrs, 30day, 4mos	Chi square, t-tests Reduced anxiety levels: p<.001 at 4 mos; reduced no. of calls made to unit: p<.05; reduced amount of time spent by staff and SW: p<.05
Dukkers van Emden, et al (1999)	11 evaluation studies 82 D/C professionals// hospital only	Qualitative	Content Analysis Descriptive statistics
Gow, et al (1999)	18 Pts, 21 health professionals //hospital only	Quantitative/Qualitative	Descriptive statistics
Nelson (1999)	324 pre and 315 post program, early d/c newborn// hospital & community	Quasi-experimental (post-test with non-equivalent groups)	Chi-square Reduced use of urgent care services: p<.05
Pitchitpornchai, et al (1999)	16 RNs, 16 LPNs; 2 key informants// hospital only	Qualitative	Content analysis
Arts, et al (2000)	20 nurses, 62 Pts// hospital only	Quantitative (pre-post test & post-test only)	Chi-square, t-tests D/c liaison nurse resulted in timely discussion with pt re: aftercare (p<.01) and home care notified about pt aftercare needs (p<.10)
McKenna, et al (2000)	44 community nurses, 58 hospital nurses// hospital & community	Quantitative/Qualitative (exploratory)	Descriptive statistics/ Content analysis
Naylor, et al (2000)	30 sample vs 94 in intervention group// hospital & community	Secondary analysis	Chi-square, t-tests, Wilcoxon Rank-Sum test No statistical significant differences b/t med & surg subgroups
Street & Blackford (2001)	40 palliative care nurses// hospital & community	Qualitative	Content analysis
Brooten, et al (2002)	36 moms & 39 newborns// hospital & community	Qualitative	Content analysis
Bowles, et al (2003)	8 health professionals// hospital only	Qualitative (exploratory)	Content analysis
Pateman, et al (2003)	40 nurses (20 hospital, 20 district)// hospital & community	Qualitative (exploratory)	Thematic Analysis

APPENDIX C

Appendix C. Continuity of Care Model – Description of Variables

Variable	Definition
Exogenous Variables	
SHR	Severity of health care restructuring
Services	Adequate services in community to manage after discharge (d/c)
Resources	Nurses' confidence that family &/or caregiver has the resources to assist with patient's self care needs after discharge
Endogenous Variables	
Drs	Nurses have good working relationships with physicians
Support	Adequate support services to allow nurses to spend time with patients
Mgement	Administration that listens and responds to employee concerns
Never float	Staff nurses do not have to float from their designated unit
Enuf staff	Enough staff to get the work done
Non-nurse	Number of non-nurse duties performed
Safety	Number of adverse events (wrong medication, nosocomial infection, falls)
PE	Practice environment (composite of the 7 variables above)
Pts. assigned	Number of patients assigned on last shift
# RNs scheduled	Number of RNs scheduled on last shift
Supervise LPNs	Number of LPNs supervised on last shift
Supervise UAPs	Number of UAPs supervised on last shift
Staffing	Unit staffing level on last shift (composite of the 4 variables above)
F/t	Full-time
Employment	Employment type (permanent, temporary, casual)
Unit Experience	Number of years worked on the unit
MBI – EE	Emotional exhaustion subscale of Maslach Burnout Inventory
Job Sat	Nurses' job satisfaction rating
Unmet needs	Unmet patient care needs on last shift
Prepare	Nurses' involvement in discharge preparation
Pts. manage at home	Nurses' confidence of patients' abilities to manage at home after discharge

Each variable, excluding practice environment and staffing, has an indicator labelled "R" which represents the reported response to the actual question on the survey.

APPENDIX D

Appendix D. Alberta Nurse Survey

Alberta Registered Nurse Survey

of

Hospital Characteristics



There are 14 pages to this survey. Please circle **only one number** per question, unless otherwise directed.

Participation in this study is voluntary. Your consent is given when you return the survey. The survey itself contains no identifying information. However, the return envelope included in this package has a code number on it so that reminders can be mailed to nurses who have not returned the survey. We will try as much as possible to avoid surveys and reminders crossing in the mail, but this does happen sometimes.

The data from the survey (with no identifying information from any of the participants) will be kept for a minimum of seven years in accordance with the University of Alberta research policy. After the study is completed, other analysis of the survey data will be conducted. If required, ethical approval will be obtained to do these analyses. The anonymous survey data will eventually be stored in the University of Alberta data library where it will be available to other researchers.

This survey is one component of an *International Study of Hospital Organization and Staffing on Patient Outcomes* involving Canada (British Columbia, Alberta, and Ontario), the United States, England, Scotland, and Germany.

The Alberta Study Team at the Faculties of Nursing, University of Alberta and University of Calgary, The United Nurses of Alberta (UNA), and the Alberta Association of Registered Nurses (AARN) would like to thank you for your participation in this study. If you have questions or concerns about this survey questionnaire please call the study Project Director at (403) 492-2996.

September 1998

The purpose of this study is to help us identify hospital characteristics so that we can look at the effect of those characteristics on patient outcomes. However, we realize that currently many nurses work at more than one hospital. When you answer the questions on this survey, please do so **with only one hospital in mind**. You may choose any one of the hospitals that you work at, hospitals are listed below and on the next page by regional authority.

CHOOSE AND CIRCLE CLEARLY ONE HOSPITAL THAT YOU WORK AT FOR THIS SURVEY:

Chinook Regional Health Authority 1

- 018 Crowsnest Pass Hospital (Blairmore)
- 019 Border Counties General Hosp. (Milk River)
- 020 Cardston Hospital
- 021 Picture Butte Municipal Hospital
- 022 Coaldale Health Care Centre
- 023 Pincher Creek Municipal Hospital
- 024 Fort Macleod Health Care Centre
- 025 Raymond General Hospital
- 026 Lethbridge Regional Hospital
- 027 Taber & District Health Care Complex

Headwaters Regional Health Authority 3

- 034 Banff Mineral Springs Hospital
- 035 High River General Hospital
- 036 Canmore Hospital
- 037 Oilfields General Hosp. (Black Diamond)
- 038 Claresholm General Hospital
- 039 Vulcan Community Health Centre

Health Region 5

- 044 Cereal Municipal Hospital
- 045 Hanna District Health Services
- 046 Didsbury District Health Services
- 047 Three Hills District Health Services
- 048 Drumheller District Health Services
- 049 Strathmore District Health Services

East Central Regional Health Authority 7

- 059 St. Mary's Hospital (Camrose)
- 060 Mannville Health Centre
- 061 Our Lady of the Rosary Hospital (Castor)
- 062 Provost Health Centre
- 063 Consort Municipal Hospital
- 064 Stettler Hospital/Health Centre
- 065 Coronation Health Centre
- 066 Tofield Health Centre
- 067 Daysland Health Centre
- 068 Vermilion Health Centre
- 069 Hardisty Health Centre
- 070 Viking Health Centre
- 071 Killam Health Care Centre
- 072 Wainwright Health Centre

Palliser Regional Health Authority 2

- 028 Bassano General Hospital
- 029 Empress Health Centre
- 030 Bow Island Health Centre
- 031 Medicine Hat Regional Hospital
- 032 Brooks Health Centre
- 033 Oyen Big Country Hospital

Calgary Regional Health Authority 4

- 040 Alberta Children's Hospital
- 041 Rocky View General Hospital
- 042 Foothills Medical Centre
- 043 Peter Lougheed Centre

David Thompson Regional Health Authority 6

- 050 Innisfail Health Care Centre
- 051 Rimbey General Hospital
- 052 Lacombe General Hospital
- 053 Rocky Mountain House General Hospital
- 054 Olds Municipal General Hospital
- 055 Trochu-St. Mary's Health Care Centre
- 056 Ponoka General Hospital
- 057 Sundre General Hospital
- 058 Red Deer Regional Hospital Centre

Westview Regional Health Authority 8

- 073 Devon General Hospital
- 074 Seton General Hospital (Jasper)
- 075 Edson & District Health Care Centre
- 076 Stony Plain Municipal Hospital
- 077 Hinton General Hospital

Crossroads Regional Health Authority 9

- 078 Breton General Hospital
- 079 Leduc Health Centre
- 080 Drayton Valley Health Centre
- 081 Wetaskiwin Health Centre

Aspen Regional Health Authority 11

- 088 Athabasca Healthcare Centre
- 089 Mayerthorpe Healthcare Centre
- 090 Barrhead Healthcare Centre
- 091 Swan Hills Healthcare Centre
- 092 Boyle Healthcare Centre
- 093 Westlock Health care Centre
- 094 Fox Creek Hospital/Healthcare Centre
- 095 Whitecourt Healthcare Centre

Mistahia Regional Health Authority 13

- 110 Beaverlodge Municipal Hospital
- 111 Grimshaw/Berwyn & District Hospital
- 112 Fairview Health Complex
- 113 Central Peace General Hospital (Spirit River)
- 114 Grande Cache General Hospital
- 115 Valleyview Health Centre
- 116 Queen Elizabeth II Hosp (Grande Prairie)

Keeweenok Regional Health Authority 15

- 120 High Prairie Health Complex
- 121 Wabasca/Desmarais General Hospital
- 122 Slave Lake General Hospital

Northwestern Regional Health Authority 17

- 124 St. Theresa General Hosp (Fort Vermilion)
- 125 High Level General Hospital

Capital Health Authority 10

- 082 Misericordia Hosp & Comm. Health Centre
- 083 University of Alberta Hospital
- 084 Royal Alexandra Hospital
- 085 Grey Nuns Hosp & Comm Health Centre
- 086 Sturgeon Hospital & Comm. Health Centre
- 087 Glenrose Rehabilitation Hospital

Lakeland Regional Health Authority 12

- 096 Bonnyville Health Centre
- 097 Redwater General Hospital
- 098 Cold Lake Regional Hospital
- 099 George McDougall Mem Hosp (Smoky Lake)
- 100 Elk Point Municipal Hospital
- 101 Ste. Theresa Health Centre (St. Paul)
- 102 Fort Saskatchewan General Hospital
- 103 Two Hills Health Care Centre
- 104 William J. Cadzow Hospital (Lac La Biche)
- 105 St. Joseph's General Hospital (Vegreville)
- 106 Lamont Health Care Centre
- 107 Our Lady's Health Centre (Vilna)
- 108 Mary Immaculate Hospital (Mundare)
- 109 Mary Immaculate Hospital (Willingdon)

Peace Regional Health Authority 14

- 117 Manning General Hospital
- 118 Peace River Community Health Centre
- 119 Sacred Heart Community Health Centre (McLennan)

Northern Lights Regional Health Authority 16

- 123 Northern Lights Regional Health Centre (Fort McMurray)

Alberta Cancer Board

- 126 Tom Baker Centre, Calgary
- 127 Cross Cancer Agency, Edmonton

Provincial Mental Health

- 128 Alberta Hospital
- 129 Ponoka Hospital

Other (please specify): _____

A. EMPLOYMENT CHARACTERISTICS: This section asks questions about your job as an RN. Please circle the number of the appropriate response to each question or, where indicated, fill in the blanks.

PLEASE REMEMBER TO ANSWER ALL REMAINING QUESTIONS FROM THIS POINT ON IN RELATION TO THE ONE HOSPITAL YOU CIRCLED ABOVE.

- | | | |
|----|---|---|
| 1. | Are you currently working full-time or part-time at this hospital
..... | 1. Full time
2. Part time |
| 2. | Is your employment | 1. Permanent
2. Temporary
3. Casual |
| 3. | (a) What unit do you work on? Select the ONE unit where you work the MOST hours. | 1. Medical
2. Surgical
3. Med/Surg
4. Intensive Care
5. Obstetrics
6. OR/PARR
7. Pediatrics
8. Psychiatry
9. Rehabilitation
10. Palliative
11. Chronic
12. Emergency
13. Day/Night care
14. Clinics
15. Other
Specify: _____ |
| | (b) If you work in all units in your hospital ? here ? | 16. ? |
| 4. | What is your job title? | 1. staff nurse
2. other, specify:

_____ |
| 5. | How many years have you worked....
(a) as an RN?
(b) as an RN at your present hospital
(c) on your current unit(s)? | ____ years
____ years
____ years |
| 6. | a. Is your immediate clinical supervisor a. | 1. nurse
2. other, specify

_____ |
| | b. Is your unit or programme manager a. | 1. nurse
2. other, specify
_____ |
| 7. | In the past year, how many hours per week did you work, on average? | _____ hours per week |
| 8. | In the past year, how many hours per week, on average, did you work on units other than the one to which you are usually assigned (that is, the one where you work the most hours)? | _____ hours per week |

9. What is the length of your usual regularly scheduled shift?
 1. 8 hours
 2. 12 hours
 3. 8 and/or 12 hours
 4. other (specify: _____ hr)
10. In the past year, about how many hours per week did you work
 paid overtime _____ hours per week
 unpaid overtime _____ hours per week
11. In the past year, has the amount of overtime required of you ...
 1. increased
 2. remained the same
 3. decreased
 4. not applicable
12. In the past two weeks, how often did you change shifts (e.g.,
 change from days to evenings or nights)?
 1. none
 2. once
 3. twice
 4. other (specify: _____)

B. NURSING WORK INDEX (NWI): For each item in this section, please indicate the extent to which you agree that the following items ARE PRESENT IN YOUR CURRENT JOB. Indicate your degree of agreement by circling the appropriate number.

The following are present in your current job . . .		Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
1.	Adequate support services allow me to spend time with my patients.	1	2	3	4
2.	Physicians and nurses have good working relationships.	1	2	3	4
3.	A good orientation program for newly employed nurses.	1	2	3	4
4.	A supervisory staff that is supportive of the nurses.	1	2	3	4
5.	A satisfactory salary.	1	2	3	4
6.	Nursing controls its own practice	1	2	3	4
7.	Active staff development or continuing education programs for nurses.	1	2	3	4
8.	Career development/clinical ladder opportunity.	1	2	3	4
9.	Opportunity for staff nurses to participate in policy decisions.	1	2	3	4
10.	Support for new and innovative ideas about patient care.	1	2	3	4
11.	Enough time and opportunity to discuss patient care problems with other nurses.	1	2	3	4
12.	Enough registered nurses on staff to provide quality patient care.	1	2	3	4

. . . . continued on next page

For each item in this section, please indicate the extent to which you agree that the following items ARE PRESENT IN YOUR CURRENT JOB. Indicate your degree of agreement by circling the appropriate number.

The following are present in your current job . . .		Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
13.	A nurse manager or immediate supervisor who is a good manager and leader.	1	2	3	4
14.	A senior nursing administrator who is highly visible and accessible to staff.	1	2	3	4
15.	Flexible or modified work schedules are available.	1	2	3	4
16.	Enough staff to get work done.	1	2	3	4
17.	Freedom to make important patient care and work decisions.	1	2	3	4
18.	Praise and recognition for a job well done.	1	2	3	4
19.	The opportunity for staff nurses to consult with clinical nurse specialists or expert nurse clinicians/educators.	1	2	3	4
20.	Good working relationships with other hospital departments or programmes.	1	2	3	4
21.	Not being placed in a position of having to do things that are against my nursing judgment.	1	2	3	4
22.	High standards of nursing care are expected by the administration.	1	2	3	4
23.	A senior nursing administrator equal in power and authority to other top level hospital executives	1	2	3	4
24.	A lot of team work between nurses and physicians.	1	2	3	4
25.	Physicians give high quality medical care.	1	2	3	4
26.	Opportunities for advancement.	1	2	3	4
27.	Nursing staff are supported in pursuing degrees in nursing.	1	2	3	4
28.	A clear philosophy of nursing that pervades the patient care environment.	1	2	3	4
29.	Nurses actively participate in efforts to control costs.	1	2	3	4
30.	Working with nurses who are clinically competent.	1	2	3	4
31.	The nursing staff participates in selecting new equipment.	1	2	3	4
32.	A manager or supervisor who backs up the nursing staff in decision making, even if the conflict is with a physician.	1	2	3	4

. . . continued on next page

For each item in this section, please indicate the extent to which you agree that the following items ARE PRESENT IN YOUR CURRENT JOB. Indicate your degree of agreement by circling the appropriate number.

The following are present in your current job . . .		Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
33.	Administration that listens and responds to employee concerns.	1	2	3	4
34.	An active quality assurance program.	1	2	3	4
35.	Staff nurses are involved in the internal governance of the hospital (e.g., practice and policy committees).	1	2	3	4
36.	Collaboration between nurses and physicians.	1	2	3	4
37.	A preceptor program for newly hired RNs.	1	2	3	4
38.	Nursing care is based on a nursing rather than a medical model.	1	2	3	4
39.	Staff nurses have the opportunity to serve on hospital and nursing committees.	1	2	3	4
40.	The contributions that nurses make to patient care are publicly acknowledged.	1	2	3	4
41.	Nurse managers or clinical supervisors consult with staff on daily problems and procedures.	1	2	3	4
42.	A work environment that is pleasant, attractive, and comfortable.	1	2	3	4
43.	Opportunity to work on a highly specialized patient care unit.	1	2	3	4
44.	Written, up-to-date nursing care plans for all patients.	1	2	3	4
45.	Patient care assignments that foster continuity of care, i.e., the same nurse cares for the patient from one day to the next.	1	2	3	4
46.	Staff nurses do not have to float from their designated unit.	1	2	3	4
47.	Staff nurses actively participate in developing their own work schedules (i.e., what days they work, days off, etc.)	1	2	3	4
48.	Each patient care unit determines its own policies and procedures.	1	2	3	4
49.	Working with experienced nurses who know the hospital system.	1	2	3	4
50.	RNs and LPNs have good working relationships.	1	2	3	4
51.	RNs and unlicensed assistive personnel (e.g., nursing aides, nursing assistants, etc.) have good working relationships.	1	2	3	4

C. BURNOUT INVENTORY: This section contains statements of **JOB-RELATED FEELINGS**. If you have *never* had this feeling, circle the "0" (zero) after the statement. Other wise, indicate *how often* you feel like this by circling the number (from 1 to 6) that best describes how frequently you feel that way.

		How Often?						
		Never	A few times a year or less	Once a month or less	A few times a month	Once a week	A few times a week	Every day
1.	I feel emotionally drained from my work.	0	1	2	3	4	5	6
2.	I feel used up at the end of the workday.	0	1	2	3	4	5	6
3.	I feel fatigued when I get up in the morning and have to face another day on the job.	0	1	2	3	4	5	6
4.	I can easily understand how my patients feel about things.	0	1	2	3	4	5	6
5.	I feel I treat some patients as if they were impersonal objects.	0	1	2	3	4	5	6
6.	Working with people all day is really a strain for me.	0	1	2	3	4	5	6
7.	I deal very effectively with the problems of my patients.	0	1	2	3	4	5	6
8.	I feel burned-out from my work.	0	1	2	3	4	5	6
9.	I feel I'm positively influencing other people's lives.	0	1	2	3	4	5	6
10.	I've become more callous toward people since I took this job.	0	1	2	3	4	5	6
11.	I worry that this job is hardening me emotionally.	0	1	2	3	4	5	6
12.	I feel very energetic.	0	1	2	3	4	5	6
13.	I feel frustrated by my job.	0	1	2	3	4	5	6
14.	I feel I'm working too hard on my job.	0	1	2	3	4	5	6
15.	I don't really care what happens to some patients.	0	1	2	3	4	5	6
16.	Working directly with people puts too much stress on me.	0	1	2	3	4	5	6
17.	I can easily create a relaxed atmosphere with my patients.	0	1	2	3	4	5	6
18.	I accomplish many worthwhile things in this job.	0	1	2	3	4	5	6
19.	I feel exhilarated after working closely with my patients.	0	1	2	3	4	5	6
20.	I feel like I'm at the end of my rope.	0	1	2	3	4	5	6
21.	In my work, I deal with emotional problems very calmly.	0	1	2	3	4	5	6
22.	I feel patients blame me for some of	0	1	2	3	4	5	6

C. BURNOUT INVENTORY: This section contains statements of **JOB-RELATED FEELINGS**. If you have *never* had this feeling, circle the "0" (zero) after the statement. Otherwise, indicate *how often* you feel like this by circling the number (from 1 to 6) that best describes how frequently you feel that way.

How Often?

		Never	A few times a year or less	Once a month or less	A few times a month	Once a week	A few times a week	Every day
1.	I feel emotionally drained from my work.	0	1	2	3	4	5	6
2.	I feel used up at the end of the workday.	0	1	2	3	4	5	6
3.	I feel fatigued when I get up in the morning and have to face another day on the job.	0	1	2	3	4	5	6
4.	I can easily understand how my patients feel about things.	0	1	2	3	4	5	6
5.	I feel I treat some patients as if they were impersonal objects.	0	1	2	3	4	5	6
6.	Working with people all day is really a strain for me.	0	1	2	3	4	5	6
7.	I deal very effectively with the problems of my patients.	0	1	2	3	4	5	6
8.	I feel burned-out from my work.	0	1	2	3	4	5	6
9.	I feel I'm positively influencing other people's lives.	0	1	2	3	4	5	6
10.	I've become more callous toward people since I took this job.	0	1	2	3	4	5	6
11.	I worry that this job is hardening me emotionally.	0	1	2	3	4	5	6
12.	I feel very energetic.	0	1	2	3	4	5	6
13.	I feel frustrated by my job.	0	1	2	3	4	5	6
14.	I feel I'm working too hard on my job.	0	1	2	3	4	5	6
15.	I don't really care what happens to some patients.	0	1	2	3	4	5	6
16.	Working directly with people puts too much stress on me.	0	1	2	3	4	5	6
17.	I can easily create a relaxed atmosphere with my patients.	0	1	2	3	4	5	6
18.	I accomplish many worthwhile things in this job.	0	1	2	3	4	5	6
19.	I feel exhilarated after working closely with my patients.	0	1	2	3	4	5	6
20.	I feel like I'm at the end of my rope.	0	1	2	3	4	5	6
21.	In my work, I deal with emotional problems very calmly.	0	1	2	3	4	5	6
22.	I feel patients blame me for some of their problems.	0	1	2	3	4	5	6

9. Overall, over the **past year** would you say the quality of patient care in your hospital has
1. improved
 2. remained the same
 3. deteriorated
10. Have any of the following changes occurred in your hospital **in the past year**? (*circle all that apply*)
1. Increase in number of positions for advanced practice nurses (e.g., CNSs)
 2. Increase in number of patients assigned to RNs
 3. Substitution of part-time, per diem, or temporary RNs for full-time positions
 4. Reduction in number of nurse managers
 5. Increase in cross-training of staff
 6. Loss of senior nurse administrator *without* replacement
 7. Loss of senior nurse administrator *with* replacement
 8. Hiring of unlicensed assistive personnel (e.g., personal care attendants, nursing aides) to provide direct patient care previously provided by RNs
11. How has the hiring of unlicensed assistive personnel affected the quality of care in your hospital? The quality has . . .
1. improved
 2. remained the same
 3. deteriorated
 4. not applicable, or no change in hiring of unlicensed assistive personnel
12. How confident are you that the patients you care for are able to manage their care when discharged from hospital?
1. very confident
 2. confident
 3. somewhat confident
 4. not at all confident
13. How confident are you that management will act to resolve the patient care problems that you report?
1. very confident
 2. confident
 3. somewhat confident
 4. not at all confident
14. If a member of your family needed health care, would you recommend that it be provided in your hospital?
1. yes
 2. no
15. Have you ever been stuck with a needle or sharp that had been used on a patient? 1. Yes 2. No
- IF YES:
- a. How many times has this occurred *in your nursing career*? _____ times
 - b. How many of these incidents occurred *in the past year*? _____ incidents
 - c. How many of these incidents occurred *in the past month*? _____ incidents
16. Which of the following protective devices are routinely used in your work setting?
- (circle all that apply)**
1. Self-capping / retractable needles
 2. Needleless IV tubing systems
 3. Needleless heparin locks
 4. Safety-lock syringes
 5. Blunt needles / cannula
 6. Blunt needle IV

E. LAST SHIFT: This section asks you questions about your nursing activities during the LAST FULL SHIFT that you worked. Please circle the number of the appropriate response to each question or, where indicated, fill in the blanks.

1. What was the last shift you worked?
 1. Days
 2. Evenings
 3. Nights

2. On what type of unit did you work during your last shift?
 1. Medical
 2. Surgical
 3. Med/Surg
 4. Intensive Care
 5. Obstetrics
 6. OR/PARR
 7. Pediatrics
 8. Psychiatry
 9. Rehabilitation
 10. Palliative
 11. Chronic
 12. Emergency
 13. Day/Night care
 14. Clinics
 15. Other
Specify: _____

3. How many beds (staffed and in service) are on that unit? _____ # of beds
4. How many patients were on your unit during your last shift? _____ # of patients on unit.
5. How many of these patients were assigned to you? _____ # of patients
6. Sort these patients into the following categories according to their care needs (the numbers in lines 1-4 should equal the number in question 5 above: *ADL refers to Activities of Daily Living*)
 1. _____ Need assistance with all ADLs
 2. _____ Need assistance with most ADLs
 3. _____ Need assistance with some ADLs
 4. _____ Mostly self care

7. How many of each of the following worked on your unit during your last shift.

_____	# of RNs
_____	# of LPNs
_____	# of unlicensed assistive personnel
_____	# of nursing students

8. How many of the RNs in Question 7 are not regular members of the unit staff (e.g., are from the float pool, casual, etc.)? _____ # of RNs
9. How many of the LPNs in Question 7 did you supervise? _____ # of LPNs
10. How many of the unlicensed assistive personnel (UAP) in Question 7 did you supervise? _____ # of UAPs
11. How many of the nursing students in Question 7 did you supervise? _____ # of students

12. Which, if any, of the following tasks did you perform during your **last shift**?

(circle all that apply)

1. Delivering and retrieving food trays
2. Ordering, coordinating, or performing ancillary services (e.g., physio, ordering lab work)
3. Starting IVs
4. Arranging discharge referrals and transportation (including to nursing homes)
5. Performing ECGs
6. Routine phlebotomy
7. Transporting of patients
8. Housekeeping duties (e.g., cleaning patient rooms)

13. Which of the following tasks were necessary but left undone because you lacked the time to complete them? *(circle all that apply)*

1. Routine teaching for patients and family
2. Prepare patients and families for discharge
3. Comforting/talking with patients
4. Adequately document nursing care
5. Back rubs and skin care
7. Oral hygiene
8. Developing or updating nursing care plans

14. How would you describe the quality of nursing care delivered on your last shift?

1. excellent
2. good
3. fair
4. poor

F. DEMOGRAPHIC CHARACTERISTICS: This section asks you general questions about you and your background. Please circle the number of the appropriate response to each question or, where indicated, fill in the blanks.

1. What is your sex? 1. female 2. male
2. What is your age? _____ years
3. In what country did you receive your basic nursing education? 1. Canada
2. Other (specify): _____
4. Do you have any dependent children or other dependent relatives who live with you? 1. Yes 2. No
5. What is your highest **registered nurse** credential? 1. diploma
2. baccalaureate
3. masters
4. other (specify: _____) ()

G. ALBERTA QUESTIONS: The questions in this section are a separate set of questions specifically for Alberta nurses. Please answer each one as indicated. Some of the questions may seem out of sequence, this is because each country or province has added their particular questions as a grouped set at the end of the survey.

If you do not wish to proceed any further through the questionnaire, this is a good place to stop. However, we hope you will take the time to complete the Alberta sections, which include important questions on restructuring, and on violence in the workplace.

G1: Restructuring and employment

1. If you are employed on a casual (ie, non-permanent) basis, is this by your choice? 1. Yes 2. No

If you answered "no" to the last question how long have you been casual? _____ years _____ months
2. Have you been laid off in the last 5 years? 1. Yes 2. No
If you answered yes please complete 2a and 2b
 - a. How many times were you laid off in the last 5 years? _____ times
 - b. Were you rehired by the same hospital? 1. Yes 2. No
3. Have you changed nursing units in the last 5 years due to downsizing? 1. Yes 2. No
If you answered yes please complete 3a and 3b
 - a. How many times were you required to change nursing units during this 5 year period? _____ times
 - b. How adequate was the orientation provided on the new unit to meet your learning needs? 1. not at all adequate
2. somewhat adequate
3. mostly adequate
4. very adequate

G2: These questions ask your opinion about your patients' readiness for discharge. Please circle the one response that best describes your opinion.

1. How involved are you in discharge planning for the care of your patients who are discharged from hospital and require professional nursing care in the home or other community setting?
 1. very involved (involvement has increased since patients have been discharged earlier)
 2. somewhat involved (level of involvement has not changed)
 3. rarely involved
 4. not involved at all in discharge planning
2. How confident are you that patients you care for are discharged from hospital with adequate (in your opinion) home care or other community services that they require? 1. very confident
2. confident
3. somewhat confident
4. not at all confident
3. How confident are you that your patients' families or primary support persons have the resources to assist with patients' self-care needs upon discharge when required? 1. very confident
2. confident
3. somewhat confident
4. not at all confident

G3: Violence in the Workplace

The intent of this series of questions is to gain an understanding of the amount and type of violence experienced by nurses in the workplace. We are also interested in knowing about the responses of nurses and their employers to violent episodes. **Please use the following definition of violence as you answer the questions.**

Violence against nurses or nurse abuse is defined in this study as any incident where a nurse experiences any of the following:

- a. **physical assault (e.g. being spit on, bitten, hit, pushed)**
- b. **threat of assault (verbal or written threats intending harm)**
- c. **emotional abuse such as hurtful attitudes or remarks (insults, gestures, humiliation before the work team, coercion),**
- d. **verbal sexual harassment (repeated, unwanted intimate questions or remarks of a sexual nature)**
- e. **sexual assault (any forced physical sexual contact including forcible touching and fondling, any forced sexual acts including forcible intercourse)**

We know that 5 shifts is a very short time and you may have experienced these events outside of this period, but please answer based on the last 5 shifts you worked. Because we are asking so many nurses, the 5 shift period will give us a clear starting point to understanding how much violence exists today in the workplace.

1. In the **LAST 5 SHIFTS YOU WORKED**, have you experienced any of the following while carrying out your responsibilities as a nurse? **Circle all that apply.**

Who was it from? (circle one for each "yes" answer)

- | | | |
|-----------------------------|--------------|---|
| a. physical assault | 1. yes 2. no | 1. patient 2. family/visitor 3. physician 4. nursing co-worker 5. other |
| b. threat of assault | 1. yes 2. no | 1. patient 2. family/visitor 3. physician 4. nursing co-worker 5. other |
| c. emotional abuse | 1. yes 2. no | 1. patient 2. family/visitor 3. physician 4. nursing co-worker 5. other |
| d. verbal sexual harassment | 1. yes 2. no | 1. patient 2. family/visitor 3. physician 4. nursing co-worker 5. other |
| e. sexual assault | 1. yes 2. no | 1. patient 2. family/visitor 3. physician 4. nursing co-worker 5. other |

2. Did you report any of the following

- | | |
|-----------------------------|--------------------------------|
| 1. physical assault | 1. yes 2. no 3. not applicable |
| 2. threat of assault | 1. yes 2. no 3. not applicable |
| 3. emotional abuse | 1. yes 2. no 3. not applicable |
| 4. verbal sexual harassment | 1. yes 2. no 3. not applicable |
| 5. sexual assault | 1. yes 2. no 3. not applicable |

3. Of the **last 5 shifts** that you worked how many, if any, did you work alone? (i.e., you were the only employee on the unit)? shifts

4. Please indicate the extent to which you agree with the following statements:

- | | |
|--|----------------------|
| My employer has implemented measures to prevent violence against nurses in the workplace (e.g., zero tolerance policy, education, conflict management programmes, etc) | 1. strongly agree |
| | 2. agree |
| | 3. disagree |
| | 4. strongly disagree |

5. My well-being (i.e., my emotional health) when carrying out my responsibilities as a registered nurse is not as good as it was one year ago.

1. strongly agree
2. agree
3. disagree
4. strongly disagree

6. Please indicate how often, if ever, the following statement is true:

I fear for my personal safety when carrying out my responsibilities as a registered nurse.

1. on most of the shifts I work
2. on more than half of my shifts
3. on less than half of my shifts
4. on an occasional shift
5. never

G4: Clinical resources

1. How often are you selected to be a preceptor for another nurse?
 1. never
 2. rarely
 3. occasionally
 4. frequently
2. How often do nurses come to you for clinical judgement on a difficult clinical problem?
 1. never
 2. rarely
 3. occasionally
 4. frequently

G5: Resources that may influence how nurses find and use knowledge for practice

1. (a) Do you have a computer at home..... 1. Yes 2. No
 (b) Do you use the computer at home..... 1. Yes 2. No
2. How much time **per week** on average do you spend at **HOME** on the following:

	none	<1 hr	1-4 hr	5-10 hr	>10 hr
(a) e-mail only	1	2	3	4	5
(b) the Internet (generally).....	1	2	3	4	5
(c) the Internet (seeking nursing practice information). 1	2	3	4	5	
3. (a) Do you have access to a computer at work (ie, one you can use)..... 1. Yes 2. No
 (b) Do you use this computer at work 1. Yes 2. No
4. How much time **per week** on average do you spend at **WORK** on the following activities. This is **IN ADDITION** to any hospital or mainframe computer work you *must* do, e.g., to enter medications, order procedures, monitor patients, etc:

	none	<1 hr	1-4 hr	5-10 hr	>10
(a) e-mail only	1	2	3	4	5
(b) the Internet (generally).....	1	2	3	4	5
(b) the Internet (looking for nsg practice/treatment info)	1	2	3	4	5
5. How many hours **per week** in total would you spend on the Internet getting information **that would assist you in your nursing practice?** (if none put ? 0")

_____ hours

THANK YOU FOR TAKING THE TIME TO COMPLETE AND RETURN THIS QUESTIONNAIRE!

APPENDIX E

Appendix E. Ethics Approval

DEC-30-2004 03:10PM FROM-U OF A HEALTH RESEARCH ETHICS BOARD
Health Research Ethics Board

+7804927808

T-173 P.002/002 F-350

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ETHICS APPROVAL FORM

Date: December 2004

Name of Applicant: Dr. Phyllis Giovannetti

Organization: University of Alberta


Department: Faculty of Nursing

Project Title: The effects of health care restructuring on the continuity of care

The Health Research Ethics Board (HREB) has reviewed the protocol for this project and found it to be acceptable within the limitations of human experimentation.

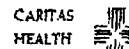
Special Comments:

This is a secondary analysis of a dataset currently in existence.


 Dr. Glenn Griener, PhD
 Chair of the Health Research Ethics Board
 (B: Health Research)

DEC 29 2004
 Date of Approval Release

File Number: B-141204



APPENDIX F

Appendix F. LISREL Output – Basic Model

DATE: 1/12/2006

TIME: 21:03

L I S R E L 8.71

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Basic Model Syntax 4d.LS8:

Continuity of Care Model

DA NI=26 NO=283

CM FU FI=C:\CofCModel3.csv

LA

'dnrs' 'support' 'admnlis' 'nvrflt' 'staff' 'nonurse' 'safety' 'fulltime'

'patsyou' 'emptype' 'lastsns' 'yrs_unit' 'lastlpns' 'lastuaps'

'adl_all' 'adl_most' 'MBI_EE' 'satisjob' 'unmet2' 'prepare'

'dschplan' 'qualunit' 'ptmanage' 'SHR' 'famres' 'commres'

SE

'ptmanage' 'qualunit' 'unmet2' 'prepare' 'famres' 'SHR/'

MO NY=6 NE=6 LY=FU,FI BE=FU,FI PS=SY,FI TE=SY,FI

FR BE(1,3) BE(1,4) BE(1,5) BE(2,3) BE(3,6) BE(4,6) BE(5,2) BE(5,3)

VA 1.0 LY(1,1) LY(2,2) LY(3,3) LY(4,4) LY(5,5) LY(6,6)

VA .1663 TE(1,1)

VA .0450 TE(2,2)

VA .3643 TE(3,3)

VA .0156 TE(4,4)

VA .1156 TE(5,5)

VA .4333 TE(6,6)

FR PS(1,1) PS(2,2) PS(3,3) PS(4,4) PS(5,5) PS(6,6) PS(2,1) PS(4,3)

ST .45 PS(1,1)
 ST .45 PS(2,2)
 ST 1.5 PS(3,3)
 ST .1 PS(4,4)
 ST .5 PS(5,5)
 ST 1.5 PS(6,6)
 ST .25 PS(2,1)
 ST .3 PS(4,3)
 OU ML ALL ND=3

Continuity of Care Model

Number of Input Variables 26
 Number of Y - Variables 6
 Number of X - Variables 0
 Number of ETA - Variables 6
 Number of KSI - Variables 0
 Number of Observations 283

Continuity of Care Model

Covariance Matrix

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.475					
qualunit	0.123	0.450				
unmet2	-0.190	-0.293	1.457			
prepare	-0.015	-0.029	0.147	0.104		
famres	0.285	0.127	-0.223	-0.023	0.578	
SHR	-0.077	-0.106	0.230	0.041	-0.075	1.733

Continuity of Care Model

Parameter Specifications

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0	0	1	2	3	0
ETA 2	0	0	4	0	0	0
ETA 3	0	0	0	0	0	5
ETA 4	0	0	0	0	0	6
ETA 5	0	7	8	0	0	0

ETA 6	0	0	0	0	0	0
-------	---	---	---	---	---	---

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	9					
ETA 2	10	11				
ETA 3	0	0	12			
ETA 4	0	0	13	14		
ETA 5	0	0	0	0	15	
ETA 6	0	0	0	0	0	16

Continuity of Care Model

Initial Estimates (TSLS)

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	1.000	--	--	--	--	--
qualunit	--	1.000	--	--	--	--
unmet2	--	--	1.000	--	--	--
prepare	--	--	--	1.000	--	--
famres	--	--	--	--	1.000	--
SHR	--	--	--	--	--	1.000

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	--	0.500	0.500	0.500	--
ETA 2	--	--	0.500	--	--	--
ETA 3	--	--	--	--	--	0.500
ETA 4	--	--	--	--	--	0.500
ETA 5	--	0.500	0.500	--	--	--
ETA 6	--	--	--	--	--	--

Covariance Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.450					
ETA 2	0.250	0.450				

ETA 3	--	--	1.500			
ETA 4	--	--	0.300	0.100		
ETA 5	--	--	--	--	0.500	
ETA 6	--	--	--	--	--	1.500

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.450					
ETA 2	0.250	0.450				
ETA 3	--	--	1.500			
ETA 4	--	--	0.300	0.100		
ETA 5	--	--	--	--	0.500	
ETA 6	--	--	--	--	--	1.500

Squared Multiple Correlations for Reduced Form

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-5.385	-1.042	-0.250	-3.750	-2.334	--

THETA-EPS

ptmanage	qualunit	unmet2	prepare	famres	SHR
0.166	0.045	0.364	0.016	0.116	0.433

Behavior under Minimization Iterations

Iter	Try	Abscissa	Slope	Function
1	0	0.00000000D+00	-0.12697603D+01	0.39468026D+00
	1	0.10000000D+01	0.19978378D+01	0.95859923D+00
	2	0.38859133D+00	0.24649924D+00	0.20145024D+00
	3	0.32541780D+00	0.83441489D-02	0.19338586D+00
2	0	0.00000000D+00	-0.32249818D+00	0.19338586D+00
	1	0.32541780D+00	-0.15499561D+00	0.11166066D+00
	2	0.65083559D+00	0.33710323D+00	0.12507243D+00
	3	0.42791413D+00	-0.58052886D-01	0.10045917D+00
	4	0.46066381D+00	-0.19146161D-01	0.99182614D-01
3	0	0.00000000D+00	-0.67961490D-01	0.99182614D-01
	1	0.46066381D+00	-0.54721726D-02	0.81460584D-01

4	0	0.00000000D+00	-0.39493143D-01	0.81460584D-01
	1	0.46066381D+00	-0.23508417D-01	0.66997559D-01
	2	0.92132762D+00	-0.85056163D-02	0.59651568D-01
	3	0.18426552D+01	0.20360627D-01	0.65149911D-01
	4	0.11928025D+01	0.70854805D-04	0.58509666D-01
5	0	0.00000000D+00	-0.25531342D-01	0.58509666D-01
	1	0.11928025D+01	-0.79643929D-02	0.38556283D-01
	2	0.23856049D+01	0.92543756D-02	0.39371035D-01
	3	0.17445230D+01	0.56489870D-04	0.36378752D-01
6	0	0.00000000D+00	-0.15435857D-01	0.36378752D-01
	1	0.17445230D+01	0.54697950D-02	0.26330433D-01
	2	0.12880826D+01	-0.95708931D-03	0.25332785D-01
7	0	0.00000000D+00	-0.10482717D-01	0.25332785D-01
	1	0.12880826D+01	-0.19483088D-02	0.17291639D-01
	2	0.25761653D+01	0.69199795D-02	0.20456657D-01
	3	0.15710665D+01	-0.29265546D-04	0.17011448D-01
8	0	0.00000000D+00	-0.70211032D-02	0.17011448D-01
	1	0.15710665D+01	-0.20296707D-02	0.98791132D-02
	2	0.31421331D+01	0.32129373D-02	0.10765355D-01
	3	0.21793034D+01	-0.38463256D-04	0.92480207D-02
9	0	0.00000000D+00	-0.38723119D-02	0.92480207D-02
	1	0.21793034D+01	0.32819626D-03	0.54602292D-02
10	0	0.00000000D+00	-0.19526267D-02	0.54602292D-02
	1	0.21793034D+01	0.10412619D-02	0.45973951D-02
	2	0.14213508D+01	0.79461651D-04	0.41679480D-02
11	0	0.00000000D+00	-0.39439161D-03	0.41679480D-02
	1	0.14213508D+01	0.13182934D-03	0.39819742D-02
	2	0.10652728D+01	0.48485240D-06	0.39584081D-02
12	0	0.00000000D+00	-0.65625908D-04	0.39584081D-02
	1	0.10652728D+01	-0.67853496D-05	0.39198002D-02
	2	0.21305455D+01	0.52498175D-04	0.39441089D-02
	3	0.11871995D+01	-0.22569302D-07	0.39193851D-02
13	0	0.00000000D+00	-0.10387100D-04	0.39193851D-02
	1	0.11871995D+01	-0.41425934D-05	0.39107609D-02
	2	0.23743990D+01	0.20956426D-05	0.39095464D-02
	3	0.19755770D+01	0.70527536D-09	0.39091284D-02

14	0	0.00000000D+00	-0.27804294D-05	0.39091284D-02
	1	0.19755770D+01	0.55230276D-06	0.39069248D-02
	2	0.16481830D+01	-0.11250081D-08	0.39068346D-02
15	0	0.00000000D+00	-0.97781153D-06	0.39068346D-02
	1	0.16481830D+01	-0.50048074D-06	0.39056163D-02
	2	0.32963660D+01	-0.23200552D-07	0.39051848D-02
16	0	0.00000000D+00	-0.42390751D-06	0.39051848D-02
	1	0.32963660D+01	0.13867789D-06	0.39047147D-02
	2	0.24838083D+01	0.18708727D-10	0.39046584D-02
17	0	0.00000000D+00	-0.74020896D-07	0.39046584D-02
	1	0.24838083D+01	0.70919325D-07	0.39046545D-02
	2	0.12684796D+01	0.63086007D-11	0.39046114D-02
18	0	0.00000000D+00	-0.13190634D-07	0.39046114D-02
	1	0.12684796D+01	-0.21728435D-08	0.39046017D-02
	2	0.25369592D+01	0.88431587D-08	0.39046059D-02
	3	0.15186800D+01	0.14159154D-12	0.39046014D-02
19	0	0.00000000D+00	-0.20265075D-08	0.39046014D-02
	1	0.15186800D+01	0.46960609D-09	0.39046002D-02
	2	0.12329633D+01	0.79623846D-14	0.39046002D-02
20	0	0.00000000D+00	-0.77532852D-10	0.39046002D-02
	1	0.12329633D+01	0.19958220D-10	0.39046001D-02
	2	0.98055294D+00	-0.68136098D-16	0.39046001D-02
21	0	0.00000000D+00	-0.92060453D-12	0.39046001D-02
	1	0.98055294D+00	-0.12800866D-12	0.39046001D-02
	2	0.19611059D+01	0.66458747D-12	0.39046001D-02
	3	0.11389177D+01	-0.18543798D-19	0.39046001D-02

Continuity of Care Model

Number of Iterations = 21

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-----	-----	-----	-----	-----	-----

ptmanage	1.000	--	--	--	--	--
qualunit	--	1.000	--	--	--	--
unmet2	--	--	1.000	--	--	--
prepare	--	--	--	1.000	--	--
famres	--	--	--	--	1.000	--
SHR	--	--	--	--	--	1.000

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	--	-0.070 (0.047) -1.468	0.090 (0.148) 0.608	0.573 (0.063) 9.167	--
ETA 2	--	--	-0.265 (0.041) -6.398	--	--	--
ETA 3	--	--	--	--	0.188 (0.071) 2.628	--
ETA 4	--	--	--	--	0.031 (0.019) 1.624	--
ETA 5	--	0.209 (0.083) 2.514	-0.146 (0.055) -2.683	--	--	--
ETA 6	--	--	--	--	--	--

Covariance Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.308					
ETA 2	0.122	0.405				

ETA 3	-0.190	-0.290	1.095			
ETA 4	-0.019	-0.038	0.144	0.088		
ETA 5	0.285	0.127	-0.221	-0.029	0.462	
ETA 6	-0.042	-0.065	0.244	0.041	-0.049	1.300

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.130 (0.028) 4.555					
ETA 2	0.033 (0.022) 1.474	0.328 (0.033) 9.823				
ETA 3	--	--	1.049 (0.120) 8.733			
ETA 4	--	--	0.136 (0.024) 5.653	0.087 (0.009) 10.029		
ETA 5	--	--	--	--	0.404 (0.044) 9.070	
ETA 6	--	--	--	--	--	1.300 (0.146) 8.905

Squared Multiple Correlations for Structural Equations

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
0.579	0.189	0.042	0.015	0.127	--

THETA-EPS

ptmanage	qualunit	unmet2	prepare	famres	SHR
0.166	0.045	0.364	0.016	0.116	0.433

Squared Multiple Correlations for Y - Variables

ptmanage	qualunit	unmet2	prepare	famres	SHR
0.649	0.900	0.750	0.850	0.800	0.750

Goodness of Fit Statistics

Degrees of Freedom = 5

Minimum Fit Function Chi-Square = 2.202 (P = 0.821)

Normal Theory Weighted Least Squares Chi-Square = 2.183 (P = 0.823)

Estimated Non-centrality Parameter (NCP) = 0.0

90 Percent Confidence Interval for NCP = (0.0 ; 3.485)

Minimum Fit Function Value = 0.00781

Population Discrepancy Function Value (F0) = 0.0

90 Percent Confidence Interval for F0 = (0.0 ; 0.0124)

Root Mean Square Error of Approximation (RMSEA) = 0.0

90 Percent Confidence Interval for RMSEA = (0.0 ; 0.0497)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.951

Expected Cross-Validation Index (ECVI) = 0.131

90 Percent Confidence Interval for ECVI = (0.131 ; 0.144)

ECVI for Saturated Model = 0.149

ECVI for Independence Model = 0.945

Chi-Square for Independence Model with 15 Degrees of Freedom = 254.427

Independence AIC = 266.427

Model AIC = 34.183

Saturated AIC = 42.000

Independence CAIC = 294.300

Model CAIC = 108.510

Saturated CAIC = 139.554

Normed Fit Index (NFI) = 0.991

Non-Normed Fit Index (NNFI) = 1.035

Parsimony Normed Fit Index (PNFI) = 0.330

Comparative Fit Index (CFI) = 1.000

Incremental Fit Index (IFI) = 1.011

Relative Fit Index (RFI) = 0.974

Critical N (CN) = 1933.159

Root Mean Square Residual (RMR) = 0.0138
 Standardized RMR = 0.0186
 Goodness of Fit Index (GFI) = 0.997
 Adjusted Goodness of Fit Index (AGFI) = 0.989
 Parsimony Goodness of Fit Index (PGFI) = 0.237

Continuity of Care Model

Fitted Covariance Matrix

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.474					
qualunit	0.122	0.450				
unmet2	-0.190	-0.290	1.459			
prepare	-0.019	-0.038	0.144	0.104		
famres	0.285	0.127	-0.221	-0.029	0.578	
SHR	-0.042	-0.065	0.244	0.041	-0.049	1.733

Fitted Residuals

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.001					
qualunit	0.001	0.000				
unmet2	0.000	-0.003	-0.002			
prepare	0.004	0.009	0.003	0.000		
famres	0.000	0.000	-0.002	0.006	0.000	
SHR	-0.035	-0.041	-0.014	0.000	-0.026	0.000

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.041
 Median Fitted Residual = 0.000
 Largest Fitted Residual = 0.009

Stemleaf Plot

```

- 4|1
- 2|56
- 0|432200000000
  0|113469
  
```

Standardized Residuals

ptmanage	qualunit	unmet2	prepare	famres	SHR
----------	----------	--------	---------	--------	-----

```

-----
ptmanage  0.660
qualunit  0.922  --
unmet2    -0.075  -0.550  -0.563
prepare   0.667  0.926  1.005  --
famres    0.501  --  -0.310  0.503  --
SHR       -0.705  -0.912  -1.059  0.445  -0.466  --
    
```

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -1.059
 Median Standardized Residual = 0.000
 Largest Standardized Residual = 1.005

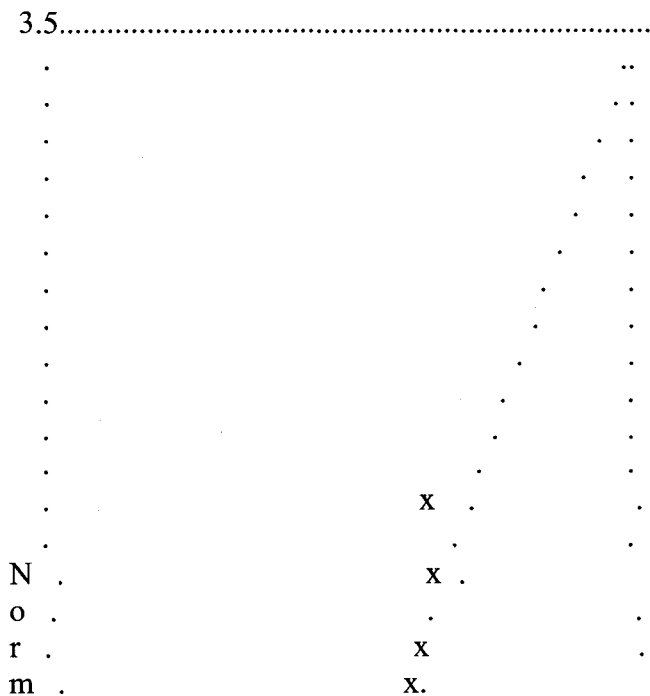
Stemleaf Plot

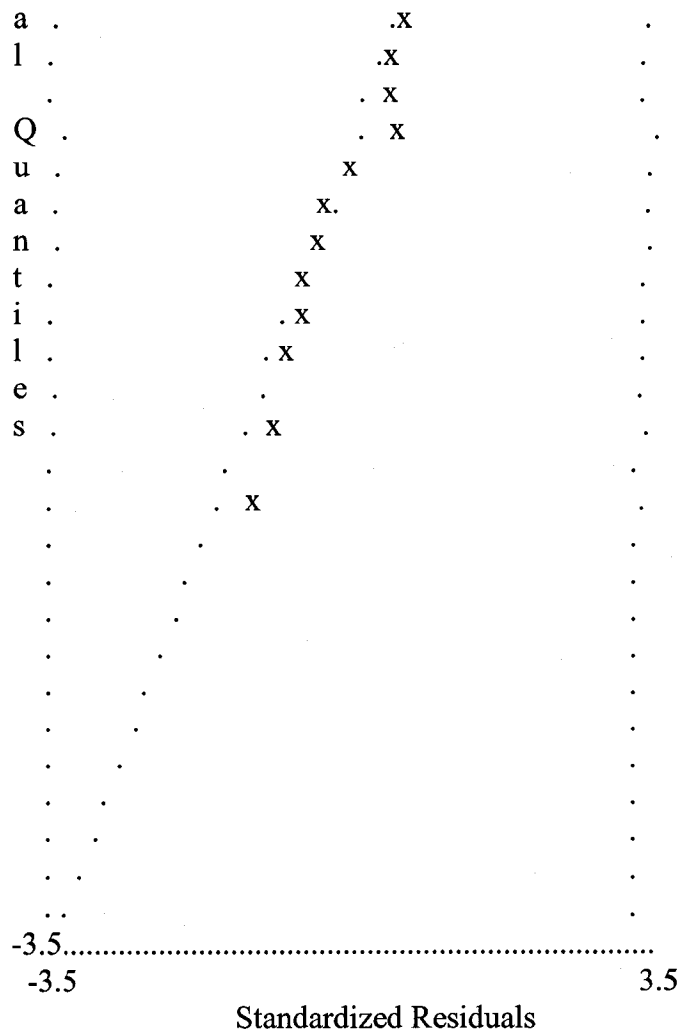
```

- 1|1
- 0|97665
- 0|3100000
  0|4
  0|557799
  1|0
    
```

Continuity of Care Model

Qplot of Standardized Residuals





Continuity of Care Model

Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	--	--	--	--	0.198
qualunit	0.719	--	--	0.719	--	0.603
unmet2	0.047	0.306	--	1.002	0.094	1.106
prepare	0.473	0.916	--	--	0.307	0.198
famres	0.133	--	--	0.133	--	0.004
SHR	0.611	0.898	--	--	0.335	--

Expected Change for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	--	--	--	--	-0.016
qualunit	1.522	--	--	0.137	--	-0.030
unmet2	-0.084	-0.138	--	0.562	-0.070	-0.138
prepare	0.037	0.033	--	--	0.018	0.176
famres	0.766	--	--	0.069	--	-0.002
SHR	-0.140	-0.141	--	--	-0.079	--

Standardized Expected Change for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	--	--	--	--	-0.018
qualunit	0.845	--	--	0.041	--	-0.034
unmet2	-0.046	-0.088	--	0.167	-0.048	-0.157
prepare	0.020	0.021	--	--	0.012	0.201
famres	0.425	--	--	0.020	--	-0.003
SHR	-0.078	-0.090	--	--	-0.053	--

Modification Indices for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	--	--	--	--	0.198
ETA 2	0.865	--	--	0.865	--	0.748
ETA 3	0.072	0.306	--	--	0.094	--
ETA 4	0.473	0.916	--	--	0.307	--
ETA 5	0.133	--	--	0.133	--	0.156
ETA 6	0.587	0.846	--	--	0.317	--

Expected Change for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	--	--	--	--	-0.016
ETA 2	1.700	--	--	0.153	--	-0.034
ETA 3	-0.100	-0.138	--	--	-0.070	--
ETA 4	0.037	0.033	--	--	0.018	--
ETA 5	0.766	--	--	0.069	--	-0.018
ETA 6	-0.144	-0.143	--	--	-0.080	--

Standardized Expected Change for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
--	-------	-------	-------	-------	-------	-------

ETA 1	--	--	--	--	--	-0.025
ETA 2	4.813	--	--	0.806	--	-0.047
ETA 3	-0.171	-0.207	--	--	-0.099	--
ETA 4	0.223	0.175	--	--	0.087	--
ETA 5	2.030	--	--	0.340	--	-0.023
ETA 6	-0.227	-0.197	--	--	-0.103	--

Modification Indices for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--					
ETA 2	--	--				
ETA 3	0.198	0.324	--			
ETA 4	0.198	0.913	--	--		
ETA 5	--	--	0.041	0.141	--	
ETA 6	0.198	0.748	--	--	0.156	--

Expected Change for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--					
ETA 2	--	--				
ETA 3	0.095	-0.047	--			
ETA 4	0.155	0.011	--	--		
ETA 5	--	--	-0.019	0.005	--	
ETA 6	-0.021	-0.044	--	--	-0.023	--

Standardized Expected Change for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--					
ETA 2	--	--				
ETA 3	0.164	-0.070	--			
ETA 4	0.942	0.057	--	--		
ETA 5	--	--	-0.027	0.024	--	
ETA 6	-0.032	-0.061	--	--	-0.030	--

Modification Indices for THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	--					
qualunit	--	--				

unmet2	0.198	0.273	0.317			
prepare	0.198	0.759	1.051	0.198		
famres	--	--	0.096	0.134	--	
SHR	0.198	0.643	1.168	0.198	0.005	--

Expected Change for THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	--					
qualunit	--	--				
unmet2	0.095	-0.042	-0.157			
prepare	0.155	0.010	0.040	-1.731		
famres	--	--	-0.029	0.005	--	
SHR	-0.020	-0.038	-0.176	0.219	-0.004	--

Maximum Modification Index is 1.17 for Element (6, 3) of THETA-EPS

Covariance Matrix of Parameter Estimates

	BE 1,3	BE 1,4	BE 1,5	BE 2,3	BE 3,6	BE 4,6
BE 1,3	0.002					
BE 1,4	-0.004	0.022				
BE 1,5	0.001	0.000	0.004			
BE 2,3	0.000	0.000	0.000	0.002		
BE 3,6	0.000	0.000	0.000	0.000	0.005	
BE 4,6	0.000	0.000	0.000	0.000	0.001	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.001	-0.001	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	-0.001	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	-0.001	0.000

Covariance Matrix of Parameter Estimates

	BE 5,2	BE 5,3	PS 1,1	PS 2,1	PS 2,2	PS 3,3
BE 5,2	0.007					
BE 5,3	0.002	0.003				
PS 1,1	0.000	0.000	0.001			

PS 2,1	0.000	0.000	0.000	0.000		
PS 2,2	0.000	0.000	0.000	0.000	0.001	
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.014
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.001
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	PS 4,3	PS 4,4	PS 5,5	PS 6,6
PS 4,3	0.001			
PS 4,4	0.000	0.000		
PS 5,5	0.000	0.000	0.002	
PS 6,6	0.000	0.000	0.000	0.021

Continuity of Care Model

Correlation Matrix of Parameter Estimates

	BE 1,3	BE 1,4	BE 1,5	BE 2,3	BE 3,6	BE 4,6
BE 1,3	1.000					
BE 1,4	-0.522	1.000				
BE 1,5	0.324	-0.031	1.000			
BE 2,3	0.089	-0.002	0.000	1.000		
BE 3,6	0.006	0.000	0.001	0.026	1.000	
BE 4,6	-0.001	0.000	0.000	0.000	0.367	1.000
BE 5,2	-0.010	0.000	-0.004	0.057	0.003	0.000
BE 5,3	-0.102	-0.001	0.008	0.038	0.012	0.000
PS 1,1	-0.009	-0.036	-0.235	0.005	0.000	0.000
PS 2,1	0.067	-0.058	-0.183	0.044	0.002	0.000
PS 2,2	0.014	0.000	0.000	0.165	0.004	0.000
PS 3,3	0.043	-0.006	0.002	0.172	-0.067	-0.027
PS 4,3	-0.006	0.028	0.000	0.057	-0.046	-0.060
PS 4,4	0.001	-0.009	0.000	0.000	-0.017	-0.046
PS 5,5	-0.066	0.000	-0.211	0.001	0.001	0.000
PS 6,6	0.000	0.000	0.000	0.000	-0.074	-0.046

Correlation Matrix of Parameter Estimates

	BE 5,2	BE 5,3	PS 1,1	PS 2,1	PS 2,2	PS 3,3
BE 5,2	1.000					
BE 5,3	0.506	1.000				

PS 1,1	-0.022	-0.015	1.000			
PS 2,1	-0.144	-0.075	0.193	1.000		
PS 2,2	0.011	0.006	0.011	0.147	1.000	
PS 3,3	0.009	0.076	0.001	0.005	0.013	1.000
PS 4,3	0.006	0.026	0.000	0.002	0.009	0.488
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.131
PS 5,5	0.011	0.074	0.029	0.039	0.000	0.003
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.003

Correlation Matrix of Parameter Estimates

	PS 4,3	PS 4,4	PS 5,5	PS 6,6
PS 4,3	1.000			
PS 4,4	0.485	1.000		
PS 5,5	0.002	0.000	1.000	
PS 6,6	0.002	0.001	0.000	1.000

Continuity of Care Model

Covariances

Y - ETA

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ETA 1	0.308	0.122	-0.190	-0.019	0.285	-0.042
ETA 2	0.122	0.405	-0.290	-0.038	0.127	-0.065
ETA 3	-0.190	-0.290	1.095	0.144	-0.221	0.244
ETA 4	-0.019	-0.038	0.144	0.088	-0.029	0.041
ETA 5	0.285	0.127	-0.221	-0.029	0.462	-0.049
ETA 6	-0.042	-0.065	0.244	0.041	-0.049	1.300

Continuity of Care Model

First Order Derivatives

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	0.000	0.000	0.000	0.000	0.000	0.044
qualunit	-0.002	0.000	0.000	-0.019	0.000	0.072
unmet2	0.002	0.008	0.000	-0.006	0.005	0.028
prepare	-0.046	-0.098	0.000	0.000	-0.062	-0.004
famres	-0.001	0.000	0.000	-0.007	0.000	0.006

SHR	0.015	0.023	0.000	0.000	0.015	0.000
-----	-------	-------	-------	-------	-------	-------

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.000	0.000	0.000	0.000	0.000	0.044
ETA 2	-0.002	0.000	0.000	-0.020	0.000	0.078
ETA 3	0.003	0.008	0.000	0.000	0.005	0.000
ETA 4	-0.046	-0.098	0.000	0.000	-0.062	0.000
ETA 5	-0.001	0.000	0.000	-0.007	0.000	0.031
ETA 6	0.014	0.021	0.000	0.000	0.014	0.000

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.000					
ETA 2	0.000	0.000				
ETA 3	-0.007	0.025	0.000			
ETA 4	-0.005	-0.298	0.000	0.000		
ETA 5	0.000	0.000	0.008	-0.102	0.000	
ETA 6	0.034	0.060	0.000	0.000	0.024	0.000

THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.000					
qualunit	0.000	0.000				
unmet2	-0.007	0.023	0.007			
prepare	-0.005	-0.277	-0.093	0.000		
famres	0.000	0.000	0.012	-0.099	0.000	
SHR	0.036	0.060	0.023	-0.003	0.005	0.000

Continuity of Care Model

Factor Scores Regressions

ETA

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ETA 1	0.487	0.062	-0.022	0.025	0.232	-0.001
ETA 2	0.017	0.879	-0.019	-0.012	0.010	-0.001
ETA 3	-0.047	-0.153	0.664	0.375	-0.050	0.030

ETA 4	0.002	-0.004	0.016	0.825	-0.003	0.002
ETA 5	0.161	0.027	-0.016	-0.021	0.708	-0.001
ETA 6	-0.002	-0.008	0.036	0.047	-0.003	0.743

Continuity of Care Model

Standardized Solution

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	0.555	--	--	--	--	--
qualunit	--	0.636	--	--	--	--
unmet2	--	--	1.046	--	--	--
prepare	--	--	--	0.297	--	--
famres	--	--	--	--	0.680	--
SHR	--	--	--	--	--	1.140

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	--	-0.131	0.048	0.702	--
ETA 2	--	--	-0.435	--	--	--
ETA 3	--	--	--	--	--	0.205
ETA 4	--	--	--	--	--	0.121
ETA 5	--	0.195	-0.225	--	--	--
ETA 6	--	--	--	--	--	--

Correlation Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	1.000					
ETA 2	0.346	1.000				
ETA 3	-0.327	-0.435	1.000			
ETA 4	-0.114	-0.202	0.463	1.000		
ETA 5	0.754	0.293	-0.310	-0.144	1.000	
ETA 6	-0.066	-0.089	0.205	0.121	-0.063	1.000

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.421					

ETA 2	0.093	0.811				
ETA 3	--	--	0.958			
ETA 4	--	--	0.439	0.985		
ETA 5	--	--	--	--	0.873	
ETA 6	--	--	--	--	--	1.000

Continuity of Care Model

Total and Indirect Effects

Total Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.120 (0.049) 2.427	-0.185 (0.148) 0.608	0.090 (0.063) 9.167	0.573 (0.015) -2.127	-0.032
ETA 2	--	--	-0.265 (0.041) -6.398	--	--	-0.050 (0.020) -2.454
ETA 3	--	--	--	--	--	0.188 (0.071) 2.628
ETA 4	--	--	--	--	--	0.031 (0.019) 1.624
ETA 5	--	0.209 (0.083) 2.514	-0.202 (0.048) -4.174	--	--	-0.038 (0.017) -2.241
ETA 6	--	--	--	--	--	--

Largest Eigenvalue of B*B' (Stability Index) is 0.343

Indirect Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.120 (0.049) 2.427	-0.116 (0.030) -3.814	--	--	-0.032 (0.015) -2.127

ETA 2	--	--	--	--	--	-0.050 (0.020) -2.454
ETA 3	--	--	--	--	--	--
ETA 4	--	--	--	--	--	--
ETA 5	--	--	-0.055 (0.023) -2.387	--	--	-0.038 (0.017) -2.241
ETA 6	--	--	--	--	--	--

Total Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	1.000 (0.049) 2.427	0.120 (0.050) -3.683	-0.185 (0.148) 0.608	0.090 (0.063) 9.167	0.573 (0.015) -2.127	-0.032
qualunit	--	1.000 (0.041) -6.398	-0.265	-- (0.020) -2.454	--	-0.050
unmet2	--	--	1.000	-- (0.071) 2.628	--	0.188
prepare	--	--	--	1.000 (0.019) 1.624	--	0.031
famres	--	0.209 (0.083) 2.514	-0.202 (0.048) -4.174	--	1.000 (0.017) -2.241	-0.038
SHR	--	--	--	--	--	1.000

Indirect Effects of ETA on Y

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-------	-------	-------	-------	-------	-------

	-----	-----	-----	-----	-----	-----
ptmanage	--	0.120	-0.185	0.090	0.573	-0.032
		(0.049)	(0.050)	(0.148)	(0.063)	(0.015)
		2.427	-3.683	0.608	9.167	-2.127
qualunit	--	--	-0.265	--	--	-0.050
			(0.041)			(0.020)
			-6.398			-2.454
unmet2	--	--	--	--	--	0.188
						(0.071)
						2.628
prepare	--	--	--	--	--	0.031
						(0.019)
						1.624
famres	--	0.209	-0.202	--	--	-0.038
		(0.083)	(0.048)			(0.017)
		2.514	-4.174			-2.241
SHR	--	--	--	--	--	--

Continuity of Care Model

Standardized Total and Indirect Effects

Standardized Total Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-----	-----	-----	-----	-----	-----	-----
ETA 1	--	0.137	-0.349	0.048	0.702	-0.066
ETA 2	--	--	-0.435	--	--	-0.089
ETA 3	--	--	--	--	--	0.205
ETA 4	--	--	--	--	--	0.121
ETA 5	--	0.195	-0.310	--	--	-0.063
ETA 6	--	--	--	--	--	--

Standardized Indirect Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-----	-----	-----	-----	-----	-----	-----
ETA 1	--	0.137	-0.218	--	--	-0.066
ETA 2	--	--	--	--	--	-0.089
ETA 3	--	--	--	--	--	--

ETA 4	--	--	--	--	--	--
ETA 5	--	--	-0.085	--	--	-0.063
ETA 6	--	--	--	--	--	--

Standardized Total Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	0.555	0.076	-0.194	0.027	0.390	-0.036
qualunit	--	0.636	-0.277	--	--	-0.057
unmet2	--	--	1.046	--	--	0.214
prepare	--	--	--	0.297	--	0.036
famres	--	0.133	-0.211	--	0.680	-0.043
SHR	--	--	--	--	--	1.140

Standardized Indirect Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	0.076	-0.194	0.027	0.390	-0.036
qualunit	--	--	-0.277	--	--	-0.057
unmet2	--	--	--	--	--	0.214
prepare	--	--	--	--	--	0.036
famres	--	0.133	-0.211	--	--	-0.043
SHR	--	--	--	--	--	--

Time used: 0.170 Seconds

APPENDIX G

Appendix G. LISREL Output – Final Trial Model

DATE: 1/12/2006

TIME: 21:19

L I S R E L 8.71

BY

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The following lines were read from file C:\Basic Model Syntax 8e.LS8:

Continuity of Care Model

DA NI=26 NO=283

CM FU FI=C:\CofCModel3.csv

LA

'dnrs' 'support' 'admnlis' 'nvrflt' 'staff' 'nonurse' 'safety' 'fulltime' 'patsyou'
'emplytype' 'lastrns' 'yrs_unit' 'lastlpns' 'lastuaps' 'adl_all' 'adl_most' 'MBI_EE'
'satisjob' 'unmet2' 'prepare' 'dschplan' 'qualunit' 'ptmanage'
'SHR' 'famres' 'commres'

SE

'ptmanage' 'qualunit' 'unmet2' 'prepare' 'famres' 'SHR' 'nonurse' 'patsyou' 'lastrns' 'safety'
'fulltime' 'emplytype' 'yrs_unit' 'MBI_EE' 'satisjob/'

MO NY=15 NE=15 LY=FU,FI BE=FU,FI PS=SY,FI TE=DI,FI

FR BE(14,11) BE(15,13) BE(15,14) BE(15,3) BE(3,11) C

BE(3,12) BE(3,13) BE(3,14) BE(4,13) BE(14,7) BE(14,10) BE(1,15) C

BE(2,10) BE(2,14) BE(2,15) BE(2,3) BE(1,3) BE(1,4) C

BE(7,6) BE(8,6) BE(9,6) BE(10,6) BE(11,6) BE(12,6) BE(13,6) C

BE(14,6) BE(15,6) BE(5,14) BE(3,6) BE(5,3) BE(4,6) BE(5,2) BE(1,5) C

BE(3,7) BE(3,8) BE(3,9) BE(4,7) BE(4,8) BE(4,9) BE(5,8) BE(1,8) BE(10,3) C

BE(2,8) BE(14,8) BE(7,13) BE(8,9) BE(7,12)

VA 1.0 LY(1,1) LY(2,2) LY(3,3) LY(4,4) LY(5,5) LY(6,6) LY(7,7) LY(8,8) LY(9,9)
 LY(10,10) C LY(11,11) LY(12,12) LY(13,13) LY(14,14) LY(15,15)
 VA .1663 TE(1,1)
 VA .0450 TE(2,2)
 VA .3643 TE(3,3)
 VA .0156 TE(4,4)
 VA .1156 TE(5,5)
 VA .4333 TE(6,6)
 VA .1933 TE(7,7)
 VA 3.679 TE(8,8)
 VA 2.945 TE(9,9)
 VA 1.152 TE(10,10)
 VA .0241 TE(11,11)
 VA .0059 TE(12,12)
 VA 3.855 TE(13,13)
 VA 17.094 TE(14,14)
 VA .0362 TE(15,15)
 FR PS(1,1) PS(2,2) PS(3,3) PS(4,4) PS(5,5) PS(6,6) PS(7,7) PS(8,8) PS(9,9) PS(10,10)
 C
 PS(11,11) PS(12,12) PS(13,13) PS(14,14) PS(15,15)
 FR PS(12,11) PS(13,12) PS(4,3) PS(2,1)
 ST .45 PS(1,1)
 ST .45 PS(2,2)
 ST 1.5 PS(3,3)
 ST .1 PS(4,4)
 ST .5 PS(5,5)
 ST 1.5 PS(6,6)
 ST 1.5 PS(7,7)
 ST 73. PS(8,8)
 ST 29. PS(9,9)
 ST 2.9 PS(10,10)
 ST .5 PS(11,11)
 ST .5 PS(12,12)
 ST 37. PS(13,13)
 ST 113 PS(14,14)
 ST .7 PS(15,15)
 ST .3 PS(4,3)
 ST .25 PS(2,1)
 OU ML ALL AD=OFF ND=3

Continuity of Care Model

Number of Input Variables 26
 Number of Y - Variables 15
 Number of X - Variables 0
 Number of ETA - Variables 15

Number of KSI - Variables 0
 Number of Observations 283

Continuity of Care Model

Covariance Matrix

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.475					
qualunit	0.123	0.450				
unmet2	-0.190	-0.293	1.457			
prepare	-0.015	-0.029	0.147	0.104		
famres	0.285	0.127	-0.223	-0.023	0.578	
SHR	-0.077	-0.106	0.230	0.041	-0.075	1.733
nonurse	-0.077	-0.230	0.574	0.055	-0.140	0.370
patsyou	-0.598	-1.271	1.209	-0.096	-0.836	-0.133
lastrns	-0.285	0.229	-0.931	-0.021	-0.115	0.384
safety	-0.181	-0.461	0.644	0.077	-0.299	0.173
fulltime	-0.003	0.002	-0.022	0.012	-0.005	0.043
emplytype	0.028	0.020	0.038	0.006	0.042	-0.037
yrs_unit	-0.179	0.158	0.244	0.170	-0.256	0.386
MBI_EE	-1.615	-2.736	5.363	0.366	-1.466	1.739
satisjob	0.139	0.261	-0.380	-0.028	0.115	-0.134

Covariance Matrix

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
nonurse	1.933					
patsyou	0.326	73.579				
lastrns	0.002	-11.552	29.450			
safety	0.388	2.241	-1.078	3.841		
fulltime	0.008	0.021	-0.010	-0.002	0.241	
emplytype	0.106	0.664	-0.465	-0.086	0.052	0.591
yrs_unit	1.159	-0.217	-1.234	-0.074	0.073	0.875
MBI_EE	3.315	16.539	0.665	6.383	0.532	0.629
satisjob	-0.303	-1.037	0.458	-0.409	-0.001	-0.051

Covariance Matrix

	yrs_unit	MBI_EE	satisjob
yrs_unit	38.553		
MBI_EE	-3.682	113.963	
satisjob	-0.519	-5.660	0.723

Continuity of Care Model

Parameter Specifications

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0	0	1	2	3	0
ETA 2	0	0	6	0	0	0
ETA 3	0	0	0	0	0	11
ETA 4	0	0	0	0	0	19
ETA 5	0	24	25	0	0	0
ETA 6	0	0	0	0	0	0
ETA 7	0	0	0	0	0	28
ETA 8	0	0	0	0	0	31
ETA 9	0	0	0	0	0	33
ETA 10	0	0	34	0	0	35
ETA 11	0	0	0	0	0	36
ETA 12	0	0	0	0	0	37
ETA 13	0	0	0	0	0	38
ETA 14	0	0	0	0	0	39
ETA 15	0	0	44	0	0	45

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	0	4	0	0	0	0
ETA 2	0	7	0	8	0	0
ETA 3	12	13	14	0	15	16
ETA 4	20	21	22	0	0	0
ETA 5	0	26	0	0	0	0
ETA 6	0	0	0	0	0	0
ETA 7	0	0	0	0	0	29
ETA 8	0	0	32	0	0	0
ETA 9	0	0	0	0	0	0
ETA 10	0	0	0	0	0	0
ETA 11	0	0	0	0	0	0
ETA 12	0	0	0	0	0	0
ETA 13	0	0	0	0	0	0
ETA 14	40	41	0	42	43	0
ETA 15	0	0	0	0	0	0

BETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	0	0	5
ETA 2	0	9	10
ETA 3	17	18	0
ETA 4	23	0	0
ETA 5	0	27	0
ETA 6	0	0	0
ETA 7	30	0	0
ETA 8	0	0	0
ETA 9	0	0	0
ETA 10	0	0	0
ETA 11	0	0	0
ETA 12	0	0	0
ETA 13	0	0	0
ETA 14	0	0	0
ETA 15	46	47	0

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----
ETA 1	48					
ETA 2	49	50				
ETA 3	0	0	51			
ETA 4	0	0	52	53		
ETA 5	0	0	0	0	54	
ETA 6	0	0	0	0	0	55
ETA 7	0	0	0	0	0	0
ETA 8	0	0	0	0	0	0
ETA 9	0	0	0	0	0	0
ETA 10	0	0	0	0	0	0
ETA 11	0	0	0	0	0	0
ETA 12	0	0	0	0	0	0
ETA 13	0	0	0	0	0	0
ETA 14	0	0	0	0	0	0
ETA 15	0	0	0	0	0	0

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ETA 7	56					
ETA 8	0	57				

ETA 9	0	0	58			
ETA 10	0	0	0	59		
ETA 11	0	0	0	0	60	
ETA 12	0	0	0	0	61	62
ETA 13	0	0	0	0	0	63
ETA 14	0	0	0	0	0	0
ETA 15	0	0	0	0	0	0

PSI

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 13	64		
ETA 14	0	65	
ETA 15	0	0	66

Continuity of Care Model

Initial Estimates (TSLS)

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----
ptmanage	1.000	--	--	--	--	--
qualunit	--	1.000	--	--	--	--
unmet2	--	--	1.000	--	--	--
prepare	--	--	--	1.000	--	--
famres	--	--	--	--	1.000	--
SHR	--	--	--	--	--	1.000
nonurse	--	--	--	--	--	--
patsyou	--	--	--	--	--	--
lastrns	--	--	--	--	--	--
safety	--	--	--	--	--	--
fulltime	--	--	--	--	--	--
emplype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ptmanage	--	--	--	--	--	--

qualunit	--	--	--	--	--	--
unmet2	--	--	--	--	--	--
prepare	--	--	--	--	--	--
famres	--	--	--	--	--	--
SHR	--	--	--	--	--	--
nonurse	1.000	--	--	--	--	--
patsyou	--	1.000	--	--	--	--
lastrns	--	--	1.000	--	--	--
safety	--	--	--	1.000	--	--
fulltime	--	--	--	--	1.000	--
emplytype	--	--	--	--	--	1.000
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	--	--	--
qualunit	--	--	--
unmet2	--	--	--
prepare	--	--	--
famres	--	--	--
SHR	--	--	--
nonurse	--	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	--	--	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	1.000	--	--
MBI_EE	--	1.000	--
satisjob	--	--	1.000

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----
ETA 1	--	--	0.500	0.500	0.500	--
ETA 2	--	--	0.500	--	--	--
ETA 3	--	--	--	--	--	0.500
ETA 4	--	--	--	--	--	0.500
ETA 5	--	0.500	0.500	--	--	--
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.500

ETA 8	--	--	--	--	--	0.500
ETA 9	--	--	--	--	--	0.500
ETA 10	--	--	0.500	--	--	0.500
ETA 11	--	--	--	--	--	0.500
ETA 12	--	--	--	--	--	0.500
ETA 13	--	--	--	--	--	0.500
ETA 14	--	--	--	--	--	0.500
ETA 15	--	--	0.500	--	--	0.500

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	--	0.500	--	--	--	--
ETA 2	--	0.500	--	0.500	--	--
ETA 3	0.500	0.500	0.500	--	0.500	0.500
ETA 4	0.500	0.500	0.500	--	--	--
ETA 5	--	0.500	--	--	--	--
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	0.500	--
ETA 8	--	--	0.500	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.500	0.500	--	0.500	0.500	--
ETA 15	--	--	--	--	--	--

BETA

	ETA 13	ETA 14	ETA 15
ETA 1	--	--	0.500
ETA 2	--	0.500	0.500
ETA 3	0.500	0.500	--
ETA 4	0.500	--	--
ETA 5	--	0.500	--
ETA 6	--	--	--
ETA 7	0.500	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	--	--	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--

ETA 14	--	--	--
ETA 15	0.500	0.500	--

Covariance Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.450					
ETA 2	0.250	0.450				
ETA 3	--	--	1.500			
ETA 4	--	--	0.300	0.100		
ETA 5	--	--	--	--	0.500	
ETA 6	--	--	--	--	--	1.500
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

Covariance Matrix of ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.500					
ETA 8	--	73.000				
ETA 9	--	--	29.000			
ETA 10	--	--	--	2.900		
ETA 11	--	--	--	--	0.500	
ETA 12	--	--	--	--	0.052	0.500
ETA 13	--	--	--	--	--	0.875
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

Covariance Matrix of ETA

	ETA 13	ETA 14	ETA 15
ETA 13	37.000		
ETA 14	--	113.000	
ETA 15	--	--	0.700

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.450					
ETA 2	0.250	0.450				
ETA 3	--	--	1.500			
ETA 4	--	--	0.300	0.100		
ETA 5	--	--	--	--	0.500	
ETA 6	--	--	--	--	--	1.500
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.500					
ETA 8	--	73.000				
ETA 9	--	--	29.000			
ETA 10	--	--	--	2.900		
ETA 11	--	--	--	--	0.500	
ETA 12	--	--	--	--	0.052	0.500
ETA 13	--	--	--	--	--	0.875
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	37.000		
ETA 14	--	113.000	
ETA 15	--	--	0.700

Squared Multiple Correlations for Reduced Form

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-2844.569	-1675.658	-121.688	-613.828	-1840.724	--

Squared Multiple Correlations for Reduced Form

ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
-7.542	-0.111	-0.013	-17.259	-0.750	-0.750

Squared Multiple Correlations for Reduced Form

ETA 13	ETA 14	ETA 15
-0.010	-0.911	-330.535

THETA-EPS

ptmanage	qualunit	unmet2	prepare	famres	SHR
0.166	0.045	0.364	0.016	0.116	0.433

THETA-EPS

nonurse	patsyou	lastrns	safety	fulltime	empltpe
0.193	3.679	2.945	1.152	0.024	0.006

THETA-EPS

yrs_unit	MBI_EE	satisjob
3.855	17.094	0.036

Behavior under Minimization Iterations

Iter	Try	Abscissa	Slope	Function
1	0	0.00000000D+00	-0.56427847D+02	0.13577465D+01
	1	0.10000000D+01		
	2	0.50000000D+00		
	3	0.25000000D+00	0.44724469D+02	0.13494084D+02
	4	0.13946257D+00	0.41589742D+02	0.89353183D+01
	5	0.80287350D-01	0.52285641D+02	0.62418512D+01
	6	0.41673231D-01	0.76098525D+02	0.38230040D+01
	7	0.17743870D-01	0.72926976D+02	0.19039919D+01
	8	0.77403250D-02	0.32332229D+02	0.13446516D+01
	9	0.49207920D-02	0.12090574D+02	0.12806533D+01
	10	0.40524825D-02	0.44212068D+01	0.12734194D+01

2	0	0.00000000D+00	-0.11417050D+02	0.12734194D+01
	1	0.40524825D-02	-0.78781884D+01	0.12340990D+01
	2	0.81049649D-02	-0.35389195D+01	0.12106419D+01
	3	0.16209930D-01	0.93321307D+01	0.12291636D+01
	4	0.10333440D-01	-0.68171776D+00	0.12058658D+01
3	0	0.00000000D+00	-0.65997312D+01	0.12058658D+01
	1	0.10333440D-01	-0.45258178D+01	0.11483549D+01
	2	0.20666881D-01	-0.24145178D+01	0.11124612D+01
	3	0.41333761D-01	0.19270755D+01	0.11071659D+01
	4	0.32160484D-01	-0.18442199D-01	0.10984323D+01
4	0	0.00000000D+00	-0.33388868D+01	0.10984323D+01
	1	0.32160484D-01	0.16765535D+01	0.10614179D+01
	2	0.21409928D-01	-0.45516784D+00	0.10554279D+01
	3	0.23705400D-01	-0.51515724D-01	0.10548417D+01
5	0	0.00000000D+00	-0.22599432D+01	0.10548417D+01
	1	0.23705400D-01	-0.15825265D+01	0.10093006D+01
	2	0.47410801D-01	-0.90571323D+00	0.97980788D+00
	3	0.94821602D-01	0.45447987D+00	0.96904710D+00
	4	0.78980281D-01	-0.19634680D-02	0.96546664D+00
6	0	0.00000000D+00	-0.18576337D+01	0.96546664D+00
	1	0.78980281D-01	-0.97898910D+00	0.85188220D+00
	2	0.15796056D+00	0.25913064D+00	0.82007100D+00
	3	0.14143049D+00	-0.46030097D-01	0.81835233D+00
7	0	0.00000000D+00	-0.11736338D+01	0.81835233D+00
	1	0.14143049D+00	-0.32451686D+00	0.70765377D+00
	2	0.28286098D+00	0.14091903D+01	0.76538649D+00
	3	0.16790357D+00	-0.10449458D+00	0.70191005D+00
8	0	0.00000000D+00	-0.85467590D+00	0.70191005D+00
	1	0.16790357D+00	-0.31487717D+00	0.60279000D+00
	2	0.33580715D+00	0.37181828D+00	0.60413631D+00
	3	0.24489404D+00	-0.29892652D-01	0.58927717D+00
9	0	0.00000000D+00	-0.68751482D+00	0.58927717D+00
	1	0.24489404D+00	0.27945349D+00	0.54285549D+00
	2	0.17411975D+00	0.88910737D-02	0.53278046D+00
10	0	0.00000000D+00	-0.40980845D+00	0.53278046D+00
	1	0.17411975D+00	0.11565399D+00	0.50453317D+00
	2	0.13579609D+00	-0.16986638D-01	0.50268232D+00

11	0	0.00000000D+00	-0.29273733D+00	0.50268232D+00
	1	0.13579609D+00	-0.22508435D+00	0.46750987D+00
	2	0.27159219D+00	-0.15525576D+00	0.44164927D+00
	3	0.54318437D+00	0.15746575D-03	0.41994966D+00
12	0	0.00000000D+00	-0.19892703D+00	0.41994966D+00
	1	0.54318437D+00	0.48183183D+00	0.49913084D+00
	2	0.15872589D+00	0.10191017D-01	0.40531542D+00
13	0	0.00000000D+00	-0.11271210D+00	0.40531542D+00
	1	0.15872589D+00	-0.50881508D-01	0.39231478D+00
	2	0.31745177D+00	0.12249719D-01	0.38923176D+00
	3	0.28665327D+00	-0.10100744D-03	0.38904480D+00
14	0	0.00000000D+00	-0.85861590D-01	0.38904480D+00
	1	0.28665327D+00	-0.35572297D-01	0.37154143D+00
	2	0.57330654D+00	0.19698791D-01	0.36912504D+00
	3	0.47114241D+00	-0.68972460D-03	0.36816118D+00
15	0	0.00000000D+00	-0.61396659D-01	0.36816118D+00
	1	0.47114241D+00	0.23462313D-01	0.35913411D+00
	2	0.34087815D+00	-0.24670711D-03	0.35762457D+00
16	0	0.00000000D+00	-0.41516601D-01	0.35762457D+00
	1	0.34087815D+00	-0.21099083D-01	0.34694679D+00
	2	0.68175631D+00	-0.40792719D-03	0.34327125D+00
17	0	0.00000000D+00	-0.33794072D-01	0.34327125D+00
	1	0.68175631D+00	-0.65478901D-02	0.32953540D+00
	2	0.13635126D+01	0.20487645D-01	0.33429569D+00
	3	0.84687475D+00	0.14585706D-04	0.32899617D+00
18	0	0.00000000D+00	-0.26945683D-01	0.32899617D+00
	1	0.84687475D+00	0.68042909D-03	0.31775304D+00
19	0	0.00000000D+00	-0.20564266D-01	0.31775304D+00
	1	0.84687475D+00	-0.49288692D-02	0.30699850D+00
	2	0.16937495D+01	0.10192663D-01	0.30925974D+00
	3	0.11229139D+01	0.51065876D-04	0.30632648D+00
20	0	0.00000000D+00	-0.14565255D-01	0.30632648D+00
	1	0.11229139D+01	0.88645472D-03	0.29878146D+00
21	0	0.00000000D+00	-0.11736223D-01	0.29878146D+00
	1	0.11229139D+01	-0.44405335D-02	0.28965531D+00

	2	0.22458278D+01	0.33746804D-02	0.28900293D+00
	3	0.17609434D+01	-0.71059226D-04	0.28820660D+00
22	0	0.00000000D+00	-0.85663450D-02	0.28820660D+00
	1	0.17609434D+01	0.17976128D-02	0.28232170D+00
	2	0.14555104D+01	0.35398125D-04	0.28204142D+00
23	0	0.00000000D+00	-0.67258495D-02	0.28204142D+00
	1	0.14555104D+01	-0.19050246D-02	0.27576158D+00
	2	0.29110208D+01	0.29030678D-02	0.27648974D+00
	3	0.20322013D+01	0.17819205D-05	0.27521288D+00
24	0	0.00000000D+00	-0.57975427D-02	0.27521288D+00
	1	0.20322013D+01	-0.22476689D-02	0.26702690D+00
	2	0.40644026D+01	0.13733944D-02	0.26612564D+00
	3	0.32936306D+01	-0.90227576D-05	0.26560057D+00
25	0	0.00000000D+00	-0.53843816D-02	0.26560057D+00
	1	0.32936306D+01	-0.11602820D-02	0.25486414D+00
	2	0.65872613D+01	0.29194078D-02	0.25779914D+00
	3	0.42303539D+01	0.14174501D-04	0.25432825D+00
26	0	0.00000000D+00	-0.47845933D-02	0.25432825D+00
	1	0.42303539D+01	0.98109369D-03	0.24648695D+00
	2	0.35105137D+01	0.39951657D-04	0.24611852D+00
27	0	0.00000000D+00	-0.43616341D-02	0.24611852D+00
	1	0.35105137D+01	-0.85628008D-03	0.23686781D+00
	2	0.70210274D+01	0.30063463D-02	0.24052348D+00
	3	0.42887362D+01	-0.34032968D-04	0.23652021D+00
28	0	0.00000000D+00	-0.37992863D-02	0.23652021D+00
	1	0.42887362D+01	-0.65453715D-03	0.22698868D+00
	2	0.85774725D+01	0.24428515D-02	0.23083822D+00
	3	0.51950278D+01	0.35355554D-05	0.22669384D+00
29	0	0.00000000D+00	-0.31941983D-02	0.22669384D+00
	1	0.51950278D+01	0.12336577D-02	0.22150007D+00
	2	0.37476262D+01	-0.23795325D-04	0.22062683D+00
30	0	0.00000000D+00	-0.27182429D-02	0.22062683D+00
	1	0.37476262D+01	0.48056091D-03	0.21638800D+00
	2	0.31846149D+01	-0.94242754D-05	0.21625553D+00
31	0	0.00000000D+00	-0.19809082D-02	0.21625553D+00
	1	0.31846149D+01	0.22220759D-02	0.21668743D+00

	2	0.15009407D+01	0.22508861D-04	0.21479103D+00
32	0	0.00000000D+00	-0.13075444D-02	0.21479103D+00
	1	0.15009407D+01	-0.24929912D-03	0.21362336D+00
	2	0.30018814D+01	0.80383148D-03	0.21404010D+00
	3	0.18562463D+01	0.43097964D-06	0.21357915D+00
33	0	0.00000000D+00	-0.77861247D-03	0.21357915D+00
	1	0.18562463D+01	-0.38416514D-03	0.21250018D+00
	2	0.37124925D+01	0.88550837D-05	0.21215206D+00
34	0	0.00000000D+00	-0.61843014D-03	0.21215206D+00
	1	0.37124925D+01	-0.13878595D-03	0.21074150D+00
	2	0.74249851D+01	0.35772875D-03	0.21114244D+00
	3	0.47502096D+01	-0.17677722D-05	0.21066846D+00
35	0	0.00000000D+00	-0.54978398D-03	0.21066846D+00
	1	0.47502096D+01	-0.15085504D-03	0.20900849D+00
	2	0.95004193D+01	0.23798571D-03	0.20921930D+00
	3	0.65931057D+01	0.11634914D-05	0.20887079D+00
36	0	0.00000000D+00	-0.47818429D-03	0.20887079D+00
	1	0.65931057D+01	0.67846022D-04	0.20751215D+00
	2	0.57738911D+01	-0.59075744D-06	0.20748461D+00
37	0	0.00000000D+00	-0.40977607D-03	0.20748461D+00
	1	0.57738911D+01	-0.22517007D-03	0.20565173D+00
	2	0.11547782D+02	-0.40945540D-04	0.20488366D+00
38	0	0.00000000D+00	-0.43264844D-03	0.20488366D+00
	1	0.11547782D+02	0.33037526D-03	0.20428489D+00
	2	0.65478044D+01	-0.10559355D-05	0.20346229D+00
39	0	0.00000000D+00	-0.37176614D-03	0.20346229D+00
	1	0.65478044D+01	-0.27362583D-03	0.20134973D+00
	2	0.13095609D+02	-0.17619208D-03	0.19987745D+00
	3	0.26191218D+02	0.16608595D-04	0.19883551D+00
40	0	0.00000000D+00	-0.38322540D-03	0.19883551D+00
	1	0.26191218D+02	0.20387451D-03	0.19642151D+00
	2	0.17096136D+02	-0.34076597D-05	0.19551271D+00
41	0	0.00000000D+00	-0.35876644D-03	0.19551271D+00
	1	0.17096136D+02	-0.29322558D-03	0.18993671D+00
	2	0.34192271D+02	-0.22576507D-03	0.18549760D+00
	3	0.68384543D+02	-0.85059843D-04	0.18016170D+00

4	0.13676909D+03	0.21946179D-03	0.18458227D+00
5	0.87485906D+02	-0.30938599D-05	0.17931594D+00
42	0 0.00000000D+00	-0.34975697D-03	0.17931594D+00
1	0.87485906D+02	0.84594469D-03	0.20091512D+00
2	0.25590669D+02	-0.22329647D-05	0.17480296D+00
43	0 0.00000000D+00	-0.32665152D-03	0.17480296D+00
1	0.25590669D+02	0.59191970D-04	0.17139270D+00
2	0.21664823D+02	0.34432182D-06	0.17127580D+00
44	0 0.00000000D+00	-0.29872326D-03	0.17127580D+00
1	0.21664823D+02	0.14143440D-03	0.16960113D+00
2	0.14703337D+02	0.17491924D-05	0.16910181D+00
45	0 0.00000000D+00	-0.26984815D-03	0.16910181D+00
1	0.14703337D+02	-0.89753985D-04	0.16645384D+00
2	0.29406675D+02	0.93927420D-04	0.16648002D+00
3	0.21887968D+02	-0.45905233D-06	0.16612925D+00
46	0 0.00000000D+00	-0.24704259D-03	0.16612925D+00
1	0.21887968D+02	0.71263610D-05	0.16350836D+00
47	0 0.00000000D+00	-0.23504751D-03	0.16350836D+00
1	0.21887968D+02	0.20712764D-04	0.16116556D+00
48	0 0.00000000D+00	-0.25632549D-03	0.16116556D+00
1	0.21887968D+02	0.67731510D-03	0.16576816D+00
2	0.60092120D+01	-0.23533092D-06	0.16039463D+00
49	0 0.00000000D+00	-0.20952213D-03	0.16039463D+00
1	0.60092120D+01	-0.18229138D-03	0.15921736D+00
2	0.12018424D+02	-0.15501052D-03	0.15820388D+00
3	0.24036848D+02	-0.10030136D-03	0.15666946D+00
4	0.48073696D+02	0.96864890D-05	0.15557892D+00
50	0 0.00000000D+00	-0.21266414D-03	0.15557892D+00
1	0.48073696D+02	0.14987886D-02	0.18669706D+00
2	0.59736099D+01	0.30740525D-05	0.15495347D+00
51	0 0.00000000D+00	-0.17237943D-03	0.15495347D+00
1	0.59736099D+01	-0.14092235D-03	0.15401779D+00
2	0.11947220D+02	-0.10965024D-03	0.15326948D+00
3	0.23894440D+02	-0.47666757D-04	0.15233047D+00
4	0.47788879D+02	0.74025825D-04	0.15265147D+00
5	0.33253847D+02	0.36340902D-06	0.15210947D+00

52	0	0.00000000D+00	-0.16210472D-03	0.15210947D+00
	1	0.33253847D+02	0.15377234D-03	0.15197990D+00
	2	0.17065518D+02	0.40281394D-06	0.15073109D+00
53	0	0.00000000D+00	-0.13226299D-03	0.15073109D+00
	1	0.17065518D+02	0.12579038D-03	0.15068023D+00
	2	0.87467811D+01	0.38386931D-06	0.15015490D+00
54	0	0.00000000D+00	-0.10421784D-03	0.15015490D+00
	1	0.87467811D+01	-0.42055628D-04	0.14951466D+00
	2	0.17493562D+02	0.20865864D-04	0.14942142D+00
	3	0.14592977D+02	-0.86739871D-07	0.14939130D+00
55	0	0.00000000D+00	-0.95758168D-04	0.14939130D+00
	1	0.14592977D+02	-0.51883093D-04	0.14831386D+00
	2	0.29185954D+02	-0.78638142D-05	0.14787775D+00
56	0	0.00000000D+00	-0.10953561D-03	0.14787775D+00
	1	0.29185954D+02	0.55658637D-03	0.15436793D+00
	2	0.47992732D+01	-0.10149840D-05	0.14761228D+00
57	0	0.00000000D+00	-0.85899085D-04	0.14761228D+00
	1	0.47992732D+01	-0.80101925D-04	0.14721394D+00
	2	0.95985463D+01	-0.74306192D-04	0.14684341D+00
	3	0.19197093D+02	-0.62719451D-04	0.14618580D+00
	4	0.38394185D+02	-0.39568004D-04	0.14520404D+00
	5	0.76788370D+02	0.66217872D-05	0.14457211D+00
58	0	0.00000000D+00	-0.11556936D-03	0.14457211D+00
	1	0.76788370D+02	0.31064439D-02	0.25887284D+00
	2	0.27542973D+01	-0.27236798D-05	0.14440911D+00
59	0	0.00000000D+00	-0.71358305D-04	0.14440911D+00
	1	0.27542973D+01	-0.62996472D-04	0.14422407D+00
	2	0.55085946D+01	-0.54596658D-04	0.14406212D+00
	3	0.11017189D+02	-0.37682111D-04	0.14380789D+00
	4	0.22034378D+02	-0.33863884D-05	0.14358108D+00
60	0	0.00000000D+00	-0.63341470D-04	0.14358108D+00
	1	0.22034378D+02	0.10863137D-03	0.14407848D+00
	2	0.81157580D+01	-0.10101795D-06	0.14332355D+00
61	0	0.00000000D+00	-0.53798963D-04	0.14332355D+00
	1	0.81157580D+01	-0.44279684D-04	0.14292561D+00
	2	0.16231516D+02	-0.34835506D-04	0.14260462D+00

3	0.32463032D+02	-0.16166974D-04	0.14219109D+00	
4	0.64926064D+02	0.20327371D-04	0.14226159D+00	
5	0.46844137D+02	0.13547811D-06	0.14207608D+00	
62	0	0.00000000D+00	-0.51696233D-04	0.14207608D+00
	1	0.46844137D+02	-0.30394342D-04	0.14015445D+00
	2	0.93688274D+02	-0.93618878D-05	0.13922428D+00
	3	0.18737655D+03	0.31999025D-04	0.14029150D+00
	4	0.11489426D+03	0.77895681D-07	0.13912593D+00
63	0	0.00000000D+00	-0.51147946D-04	0.13912593D+00
	1	0.11489426D+03	-0.39729568D-04	0.13390215D+00
	2	0.22978853D+03	-0.27971368D-04	0.13000954D+00
	3	0.45957705D+03	-0.33124176D-05	0.12638433D+00
64	0	0.00000000D+00	-0.15637359D-03	0.12638433D+00
	1	0.45957705D+03		
	2	0.22978853D+03		
	3	0.11489426D+03	0.57012421D-01	0.17812067D+01
	4	0.31426986D+00	-0.12102074D-03	0.12634073D+00
	5	0.55697456D+00	-0.93646456D-04	0.12631468D+00
	6	0.74447271D+00	-0.72455650D-04	0.12629911D+00
	7	0.88935867D+00	-0.56054913D-04	0.12628980D+00
	8	0.10013388D+01	-0.43363506D-04	0.12628423D+00
	9	0.10878996D+01	-0.33543720D-04	0.12628091D+00
	10	0.11548192D+01	-0.25946544D-04	0.12627891D+00
	11	0.12065588D+01	-0.20069357D-04	0.12627772D+00
	12	0.12465648D+01	-0.15523021D-04	0.12627701D+00
65	0	0.00000000D+00	-0.54094225D-04	0.12627701D+00
	1	0.12465648D+01	-0.49686610D-04	0.12621233D+00
	2	0.24931295D+01	-0.45283252D-04	0.12615314D+00
	3	0.49862590D+01	-0.36489314D-04	0.12605120D+00
	4	0.99725181D+01	-0.18952552D-04	0.12591301D+00
	5	0.19945036D+02	0.15916456D-04	0.12589810D+00
	6	0.15392938D+02	0.33830936D-07	0.12586177D+00
66	0	0.00000000D+00	-0.50883521D-04	0.12586177D+00
	1	0.15392938D+02	-0.47938327D-04	0.12510115D+00
	2	0.30785876D+02	-0.44959678D-04	0.12438612D+00
	3	0.61571752D+02	-0.38897707D-04	0.12309494D+00
	4	0.12314350D+03	-0.26322763D-04	0.12108386D+00
	5	0.24628701D+03	0.92628869D-06	0.11948890D+00
67	0	0.00000000D+00	-0.54765454D-04	0.11948890D+00
	1	0.24628701D+03	0.70243171D-03	0.21046709D+00

	2	0.17813088D+02	0.25497978D-04	0.11923944D+00
	3	0.12154250D+02	0.80956756D-06	0.11916467D+00
68	0	0.00000000D+00	-0.50655953D-04	0.11916467D+00
	1	0.12154250D+02	-0.47638485D-04	0.11856729D+00
	2	0.24308501D+02	-0.44589631D-04	0.11800678D+00
	3	0.48617002D+02	-0.38395251D-04	0.11699789D+00
	4	0.97234003D+02	-0.25601324D-04	0.11543998D+00
	5	0.19446801D+03	0.17698542D-05	0.11426103D+00
69	0	0.00000000D+00	-0.61942526D-04	0.11426103D+00
	1	0.19446801D+03	0.14323137D-02	0.27082077D+00
	2	0.80614285D+01	0.39712605D-04	0.11417576D+00
	3	0.49121500D+01	0.76490944D-06	0.11411178D+00
70	0	0.00000000D+00	-0.50039901D-04	0.11411178D+00
	1	0.49121500D+01	-0.49061590D-04	0.11386838D+00
	2	0.98242999D+01	-0.48083434D-04	0.11362978D+00
	3	0.19648600D+02	-0.46127548D-04	0.11316700D+00
	4	0.39297200D+02	-0.42217259D-04	0.11229908D+00
	5	0.78594399D+02	-0.34400761D-04	0.11079366D+00
	6	0.15718880D+03	-0.18769297D-04	0.10870416D+00
	7	0.31437760D+03	0.12606682D-04	0.10821664D+00
	8	0.25122007D+03	-0.30185707D-07	0.10781977D+00
71	0	0.00000000D+00	-0.49678899D-04	0.10781977D+00
	1	0.25122007D+03	0.11997219D-04	0.10363397D+00
	2	0.20235282D+03	0.19200005D-05	0.10329081D+00
72	0	0.00000000D+00	-0.62830002D-04	0.10329081D+00
	1	0.20235282D+03	0.23647921D-01	0.10573914D+01
	2	0.53620521D+00	-0.55427736D-04	0.10325911D+00
	3	0.10081317D+01	-0.48886539D-04	0.10323449D+00
	4	0.14235060D+01	-0.43108663D-04	0.10321538D+00
	5	0.17891209D+01	-0.38006930D-04	0.10320055D+00
	6	0.21109496D+01	-0.33503701D-04	0.10318905D+00
	7	0.23942452D+01	-0.29529927D-04	0.10318012D+00
	8	0.26436286D+01	-0.26024269D-04	0.10317319D+00
	9	0.28631647D+01	-0.22932293D-04	0.10316782D+00
	10	0.30564300D+01	-0.20205736D-04	0.10316365D+00
	11	0.32265715D+01	-0.17801844D-04	0.10316041D+00
	12	0.33763583D+01	-0.15682769D-04	0.10315791D+00
	13	0.35082276D+01	-0.13815028D-04	0.10315596D+00
	14	0.36243241D+01	-0.12169016D-04	0.10315445D+00
	15	0.37265354D+01	-0.10718568D-04	0.10315328D+00
	16	0.38165232D+01	-0.94405727D-05	0.10315238D+00

17	0.38957500D+01	-0.83146224D-05	0.10315167D+00
18	0.39655031D+01	-0.73227024D-05	0.10315113D+00
19	0.40269158D+01	-0.64489160D-05	0.10315071D+00
20	0.40809856D+01	-0.56792389D-05	0.10315038D+00
73	0 0.00000000D+00	-0.47721368D-04	0.10315038D+00
	1 0.40809856D+01	-0.34345908D-04	0.10298291D+00
	2 0.81619711D+01	-0.20928598D-04	0.10287010D+00
	3 0.16323942D+02	0.60411488D-05	0.10280922D+00
	4 0.14495683D+02	-0.16377812D-07	0.10280372D+00
74	0 0.00000000D+00	-0.43547974D-04	0.10280372D+00
	1 0.14495683D+02	-0.30326380D-04	0.10226937D+00
	2 0.28991367D+02	-0.17968777D-04	0.10192034D+00
	3 0.57982733D+02	0.44157885D-05	0.10173100D+00
	4 0.52263625D+02	0.22955602D-06	0.10171766D+00
75	0 0.00000000D+00	-0.37214329D-04	0.10171766D+00
	1 0.52263625D+02	0.98060778D-05	0.10099265D+00
	2 0.41364078D+02	-0.16794093D-06	0.10094020D+00
76	0 0.00000000D+00	-0.36442282D-04	0.10094020D+00
	1 0.41364078D+02	-0.32452530D-04	0.99515096D-01
	2 0.82728155D+02	-0.28397489D-04	0.98256367D-01
	3 0.16545631D+03	-0.20086671D-04	0.96248996D-01
	4 0.33091262D+03	-0.26261366D-05	0.94354194D-01
77	0 0.00000000D+00	-0.10377675D-03	0.94354194D-01
	1 0.33091262D+03		
	2 0.16545631D+03	0.61520616D-01	0.25034464D+01
	3 0.27863183D+00	-0.83692347D-04	0.94328075D-01
	4 0.50303346D+00	-0.67476769D-04	0.94311113D-01
	5 0.68375856D+00	-0.54391174D-04	0.94300100D-01
	6 0.82930743D+00	-0.43835562D-04	0.94292952D-01
	7 0.94652633D+00	-0.35323482D-04	0.94288312D-01
	8 0.10409292D+01	-0.28461064D-04	0.94285301D-01
	9 0.11169569D+01	-0.22929735D-04	0.94283348D-01
	10 0.11781861D+01	-0.18472045D-04	0.94282080D-01
	11 0.12274971D+01	-0.14880076D-04	0.94281258D-01
	12 0.12672097D+01	-0.11986008D-04	0.94280725D-01
	13 0.12991923D+01	-0.96544445D-05	0.94280378D-01
78	0 0.00000000D+00	-0.37937501D-04	0.94280378D-01
	1 0.12991923D+01	-0.35556742D-04	0.94232637D-01
	2 0.25983846D+01	-0.33178276D-04	0.94187987D-01
	3 0.51967692D+01	-0.28428255D-04	0.94107951D-01

4	0.10393538D+02	-0.18956039D-04	0.93984844D-01	
5	0.20787077D+02	-0.12439956D-06	0.93885819D-01	
79	0	0.00000000D+00	-0.36093815D-04	0.93885819D-01
	1	0.20787077D+02	-0.33620570D-04	0.93161238D-01
	2	0.41574153D+02	-0.31146578D-04	0.92488077D-01
	3	0.83148306D+02	-0.26196571D-04	0.91296072D-01
	4	0.16629661D+03	-0.16290126D-04	0.89529673D-01
	5	0.33259323D+03	0.35327322D-05	0.88468917D-01
80	0	0.00000000D+00	-0.14053689D-03	0.88468917D-01
	1	0.33259323D+03		
	2	0.16629661D+03	0.48228213D-01	0.20263991D+01
	3	0.48317994D+00	-0.89604045D-04	0.88413318D-01
	4	0.79067633D+00	-0.57199759D-04	0.88390747D-01
	5	0.98673761D+00	-0.36542619D-04	0.88381557D-01
	6	0.11118984D+01	-0.23357268D-04	0.88377809D-01
	7	0.11918598D+01	-0.14934243D-04	0.88376278D-01
	8	0.12429700D+01	-0.95506556D-05	0.88375652D-01
81	0	0.00000000D+00	-0.35985029D-04	0.88375652D-01
	1	0.12429700D+01	-0.34410999D-04	0.88331902D-01
	2	0.24859400D+01	-0.32836296D-04	0.88290109D-01
	3	0.49718799D+01	-0.29684875D-04	0.88212396D-01
	4	0.99437598D+01	-0.23374056D-04	0.88080491D-01
	5	0.19887520D+02	-0.10721071D-04	0.87910940D-01
	6	0.39775039D+02	0.14705699D-04	0.87950301D-01
	7	0.28272993D+02	-0.19247489D-07	0.87865888D-01
82	0	0.00000000D+00	-0.34442575D-04	0.87865888D-01
	1	0.28272993D+02	-0.26039833D-04	0.87011400D-01
	2	0.56545987D+02	-0.17851997D-04	0.86391415D-01
	3	0.11309197D+03	-0.20743630D-05	0.85831656D-01
83	0	0.00000000D+00	-0.41802616D-04	0.85831656D-01
	1	0.11309197D+03	0.12780003D-02	0.16832435D+00
	2	0.35820047D+01	0.28066612D-04	0.85808046D-01
	3	0.21431061D+01	0.39818192D-06	0.85787504D-01
84	0	0.00000000D+00	-0.14528358D-04	0.85787504D-01
	1	0.21431061D+01	-0.52849833D-05	0.85766275D-01
	2	0.42862122D+01	0.39500325D-05	0.85764846D-01
	3	0.33695555D+01	0.10251366D-08	0.85763035D-01
85	0	0.00000000D+00	-0.91904221D-06	0.85763035D-01
	1	0.33695555D+01	0.10376742D-05	0.85763234D-01

2 0.15826329D+01 -0.63584471D-10 0.85762307D-01

86 0 0.00000000D+00 -0.37579005D-06 0.85762307D-01
1 0.15826329D+01 -0.34375137D-06 0.85761738D-01
2 0.31652657D+01 -0.31171864D-06 0.85761219D-01
3 0.63305315D+01 -0.24767102D-06 0.85760334D-01
4 0.12661063D+02 -0.11964702D-06 0.85759171D-01
5 0.25322126D+02 0.13611680D-06 0.85759276D-01
6 0.18583943D+02 0.47093899D-10 0.85758817D-01

87 0 0.00000000D+00 -0.35221541D-06 0.85758817D-01
1 0.18583943D+02 -0.28696688D-06 0.85752878D-01
2 0.37167886D+02 -0.22171554D-06 0.85748151D-01
3 0.74335771D+02 -0.91204705D-07 0.85742336D-01
4 0.14867154D+03 0.16984750D-06 0.85745259D-01
5 0.10030672D+03 -0.44771110D-11 0.85741152D-01

88 0 0.00000000D+00 -0.34135008D-06 0.85741152D-01
1 0.10030672D+03 0.36572025D-06 0.85742372D-01
2 0.48424752D+02 -0.20145061D-10 0.85732886D-01

89 0 0.00000000D+00 -0.27923886D-06 0.85732886D-01
1 0.48424752D+02 0.19831530D-05 0.85774054D-01
2 0.59768922D+01 -0.11749051D-08 0.85732048D-01

90 0 0.00000000D+00 -0.48904444D-07 0.85732048D-01
1 0.59768922D+01 0.13305963D-06 0.85732299D-01
2 0.16063423D+01 0.16808028D-11 0.85732009D-01

91 0 0.00000000D+00 -0.10703330D-07 0.85732009D-01
1 0.16063423D+01 -0.84785809D-08 0.85731993D-01
2 0.32126846D+01 -0.62538220D-08 0.85731981D-01
3 0.64253691D+01 -0.18042735D-08 0.85731968D-01
4 0.12850738D+02 0.70949469D-08 0.85731985D-01
5 0.77280813D+01 -0.13280936D-13 0.85731967D-01

92 0 0.00000000D+00 -0.91318105D-08 0.85731967D-01
1 0.77280813D+01 -0.87174330D-08 0.85731898D-01
2 0.15456163D+02 -0.83030649D-08 0.85731832D-01
3 0.30912325D+02 -0.74743569D-08 0.85731711D-01
4 0.61824651D+02 -0.58170534D-08 0.85731505D-01
5 0.12364930D+03 -0.25028966D-08 0.85731248D-01
6 0.24729860D+03 0.41236193D-08 0.85731348D-01
7 0.17035279D+03 0.28149280D-12 0.85731189D-01

93 0 0.00000000D+00 -0.90683654D-08 0.85731189D-01

1	0.17035279D+03	-0.80051689D-08	0.85729735D-01	
2	0.34070558D+03	-0.69419022D-08	0.85728462D-01	
3	0.68141116D+03	-0.48151584D-08	0.85726459D-01	
4	0.13628223D+04	-0.56083444D-09	0.85724627D-01	
94	0	0.00000000D+00	-0.59430986D-07	0.85724627D-01
1	0.13628223D+04	0.69142802D-04	0.13280283D+00	
2	0.11703940D+01	-0.42310664D-09	0.85724592D-01	
95	0	0.00000000D+00	-0.90143604D-08	0.85724592D-01
1	0.11703940D+01	-0.89897893D-08	0.85724582D-01	
2	0.23407879D+01	-0.89652182D-08	0.85724571D-01	
3	0.46815758D+01	-0.89160762D-08	0.85724550D-01	
4	0.93631516D+01	-0.88177929D-08	0.85724509D-01	
5	0.18726303D+02	-0.86212283D-08	0.85724427D-01	
6	0.37452606D+02	-0.82281081D-08	0.85724270D-01	
7	0.74905213D+02	-0.74419029D-08	0.85723976D-01	
8	0.14981043D+03	-0.58696341D-08	0.85723478D-01	
9	0.29962085D+03	-0.27256629D-08	0.85722834D-01	
10	0.59924170D+03	0.35600101D-08	0.85722959D-01	
11	0.42954575D+03	0.37190377D-12	0.85722657D-01	
96	0	0.00000000D+00	-0.88963197D-08	0.85722657D-01
1	0.42954575D+03	0.32405464D-07	0.85727705D-01	
2	0.92523276D+02	-0.85515115D-12	0.85722245D-01	
97	0	0.00000000D+00	-0.83171181D-09	0.85722245D-01
1	0.92523276D+02	0.77293986D-07	0.85725782D-01	
2	0.98498578D+00	-0.57769856D-12	0.85722245D-01	
98	0	0.00000000D+00	-0.23230340D-10	0.85722245D-01
1	0.98498578D+00	-0.20650346D-11	0.85722245D-01	
99	0	0.00000000D+00	-0.57101485D-12	0.85722245D-01
1	0.98498578D+00	-0.18323426D-13	0.85722245D-01	

Continuity of Care Model

Number of Iterations = 99

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	
ptmanage	1.000	--	--	--	--	--
qualunit	--	1.000	--	--	--	--
unmet2	--	--	1.000	--	--	--
prepare	--	--	--	1.000	--	--
famres	--	--	--	--	1.000	--
SHR	--	--	--	--	--	1.000
nonurse	--	--	--	--	--	--
patsyou	--	--	--	--	--	--
lastrns	--	--	--	--	--	--
safety	--	--	--	--	--	--
fulltime	--	--	--	--	--	--
empltype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	
ptmanage	--	--	--	--	--	--
qualunit	--	--	--	--	--	--
unmet2	--	--	--	--	--	--
prepare	--	--	--	--	--	--
famres	--	--	--	--	--	--

SHR	--	--	--	--	--	--
nonurse	1.000	--	--	--	--	--
patsyou	--	1.000	--	--	--	--
lastrns	--	--	1.000	--	--	--
safety	--	--	--	1.000	--	--
fulltime	--	--	--	--	1.000	--
empltype	--	--	--	--	--	1.000
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	--	--	--
qualunit	--	--	--
unmet2	--	--	--
prepare	--	--	--
famres	--	--	--
SHR	--	--	--
nonurse	--	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	--	--	--

fulltime -- -- --
 empltype -- -- --
 yrs_unit 1.000 -- --
 MBI_EE -- 1.000 --
 satisjob -- -- 1.000

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	--	-0.018 (0.053) -0.341	0.040 (0.150) 0.267	0.578 (0.062) 9.264	--
ETA 2	--	--	-0.120 (0.047) -2.528	--	--	--
ETA 3	--	--	--	--	0.077 (0.065) 1.179	--
ETA 4	--	--	--	--	0.025 (0.020) 1.227	--
ETA 5	--	0.182 (0.088) 2.069	-0.136 (0.061) -2.244	--	--	--
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	0.282 (0.082) 3.446	--
ETA 8	--	--	--	--	0.039 (0.502) 0.078	--
ETA 9	--	--	--	--	0.305	--

					(0.326)	
					0.935	
ETA 10	--	--	0.515	--	--	0.052
			(0.138)			(0.116)
			3.741			0.444
ETA 11	--	--	--	--	--	0.033
						(0.029)
						1.124
ETA 12	--	--	--	--	--	-0.029
						(0.046)
						-0.636
ETA 13	--	--	--	--	--	0.279
						(0.374)
						0.747
ETA 14	--	--	--	--	--	0.683
						(0.620)
						1.101
ETA 15	--	--	-0.092	--	--	-0.008
			(0.052)			(0.041)
			-1.771			-0.207

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	--	0.000	--	--	--	--
		(0.004)				
		0.057				
ETA 2	--	-0.010	--	-0.098	--	--
		(0.004)		(0.029)		
		-2.401		-3.412		
ETA 3	0.250	0.003	-0.034	--	-0.264	-0.049
	(0.053)	(0.008)	(0.013)		(0.130)	(0.077)
	4.716	0.420	-2.654		-2.024	-0.634
ETA 4	0.025	-0.002	-0.002	--	--	--
	(0.016)	(0.002)	(0.004)			

	1.534	-0.705	-0.434			
ETA 5	--	-0.006 (0.005) -1.008	--	--	--	--
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	0.162 (0.108) 1.504	--
ETA 8	--	--	-0.434 (0.102) -4.268	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	1.478 (0.487) 3.035	0.197 (0.071) 2.786	--	1.365 (0.493) 2.769	2.012 (1.310) 1.536	--
ETA 15	--	--	--	--	--	--

BETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	--	--	0.097 (0.050) 1.964
ETA 2	--	0.000 (0.006) 0.057	0.242 (0.063) 3.853
ETA 3	0.000	0.039	--

	(0.011)	(0.007)		
	0.025	5.378		
ETA 4	0.004	--	--	
	(0.003)			
	1.082			
ETA 5	--	-0.002	--	
		(0.006)		
		-0.345		
ETA 6	--	--	--	
ETA 7	0.026	--	--	
	(0.015)			
	1.775			
ETA 8	--	--	--	
ETA 9	--	--	--	
ETA 10	--	--	--	
ETA 11	--	--	--	
ETA 12	--	--	--	
ETA 13	--	--	--	
ETA 14	--	--	--	
ETA 15	-0.018	-0.054	--	
	(0.007)	(0.005)		
	-2.644	-10.069		

Covariance Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.309					
ETA 2	0.123	0.401				
ETA 3	-0.177	-0.299	1.079			
ETA 4	-0.016	-0.030	0.143	0.088		
ETA 5	0.285	0.125	-0.218	-0.025	0.461	
ETA 6	-0.044	-0.077	0.237	0.042	-0.049	1.300

ETA 7	-0.099	-0.160	0.577	0.056	-0.114	0.370
ETA 8	-0.542	-1.106	1.173	-0.103	-0.775	-0.121
ETA 9	0.188	0.333	-0.992	-0.014	0.264	0.396
ETA 10	-0.157	-0.442	0.691	0.076	-0.190	0.189
ETA 11	0.001	0.000	-0.033	0.002	0.004	0.043
ETA 12	-0.002	-0.005	-0.009	0.005	0.000	-0.038
ETA 13	-0.135	-0.254	0.363	0.166	-0.100	0.363
ETA 14	-1.482	-2.676	5.149	0.198	-1.465	1.755
ETA 15	0.140	0.258	-0.384	-0.027	0.116	-0.133

Covariance Matrix of ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.740					
ETA 8	-0.034	69.903				
ETA 9	0.113	-11.493	26.505			
ETA 10	0.317	0.598	-0.490	2.687		
ETA 11	0.021	-0.004	0.013	-0.015	0.217	
ETA 12	0.107	0.004	-0.012	-0.006	0.051	0.585
ETA 13	1.149	-0.034	0.111	0.206	0.012	0.864
ETA 14	3.290	14.459	-2.473	5.913	0.475	0.226
ETA 15	-0.254	-0.881	0.219	-0.386	-0.023	-0.027

Covariance Matrix of ETA

	ETA 13	ETA 14	ETA 15
ETA 13	34.697		
ETA 14	2.244	95.983	
ETA 15	-0.791	-5.670	0.691

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.126 (0.028) 4.490					
ETA 2	0.022 (0.019) 1.123	0.250 (0.026) 9.493				
ETA 3	--	--	0.651 (0.090)			

			7.260			
ETA 4	--	--	0.119	0.085		
			(0.021)	(0.009)		
			5.765	9.992		
ETA 5	--	--	--	--	0.401	
					(0.044)	
					9.098	
ETA 6	--	--	--	--	--	1.300
					(0.146)	
					8.905	
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.588					
	(0.153)					
	10.370					
ETA 8	--	64.917				
		(5.824)				
		11.147				
ETA 9	--	--	26.384			

				(2.473)		
				10.668		
ETA 10	--	--	--	2.257		
				(0.299)		
				7.558		
ETA 11	--	--	--	0.215		
				(0.020)		
				10.659		
ETA 12	--	--	--	0.052	0.583	
				(0.022)	(0.050)	
				2.347	11.755	
ETA 13	--	--	--	--	0.874	
					(0.286)	
					3.061	
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	34.596		
	(3.241)		
	10.675		
ETA 14	--	75.913	
		(8.364)	
		9.076	
ETA 15	--	--	0.336
			(0.036)
			9.411

Squared Multiple Correlations for Structural Equations

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
0.593	0.377	0.397	0.036	0.130	--

Squared Multiple Correlations for Structural Equations

ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
0.087	0.071	0.005	0.160	0.007	0.002

Squared Multiple Correlations for Structural Equations

ETA 13	ETA 14	ETA 15
0.003	0.209	0.513

THETA-EPS

ptmanage	qualunit	unmet2	prepare	famres	SHR
0.166	0.045	0.364	0.016	0.116	0.433

THETA-EPS

nonurse	patsyou	lastrns	safety	fulltime	empltpe
0.193	3.679	2.945	1.152	0.024	0.006

THETA-EPS

yrs_unit	MBI_EE	satisjob
3.855	17.094	0.036

Squared Multiple Correlations for Y - Variables

ptmanage	qualunit	unmet2	prepare	famres	SHR
0.650	0.899	0.748	0.850	0.800	0.750

Squared Multiple Correlations for Y - Variables

nonurse	patsyou	lastrns	safety	fulltime	empltpe
0.900	0.950	0.900	0.700	0.900	0.990

Squared Multiple Correlations for Y - Variables

yrs_unit	MBI_EE	satisjob
-----	-----	-----
0.900	0.849	0.950

Goodness of Fit Statistics

Degrees of Freedom = 54

Minimum Fit Function Chi-Square = 48.347 (P = 0.691)

Normal Theory Weighted Least Squares Chi-Square = 48.208 (P = 0.696)

Estimated Non-centrality Parameter (NCP) = 0.0

90 Percent Confidence Interval for NCP = (0.0 ; 13.812)

Minimum Fit Function Value = 0.171

Population Discrepancy Function Value (F0) = 0.0

90 Percent Confidence Interval for F0 = (0.0 ; 0.0490)

Root Mean Square Error of Approximation (RMSEA) = 0.0

90 Percent Confidence Interval for RMSEA = (0.0 ; 0.0301)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.999

Expected Cross-Validation Index (ECVI) = 0.660

90 Percent Confidence Interval for ECVI = (0.660 ; 0.709)

ECVI for Saturated Model = 0.851

ECVI for Independence Model = 3.567

Chi-Square for Independence Model with 105 Degrees of Freedom = 975.900

Independence AIC = 1005.900

Model AIC = 180.208

Saturated AIC = 240.000

Independence CAIC = 1075.582

Model CAIC = 486.807

Saturated CAIC = 797.454

Normed Fit Index (NFI) = 0.950

Non-Normed Fit Index (NNFI) = 1.013

Parsimony Normed Fit Index (PNFI) = 0.489

Comparative Fit Index (CFI) = 1.000

Incremental Fit Index (IFI) = 1.006

Relative Fit Index (RFI) = 0.904

Critical N (CN) = 473.861

Root Mean Square Residual (RMR) = 0.690

Standardized RMR = 0.0348
 Goodness of Fit Index (GFI) = 0.978
 Adjusted Goodness of Fit Index (AGFI) = 0.951
 Parsimony Goodness of Fit Index (PGFI) = 0.440

Continuity of Care Model

Fitted Covariance Matrix

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.475					
qualunit	0.123	0.446				
unmet2	-0.177	-0.299	1.443			
prepare	-0.016	-0.030	0.143	0.104		
famres	0.285	0.125	-0.218	-0.025	0.577	
SHR	-0.044	-0.077	0.237	0.042	-0.049	1.733
nonurse	-0.099	-0.160	0.577	0.056	-0.114	0.370
patsyou	-0.542	-1.106	1.173	-0.103	-0.775	-0.121
lastrns	0.188	0.333	-0.992	-0.014	0.264	0.396
safety	-0.157	-0.442	0.691	0.076	-0.190	0.189
fulltime	0.001	0.000	-0.033	0.002	0.004	0.043
empltype	-0.002	-0.005	-0.009	0.005	0.000	-0.038
yrs_unit	-0.135	-0.254	0.363	0.166	-0.100	0.363
MBI_EE	-1.482	-2.676	5.149	0.198	-1.465	1.755
satisjob	0.140	0.258	-0.384	-0.027	0.116	-0.133

Fitted Covariance Matrix

	nonurse	patsyou	lastrns	safety	fulltime	empltype
nonurse	1.933					
patsyou	-0.034	73.582				
lastrns	0.113	-11.493	29.450			
safety	0.317	0.598	-0.490	3.839		
fulltime	0.021	-0.004	0.013	-0.015	0.241	
empltype	0.107	0.004	-0.012	-0.006	0.051	0.590
yrs_unit	1.149	-0.034	0.111	0.206	0.012	0.864
MBI_EE	3.290	14.459	-2.473	5.913	0.475	0.226
satisjob	-0.254	-0.881	0.219	-0.386	-0.023	-0.027

Fitted Covariance Matrix

	yrs_unit	MBI_EE	satisjob
yrs_unit	38.552		

MBI_EE 2.244 113.077
 satisjob -0.791 -5.670 0.727

Fitted Residuals

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.000					
qualunit	0.000	0.004				
unmet2	-0.013	0.006	0.014			
prepare	0.001	0.001	0.004	0.000		
famres	0.000	0.002	-0.005	0.002	0.001	
SHR	-0.033	-0.029	-0.007	-0.001	-0.026	0.000
nonurse	0.022	-0.070	-0.003	-0.001	-0.026	0.000
patsyou	-0.056	-0.165	0.036	0.007	-0.061	-0.012
lastrns	-0.473	-0.104	0.061	-0.007	-0.379	-0.012
safety	-0.024	-0.019	-0.047	0.001	-0.109	-0.016
fulltime	-0.004	0.002	0.011	0.010	-0.009	0.000
emplype	0.030	0.025	0.047	0.001	0.042	0.001
yrs_unit	-0.044	0.412	-0.119	0.004	-0.156	0.023
MBI_EE	-0.133	-0.060	0.214	0.168	-0.001	-0.016
satisjob	-0.001	0.003	0.004	-0.001	-0.001	-0.001

Fitted Residuals

	nonurse	patsyou	lastrns	safety	fulltime	emplype
nonurse	0.000					
patsyou	0.360	-0.003				
lastrns	-0.111	-0.059	0.000			
safety	0.071	1.643	-0.588	0.002		
fulltime	-0.013	0.025	-0.023	0.013	0.000	
emplype	-0.001	0.660	-0.453	-0.080	0.001	0.001
yrs_unit	0.010	-0.183	-1.345	-0.280	0.061	0.011
MBI_EE	0.025	2.080	3.138	0.470	0.057	0.403
satisjob	-0.049	-0.156	0.239	-0.023	0.022	-0.024

Fitted Residuals

	yrs_unit	MBI_EE	satisjob
yrs_unit	0.001		
MBI_EE	-5.926	0.886	
satisjob	0.272	0.010	-0.004

Summary Statistics for Fitted Residuals

MBI_EE	-0.565	-0.918	0.806	0.894	-0.006	-0.435
satisjob	-0.081	0.554	0.248	-0.057	-0.028	-0.146

Standardized Residuals

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
nonurse	0.360					
patsyou	0.527	-2.069				
lastrns	-0.256	-1.853	--			
safety	0.541	1.751	-1.004	0.334		
fulltime	-0.331	0.100	-0.147	0.238	--	
emplytype	-0.387	1.685	-1.833	-0.928	0.258	0.301
yrs_unit	0.703	-0.058	-0.673	-0.407	0.338	0.285
MBI_EE	0.113	1.316	0.978	1.460	0.567	0.882
satisjob	-1.156	-0.510	0.932	-0.363	1.238	-0.673

Standardized Residuals

	yrs_unit	MBI_EE	satisjob
yrs_unit	0.525		
MBI_EE	-1.582	1.294	
satisjob	1.515	0.125	-0.630

Summary Statistics for Standardized Residuals

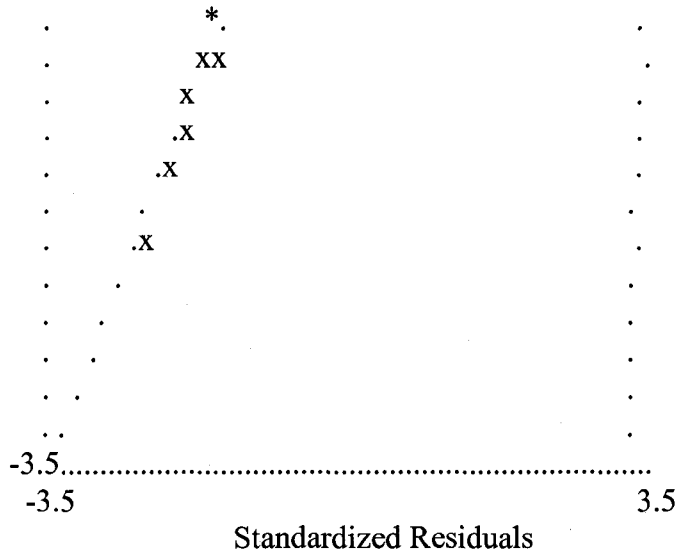
Smallest Standardized Residual = -2.307
 Median Standardized Residual = 0.000
 Largest Standardized Residual = 1.896

Stemleaf Plot

```

-22|1
-20|7
-18|53
-16|01
-14|8385
-12|51
-10|6440
-8|320061
-6|217753
-4|8755187411
-2|97654364
-0|886558665532100
0|3580001125689

```

Continuity of Care Model

Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	0.175	--	--	--	0.181
qualunit	0.473	--	--	0.056	0.560	0.499
unmet2	0.476	1.506	--	0.233	0.088	0.994
prepare	0.149	0.026	0.250	--	0.117	0.181
famres	0.095	0.175	--	0.024	--	0.044
SHR	0.183	0.160	0.192	0.746	0.045	--
nonurse	0.032	3.380	0.082	0.566	0.052	--
patsyou	5.223	2.843	0.485	0.027	5.452	0.879
lastrns	5.363	0.258	0.359	0.267	3.972	--
safety	0.640	1.089	0.323	0.035	1.852	0.628
fulltime	0.157	0.024	0.152	1.095	0.423	--
emplytype	1.382	0.350	1.685	0.008	1.966	--
ysr_unit	0.162	3.813	2.079	0.405	0.529	--
MBI_EE	0.001	0.203	0.323	1.169	0.119	0.138
satisjob	0.100	0.747	--	0.452	0.033	0.840

Modification Indices for LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	1.042	--	3.078	0.167	0.007	0.217
qualunit	1.590	--	0.537	1.403	0.001	1.502

unmet2	1.679	2.599	0.064	2.699	0.049	4.730
prepare	1.042	--	3.078	0.229	1.311	0.008
famres	0.477	--	0.264	1.656	0.057	1.023
SHR	0.013	0.021	0.114	0.358	0.000	0.260
nonurse	--	0.152	0.036	1.085	0.229	0.590
patsyou	0.102	--	3.450	2.519	0.013	1.985
lastrns	0.017	--	--	0.213	0.012	2.139
safety	0.025	3.002	2.117	--	0.017	0.864
fulltime	0.099	0.022	0.000	0.078	--	0.014
emplytype	0.130	2.886	3.108	0.832	0.130	--
yrs_unit	1.030	0.198	0.005	0.471	0.247	0.010
MBI_EE	0.977	0.017	3.797	0.110	2.070	0.435
satisjob	0.507	0.017	4.386	0.025	1.981	0.267

Modification Indices for LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	0.025	0.286	--
qualunit	2.651	--	0.015
unmet2	0.545	1.550	1.448
prepare	0.025	0.905	0.092
famres	0.535	0.286	0.015
SHR	1.554	0.089	0.183
nonurse	2.396	0.307	1.775
patsyou	0.035	3.026	0.126
lastrns	0.595	0.681	0.657
safety	0.072	1.329	0.132
fulltime	0.206	0.181	1.950
emplytype	--	1.329	0.791
yrs_unit	--	3.310	3.521
MBI_EE	2.508	--	0.002
satisjob	1.907	0.286	--

Expected Change for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	-0.123	--	--	--	-0.015
qualunit	-0.200	--	--	0.036	-0.130	-0.024
unmet2	-0.133	0.202	--	0.302	-0.042	-0.215
prepare	0.019	-0.006	0.028	--	0.011	0.376
famres	-0.301	0.213	--	0.031	--	-0.008
SHR	-0.075	-0.067	-0.320	-1.479	-0.028	--
nonurse	0.031	-0.271	0.085	-0.964	-0.030	--
patsyou	-7.307	-3.219	0.842	-1.184	-6.327	-3.001

lastrns	-1.586	-0.290	0.370	-4.204	-1.063	--
safety	-0.201	-0.667	-0.588	-0.089	-0.257	-0.283
fulltime	-0.025	0.008	0.019	0.111	-0.032	--
emplytype	0.114	0.047	0.105	-0.015	0.106	--
yrs_unit	-0.320	1.312	-1.284	3.532	-0.444	--
MBI_EE	-0.044	1.132	0.803	2.080	0.425	-7.818
satisjob	-0.033	0.205	--	0.114	-0.012	0.126

Expected Change for LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	0.032	--	-0.013	0.012	-0.007	0.021
qualunit	-0.038	--	-0.005	0.249	0.003	0.053
unmet2	-0.167	-0.039	-0.007	-0.107	0.070	0.394
prepare	-0.797	--	0.324	0.007	0.049	0.002
famres	-0.024	--	-0.004	-0.042	-0.021	0.050
SHR	0.058	-0.005	-0.017	-0.137	-0.010	0.323
nonurse	--	0.004	-0.003	0.066	-0.088	-0.360
patsyou	0.131	--	-0.857	0.626	0.128	0.896
lastrns	-0.034	--	--	-0.111	-0.077	-0.602
safety	0.016	0.024	-0.033	--	0.032	-0.131
fulltime	-0.008	-0.001	0.000	0.006	--	-0.021
emplytype	0.095	0.009	-0.016	-0.031	0.411	--
yrs_unit	-1.982	-0.019	-0.005	-0.191	0.409	0.211
MBI_EE	-0.674	-0.012	0.201	0.194	2.431	0.428
satisjob	-0.025	-0.001	0.016	-0.005	0.122	-0.026

Expected Change for LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	-0.001	-0.003	--
qualunit	0.010	--	0.056
unmet2	0.019	-0.100	0.180
prepare	0.025	0.002	-0.008
famres	-0.005	0.006	-0.010
SHR	0.114	-0.015	-0.199
nonurse	0.110	0.015	-0.185
patsyou	0.016	0.245	-0.300
lastrns	-0.043	0.030	0.324
safety	0.005	0.049	-0.072
fulltime	0.002	-0.004	0.070
emplytype	--	0.006	-0.052
yrs_unit	--	-0.077	1.328
MBI_EE	-0.167	--	0.103

satisjob -0.033 0.035 --

Standardized Expected Change for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	-0.078	--	--	--	-0.017
qualunit	-0.111	--	--	0.011	-0.088	-0.028
unmet2	-0.074	0.128	--	0.090	-0.028	-0.245
prepare	0.011	-0.004	0.030	--	0.007	0.428
famres	-0.167	0.135	--	0.009	--	-0.009
SHR	-0.042	-0.042	-0.332	-0.440	-0.019	--
nonurse	0.017	-0.172	0.088	-0.287	-0.020	--
patsyou	-4.059	-2.039	0.875	-0.352	-4.297	-3.421
lastrns	-0.881	-0.184	0.384	-1.250	-0.722	--
safety	-0.111	-0.422	-0.611	-0.026	-0.174	-0.322
fulltime	-0.014	0.005	0.020	0.033	-0.022	--
emplytype	0.064	0.030	0.109	-0.004	0.072	--
yrs_unit	-0.178	0.831	-1.333	1.050	-0.301	--
MBI_EE	-0.025	0.717	0.834	0.619	0.289	-8.912
satisjob	-0.018	0.130	--	0.034	-0.008	0.143

Standardized Expected Change for LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	0.042	--	-0.067	0.019	-0.003	0.016
qualunit	-0.050	--	-0.027	0.408	0.001	0.040
unmet2	-0.221	-0.326	-0.039	-0.175	0.033	0.301
prepare	-1.051	--	1.670	0.011	0.023	0.002
famres	-0.031	--	-0.022	-0.069	-0.010	0.038
SHR	0.076	-0.038	-0.087	-0.224	-0.005	0.247
nonurse	--	0.032	-0.016	0.108	-0.041	-0.275
patsyou	0.173	--	-4.413	1.026	0.059	0.685
lastrns	-0.045	--	--	-0.183	-0.036	-0.460
safety	0.021	0.201	-0.171	--	0.015	-0.100
fulltime	-0.010	-0.004	0.000	0.010	--	-0.016
emplytype	0.125	0.077	-0.083	-0.051	0.191	--
yrs_unit	-2.614	-0.163	-0.026	-0.314	0.191	0.161
MBI_EE	-0.888	-0.100	1.033	0.318	1.132	0.327
satisjob	-0.033	-0.005	0.085	-0.009	0.057	-0.020

Standardized Expected Change for LAMBDA-Y

ETA 13 ETA 14 ETA 15

ptmanage	-0.006	-0.033	--
qualunit	0.058	--	0.047
unmet2	0.114	-0.983	0.150
prepare	0.144	0.021	-0.006
famres	-0.029	0.058	-0.009
SHR	0.671	-0.145	-0.165
nonurse	0.650	0.148	-0.154
patsyou	0.096	2.401	-0.249
lastrns	-0.255	0.291	0.269
safety	0.030	0.482	-0.060
fulltime	0.014	-0.035	0.058
emplytype	--	0.058	-0.043
yrs_unit	--	-0.751	1.104
MBI_EE	-0.983	--	0.085
satisjob	-0.195	0.341	--

Modification Indices for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.175	--	--	--	0.181
ETA 2	0.525	--	--	0.068	0.560	0.628
ETA 3	0.759	1.165	--	--	0.423	--
ETA 4	0.149	0.027	0.250	--	0.117	--
ETA 5	0.095	--	--	0.024	--	0.303
ETA 6	0.640	0.690	--	--	0.439	--
ETA 7	0.001	3.312	0.327	0.072	0.112	--
ETA 8	5.787	2.480	0.627	0.069	5.322	--
ETA 9	4.972	0.226	0.193	0.369	3.731	--
ETA 10	0.654	0.762	--	0.003	1.838	--
ETA 11	0.108	0.009	0.185	1.256	0.334	--
ETA 12	1.450	0.186	1.770	0.008	1.957	--
ETA 13	0.112	3.144	1.917	0.043	0.507	--
ETA 14	--	0.931	0.323	0.507	0.810	--
ETA 15	0.160	0.698	--	0.592	0.072	--

Modification Indices for BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	1.042	--	3.078	0.167	0.007	0.217
ETA 2	1.643	--	1.010	--	0.000	2.104
ETA 3	--	--	--	1.993	--	--
ETA 4	--	--	--	0.237	1.307	0.010
ETA 5	0.002	--	3.484	1.403	0.113	2.230
ETA 6	--	--	--	--	--	--

ETA 7	--	0.152	0.000	0.772	0.130	--
ETA 8	0.254	--	--	2.601	0.008	1.592
ETA 9	0.078	--	--	0.612	0.029	3.493
ETA 10	0.357	3.002	0.858	--	0.019	1.509
ETA 11	0.099	0.022	0.012	0.166	--	0.091
ETA 12	0.130	3.029	3.130	0.662	--	--
ETA 13	0.037	0.148	0.126	0.312	0.091	0.091
ETA 14	--	--	0.999	--	--	0.651
ETA 15	0.994	0.017	2.922	0.013	2.104	0.005

Modification Indices for BETA

	ETA 13	ETA 14	ETA 15
ETA 1	0.025	0.286	--
ETA 2	2.282	--	--
ETA 3	--	--	1.415
ETA 4	--	0.890	0.092
ETA 5	0.893	--	0.015
ETA 6	--	--	--
ETA 7	--	0.766	1.518
ETA 8	0.051	2.709	0.070
ETA 9	0.536	0.439	0.682
ETA 10	0.364	1.329	0.085
ETA 11	0.091	0.181	1.851
ETA 12	--	1.415	0.977
ETA 13	--	3.054	3.055
ETA 14	2.396	--	0.742
ETA 15	--	--	--

Expected Change for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	-0.123	--	--	--	-0.015
ETA 2	-0.217	--	--	0.040	-0.130	-0.028
ETA 3	-0.172	0.179	--	--	-0.093	--
ETA 4	0.019	-0.006	0.028	--	0.011	--
ETA 5	-0.301	--	--	0.031	--	-0.025
ETA 6	-0.151	-0.151	--	--	-0.095	--
ETA 7	0.005	-0.312	0.184	-0.701	-0.052	--
ETA 8	-8.072	-3.080	0.980	3.389	-6.717	--
ETA 9	-1.696	-0.299	0.284	-5.098	-1.146	--
ETA 10	-0.221	-0.586	--	-0.027	-0.288	--
ETA 11	-0.022	0.005	0.021	0.119	-0.029	--
ETA 12	0.118	0.035	0.108	-0.015	0.106	--

ETA 13	-0.274	1.233	-1.244	1.323	-0.444	--
ETA 14	--	3.820	0.803	1.548	2.664	--
ETA 15	-0.044	0.199	--	0.136	-0.019	--

Expected Change for BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	0.032	--	-0.013	0.012	-0.007	0.021
ETA 2	-0.039	--	-0.007	--	-0.001	0.063
ETA 3	--	--	--	-0.095	--	--
ETA 4	--	--	--	0.007	0.049	0.003
ETA 5	-0.002	--	-0.017	-0.045	-0.033	0.084
ETA 6	--	--	--	--	--	--
ETA 7	--	0.004	0.000	0.064	-0.067	--
ETA 8	0.208	--	--	0.639	0.099	0.822
ETA 9	-0.075	--	--	-0.203	-0.125	-0.793
ETA 10	0.063	0.024	-0.022	--	0.035	-0.179
ETA 11	-0.008	-0.001	0.001	0.009	--	0.062
ETA 12	0.095	0.010	-0.016	-0.028	--	--
ETA 13	-1.786	-0.017	-0.026	-0.159	0.253	1.043
ETA 14	--	--	0.124	--	--	0.624
ETA 15	-0.036	-0.001	0.014	-0.004	0.131	-0.004

Expected Change for BETA

	ETA 13	ETA 14	ETA 15
ETA 1	-0.001	-0.003	--
ETA 2	0.009	--	--
ETA 3	--	--	0.188
ETA 4	--	0.002	-0.008
ETA 5	-0.007	--	-0.010
ETA 6	--	--	--
ETA 7	--	0.025	-0.201
ETA 8	-0.020	0.233	-0.231
ETA 9	-0.042	0.026	0.355
ETA 10	-0.012	0.049	-0.061
ETA 11	0.002	-0.004	0.070
ETA 12	--	0.006	-0.058
ETA 13	--	-0.075	1.267
ETA 14	-0.163	--	2.385
ETA 15	--	--	--

Standardized Expected Change for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	-0.349	--	--	--	-0.024
ETA 2	-0.616	--	--	0.211	-0.302	-0.038
ETA 3	-0.298	0.273	--	--	-0.132	--
ETA 4	0.116	-0.030	0.092	--	0.053	--
ETA 5	-0.797	--	--	0.151	--	-0.032
ETA 6	-0.239	-0.209	--	--	-0.122	--
ETA 7	0.007	-0.374	0.135	-1.789	-0.058	--
ETA 8	-1.738	-0.582	0.113	1.363	-1.183	--
ETA 9	-0.593	-0.092	0.053	-3.330	-0.328	--
ETA 10	-0.243	-0.564	--	-0.055	-0.259	--
ETA 11	-0.084	0.017	0.044	0.863	-0.092	--
ETA 12	0.277	0.071	0.136	-0.067	0.204	--
ETA 13	-0.084	0.331	-0.203	0.755	-0.111	--
ETA 14	--	0.616	0.079	0.531	0.400	--
ETA 15	-0.096	0.378	--	0.549	-0.034	--

Standardized Expected Change for BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	0.043	--	-0.005	0.013	-0.026	0.049
ETA 2	-0.047	--	-0.002	--	-0.003	0.131
ETA 3	--	--	--	-0.056	--	--
ETA 4	--	--	--	0.014	0.356	0.012
ETA 5	-0.002	--	-0.005	-0.041	-0.105	0.161
ETA 6	--	--	--	--	--	--
ETA 7	--	0.000	0.000	0.030	-0.109	--
ETA 8	0.019	--	--	0.047	0.025	0.129
ETA 9	-0.011	--	--	-0.024	-0.052	-0.202
ETA 10	0.029	0.002	-0.003	--	0.046	-0.143
ETA 11	-0.012	0.000	0.000	0.012	--	0.175
ETA 12	0.094	0.001	-0.004	-0.022	--	--
ETA 13	-0.230	0.000	-0.001	-0.016	0.092	0.232
ETA 14	--	--	0.002	--	--	0.083
ETA 15	-0.033	0.000	0.003	-0.003	0.339	-0.006

Standardized Expected Change for BETA

	ETA 13	ETA 14	ETA 15
ETA 1	0.000	-0.001	--
ETA 2	0.002	--	--
ETA 3	--	--	0.218
ETA 4	--	0.001	-0.031

ETA 5	-0.002	--	-0.018
ETA 6	--	--	--
ETA 7	--	0.002	-0.184
ETA 8	0.000	0.003	-0.033
ETA 9	-0.001	0.001	0.083
ETA 10	-0.001	0.003	-0.045
ETA 11	0.001	-0.001	0.180
ETA 12	--	0.001	-0.091
ETA 13	--	-0.001	0.259
ETA 14	-0.003	--	0.293
ETA 15	--	--	--

Modification Indices for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--					
ETA 2	--	--				
ETA 3	1.318	0.318	--			
ETA 4	0.813	0.006	--	--		
ETA 5	0.013	0.560	0.687	0.198	--	
ETA 6	0.181	0.628	--	--	0.303	--
ETA 7	1.301	2.254	--	0.010	0.002	--
ETA 8	3.063	0.984	--	--	3.460	--
ETA 9	3.019	0.922	--	--	3.394	--
ETA 10	0.182	0.628	1.993	0.193	1.343	--
ETA 11	0.018	0.020	--	1.304	0.331	--
ETA 12	0.249	1.375	--	0.004	3.039	--
ETA 13	0.058	1.629	--	0.004	1.599	--
ETA 14	0.757	1.479	1.993	0.584	1.004	--
ETA 15	0.344	2.065	1.415	0.136	0.107	--

Modification Indices for PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	--					
ETA 8	0.166	--				
ETA 9	0.000	--	--			
ETA 10	0.706	2.387	0.858	--		
ETA 11	0.130	0.015	0.012	0.104	--	
ETA 12	0.130	1.787	3.130	1.382	--	--
ETA 13	0.130	0.248	0.126	0.123	0.091	--
ETA 14	0.366	0.999	0.999	0.323	1.242	1.242
ETA 15	0.993	0.105	2.922	0.013	2.187	0.074

Modification Indices for PSI

	ETA 13	ETA 14	ETA 15
ETA 13	--		
ETA 14	3.057	--	
ETA 15	0.074	0.069	--

Expected Change for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--					
ETA 2	--	--				
ETA 3	-0.059	0.025	--			
ETA 4	0.038	0.001	--	--		
ETA 5	0.061	-0.052	-0.048	0.006	--	
ETA 6	-0.020	-0.036	--	--	-0.032	--
ETA 7	0.059	-0.075	--	-0.026	0.003	--
ETA 8	-1.937	-1.077	--	--	-2.598	--
ETA 9	-0.341	-0.185	--	--	-0.456	--
ETA 10	0.027	1.205	-0.215	0.015	-0.100	--
ETA 11	-0.002	-0.002	--	0.010	-0.012	--
ETA 12	0.013	0.029	--	-0.001	0.056	--
ETA 13	-0.050	0.264	--	0.036	-0.329	--
ETA 14	-0.406	1.438	5.284	0.142	1.282	--
ETA 15	-0.023	0.160	0.063	0.004	-0.009	--

Expected Change for PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	--					
ETA 8	0.272	--				
ETA 9	0.001	--	--			
ETA 10	0.144	1.441	-0.576	--		
ETA 11	-0.014	-0.030	0.017	0.018	--	
ETA 12	0.151	0.495	-0.427	-0.097	--	--
ETA 13	-5.977	-1.501	-0.698	-0.237	0.054	--
ETA 14	2.714	18.479	3.261	-3.518	-1.991	0.482
ETA 15	-0.058	0.107	0.368	-0.008	0.029	-0.008

Expected Change for PSI

	ETA 13	ETA 14	ETA 15

ETA 13	--		
ETA 14	-6.241	--	
ETA 15	0.310	0.288	--

Standardized Expected Change for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--					
ETA 2	--	--				
ETA 3	-0.103	0.039	--			
ETA 4	0.230	0.004	--	--		
ETA 5	0.163	-0.121	-0.068	0.029	--	
ETA 6	-0.031	-0.050	--	--	-0.041	--
ETA 7	0.080	-0.090	--	-0.065	0.003	--
ETA 8	-0.417	-0.203	--	--	-0.457	--
ETA 9	-0.119	-0.057	--	--	-0.130	--
ETA 10	0.030	1.161	-0.126	0.030	-0.090	--
ETA 11	-0.009	-0.008	--	0.076	-0.038	--
ETA 12	0.030	0.060	--	-0.004	0.107	--
ETA 13	-0.015	0.071	--	0.020	-0.082	--
ETA 14	-0.075	0.232	0.519	0.049	0.193	--
ETA 15	-0.049	0.303	0.073	0.017	-0.017	--

Standardized Expected Change for PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	--					
ETA 8	0.025	--				
ETA 9	0.000	--	--			
ETA 10	0.067	0.105	-0.068	--		
ETA 11	-0.023	-0.008	0.007	0.023	--	
ETA 12	0.150	0.077	-0.108	-0.078	--	--
ETA 13	-0.769	-0.030	-0.023	-0.025	0.020	--
ETA 14	0.210	0.226	0.065	-0.219	-0.436	0.064
ETA 15	-0.053	0.015	0.086	-0.006	0.074	-0.012

Standardized Expected Change for PSI

	ETA 13	ETA 14	ETA 15
ETA 13	--		
ETA 14	-0.108	--	
ETA 15	0.063	0.035	--

Modification Indices for THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	--					
qualunit	0.013	0.560				
unmet2	1.851	0.375	1.615			
prepare	0.813	0.000	0.018	0.813		
famres	0.013	0.557	0.092	0.080	0.013	
SHR	0.169	0.134	0.073	1.029	0.012	0.094
nonurse	1.666	2.169	2.845	0.737	0.511	0.002
patsyou	1.392	0.891	2.779	0.115	0.921	0.191
lastrns	3.260	0.338	0.143	3.260	0.239	0.151
safety	0.327	0.569	2.146	0.063	1.980	0.420
fulltime	0.027	0.001	0.002	1.134	0.229	0.001
emplytype	0.144	1.101	4.762	0.005	1.576	0.095
yrs_unit	0.175	2.526	0.608	0.117	0.799	1.059
MBI_EE	0.236	0.924	2.311	0.801	0.415	0.385
satisjob	0.344	1.666	1.204	0.101	0.000	0.000

Modification Indices for THETA-EPS

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
nonurse	0.061					
patsyou	0.016	--				
lastrns	0.010	3.283	--			
safety	0.281	1.760	1.273	0.027		
fulltime	0.195	0.018	0.000	0.037	0.864	
emplytype	0.392	1.889	1.837	1.206	0.343	0.130
yrs_unit	0.274	0.003	0.029	0.182	0.490	0.023
MBI_EE	1.378	0.515	4.371	0.121	1.745	0.727
satisjob	0.758	0.193	4.816	0.008	2.336	0.299

Modification Indices for THETA-EPS

	yrs_unit	MBI_EE	satisjob
yrs_unit	0.275		
MBI_EE	3.047	0.688	
satisjob	0.351	0.471	0.257

Expected Change for THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
--	----------	----------	--------	---------	--------	-----

ptmanage	--						
qualunit	-0.338	0.287					
unmet2	-0.068	0.027	0.240				
prepare	0.038	0.000	0.006	-0.953			
famres	0.061	-0.052	0.015	0.004	-0.106		
SHR	-0.018	-0.015	-0.067	-0.147	0.005	0.737	
nonurse	0.056	-0.062	-0.293	-0.096	-0.034	-0.032	
patsyou	-1.264	-0.953	-2.413	-0.225	-1.083	-0.813	
lastrns	-0.317	-0.099	-0.271	7.942	-0.095	-0.495	
safety	0.036	0.292	-0.199	0.008	-0.095	-0.221	
fulltime	-0.003	0.000	-0.003	0.010	-0.009	-0.003	
emplytype	0.010	0.026	0.223	-0.001	0.035	0.105	
yrs_unit	-0.084	0.311	0.645	0.149	-0.200	3.047	
MBI_EE	-0.130	0.853	1.436	0.134	0.233	-1.830	
satisjob	-0.023	0.115	0.053	0.004	0.000	0.001	

Expected Change for THETA-EPS

	nonurse	patsyou	lastrns	safety	fulltime	emplytype	
	-----	-----	-----	-----	-----	-----	
nonurse	0.609						
patsyou	0.083	--					
lastrns	-0.042	-20.203	--				
safety	0.075	1.224	-0.627	0.679			
fulltime	-0.017	-0.032	0.000	0.010	0.819		
emplytype	-0.138	0.494	-0.316	-0.087	-0.093	-0.930	
yrs_unit	0.934	-0.167	-0.319	0.273	0.124	-0.220	
MBI_EE	-1.063	4.085	5.290	0.433	0.455	0.307	
satisjob	-0.041	0.139	0.423	-0.006	0.028	-0.015	

Expected Change for THETA-EPS

	yrs_unit	MBI_EE	satisjob	
	-----	-----	-----	
yrs_unit	26.575			
MBI_EE	-6.053	-14.572		
satisjob	-0.361	-0.608	-0.155	

Maximum Modification Index is 5.79 for Element (8, 1) of BETA

Covariance Matrix of Parameter Estimates

	BE 1,3	BE 1,4	BE 1,5	BE 1,8	BE 1,15	BE 2,3	
	-----	-----	-----	-----	-----	-----	
BE 1,3	0.003						
BE 1,4	-0.004	0.022					

BE 1,5	0.001	0.000	0.004			
BE 1,8	0.000	0.000	0.000	0.000		
BE 1,15	0.001	-0.001	0.000	0.000	0.002	
BE 2,3	0.000	0.000	0.000	0.000	0.000	0.002
BE 2,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,15	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	-0.001
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000

PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	-0.001	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	-0.001
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.000	0.000	0.004
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 2,8	BE 2,10	BE 2,14	BE 2,15	BE 3,6	BE 3,7
BE 2,8	0.000					
BE 2,10	0.000	0.001				
BE 2,14	0.000	0.000	0.000			
BE 2,15	0.000	0.000	0.000	0.004		
BE 3,6	0.000	0.000	0.000	0.000	0.004	
BE 3,7	0.000	0.000	0.000	0.000	-0.001	0.003
BE 3,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,11	0.000	0.000	0.000	0.000	-0.001	0.000
BE 3,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000

BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	-0.001	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	-0.002	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.001	-0.002
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	-0.001	0.000	0.000	0.001	0.002
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.001	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.005	-0.002	-0.001	0.002	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 3,8	BE 3,9	BE 3,11	BE 3,12	BE 3,13	BE 3,14
BE 3,8	0.000					
BE 3,9	0.000	0.000				
BE 3,11	0.000	0.000	0.017			
BE 3,12	0.000	0.000	-0.002	0.006		

BE 3,13	0.000	0.000	0.000	0.000	0.000	
BE 3,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.001	0.000	0.000	-0.001
BE 14,11	0.000	0.000	-0.012	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.001	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000

PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.003	0.000	0.000	-0.001
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 4,6	BE 4,7	BE 4,8	BE 4,9	BE 4,13	BE 5,2
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BE 4,6	0.000					
BE 4,7	0.000	0.000				
BE 4,8	0.000	0.000	0.000			
BE 4,9	0.000	0.000	0.000	0.000		
BE 4,13	0.000	0.000	0.000	0.000	0.000	
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.008
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.002
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000

PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 5,3	BE 5,8	BE 5,14	BE 7,6	BE 7,12	BE 7,13
BE 5,3	0.004					
BE 5,8	0.000	0.000				
BE 5,14	0.000	0.000	0.000			
BE 7,6	0.000	0.000	0.000	0.007		
BE 7,12	0.000	0.000	0.000	0.001	0.012	
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	-0.001	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000

PS 6,6	0.000	0.000	0.000	-0.001	0.000	0.000
PS 7,7	0.000	0.000	0.000	-0.001	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	-0.001
PS 14,14	-0.002	0.000	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 8,6	BE 8,9	BE 9,6	BE 10,3	BE 10,6	BE 11,6
BE 8,6	0.252					
BE 8,9	-0.004	0.010				
BE 9,6	0.005	0.000	0.106			
BE 10,3	0.000	0.000	0.000	0.019		
BE 10,6	0.000	0.000	0.000	-0.004	0.014	
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.001
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	-0.003	0.000	0.000	0.004	-0.006	0.000
BE 14,7	0.000	0.000	0.000	0.002	0.000	0.000
BE 14,8	-0.001	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	-0.024	0.004	0.000
BE 14,11	0.000	0.000	0.000	-0.001	0.000	-0.001
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	-0.001	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	-0.001	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	-0.014	0.024	0.000	0.000	0.000	0.000
PS 9,9	-0.004	0.010	-0.021	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	-0.009	0.001	0.000

PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.001	0.000	-0.001	0.092	-0.014	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 12,6	BE 13,6	BE 14,6	BE 14,7	BE 14,8	BE 14,10
BE 12,6	0.002					
BE 13,6	0.003	0.140				
BE 14,6	0.000	0.001	0.385			
BE 14,7	0.000	-0.001	-0.080	0.237		
BE 14,8	0.000	0.000	0.001	0.000	0.005	
BE 14,10	0.000	0.000	-0.030	-0.036	-0.002	0.243
BE 14,11	0.000	0.000	-0.073	-0.011	0.000	0.024
BE 15,3	0.000	0.000	-0.001	0.001	0.000	0.001
BE 15,6	0.000	0.000	0.003	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.002
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	-0.001	-0.003	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.001	-0.002	0.000	0.000
PS 8,8	0.000	0.000	-0.001	0.000	-0.005	0.001
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.002	0.000	-0.004
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.001	0.000	0.000	0.000	0.000
PS 13,13	-0.001	-0.025	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.005	0.113	0.005	-1.190
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 14,11	BE 15,3	BE 15,6	BE 15,13	BE 15,14	PS 1,1
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BE 14,11	1.715					
BE 15,3	-0.002	0.003				
BE 15,6	0.000	0.000	0.002			
BE 15,13	0.000	0.000	0.000	0.000		
BE 15,14	0.000	0.000	0.000	0.000	0.000	
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.001
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.001	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.001	0.000	0.000
PS 14,14	-0.197	-0.019	-0.008	0.000	0.007	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	PS 2,1	PS 2,2	PS 3,3	PS 4,3	PS 4,4	PS 5,5
PS 2,1	0.000					
PS 2,2	0.000	0.001				
PS 3,3	0.000	0.000	0.008			
PS 4,3	0.000	0.000	0.001	0.000		
PS 4,4	0.000	0.000	0.000	0.000	0.000	
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.002
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000

PS 14,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	PS 6,6	PS 7,7	PS 8,8	PS 9,9	PS 10,10	PS 11,11
PS 6,6	0.021					
PS 7,7	0.000	0.023				
PS 8,8	0.000	0.000	33.914			
PS 9,9	0.000	0.000	0.012	6.117		
PS 10,10	0.000	0.000	0.000	0.000	0.089	
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.001	0.000	0.000	0.001	0.027	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	PS 12,11	PS 12,12	PS 13,12	PS 13,13	PS 14,14	PS 15,15
PS 12,11	0.000					
PS 12,12	0.000	0.002				
PS 13,12	0.000	0.004	0.082			
PS 13,13	0.000	0.005	0.237	10.504		
PS 14,14	0.000	0.000	0.000	0.000	69.958	
PS 15,15	0.000	0.000	0.000	0.000	0.004	0.001

Continuity of Care Model

Correlation Matrix of Parameter Estimates

	BE 1,3	BE 1,4	BE 1,5	BE 1,8	BE 1,15	BE 2,3
BE 1,3	1.000					
BE 1,4	-0.542	1.000				
BE 1,5	0.264	-0.035	1.000			
BE 1,8	-0.128	0.136	0.100	1.000		
BE 1,15	0.476	-0.186	-0.047	0.032	1.000	
BE 2,3	0.048	0.007	0.000	-0.006	0.028	1.000
BE 2,8	-0.007	0.002	0.000	0.071	0.004	-0.070
BE 2,10	0.001	-0.002	-0.001	0.000	0.001	-0.333
BE 2,14	0.009	-0.018	0.000	-0.002	0.004	-0.259

BE 2,15	0.028	-0.012	-0.001	0.002	0.056	0.126
BE 3,6	0.000	0.001	0.000	0.000	0.000	0.007
BE 3,7	0.004	-0.002	0.000	-0.001	0.002	0.032
BE 3,8	-0.001	0.001	0.000	0.010	0.001	0.005
BE 3,9	-0.003	0.002	0.000	0.000	-0.001	-0.014
BE 3,11	-0.002	0.002	0.000	0.000	-0.001	-0.011
BE 3,12	-0.001	0.001	0.000	0.000	0.000	-0.004
BE 3,13	-0.002	0.002	0.000	0.000	-0.003	-0.002
BE 3,14	0.001	-0.002	0.000	-0.001	-0.007	-0.024
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,7	-0.001	0.001	0.000	0.000	0.000	0.000
BE 4,8	0.000	0.000	0.000	-0.003	0.000	0.004
BE 4,9	0.001	0.000	0.000	0.000	0.000	0.001
BE 4,13	0.000	0.000	0.000	0.000	0.001	0.000
BE 5,2	-0.021	0.005	-0.011	-0.003	-0.031	0.046
BE 5,3	-0.107	-0.015	-0.009	0.011	-0.061	0.013
BE 5,8	0.010	-0.003	-0.003	-0.154	-0.017	0.007
BE 5,14	0.019	0.031	0.001	0.010	0.085	0.011
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.001
BE 8,9	0.000	0.000	0.000	0.000	0.000	-0.002
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	-0.002	0.000	0.000	0.000	0.000	0.060
BE 10,6	0.000	0.000	0.000	0.000	0.000	-0.002
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	-0.001	0.000	0.000	0.000	-0.006
BE 14,8	0.000	0.000	0.000	0.001	0.000	-0.001
BE 14,10	0.001	0.000	0.000	0.000	0.002	-0.022
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.003
BE 15,3	0.001	-0.003	0.000	0.001	0.009	-0.003
BE 15,6	-0.001	0.000	0.000	0.000	-0.002	-0.002
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	-0.001	0.003	0.000	-0.001	-0.001	0.003
PS 1,1	-0.040	-0.007	-0.237	-0.028	0.014	0.000
PS 2,1	0.023	-0.027	-0.153	-0.020	0.029	0.011
PS 2,2	0.004	0.000	0.000	0.000	0.001	0.038
PS 3,3	0.010	-0.001	0.000	-0.001	0.005	0.084
PS 4,3	-0.005	0.012	0.000	0.002	-0.001	0.035
PS 4,4	0.001	-0.004	0.000	0.000	0.000	0.000
PS 5,5	-0.054	0.001	-0.221	-0.023	0.014	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000

PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	-0.001
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.001	0.000	0.000	0.000	-0.052
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.000	-0.001	0.009
PS 15,15	-0.003	0.001	0.000	0.000	-0.007	-0.001

Correlation Matrix of Parameter Estimates

	BE 2,8	BE 2,10	BE 2,14	BE 2,15	BE 3,6	BE 3,7
BE 2,8	1.000					
BE 2,10	0.060	1.000				
BE 2,14	-0.124	-0.201	1.000			
BE 2,15	-0.028	-0.041	0.647	1.000		
BE 3,6	0.000	0.001	-0.004	-0.001	1.000	
BE 3,7	-0.003	-0.010	-0.007	0.001	-0.251	1.000
BE 3,8	0.080	-0.001	-0.009	-0.001	0.013	0.046
BE 3,9	0.001	0.002	0.006	0.000	-0.077	0.001
BE 3,11	0.000	-0.002	0.008	0.001	-0.083	0.031
BE 3,12	0.000	0.000	0.002	0.000	0.098	-0.095
BE 3,13	0.000	0.001	-0.010	-0.016	-0.036	-0.127
BE 3,14	-0.011	0.006	0.046	0.005	-0.109	-0.236
BE 4,6	0.000	0.000	0.000	0.000	0.366	-0.103
BE 4,7	0.000	0.000	0.000	0.000	-0.103	0.360
BE 4,8	0.000	0.000	-0.001	0.000	-0.003	0.000
BE 4,9	0.000	0.000	0.000	0.000	-0.029	0.002
BE 4,13	0.000	0.000	0.000	0.000	-0.007	-0.055
BE 5,2	-0.002	-0.015	-0.003	0.012	0.000	0.004
BE 5,3	0.000	-0.005	-0.003	0.001	0.006	0.025
BE 5,8	-0.003	-0.002	-0.001	0.001	0.000	0.000
BE 5,14	-0.001	-0.004	0.003	0.008	-0.004	-0.014
BE 7,6	0.000	0.000	0.000	0.000	-0.020	-0.023
BE 7,12	0.000	0.000	0.000	0.000	-0.001	-0.001
BE 7,13	0.000	0.000	0.000	0.001	0.002	0.002
BE 8,6	0.000	0.000	0.000	0.000	0.003	0.000
BE 8,9	-0.002	0.000	0.001	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.021	0.000
BE 10,3	0.011	0.048	-0.035	-0.002	0.019	-0.016
BE 10,6	-0.007	-0.012	0.011	0.000	-0.098	0.004
BE 11,6	0.000	0.000	0.000	0.000	0.016	0.000

BE 12,6	0.000	0.000	0.000	0.000	-0.001	-0.001
BE 13,6	0.000	0.000	0.000	0.000	0.003	0.000
BE 14,6	0.003	0.006	-0.007	0.000	-0.056	0.013
BE 14,7	0.004	0.010	-0.008	0.003	0.016	-0.068
BE 14,8	-0.022	0.002	0.002	0.001	-0.002	-0.004
BE 14,10	-0.018	-0.065	0.069	0.001	0.022	0.073
BE 14,11	0.000	-0.001	-0.002	-0.002	0.005	0.001
BE 15,3	-0.002	-0.003	0.047	0.064	-0.005	-0.023
BE 15,6	0.001	0.001	-0.007	-0.010	-0.002	0.004
BE 15,13	0.000	0.000	-0.001	-0.002	0.000	0.000
BE 15,14	0.001	0.001	-0.029	-0.029	0.003	0.012
PS 1,1	0.000	0.001	0.000	0.000	0.000	0.000
PS 2,1	-0.001	-0.002	-0.006	-0.006	0.000	0.000
PS 2,2	0.012	0.131	-0.065	-0.019	0.001	0.002
PS 3,3	-0.006	-0.001	-0.038	0.000	-0.011	0.010
PS 4,3	-0.002	-0.003	-0.015	0.000	-0.027	-0.005
PS 4,4	0.000	0.000	0.000	0.000	-0.012	-0.001
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.002
PS 6,6	0.000	0.000	0.000	0.000	-0.034	0.002
PS 7,7	0.000	0.000	0.000	0.000	0.011	-0.039
PS 8,8	0.011	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	-0.002	0.000
PS 10,10	0.001	0.118	-0.002	0.000	-0.002	0.005
PS 11,11	0.000	0.000	0.000	0.000	-0.002	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.001	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.010	0.021	-0.041	-0.001	0.003	0.000
PS 15,15	0.000	0.000	-0.009	-0.014	0.000	0.001

Correlation Matrix of Parameter Estimates

	BE 3,8	BE 3,9	BE 3,11	BE 3,12	BE 3,13	BE 3,14
BE 3,8	1.000					
BE 3,9	0.277	1.000				
BE 3,11	0.021	0.001	1.000			
BE 3,12	-0.001	-0.002	-0.159	1.000		
BE 3,13	0.000	0.001	0.031	-0.180	1.000	
BE 3,14	-0.192	0.010	-0.112	0.004	0.002	1.000
BE 4,6	-0.003	-0.029	0.000	0.000	-0.007	0.002
BE 4,7	0.000	0.002	0.000	0.000	-0.055	0.000
BE 4,8	0.365	0.107	0.000	0.000	0.000	0.000
BE 4,9	0.105	0.374	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.368	0.001

BE 5,2	0.000	-0.002	-0.001	0.000	-0.003	0.002
BE 5,3	0.002	-0.013	-0.010	-0.003	-0.001	-0.013
BE 5,8	0.060	0.000	0.000	0.000	0.000	-0.011
BE 5,14	-0.011	0.007	0.005	0.002	-0.001	0.061
BE 7,6	0.000	0.000	0.000	0.000	0.006	0.001
BE 7,12	0.000	0.000	0.000	-0.030	0.006	0.000
BE 7,13	0.000	0.000	0.000	0.006	-0.029	0.001
BE 8,6	-0.028	-0.009	0.000	0.000	0.000	0.000
BE 8,9	0.020	0.008	0.000	0.000	0.000	0.000
BE 9,6	-0.001	-0.029	0.000	0.000	0.000	-0.001
BE 10,3	0.010	0.019	0.023	0.003	0.000	-0.105
BE 10,6	-0.004	-0.005	-0.007	-0.001	0.000	0.032
BE 11,6	0.000	0.000	-0.019	0.001	0.000	0.000
BE 12,6	0.000	0.000	0.000	-0.018	-0.002	0.000
BE 13,6	0.000	0.000	0.000	0.000	-0.026	0.000
BE 14,6	-0.004	0.001	0.005	0.000	0.000	0.013
BE 14,7	-0.005	0.000	-0.002	0.000	0.001	0.024
BE 14,8	-0.065	0.000	-0.001	0.000	0.000	0.016
BE 14,10	0.051	-0.006	0.023	-0.001	0.000	-0.254
BE 14,11	0.000	0.000	-0.071	0.000	0.000	0.001
BE 15,3	-0.017	-0.001	-0.009	-0.002	0.013	0.092
BE 15,6	0.003	0.000	0.002	0.000	-0.003	-0.016
BE 15,13	0.001	0.000	0.001	0.000	0.004	-0.005
BE 15,14	0.009	0.000	0.005	0.001	-0.006	-0.051
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.001	0.000
PS 2,2	0.000	-0.001	-0.002	0.000	0.000	0.000
PS 3,3	0.037	0.021	0.034	-0.003	0.007	-0.170
PS 4,3	0.008	0.010	0.003	-0.001	-0.003	-0.020
PS 4,4	0.002	0.003	0.000	0.000	-0.003	-0.001
PS 5,5	0.000	-0.001	-0.001	0.000	0.000	0.000
PS 6,6	0.000	0.001	0.001	-0.001	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.004	0.005	0.000
PS 8,8	0.005	0.001	0.000	0.000	0.000	0.000
PS 9,9	0.001	0.028	0.000	0.000	0.000	0.000
PS 10,10	-0.001	-0.004	-0.004	-0.001	0.000	0.018
PS 11,11	0.000	0.000	0.022	0.000	0.000	0.000
PS 12,11	0.000	0.000	-0.001	0.014	-0.002	0.000
PS 12,12	0.000	0.000	0.000	-0.001	-0.001	0.000
PS 13,12	0.000	0.000	0.000	0.004	-0.003	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.002	0.000
PS 14,14	0.002	0.000	0.002	0.000	0.000	-0.013
PS 15,15	0.000	0.000	0.000	0.000	0.000	-0.003

Correlation Matrix of Parameter Estimates

	BE 4,6	BE 4,7	BE 4,8	BE 4,9	BE 4,13	BE 5,2
BE 4,6	1.000					
BE 4,7	-0.284	1.000				
BE 4,8	-0.008	0.000	1.000			
BE 4,9	-0.077	0.005	0.287	1.000		
BE 4,13	-0.018	-0.151	0.000	0.000	1.000	
BE 5,2	0.000	0.000	0.000	0.000	0.000	1.000
BE 5,3	0.000	0.000	0.002	0.000	0.000	0.339
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.144
BE 5,14	0.000	0.000	-0.001	0.000	0.000	0.239
BE 7,6	0.004	-0.025	0.000	0.000	0.004	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.002	-0.005	0.000	0.000	-0.002	0.000
BE 8,6	0.003	0.000	-0.026	-0.008	0.000	0.000
BE 8,9	0.000	0.000	0.005	0.005	0.000	0.000
BE 9,6	0.007	0.000	-0.001	-0.025	0.000	0.000
BE 10,3	-0.004	0.002	0.000	0.000	0.000	-0.013
BE 10,6	0.002	0.000	0.000	0.000	0.000	0.004
BE 11,6	0.002	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	-0.002	0.000	0.000	-0.005	0.000
BE 13,6	-0.004	0.001	0.000	0.000	-0.025	0.000
BE 14,6	0.004	-0.001	0.000	0.000	0.000	-0.001
BE 14,7	-0.001	0.005	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.004	0.000	0.000	0.000
BE 14,10	-0.002	-0.003	-0.002	0.000	0.000	0.003
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.004	-0.001	0.001	0.000	0.009	0.013
BE 15,6	-0.002	0.000	0.000	0.000	-0.001	-0.002
BE 15,13	0.000	0.000	0.000	0.000	-0.003	-0.001
BE 15,14	-0.002	0.000	-0.001	0.000	-0.004	-0.005
PS 1,1	0.000	0.000	0.000	0.000	0.000	-0.015
PS 2,1	0.000	0.000	0.000	0.000	0.000	-0.146
PS 2,2	0.000	0.000	0.000	0.000	0.000	-0.010
PS 3,3	-0.010	-0.015	0.002	0.010	0.003	0.002
PS 4,3	-0.028	-0.028	0.004	0.021	0.003	0.004
PS 4,4	-0.033	-0.004	0.005	0.008	-0.007	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.001
PS 6,6	-0.035	0.002	0.000	0.001	0.000	0.000
PS 7,7	0.001	-0.005	0.000	0.000	0.001	0.000
PS 8,8	0.000	0.000	0.005	0.001	0.000	0.000
PS 9,9	-0.001	0.000	0.000	0.007	0.000	0.000
PS 10,10	0.001	0.000	0.000	0.000	0.000	0.006
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000

PS 13,12	0.000	-0.001	0.000	0.000	-0.003	0.000
PS 13,13	0.000	0.000	0.000	0.000	-0.008	0.000
PS 14,14	0.000	0.001	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.004

Correlation Matrix of Parameter Estimates

	BE 5,3	BE 5,8	BE 5,14	BE 7,6	BE 7,12	BE 7,13
BE 5,3	1.000					
BE 5,8	0.000	1.000				
BE 5,14	-0.440	-0.088	1.000			
BE 7,6	0.000	0.000	0.000	1.000		
BE 7,12	0.000	0.000	0.000	0.065	1.000	
BE 7,13	0.000	0.000	0.000	-0.075	-0.207	1.000
BE 8,6	0.001	0.000	0.000	0.000	0.000	0.000
BE 8,9	-0.001	-0.001	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.005	0.000	0.000
BE 10,3	-0.021	-0.004	0.004	-0.004	0.000	0.000
BE 10,6	0.003	0.002	-0.002	0.004	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.005	-0.010	0.002
BE 12,6	0.000	0.000	0.000	-0.008	-0.068	0.000
BE 13,6	0.000	0.000	0.000	-0.003	0.001	-0.068
BE 14,6	-0.001	-0.001	0.002	-0.008	0.001	0.001
BE 14,7	0.000	0.000	0.003	-0.023	-0.003	-0.002
BE 14,8	-0.001	0.000	0.004	0.000	0.000	0.000
BE 14,10	0.011	0.004	-0.016	0.002	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	-0.002	0.000
BE 15,3	0.016	0.002	-0.003	0.001	-0.001	0.006
BE 15,6	-0.001	-0.001	-0.001	-0.003	0.000	-0.002
BE 15,13	0.000	0.000	0.000	-0.001	0.000	-0.002
BE 15,14	-0.008	-0.001	0.011	0.000	0.000	0.000
PS 1,1	-0.004	-0.002	-0.006	0.000	0.000	0.000
PS 2,1	-0.047	-0.020	-0.040	0.000	0.000	0.000
PS 2,2	-0.003	-0.001	-0.003	0.000	0.000	0.000
PS 3,3	0.072	-0.003	-0.043	0.001	0.000	0.000
PS 4,3	0.030	-0.001	-0.016	0.001	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.066	0.000	-0.031	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	-0.097	-0.002	0.002
PS 7,7	0.000	0.000	0.000	-0.096	-0.004	-0.010
PS 8,8	0.000	0.004	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.005	0.002	-0.004	0.001	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.001	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.006	-0.001

PS 12,12	0.000	0.000	0.000	0.000	-0.006	0.000
PS 13,12	0.000	0.000	0.000	0.000	-0.007	-0.005
PS 13,13	0.000	0.000	0.000	0.001	0.000	-0.011
PS 14,14	-0.003	-0.001	0.008	0.000	0.000	0.001
PS 15,15	0.002	0.001	0.000	0.000	0.000	0.001

Correlation Matrix of Parameter Estimates

	BE 8,6	BE 8,9	BE 9,6	BE 10,3	BE 10,6	BE 11,6
BE 8,6	1.000					
BE 8,9	-0.080	1.000				
BE 9,6	0.028	-0.002	1.000			
BE 10,3	-0.001	0.000	0.002	1.000		
BE 10,6	0.000	0.000	0.000	-0.264	1.000	
BE 11,6	0.000	0.000	0.002	0.001	0.001	1.000
BE 12,6	0.000	0.000	-0.001	0.000	0.000	0.138
BE 13,6	0.000	0.000	0.001	-0.001	0.001	0.001
BE 14,6	-0.009	0.000	0.002	0.043	-0.085	-0.005
BE 14,7	0.000	0.000	0.000	0.023	-0.003	0.000
BE 14,8	-0.025	0.004	0.007	0.008	-0.001	0.000
BE 14,10	0.001	0.001	0.001	-0.358	0.074	0.000
BE 14,11	0.000	0.000	0.000	-0.006	0.001	-0.025
BE 15,3	0.000	0.000	-0.002	-0.030	0.007	-0.001
BE 15,6	0.000	0.000	0.000	0.005	-0.014	0.000
BE 15,13	0.000	0.000	0.000	0.001	0.000	0.000
BE 15,14	0.001	0.000	0.001	0.014	-0.002	0.001
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.002	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.007	-0.001	0.000
PS 3,3	0.000	0.000	-0.001	-0.085	0.024	0.000
PS 4,3	0.000	0.000	-0.001	-0.039	0.011	0.000
PS 4,4	0.000	0.000	0.000	0.001	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	-0.002	0.000	-0.026	0.001	-0.013	-0.031
PS 7,7	0.000	0.000	0.000	0.002	0.000	0.000
PS 8,8	-0.005	0.040	0.000	0.000	0.000	0.000
PS 9,9	-0.003	0.040	-0.026	0.000	0.000	0.000
PS 10,10	0.000	0.000	-0.001	-0.212	0.042	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	-0.031
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.012
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.003
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.079	-0.015	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	BE 12,6	BE 13,6	BE 14,6	BE 14,7	BE 14,8	BE 14,10
BE 12,6	1.000					
BE 13,6	0.183	1.000				
BE 14,6	0.000	0.002	1.000			
BE 14,7	-0.003	-0.003	-0.266	1.000		
BE 14,8	0.000	0.000	0.020	0.009	1.000	
BE 14,10	0.000	0.000	-0.097	-0.148	-0.057	1.000
BE 14,11	-0.004	0.000	-0.090	-0.017	-0.002	0.038
BE 15,3	0.000	-0.001	-0.016	0.046	0.007	0.021
BE 15,6	0.000	0.016	0.136	-0.015	-0.006	-0.006
BE 15,13	0.001	0.007	-0.005	0.018	-0.001	-0.001
BE 15,14	0.000	0.000	0.000	-0.002	0.018	0.001
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	-0.001
PS 2,2	0.000	0.000	0.000	0.000	0.000	-0.006
PS 3,3	0.000	0.000	-0.004	-0.002	-0.002	0.056
PS 4,3	0.000	0.000	-0.002	-0.001	0.000	0.014
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.001
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.018	-0.021	-0.031	0.002	0.000	0.000
PS 7,7	0.001	0.001	0.006	-0.020	0.000	-0.001
PS 8,8	0.000	0.000	0.000	0.000	-0.012	0.000
PS 9,9	0.000	0.000	0.000	0.000	-0.001	0.000
PS 10,10	0.000	0.000	0.001	0.013	0.005	-0.030
PS 11,11	-0.004	0.000	0.001	0.000	0.000	0.000
PS 12,11	-0.020	0.000	0.000	-0.001	0.000	0.000
PS 12,12	0.018	0.004	0.000	0.000	0.000	0.000
PS 13,12	-0.012	0.013	0.000	0.000	0.000	0.000
PS 13,13	-0.004	-0.021	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.001	0.028	0.009	-0.289
PS 15,15	0.000	0.000	-0.001	0.004	0.004	0.005

Correlation Matrix of Parameter Estimates

	BE 14,11	BE 15,3	BE 15,6	BE 15,13	BE 15,14	PS 1,1
BE 14,11	1.000					
BE 15,3	-0.026	1.000				
BE 15,6	0.002	-0.171	1.000			
BE 15,13	0.000	-0.045	-0.048	1.000		
BE 15,14	0.026	-0.561	-0.059	-0.001	1.000	
PS 1,1	0.000	0.000	0.000	0.000	0.000	1.000

PS 2,1	0.000	-0.002	0.000	0.000	0.001	0.136
PS 2,2	0.000	-0.001	0.000	0.000	0.001	0.005
PS 3,3	-0.001	-0.009	0.001	0.001	0.005	0.000
PS 4,3	0.000	-0.001	0.000	0.000	0.000	0.000
PS 4,4	0.000	-0.002	0.000	0.000	0.001	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.029
PS 6,6	0.001	0.000	0.006	0.000	0.000	0.000
PS 7,7	0.000	-0.002	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.003	0.001	0.000	0.000	-0.003	0.000
PS 11,11	-0.011	0.000	0.000	0.000	0.000	0.000
PS 12,11	-0.002	0.000	0.000	0.000	-0.001	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.004	0.000	0.000
PS 13,13	0.000	0.000	-0.001	0.024	0.000	0.000
PS 14,14	-0.018	-0.043	-0.024	-0.004	0.165	0.000
PS 15,15	0.004	-0.036	-0.018	0.019	0.168	0.000

Correlation Matrix of Parameter Estimates

	PS 2,1	PS 2,2	PS 3,3	PS 4,3	PS 4,4	PS 5,5
PS 2,1	1.000					
PS 2,2	0.100	1.000				
PS 3,3	0.000	0.002	1.000			
PS 4,3	0.000	0.003	0.495	1.000		
PS 4,4	0.000	0.000	0.136	0.495	1.000	
PS 5,5	0.033	0.000	0.001	0.002	0.000	1.000
PS 6,6	0.000	0.000	0.001	0.001	0.001	0.000
PS 7,7	0.000	0.000	0.001	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.001	0.007	0.013	0.009	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.002	-0.001	0.000	0.000	0.000
PS 15,15	-0.001	0.000	0.000	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	PS 6,6	PS 7,7	PS 8,8	PS 9,9	PS 10,10	PS 11,11
PS 6,6	1.000					
PS 7,7	0.000	1.000				
PS 8,8	0.000	0.000	1.000			
PS 9,9	0.000	0.000	0.000	1.000		
PS 10,10	0.000	0.000	0.000	0.000	1.000	
PS 11,11	0.000	0.000	0.000	0.000	0.000	1.000

PS 6,6	1.000					
PS 7,7	0.005	1.000				
PS 8,8	0.000	0.000	1.000			
PS 9,9	0.000	0.000	0.001	1.000		
PS 10,10	0.000	0.000	0.000	0.000	1.000	
PS 11,11	0.000	0.000	0.000	0.000	0.000	1.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.196
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.019
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.000	0.011	0.000
PS 15,15	0.000	0.000	0.000	0.000	-0.001	0.000

Correlation Matrix of Parameter Estimates

	PS 12,11	PS 12,12	PS 13,12	PS 13,13	PS 14,14	PS 15,15
PS 12,11	1.000					
PS 12,12	0.190	1.000				
PS 13,12	0.001	0.252	1.000			
PS 13,13	0.000	0.033	0.256	1.000		
PS 14,14	0.000	0.000	0.000	0.000	1.000	
PS 15,15	0.000	0.000	0.000	0.000	0.012	1.000

Continuity of Care Model

Covariances

Y - ETA

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ETA 1	0.309	0.123	-0.177	-0.016	0.285	-0.044
ETA 2	0.123	0.401	-0.299	-0.030	0.125	-0.077
ETA 3	-0.177	-0.299	1.079	0.143	-0.218	0.237
ETA 4	-0.016	-0.030	0.143	0.088	-0.025	0.042
ETA 5	0.285	0.125	-0.218	-0.025	0.461	-0.049
ETA 6	-0.044	-0.077	0.237	0.042	-0.049	1.300
ETA 7	-0.099	-0.160	0.577	0.056	-0.114	0.370
ETA 8	-0.542	-1.106	1.173	-0.103	-0.775	-0.121
ETA 9	0.188	0.333	-0.992	-0.014	0.264	0.396
ETA 10	-0.157	-0.442	0.691	0.076	-0.190	0.189
ETA 11	0.001	0.000	-0.033	0.002	0.004	0.043
ETA 12	-0.002	-0.005	-0.009	0.005	0.000	-0.038
ETA 13	-0.135	-0.254	0.363	0.166	-0.100	0.363
ETA 14	-1.482	-2.676	5.149	0.198	-1.465	1.755

ETA 15 0.140 0.258 -0.384 -0.027 0.116 -0.133

Y - ETA

	nonurse	patsyou	lastrns	safety	fulltime	emplyte
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ETA 1	-0.099	-0.542	0.188	-0.157	0.001	-0.002
ETA 2	-0.160	-1.106	0.333	-0.442	0.000	-0.005
ETA 3	0.577	1.173	-0.992	0.691	-0.033	-0.009
ETA 4	0.056	-0.103	-0.014	0.076	0.002	0.005
ETA 5	-0.114	-0.775	0.264	-0.190	0.004	0.000
ETA 6	0.370	-0.121	0.396	0.189	0.043	-0.038
ETA 7	1.740	-0.034	0.113	0.317	0.021	0.107
ETA 8	-0.034	69.903	-11.493	0.598	-0.004	0.004
ETA 9	0.113	-11.493	26.505	-0.490	0.013	-0.012
ETA 10	0.317	0.598	-0.490	2.687	-0.015	-0.006
ETA 11	0.021	-0.004	0.013	-0.015	0.217	0.051
ETA 12	0.107	0.004	-0.012	-0.006	0.051	0.585
ETA 13	1.149	-0.034	0.111	0.206	0.012	0.864
ETA 14	3.290	14.459	-2.473	5.913	0.475	0.226
ETA 15	-0.254	-0.881	0.219	-0.386	-0.023	-0.027

Y - ETA

	yrs_unit	MBI_EE	satisjob
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ETA 1	-0.135	-1.482	0.140
ETA 2	-0.254	-2.676	0.258
ETA 3	0.363	5.149	-0.384
ETA 4	0.166	0.198	-0.027
ETA 5	-0.100	-1.465	0.116
ETA 6	0.363	1.755	-0.133
ETA 7	1.149	3.290	-0.254
ETA 8	-0.034	14.459	-0.881
ETA 9	0.111	-2.473	0.219
ETA 10	0.206	5.913	-0.386
ETA 11	0.012	0.475	-0.023
ETA 12	0.864	0.226	-0.027
ETA 13	34.697	2.244	-0.791
ETA 14	2.244	95.983	-5.670
ETA 15	-0.791	-5.670	0.691

Continuity of Care Model

First Order Derivatives

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	0.000	0.005	0.000	0.000	0.000	0.043
qualunit	0.008	0.000	0.000	-0.006	0.015	0.073
unmet2	0.013	-0.026	0.000	-0.003	0.007	0.016
prepare	-0.027	0.017	-0.031	0.000	-0.038	-0.002
famres	0.001	-0.003	0.000	-0.003	0.000	0.019
SHR	0.009	0.008	0.002	0.002	0.006	0.000
nonurse	-0.004	0.044	-0.003	0.002	0.006	0.000
patsyou	0.003	0.003	-0.002	0.000	0.003	0.001
lastrns	0.012	0.003	-0.003	0.000	0.013	0.000
safety	0.011	0.006	0.002	0.001	0.026	0.008
fulltime	0.022	-0.010	-0.028	-0.035	0.047	0.000
empltype	-0.043	-0.026	-0.057	0.002	-0.066	0.000
yrs_unit	0.002	-0.010	0.006	0.000	0.004	0.000
MBI_EE	0.000	-0.001	-0.001	-0.002	-0.001	0.000
satisjob	0.011	-0.013	0.000	-0.014	0.010	-0.024

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.116	0.000	0.842	-0.051	0.004	-0.037
qualunit	0.149	0.000	0.363	-0.020	-0.002	-0.101
unmet2	0.036	0.237	0.030	0.090	-0.002	-0.043
prepare	0.005	0.000	-0.034	-0.119	-0.094	-0.013
famres	0.071	0.000	0.223	0.139	0.010	-0.073
SHR	-0.001	0.017	0.024	0.009	0.000	-0.003
nonurse	0.000	-0.140	0.042	-0.058	0.009	0.006
patsyou	-0.003	0.000	0.014	-0.014	0.000	-0.008
lastrns	0.002	0.000	0.000	0.007	0.001	0.013
safety	-0.005	-0.442	0.227	0.000	-0.002	0.023
fulltime	0.046	0.147	-0.008	-0.044	0.000	0.002
empltype	-0.005	-1.107	0.687	0.094	-0.001	0.000
yrs_unit	0.002	0.036	0.003	0.009	-0.002	0.000
MBI_EE	0.005	0.005	-0.067	-0.002	-0.003	-0.004
satisjob	0.072	0.096	-0.944	0.017	-0.057	0.037

LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	0.091	0.299	0.000
qualunit	-0.962	0.000	-0.001

unmet2	-0.100	0.055	-0.029
prepare	-0.004	-1.476	0.043
famres	0.385	-0.173	0.005
SHR	-0.048	0.021	0.003
nonurse	-0.077	-0.072	0.034
patsyou	-0.008	-0.044	0.001
lastrns	0.049	-0.081	-0.007
safety	-0.050	-0.096	0.006
fulltime	-0.309	0.178	-0.099
emplytype	0.000	-0.791	0.054
yrs_unit	0.000	0.153	-0.009
MBI_EE	0.053	0.000	0.000
satisjob	0.205	-0.029	0.000

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.000	0.005	0.000	0.000	0.000	0.043
ETA 2	0.009	0.000	0.000	-0.006	0.015	0.081
ETA 3	0.016	-0.023	0.000	0.000	0.016	0.000
ETA 4	-0.027	0.017	-0.031	0.000	-0.038	0.000
ETA 5	0.001	0.000	0.000	-0.003	0.000	0.044
ETA 6	0.015	0.016	0.000	0.000	0.016	0.000
ETA 7	0.000	0.038	-0.006	0.000	0.008	0.000
ETA 8	0.003	0.003	-0.002	0.000	0.003	0.000
ETA 9	0.010	0.003	-0.002	0.000	0.012	0.000
ETA 10	0.010	0.005	0.000	0.000	0.023	0.000
ETA 11	0.018	-0.006	-0.031	-0.037	0.041	0.000
ETA 12	-0.044	-0.019	-0.058	0.002	-0.066	0.000
ETA 13	0.001	-0.009	0.005	0.000	0.004	0.000
ETA 14	0.000	-0.001	-0.001	-0.001	-0.001	0.000
ETA 15	0.013	-0.012	0.000	-0.015	0.013	0.000

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.116	0.000	0.842	-0.051	0.004	-0.037
ETA 2	0.149	0.000	0.492	0.000	0.001	-0.118
ETA 3	0.000	0.000	0.000	0.074	0.000	0.000
ETA 4	0.000	0.000	0.000	-0.121	-0.094	-0.014
ETA 5	0.004	0.000	0.710	0.110	0.012	-0.094
ETA 6	0.000	0.000	0.000	0.000	0.000	0.000
ETA 7	0.000	-0.140	-0.001	-0.043	0.007	0.000
ETA 8	-0.004	0.000	0.000	-0.014	0.000	-0.007

ETA 9	0.004	0.000	0.000	0.011	0.001	0.016
ETA 10	-0.020	-0.442	0.139	0.000	-0.002	0.030
ETA 11	0.046	0.147	-0.066	-0.064	0.000	-0.005
ETA 12	-0.005	-1.130	0.686	0.084	0.000	0.000
ETA 13	0.000	0.031	0.017	0.007	-0.001	0.000
ETA 14	0.000	0.000	-0.029	0.000	0.000	-0.004
ETA 15	0.097	0.096	-0.742	0.012	-0.057	0.005

BETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	0.091	0.299	0.000
ETA 2	-0.883	0.000	0.000
ETA 3	0.000	0.000	-0.027
ETA 4	0.000	-1.465	0.043
ETA 5	0.438	0.000	0.005
ETA 6	0.000	0.000	0.000
ETA 7	0.000	-0.108	0.027
ETA 8	0.009	-0.041	0.001
ETA 9	0.045	-0.061	-0.007
ETA 10	0.108	-0.096	0.005
ETA 11	-0.204	0.178	-0.094
ETA 12	0.000	-0.809	0.060
ETA 13	0.000	0.145	-0.009
ETA 14	0.052	0.000	-0.001
ETA 15	0.000	0.000	0.000

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----
ETA 1	0.000					
ETA 2	0.000	0.000				
ETA 3	0.079	-0.044	0.000			
ETA 4	-0.076	-0.027	0.000	0.000		
ETA 5	-0.001	0.038	0.051	-0.121	0.000	
ETA 6	0.033	0.062	0.000	0.000	0.034	0.000
ETA 7	-0.078	0.106	0.000	0.001	-0.003	0.000
ETA 8	0.006	0.003	0.000	0.000	0.005	0.000
ETA 9	0.031	0.018	0.000	0.000	0.026	0.000
ETA 10	-0.023	-0.002	0.033	-0.046	0.048	0.000
ETA 11	0.029	0.031	0.000	-0.441	0.096	0.000
ETA 12	-0.070	-0.168	0.000	0.016	-0.194	0.000
ETA 13	0.004	-0.022	0.000	0.000	0.017	0.000
ETA 14	0.007	-0.004	-0.001	-0.015	-0.003	0.000

ETA 15	0.054	-0.046	-0.079	-0.113	0.040	0.000
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PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	0.000					
ETA 8	-0.002	0.000				
ETA 9	0.000	0.000	0.000			
ETA 10	-0.017	-0.006	0.005	0.000		
ETA 11	0.033	0.002	-0.002	-0.021	0.000	
ETA 12	-0.003	-0.013	0.026	0.050	0.000	0.000
ETA 13	0.000	0.001	0.001	0.002	-0.006	0.000
ETA 14	0.000	0.000	-0.001	0.000	0.002	-0.009
ETA 15	0.061	-0.003	-0.028	0.005	-0.272	0.034

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	0.000		
ETA 14	0.002	0.000	
ETA 15	-0.001	-0.001	0.000

THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.000					
qualunit	0.000	-0.007				
unmet2	0.096	-0.049	-0.024			
prepare	-0.076	-0.005	-0.011	0.003		
famres	-0.001	0.038	-0.021	-0.078	0.000	
SHR	0.034	0.031	0.004	0.025	-0.008	0.000
nonurse	-0.106	0.125	0.034	0.027	0.053	0.000
patsyou	0.004	0.003	0.004	0.002	0.003	0.001
lastns	0.036	0.012	0.002	-0.001	0.009	0.001
safety	-0.033	-0.007	0.038	-0.028	0.074	0.007
fulltime	0.036	0.006	0.002	-0.413	0.094	0.001
emptype	-0.054	-0.153	-0.076	0.018	-0.160	-0.003
ysr_unit	0.007	-0.029	-0.003	-0.003	0.014	-0.001
MBI_EE	0.006	-0.004	-0.006	-0.021	-0.006	0.001
satisjob	0.054	-0.052	-0.080	-0.101	0.000	0.000

THETA-EPS

	nonurse	patsyou	lastrns	safety	fulltime	emplyte
nonurse	0.000					
patsyou	-0.001	0.000				
lastrns	0.001	0.001	0.000			
safety	-0.013	-0.005	0.007	0.000		
fulltime	0.040	0.002	0.000	-0.013	-0.004	
emplyte	0.010	-0.014	0.021	0.049	0.013	0.000
yrs_unit	-0.001	0.000	0.000	-0.002	-0.014	0.000
MBI_EE	0.005	0.000	-0.003	-0.001	-0.014	-0.008
satisjob	0.065	-0.005	-0.040	0.004	-0.301	0.070

THETA-EPS

	yrs_unit	MBI_EE	satisjob
yrs_unit	0.000		
MBI_EE	0.002	0.000	
satisjob	0.003	0.003	0.006

Continuity of Care Model

Factor Scores Regressions

ETA

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ETA 1	0.482	0.050	-0.008	0.011	0.234	0.000
ETA 2	0.013	0.850	-0.011	-0.008	0.009	0.000
ETA 3	-0.017	-0.086	0.571	0.460	-0.049	0.014
ETA 4	0.001	-0.003	0.020	0.821	-0.002	0.002
ETA 5	0.163	0.022	-0.016	-0.017	0.705	0.000
ETA 6	0.000	-0.003	0.016	0.054	-0.001	0.732
ETA 7	-0.001	-0.005	0.042	-0.010	-0.003	0.018
ETA 8	0.002	-0.108	0.012	-0.103	-0.041	-0.004
ETA 9	0.003	0.015	-0.089	0.072	0.008	0.028
ETA 10	0.013	-0.254	0.084	0.054	-0.019	0.008
ETA 11	0.000	0.001	-0.006	0.007	0.000	0.003
ETA 12	0.000	0.000	0.000	0.000	0.000	0.000
ETA 13	0.000	0.000	-0.026	0.145	0.003	0.011
ETA 14	-0.038	-0.148	0.443	-0.730	-0.078	0.051
ETA 15	0.008	0.026	-0.005	0.001	-0.003	-0.001

ETA

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
	-----	-----	-----	-----	-----	-----
ETA 1	-0.001	0.000	0.000	0.002	0.001	0.000
ETA 2	-0.001	-0.001	0.000	-0.010	0.002	0.000
ETA 3	0.078	0.001	-0.011	0.026	-0.088	-0.019
ETA 4	-0.001	0.000	0.000	0.001	0.005	0.001
ETA 5	-0.002	-0.001	0.000	-0.002	0.002	0.000
ETA 6	0.041	0.000	0.004	0.003	0.049	-0.032
ETA 7	0.879	-0.001	0.001	-0.001	0.006	0.019
ETA 8	-0.016	0.944	-0.020	-0.014	-0.005	0.002
ETA 9	0.023	-0.016	0.890	-0.003	-0.020	-0.006
ETA 10	-0.005	-0.004	-0.001	0.640	-0.030	-0.003
ETA 11	0.001	0.000	0.000	-0.001	0.895	0.009
ETA 12	0.001	0.000	0.000	0.000	0.002	0.989
ETA 13	0.049	0.000	0.000	-0.003	-0.039	0.147
ETA 14	0.087	0.024	0.018	0.157	0.437	0.029
ETA 15	-0.001	0.000	0.000	0.001	-0.002	0.000

ETA

	yrs_unit	MBI_EE	satisjob
	-----	-----	-----
ETA 1	0.000	0.000	0.039
ETA 2	0.000	0.000	0.033
ETA 3	-0.002	0.009	-0.052
ETA 4	0.001	-0.001	0.000
ETA 5	0.000	-0.001	-0.008
ETA 6	0.001	0.001	-0.011
ETA 7	0.002	0.001	-0.005
ETA 8	0.000	0.005	0.011
ETA 9	0.000	0.003	-0.003
ETA 10	-0.001	0.011	0.021
ETA 11	0.000	0.001	-0.001
ETA 12	0.000	0.000	0.000
ETA 13	0.892	-0.006	-0.151
ETA 14	-0.027	0.721	-1.766
ETA 15	-0.001	-0.004	0.906

Continuity of Care Model

Standardized Solution

LAMBDA-Y

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-----	-----	-----	-----	-----	-----

ptmanage	0.556	--	--	--	--	--
qualunit	--	0.633	--	--	--	--
unmet2	--	--	1.039	--	--	--
prepare	--	--	--	0.297	--	--
famres	--	--	--	--	0.679	--
SHR	--	--	--	--	--	1.140
nonurse	--	--	--	--	--	--
patsyou	--	--	--	--	--	--
lastrns	--	--	--	--	--	--
safety	--	--	--	--	--	--
fulltime	--	--	--	--	--	--
emplytype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ptmanage	--	--	--	--	--	--
qualunit	--	--	--	--	--	--
unmet2	--	--	--	--	--	--
prepare	--	--	--	--	--	--
famres	--	--	--	--	--	--
SHR	--	--	--	--	--	--
nonurse	1.319	--	--	--	--	--
patsyou	--	8.361	--	--	--	--
lastrns	--	--	5.148	--	--	--
safety	--	--	--	1.639	--	--
fulltime	--	--	--	--	0.466	--
emplytype	--	--	--	--	--	0.765
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	--	--	--
qualunit	--	--	--
unmet2	--	--	--
prepare	--	--	--
famres	--	--	--
SHR	--	--	--

nonurse	--	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	--	--	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	5.890	--	--
MBI_EE	--	9.797	--
satisjob	--	--	0.831

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	--	-0.034	0.021	0.707	--
ETA 2	--	--	-0.196	--	--	--
ETA 3	--	--	--	--	0.085	--
ETA 4	--	--	--	--	0.094	--
ETA 5	--	0.170	-0.208	--	--	--
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	0.244	--
ETA 8	--	--	--	--	0.005	--
ETA 9	--	--	--	--	0.067	--
ETA 10	--	--	0.327	--	--	0.036
ETA 11	--	--	--	--	0.081	--
ETA 12	--	--	--	--	-0.044	--
ETA 13	--	--	--	--	0.054	--
ETA 14	--	--	--	--	0.079	--
ETA 15	--	--	-0.115	--	--	-0.012

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	--	0.004	--	--	--	--
ETA 2	--	-0.132	--	-0.252	--	--
ETA 3	0.318	0.027	-0.171	--	-0.118	-0.036
ETA 4	0.109	-0.048	-0.031	--	--	--
ETA 5	--	-0.068	--	--	--	--
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	0.094	--
ETA 8	--	--	-0.267	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--

ETA 13	--	--	--	--	--	--
ETA 14	0.199	0.168	--	0.228	0.096	--
ETA 15	--	--	--	--	--	--

BETA

	ETA 13	ETA 14	ETA 15
ETA 1	--	--	0.146
ETA 2	--	0.005	0.318
ETA 3	0.002	0.366	--
ETA 4	0.074	--	--
ETA 5	--	-0.030	--
ETA 6	--	--	--
ETA 7	0.117	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	--	--	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	--	--	--
ETA 15	-0.129	-0.631	--

Correlation Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	1.000					
ETA 2	0.350	1.000				
ETA 3	-0.307	-0.455	1.000			
ETA 4	-0.097	-0.159	0.464	1.000		
ETA 5	0.755	0.291	-0.310	-0.123	1.000	
ETA 6	-0.070	-0.107	0.201	0.124	-0.064	1.000
ETA 7	-0.135	-0.191	0.421	0.143	-0.128	0.246
ETA 8	-0.117	-0.209	0.135	-0.042	-0.137	-0.013
ETA 9	0.066	0.102	-0.185	-0.009	0.075	0.067
ETA 10	-0.172	-0.426	0.406	0.156	-0.171	0.101
ETA 11	0.002	0.000	-0.069	0.012	0.011	0.081
ETA 12	-0.006	-0.010	-0.011	0.022	0.000	-0.044
ETA 13	-0.041	-0.068	0.059	0.095	-0.025	0.054
ETA 14	-0.272	-0.431	0.506	0.068	-0.220	0.157
ETA 15	0.303	0.489	-0.445	-0.110	0.205	-0.141

Correlation Matrix of ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.000					
ETA 8	-0.003	1.000				
ETA 9	0.017	-0.267	1.000			
ETA 10	0.146	0.044	-0.058	1.000		
ETA 11	0.034	-0.001	0.005	-0.020	1.000	
ETA 12	0.106	0.001	-0.003	-0.005	0.143	1.000
ETA 13	0.148	-0.001	0.004	0.021	0.004	0.192
ETA 14	0.255	0.177	-0.049	0.368	0.104	0.030
ETA 15	-0.231	-0.127	0.051	-0.283	-0.059	-0.042

Correlation Matrix of ETA

	ETA 13	ETA 14	ETA 15
ETA 13	1.000		
ETA 14	0.039	1.000	
ETA 15	-0.161	-0.696	1.000

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.407					
ETA 2	0.062	0.623				
ETA 3	--	--	0.603			
ETA 4	--	--	0.385	0.964		
ETA 5	--	--	--	--	0.870	
ETA 6	--	--	--	--	--	1.000
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	0.913					
ETA 8	--	0.929				

ETA 9	--	--	0.995			
ETA 10	--	--	--	0.840		
ETA 11	--	--	--	--	0.993	
ETA 12	--	--	--	--	0.147	0.998
ETA 13	--	--	--	--	--	0.194
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	0.997		
ETA 14	--	0.791	
ETA 15	--	--	0.487

Continuity of Care Model

Total and Indirect Effects

Total Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.105	-0.135	0.040	0.578	-0.034
		(0.052)	(0.057)	(0.150)	(0.062)	(0.015)
		2.024	-2.355	0.267	9.264	-2.247
ETA 2	--	--	-0.207	--	--	-0.060
			(0.047)			(0.025)
			-4.374			-2.344
ETA 3	--	--	0.028	--	--	0.183
			(0.010)			(0.072)
			2.777			2.555
ETA 4	--	--	--	--	--	0.032
						(0.019)
						1.666
ETA 5	--	0.182	-0.179	--	--	-0.038
		(0.088)	(0.057)			(0.017)
		2.069	-3.121			-2.211
ETA 6	--	--	--	--	--	--

ETA 7	--	--	--	--	--	0.284 (0.082) 3.449
ETA 8	--	--	--	--	--	-0.093 (0.516) -0.180
ETA 9	--	--	--	--	--	0.305 (0.326) 0.935
ETA 10	--	--	0.530 (0.143) 3.693	--	--	0.146 (0.117) 1.245
ETA 11	--	--	--	--	--	0.033 (0.029) 1.124
ETA 12	--	--	--	--	--	-0.029 (0.046) -0.636
ETA 13	--	--	--	--	--	0.279 (0.374) 0.747
ETA 14	--	--	0.723 (0.270) 2.682	--	--	1.350 (0.637) 2.120
ETA 15	--	--	-0.134 (0.054) -2.489	--	--	-0.103 (0.051) -2.011

Total Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.052 (0.017) -3.108	-0.007 (0.005) -1.420	0.008 (0.003) 2.359	-0.028 (0.010) -2.833	0.010 (0.028) 0.337	-0.002 (0.012) -0.159
ETA 2	-0.082	-0.015	0.014	-0.126	0.013	-0.003

	(0.019)	(0.005)	(0.004)	(0.030)	(0.040)	(0.018)
	-4.388	-3.274	3.564	-4.234	0.330	-0.182
ETA 3	0.316	0.011	-0.040	0.054	-0.191	0.001
	(0.055)	(0.008)	(0.013)	(0.020)	(0.140)	(0.085)
	5.730	1.355	-3.128	2.712	-1.370	0.015
ETA 4	0.025	-0.002	-0.001	--	--	0.004
	(0.016)	(0.002)	(0.004)			(0.004)
	1.534	-0.705	-0.262			1.074
ETA 5	-0.062	-0.010	0.011	-0.033	0.025	-0.001
	(0.018)	(0.005)	(0.004)	(0.013)	(0.033)	(0.015)
	-3.393	-1.851	2.772	-2.554	0.748	-0.083
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	0.162	
					(0.108)	
					1.504	
ETA 8	--	--	-0.434	--	--	--
			(0.102)			
			-4.268			
ETA 9	--	--	--	--	--	--
ETA 10	0.163	0.006	-0.021	0.028	-0.099	0.001
	(0.052)	(0.005)	(0.009)	(0.010)	(0.077)	(0.044)
	3.147	1.275	-2.412	2.777	-1.288	0.015
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	1.700	0.205	-0.114	1.404	1.877	0.241
	(0.496)	(0.073)	(0.040)	(0.516)	(1.342)	(0.207)
	3.431	2.828	-2.870	2.723	1.399	1.167
ETA 15	-0.120	-0.012	0.010	-0.080	-0.083	-0.013
	(0.031)	(0.004)	(0.003)	(0.030)	(0.079)	(0.017)
	-3.861	-2.805	2.978	-2.686	-1.048	-0.767

Total Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	-0.003	-0.013	0.123
	(0.002)	(0.004)	(0.051)
	-1.623	-3.394	2.387
ETA 2	-0.007	-0.021	0.242
	(0.003)	(0.004)	(0.063)
	-2.034	-4.636	3.853
ETA 3	0.009	0.040	--
	(0.012)	(0.007)	
	0.702	5.318	
ETA 4	0.004	--	--
	(0.003)		
	1.276		
ETA 5	-0.002	-0.011	0.044
	(0.002)	(0.005)	(0.024)
	-1.096	-2.173	1.813
ETA 6	--	--	--
ETA 7	0.026	--	--
	(0.015)		
	1.775		
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	0.004	0.021	--
	(0.006)	(0.006)	
	0.691	3.193	
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	0.045	0.028	--
	(0.029)	(0.010)	

1.536 2.777

ETA 15 -0.021 -0.059 --
 (0.007) (0.005)
 -2.946 -12.375

Largest Eigenvalue of B*B' (Stability Index) is 8.618

Indirect Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.105 (0.052) 2.024	-0.117 (0.036) -3.230	--	-- (0.015) -2.247	-0.034
ETA 2	--	--	-0.087 (0.025) -3.427	--	-- (0.025) -2.344	-0.060
ETA 3	--	--	0.028 (0.010) 2.777	--	-- (0.042) 2.539	0.106
ETA 4	--	--	--	--	0.008 (0.005) 1.422	
ETA 5	--	--	-0.043 (0.019) -2.274	--	-- (0.017) -2.211	-0.038
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	0.003 (0.014) 0.174	
ETA 8	--	--	--	--	-0.132 (0.145) -0.912	
ETA 9	--	--	--	--	--	--
ETA 10	--	--	0.014	--	--	0.094

		(0.007)		(0.045)	
		1.938		2.112	
ETA 11	--	--	--	--	--
ETA 12	--	--	--	--	--
ETA 13	--	--	--	--	--
ETA 14	--	--	0.723	--	--
		(0.270)		(0.286)	0.668
		2.682		2.337	
ETA 15	--	--	-0.041	--	--
		(0.016)		(0.039)	-0.094
		-2.654		-2.419	

Indirect Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.052	-0.007	0.008	-0.028	0.010	-0.002
	(0.017)	(0.003)	(0.003)	(0.010)	(0.028)	(0.012)
	-3.108	-2.145	2.359	-2.833	0.337	-0.159
ETA 2	-0.082	-0.005	0.014	-0.028	0.013	-0.003
	(0.019)	(0.002)	(0.004)	(0.011)	(0.040)	(0.018)
	-4.388	-2.103	3.564	-2.587	0.330	-0.182
ETA 3	0.066	0.008	-0.006	0.054	0.073	0.050
	(0.022)	(0.003)	(0.004)	(0.020)	(0.054)	(0.035)
	2.934	2.501	-1.583	2.712	1.349	1.418
ETA 4	--	--	0.001	--	--	0.004
		(0.001)			(0.004)	
		0.695			1.074	
ETA 5	-0.062	-0.005	0.011	-0.033	0.025	-0.001
	(0.018)	(0.002)	(0.004)	(0.013)	(0.033)	(0.015)
	-3.393	-2.211	2.772	-2.554	0.748	-0.083
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	--

ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	0.163 (0.052) 3.147	0.006 (0.005) 1.275	-0.021 (0.009) -2.412	0.028 (0.010) 2.777	-0.099 (0.077) -1.288	0.001 (0.044) 0.015
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.223 (0.090) 2.478	0.008 (0.007) 1.218	-0.114 (0.040) -2.870	0.038 (0.025) 1.539	-0.135 (0.110) -1.227	0.241 (0.207) 1.167
ETA 15	-0.120 (0.031) -3.861	-0.012 (0.004) -2.805	0.010 (0.003) 2.978	-0.080 (0.030) -2.686	-0.083 (0.079) -1.048	-0.013 (0.017) -0.767

Indirect Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	-0.003 (0.002) -1.623	-0.013 (0.004) -3.394	0.025 (0.014) 1.783
ETA 2	-0.007 (0.003) -2.034	-0.021 (0.004) -4.951	--
ETA 3	0.008 (0.005) 1.700	0.001 (0.000) 2.297	--
ETA 4	0.001 (0.001) 1.164	--	--
ETA 5	-0.002 (0.002) -1.096	-0.009 (0.003) -3.285	0.044 (0.024) 1.813

ETA 6	--	--	--
ETA 7	--	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	0.004 (0.006) 0.691	0.021 (0.006) 3.193	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	0.045 (0.029) 1.536	0.028 (0.010) 2.777	--
ETA 15	-0.003 (0.002) -1.322	-0.005 (0.002) -2.421	--

Total Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	1.000 (0.052) 2.024	0.105 (0.057) -2.355	-0.135 (0.150) 0.267	0.040 (0.062) 9.264	0.578 (0.015) -2.247	-0.034
qualunit	--	1.000 (0.047) -4.374	-0.207	-- (0.025) -2.344	--	-0.060
unmet2	--	-- (0.010) 101.781	1.028	-- (0.072) 2.555	--	0.183
prepare	--	--	--	1.000 (0.019)	--	0.032

					1.666	
famres	--	0.182	-0.179	--	1.000	-0.038
		(0.088)	(0.057)		(0.017)	
		2.069	-3.121		-2.211	
SHR	--	--	--	--	1.000	
nonurse	--	--	--	--	0.284	
					(0.082)	
					3.449	
patsyou	--	--	--	--	-0.093	
					(0.516)	
					-0.180	
lastrns	--	--	--	--	0.305	
					(0.326)	
					0.935	
safety	--	--	0.530	--	0.146	
		(0.143)			(0.117)	
		3.693			1.245	
fulltime	--	--	--	--	0.033	
					(0.029)	
					1.124	
empltype	--	--	--	--	-0.029	
					(0.046)	
					-0.636	
yrs_unit	--	--	--	--	0.279	
					(0.374)	
					0.747	
MBI_EE	--	--	0.723	--	1.350	
		(0.270)			(0.637)	
		2.682			2.120	
satisjob	--	--	-0.134	--	-0.103	
		(0.054)			(0.051)	
		-2.489			-2.011	

Total Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.052 (0.017) -3.108	-0.007 (0.005) -1.420	0.008 (0.003) 2.359	-0.028 (0.010) -2.833	0.010 (0.028) 0.337	-0.002 (0.012) -0.159
qualunit	-0.082 (0.019) -4.388	-0.015 (0.005) -3.274	0.014 (0.004) 3.564	-0.126 (0.030) -4.234	0.013 (0.040) 0.330	-0.003 (0.018) -0.182
unmet2	0.316 (0.055) 5.730	0.011 (0.008) 1.355	-0.040 (0.013) -3.128	0.054 (0.020) 2.712	-0.191 (0.140) -1.370	0.001 (0.085) 0.015
prepare	0.025 (0.016) 1.534	-0.002 (0.002) -0.705	-0.001 (0.004) -0.262	-- --	-- (0.004) 1.074	0.004 (0.004)
famres	-0.062 (0.018) -3.393	-0.010 (0.005) -1.851	0.011 (0.004) 2.772	-0.033 (0.013) -2.554	0.025 (0.033) 0.748	-0.001 (0.015) -0.083
SHR	--	--	--	--	--	--
nonurse	1.000	--	--	--	-- (0.108) 1.504	0.162
patsyou	--	1.000 (0.102) -4.268	-0.434	--	--	--
lasttrns	--	--	1.000	--	--	--
safety	0.163 (0.052) 3.147	0.006 (0.005) 1.275	-0.021 (0.009) -2.412	1.028 (0.010) 101.781	-0.099 (0.077) -1.288	0.001 (0.044) 0.015
fulltime	--	--	--	--	1.000	--
emplytype	--	--	--	--	--	1.000
yrs_unit	--	--	--	--	--	--
MBI_EE	1.700	0.205	-0.114	1.404	1.877	0.241

	(0.496)	(0.073)	(0.040)	(0.516)	(1.342)	(0.207)
	3.431	2.828	-2.870	2.723	1.399	1.167
satisjob	-0.120	-0.012	0.010	-0.080	-0.083	-0.013
	(0.031)	(0.004)	(0.003)	(0.030)	(0.079)	(0.017)
	-3.861	-2.805	2.978	-2.686	-1.048	-0.767

Total Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	-0.003	-0.013	0.123
	(0.002)	(0.004)	(0.051)
	-1.623	-3.394	2.387
qualunit	-0.007	-0.021	0.242
	(0.003)	(0.004)	(0.063)
	-2.034	-4.636	3.853
unmet2	0.009	0.040	--
	(0.012)	(0.007)	
	0.702	5.318	
prepare	0.004	--	--
	(0.003)		
	1.276		
famres	-0.002	-0.011	0.044
	(0.002)	(0.005)	(0.024)
	-1.096	-2.173	1.813
SHR	--	--	--
nonurse	0.026	--	--
	(0.015)		
	1.775		
patsyou	--	--	--
lastrns	--	--	--
safety	0.004	0.021	--
	(0.006)	(0.006)	
	0.691	3.193	

fulltime	--	--	--
empltype	--	--	--
yrs_unit	1.000	--	--
MBI_EE	0.045	1.028	--
	(0.029)	(0.010)	
	1.536	101.781	
satisjob	-0.021	-0.059	1.000
	(0.007)	(0.005)	
	-2.946	-12.375	

Indirect Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	0.105	-0.135	0.040	0.578	-0.034
	(0.052)	(0.057)	(0.150)	(0.062)	(0.015)	
	2.024	-2.355	0.267	9.264	-2.247	
qualunit	--	--	-0.207	--	--	-0.060
		(0.047)			(0.025)	
		-4.374			-2.344	
unmet2	--	--	0.028	--	--	0.183
		(0.010)			(0.072)	
		2.777			2.555	
prepare	--	--	--	--	0.032	
				(0.019)		
				1.666		
famres	--	0.182	-0.179	--	--	-0.038
	(0.088)	(0.057)			(0.017)	
	2.069	-3.121			-2.211	
SHR	--	--	--	--	--	--
nonurse	--	--	--	--	--	0.284
				(0.082)		
				3.449		
patsyou	--	--	--	--	--	-0.093

					(0.516)	
					-0.180	
lastrns	--	--	--	--	--	0.305
					(0.326)	
					0.935	
safety	--	--	0.530	--	--	0.146
			(0.143)			(0.117)
			3.693			1.245
fulltime	--	--	--	--	--	0.033
					(0.029)	
					1.124	
emplytype	--	--	--	--	--	-0.029
					(0.046)	
					-0.636	
yrs_unit	--	--	--	--	--	0.279
					(0.374)	
					0.747	
MBI_EE	--	--	0.723	--	--	1.350
			(0.270)			(0.637)
			2.682			2.120
satisjob	--	--	-0.134	--	--	-0.103
			(0.054)			(0.051)
			-2.489			-2.011

Indirect Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ptmanage	-0.052	-0.007	0.008	-0.028	0.010	-0.002
	(0.017)	(0.005)	(0.003)	(0.010)	(0.028)	(0.012)
	-3.108	-1.420	2.359	-2.833	0.337	-0.159
qualunit	-0.082	-0.015	0.014	-0.126	0.013	-0.003
	(0.019)	(0.005)	(0.004)	(0.030)	(0.040)	(0.018)
	-4.388	-3.274	3.564	-4.234	0.330	-0.182
unmet2	0.316	0.011	-0.040	0.054	-0.191	0.001
	(0.055)	(0.008)	(0.013)	(0.020)	(0.140)	(0.085)

	5.730	1.355	-3.128	2.712	-1.370	0.015
prepare	0.025 (0.016)	-0.002 (0.002)	-0.001 (0.004)	--	--	0.004 (0.004)
	1.534	-0.705	-0.262			1.074
famres	-0.062 (0.018)	-0.010 (0.005)	0.011 (0.004)	-0.033 (0.013)	0.025 (0.033)	-0.001 (0.015)
	-3.393	-1.851	2.772	-2.554	0.748	-0.083
SHR	--	--	--	--	--	--
nonurse	--	--	--	--	--	0.162 (0.108)
						1.504
patsyou	--	--	-0.434 (0.102)	--	--	--
			-4.268			
lastns	--	--	--	--	--	--
safety	0.163 (0.052)	0.006 (0.005)	-0.021 (0.009)	0.028 (0.010)	-0.099 (0.077)	0.001 (0.044)
	3.147	1.275	-2.412	2.777	-1.288	0.015
fulltime	--	--	--	--	--	--
empltype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	1.700 (0.496)	0.205 (0.073)	-0.114 (0.040)	1.404 (0.516)	1.877 (1.342)	0.241 (0.207)
	3.431	2.828	-2.870	2.723	1.399	1.167
satisjob	-0.120 (0.031)	-0.012 (0.004)	0.010 (0.003)	-0.080 (0.030)	-0.083 (0.079)	-0.013 (0.017)
	-3.861	-2.805	2.978	-2.686	-1.048	-0.767

Indirect Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
ptmanage	-0.003	-0.013	0.123

	(0.002)	(0.004)	(0.051)
	-1.623	-3.394	2.387
qualunit	-0.007	-0.021	0.242
	(0.003)	(0.004)	(0.063)
	-2.034	-4.636	3.853
unmet2	0.009	0.040	--
	(0.012)	(0.007)	
	0.702	5.318	
prepare	0.004	--	--
	(0.003)		
	1.276		
famres	-0.002	-0.011	0.044
	(0.002)	(0.005)	(0.024)
	-1.096	-2.173	1.813
SHR	--	--	--
nonurse	0.026	--	--
	(0.015)		
	1.775		
patsyou	--	--	--
lastrns	--	--	--
safety	0.004	0.021	--
	(0.006)	(0.006)	
	0.691	3.193	
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	--	--	--
MBI_EE	0.045	0.028	--
	(0.029)	(0.010)	
	1.536	2.777	
satisjob	-0.021	-0.059	--
	(0.007)	(0.005)	
	-2.946	-12.375	

Continuity of Care Model

Standardized Total and Indirect Effects

Standardized Total Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.120	-0.253	0.021	0.707	-0.070
ETA 2	--	--	-0.339	--	--	-0.107
ETA 3	--	--	0.028	--	--	0.201
ETA 4	--	--	--	--	--	0.124
ETA 5	--	0.170	-0.274	--	--	-0.064
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.246
ETA 8	--	--	--	--	--	-0.013
ETA 9	--	--	--	--	--	0.067
ETA 10	--	--	0.336	--	--	0.101
ETA 11	--	--	--	--	--	0.081
ETA 12	--	--	--	--	--	-0.044
ETA 13	--	--	--	--	--	0.054
ETA 14	--	--	0.077	--	--	0.157
ETA 15	--	--	-0.167	--	--	-0.141

Standardized Total Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.124	-0.106	0.071	-0.083	0.008	-0.003
ETA 2	-0.171	-0.195	0.110	-0.325	0.010	-0.004
ETA 3	0.402	0.091	-0.200	0.086	-0.086	0.001
ETA 4	0.109	-0.048	-0.018	--	--	0.010
ETA 5	-0.119	-0.125	0.080	-0.080	0.017	-0.001
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.094
ETA 8	--	--	-0.267	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	0.131	0.030	-0.065	0.028	-0.028	0.000
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.229	0.175	-0.060	0.235	0.089	0.019
ETA 15	-0.191	-0.121	0.061	-0.158	-0.046	-0.012

Standardized Total Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	-0.037	-0.229	0.184
ETA 2	-0.062	-0.319	0.318
ETA 3	0.048	0.376	--
ETA 4	0.086	--	--
ETA 5	-0.021	-0.163	0.054
ETA 6	--	--	--
ETA 7	0.117	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	0.016	0.123	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	0.027	0.028	--
ETA 15	-0.152	-0.692	--

Standardized Indirect Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----
ETA 1	--	0.120	-0.219	--	--	-0.070
ETA 2	--	--	-0.143	--	--	-0.107
ETA 3	--	--	0.028	--	--	0.116
ETA 4	--	--	--	--	--	0.029
ETA 5	--	--	-0.066	--	--	-0.064
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.002
ETA 8	--	--	--	--	--	-0.018
ETA 9	--	--	--	--	--	--
ETA 10	--	--	0.009	--	--	0.065
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	0.077	--	--	0.078
ETA 15	--	--	-0.052	--	--	-0.129

Standardized Indirect Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ETA 1	-0.124	-0.110	0.071	-0.083	0.008	-0.003
ETA 2	-0.171	-0.063	0.110	-0.073	0.010	-0.004

ETA 3	0.084	0.064	-0.029	0.086	0.033	0.037
ETA 4	--	--	0.013	--	--	0.010
ETA 5	-0.119	-0.057	0.080	-0.080	0.017	-0.001
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	0.131	0.030	-0.065	0.028	-0.028	0.000
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.030	0.007	-0.060	0.006	-0.006	0.019
ETA 15	-0.191	-0.121	0.061	-0.158	-0.046	-0.012

Standardized Indirect Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
ETA 1	-0.037	-0.229	0.038
ETA 2	-0.062	-0.324	--
ETA 3	0.047	0.010	--
ETA 4	0.013	--	--
ETA 5	-0.021	-0.133	0.054
ETA 6	--	--	--
ETA 7	--	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	0.016	0.123	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	0.027	0.028	--
ETA 15	-0.023	-0.061	--

Standardized Total Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	0.556	0.067	-0.140	0.012	0.393	-0.039
qualunit	--	0.633	-0.215	--	--	-0.068
unmet2	--	--	1.068	--	--	0.208
prepare	--	--	--	0.297	--	0.037
famres	--	0.115	-0.186	--	0.679	-0.043
SHR	--	--	--	--	--	1.140
nonurse	--	--	--	--	--	0.324
patsyou	--	--	--	--	--	-0.106

lastrns	--	--	--	--	--	0.347
safety	--	--	0.550	--	--	0.166
fulltime	--	--	--	--	--	0.038
emplytype	--	--	--	--	--	-0.034
yrs_unit	--	--	--	--	--	0.318
MBI_EE	--	--	0.751	--	--	1.539
satisjob	--	--	-0.139	--	--	-0.117

Standardized Total Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.069	-0.059	0.039	-0.046	0.004	-0.001
qualunit	-0.108	-0.123	0.070	-0.206	0.006	-0.003
unmet2	0.417	0.094	-0.208	0.089	-0.089	0.001
prepare	0.032	-0.014	-0.005	--	--	0.003
famres	-0.081	-0.085	0.054	-0.054	0.011	-0.001
SHR	--	--	--	--	--	--
nonurse	1.319	--	--	--	--	0.124
patsyou	--	8.361	-2.235	--	--	--
lastrns	--	--	5.148	--	--	--
safety	0.215	0.049	-0.107	1.685	-0.046	0.000
fulltime	--	--	--	0.466	--	--
emplytype	--	--	--	--	0.765	--
yrs_unit	--	--	--	--	--	--
MBI_EE	2.243	1.715	-0.587	2.301	0.874	0.184
satisjob	-0.159	-0.101	0.051	-0.131	-0.039	-0.010

Standardized Total Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
ptmanage	-0.021	-0.127	0.102
qualunit	-0.039	-0.202	0.201
unmet2	0.050	0.391	--
prepare	0.026	--	--
famres	-0.014	-0.111	0.037
SHR	--	--	--
nonurse	0.154	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	0.026	0.201	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	5.890	--	--
MBI_EE	0.263	10.072	--

satisjob -0.126 -0.575 0.831

Standardized Indirect Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	0.067	-0.140	0.012	0.393	-0.039
qualunit	--	--	-0.215	--	--	-0.068
unmet2	--	--	0.029	--	--	0.208
prepare	--	--	--	--	0.037	
famres	--	0.115	-0.186	--	--	-0.043
SHR	--	--	--	--	--	--
nonurse	--	--	--	--	--	0.324
patsyou	--	--	--	--	--	-0.106
lastrns	--	--	--	--	0.347	
safety	--	--	0.550	--	--	0.166
fulltime	--	--	--	--	--	0.038
emplytype	--	--	--	--	--	-0.034
yrs_unit	--	--	--	--	--	0.318
MBI_EE	--	--	0.751	--	--	1.539
satisjob	--	--	-0.139	--	--	-0.117

Standardized Indirect Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.069	-0.059	0.039	-0.046	0.004	-0.001
qualunit	-0.108	-0.123	0.070	-0.206	0.006	-0.003
unmet2	0.417	0.094	-0.208	0.089	-0.089	0.001
prepare	0.032	-0.014	-0.005	--	--	0.003
famres	-0.081	-0.085	0.054	-0.054	0.011	-0.001
SHR	--	--	--	--	--	--
nonurse	--	--	--	--	--	0.124
patsyou	--	--	-2.235	--	--	--
lastrns	--	--	--	--	--	--
safety	0.215	0.049	-0.107	0.046	-0.046	0.000
fulltime	--	--	--	--	--	--
emplytype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	2.243	1.715	-0.587	2.301	0.874	0.184
satisjob	-0.159	-0.101	0.051	-0.131	-0.039	-0.010

Standardized Indirect Effects of ETA on Y

ETA 13 ETA 14 ETA 15

ptmanage	-0.021	-0.127	0.102
qualunit	-0.039	-0.202	0.201
unmet2	0.050	0.391	--
prepare	0.026	--	--
famres	-0.014	-0.111	0.037
SHR	--	--	--
nonurse	0.154	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	0.026	0.201	--
fulltime	--	--	--
empltype	--	--	--
yrs_unit	--	--	--
MBI_EE	0.263	0.275	--
satisjob	-0.126	-0.575	--

Time used: 0.931 Seconds

APPENDIX H

Appendix H.1. Syntax Commands – Medical Surgical Nurse Group

Continuity of Care Model

DA NI=27 NO=746

CM FU FI=C:\CofCModel7.csv

LA

'drnrs' 'support' 'admlis' 'nvrflt' 'staff' 'nonurse' 'safety' 'fulltime' 'patsyou'
 'emplytype' 'lasttrns' 'floats' 'yrs_unit' 'lastlpns' 'lastuaps' 'adl_all' 'adl_most' 'MBI_EE'
 'satisjob' 'unmet2' 'prepare' 'dschplan' 'qualunit' 'ptmanage'
 'SHR' 'famres' 'commres'

SE

'ptmanage' 'qualunit' 'unmet2' 'prepare' 'famres' 'SHR' 'nonurse' 'patsyou' 'lasttrns' 'safety'
 'fulltime' 'emplytype' 'yrs_unit' 'MBI_EE' 'satisjob/'

MO NY=15 NE=15 LY=FU,FI BE=FU,FI PS=SY,FI TE=DI,FI

FR BE(14,11) BE(15,13) BE(15,14) BE(15,3) BE(3,11) C

BE(3,12) BE(3,13) BE(3,14) BE(4,13) BE(14,7) BE(14,10) BE(1,15) C

BE(2,10) BE(2,14) BE(2,15) BE(2,3) BE(1,3) BE(1,4) C

BE(7,6) BE(8,6) BE(9,6) BE(10,6) BE(11,6) BE(12,6) BE(13,6) C

BE(14,6) BE(15,6) BE(5,14) BE(3,6) BE(5,3) BE(4,6) BE(5,2) BE(1,5) C

BE(3,7) BE(3,8) BE(3,9) BE(4,7) BE(4,8) BE(4,9) BE(5,8) BE(1,8) BE(10,3) C

BE(2,8) BE(14,8) BE(7,13) BE(8,9) BE(7,12) BE(7,8) BE(1,10) BE(5,6) C

BE(14,12) BE(10,8)

VA 1.0 LY(1,1) LY(2,2) LY(3,3) LY(4,4) LY(5,5) LY(6,6) LY(7,7) LY(8,8) LY(9,9)

LY(10,10) C LY(11,11) LY(12,12) LY(13,13) LY(14,14) LY(15,15)

VA .1663 TE(1,1)

VA .0415 TE(2,2)

VA .3463 TE(3,3)

VA .0237 TE(4,4)

VA .1030 TE(5,5)

VA .3980 TE(6,6)

VA .1638 TE(7,7)

VA 1.862 TE(8,8)

VA .4861 TE(9,9)

VA 1.203 TE(10,10)

VA .0219 TE(11,11)

VA .0069 TE(12,12)

VA 2.917 TE(13,13)

VA 18.192 TE(14,14)

VA .0350 TE(15,15)

FR PS(1,1) PS(2,2) PS(3,3) PS(4,4) PS(5,5) PS(6,6) PS(7,7) PS(8,8) PS(9,9) PS(10,10) C

PS(11,11) PS(12,12) PS(13,13) PS(14,14) PS(15,15)

FR PS(12,11) PS(13,12) PS(4,3) PS(2,1)

ST .45 PS(1,1)

ST .40 PS(2,2)

ST 1. PS(3,3)

ST .1 PS(4,4)

ST .5 PS(5,5)
ST 1.5 PS(6,6)
ST 1.5 PS(7,7)
ST 37. PS(8,8)
ST 4. PS(9,9)
ST 4. PS(10,10)
ST .2 PS(11,11)
ST .5 PS(12,12)
ST 29. PS(13,13)
ST 121 PS(14,14)
ST .7 PS(15,15)
ST .25 PS(2,1)
OU ML ALL AD=OFF ND=3

Appendix H.2. Syntax Commands – Specialty Nurse Group

Continuity of Care Model

DA NI=27 NO=846

CM FU FI=C:\CofCModel8.csv

LA

'drnrs' 'support' 'admlis' 'nvrflt' 'staff' 'nonurse' 'safety' 'fulltime' 'patsyou'
 'emplytype' 'lasttrns' 'floats' 'yrs_unit' 'lastlpns' 'lastuaps' 'adl_all' 'adl_most' 'MBI_EE'
 'satisjob' 'unmet2' 'prepare' 'dschplan' 'qualunit' 'ptmanage'
 'SHR' 'famres' 'commres'

SE

'ptmanage' 'qualunit' 'unmet2' 'prepare' 'famres' 'SHR' 'nonurse' 'patsyou' 'lasttrns' 'safety'
 'fulltime' 'emplytype' 'yrs_unit' 'MBI_EE' 'satisjob/'

MO NY=15 NE=15 LY=FU,FI BE=FU,FI PS=SY,FI TE=DI,FI

FR BE(14,11) BE(15,13) BE(15,14) BE(15,3) BE(3,11) C

BE(3,12) BE(3,13) BE(3,14) BE(4,13) BE(14,7) BE(14,10) BE(1,15) C

BE(2,10) BE(2,14) BE(2,15) BE(2,3) BE(1,3) BE(1,4) C

BE(7,6) BE(8,6) BE(9,6) BE(10,6) BE(11,6) BE(12,6) BE(13,6) C

BE(14,6) BE(15,6) BE(5,14) BE(3,6) BE(5,3) BE(4,6) BE(5,2) BE(1,5) C

BE(3,7) BE(3,8) BE(3,9) BE(4,7) BE(4,8) BE(4,9) BE(5,8) BE(1,8) BE(10,3) C

BE(2,8) BE(14,8) BE(7,13) BE(8,9) BE(7,12) BE(7,8) BE(1,10) BE(5,6)

VA 1.0 LY(1,1) LY(2,2) LY(3,3) LY(4,4) LY(5,5) LY(6,6) LY(7,7) LY(8,8) LY(9,9)

LY(10,10) C LY(11,11) LY(12,12) LY(13,13) LY(14,14) LY(15,15)

VA .1985 TE(1,1)

VA .0398 TE(2,2)

VA .3330 TE(3,3)

VA .0159 TE(4,4)

VA .1086 TE(5,5)

VA .4798 TE(6,6)

VA .2484 TE(7,7)

VA 2.426 TE(8,8)

VA 4.772 TE(9,9)

VA .8967 TE(10,10)

VA .0240 TE(11,11)

VA .0060 TE(12,12)

VA 4.402 TE(13,13)

VA 18.117 TE(14,14)

VA .0369 TE(15,15)

FR PS(1,1) PS(2,2) PS(3,3) PS(4,4) PS(5,5) PS(6,6) PS(7,7) PS(8,8) PS(9,9) PS(10,10) C

PS(11,11) PS(12,12) PS(13,13) PS(14,14) PS(15,15)

FR PS(12,11) PS(13,12) PS(4,3) PS(2,1)

OU ML ALL AD=OFF ND=3

Appendix H.3. Syntax Commands – Other Nurse Group

Continuity of Care Model

DA NI=27 NO=561

CM FU FI=C:\CofCModel9.csv

LA

'dnrns' 'support' 'admlis' 'nvrflt' 'staff' 'nonurse' 'safety' 'fulltime' 'patsyou'
 'emplytype' 'lastrns' 'floats' 'yrs_unit' 'lastlpns' 'lastuaps' 'adl_all' 'adl_most' 'MBI_EE'
 'satisjob' 'unmet2' 'prepare' 'dschplan' 'qualunit' 'ptmanage'
 'SHR' 'famres' 'commres'

SE

'ptmanage' 'qualunit' 'unmet2' 'prepare' 'famres' 'SHR' 'nonurse' 'patsyou' 'lastrns' 'safety'
 'fulltime' 'emplytype' 'yrs_unit' 'MBI_EE' 'satisjob/'

MO NY=15 NE=15 LY=FU,FI BE=FU,FI PS=SY,FI TE=DI,FI

FR BE(14,11) BE(15,13) BE(15,14) BE(15,3) BE(3,11) C

BE(3,12) BE(3,13) BE(3,14) BE(4,13) BE(14,7) BE(14,10) BE(1,15) C

BE(2,10) BE(2,14) BE(2,15) BE(2,3) BE(1,3) BE(1,4) C

BE(7,6) BE(8,6) BE(9,6) BE(10,6) BE(11,6) BE(12,6) BE(13,6) C

BE(14,6) BE(15,6) BE(5,14) BE(3,6) BE(5,3) BE(4,6) BE(5,2) BE(1,5) C

BE(3,7) BE(3,8) BE(3,9) BE(4,7) BE(4,8) BE(4,9) BE(5,8) BE(1,8) BE(10,3) C

BE(2,8) BE(14,8) BE(7,13) BE(8,9) BE(7,12) BE(7,8) BE(1,10) BE(5,6) BE(10,8)

BE(15,10)

VA 1.0 LY(1,1) LY(2,2) LY(3,3) LY(4,4) LY(5,5) LY(6,6) LY(7,7) LY(8,8) LY(9,9)

LY(10,10) C LY(11,11) LY(12,12) LY(13,13) LY(14,14) LY(15,15)

VA .2023 TE(1,1)

VA .0426 TE(2,2)

VA .4058 TE(3,3)

VA .0126 TE(4,4)

VA .1188 TE(5,5)

VA .4958 TE(6,6)

VA .1551 TE(7,7)

VA 6.602 TE(8,8)

VA .9399 TE(9,9)

VA 1.150 TE(10,10)

VA .0226 TE(11,11)

VA .0063 TE(12,12)

VA 3.343 TE(13,13)

VA 18.076 TE(14,14)

VA .0394 TE(15,15)

FR PS(1,1) PS(2,2) PS(3,3) PS(4,4) PS(5,5) PS(6,6) PS(7,7) PS(8,8) PS(9,9) PS(10,10) C

PS(11,11) PS(12,12) PS(13,13) PS(14,14) PS(15,15)

FR PS(12,11) PS(13,12) PS(4,3) PS(2,1)

ST .5 PS(1,1)

ST .4 PS(2,2)

ST 1.5 PS(3,3)

ST .05 PS(4,4)

ST .5 PS(5,5)
ST 1.5 PS(6,6)
ST 1.5 PS(7,7)
ST 132. PS(8,8)
ST 9. PS(9,9)
ST 3.5 PS(10,10)
ST .2 PS(11,11)
ST .5 PS(12,12)
ST 33. PS(13,13)
ST 120. PS(14,14)
ST .7 PS(15,15)
ST .2 PS(2,1)
OU ML ALL AD=OFF ND=3

APPENDIX I

Appendix I. LISREL Output – Medcial Surgical Nurse Group

DATE: 1/12/2006

TIME: 21:25

L I S R E L 8.71

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Basic Model Syntax 9.LS8:

Continuity of Care Model

DA NI=27 NO=746

CM FU FI=C:\CofCModel7.csv

LA

'drnrs' 'support' 'admnlis' 'nvrflt' 'staff' 'nonurse' 'safety' 'fulltime' 'patsyou'
'emplytype' 'lastrns' 'floats' 'yrs_unit' 'lastlpns' 'lastuaps' 'adl_all' 'adl_most' 'MBI_EE'
'satisjob' 'unmet2' 'prepare' 'dschplan' 'qualunit' 'ptmanage'
'SHR' 'famres' 'commres'

SE

'ptmanage' 'qualunit' 'unmet2' 'prepare' 'famres' 'SHR' 'nonurse' 'patsyou' 'lastrns' 'safety'
'fulltime' 'emplytype' 'yrs_unit' 'MBI_EE' 'satisjob'/'

MO NY=15 NE=15 LY=FU,FI BE=FU,FI PS=SY,FI TE=DI,FI

FR BE(14,11) BE(15,13) BE(15,14) BE(15,3) BE(3,11) C

BE(3,12) BE(3,13) BE(3,14) BE(4,13) BE(14,7) BE(14,10) BE(1,15) C

BE(2,10) BE(2,14) BE(2,15) BE(2,3) BE(1,3) BE(1,4) C

BE(7,6) BE(8,6) BE(9,6) BE(10,6) BE(11,6) BE(12,6) BE(13,6) C

BE(14,6) BE(15,6) BE(5,14) BE(3,6) BE(5,3) BE(4,6) BE(5,2) BE(1,5) C

BE(3,7) BE(3,8) BE(3,9) BE(4,7) BE(4,8) BE(4,9) BE(5,8) BE(1,8) BE(10,3) C

BE(2,8) BE(14,8) BE(7,13) BE(8,9) BE(7,12) BE(7,8) BE(1,10) BE(5,6) C

BE(14,12) BE(10,8)

VA 1.0 LY(1,1) LY(2,2) LY(3,3) LY(4,4) LY(5,5) LY(6,6) LY(7,7) LY(8,8) LY(9,9)
 LY(10,10) C LY(11,11) LY(12,12) LY(13,13) LY(14,14) LY(15,15)
 VA .1663 TE(1,1)
 VA .0415 TE(2,2)
 VA .3463 TE(3,3)
 VA .0237 TE(4,4)
 VA .1030 TE(5,5)
 VA .3980 TE(6,6)
 VA .1638 TE(7,7)
 VA 1.862 TE(8,8)
 VA .4861 TE(9,9)
 VA 1.203 TE(10,10)
 VA .0219 TE(11,11)
 VA .0069 TE(12,12)
 VA 2.917 TE(13,13)
 VA 18.192 TE(14,14)
 VA .0350 TE(15,15)
 FR PS(1,1) PS(2,2) PS(3,3) PS(4,4) PS(5,5) PS(6,6) PS(7,7) PS(8,8) PS(9,9) PS(10,10)
 C
 PS(11,11) PS(12,12) PS(13,13) PS(14,14) PS(15,15)
 FR PS(12,11) PS(13,12) PS(4,3) PS(2,1)
 ST .45 PS(1,1)
 ST .40 PS(2,2)
 ST 1. PS(3,3)
 ST .1 PS(4,4)
 ST .5 PS(5,5)
 ST 1.5 PS(6,6)
 ST 1.5 PS(7,7)
 ST 37. PS(8,8)
 ST 4. PS(9,9)
 ST 4. PS(10,10)
 ST .2 PS(11,11)
 ST .5 PS(12,12)
 ST 29. PS(13,13)
 ST 121 PS(14,14)
 ST .7 PS(15,15)
 ST .25 PS(2,1)
 OU ML ALL AD=OFF ND=3

Continuity of Care Model

Number of Input Variables 27
 Number of Y - Variables 15
 Number of X - Variables 0
 Number of ETA - Variables 15
 Number of KSI - Variables 0

Number of Observations 746

Continuity of Care Model

Covariance Matrix

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.475					
qualunit	0.090	0.415				
unmet2	-0.196	-0.177	1.385			
prepare	-0.037	-0.037	0.134	0.158		
famres	0.284	0.108	-0.213	-0.032	0.515	
SHR	-0.135	-0.075	0.286	0.083	-0.116	1.592
nonurse	-0.061	-0.124	0.499	0.088	-0.043	0.351
patsyou	-0.310	-0.150	0.582	0.093	-0.188	0.357
lastrns	0.014	0.146	-0.095	0.001	-0.005	-0.181
safety	-0.335	-0.304	0.474	0.075	-0.257	0.278
fulltime	0.006	-0.005	0.022	-0.008	0.017	0.028
emptype	0.037	0.013	0.025	-0.002	0.052	-0.063
yrs_unit	-0.086	0.145	-0.138	-0.006	0.125	-0.002
MBI_EE	-1.766	-2.028	4.774	0.794	-1.526	2.487
satisjob	0.119	0.183	-0.235	-0.029	0.106	-0.165

Covariance Matrix

	nonurse	patsyou	lastrns	safety	fulltime	emptype
nonurse	1.638					
patsyou	0.648	37.225				
lastrns	-0.164	-5.468	4.861			
safety	0.234	1.438	-0.442	4.011		
fulltime	0.013	0.030	-0.077	0.028	0.219	
emptype	0.006	0.347	-0.006	0.101	0.081	0.678
yrs_unit	-0.356	2.594	-1.032	0.218	0.052	0.486
MBI_EE	2.551	4.828	-1.684	5.409	1.127	1.351
satisjob	-0.174	-0.149	0.103	-0.303	-0.021	-0.007

Covariance Matrix

	yrs_unit	MBI_EE	satisjob
yrs_unit	29.172		
MBI_EE	-2.873	121.278	
satisjob	0.113	-5.519	0.700

Continuity of Care Model

Parameter Specifications

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0	0	1	2	3	0
ETA 2	0	0	7	0	0	0
ETA 3	0	0	0	0	0	12
ETA 4	0	0	0	0	0	20
ETA 5	0	25	26	0	0	27
ETA 6	0	0	0	0	0	0
ETA 7	0	0	0	0	0	30
ETA 8	0	0	0	0	0	34
ETA 9	0	0	0	0	0	36
ETA 10	0	0	37	0	0	38
ETA 11	0	0	0	0	0	40
ETA 12	0	0	0	0	0	41
ETA 13	0	0	0	0	0	42
ETA 14	0	0	0	0	0	43
ETA 15	0	0	49	0	0	50

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	0	4	0	5	0	0
ETA 2	0	8	0	9	0	0
ETA 3	13	14	15	0	16	17
ETA 4	21	22	23	0	0	0
ETA 5	0	28	0	0	0	0
ETA 6	0	0	0	0	0	0
ETA 7	0	31	0	0	0	32
ETA 8	0	0	35	0	0	0
ETA 9	0	0	0	0	0	0
ETA 10	0	39	0	0	0	0
ETA 11	0	0	0	0	0	0
ETA 12	0	0	0	0	0	0
ETA 13	0	0	0	0	0	0
ETA 14	44	45	0	46	47	48
ETA 15	0	0	0	0	0	0

BETA

	ETA 13	ETA 14	ETA 15
ETA 1	0	0	6
ETA 2	0	10	11
ETA 3	18	19	0
ETA 4	24	0	0
ETA 5	0	29	0
ETA 6	0	0	0
ETA 7	33	0	0
ETA 8	0	0	0
ETA 9	0	0	0
ETA 10	0	0	0
ETA 11	0	0	0
ETA 12	0	0	0
ETA 13	0	0	0
ETA 14	0	0	0
ETA 15	51	52	0

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	53					
ETA 2	54	55				
ETA 3	0	0	56			
ETA 4	0	0	57	58		
ETA 5	0	0	0	0	59	
ETA 6	0	0	0	0	0	60
ETA 7	0	0	0	0	0	0
ETA 8	0	0	0	0	0	0
ETA 9	0	0	0	0	0	0
ETA 10	0	0	0	0	0	0
ETA 11	0	0	0	0	0	0
ETA 12	0	0	0	0	0	0
ETA 13	0	0	0	0	0	0
ETA 14	0	0	0	0	0	0
ETA 15	0	0	0	0	0	0

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	61					
ETA 8	0	62				
ETA 9	0	0	63			

ETA 10	0	0	0	64		
ETA 11	0	0	0	0	65	
ETA 12	0	0	0	0	66	67
ETA 13	0	0	0	0	0	68
ETA 14	0	0	0	0	0	0
ETA 15	0	0	0	0	0	0

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	69		
ETA 14	0	70	
ETA 15	0	0	71

Continuity of Care Model

Initial Estimates (TSLS)

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	1.000	--	--	--	--	--
qualunit	--	1.000	--	--	--	--
unmet2	--	--	1.000	--	--	--
prepare	--	--	--	1.000	--	--
famres	--	--	--	--	1.000	--
SHR	--	--	--	--	--	1.000
nonurse	--	--	--	--	--	--
patsyou	--	--	--	--	--	--
lastrns	--	--	--	--	--	--
safety	--	--	--	--	--	--
fulltime	--	--	--	--	--	--
empltype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	--	--	--	--	--	--
qualunit	--	--	--	--	--	--

unmet2	--	--	--	--	--	--
prepare	--	--	--	--	--	--
famres	--	--	--	--	--	--
SHR	--	--	--	--	--	--
nonurse	1.000	--	--	--	--	--
patsyou	--	1.000	--	--	--	--
lastrns	--	--	1.000	--	--	--
safety	--	--	--	1.000	--	--
fulltime	--	--	--	--	1.000	--
empltpe	--	--	--	--	--	1.000
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

ETA 13	ETA 14	ETA 15
--------	--------	--------

ptmanage	--	--	--
qualunit	--	--	--
unmet2	--	--	--
prepare	--	--	--
famres	--	--	--
SHR	--	--	--
nonurse	--	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	--	--	--
fulltime	--	--	--
empltpe	--	--	--
yrs_unit	1.000	--	--
MBI_EE	--	1.000	--
satisjob	--	--	1.000

BETA

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-------	-------	-------	-------	-------	-------

ETA 1	--	--	0.500	0.500	0.500	--
ETA 2	--	--	0.500	--	--	--
ETA 3	--	--	--	--	--	0.500
ETA 4	--	--	--	--	--	0.500
ETA 5	--	0.500	0.500	--	--	0.500
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.500
ETA 8	--	--	--	--	--	0.500

ETA 9	--	--	--	--	--	0.500
ETA 10	--	--	0.500	--	--	0.500
ETA 11	--	--	--	--	--	0.500
ETA 12	--	--	--	--	--	0.500
ETA 13	--	--	--	--	--	0.500
ETA 14	--	--	--	--	--	0.500
ETA 15	--	--	0.500	--	--	0.500

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	--	0.500	--	0.500	--	--
ETA 2	--	0.500	--	0.500	--	--
ETA 3	0.500	0.500	0.500	--	0.500	0.500
ETA 4	0.500	0.500	0.500	--	--	--
ETA 5	--	0.500	--	--	--	--
ETA 6	--	--	--	--	--	--
ETA 7	--	0.500	--	--	--	0.500
ETA 8	--	--	0.500	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	0.500	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.500	0.500	--	0.500	0.500	0.500
ETA 15	--	--	--	--	--	--

BETA

	ETA 13	ETA 14	ETA 15
ETA 1	--	--	0.500
ETA 2	--	0.500	0.500
ETA 3	0.500	0.500	--
ETA 4	0.500	--	--
ETA 5	--	0.500	--
ETA 6	--	--	--
ETA 7	0.500	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	--	--	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	--	--	--

ETA 15 0.500 0.500 --

Covariance Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.450					
ETA 2	0.250	0.400				
ETA 3	--	--	1.000			
ETA 4	--	--	0.134	0.100		
ETA 5	--	--	--	--	0.500	
ETA 6	--	--	--	--	--	1.500
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

Covariance Matrix of ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.500					
ETA 8	--	37.000				
ETA 9	--	--	4.000			
ETA 10	--	--	--	4.000		
ETA 11	--	--	--	--	0.200	
ETA 12	--	--	--	--	0.081	0.500
ETA 13	--	--	--	--	--	0.486
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

Covariance Matrix of ETA

	ETA 13	ETA 14	ETA 15
ETA 13	29.000		
ETA 14	--	121.000	
ETA 15	--	--	0.700

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.450					
ETA 2	0.250	0.400				
ETA 3	--	--	1.000			
ETA 4	--	--	0.134	0.100		
ETA 5	--	--	--	--	0.500	
ETA 6	--	--	--	--	--	1.500
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.500					
ETA 8	--	37.000				
ETA 9	--	--	4.000			
ETA 10	--	--	--	4.000		
ETA 11	--	--	--	--	0.200	
ETA 12	--	--	--	--	0.081	0.500
ETA 13	--	--	--	--	--	0.486
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	29.000		
ETA 14	--	121.000	
ETA 15	--	--	0.700

Squared Multiple Correlations for Reduced Form

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-3563.907	-2103.040	-183.246	-471.569	-1962.957	--

Squared Multiple Correlations for Reduced Form

ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
-----	-----	-----	-----	-----	-----
-13.303	-0.050	-0.094	-22.821	-1.875	-0.750

Squared Multiple Correlations for Reduced Form

ETA 13	ETA 14	ETA 15
-----	-----	-----
-0.013	-1.140	-354.952

THETA-EPS

ptmanage	qualunit	unmet2	prepare	famres	SHR
-----	-----	-----	-----	-----	-----
0.166	0.042	0.346	0.024	0.103	0.398

THETA-EPS

nonurse	patsyou	lastrns	safety	fulltime	empltpe
-----	-----	-----	-----	-----	-----
0.164	1.862	0.486	1.203	0.022	0.007

THETA-EPS

yrs_unit	MBI_EE	satisjob
-----	-----	-----
2.917	18.192	0.035

Behavior under Minimization Iterations

Iter	Try	Abscissa	Slope	Function
1	0	0.00000000D+00	-0.31830784D+02	0.11425853D+01
1	1	0.10000000D+01	0.10013379D+02	0.25538357D+02
2	0	0.76069832D+00	0.12350364D+02	0.22904870D+02
3	0	0.54805330D+00	0.16913564D+02	0.19851699D+02
4	0	0.35788695D+00	0.25171406D+02	0.15939516D+02
5	0	0.19984885D+00	0.38062354D+02	0.11040736D+02
6	0	0.91015309D-01	0.54399940D+02	0.61276065D+01
7	0	0.33596942D-01	0.72246170D+02	0.24637104D+01
8	0	0.10275253D-01	0.25055019D+02	0.11200309D+01
9	0	0.57495778D-02	0.18404701D+01	0.10576047D+01
2	0	0.00000000D+00	-0.87617876D+01	0.10576047D+01

1	0.57495778D-02	-0.60987502D+01	0.10148878D+01
2	0.11499156D-01	-0.34495750D+01	0.98744769D+00
3	0.22998311D-01	0.17616919D+01	0.97788360D+00
4	0.19110971D-01	0.16959597D-01	0.97441995D+00
3	0	0.00000000D+00	-0.35945483D+01
1	0.19110971D-01	-0.17966967D+01	0.92295314D+00
2	0.38221942D-01	-0.36653444D-01	0.90550508D+00
4	0	0.00000000D+00	-0.26374270D+01
1	0.38221942D-01	-0.58864432D+00	0.84557019D+00
2	0.76443883D-01	0.10807265D+01	0.85573954D+00
3	0.51699551D-01	0.28698243D-01	0.84184126D+00
5	0	0.00000000D+00	-0.19775430D+01
1	0.51699551D-01	-0.10119999D+01	0.76352441D+00
2	0.10339910D+00	0.27454463D+00	0.74266378D+00
3	0.92366578D-01	-0.37020921D-01	0.74137547D+00
6	0	0.00000000D+00	-0.15474200D+01
1	0.92366578D-01	-0.81837875D+00	0.62952835D+00
2	0.18473316D+00	0.44720269D+00	0.60624325D+00
3	0.15209473D+00	-0.95053233D-01	0.60085731D+00
7	0	0.00000000D+00	-0.10583171D+01
1	0.15209473D+00	0.19216641D+00	0.54381446D+00
2	0.12872177D+00	0.34308689D-01	0.54116053D+00
8	0	0.00000000D+00	-0.55491012D+00
1	0.12872177D+00	-0.21066042D+00	0.49276909D+00
2	0.25744355D+00	0.70212442D-01	0.48424000D+00
3	0.22526575D+00	0.42670572D-02	0.48303519D+00
9	0	0.00000000D+00	-0.40554331D+00
1	0.22526575D+00	-0.59471116D-01	0.43085991D+00
2	0.45053150D+00	0.27545967D+00	0.45540443D+00
3	0.26526448D+00	0.83906802D-03	0.42968849D+00
10	0	0.00000000D+00	-0.26436693D+00
1	0.26526448D+00	-0.63735766D-01	0.38570977D+00
2	0.53052896D+00	0.16672979D+00	0.39846905D+00
3	0.33862397D+00	-0.38662192D-02	0.38321546D+00
11	0	0.00000000D+00	-0.20008394D+00
1	0.33862397D+00	0.11728199D+00	0.36772275D+00
2	0.21348611D+00	-0.62188403D-02	0.36086151D+00

12	0	0.00000000D+00	-0.94764352D-01	0.36086151D+00
	1	0.21348611D+00	-0.46574006D-01	0.34566345D+00
	2	0.42697221D+00	0.87041003D-02	0.34147874D+00
13	0	0.00000000D+00	-0.79767839D-01	0.34147874D+00
	1	0.42697221D+00	-0.21082026D-01	0.32006039D+00
	2	0.85394443D+00	0.35321923D-01	0.32315359D+00
	3	0.58656103D+00	0.18168223D-03	0.31839627D+00
14	0	0.00000000D+00	-0.50467016D-01	0.31839627D+00
	1	0.58656103D+00	0.51893623D-02	0.30512372D+00
	2	0.53187049D+00	-0.21412263D-04	0.30498248D+00
15	0	0.00000000D+00	-0.38557481D-01	0.30498248D+00
	1	0.53187049D+00	0.24803040D-01	0.30071310D+00
	2	0.32366505D+00	-0.16768531D-02	0.29834946D+00
16	0	0.00000000D+00	-0.32629837D-01	0.29834946D+00
	1	0.32366505D+00	-0.17186317D-01	0.29029027D+00
	2	0.64733010D+00	-0.18357860D-02	0.28721420D+00
17	0	0.00000000D+00	-0.23199343D-01	0.28721420D+00
	1	0.64733010D+00	-0.68389504D-02	0.27748941D+00
	2	0.12946602D+01	0.96314082D-02	0.27838369D+00
	3	0.91611954D+00	-0.20979750D-04	0.27656694D+00
18	0	0.00000000D+00	-0.16769752D-01	0.27656694D+00
	1	0.91611954D+00	-0.21457317D-02	0.26790847D+00
	2	0.18322391D+01	0.12562445D-01	0.27266105D+00
	3	0.10497695D+01	-0.12989124D-04	0.26776419D+00
19	0	0.00000000D+00	-0.12702944D-01	0.26776419D+00
	1	0.10497695D+01	-0.43485892D-02	0.25880426D+00
	2	0.20995389D+01	0.41415907D-02	0.25868151D+00
	3	0.15874514D+01	-0.20147392D-04	0.25762803D+00
20	0	0.00000000D+00	-0.90021773D-02	0.25762803D+00
	1	0.15874514D+01	0.36595711D-03	0.25077887D+00
21	0	0.00000000D+00	-0.65882891D-02	0.25077887D+00
	1	0.15874514D+01	-0.49409603D-03	0.24513767D+00
22	0	0.00000000D+00	-0.56163281D-02	0.24513767D+00
	1	0.15874514D+01	0.15324563D-03	0.24080908D+00

23	0	0.00000000D+00	-0.41457154D-02	0.24080908D+00
	1	0.15874514D+01	-0.17689524D-02	0.23611019D+00
	2	0.31749028D+01	0.63665116D-03	0.23520808D+00
	3	0.27547784D+01	-0.24289568D-05	0.23507492D+00
24	0	0.00000000D+00	-0.36880148D-02	0.23507492D+00
	1	0.27547784D+01	-0.57631460D-03	0.22922453D+00
	2	0.55095567D+01	0.24408369D-02	0.23181294D+00
	3	0.32809763D+01	0.69073129D-05	0.22907486D+00
25	0	0.00000000D+00	-0.33066085D-02	0.22907486D+00
	1	0.32809763D+01	-0.39740246D-03	0.22298731D+00
	2	0.65619527D+01	0.25663082D-02	0.22652659D+00
	3	0.37209208D+01	-0.37777906D-05	0.22289902D+00
26	0	0.00000000D+00	-0.29080117D-02	0.22289902D+00
	1	0.37209208D+01	0.39359602D-03	0.21823708D+00
	2	0.32773370D+01	0.25934942D-05	0.21814918D+00
27	0	0.00000000D+00	-0.25506098D-02	0.21814918D+00
	1	0.32773370D+01	-0.18612382D-03	0.21365475D+00
28	0	0.00000000D+00	-0.23276119D-02	0.21365475D+00
	1	0.32773370D+01	-0.50660436D-03	0.20900471D+00
	2	0.65546740D+01	0.13347563D-02	0.21035636D+00
	3	0.41790143D+01	-0.19838727D-05	0.20877530D+00
29	0	0.00000000D+00	-0.19064021D-02	0.20877530D+00
	1	0.41790143D+01	-0.53718546D-03	0.20367277D+00
	2	0.83580287D+01	0.82138148D-03	0.20427063D+00
	3	0.58314215D+01	0.13765500D-05	0.20323032D+00
30	0	0.00000000D+00	-0.16487729D-02	0.20323032D+00
	1	0.58314215D+01	0.25298145D-04	0.19846457D+00
31	0	0.00000000D+00	-0.15040731D-02	0.19846457D+00
	1	0.58314215D+01	0.23705100D-04	0.19416536D+00
32	0	0.00000000D+00	-0.11954572D-02	0.19416536D+00
	1	0.58314215D+01	0.43552857D-03	0.19199959D+00
	2	0.42742340D+01	0.97273299D-05	0.19165211D+00
33	0	0.00000000D+00	-0.10469951D-02	0.19165211D+00
	1	0.42742340D+01	-0.73437601D-04	0.18923606D+00
34	0	0.00000000D+00	-0.86508021D-03	0.18923606D+00

1	0.42742340D+01	-0.25642046D-03	0.18683781D+00	
2	0.85484681D+01	0.35631894D-03	0.18704987D+00	
3	0.60629244D+01	-0.48932098D-06	0.18660794D+00	
35	0	0.00000000D+00	-0.71081807D-03	0.18660794D+00
1	0.60629244D+01	-0.29898426D-03	0.18354863D+00	
2	0.12125849D+02	0.10910166D-03	0.18297492D+00	
3	0.10504928D+02	0.37250711D-06	0.18288616D+00	
36	0	0.00000000D+00	-0.63850507D-03	0.18288616D+00
1	0.10504928D+02	-0.11134095D-03	0.17894421D+00	
2	0.21009855D+02	0.42064573D-03	0.18056384D+00	
3	0.12703533D+02	-0.45792412D-06	0.17882127D+00	
37	0	0.00000000D+00	-0.56927794D-03	0.17882127D+00
1	0.12703533D+02	0.29101937D-03	0.17707386D+00	
2	0.84062112D+01	0.21078499D-05	0.17644327D+00	
38	0	0.00000000D+00	-0.49650208D-03	0.17644327D+00
1	0.84062112D+01	-0.20473791D-04	0.17427672D+00	
39	0	0.00000000D+00	-0.42035970D-03	0.17427672D+00
1	0.84062112D+01	0.32270793D-03	0.17384733D+00	
2	0.47554654D+01	-0.33289804D-05	0.17326593D+00	
40	0	0.00000000D+00	-0.30988972D-03	0.17326593D+00
1	0.47554654D+01	-0.17808065D-04	0.17248599D+00	
41	0	0.00000000D+00	-0.22461743D-03	0.17248599D+00
1	0.47554654D+01	-0.15783101D-04	0.17191475D+00	
42	0	0.00000000D+00	-0.17659162D-03	0.17191475D+00
1	0.47554654D+01	-0.76767703D-04	0.17131221D+00	
2	0.95109308D+01	0.23361625D-04	0.17118510D+00	
3	0.84014117D+01	-0.27597155D-07	0.17117216D+00	
43	0	0.00000000D+00	-0.15715918D-03	0.17117216D+00
1	0.84014117D+01	-0.12290204D-03	0.16999573D+00	
2	0.16802823D+02	-0.88681842D-04	0.16910695D+00	
3	0.33605647D+02	-0.20306212D-04	0.16819138D+00	
4	0.67211294D+02	0.11648544D-03	0.16980670D+00	
5	0.38594280D+02	-0.12450514D-07	0.16814070D+00	
44	0	0.00000000D+00	-0.15188996D-03	0.16814070D+00
1	0.38594280D+02	-0.80079743D-04	0.16366335D+00	
2	0.77188560D+02	-0.79225293D-05	0.16196392D+00	

45	0	0.00000000D+00	-0.18186388D-03	0.16196392D+00
	1	0.77188560D+02	0.26906591D-02	0.25819336D+00
	2	0.48869274D+01	-0.27628878D-05	0.16151263D+00
46	0	0.00000000D+00	-0.14450527D-03	0.16151263D+00
	1	0.48869274D+01	-0.13488155D-03	0.16082996D+00
	2	0.97738547D+01	-0.12525949D-03	0.16019431D+00
	3	0.19547709D+02	-0.10601981D-03	0.15906407D+00
	4	0.39095419D+02	-0.67554696D-04	0.15736761D+00
	5	0.78190838D+02	0.93441540D-05	0.15622980D+00
47	0	0.00000000D+00	-0.18371013D-03	0.15622980D+00
	1	0.78190838D+02	0.37490171D-02	0.29248620D+00
	2	0.36525413D+01	-0.86191995D-05	0.15587841D+00
48	0	0.00000000D+00	-0.13463160D-03	0.15587841D+00
	1	0.36525413D+01	-0.11930904D-03	0.15541463D+00
	2	0.73050826D+01	-0.10391801D-03	0.15500694D+00
	3	0.14610165D+02	-0.72927926D-04	0.15436083D+00
	4	0.29220330D+02	-0.10096783D-04	0.15375293D+00
49	0	0.00000000D+00	-0.15003087D-03	0.15375293D+00
	1	0.29220330D+02	0.70169291D-03	0.16171101D+00
	2	0.51471518D+01	-0.29947562D-05	0.15335857D+00
50	0	0.00000000D+00	-0.11881340D-03	0.15335857D+00
	1	0.51471518D+01	-0.98683750D-04	0.15279885D+00
	2	0.10294304D+02	-0.78596269D-04	0.15234262D+00
	3	0.20588607D+02	-0.38547406D-04	0.15173981D+00
	4	0.41177214D+02	0.41047776D-04	0.15176670D+00
	5	0.30559530D+02	0.83564688D-07	0.15154818D+00
51	0	0.00000000D+00	-0.10252046D-03	0.15154818D+00
	1	0.30559530D+02	0.24810913D-03	0.15378194D+00
	2	0.89352902D+01	0.39151121D-06	0.15109219D+00
52	0	0.00000000D+00	-0.84852650D-04	0.15109219D+00
	1	0.89352902D+01	-0.83460862D-05	0.15067581D+00
53	0	0.00000000D+00	-0.82408743D-04	0.15067581D+00
	1	0.89352902D+01	0.98892482D-05	0.15035156D+00
	2	0.79779205D+01	-0.17159019D-07	0.15034683D+00
54	0	0.00000000D+00	-0.71411960D-04	0.15034683D+00
	1	0.79779205D+01	-0.63682346D-04	0.14980794D+00

2	0.15955841D+02	-0.55946514D-04	0.14933074D+00
3	0.31911682D+02	-0.40455634D-04	0.14856162D+00
4	0.63823364D+02	-0.93927308D-05	0.14776595D+00
5	0.12764673D+03	0.53097375D-04	0.14915788D+00
6	0.73416493D+02	-0.32360922D-07	0.14772073D+00
55	0 0.00000000D+00	-0.70216998D-04	0.14772073D+00
1	0.73416493D+02	-0.13421950D-04	0.14464152D+00
2	0.14683299D+03	0.44848146D-04	0.14578604D+00
3	0.90327269D+02	-0.13148368D-06	0.14452681D+00
56	0 0.00000000D+00	-0.69126005D-04	0.14452681D+00
1	0.90327269D+02	-0.25785179D-04	0.14023475D+00
2	0.18065454D+03	0.18356588D-04	0.13989272D+00
3	0.14309146D+03	-0.10586181D-06	0.13955043D+00
57	0 0.00000000D+00	-0.68316076D-04	0.13955043D+00
1	0.14309146D+03	0.52390983D-04	0.13840226D+00
2	0.80984885D+02	-0.93311930D-07	0.13677922D+00
58	0 0.00000000D+00	-0.64138846D-04	0.13677922D+00
1	0.80984885D+02	0.11853544D-03	0.13895737D+00
2	0.28434637D+02	-0.41178198D-06	0.13586045D+00
59	0 0.00000000D+00	-0.58492907D-04	0.13586045D+00
1	0.28434637D+02	0.25558399D-04	0.13539264D+00
2	0.19788206D+02	0.19810834D-07	0.13528205D+00
60	0 0.00000000D+00	-0.53691599D-04	0.13528205D+00
1	0.19788206D+02	0.86856516D-05	0.13483476D+00
2	0.17032819D+02	-0.72844277D-07	0.13482290D+00
61	0 0.00000000D+00	-0.48375461D-04	0.13482290D+00
1	0.17032819D+02	-0.27349355D-04	0.13417810D+00
2	0.34065639D+02	-0.63956091D-05	0.13389081D+00
3	0.68131277D+02	0.35302652D-04	0.13438396D+00
4	0.39290569D+02	0.17894818D-07	0.13387416D+00
62	0 0.00000000D+00	-0.47083035D-04	0.13387416D+00
1	0.39290569D+02	-0.37505746D-04	0.13221231D+00
2	0.78581138D+02	-0.27905718D-04	0.13092721D+00
3	0.15716228D+03	-0.86416309D-05	0.12949070D+00
4	0.31432455D+03	0.30112875D-04	0.13117428D+00
5	0.19220693D+03	-0.24712748D-07	0.12933880D+00
63	0 0.00000000D+00	-0.46666240D-04	0.12933880D+00

	1	0.19220693D+03	-0.21846472D-04	0.12274908D+00
	2	0.38441387D+03	0.33105470D-05	0.12096234D+00
64	0	0.00000000D+00	-0.13075200D-03	0.12096234D+00
	1	0.38441387D+03		
	2	0.19220693D+03	0.16803744D-01	0.16132191D+01
	3	0.14840383D+01	-0.40984099D-05	0.12086232D+00
65	0	0.00000000D+00	-0.46751321D-04	0.12086232D+00
	1	0.14840383D+01	-0.46119617D-04	0.12079340D+00
	2	0.29680766D+01	-0.45487218D-04	0.12072543D+00
	3	0.59361532D+01	-0.44220336D-04	0.12059230D+00
	4	0.11872306D+02	-0.41678203D-04	0.12033734D+00
	5	0.23744613D+02	-0.36560247D-04	0.11987286D+00
	6	0.47489226D+02	-0.26187810D-04	0.11912753D+00
	7	0.94978452D+02	-0.48823306D-05	0.11838678D+00
	8	0.18995690D+03	0.40093768D-04	0.12003322D+00
	9	0.10528873D+03	-0.15540711D-06	0.11836078D+00
66	0	0.00000000D+00	-0.46373970D-04	0.11836078D+00
	1	0.10528873D+03	-0.34424562D-04	0.11410557D+00
	2	0.21057747D+03	-0.22289081D-04	0.11111827D+00
	3	0.42115493D+03	0.25473951D-05	0.10902637D+00
67	0	0.00000000D+00	-0.10208660D-03	0.10902637D+00
	1	0.42115493D+03	0.10741174D-01	0.31759705D+01
	2	0.39650689D+01	0.12526507D-03	0.10907333D+00
	3	0.17804153D+01	0.37529862D-06	0.10893592D+00
68	0	0.00000000D+00	-0.46130828D-04	0.10893592D+00
	1	0.17804153D+01	-0.45851669D-04	0.10885403D+00
	2	0.35608306D+01	-0.45572349D-04	0.10877265D+00
	3	0.71216612D+01	-0.45013219D-04	0.10861137D+00
	4	0.14243322D+02	-0.43893005D-04	0.10829479D+00
	5	0.28486645D+02	-0.41644728D-04	0.10768560D+00
	6	0.56973289D+02	-0.37116516D-04	0.10656368D+00
	7	0.11394658D+03	-0.27931399D-04	0.10470986D+00
	8	0.22789316D+03	-0.90291420D-05	0.10259723D+00
	9	0.45578632D+03	0.31053068D-04	0.10504682D+00
	10	0.27922964D+03	-0.27252305D-06	0.10235782D+00
69	0	0.00000000D+00	-0.46394537D-04	0.10235782D+00
	1	0.27922964D+03	0.11363983D-03	0.11151920D+00
	2	0.80949673D+02	-0.10132598D-05	0.10043323D+00
70	0	0.00000000D+00	-0.47616469D-04	0.10043323D+00

	1	0.80949673D+02	0.10906255D-03	0.10292310D+00
	2	0.24601491D+02	0.38189574D-07	0.99848004D-01
71	0	0.00000000D+00	-0.45612850D-04	0.99848004D-01
	1	0.24601491D+02	-0.43221055D-04	0.98755344D-01
	2	0.49202983D+02	-0.40859699D-04	0.97721149D-01
	3	0.98405966D+02	-0.36225639D-04	0.95825213D-01
	4	0.19681193D+03	-0.27294435D-04	0.92703413D-01
	5	0.39362386D+03	-0.10651711D-04	0.88994466D-01
	6	0.78724773D+03	0.18602783D-04	0.90717053D-01
	7	0.53694433D+03	0.56455763D-06	0.88280037D-01
72	0	0.00000000D+00	-0.48400061D-04	0.88280037D-01
	1	0.53694433D+03	0.24155174D+00	0.70364055D+01
	2	0.10756674D+00	-0.47921364D-04	0.88274856D-01
	3	0.21404847D+00	-0.47447377D-04	0.88269779D-01
	4	0.31945629D+00	-0.46978054D-04	0.88264802D-01
	5	0.42380119D+00	-0.46513349D-04	0.88259925D-01
	6	0.52709401D+00	-0.46053217D-04	0.88255144D-01
	7	0.62934553D+00	-0.45597613D-04	0.88250458D-01
	8	0.73056636D+00	-0.45146494D-04	0.88245865D-01
	9	0.83076704D+00	-0.44699816D-04	0.88241364D-01
	10	0.92995798D+00	-0.44257534D-04	0.88236952D-01
	11	0.10281495D+01	-0.43819608D-04	0.88232628D-01
	12	0.11253518D+01	-0.43385993D-04	0.88228390D-01
	13	0.12215749D+01	-0.42956648D-04	0.88224236D-01
	14	0.13168288D+01	-0.42531531D-04	0.88220164D-01
	15	0.14111235D+01	-0.42110601D-04	0.88216173D-01
	16	0.15044687D+01	-0.41693817D-04	0.88212262D-01
	17	0.15968741D+01	-0.41281138D-04	0.88208428D-01
	18	0.16883492D+01	-0.40872525D-04	0.88204671D-01
	19	0.17789036D+01	-0.40467938D-04	0.88200988D-01
	20	0.18685466D+01	-0.40067337D-04	0.88197378D-01
73	0	0.00000000D+00	-0.31496632D-01	0.88280037D-01
	1	0.18685466D+01	0.26466153D-01	0.83762756D-01
	2	0.10153571D+01	0.19531311D-03	0.72359209D-01
74	0	0.00000000D+00	-0.48594274D-03	0.72359209D-01
	1	0.10153571D+01	0.33160535D-05	0.72113094D-01
75	0	0.00000000D+00	-0.38271349D-05	0.72113094D-01
	1	0.10153571D+01	0.25380273D-06	0.72111279D-01
76	0	0.00000000D+00	-0.66304356D-07	0.72111279D-01
	1	0.10153571D+01	0.24229962D-08	0.72111247D-01

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77  0  0.00000000D+00 -0.61641132D-09  0.72111247D-01
    1  0.10153571D+01  0.78127899D-11  0.72111247D-01

78  0  0.00000000D+00 -0.85476566D-11  0.72111247D-01
    1  0.10153571D+01 -0.12807040D-12  0.72111247D-01

79  0  0.00000000D+00 -0.94014103D-13  0.72111247D-01
    1  0.10153571D+01 -0.10984675D-14  0.72111247D-01

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Continuity of Care Model

Number of Iterations = 79

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----
ptmanage	1.000	--	--	--	--	--
qualunit	--	1.000	--	--	--	--
unmet2	--	--	1.000	--	--	--
prepare	--	--	--	1.000	--	--
famres	--	--	--	--	1.000	--
SHR	--	--	--	--	--	1.000
nonurse	--	--	--	--	--	--
patsyou	--	--	--	--	--	--
lastrns	--	--	--	--	--	--
safety	--	--	--	--	--	--
fulltime	--	--	--	--	--	--
emplype	--	--	--	--	--	--

yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ptmanage	--	--	--	--	--	--
qualunit	--	--	--	--	--	--
unmet2	--	--	--	--	--	--
prepare	--	--	--	--	--	--
famres	--	--	--	--	--	--
SHR	--	--	--	--	--	--
nonurse	1.000	--	--	--	--	--
patsyou	--	1.000	--	--	--	--
lasttrns	--	--	1.000	--	--	--
safety	--	--	--	1.000	--	--
fulltime	--	--	--	--	1.000	--
empltype	--	--	--	--	--	1.000
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

ETA 13	ETA 14	ETA 15
-----	-----	-----

ptmanage	--	--	--
qualunit	--	--	--
unmet2	--	--	--
prepare	--	--	--
famres	--	--	--
SHR	--	--	--
nonurse	--	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	--	--	--
fulltime	--	--	--
empltype	--	--	--
yrs_unit	1.000	--	--
MBI_EE	--	1.000	--
satisjob	--	--	1.000

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	--	-0.012 (0.029)	-0.070 (0.065)	0.639 (0.040)	--
		-0.408	-1.082	15.983		
ETA 2	--	--	-0.095 (0.029)	--	--	--
		-3.248				
ETA 3	--	--	--	--	0.099 (0.044)	
				2.247		

ETA 4	--	--	--	--	--	0.059 (0.016) 3.712
ETA 5	--	0.194 (0.047) 4.130	-0.137 (0.034) -4.019	--	--	-0.048 (0.028) -1.728
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.290 (0.049) 5.962
ETA 8	--	--	--	--	--	0.088 (0.217) 0.406
ETA 9	--	--	--	--	--	-0.159 (0.085) -1.877
ETA 10	--	--	0.306 (0.093) 3.278	--	--	0.159 (0.079) 2.002
ETA 11	--	--	--	--	--	0.021 (0.018) 1.185
ETA 12	--	--	--	--	--	-0.055 (0.032) -1.717
ETA 13	--	--	--	--	--	-0.003 (0.209) -0.016
ETA 14	--	--	--	--	--	1.443 (0.422) 3.417
ETA 15	--	--	0.022 (0.033) 0.643	--	--	-0.035 (0.028) -1.258

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	--	-0.002 (0.004) -0.671	--	-0.057 (0.016) -3.610	--	--
ETA 2	--	0.001 (0.004) 0.250	--	-0.070 (0.017) -4.070	--	--
ETA 3	0.251 (0.036) 7.082	0.009 (0.008) 1.183	0.013 (0.022) 0.595	--	-0.062 (0.094) -0.658	-0.020 (0.048) -0.410
ETA 4	0.046 (0.013) 3.549	0.002 (0.003) 0.851	0.008 (0.008) 0.933	--	--	--
ETA 5	--	-0.001 (0.004) -0.274	--	--	--	--
ETA 6	--	--	--	--	--	--
ETA 7	--	0.016 (0.008) 2.059	--	--	--	0.041 (0.057) 0.720
ETA 8	--	--	-1.247 (0.104) -12.030	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	0.034 (0.012) 2.789	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--

ETA 13	--	--	--	--	--	--
ETA 14	1.193	0.025	--	1.323	4.349	1.270
	(0.339)	(0.065)		(0.297)	(0.903)	(0.468)
	3.519	0.385		4.450	4.816	2.714
ETA 15	--	--	--	--	--	--

BETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	--	--	0.047
		(0.027)	
		1.704	
ETA 2	--	-0.001	0.206
	(0.004)	(0.039)	
	-0.138	5.266	
ETA 3	0.001	0.033	--
	(0.008)	(0.005)	
	0.095	7.129	
ETA 4	0.001	--	--
	(0.003)		
	0.175		
ETA 5	--	-0.004	--
	(0.003)		
	-1.133		
ETA 6	--	--	--
ETA 7	-0.016	--	--
	(0.009)		
	-1.700		
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	--	--	--
ETA 11	--	--	--

ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	--	--	--
ETA 15	0.000	-0.053	--
	(0.005)	(0.003)	
	0.023	-16.896	

Covariance Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.303					
ETA 2	0.089	0.372				
ETA 3	-0.192	-0.180	1.024			
ETA 4	-0.032	-0.019	0.123	0.134		
ETA 5	0.279	0.108	-0.206	-0.026	0.411	
ETA 6	-0.113	-0.084	0.289	0.085	-0.122	1.193
ETA 7	-0.105	-0.093	0.494	0.089	-0.113	0.349
ETA 8	-0.310	-0.170	0.580	0.094	-0.185	0.342
ETA 9	0.053	0.030	-0.076	0.002	0.035	-0.190
ETA 10	-0.288	-0.302	0.490	0.055	-0.160	0.290
ETA 11	-0.011	-0.015	0.025	0.002	-0.011	0.025
ETA 12	-0.005	-0.013	0.012	-0.004	-0.005	-0.065
ETA 13	0.012	0.010	-0.089	-0.005	0.014	-0.004
ETA 14	-1.596	-1.971	4.499	0.308	-1.494	2.558
ETA 15	0.112	0.181	-0.227	-0.017	0.094	-0.172

Covariance Matrix of ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.475					
ETA 8	0.673	35.363				
ETA 9	-0.144	-5.471	4.375			
ETA 10	0.230	1.452	-0.242	2.804		
ETA 11	0.011	0.007	-0.004	0.012	0.197	
ETA 12	0.001	-0.019	0.010	-0.007	0.080	0.671
ETA 13	-0.404	-0.001	0.001	-0.028	0.000	0.468
ETA 14	2.631	4.112	-0.908	5.309	1.025	1.097
ETA 15	-0.142	-0.218	0.053	-0.282	-0.055	-0.056

Covariance Matrix of ETA

	ETA 13	ETA 14	ETA 15
ETA 13	26.255		
ETA 14	0.068	102.856	
ETA 15	-0.002	-5.464	0.664

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.099 (0.016) 6.167					
ETA 2	-0.010 (0.012)	0.296 (0.018) 16.433				
ETA 3	--	--	0.713 (0.057) 12.559			
ETA 4	--	--	0.081 (0.015)	0.125 (0.008) 16.037		
ETA 5	--	--	--	--	0.350 (0.024) 14.646	
ETA 6	--	--	--	--	--	1.193 (0.082) 14.472
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--

ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.356 (0.081) 16.839					
ETA 8	--	28.511 (1.613) 17.676				
ETA 9	--	--	4.345 (0.251) 17.323			
ETA 10	--	--	--	2.524 (0.197) 12.787		
ETA 11	--	--	--	--	0.197 (0.011) 17.352	
ETA 12	--	--	--	--	0.082 (0.014) 5.704	0.667 (0.035) 19.079
ETA 13	--	--	--	--	--	0.467 (0.160) 2.924
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	26.255 (1.511) 17.370		
ETA 14	--	81.953 (5.427) 15.102	
ETA 15	--	--	0.373 (0.024) 15.682

Squared Multiple Correlations for Structural Equations

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
0.672	0.205	0.304	0.070	0.147	--

Squared Multiple Correlations for Structural Equations

ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
0.080	0.194	0.007	0.100	0.003	0.005

Squared Multiple Correlations for Structural Equations

ETA 13	ETA 14	ETA 15
0.000	0.203	0.439

THETA-EPS

ptmanage	qualunit	unmet2	prepare	famres	SHR
0.166	0.042	0.346	0.024	0.103	0.398

THETA-EPS

nonurse	patsyou	lastrns	safety	fulltime	emplytype

0.164 1.862 0.486 1.203 0.022 0.007

THETA-EPS

yrs_unit	MBI_EE	satisjob
-----	-----	-----
2.917	18.192	0.035

Squared Multiple Correlations for Y - Variables

ptmanage	qualunit	unmet2	prepare	famres	SHR
-----	-----	-----	-----	-----	-----
0.646	0.900	0.747	0.850	0.800	0.750

Squared Multiple Correlations for Y - Variables

nonurse	patsyou	lastrns	safety	fulltime	emptype
-----	-----	-----	-----	-----	-----
0.900	0.950	0.900	0.700	0.900	0.990

Squared Multiple Correlations for Y - Variables

yrs_unit	MBI_EE	satisjob
-----	-----	-----
0.900	0.850	0.950

Goodness of Fit Statistics

Degrees of Freedom = 49

Minimum Fit Function Chi-Square = 107.446 (P = 0.000)

Normal Theory Weighted Least Squares Chi-Square = 103.767 (P = 0.000)

Estimated Non-centrality Parameter (NCP) = 54.767

90 Percent Confidence Interval for NCP = (29.278 ; 88.009)

Minimum Fit Function Value = 0.144

Population Discrepancy Function Value (F0) = 0.0735

90 Percent Confidence Interval for F0 = (0.0393 ; 0.118)

Root Mean Square Error of Approximation (RMSEA) = 0.0387

90 Percent Confidence Interval for RMSEA = (0.0283 ; 0.0491)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.964

Expected Cross-Validation Index (ECVI) = 0.330

90 Percent Confidence Interval for ECVI = (0.296 ; 0.375)

ECVI for Saturated Model = 0.322
 ECVI for Independence Model = 2.928

Chi-Square for Independence Model with 105 Degrees of Freedom = 2151.129

Independence AIC = 2181.129

Model AIC = 245.767

Saturated AIC = 240.000

Independence CAIC = 2265.349

Model CAIC = 644.412

Saturated CAIC = 913.767

Normed Fit Index (NFI) = 0.950

Non-Normed Fit Index (NNFI) = 0.939

Parsimony Normed Fit Index (PNFI) = 0.443

Comparative Fit Index (CFI) = 0.971

Incremental Fit Index (IFI) = 0.972

Relative Fit Index (RFI) = 0.893

Critical N (CN) = 520.473

Root Mean Square Residual (RMR) = 0.392

Standardized RMR = 0.0334

Goodness of Fit Index (GFI) = 0.982

Adjusted Goodness of Fit Index (AGFI) = 0.955

Parsimony Goodness of Fit Index (PGFI) = 0.401

Continuity of Care Model

Fitted Covariance Matrix

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.469					
qualunit	0.089	0.414				
unmet2	-0.192	-0.180	1.370			
prepare	-0.032	-0.019	0.123	0.158		
famres	0.279	0.108	-0.206	-0.026	0.514	
SHR	-0.113	-0.084	0.289	0.085	-0.122	1.591
nonurse	-0.105	-0.093	0.494	0.089	-0.113	0.349
patsyou	-0.310	-0.170	0.580	0.094	-0.185	0.342
lastrns	0.053	0.030	-0.076	0.002	0.035	-0.190
safety	-0.288	-0.302	0.490	0.055	-0.160	0.290
fulltime	-0.011	-0.015	0.025	0.002	-0.011	0.025
emplytype	-0.005	-0.013	0.012	-0.004	-0.005	-0.065
yrs_unit	0.012	0.010	-0.089	-0.005	0.014	-0.004

MBI_EE	-1.596	-1.971	4.499	0.308	-1.494	2.558
satisjob	0.112	0.181	-0.227	-0.017	0.094	-0.172

Fitted Covariance Matrix

	nonurse	patsyou	lastrns	safety	fulltime	emplyte
nonurse	1.639					
patsyou	0.673	37.225				
lastrns	-0.144	-5.471	4.861			
safety	0.230	1.452	-0.242	4.007		
fulltime	0.011	0.007	-0.004	0.012	0.219	
emplyte	0.001	-0.019	0.010	-0.007	0.080	0.677
yrs_unit	-0.404	-0.001	0.001	-0.028	0.000	0.468
MBI_EE	2.631	4.112	-0.908	5.309	1.025	1.097
satisjob	-0.142	-0.218	0.053	-0.282	-0.055	-0.056

Fitted Covariance Matrix

	yrs_unit	MBI_EE	satisjob
yrs_unit	29.172		
MBI_EE	0.068	121.048	
satisjob	-0.002	-5.464	0.699

Fitted Residuals

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.006					
qualunit	0.001	0.001				
unmet2	-0.004	0.003	0.015			
prepare	-0.005	-0.018	0.011	0.000		
famres	0.005	0.000	-0.007	-0.006	0.001	
SHR	-0.022	0.009	-0.003	-0.002	0.006	0.001
nonurse	0.044	-0.031	0.005	-0.001	0.070	0.002
patsyou	0.000	0.020	0.002	-0.001	-0.003	0.015
lastrns	-0.039	0.116	-0.019	-0.001	-0.040	0.009
safety	-0.047	-0.002	-0.016	0.020	-0.097	-0.012
fulltime	0.017	0.010	-0.003	-0.010	0.028	0.003
emplyte	0.042	0.026	0.013	0.002	0.057	0.002
yrs_unit	-0.098	0.135	-0.049	-0.001	0.111	0.002
MBI_EE	-0.170	-0.057	0.275	0.486	-0.032	-0.071
satisjob	0.007	0.002	-0.008	-0.012	0.012	0.007

Fitted Residuals

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	2.868					
qualunit	1.396	1.478				
unmet2	-1.013	0.685	2.953			
prepare	-1.115	-2.133	2.675	-0.302		
famres	2.555	-0.083	-1.676	-0.668	2.221	
SHR	-1.049	0.353	-1.097	-2.051	0.900	1.908
nonurse	1.632	-1.229	1.114	-1.600	2.476	0.868
patsyou	-0.030	0.754	0.154	-0.907	-0.329	1.616
lastrns	-0.805	2.523	-0.590	-0.392	-0.805	0.973
safety	-2.058	-0.275	-1.234	0.789	-2.122	-1.107
fulltime	1.531	0.990	-0.429	-1.507	2.496	1.210
emptype	2.163	1.423	1.802	0.132	2.837	0.853
yrs_unit	-0.755	1.125	-0.831	-0.140	0.821	0.120
MBI_EE	-1.181	-2.582	3.014	3.284	-0.635	-2.632
satisjob	0.978	1.080	-1.401	-1.108	0.813	2.647

Standardized Residuals

	nonurse	patsyou	lastrns	safety	fulltime	emptype
nonurse	-1.134					
patsyou	-1.302	1.061				
lastrns	-0.229	1.017	--			
safety	0.051	-1.258	-1.415	2.807		
fulltime	0.108	0.218	-1.941	0.481	--	
emptype	1.829	1.998	-0.248	1.851	0.526	0.526
yrs_unit	2.543	2.153	-2.377	0.637	0.563	0.534
MBI_EE	-0.653	1.166	-0.994	0.458	2.225	3.649
satisjob	-1.264	0.507	0.789	-0.488	3.326	2.725

Standardized Residuals

	yrs_unit	MBI_EE	satisjob
yrs_unit	0.421		
MBI_EE	-1.426	0.586	
satisjob	1.272	-2.247	0.704

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -2.632
Median Standardized Residual = 0.470
Largest Standardized Residual = 3.649

Stemleaf Plot

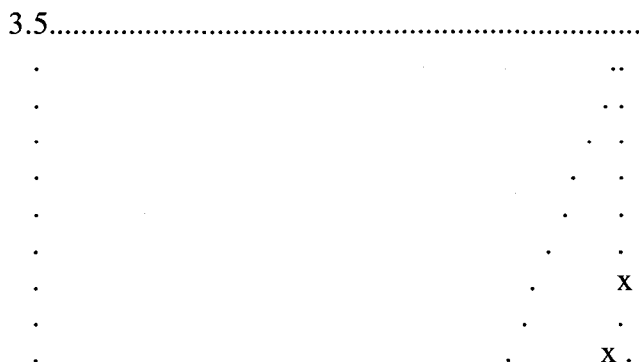
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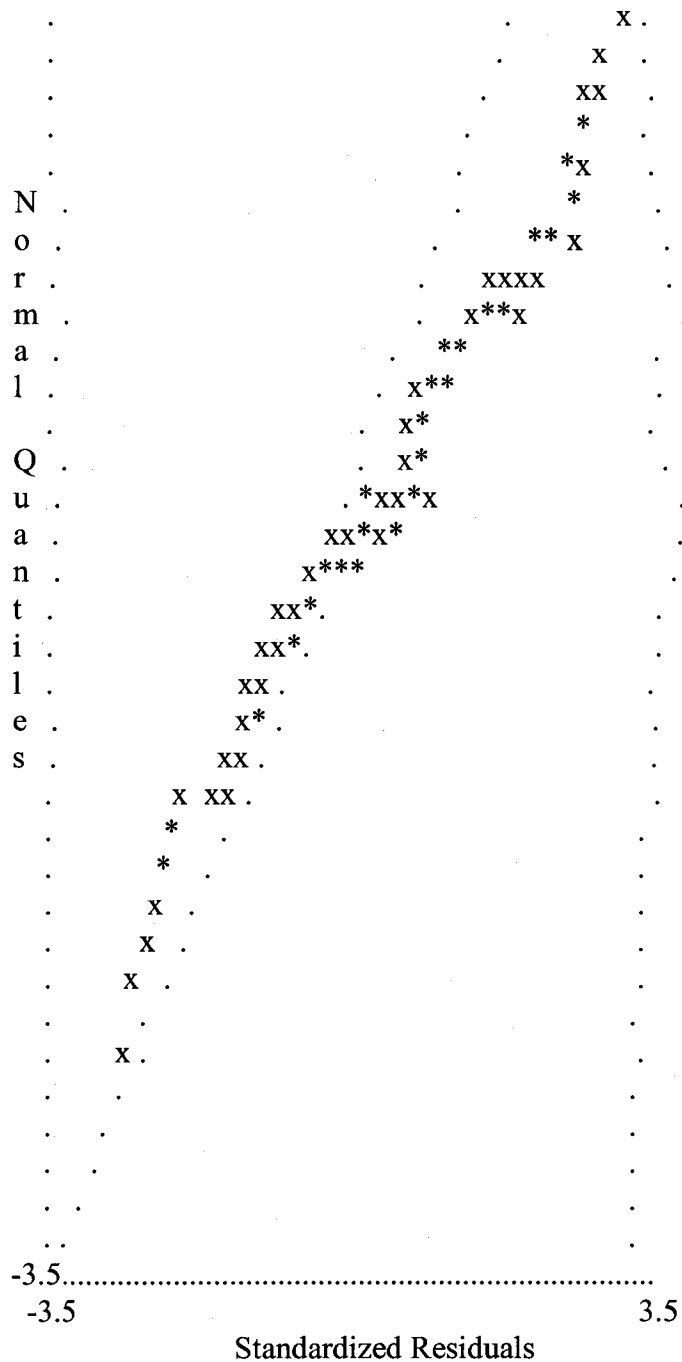
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  2|02222
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  3|6
  
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Largest Negative Standardized Residuals
 Residual for MBI_EE and qualunit -2.582
 Residual for MBI_EE and SHR -2.632
 Largest Positive Standardized Residuals
 Residual for ptmanage and ptmanage 2.868
 Residual for unmet2 and unmet2 2.953
 Residual for prepare and unmet2 2.675
 Residual for safety and safety 2.807
 Residual for emplytype and famres 2.837
 Residual for MBI_EE and unmet2 3.014
 Residual for MBI_EE and prepare 3.284
 Residual for MBI_EE and emplytype 3.649
 Residual for satisjob and SHR 2.647
 Residual for satisjob and fulltime 3.326
 Residual for satisjob and emplytype 2.725

Continuity of Care Model

Qplot of Standardized Residuals





Continuity of Care Model

Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-----	-----	-----	-----	-----	-----

ptmanage	--	0.405	--	--	--	1.244
qualunit	2.381	--	--	2.439	3.464	0.003
unmet2	0.024	3.382	--	2.014	0.535	0.009
prepare	1.374	4.894	10.921	--	0.910	1.244
famres	3.602	0.405	--	0.003	--	1.244
SHR	0.232	1.191	6.508	3.695	0.114	--
nonurse	5.316	0.901	8.566	11.011	6.525	--
patsyou	0.126	7.575	0.721	1.704	0.242	1.136
lastrns	0.398	6.913	0.729	0.116	0.519	--
safety	2.873	0.003	11.346	0.055	3.429	0.458
fulltime	3.608	0.783	1.549	4.560	4.099	--
emplytype	4.665	1.533	1.415	0.015	6.082	--
yrs_unit	0.081	0.910	1.331	0.121	0.273	--
MBI_EE	1.201	3.570	11.346	12.152	0.291	--
satisjob	0.198	0.203	--	1.620	0.564	0.042

Modification Indices for LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	0.242	--	0.608	--	0.021	1.130
qualunit	2.009	--	5.548	4.691	0.006	0.774
unmet2	1.924	0.483	0.633	1.967	1.352	2.552
prepare	0.242	--	0.608	1.630	1.916	0.009
famres	4.079	--	0.575	4.691	3.700	3.123
SHR	0.583	2.426	0.868	1.651	1.399	0.728
nonurse	--	--	0.115	0.001	0.094	0.002
patsyou	0.142	--	1.028	2.681	0.310	3.859
lastrns	0.067	--	--	2.508	3.811	0.367
safety	0.000	--	1.085	--	0.384	3.782
fulltime	0.003	0.014	3.459	0.003	--	0.277
emplytype	0.314	3.069	0.132	2.752	0.009	--
yrs_unit	3.927	3.966	6.138	0.158	0.290	0.261
MBI_EE	1.290	0.483	0.032	0.112	13.767	11.159
satisjob	1.165	0.483	0.035	0.113	11.193	7.128

Modification Indices for LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	1.822	0.405	--
qualunit	0.830	--	0.432
unmet2	0.192	0.357	1.073
prepare	1.822	9.466	1.407
famres	1.411	0.405	0.432
SHR	0.015	7.625	7.629

nonurse	3.209	2.967	0.862
patsyou	1.632	0.358	1.242
lastrns	2.644	1.252	1.151
safety	0.532	0.018	0.091
fulltime	0.752	0.005	8.177
emplytype	3.209	5.699	4.083
yrs_unit	--	1.968	0.858
MBI_EE	3.106	--	7.087
satisjob	0.395	0.405	--

Expected Change for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	4.377	--	--	--	-0.026
qualunit	-0.312	--	--	-0.108	-0.277	0.001
unmet2	-0.029	0.259	--	-0.552	-0.107	-0.024
prepare	-0.045	-0.055	0.166	--	-0.025	-0.373
famres	0.579	-6.851	--	0.004	--	0.041
SHR	-0.097	0.094	-1.091	-1.015	0.082	--
nonurse	0.236	-0.077	-1.372	-3.007	0.208	--
patsyou	-0.370	2.128	-0.927	-7.175	-0.417	-9.758
lastrns	-0.105	0.346	-0.147	-0.498	-0.097	--
safety	-0.349	-0.030	-4.221	-0.053	-0.248	-0.179
fulltime	0.072	0.027	-0.052	-0.108	0.062	--
emplytype	0.146	0.067	0.140	0.011	0.134	--
yrs_unit	-0.128	0.346	-0.770	-1.598	0.189	--
MBI_EE	-1.062	-3.730	5.584	3.406	-0.464	--
satisjob	0.029	0.120	--	0.101	0.035	0.024

Expected Change for LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	0.010	--	-0.009	--	0.007	0.026
qualunit	-0.030	--	0.029	0.226	0.004	0.023
unmet2	0.161	-0.139	0.053	-0.077	0.329	0.230
prepare	0.139	--	-0.128	0.013	-0.047	0.002
famres	0.043	--	-0.009	-0.044	0.099	0.047
SHR	0.187	0.095	0.061	-0.144	0.339	0.188
nonurse	--	--	-0.009	-0.001	0.034	-0.017
patsyou	-0.160	--	0.923	-0.581	-0.268	0.491
lastrns	-0.018	--	--	-0.087	-0.342	0.055
safety	-0.001	--	-0.041	--	0.103	0.167
fulltime	0.001	0.000	-0.016	0.001	--	0.104
emplytype	0.065	0.009	0.005	0.036	-0.265	--

yrs_unit	3.961	0.068	-0.246	0.058	0.253	0.579
MBI_EE	-0.530	0.056	-0.030	-0.120	4.258	1.962
satisjob	-0.026	0.003	-0.002	-0.007	0.200	0.081

Expected Change for LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	-0.006	-0.002	--
qualunit	0.004	--	-0.156
unmet2	0.010	-0.052	0.134
prepare	-0.080	0.005	-0.022
famres	0.005	0.003	0.030
SHR	0.005	-0.064	0.633
nonurse	0.116	-0.028	-0.071
patsyou	0.053	-0.028	0.372
lastrns	-0.025	-0.009	0.102
safety	0.010	0.003	-0.037
fulltime	0.003	-0.001	0.084
emplytype	0.109	0.033	0.105
yrs_unit	--	-0.031	0.388
MBI_EE	-0.136	--	-4.998
satisjob	-0.013	0.048	--

Standardized Expected Change for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	2.671	--	--	--	-0.029
qualunit	-0.172	--	--	-0.040	-0.177	0.001
unmet2	-0.016	0.158	--	-0.202	-0.068	-0.026
prepare	-0.025	-0.034	0.168	--	-0.016	-0.407
famres	0.319	-4.180	--	0.002	--	0.045
SHR	-0.054	0.058	-1.104	-0.372	0.053	--
nonurse	0.130	-0.047	-1.389	-1.102	0.133	--
patsyou	-0.204	1.299	-0.938	-2.630	-0.267	-10.658
lastrns	-0.058	0.211	-0.149	-0.182	-0.062	--
safety	-0.192	-0.018	-4.271	-0.020	-0.159	-0.196
fulltime	0.040	0.016	-0.053	-0.039	0.040	--
emplytype	0.080	0.041	0.141	0.004	0.086	--
yrs_unit	-0.070	0.211	-0.780	-0.586	0.121	--
MBI_EE	-0.585	-2.276	5.650	1.248	-0.298	--
satisjob	0.016	0.073	--	0.037	0.022	0.026

Standardized Expected Change for LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	0.012	--	-0.019	--	0.003	0.022
qualunit	-0.036	--	0.060	0.379	0.002	0.019
unmet2	0.196	-0.829	0.110	-0.129	0.146	0.189
prepare	0.169	--	-0.267	0.022	-0.021	0.001
famres	0.052	--	-0.019	-0.073	0.044	0.038
SHR	0.227	0.563	0.127	-0.241	0.151	0.154
nonurse	--	--	-0.018	-0.001	0.015	-0.014
patsyou	-0.194	--	1.931	-0.973	-0.119	0.402
lastrns	-0.021	--	--	-0.146	-0.152	0.045
safety	-0.002	--	-0.086	--	0.046	0.136
fulltime	0.001	-0.002	-0.033	0.001	--	0.085
emplytype	0.078	0.053	0.011	0.061	-0.118	--
yrs_unit	4.811	0.403	-0.515	0.096	0.112	0.474
MBI_EE	-0.644	0.335	-0.063	-0.202	1.891	1.607
satisjob	-0.032	0.018	-0.005	-0.011	0.089	0.067

Standardized Expected Change for LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	-0.029	-0.023	--
qualunit	0.020	--	-0.127
unmet2	0.054	-0.525	0.109
prepare	-0.408	0.050	-0.018
famres	0.027	0.035	0.025
SHR	0.023	-0.647	0.516
nonurse	0.595	-0.284	-0.058
patsyou	0.274	-0.281	0.303
lastrns	-0.126	-0.093	0.083
safety	0.053	0.035	-0.030
fulltime	0.015	-0.005	0.068
emplytype	0.559	0.339	0.085
yrs_unit	--	-0.318	0.316
MBI_EE	-0.697	--	-4.074
satisjob	-0.067	0.485	--

Modification Indices for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.405	--	--	--	1.244
ETA 2	2.077	--	--	2.473	3.464	0.003
ETA 3	0.603	3.201	--	--	1.514	--
ETA 4	1.374	4.894	10.921	--	0.910	--

ETA 5	3.602	--	--	0.003	--	--
ETA 6	1.129	0.008	--	--	0.008	--
ETA 7	4.570	1.530	0.272	0.119	5.758	--
ETA 8	0.337	6.212	0.402	0.100	0.609	--
ETA 9	0.488	6.296	0.630	0.120	0.593	--
ETA 10	4.943	0.279	--	1.083	4.832	--
ETA 11	2.912	0.653	0.773	2.273	3.612	--
ETA 12	4.426	1.359	2.242	0.216	6.012	--
ETA 13	0.181	1.043	1.273	0.114	0.134	--
ETA 14	9.533	1.595	11.346	11.526	9.720	--
ETA 15	0.139	0.204	--	0.862	0.440	--

Modification Indices for BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	0.242	--	0.608	--	0.021	1.130
ETA 2	0.950	--	4.546	--	0.233	1.911
ETA 3	--	--	--	0.432	--	--
ETA 4	--	--	--	1.630	1.939	0.002
ETA 5	7.540	--	2.218	4.691	5.587	8.420
ETA 6	--	--	--	--	--	--
ETA 7	--	--	0.157	0.006	0.009	--
ETA 8	0.216	--	--	2.344	0.330	4.323
ETA 9	0.044	--	--	2.388	3.654	0.128
ETA 10	0.012	--	2.250	--	0.246	2.120
ETA 11	0.003	0.014	3.785	0.004	--	0.277
ETA 12	0.314	3.069	0.105	2.775	--	--
ETA 13	3.878	3.969	6.036	0.160	0.277	0.277
ETA 14	--	--	0.128	--	--	--
ETA 15	1.727	0.483	0.046	0.113	12.619	9.821

Modification Indices for BETA

	ETA 13	ETA 14	ETA 15
ETA 1	1.822	0.405	--
ETA 2	0.955	--	--
ETA 3	--	--	0.468
ETA 4	--	9.599	1.407
ETA 5	0.104	--	0.432
ETA 6	--	--	--
ETA 7	--	0.090	1.855
ETA 8	1.777	0.126	0.884
ETA 9	5.914	1.275	0.657
ETA 10	0.124	0.187	0.291

ETA 11	0.277	0.005	7.777
ETA 12	--	5.737	3.687
ETA 13	--	1.908	1.054
ETA 14	3.209	--	6.122
ETA 15	--	--	--

Expected Change for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	4.377	--	--	--	-0.026
ETA 2	-0.324	--	--	-0.110	-0.277	0.001
ETA 3	-0.152	0.250	--	--	-0.186	--
ETA 4	-0.045	-0.055	0.166	--	-0.025	--
ETA 5	0.579	--	--	0.004	--	--
ETA 6	-0.292	0.009	--	--	0.045	--
ETA 7	0.251	-0.115	-0.349	-0.958	0.224	--
ETA 8	-0.617	1.942	-0.688	-3.000	-0.681	--
ETA 9	-0.144	0.406	-0.169	-0.626	-0.128	--
ETA 10	-0.502	-0.297	--	0.243	-0.320	--
ETA 11	0.067	0.026	-0.037	-0.077	0.061	--
ETA 12	0.143	0.064	0.177	0.042	0.135	--
ETA 13	-0.192	0.372	-0.757	-1.572	0.132	--
ETA 14	-6.085	-2.536	5.584	3.885	-6.055	--
ETA 15	0.026	0.121	--	0.075	0.033	--

Expected Change for BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	0.010	--	-0.009	--	0.007	0.026
ETA 2	-0.021	--	0.026	--	0.026	0.037
ETA 3	--	--	--	-0.038	--	--
ETA 4	--	--	--	0.013	-0.047	0.001
ETA 5	0.068	--	-0.021	-0.044	0.143	0.089
ETA 6	--	--	--	--	--	--
ETA 7	--	--	-0.010	0.003	0.011	--
ETA 8	-0.202	--	--	-0.549	-0.279	0.523
ETA 9	-0.017	--	--	-0.105	-0.366	-0.036
ETA 10	0.008	--	-0.061	--	0.084	0.127
ETA 11	0.001	0.000	-0.016	0.001	--	0.104
ETA 12	0.065	0.009	0.005	0.036	--	--
ETA 13	3.937	0.068	-0.244	0.058	0.248	0.596
ETA 14	--	--	-0.075	--	--	--
ETA 15	-0.033	0.003	0.003	-0.007	0.217	0.098

Expected Change for BETA

	ETA 13	ETA 14	ETA 15
ETA 1	-0.006	-0.002	--
ETA 2	0.004	--	--
ETA 3	--	--	0.098
ETA 4	--	0.005	-0.022
ETA 5	0.002	--	0.030
ETA 6	--	--	--
ETA 7	--	-0.006	-0.120
ETA 8	0.056	-0.017	0.318
ETA 9	-0.040	-0.011	0.089
ETA 10	0.005	0.012	-0.070
ETA 11	0.002	-0.001	0.085
ETA 12	--	0.034	0.101
ETA 13	--	-0.031	0.434
ETA 14	-0.139	--	-4.661
ETA 15	--	--	--

Standardized Expected Change for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	13.031	--	--	--	-0.044
ETA 2	-0.963	--	--	-0.492	-0.707	0.002
ETA 3	-0.273	0.404	--	--	-0.286	--
ETA 4	-0.221	-0.248	0.449	--	-0.106	--
ETA 5	1.642	--	--	0.018	--	--
ETA 6	-0.486	0.013	--	--	0.065	--
ETA 7	0.375	-0.155	-0.284	-2.153	0.288	--
ETA 8	-0.188	0.535	-0.114	-1.377	-0.179	--
ETA 9	-0.125	0.318	-0.080	-0.816	-0.096	--
ETA 10	-0.544	-0.291	--	0.396	-0.298	--
ETA 11	0.274	0.095	-0.082	-0.475	0.213	--
ETA 12	0.318	0.127	0.214	0.140	0.257	--
ETA 13	-0.068	0.119	-0.146	-0.837	0.040	--
ETA 14	-1.090	-0.410	0.544	1.045	-0.931	--
ETA 15	0.057	0.242	--	0.252	0.062	--

Standardized Expected Change for BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	0.015	--	-0.008	--	0.028	0.058
ETA 2	-0.028	--	0.021	--	0.095	0.074

ETA 3	--	--	--	-0.023	--	--
ETA 4	--	--	--	0.022	-0.289	0.003
ETA 5	0.087	--	-0.016	-0.041	0.502	0.170
ETA 6	--	--	--	--	--	--
ETA 7	--	--	-0.004	0.001	0.020	--
ETA 8	-0.028	--	--	-0.055	-0.106	0.107
ETA 9	-0.007	--	--	-0.030	-0.394	-0.021
ETA 10	0.004	--	-0.017	--	0.113	0.093
ETA 11	0.001	0.000	-0.018	0.001	--	0.287
ETA 12	0.065	0.002	0.003	0.026	--	--
ETA 13	0.633	0.002	-0.023	0.007	0.109	0.142
ETA 14	--	--	-0.004	--	--	--
ETA 15	-0.033	0.001	0.002	-0.005	0.601	0.147

Standardized Expected Change for BETA

	ETA 13	ETA 14	ETA 15
ETA 1	-0.002	0.000	--
ETA 2	0.001	--	--
ETA 3	--	--	0.119
ETA 4	--	0.001	-0.073
ETA 5	0.000	--	0.058
ETA 6	--	--	--
ETA 7	--	0.000	-0.121
ETA 8	0.002	0.000	0.066
ETA 9	-0.004	-0.001	0.052
ETA 10	0.001	0.001	-0.051
ETA 11	0.001	0.000	0.235
ETA 12	--	0.004	0.151
ETA 13	--	-0.001	0.104
ETA 14	-0.003	--	-0.564
ETA 15	--	--	--

Modification Indices for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--					
ETA 2	--	--				
ETA 3	0.110	2.656	--			
ETA 4	0.391	2.687	--	--		
ETA 5	1.567	3.733	2.698	0.010	--	
ETA 6	1.244	0.003	--	--	--	--
ETA 7	0.407	0.952	--	0.002	7.204	--
ETA 8	0.545	4.505	--	--	2.218	--

ETA 9	0.757	4.595	--	--	2.218	--
ETA 10	1.244	0.003	0.432	1.180	4.691	--
ETA 11	0.007	0.029	--	2.090	2.892	--
ETA 12	1.311	1.487	--	0.127	5.937	--
ETA 13	2.189	0.684	--	0.127	0.001	--
ETA 14	0.521	0.159	0.432	11.629	5.885	--
ETA 15	0.542	0.001	0.468	0.858	0.431	--

Modification Indices for PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	--					
ETA 8	0.157	--				
ETA 9	0.157	--	--			
ETA 10	0.008	2.250	2.250	--		
ETA 11	0.009	1.143	3.785	0.026	--	
ETA 12	0.009	4.569	0.105	1.850	--	--
ETA 13	0.009	1.144	6.036	0.035	0.277	--
ETA 14	3.209	0.128	0.128	11.346	3.209	3.209
ETA 15	2.196	0.790	0.046	0.201	8.136	5.907

Modification Indices for PSI

	ETA 13	ETA 14	ETA 15
ETA 13	--		
ETA 14	3.209	--	
ETA 15	5.907	6.513	--

Expected Change for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--					
ETA 2	--	--				
ETA 3	0.014	0.071	--			
ETA 4	0.029	-0.013	--	--		
ETA 5	-0.187	-0.105	-0.089	-0.001	--	
ETA 6	-0.031	0.001	--	--	--	--
ETA 7	0.017	-0.029	--	-0.026	0.090	--
ETA 8	-0.193	0.596	--	--	-0.479	--
ETA 9	-0.044	0.115	--	--	-0.091	--
ETA 10	0.415	-0.020	-0.096	0.029	-0.111	--
ETA 11	-0.001	0.002	--	-0.009	0.020	--
ETA 12	0.018	0.021	--	0.004	0.048	--

ETA 13	-0.160	0.096	--	-0.227	0.004	--
ETA 14	-0.204	-0.245	2.367	0.488	-1.712	--
ETA 15	-0.018	0.008	0.037	0.009	0.011	--

Expected Change for PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	--					
ETA 8	-0.237	--				
ETA 9	-0.045	--	--			
ETA 10	0.009	-1.389	-0.264	--		
ETA 11	0.002	-0.100	-0.072	0.005	--	
ETA 12	-0.016	0.348	0.021	0.077	--	--
ETA 13	0.913	1.173	-1.062	0.071	0.049	--
ETA 14	-11.677	-1.726	-0.328	-46.030	-11.708	4.861
ETA 15	-0.050	0.124	0.012	-0.022	0.033	0.049

Expected Change for PSI

	ETA 13	ETA 14	ETA 15
ETA 13	--		
ETA 14	-3.589	--	
ETA 15	-2.729	-1.791	--

Standardized Expected Change for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--					
ETA 2	--	--				
ETA 3	0.026	0.114	--			
ETA 4	0.142	-0.060	--	--		
ETA 5	-0.530	-0.269	-0.137	-0.004	--	
ETA 6	-0.052	0.002	--	--	--	--
ETA 7	0.026	-0.039	--	-0.058	0.115	--
ETA 8	-0.059	0.164	--	--	-0.126	--
ETA 9	-0.038	0.090	--	--	-0.068	--
ETA 10	0.451	-0.019	-0.057	0.048	-0.103	--
ETA 11	-0.003	0.006	--	-0.058	0.069	--
ETA 12	0.041	0.042	--	0.013	0.092	--
ETA 13	-0.057	0.031	--	-0.121	0.001	--
ETA 14	-0.036	-0.040	0.231	0.131	-0.263	--
ETA 15	-0.040	0.017	0.044	0.029	0.022	--

Standardized Expected Change for PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	--					
ETA 8	-0.033	--				
ETA 9	-0.018	--	--			
ETA 10	0.004	-0.140	-0.075	--		
ETA 11	0.004	-0.038	-0.077	0.007	--	
ETA 12	-0.016	0.072	0.012	0.056	--	--
ETA 13	0.147	0.038	-0.099	0.008	0.021	--
ETA 14	-0.948	-0.029	-0.015	-2.711	-2.600	0.585
ETA 15	-0.051	0.025	0.007	-0.016	0.092	0.073

Standardized Expected Change for PSI

	ETA 13	ETA 14	ETA 15
ETA 13	--		
ETA 14	-0.069	--	
ETA 15	-0.653	-0.217	--

Modification Indices for THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	--					
qualunit	1.567	3.733				
unmet2	0.074	2.540	0.174			
prepare	0.391	2.565	2.361	0.391		
famres	1.567	3.967	1.255	0.034	1.567	
SHR	1.193	0.563	0.120	4.829	0.650	3.642
nonurse	0.324	1.638	2.053	8.868	3.787	2.533
patsyou	0.759	6.158	0.789	2.280	0.275	3.621
lastrns	0.726	5.776	0.669	0.726	0.477	1.595
safety	1.649	3.276	0.832	0.011	4.378	0.287
fulltime	0.000	0.008	0.695	4.334	2.312	2.036
emplytype	1.380	0.693	1.751	0.005	1.673	0.526
yrs_unit	2.065	0.530	0.139	0.766	1.309	0.011
MBI_EE	0.563	1.449	0.465	11.559	0.261	1.363
satisjob	0.542	0.496	0.392	1.579	1.044	0.889

Modification Indices for THETA-EPS

nonurse	patsyou	lastrns	safety	fulltime	emplytype
---------	---------	---------	--------	----------	-----------

nonurse	14.874					
patsyou	0.028	1.126				
lastrns	0.102	1.081	--			
safety	0.014	1.081	1.092	4.626		
fulltime	0.196	0.934	4.298	0.061	2.915	
empltpe	0.020	4.192	1.683	3.273	1.325	2.435
yrs_unit	3.400	1.039	3.205	0.267	0.793	2.979
MBI_EE	3.896	0.304	0.010	0.511	8.944	8.613
satisjob	1.440	0.583	0.006	0.091	7.858	4.463

Modification Indices for THETA-EPS

yrs_unit	MBI_EE	satisjob	
-----	-----	-----	
yrs_unit	--		
MBI_EE	4.398	8.552	
satisjob	3.066	5.014	0.445

Expected Change for THETA-EPS

ptmanage	qualunit	unmet2	prepare	famres	SHR	
-----	-----	-----	-----	-----	-----	
ptmanage	--					
qualunit	0.965	0.543				
unmet2	0.012	0.069	0.102			
prepare	0.029	-0.013	-0.069	0.408		
famres	-0.187	-0.109	-0.049	-0.002	0.293	
SHR	-0.027	0.019	0.075	-0.140	0.029	1.548
nonurse	0.014	-0.032	0.195	-0.331	0.049	0.467
patsyou	-0.227	0.683	1.213	-1.135	-0.142	2.244
lastrns	-0.034	0.103	0.190	-0.491	-0.029	0.294
safety	0.259	0.379	-0.117	-0.003	-0.098	-0.108
fulltime	0.000	-0.001	0.043	-0.013	0.014	0.077
empltpe	0.019	0.014	0.122	0.001	0.022	0.099
yrs_unit	-0.155	0.083	0.232	-0.508	0.130	0.101
MBI_EE	-0.127	-0.760	0.595	0.404	0.108	-1.781
satisjob	-0.018	-0.057	0.029	0.011	0.016	0.074

Expected Change for THETA-EPS

nonurse	patsyou	lastrns	safety	fulltime	empltpe
-----	-----	-----	-----	-----	-----
nonurse	8.740				
patsyou	-0.096	21.945			
lastrns	-0.029	3.325	--		
safety	0.010	-0.923	-0.144	6.259	

fulltime	0.009	-0.089	-0.069	0.008	2.550	
empltype	-0.020	0.332	0.076	0.100	-0.475	-2.921
yrs_unit	3.014	1.111	-0.707	0.190	0.081	2.669
MBI_EE	-1.076	1.283	-0.062	-0.607	0.627	1.079
satisjob	-0.035	0.104	0.004	-0.014	0.031	0.041

Expected Change for THETA-EPS

	yrs_unit	MBI_EE	satisjob
	-----	-----	-----
yrs_unit	--		
MBI_EE	-4.158	-38.178	
satisjob	-0.832	-1.520	0.321

Maximum Modification Index is 14.87 for Element (7, 7) of THETA-EPS

Covariance Matrix of Parameter Estimates

	BE 1,3	BE 1,4	BE 1,5	BE 1,8	BE 1,10	BE 1,15
	-----	-----	-----	-----	-----	-----
BE 1,3	0.001					
BE 1,4	-0.001	0.004				
BE 1,5	0.000	0.000	0.002			
BE 1,8	0.000	0.000	0.000	0.000		
BE 1,10	0.000	0.000	0.000	0.000	0.000	
BE 1,15	0.000	0.000	0.000	0.000	0.000	0.001
BE 2,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,15	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000

BE 5,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	-0.001	0.001	0.000	0.000	0.000	0.002
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 2,3	BE 2,8	BE 2,10	BE 2,14	BE 2,15	BE 3,6
BE 2,3	0.001					
BE 2,8	0.000	0.000				
BE 2,10	0.000	0.000	0.000			
BE 2,14	0.000	0.000	0.000	0.000		
BE 2,15	0.000	0.000	0.000	0.000	0.002	
BE 3,6	0.000	0.000	0.000	0.000	0.000	0.002
BE 3,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	-0.001
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,12	0.000	0.000	0.000	0.000	0.000	0.000

BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.001	0.000	0.001	0.000	0.000	0.002
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 3,7	BE 3,8	BE 3,9	BE 3,11	BE 3,12	BE 3,13
BE 3,7	0.001					
BE 3,8	0.000	0.000				
BE 3,9	0.000	0.000	0.000			
BE 3,11	0.000	0.000	0.000	0.009		
BE 3,12	0.000	0.000	0.000	-0.001	0.002	
BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000

BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	-0.001	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.001	0.000	0.000
BE 14,11	0.000	0.000	0.000	-0.004	0.000	0.000
BE 14,12	0.000	0.000	0.000	0.000	-0.001	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.001	0.000	0.000	0.004	0.001	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

BE 3,14	BE 4,6	BE 4,7	BE 4,8	BE 4,9	BE 4,13
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BE 3,14	0.000					
BE 4,6	0.000	0.000				
BE 4,7	0.000	0.000	0.000			
BE 4,8	0.000	0.000	0.000	0.000		
BE 4,9	0.000	0.000	0.000	0.000	0.000	
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000

PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	-0.001	0.000	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 5,2	BE 5,3	BE 5,6	BE 5,8	BE 5,14	BE 7,6
	-----	-----	-----	-----	-----	-----
BE 5,2	0.002					
BE 5,3	0.000	0.001				
BE 5,6	0.000	0.000	0.001			
BE 5,8	0.000	0.000	0.000	0.000		
BE 5,14	0.000	0.000	0.000	0.000	0.000	
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.002
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	-0.001
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000

PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 7,8	BE 7,12	BE 7,13	BE 8,6	BE 8,9	BE 9,6
BE 7,8	0.000					
BE 7,12	0.000	0.003				
BE 7,13	0.000	0.000	0.000			
BE 8,6	0.000	0.000	0.000	0.047		
BE 8,9	0.000	0.000	0.000	0.002	0.011	
BE 9,6	0.000	0.000	0.000	0.001	0.000	0.007
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	-0.001	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000

PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	-0.001	0.012	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.002	0.001
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 10,3	BE 10,6	BE 10,8	BE 11,6	BE 12,6	BE 13,6
BE 10,3	0.009					
BE 10,6	-0.003	0.006				
BE 10,8	0.000	0.000	0.000			
BE 11,6	0.000	0.000	0.000	0.000		
BE 12,6	0.000	0.000	0.000	0.000	0.001	
BE 13,6	0.000	0.000	0.000	0.000	0.001	0.044
BE 14,6	0.002	-0.003	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	-0.009	0.002	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	-0.001	0.000	0.000
BE 14,12	0.000	0.000	0.000	0.000	-0.001	-0.001
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.003	0.000	0.000	0.000	0.000	0.000

PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.001
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.021	-0.002	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 14,6	BE 14,7	BE 14,8	BE 14,10	BE 14,11	BE 14,12
BE 14,6	0.178					
BE 14,7	-0.041	0.115				
BE 14,8	0.000	-0.002	0.004			
BE 14,10	-0.022	-0.006	-0.003	0.088		
BE 14,11	-0.029	0.001	0.000	-0.001	0.816	
BE 14,12	0.020	-0.004	0.000	-0.001	-0.101	0.219
BE 15,3	0.000	0.001	0.000	0.000	0.000	0.000
BE 15,6	0.001	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	-0.002	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.001	0.001	0.000	-0.003	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	-0.063	0.023	0.013	-0.303	-0.083	0.008
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 15,3	BE 15,6	BE 15,13	BE 15,14	PS 1,1	PS 2,1
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BE 15,3	0.001					
BE 15,6	0.000	0.001				
BE 15,13	0.000	0.000	0.000			
BE 15,14	0.000	0.000	0.000	0.000		
PS 1,1	0.000	0.000	0.000	0.000	0.000	
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	-0.004	-0.006	0.000	0.003	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	PS 2,2	PS 3,3	PS 4,3	PS 4,4	PS 5,5	PS 6,6
PS 2,2	0.000					
PS 3,3	0.000	0.003				
PS 4,3	0.000	0.000	0.000			
PS 4,4	0.000	0.000	0.000	0.000		
PS 5,5	0.000	0.000	0.000	0.000	0.001	
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.007
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.001	0.000	0.000	0.000	0.001
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	PS 7,7	PS 8,8	PS 9,9	PS 10,10	PS 11,11	PS 12,11
PS 7,7	0.006					
PS 8,8	0.000	2.602				
PS 9,9	0.000	0.001	0.063			
PS 10,10	0.000	0.000	0.000	0.039		
PS 11,11	0.000	0.000	0.000	0.000	0.000	
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.010	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	PS 12,12	PS 13,12	PS 13,13	PS 14,14	PS 15,15
PS 12,12	0.001				
PS 13,12	0.001	0.026			
PS 13,13	0.001	0.037	2.285		
PS 14,14	0.000	0.000	0.000	29.447	
PS 15,15	0.000	0.000	0.000	0.002	0.001

Continuity of Care Model

Correlation Matrix of Parameter Estimates

	BE 1,3	BE 1,4	BE 1,5	BE 1,8	BE 1,10	BE 1,15
BE 1,3	1.000					
BE 1,4	-0.364	1.000				
BE 1,5	0.302	-0.012	1.000			
BE 1,8	-0.041	-0.009	0.009	1.000		
BE 1,10	-0.264	0.027	0.036	-0.143	1.000	
BE 1,15	0.219	-0.065	-0.091	-0.009	0.139	1.000
BE 2,3	-0.012	-0.001	0.000	0.000	0.006	-0.004
BE 2,8	0.000	0.000	0.000	-0.014	0.002	0.000
BE 2,10	0.006	0.000	0.000	0.001	-0.012	-0.001
BE 2,14	-0.001	0.002	0.001	0.000	-0.001	-0.003
BE 2,15	-0.004	0.001	0.001	0.000	-0.002	-0.015
BE 3,6	0.002	0.000	-0.001	0.000	0.000	-0.001
BE 3,7	0.004	0.000	0.001	0.000	-0.002	-0.001
BE 3,8	0.001	0.000	0.000	0.006	0.000	0.000

BE 3,9	0.000	0.001	0.000	0.000	0.000	0.000
BE 3,11	0.002	0.000	0.000	0.000	-0.001	-0.001
BE 3,12	0.001	0.000	0.000	0.000	-0.001	-0.001
BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	-0.009	0.000	0.000	0.001	0.003	0.001
BE 4,6	-0.002	0.006	-0.001	0.000	0.001	-0.001
BE 4,7	0.003	-0.002	0.000	0.000	0.000	0.000
BE 4,8	-0.001	0.002	0.000	0.007	0.000	0.000
BE 4,9	0.000	0.001	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	-0.020	0.003	0.008	-0.003	0.025	-0.026
BE 5,3	-0.137	0.000	-0.004	0.012	0.018	-0.059
BE 5,6	0.019	-0.029	0.013	0.002	-0.010	0.006
BE 5,8	0.014	0.000	0.001	-0.170	0.001	-0.003
BE 5,14	0.026	0.018	0.005	0.004	-0.016	0.100
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	-0.001	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.047	0.000	0.002	-0.007	0.008	0.017
BE 10,6	-0.010	0.009	-0.006	-0.001	0.004	-0.010
BE 10,8	-0.006	-0.001	0.000	0.061	0.000	-0.001
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.001	-0.001	0.002	0.000	0.002	0.007
BE 14,7	-0.005	0.000	0.000	0.000	0.003	0.003
BE 14,8	0.001	0.001	0.000	-0.016	0.004	0.006
BE 14,10	-0.003	-0.006	-0.001	0.003	-0.024	-0.040
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.002
BE 14,12	0.000	0.000	0.000	0.000	0.000	0.001
BE 15,3	0.000	-0.001	-0.001	0.000	0.003	0.012
BE 15,6	0.001	-0.001	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.001	0.000	0.000	-0.001	-0.001
PS 1,1	-0.071	0.007	-0.228	-0.014	0.073	0.035
PS 2,1	-0.030	-0.013	-0.194	-0.014	0.046	0.031
PS 2,2	0.000	0.000	0.000	0.000	-0.002	0.000
PS 3,3	0.009	-0.003	0.001	-0.001	-0.001	0.002
PS 4,3	0.000	0.019	0.000	-0.001	0.000	0.001
PS 4,4	-0.001	0.009	0.000	0.000	0.000	0.000
PS 5,5	-0.069	-0.003	-0.238	-0.002	-0.011	0.023
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000

PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.002	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.024	-0.001	0.001	-0.012	0.083	0.002
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	-0.003	0.003	0.000	0.000	0.005	0.016
PS 15,15	0.000	0.000	0.000	0.000	0.000	-0.002

Correlation Matrix of Parameter Estimates

	BE 2,3	BE 2,8	BE 2,10	BE 2,14	BE 2,15	BE 3,6
BE 2,3	1.000					
BE 2,8	-0.053	1.000				
BE 2,10	-0.202	-0.145	1.000			
BE 2,14	-0.373	0.012	-0.194	1.000		
BE 2,15	-0.076	0.001	-0.021	0.672	1.000	
BE 3,6	0.007	-0.001	0.004	-0.005	-0.003	1.000
BE 3,7	0.020	-0.001	-0.004	-0.007	-0.002	-0.257
BE 3,8	-0.001	0.045	0.000	-0.002	0.000	0.017
BE 3,9	0.001	0.000	0.000	-0.001	0.000	0.076
BE 3,11	0.000	0.000	-0.003	0.003	0.001	-0.026
BE 3,12	0.000	0.000	-0.002	0.002	0.000	0.129
BE 3,13	0.000	0.000	0.000	0.000	0.000	-0.033
BE 3,14	-0.017	-0.001	-0.002	0.034	0.006	-0.221
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.206
BE 4,7	0.000	0.000	0.000	0.000	0.000	-0.062
BE 4,8	0.000	0.000	0.000	0.000	0.000	0.002
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.016
BE 4,13	0.000	0.000	0.000	0.000	0.000	-0.004
BE 5,2	0.053	-0.003	-0.009	-0.009	0.004	-0.001
BE 5,3	0.002	0.000	-0.002	0.002	0.001	0.012
BE 5,6	0.001	0.000	-0.001	0.000	0.001	0.056
BE 5,8	0.001	-0.009	0.000	0.000	0.000	-0.004
BE 5,14	0.017	-0.001	-0.002	-0.010	-0.001	-0.020
BE 7,6	0.000	0.000	-0.001	0.000	0.000	-0.012
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.002
BE 7,12	0.000	0.000	0.000	0.000	0.000	-0.001
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	-0.003
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	-0.008

BE 10,3	0.052	-0.012	0.041	-0.025	0.000	0.026
BE 10,6	-0.005	0.001	-0.009	0.009	-0.004	-0.055
BE 10,8	-0.006	0.065	-0.005	0.003	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.005
BE 12,6	0.000	0.000	0.000	0.000	0.000	-0.004
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.002	0.000	0.006	-0.008	0.000	-0.045
BE 14,7	-0.004	0.000	0.003	-0.001	0.002	0.015
BE 14,8	0.004	-0.015	0.008	-0.008	0.000	-0.004
BE 14,10	-0.021	0.005	-0.043	0.049	0.000	0.029
BE 14,11	0.001	0.000	0.001	-0.003	-0.001	0.003
BE 14,12	0.000	0.000	0.000	-0.001	0.000	-0.004
BE 15,3	-0.021	0.000	-0.001	0.040	0.051	0.000
BE 15,6	0.001	0.000	-0.001	-0.006	-0.010	-0.052
BE 15,13	0.000	0.000	0.000	0.001	0.001	0.000
BE 15,14	0.010	0.000	0.000	-0.026	-0.020	0.013
PS 1,1	0.000	0.000	-0.001	0.000	0.000	0.000
PS 2,1	-0.003	-0.008	0.060	-0.015	-0.004	0.001
PS 2,2	0.048	-0.020	0.093	-0.050	-0.024	0.001
PS 3,3	0.066	-0.005	-0.002	-0.026	-0.003	-0.011
PS 4,3	0.014	-0.001	-0.001	-0.006	-0.001	-0.049
PS 4,4	0.000	0.000	0.000	0.000	0.000	-0.013
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.001
PS 6,6	0.000	0.000	0.000	0.000	0.000	-0.040
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.010
PS 8,8	0.000	-0.001	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	-0.001
PS 10,10	-0.027	-0.013	0.085	-0.002	0.001	-0.003
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.005	0.000	0.009	-0.020	0.000	0.010
PS 15,15	0.002	0.000	0.000	-0.016	-0.023	0.001

Correlation Matrix of Parameter Estimates

	BE 3,7	BE 3,8	BE 3,9	BE 3,11	BE 3,12	BE 3,13
BE 3,7	1.000					
BE 3,8	-0.070	1.000				
BE 3,9	-0.006	0.466	1.000			
BE 3,11	0.043	0.011	0.000	1.000		
BE 3,12	-0.016	0.008	0.003	-0.206	1.000	
BE 3,13	0.077	-0.006	-0.001	0.028	-0.120	1.000

BE 3,14	-0.166	-0.047	-0.005	-0.227	-0.121	0.000
BE 4,6	-0.065	0.002	0.017	-0.001	0.000	-0.005
BE 4,7	0.210	-0.017	-0.002	0.000	0.000	0.016
BE 4,8	-0.017	0.212	0.100	0.000	0.000	-0.001
BE 4,9	-0.002	0.100	0.214	0.000	0.000	0.000
BE 4,13	0.016	-0.001	0.000	0.000	0.000	0.212
BE 5,2	0.002	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.016	0.000	0.004	-0.004	0.000	0.000
BE 5,6	-0.004	-0.002	-0.001	0.001	0.000	0.000
BE 5,8	-0.001	0.054	0.000	0.000	0.000	0.000
BE 5,14	-0.007	-0.003	-0.001	0.002	0.000	0.000
BE 7,6	-0.030	0.003	0.000	-0.001	-0.001	-0.002
BE 7,8	-0.001	-0.020	0.000	0.000	0.000	0.000
BE 7,12	-0.002	0.000	0.000	0.000	-0.022	0.002
BE 7,13	0.000	0.000	0.000	0.000	0.003	-0.022
BE 8,6	0.000	-0.030	-0.017	0.000	0.000	0.000
BE 8,9	0.000	-0.006	-0.006	0.000	0.000	0.000
BE 9,6	0.000	-0.004	-0.032	0.000	0.000	0.000
BE 10,3	0.018	0.004	-0.004	0.041	0.019	0.001
BE 10,6	-0.006	0.001	0.002	-0.015	-0.007	0.000
BE 10,8	-0.002	-0.043	0.000	-0.004	-0.002	0.000
BE 11,6	0.000	0.000	0.000	-0.023	0.001	0.000
BE 12,6	0.000	0.000	0.000	0.000	-0.021	-0.001
BE 13,6	0.000	0.000	0.000	0.000	0.001	-0.035
BE 14,6	0.011	0.000	0.000	0.002	-0.006	0.000
BE 14,7	-0.043	0.003	0.000	0.000	0.002	0.000
BE 14,8	-0.001	-0.035	0.000	-0.005	-0.003	0.000
BE 14,10	0.026	0.007	0.001	0.027	0.017	0.000
BE 14,11	-0.001	0.000	0.000	-0.046	0.010	0.000
BE 14,12	0.002	0.000	0.000	0.011	-0.045	-0.001
BE 15,3	-0.044	-0.009	-0.001	-0.024	-0.011	-0.002
BE 15,6	0.010	0.002	0.000	0.006	0.003	0.000
BE 15,13	-0.001	0.000	0.000	0.000	-0.001	-0.050
BE 15,14	0.020	0.004	0.000	0.011	0.005	0.001
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.001	0.000	0.000	0.000	0.000	0.000
PS 3,3	-0.006	0.003	-0.008	0.032	0.010	-0.002
PS 4,3	-0.005	-0.003	-0.010	0.003	-0.005	-0.001
PS 4,4	0.000	-0.001	-0.003	0.000	0.000	0.000
PS 5,5	0.002	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.003	0.000	-0.001	0.000	-0.001	0.000
PS 7,7	-0.031	0.002	0.000	0.000	0.001	-0.002
PS 8,8	0.000	-0.005	-0.003	0.000	0.000	0.000
PS 9,9	0.000	-0.001	-0.008	0.000	0.000	0.000
PS 10,10	-0.003	-0.001	0.000	-0.007	-0.003	0.000

PS 11,11	0.000	0.000	0.000	0.006	0.000	0.000
PS 12,11	0.000	0.000	0.000	-0.002	0.004	0.000
PS 12,12	0.000	0.000	0.000	0.000	-0.002	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	-0.004
PS 13,13	0.000	0.000	0.000	0.000	0.000	-0.001
PS 14,14	0.005	0.001	0.000	0.007	0.004	0.000
PS 15,15	0.002	0.000	0.000	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	BE 3,14	BE 4,6	BE 4,7	BE 4,8	BE 4,9	BE 4,13
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BE 3,14	1.000					
BE 4,6	0.003	1.000				
BE 4,7	-0.001	-0.307	1.000			
BE 4,8	0.000	0.007	-0.079	1.000		
BE 4,9	0.000	0.077	-0.007	0.468	1.000	
BE 4,13	0.000	-0.021	0.075	-0.006	0.000	1.000
BE 5,2	0.003	0.000	0.000	0.000	0.000	0.000
BE 5,3	-0.003	0.007	-0.003	0.000	0.000	0.000
BE 5,6	-0.015	-0.004	0.001	0.000	0.000	0.000
BE 5,8	-0.003	0.000	0.000	-0.004	0.000	0.000
BE 5,14	0.054	-0.003	0.001	0.000	0.000	0.000
BE 7,6	0.004	0.013	-0.047	0.004	0.000	-0.003
BE 7,8	0.000	0.000	0.001	-0.002	0.000	0.000
BE 7,12	0.000	0.001	-0.004	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	-0.002
BE 8,6	0.000	-0.002	0.000	-0.048	-0.023	0.000
BE 8,9	0.000	0.000	0.000	-0.009	-0.007	0.000
BE 9,6	0.000	-0.013	0.000	-0.002	-0.043	0.000
BE 10,3	-0.185	-0.008	0.004	-0.002	-0.001	0.000
BE 10,6	0.068	0.007	-0.001	0.000	0.000	0.000
BE 10,8	0.019	0.001	0.000	0.005	0.000	0.000
BE 11,6	0.000	0.003	0.000	0.000	0.000	0.000
BE 12,6	0.000	-0.003	-0.001	0.000	0.000	-0.006
BE 13,6	0.000	-0.001	0.000	0.000	0.000	-0.047
BE 14,6	0.008	0.010	-0.003	0.000	0.000	0.000
BE 14,7	-0.002	-0.003	0.012	-0.001	0.000	0.000
BE 14,8	0.024	0.000	-0.001	0.010	0.000	0.000
BE 14,10	-0.130	0.001	-0.001	0.001	0.000	0.000
BE 14,11	0.004	0.000	0.000	0.000	0.000	0.000
BE 14,12	-0.002	0.000	0.000	0.000	0.000	0.001
BE 15,3	0.124	0.007	-0.002	0.000	0.000	0.000
BE 15,6	-0.015	-0.004	0.001	0.000	0.000	0.000
BE 15,13	0.003	0.000	0.000	0.000	0.000	-0.005
BE 15,14	-0.103	-0.003	0.001	0.000	0.000	0.000

PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	-0.001	0.000	0.000	0.000	0.000	0.000
PS 2,2	-0.001	0.000	0.000	0.000	0.000	0.000
PS 3,3	-0.116	-0.008	-0.007	-0.001	-0.002	-0.001
PS 4,3	0.002	-0.036	-0.022	-0.003	-0.009	-0.002
PS 4,4	-0.001	-0.063	-0.003	-0.004	-0.013	-0.001
PS 5,5	0.000	0.001	0.000	0.000	0.000	0.000
PS 6,6	0.001	-0.065	0.005	0.000	-0.001	0.000
PS 7,7	-0.001	0.001	-0.002	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	-0.005	-0.002	0.000
PS 9,9	0.000	-0.001	0.000	-0.001	-0.011	0.000
PS 10,10	0.031	0.002	-0.001	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	-0.001
PS 13,12	0.000	0.000	0.000	0.000	0.000	-0.005
PS 13,13	0.000	0.000	0.000	0.000	0.000	-0.001
PS 14,14	-0.040	0.000	0.000	0.000	0.000	0.000
PS 15,15	-0.010	-0.001	0.000	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	BE 5,2	BE 5,3	BE 5,6	BE 5,8	BE 5,14	BE 7,6
BE 5,2	1.000					
BE 5,3	0.189	1.000				
BE 5,6	0.013	-0.217	1.000			
BE 5,8	0.009	-0.075	-0.024	1.000		
BE 5,14	0.221	-0.400	-0.126	-0.015	1.000	
BE 7,6	0.001	0.008	-0.009	0.000	0.000	1.000
BE 7,8	0.000	0.000	0.000	-0.006	0.000	-0.062
BE 7,12	0.000	0.001	0.000	0.000	-0.001	0.085
BE 7,13	0.000	0.000	0.000	0.000	0.000	-0.009
BE 8,6	0.000	0.000	-0.001	0.019	0.000	0.001
BE 8,9	0.000	0.000	0.000	0.002	0.000	0.000
BE 9,6	0.000	0.001	0.002	-0.009	0.000	-0.009
BE 10,3	-0.009	-0.013	0.001	0.001	0.000	-0.012
BE 10,6	-0.001	0.001	-0.004	0.000	0.002	0.011
BE 10,8	0.001	0.002	0.000	-0.013	0.000	0.001
BE 11,6	0.000	-0.001	-0.002	0.000	0.005	0.003
BE 12,6	0.000	-0.001	0.001	0.000	0.004	-0.012
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.007
BE 14,6	0.001	-0.003	-0.002	-0.001	0.020	0.012
BE 14,7	0.000	0.002	0.001	0.000	-0.005	-0.049
BE 14,8	0.000	-0.001	0.000	0.004	0.001	0.004
BE 14,10	0.003	0.004	0.000	0.000	-0.005	0.004

BE 14,11	0.000	0.000	0.000	0.000	-0.001	0.000
BE 14,12	0.000	0.000	-0.001	0.000	0.002	0.001
BE 15,3	0.011	0.008	-0.001	0.000	0.001	0.006
BE 15,6	0.002	-0.001	0.006	0.000	0.000	-0.007
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.001
BE 15,14	-0.004	-0.003	-0.001	0.000	0.005	0.000
PS 1,1	0.006	0.002	-0.004	0.000	-0.001	0.000
PS 2,1	-0.162	-0.027	-0.007	-0.001	-0.041	0.000
PS 2,2	-0.013	-0.002	0.000	0.000	-0.003	0.000
PS 3,3	0.002	0.078	-0.019	-0.006	-0.036	0.002
PS 4,3	0.001	0.014	-0.004	-0.001	-0.006	0.001
PS 4,4	0.000	-0.002	0.000	0.000	0.001	0.000
PS 5,5	-0.007	0.074	0.008	-0.007	-0.030	0.001
PS 6,6	0.000	-0.002	0.030	0.000	-0.001	-0.103
PS 7,7	0.000	-0.003	0.001	0.000	0.000	-0.103
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	-0.001	0.000	0.000
PS 10,10	0.004	0.003	-0.001	0.000	-0.003	0.002
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	-0.001
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.001
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	-0.001	-0.001	0.000	0.005	0.000
PS 15,15	0.002	0.000	0.000	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	BE 7,8	BE 7,12	BE 7,13	BE 8,6	BE 8,9	BE 9,6
BE 7,8	1.000					
BE 7,12	-0.001	1.000				
BE 7,13	0.000	-0.118	1.000			
BE 8,6	-0.065	0.000	0.000	1.000		
BE 8,9	-0.005	0.000	0.000	0.098	1.000	
BE 9,6	0.031	0.000	0.000	0.045	-0.005	1.000
BE 10,3	-0.002	-0.001	0.000	0.000	0.000	-0.001
BE 10,6	0.000	0.000	0.000	-0.004	0.000	-0.003
BE 10,8	0.008	0.000	0.000	-0.022	0.000	0.011
BE 11,6	0.000	-0.016	0.002	0.000	0.000	-0.001
BE 12,6	0.000	-0.073	0.000	0.000	0.000	0.002
BE 13,6	0.000	0.001	-0.073	0.000	0.000	0.000
BE 14,6	-0.001	0.001	0.000	0.003	0.000	-0.005
BE 14,7	0.002	-0.005	0.001	0.000	0.000	0.000
BE 14,8	-0.002	0.000	0.000	-0.041	-0.004	0.020
BE 14,10	0.001	0.000	0.000	0.000	0.000	0.000

BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,12	0.000	-0.001	0.000	0.000	0.000	0.000
BE 15,3	-0.001	0.001	0.000	0.001	0.000	0.000
BE 15,6	0.000	0.000	0.000	-0.001	0.000	0.002
BE 15,13	0.000	0.000	-0.005	0.000	0.000	0.000
BE 15,14	0.000	-0.001	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.001
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.001
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.002	-0.002	0.000	-0.007	0.000	0.032
PS 7,7	0.001	-0.010	0.011	0.000	0.000	0.000
PS 8,8	-0.004	0.000	0.000	-0.002	0.069	-0.001
PS 9,9	0.004	0.000	0.000	0.006	0.069	0.031
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.001	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.003	0.000	0.000	0.000	0.000
PS 12,12	0.000	-0.009	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.007	-0.007	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.010	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	BE 10,3	BE 10,6	BE 10,8	BE 11,6	BE 12,6	BE 13,6
BE 10,3	1.000					
BE 10,6	-0.337	1.000				
BE 10,8	-0.106	-0.022	1.000			
BE 11,6	-0.001	0.002	0.000	1.000		
BE 12,6	-0.001	-0.002	0.000	0.211	1.000	
BE 13,6	0.001	0.000	0.000	0.000	0.106	1.000
BE 14,6	0.061	-0.079	-0.003	-0.013	-0.008	-0.001
BE 14,7	-0.003	0.004	0.000	0.000	0.001	0.003
BE 14,8	0.058	-0.008	-0.081	0.000	0.000	0.000
BE 14,10	-0.328	0.071	0.037	0.001	0.001	0.000
BE 14,11	-0.001	0.001	0.000	-0.048	0.000	0.001
BE 14,12	0.000	0.000	0.000	0.001	-0.048	-0.005
BE 15,3	-0.021	0.005	0.002	-0.001	-0.001	0.000
BE 15,6	0.005	-0.001	-0.001	-0.002	0.001	0.000
BE 15,13	-0.001	0.000	0.000	0.000	0.002	0.023
BE 15,14	0.009	0.000	-0.001	0.004	0.003	0.000

PS 1,1	0.000	0.002	0.000	0.000	0.000	0.000
PS 2,1	0.004	0.002	-0.001	0.000	0.000	0.000
PS 2,2	0.004	0.000	-0.001	0.000	0.000	0.000
PS 3,3	-0.040	0.015	0.004	0.000	0.000	0.000
PS 4,3	-0.009	0.004	0.001	0.000	0.000	0.000
PS 4,4	0.002	-0.001	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.001	0.000	0.000	0.000	0.000
PS 6,6	0.002	-0.035	0.000	-0.020	0.030	0.000
PS 7,7	0.005	-0.002	-0.001	0.000	0.001	-0.001
PS 8,8	0.000	0.000	-0.007	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.001	0.000	0.000	0.000
PS 10,10	-0.161	0.021	0.012	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	-0.020	-0.004	0.000
PS 12,11	0.000	0.000	0.000	0.017	-0.010	0.000
PS 12,12	0.000	0.000	0.000	0.006	0.029	0.004
PS 13,12	0.000	0.000	0.000	0.000	0.003	0.024
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.041	-0.005	-0.005	0.002	0.001	0.000
PS 15,15	0.000	0.001	0.000	0.001	0.001	0.000

Correlation Matrix of Parameter Estimates

	BE 14,6	BE 14,7	BE 14,8	BE 14,10	BE 14,11	BE 14,12
BE 14,6	1.000					
BE 14,7	-0.288	1.000				
BE 14,8	-0.001	-0.072	1.000			
BE 14,10	-0.173	-0.062	-0.175	1.000		
BE 14,11	-0.077	0.004	0.002	-0.004	1.000	
BE 14,12	0.103	-0.028	0.002	-0.006	-0.239	1.000
BE 15,3	-0.019	0.049	0.005	0.004	-0.009	-0.005
BE 15,6	0.124	-0.015	-0.002	-0.008	-0.005	-0.004
BE 15,13	0.004	-0.010	0.001	0.000	-0.004	0.017
BE 15,14	0.007	-0.009	-0.001	0.021	0.027	0.017
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	-0.001	0.000	0.000	-0.002	0.000	0.000
PS 2,2	0.000	0.000	0.001	-0.003	0.000	0.000
PS 3,3	-0.002	-0.002	-0.005	0.024	0.000	0.001
PS 4,3	0.000	-0.001	-0.001	0.003	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	-0.060	0.005	0.000	0.001	0.001	-0.002
PS 7,7	0.001	-0.001	0.000	-0.002	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.003	0.000	0.000	0.000
PS 10,10	0.007	0.009	0.008	-0.048	0.001	0.000

PS 11,11	0.001	0.000	0.000	0.000	-0.024	0.001
PS 12,11	-0.001	0.000	0.000	0.000	-0.005	-0.016
PS 12,12	-0.001	0.000	0.000	0.000	0.000	-0.007
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	-0.027	0.013	0.036	-0.188	-0.017	0.003
PS 15,15	0.002	-0.001	0.000	0.005	0.006	0.003

Correlation Matrix of Parameter Estimates

	BE 15,3	BE 15,6	BE 15,13	BE 15,14	PS 1,1	PS 2,1
BE 15,3	1.000					
BE 15,6	-0.230	1.000				
BE 15,13	0.025	-0.004	1.000			
BE 15,14	-0.472	-0.131	-0.013	1.000		
PS 1,1	0.000	0.000	0.000	0.000	1.000	
PS 2,1	-0.002	0.000	0.000	0.001	0.022	1.000
PS 2,2	-0.001	0.000	0.000	0.001	0.000	-0.019
PS 3,3	-0.079	0.018	-0.002	0.037	0.000	0.000
PS 4,3	-0.018	0.004	0.000	0.008	0.000	0.000
PS 4,4	-0.002	0.000	0.000	0.001	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.026	0.045
PS 6,6	-0.001	0.022	0.000	-0.001	0.000	0.000
PS 7,7	-0.002	0.001	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.001	-0.001	0.000	-0.001	0.003	0.004
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.002	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	-0.024	-0.041	-0.001	0.161	0.000	0.000
PS 15,15	-0.092	0.002	-0.003	0.193	0.000	0.000

Correlation Matrix of Parameter Estimates

	PS 2,2	PS 3,3	PS 4,3	PS 4,4	PS 5,5	PS 6,6
PS 2,2	1.000					
PS 3,3	0.002	1.000				
PS 4,3	0.001	0.294	1.000			
PS 4,4	0.000	0.045	0.296	1.000		
PS 5,5	0.000	0.002	0.001	0.000	1.000	
PS 6,6	0.000	0.001	0.002	0.002	0.000	1.000

PS 7,7	0.000	0.000	0.000	0.000	0.000	0.005
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.004	0.005	0.002	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.001	0.003	0.001	0.000	0.000	0.002
PS 15,15	0.000	0.003	0.001	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	PS 7,7	PS 8,8	PS 9,9	PS 10,10	PS 11,11	PS 12,11
PS 7,7	1.000					
PS 8,8	0.000	1.000				
PS 9,9	0.000	0.002	1.000			
PS 10,10	-0.001	0.000	0.000	1.000		
PS 11,11	0.000	0.000	0.000	0.000	1.000	
PS 12,11	0.000	0.000	0.000	0.000	0.294	1.000
PS 12,12	0.000	0.000	0.000	0.000	0.045	0.291
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.009	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	PS 12,12	PS 13,12	PS 13,13	PS 14,14	PS 15,15
PS 12,12	1.000				
PS 13,12	0.145	1.000			
PS 13,13	0.011	0.152	1.000		
PS 14,14	0.000	0.000	0.000	1.000	
PS 15,15	0.000	0.000	0.000	0.013	1.000

Continuity of Care Model

Covariances

Y - ETA

ptmanage	qualunit	unmet2	prepare	famres	SHR
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ETA 1	0.303	0.089	-0.192	-0.032	0.279	-0.113
ETA 2	0.089	0.372	-0.180	-0.019	0.108	-0.084
ETA 3	-0.192	-0.180	1.024	0.123	-0.206	0.289
ETA 4	-0.032	-0.019	0.123	0.134	-0.026	0.085
ETA 5	0.279	0.108	-0.206	-0.026	0.411	-0.122
ETA 6	-0.113	-0.084	0.289	0.085	-0.122	1.193
ETA 7	-0.105	-0.093	0.494	0.089	-0.113	0.349
ETA 8	-0.310	-0.170	0.580	0.094	-0.185	0.342
ETA 9	0.053	0.030	-0.076	0.002	0.035	-0.190
ETA 10	-0.288	-0.302	0.490	0.055	-0.160	0.290
ETA 11	-0.011	-0.015	0.025	0.002	-0.011	0.025
ETA 12	-0.005	-0.013	0.012	-0.004	-0.005	-0.065
ETA 13	0.012	0.010	-0.089	-0.005	0.014	-0.004
ETA 14	-1.596	-1.971	4.499	0.308	-1.494	2.558
ETA 15	0.112	0.181	-0.227	-0.017	0.094	-0.172

Y - ETA

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
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ETA 1	-0.105	-0.310	0.053	-0.288	-0.011	-0.005
ETA 2	-0.093	-0.170	0.030	-0.302	-0.015	-0.013
ETA 3	0.494	0.580	-0.076	0.490	0.025	0.012
ETA 4	0.089	0.094	0.002	0.055	0.002	-0.004
ETA 5	-0.113	-0.185	0.035	-0.160	-0.011	-0.005
ETA 6	0.349	0.342	-0.190	0.290	0.025	-0.065
ETA 7	1.475	0.673	-0.144	0.230	0.011	0.001
ETA 8	0.673	35.363	-5.471	1.452	0.007	-0.019
ETA 9	-0.144	-5.471	4.375	-0.242	-0.004	0.010
ETA 10	0.230	1.452	-0.242	2.804	0.012	-0.007
ETA 11	0.011	0.007	-0.004	0.012	0.197	0.080
ETA 12	0.001	-0.019	0.010	-0.007	0.080	0.671
ETA 13	-0.404	-0.001	0.001	-0.028	0.000	0.468
ETA 14	2.631	4.112	-0.908	5.309	1.025	1.097
ETA 15	-0.142	-0.218	0.053	-0.282	-0.055	-0.056

Y - ETA

	yrs_unit	MBI_EE	satisjob
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ETA 1	0.012	-1.596	0.112
ETA 2	0.010	-1.971	0.181
ETA 3	-0.089	4.499	-0.227
ETA 4	-0.005	0.308	-0.017
ETA 5	0.014	-1.494	0.094
ETA 6	-0.004	2.558	-0.172

ETA 7	-0.404	2.631	-0.142
ETA 8	-0.001	4.112	-0.218
ETA 9	0.001	-0.908	0.053
ETA 10	-0.028	5.309	-0.282
ETA 11	0.000	1.025	-0.055
ETA 12	0.468	1.097	-0.056
ETA 13	26.255	0.068	-0.002
ETA 14	0.068	102.856	-5.464
ETA 15	-0.002	-5.464	0.664

Continuity of Care Model

First Order Derivatives

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	0.000	0.000	0.000	0.000	0.000	0.064
qualunit	0.010	0.000	0.000	0.030	0.017	-0.003
unmet2	0.001	-0.018	0.000	0.005	0.007	0.000
prepare	0.041	0.119	-0.088	0.000	0.049	0.004
famres	-0.008	0.000	0.000	-0.001	0.000	-0.041
SHR	0.003	-0.017	0.008	0.005	-0.002	0.000
nonurse	-0.030	0.016	0.008	0.005	-0.042	0.000
patsyou	0.000	-0.005	0.001	0.000	0.001	0.000
lastrns	0.005	-0.027	0.007	0.000	0.007	0.000
safety	0.011	0.000	0.004	0.001	0.019	0.003
fulltime	-0.067	-0.039	0.040	0.057	-0.089	0.000
empltype	-0.043	-0.031	-0.014	-0.002	-0.061	0.000
yrs_unit	0.001	-0.004	0.002	0.000	-0.002	0.000
MBI_EE	0.002	0.001	-0.003	-0.005	0.001	0.000
satisjob	-0.009	-0.002	0.000	-0.022	-0.022	-0.002

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.033	0.000	0.091	0.000	-0.004	-0.058
qualunit	0.091	0.000	-0.260	-0.028	-0.002	-0.045
unmet2	-0.016	0.005	-0.016	0.034	-0.006	-0.015
prepare	-0.002	0.000	0.006	-0.163	0.055	-0.007
famres	-0.129	0.000	0.084	0.144	-0.050	-0.090
SHR	-0.004	-0.034	-0.019	0.015	-0.006	-0.005
nonurse	0.000	0.000	0.018	0.001	-0.004	0.000
patsyou	0.001	0.000	-0.001	0.006	0.002	-0.011

lastrns	0.005	0.000	0.000	0.039	0.015	-0.009
safety	0.000	0.000	0.036	0.000	-0.005	-0.030
fulltime	-0.004	0.054	0.299	-0.005	0.000	-0.004
emplytype	-0.007	-0.465	-0.033	-0.102	0.000	0.000
yrs_unit	-0.001	-0.079	0.033	-0.004	-0.002	-0.001
MBI_EE	0.003	-0.012	0.001	0.001	-0.004	-0.008
satisjob	0.060	-0.216	0.021	0.023	-0.075	-0.117

LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	0.438	0.243	0.000
qualunit	-0.279	0.000	0.004
unmet2	-0.025	0.009	-0.011
prepare	0.031	-2.583	0.087
famres	-0.366	-0.156	-0.019
SHR	-0.004	0.160	-0.016
nonurse	-0.037	0.142	0.016
patsyou	-0.041	0.017	-0.004
lastrns	0.144	0.184	-0.015
safety	-0.069	-0.007	0.003
fulltime	-0.336	0.013	-0.131
emplytype	-0.039	-0.229	-0.052
yrs_unit	0.000	0.084	-0.003
MBI_EE	0.031	0.000	0.002
satisjob	0.040	-0.011	0.000

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.000	0.000	0.000	0.000	0.000	0.064
ETA 2	0.009	0.000	0.000	0.030	0.017	-0.003
ETA 3	0.005	-0.017	0.000	0.000	0.011	0.000
ETA 4	0.041	0.119	-0.088	0.000	0.049	0.000
ETA 5	-0.008	0.000	0.000	-0.001	0.000	0.000
ETA 6	0.005	-0.001	0.000	0.000	0.000	0.000
ETA 7	-0.024	0.018	0.001	0.000	-0.034	0.000
ETA 8	0.001	-0.004	0.001	0.000	0.001	0.000
ETA 9	0.005	-0.021	0.005	0.000	0.006	0.000
ETA 10	0.013	0.001	0.000	-0.006	0.020	0.000
ETA 11	-0.058	-0.034	0.028	0.040	-0.080	0.000
ETA 12	-0.041	-0.029	-0.017	-0.007	-0.060	0.000
ETA 13	0.001	-0.004	0.002	0.000	-0.001	0.000
ETA 14	0.002	0.001	-0.003	-0.004	0.002	0.000

ETA 15 -0.007 -0.002 0.000 -0.015 -0.018 0.000

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ETA 1	-0.033	0.000	0.091	0.000	-0.004	-0.058
ETA 2	0.062	0.000	-0.232	0.000	-0.012	-0.069
ETA 3	0.000	0.000	0.000	0.015	0.000	0.000
ETA 4	0.000	0.000	0.000	-0.163	0.055	-0.003
ETA 5	-0.150	0.000	0.142	0.144	-0.053	-0.127
ETA 6	0.000	0.000	0.000	0.000	0.000	0.000
ETA 7	0.000	0.000	0.020	-0.003	-0.001	0.000
ETA 8	0.001	0.000	0.000	0.006	0.002	-0.011
ETA 9	0.003	0.000	0.000	0.030	0.013	0.005
ETA 10	-0.002	0.000	0.050	0.000	-0.004	-0.022
ETA 11	-0.004	0.054	0.308	-0.006	0.000	-0.004
ETA 12	-0.007	-0.465	-0.029	-0.103	0.000	0.000
ETA 13	-0.001	-0.079	0.033	-0.004	-0.002	-0.001
ETA 14	0.000	0.000	0.002	0.000	0.000	0.000
ETA 15	0.071	-0.216	-0.023	0.023	-0.078	-0.134

BETA

	ETA 13	ETA 14	ETA 15
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ETA 1	0.438	0.243	0.000
ETA 2	-0.296	0.000	0.000
ETA 3	0.000	0.000	-0.006
ETA 4	0.000	-2.600	0.087
ETA 5	-0.086	0.000	-0.019
ETA 6	0.000	0.000	0.000
ETA 7	0.000	0.022	0.021
ETA 8	-0.043	0.010	-0.004
ETA 9	0.197	0.152	-0.010
ETA 10	-0.033	-0.021	0.006
ETA 11	-0.200	0.013	-0.123
ETA 12	0.000	-0.228	-0.049
ETA 13	0.000	0.083	-0.003
ETA 14	0.031	0.000	0.002
ETA 15	0.000	0.000	0.000

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----

ETA 1	0.000					
ETA 2	0.000	0.000				
ETA 3	-0.010	-0.050	0.000			
ETA 4	-0.018	0.268	0.000	0.000		
ETA 5	0.011	0.048	0.041	0.014	0.000	
ETA 6	0.053	-0.002	0.000	0.000	0.000	0.000
ETA 7	-0.031	0.045	0.000	0.000	-0.108	0.000
ETA 8	0.004	-0.010	0.000	0.000	0.006	0.000
ETA 9	0.023	-0.054	0.000	0.000	0.033	0.000
ETA 10	-0.004	0.000	0.006	-0.054	0.057	0.000
ETA 11	0.013	-0.022	0.000	0.299	-0.198	0.000
ETA 12	-0.095	-0.094	0.000	-0.042	-0.166	0.000
ETA 13	0.018	-0.010	0.000	0.001	0.000	0.000
ETA 14	0.003	0.001	0.000	-0.032	0.005	0.000
ETA 15	0.041	0.000	-0.017	-0.133	-0.051	0.000

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	
ETA 7	0.000					
ETA 8	0.001	0.000				
ETA 9	0.005	0.000	0.000			
ETA 10	-0.001	0.002	0.011	0.000		
ETA 11	-0.006	0.015	0.071	-0.007	0.000	
ETA 12	0.001	-0.018	-0.007	-0.032	0.000	0.000
ETA 13	0.000	-0.001	0.008	-0.001	-0.008	0.000
ETA 14	0.000	0.000	0.001	0.000	0.000	-0.001
ETA 15	0.059	-0.009	-0.005	0.012	-0.329	-0.163

PSI

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 13	0.000		
ETA 14	0.001	0.000	
ETA 15	0.003	0.005	0.000

THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
	-----	-----	-----	-----	-----	
ptmanage	0.000					
qualunit	-0.002	-0.009				
unmet2	-0.008	-0.050	-0.002			
prepare	-0.018	0.265	0.046	-0.001		

famres	0.011	0.049	0.034	0.026	-0.007	
SHR	0.060	-0.039	-0.002	0.046	-0.030	-0.003
nonurse	-0.032	0.068	-0.014	0.036	-0.104	-0.007
patsyou	0.004	-0.012	-0.001	0.003	0.003	-0.002
lastrns	0.028	-0.075	-0.005	0.002	0.022	-0.007
safety	-0.009	-0.012	0.010	0.005	0.060	0.004
fulltime	-0.003	0.013	-0.021	0.438	-0.214	-0.036
emplytype	-0.099	-0.066	-0.019	-0.008	-0.103	-0.007
yrs_unit	0.018	-0.009	-0.001	0.002	-0.014	0.000
MBI_EE	0.006	0.003	-0.001	-0.038	-0.003	0.001
satisjob	0.041	0.012	-0.018	-0.184	-0.088	-0.016

THETA-EPS

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
nonurse	-0.002					
patsyou	0.000	0.000				
lastrns	0.005	0.000	0.000			
safety	-0.002	0.002	0.010	-0.001		
fulltime	-0.029	0.014	0.084	-0.010	-0.002	
emplytype	0.001	-0.017	-0.030	-0.044	0.004	0.001
yrs_unit	-0.002	-0.001	0.006	-0.002	-0.013	-0.001
MBI_EE	0.005	0.000	0.000	0.001	-0.019	-0.011
satisjob	0.056	-0.008	-0.002	0.009	-0.345	-0.147

THETA-EPS

	yrs_unit	MBI_EE	satisjob
yrs_unit	0.000		
MBI_EE	0.001	0.000	
satisjob	0.005	0.004	-0.002

Continuity of Care Model

Factor Scores Regressions

ETA

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ETA 1	0.448	0.005	-0.015	-0.037	0.275	-0.004
ETA 2	0.001	0.877	-0.007	-0.002	0.016	0.000
ETA 3	-0.031	-0.055	0.651	0.182	-0.055	0.013
ETA 4	-0.005	-0.001	0.012	0.834	0.001	0.006

ETA 5	0.170	0.039	-0.016	0.005	0.692	-0.007
ETA 6	-0.010	0.001	0.015	0.101	-0.027	0.719
ETA 7	-0.001	-0.002	0.032	0.029	-0.003	0.016
ETA 8	-0.019	0.001	0.009	0.017	0.004	-0.004
ETA 9	0.000	0.000	0.003	0.018	0.000	-0.011
ETA 10	-0.159	-0.167	0.054	0.004	0.068	0.023
ETA 11	0.000	0.000	-0.001	0.001	0.000	0.001
ETA 12	0.000	0.000	0.000	0.000	0.000	-0.001
ETA 13	0.000	0.000	0.000	0.009	0.000	0.009
ETA 14	-0.087	-0.110	0.444	-0.220	-0.115	0.104
ETA 15	0.006	0.019	0.001	0.002	-0.002	-0.002

ETA

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
	-----	-----	-----	-----	-----	-----
ETA 1	-0.001	-0.002	0.000	-0.022	0.001	0.001
ETA 2	-0.001	0.000	0.000	-0.006	0.000	0.000
ETA 3	0.068	0.002	0.002	0.015	-0.012	-0.005
ETA 4	0.004	0.000	0.001	0.000	0.001	0.000
ETA 5	-0.002	0.000	0.000	0.006	-0.001	0.000
ETA 6	0.040	-0.001	-0.009	0.008	0.021	-0.036
ETA 7	0.883	0.001	-0.001	-0.001	-0.005	0.002
ETA 8	0.013	0.939	-0.067	0.015	-0.002	-0.001
ETA 9	-0.003	-0.018	0.880	0.000	0.000	0.001
ETA 10	-0.006	0.010	-0.001	0.655	-0.041	-0.015
ETA 11	-0.001	0.000	0.000	-0.001	0.892	0.012
ETA 12	0.000	0.000	0.000	0.000	0.004	0.989
ETA 13	-0.028	0.000	0.000	0.000	-0.027	0.074
ETA 14	0.089	0.002	-0.005	0.146	0.647	0.213
ETA 15	0.000	0.000	0.000	0.000	-0.003	-0.001

ETA

	yrs_unit	MBI_EE	satisjob
	-----	-----	-----
ETA 1	0.000	-0.001	0.027
ETA 2	0.000	0.000	0.023
ETA 3	0.000	0.008	0.006
ETA 4	0.000	0.000	0.001
ETA 5	0.000	-0.001	-0.006
ETA 6	0.001	0.002	-0.028
ETA 7	-0.002	0.001	-0.001
ETA 8	0.000	0.000	0.001
ETA 9	0.000	0.000	0.001
ETA 10	0.000	0.010	0.017

ETA 11	0.000	0.001	-0.002
ETA 12	0.000	0.000	0.000
ETA 13	0.898	0.000	0.001
ETA 14	0.000	0.734	-1.708
ETA 15	0.000	-0.003	0.918

Continuity of Care Model

Standardized Solution

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	0.551	--	--	--	--	--
qualunit	--	0.610	--	--	--	--
unmet2	--	--	1.012	--	--	--
prepare	--	--	--	0.366	--	--
famres	--	--	--	--	0.641	--
SHR	--	--	--	--	--	1.092
nonurse	--	--	--	--	--	--
patsyou	--	--	--	--	--	--
lastrns	--	--	--	--	--	--
safety	--	--	--	--	--	--
fulltime	--	--	--	--	--	--
emplytype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	--	--	--	--	--	--
qualunit	--	--	--	--	--	--
unmet2	--	--	--	--	--	--
prepare	--	--	--	--	--	--
famres	--	--	--	--	--	--
SHR	--	--	--	--	--	--
nonurse	1.214	--	--	--	--	--
patsyou	--	5.947	--	--	--	--
lastrns	--	--	2.092	--	--	--
safety	--	--	--	1.674	--	--
fulltime	--	--	--	--	0.444	--
emplytype	--	--	--	--	--	0.819

yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	--	--	--
qualunit	--	--	--
unmet2	--	--	--
prepare	--	--	--
famres	--	--	--
SHR	--	--	--
nonurse	--	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	--	--	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	5.124	--	--
MBI_EE	--	10.142	--
satisjob	--	--	0.815

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	--	-0.022	-0.047	0.744	--
ETA 2	--	--	-0.157	--	--	--
ETA 3	--	--	--	--	0.106	--
ETA 4	--	--	--	--	0.175	--
ETA 5	--	0.185	-0.217	--	--	-0.081
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	0.261	--
ETA 8	--	--	--	--	0.016	--
ETA 9	--	--	--	--	-0.083	--
ETA 10	--	--	0.185	--	--	0.104
ETA 11	--	--	--	--	0.053	--
ETA 12	--	--	--	--	-0.073	--
ETA 13	--	--	--	--	-0.001	--
ETA 14	--	--	--	--	0.155	--
ETA 15	--	--	0.027	--	--	-0.047

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	--	-0.026	--	-0.173	--	--
ETA 2	--	0.009	--	-0.192	--	--
ETA 3	0.302	0.052	0.027	--	-0.027	-0.016
ETA 4	0.153	0.039	0.043	--	--	--
ETA 5	--	-0.011	--	--	--	--
ETA 6	--	--	--	--	--	--
ETA 7	--	0.080	--	--	--	0.028
ETA 8	--	--	-0.439	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	0.122	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.143	0.015	--	0.218	0.190	0.103
ETA 15	--	--	--	--	--	--

BETA

	ETA 13	ETA 14	ETA 15
ETA 1	--	--	0.069
ETA 2	--	-0.008	0.275
ETA 3	0.004	0.327	--
ETA 4	0.007	--	--
ETA 5	--	-0.057	--
ETA 6	--	--	--
ETA 7	-0.068	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	--	--	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	--	--	--
ETA 15	0.001	-0.662	--

Correlation Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	1.000					
ETA 2	0.264	1.000				
ETA 3	-0.345	-0.291	1.000			
ETA 4	-0.156	-0.085	0.332	1.000		

ETA 5	0.790	0.276	-0.317	-0.110	1.000	
ETA 6	-0.188	-0.126	0.262	0.214	-0.175	1.000
ETA 7	-0.158	-0.125	0.402	0.200	-0.145	0.263
ETA 8	-0.095	-0.047	0.096	0.043	-0.049	0.053
ETA 9	0.046	0.024	-0.036	0.003	0.026	-0.083
ETA 10	-0.312	-0.295	0.289	0.089	-0.149	0.159
ETA 11	-0.044	-0.055	0.055	0.012	-0.039	0.053
ETA 12	-0.011	-0.025	0.014	-0.012	-0.009	-0.073
ETA 13	0.004	0.003	-0.017	-0.003	0.004	-0.001
ETA 14	-0.286	-0.319	0.438	0.083	-0.230	0.231
ETA 15	0.249	0.363	-0.276	-0.056	0.180	-0.193

Correlation Matrix of ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.000					
ETA 8	0.093	1.000				
ETA 9	-0.057	-0.440	1.000			
ETA 10	0.113	0.146	-0.069	1.000		
ETA 11	0.020	0.003	-0.004	0.016	1.000	
ETA 12	0.001	-0.004	0.006	-0.005	0.221	1.000
ETA 13	-0.065	0.000	0.000	-0.003	0.000	0.111
ETA 14	0.214	0.068	-0.043	0.313	0.228	0.132
ETA 15	-0.143	-0.045	0.031	-0.207	-0.152	-0.084

Correlation Matrix of ETA

	ETA 13	ETA 14	ETA 15
ETA 13	1.000		
ETA 14	0.001	1.000	
ETA 15	-0.001	-0.661	1.000

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.328					
ETA 2	-0.030	0.795				
ETA 3	--	--	0.696			
ETA 4	--	--	0.220	0.930		
ETA 5	--	--	--	--	0.853	
ETA 6	--	--	--	--	--	1.000
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--

ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	0.920					
ETA 8	--	0.806				
ETA 9	--	--	0.993			
ETA 10	--	--	--	0.900		
ETA 11	--	--	--	--	0.997	
ETA 12	--	--	--	--	0.224	0.995
ETA 13	--	--	--	--	--	0.111
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	1.000		
ETA 14	--	0.797	
ETA 15	--	--	0.561

Continuity of Care Model

Total and Indirect Effects

Total Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.124	-0.134	-0.070	0.639	-0.095
		(0.031)	(0.033)	(0.065)	(0.040)	(0.020)
		3.992	-4.100	-1.082	15.983	-4.827
ETA 2	--	--	-0.118	--	--	-0.070
			(0.030)			(0.013)
			-3.964			-5.514

ETA 3	--	--	0.013	--	--	0.242
			(0.004)			(0.045)
			3.214			5.433
ETA 4	--	--	--	--	--	0.072
						(0.015)
						4.718
ETA 5	--	0.194	-0.163	--	--	-0.103
		(0.047)	(0.034)			(0.027)
		4.130	-4.807			-3.813
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.292
						(0.049)
						6.013
ETA 8	--	--	--	--	--	0.287
						(0.236)
						1.215
ETA 9	--	--	--	--	--	-0.159
						(0.085)
						-1.877
ETA 10	--	--	0.310	--	--	0.243
			(0.095)			(0.077)
			3.249			3.173
ETA 11	--	--	--	--	--	0.021
						(0.018)
						1.185
ETA 12	--	--	--	--	--	-0.055
						(0.032)
						-1.717
ETA 13	--	--	--	--	--	-0.003
						(0.209)
						-0.016
ETA 14	--	--	0.410	--	--	2.144
			(0.130)			(0.420)
			3.147			5.107

ETA 15	--	--	0.000	--	--	-0.144
		(0.034)			(0.032)	
		-0.001			-4.501	

Total Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.050 (0.010) -4.823	-0.008 (0.004) -1.906	0.008 (0.006) 1.337	-0.079 (0.016) -4.942	-0.038 (0.018) -2.110	-0.013 (0.009) -1.456
ETA 2	-0.048 (0.010) -4.780	-0.004 (0.004) -1.093	0.004 (0.005) 0.727	-0.090 (0.017) -5.220	-0.059 (0.021) -2.891	-0.019 (0.010) -1.938
ETA 3	0.294 (0.037) 8.010	0.016 (0.008) 1.997	-0.007 (0.020) -0.350	0.044 (0.011) 3.988	0.081 (0.096) 0.849	0.034 (0.052) 0.651
ETA 4	0.046 (0.013) 3.549	0.003 (0.003) 1.115	0.004 (0.007) 0.512	--	-- (0.003) 0.706	0.002
ETA 5	-0.054 (0.011) -4.910	-0.005 (0.005) -1.013	0.004 (0.006) 0.571	-0.028 (0.007) -4.234	-0.038 (0.022) -1.780	-0.013 (0.010) -1.277
ETA 6	--	--	--	--	--	--
ETA 7	--	0.016 (0.008) 2.059	-0.020 (0.010) -2.028	--	-- (0.057) 0.720	0.041
ETA 8	--	--	-1.247 (0.104) -12.030	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	0.090 (0.030) 3.023	0.039 (0.013) 3.138	-0.045 (0.017) -2.650	0.013 (0.004) 3.214	0.025 (0.030) 0.821	0.010 (0.016) 0.639
ETA 11	--	--	--	--	--	--

ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	1.312	0.097	-0.115	1.341	4.382	1.332
	(0.343)	(0.066)	(0.084)	(0.303)	(0.914)	(0.479)
	3.820	1.457	-1.377	4.421	4.793	2.781
ETA 15	-0.063	-0.005	0.006	-0.070	-0.231	-0.070
	(0.020)	(0.004)	(0.004)	(0.016)	(0.049)	(0.025)
	-3.231	-1.367	1.365	-4.323	-4.687	-2.767

Total Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	0.001	-0.011	0.072
	(0.001)	(0.002)	(0.028)
	0.522	-4.675	2.562
ETA 2	0.001	-0.015	0.206
	(0.002)	(0.003)	(0.039)
	0.470	-5.894	5.266
ETA 3	-0.004	0.033	--
	(0.008)	(0.005)	
	-0.472	7.089	
ETA 4	0.000	--	--
	(0.003)		
	-0.079		
ETA 5	0.001	-0.011	0.040
	(0.001)	(0.003)	(0.012)
	0.537	-3.859	3.244
ETA 6	--	--	--
ETA 7	-0.016	--	--
	(0.009)		
	-1.700		
ETA 8	--	--	--

ETA 9	--	--	--
ETA 10	-0.001 (0.003)	0.010 (0.003)	--
	-0.467	3.181	
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	-0.021 (0.014)	0.013 (0.004)	--
	-1.496	3.214	
ETA 15	0.001 (0.005)	-0.053 (0.003)	--
	0.223	-18.694	

Largest Eigenvalue of B*B' (Stability Index) is 25.801

Indirect Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.124 (0.031) 3.992	-0.122	--	-- (0.020) -4.827	-0.095
ETA 2	--	--	-0.023 (0.012) -1.962	--	-- (0.013) -5.514	-0.070
ETA 3	--	--	0.013 (0.004) 3.214	--	-- (0.024) 6.012	0.144
ETA 4	--	--	--	--	-- (0.005) 2.888	0.013
ETA 5	--	--	-0.026 (0.008) -3.350	--	-- (0.011) -4.825	-0.055

ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.002 (0.006) 0.390
ETA 8	--	--	--	--	--	0.199 (0.107) 1.855
ETA 9	--	--	--	--	--	--
ETA 10	--	--	0.004 (0.002) 1.776	--	--	0.084 (0.028) 3.037
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	0.410 (0.130) 3.147	--	--	0.701 (0.196) 3.581
ETA 15	--	--	-0.022 (0.007) -3.109	--	--	-0.109 (0.023) -4.664

Indirect Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.050 (0.010) -4.823	-0.006 (0.003) -1.812	0.008 (0.006) 1.337	-0.023 (0.005) -4.459	-0.038 (0.018) -2.110	-0.013 (0.009) -1.456
ETA 2	-0.048 (0.010) -4.780	-0.005 (0.002) -2.965	0.004 (0.005) 0.727	-0.020 (0.005) -3.756	-0.059 (0.021) -2.891	-0.019 (0.010) -1.938
ETA 3	0.043 (0.013)	0.007 (0.003)	-0.020 (0.010)	0.044 (0.011)	0.143 (0.036)	0.054 (0.023)

	3.413	2.245	-1.974	3.988	3.977	2.288
ETA 4	--	0.001	-0.004	--	--	0.002
		(0.000)	(0.004)			(0.003)
		1.780	-1.109			0.706
ETA 5	-0.054	-0.003	0.004	-0.028	-0.038	-0.013
	(0.011)	(0.002)	(0.006)	(0.007)	(0.022)	(0.010)
	-4.910	-2.033	0.571	-4.234	-1.780	-1.277
ETA 6	--	--	--	--	--	--
ETA 7	--	--	-0.020	--	--	--
		(0.010)				
		-2.028				
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	0.090	0.005	-0.045	0.013	0.025	0.010
	(0.030)	(0.003)	(0.017)	(0.004)	(0.030)	(0.016)
	3.023	1.709	-2.650	3.214	0.821	0.639
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.119	0.072	-0.115	0.018	0.033	0.062
	(0.040)	(0.023)	(0.084)	(0.008)	(0.040)	(0.078)
	2.950	3.070	-1.377	2.260	0.820	0.802
ETA 15	-0.063	-0.005	0.006	-0.070	-0.231	-0.070
	(0.020)	(0.004)	(0.004)	(0.016)	(0.049)	(0.025)
	-3.231	-1.367	1.365	-4.323	-4.687	-2.767

Indirect Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	0.001	-0.011	0.026
	(0.001)	(0.002)	(0.008)
	0.522	-4.675	3.175

ETA 2	0.001	-0.015	--
	(0.002)	(0.002)	
	0.470	-6.009	
ETA 3	-0.005	0.000	--
	(0.003)	(0.000)	
	-1.661	2.752	
ETA 4	-0.001	--	--
	(0.000)		
	-1.533		
ETA 5	0.001	-0.008	0.040
	(0.001)	(0.001)	(0.012)
	0.537	-5.074	3.244
ETA 6	--	--	--
ETA 7	--	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	-0.001	0.010	--
	(0.003)	(0.003)	
	-0.467	3.181	
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	-0.021	0.013	--
	(0.014)	(0.004)	
	-1.496	3.214	
ETA 15	0.001	0.000	--
	(0.001)	(0.001)	
	1.514	-0.001	

Total Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	1.000 (0.031) 3.992	0.124 (0.033) -4.100	-0.134 (0.065) -1.082	-0.070 (0.040) 15.983	0.639 (0.020) -4.827	-0.095
qualunit	--	1.000 (0.030) -3.964	-0.118	-- (0.013) -5.514	--	-0.070
unmet2	--	-- (0.004) 243.435	1.013	-- (0.045) 5.433	--	0.242
prepare	--	--	--	1.000 (0.015) 4.718	--	0.072
famres	--	0.194 (0.047) 4.130	-0.163 (0.034) -4.807	--	1.000 (0.027) -3.813	-0.103
SHR	--	--	--	--	--	1.000
nonurse	--	--	--	--	-- (0.049) 6.013	0.292
patsyou	--	--	--	--	-- (0.236) 1.215	0.287
lastrns	--	--	--	--	-- (0.085) -1.877	-0.159
safety	--	-- (0.095) 3.249	0.310	--	-- (0.077) 3.173	0.243
fulltime	--	--	--	--	-- (0.018) 1.185	0.021
emplype	--	--	--	--	-- (0.032)	-0.055

					-1.717	
yrs_unit	--	--	--	--	--	-0.003
					(0.209)	
						-0.016
MBI_EE	--	--	0.410	--	--	2.144
			(0.130)			(0.420)
			3.147			5.107
satisjob	--	--	0.000	--	--	-0.144
			(0.034)			(0.032)
			-0.001			-4.501

Total Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.050	-0.008	0.008	-0.079	-0.038	-0.013
	(0.010)	(0.004)	(0.006)	(0.016)	(0.018)	(0.009)
	-4.823	-1.906	1.337	-4.942	-2.110	-1.456
qualunit	-0.048	-0.004	0.004	-0.090	-0.059	-0.019
	(0.010)	(0.004)	(0.005)	(0.017)	(0.021)	(0.010)
	-4.780	-1.093	0.727	-5.220	-2.891	-1.938
unmet2	0.294	0.016	-0.007	0.044	0.081	0.034
	(0.037)	(0.008)	(0.020)	(0.011)	(0.096)	(0.052)
	8.010	1.997	-0.350	3.988	0.849	0.651
prepare	0.046	0.003	0.004	--	--	0.002
	(0.013)	(0.003)	(0.007)			(0.003)
	3.549	1.115	0.512			0.706
famres	-0.054	-0.005	0.004	-0.028	-0.038	-0.013
	(0.011)	(0.005)	(0.006)	(0.007)	(0.022)	(0.010)
	-4.910	-1.013	0.571	-4.234	-1.780	-1.277
SHR	--	--	--	--	--	--
nonurse	1.000	0.016	-0.020	--	--	0.041
	(0.008)	(0.010)				(0.057)
	2.059	-2.028				0.720
patsyou	--	1.000	-1.247	--	--	--

			(0.104)			
			-12.030			
lastsns	--	--	1.000	--	--	--
safety	0.090	0.039	-0.045	1.013	0.025	0.010
	(0.030)	(0.013)	(0.017)	(0.004)	(0.030)	(0.016)
	3.023	3.138	-2.650	243.435	0.821	0.639
fulltime	--	--	--	--	1.000	--
emplytype	--	--	--	--	--	1.000
yrs_unit	--	--	--	--	--	--
MBI_EE	1.312	0.097	-0.115	1.341	4.382	1.332
	(0.343)	(0.066)	(0.084)	(0.303)	(0.914)	(0.479)
	3.820	1.457	-1.377	4.421	4.793	2.781
satisjob	-0.063	-0.005	0.006	-0.070	-0.231	-0.070
	(0.020)	(0.004)	(0.004)	(0.016)	(0.049)	(0.025)
	-3.231	-1.367	1.365	-4.323	-4.687	-2.767

Total Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	0.001	-0.011	0.072
	(0.001)	(0.002)	(0.028)
	0.522	-4.675	2.562
qualunit	0.001	-0.015	0.206
	(0.002)	(0.003)	(0.039)
	0.470	-5.894	5.266
unmet2	-0.004	0.033	--
	(0.008)	(0.005)	
	-0.472	7.089	
prepare	0.000	--	--
	(0.003)		
	-0.079		
famres	0.001	-0.011	0.040
	(0.001)	(0.003)	(0.012)

	0.537	-3.859	3.244	
SHR	--	--	--	
nonurse	-0.016	--	--	
	(0.009)			
	-1.700			
patsyou	--	--	--	
lastrns	--	--	--	
safety	-0.001	0.010	--	
	(0.003)	(0.003)		
	-0.467	3.181		
fulltime	--	--	--	
emplytype	--	--	--	
yrs_unit	1.000	--	--	
MBI_EE	-0.021	1.013	--	
	(0.014)	(0.004)		
	-1.496	243.435		
satisjob	0.001	-0.053	1.000	
	(0.005)	(0.003)		
	0.223	-18.694		

Indirect Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	0.124	-0.134	-0.070	0.639	-0.095
		(0.031)	(0.033)	(0.065)	(0.040)	(0.020)
		3.992	-4.100	-1.082	15.983	-4.827
qualunit	--	--	-0.118	--	--	-0.070
			(0.030)			(0.013)
			-3.964			-5.514
unmet2	--	--	0.013	--	--	0.242
			(0.004)			(0.045)
			3.214			5.433

prepare	--	--	--	--	--	0.072 (0.015) 4.718
famres	--	0.194 (0.047) 4.130	-0.163 (0.034) -4.807	--	--	-0.103 (0.027) -3.813
SHR	--	--	--	--	--	--
nonurse	--	--	--	--	--	0.292 (0.049) 6.013
patsyou	--	--	--	--	--	0.287 (0.236) 1.215
lastnrs	--	--	--	--	--	-0.159 (0.085) -1.877
safety	--	--	0.310 (0.095) 3.249	--	--	0.243 (0.077) 3.173
fulltime	--	--	--	--	--	0.021 (0.018) 1.185
emplytype	--	--	--	--	--	-0.055 (0.032) -1.717
yrs_unit	--	--	--	--	--	-0.003 (0.209) -0.016
MBI_EE	--	--	0.410 (0.130) 3.147	--	--	2.144 (0.420) 5.107
satisjob	--	--	0.000 (0.034) -0.001	--	--	-0.144 (0.032) -4.501

Indirect Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ptmanage	-0.050 (0.010) -4.823	-0.008 (0.004) -1.906	0.008 (0.006) 1.337	-0.079 (0.016) -4.942	-0.038 (0.018) -2.110	-0.013 (0.009) -1.456
qualunit	-0.048 (0.010) -4.780	-0.004 (0.004) -1.093	0.004 (0.005) 0.727	-0.090 (0.017) -5.220	-0.059 (0.021) -2.891	-0.019 (0.010) -1.938
unmet2	0.294 (0.037) 8.010	0.016 (0.008) 1.997	-0.007 (0.020) -0.350	0.044 (0.011) 3.988	0.081 (0.096) 0.849	0.034 (0.052) 0.651
prepare	0.046 (0.013) 3.549	0.003 (0.003) 1.115	0.004 (0.007) 0.512	--	-- (0.003) 0.706	0.002
famres	-0.054 (0.011) -4.910	-0.005 (0.005) -1.013	0.004 (0.006) 0.571	-0.028 (0.007) -4.234	-0.038 (0.022) -1.780	-0.013 (0.010) -1.277
SHR	--	--	--	--	--	--
nonurse	--	0.016 (0.008) 2.059	-0.020 (0.010) -2.028	--	-- (0.057) 0.720	0.041
patsyou	--	-- (0.104) -12.030	-1.247	--	--	--
lastrns	--	--	--	--	--	--
safety	0.090 (0.030) 3.023	0.039 (0.013) 3.138	-0.045 (0.017) -2.650	0.013 (0.004) 3.214	0.025 (0.030) 0.821	0.010 (0.016) 0.639
fulltime	--	--	--	--	--	--
empltype	--	--	--	--	--	--

yrs_unit	--	--	--	--	--	--
MBI_EE	1.312	0.097	-0.115	1.341	4.382	1.332
	(0.343)	(0.066)	(0.084)	(0.303)	(0.914)	(0.479)
	3.820	1.457	-1.377	4.421	4.793	2.781
satisjob	-0.063	-0.005	0.006	-0.070	-0.231	-0.070
	(0.020)	(0.004)	(0.004)	(0.016)	(0.049)	(0.025)
	-3.231	-1.367	1.365	-4.323	-4.687	-2.767

Indirect Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	0.001	-0.011	0.072
	(0.001)	(0.002)	(0.028)
	0.522	-4.675	2.562
qualunit	0.001	-0.015	0.206
	(0.002)	(0.003)	(0.039)
	0.470	-5.894	5.266
unmet2	-0.004	0.033	--
	(0.008)	(0.005)	
	-0.472	7.089	
prepare	0.000	--	--
	(0.003)		
	-0.079		
famres	0.001	-0.011	0.040
	(0.001)	(0.003)	(0.012)
	0.537	-3.859	3.244
SHR	--	--	--
nonurse	-0.016	--	--
	(0.009)		
	-1.700		
patsyou	--	--	--
lastrns	--	--	--
safety	-0.001	0.010	--

	(0.003)	(0.003)	
	-0.467	3.181	
fulltime	--	--	--
empltype	--	--	--
yrs_unit	--	--	--
MBI_EE	-0.021	0.013	--
	(0.014)	(0.004)	
	-1.496	3.214	
satisjob	0.001	-0.053	--
	(0.005)	(0.003)	
	0.223	-18.694	

Continuity of Care Model

Standardized Total and Indirect Effects

Standardized Total Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.137	-0.246	-0.047	0.744	-0.188
ETA 2	--	--	-0.195	--	--	-0.126
ETA 3	--	--	0.013	--	--	0.262
ETA 4	--	--	--	--	--	0.214
ETA 5	--	0.185	-0.258	--	--	-0.175
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.263
ETA 8	--	--	--	--	--	0.053
ETA 9	--	--	--	--	--	-0.083
ETA 10	--	--	0.187	--	--	0.159
ETA 11	--	--	--	--	--	0.053
ETA 12	--	--	--	--	--	-0.073
ETA 13	--	--	--	--	--	-0.001
ETA 14	--	--	0.041	--	--	0.231
ETA 15	--	--	0.000	--	--	-0.193

Standardized Total Effects of ETA on ETA

ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
-------	-------	-------	--------	--------	--------

ETA 1	-0.109	-0.089	0.030	-0.242	-0.030	-0.019
ETA 2	-0.095	-0.043	0.013	-0.247	-0.043	-0.026
ETA 3	0.353	0.095	-0.014	0.072	0.036	0.028
ETA 4	0.153	0.051	0.021	--	--	0.004
ETA 5	-0.103	-0.043	0.012	-0.074	-0.027	-0.017
ETA 6	--	--	--	--	--	--
ETA 7	--	0.080	-0.035	--	--	0.028
ETA 8	--	--	-0.439	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	0.065	0.140	-0.056	0.013	0.007	0.005
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.157	0.057	-0.024	0.221	0.192	0.108
ETA 15	-0.095	-0.035	0.015	-0.145	-0.126	-0.070

Standardized Total Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
ETA 1	0.006	-0.194	0.107
ETA 2	0.006	-0.254	0.275
ETA 3	-0.020	0.331	--
ETA 4	-0.003	--	--
ETA 5	0.006	-0.176	0.051
ETA 6	--	--	--
ETA 7	-0.068	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	-0.004	0.061	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	-0.011	0.013	--
ETA 15	0.007	-0.662	--

Standardized Indirect Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.137	-0.225	--	--	-0.188
ETA 2	--	--	-0.038	--	--	-0.126
ETA 3	--	--	0.013	--	--	0.155
ETA 4	--	--	--	--	0.039	--
ETA 5	--	--	-0.041	--	--	-0.094
ETA 6	--	--	--	--	--	--

ETA 7	--	--	--	--	--	0.002
ETA 8	--	--	--	--	--	0.036
ETA 9	--	--	--	--	--	--
ETA 10	--	--	0.002	--	--	0.055
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	0.041	--	--	0.076
ETA 15	--	--	-0.027	--	--	-0.146

Standardized Indirect Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.109	-0.063	0.030	-0.069	-0.030	-0.019
ETA 2	-0.095	-0.052	0.013	-0.056	-0.043	-0.026
ETA 3	0.051	0.043	-0.041	0.072	0.063	0.043
ETA 4	--	0.012	-0.022	--	--	0.004
ETA 5	-0.103	-0.032	0.012	-0.074	-0.027	-0.017
ETA 6	--	--	--	--	--	--
ETA 7	--	--	-0.035	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	0.065	0.018	-0.056	0.013	0.007	0.005
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.014	0.042	-0.024	0.003	0.001	0.005
ETA 15	-0.095	-0.035	0.015	-0.145	-0.126	-0.070

Standardized Indirect Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
ETA 1	0.006	-0.194	0.038
ETA 2	0.006	-0.246	--
ETA 3	-0.024	0.004	--
ETA 4	-0.010	--	--
ETA 5	0.006	-0.119	0.051
ETA 6	--	--	--
ETA 7	--	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	-0.004	0.061	--
ETA 11	--	--	--
ETA 12	--	--	--

ETA 13	--	--	--
ETA 14	-0.011	0.013	--
ETA 15	0.006	0.000	--

Standardized Total Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	0.551	0.076	-0.136	-0.026	0.410	-0.103
qualunit	--	0.610	-0.119	--	--	-0.077
unmet2	--	--	1.025	--	--	0.265
prepare	--	--	--	0.366	--	0.078
famres	--	0.118	-0.165	--	0.641	-0.112
SHR	--	--	--	--	--	1.092
nonurse	--	--	--	--	--	0.319
patsyou	--	--	--	--	--	0.313
lastrns	--	--	--	--	--	-0.174
safety	--	--	0.314	--	--	0.265
fulltime	--	--	--	--	--	0.023
emplytype	--	--	--	--	--	-0.060
yrs_unit	--	--	--	--	--	-0.004
MBI_EE	--	--	0.415	--	--	2.342
satisjob	--	--	0.000	--	--	-0.157

Standardized Total Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.060	-0.049	0.017	-0.133	-0.017	-0.010
qualunit	-0.058	-0.026	0.008	-0.151	-0.026	-0.016
unmet2	0.357	0.096	-0.015	0.073	0.036	0.028
prepare	0.056	0.019	0.008	--	--	0.002
famres	-0.066	-0.027	0.008	-0.047	-0.017	-0.011
SHR	--	--	--	--	--	--
nonurse	1.214	0.097	-0.042	--	--	0.033
patsyou	--	5.947	-2.608	--	--	--
lastrns	--	--	2.092	--	--	--
safety	0.109	0.234	-0.094	1.697	0.011	0.009
fulltime	--	--	--	0.444	--	--
emplytype	--	--	--	--	--	0.819
yrs_unit	--	--	--	--	--	--
MBI_EE	1.593	0.575	-0.241	2.245	1.946	1.091
satisjob	-0.077	-0.028	0.012	-0.118	-0.103	-0.057

Standardized Total Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
ptmanage	0.003	-0.107	0.059
qualunit	0.004	-0.155	0.168
unmet2	-0.020	0.335	--
prepare	-0.001	--	--
famres	0.004	-0.113	0.033
SHR	--	--	--
nonurse	-0.082	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	-0.006	0.103	--
fulltime	--	--	--
empltype	--	--	--
yrs_unit	5.124	--	--
MBI_EE	-0.107	10.277	--
satisjob	0.006	-0.539	0.815

Standardized Indirect Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	0.076	-0.136	-0.026	0.410	-0.103
qualunit	--	--	-0.119	--	--	-0.077
unmet2	--	--	0.014	--	--	0.265
prepare	--	--	--	--	--	0.078
famres	--	0.118	-0.165	--	--	-0.112
SHR	--	--	--	--	--	--
nonurse	--	--	--	--	--	0.319
patsyou	--	--	--	--	--	0.313
lastrns	--	--	--	--	--	-0.174
safety	--	--	0.314	--	--	0.265
fulltime	--	--	--	--	--	0.023
empltype	--	--	--	--	--	-0.060
yrs_unit	--	--	--	--	--	-0.004
MBI_EE	--	--	0.415	--	--	2.342
satisjob	--	--	0.000	--	--	-0.157

Standardized Indirect Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.060	-0.049	0.017	-0.133	-0.017	-0.010
qualunit	-0.058	-0.026	0.008	-0.151	-0.026	-0.016
unmet2	0.357	0.096	-0.015	0.073	0.036	0.028
prepare	0.056	0.019	0.008	--	--	0.002

famres	-0.066	-0.027	0.008	-0.047	-0.017	-0.011
SHR	--	--	--	--	--	--
nonurse	--	0.097	-0.042	--	--	0.033
patsyou	--	--	-2.608	--	--	--
lastrns	--	--	--	--	--	--
safety	0.109	0.234	-0.094	0.022	0.011	0.009
fulltime	--	--	--	--	--	--
emplytype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	1.593	0.575	-0.241	2.245	1.946	1.091
satisjob	-0.077	-0.028	0.012	-0.118	-0.103	-0.057

Standardized Indirect Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	0.003	-0.107	0.059
qualunit	0.004	-0.155	0.168
unmet2	-0.020	0.335	--
prepare	-0.001	--	--
famres	0.004	-0.113	0.033
SHR	--	--	--
nonurse	-0.082	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	-0.006	0.103	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	--	--	--
MBI_EE	-0.107	0.136	--
satisjob	0.006	-0.539	--

Time used: 0.911 Seconds

APPENDIX J

Appendix J. LISREL Output – Specialty Nurse Group

DATE: 1/12/2006

TIME: 21:29

L I S R E L 8.71

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Basic Model Syntax 10.LS8:

Continuity of Care Model

DA NI=27 NO=846

CM FU FI=C:\CofCModel8.csv

LA

'drnrs' 'support' 'admnlis' 'nvrflt' 'staff' 'nonurse' 'safety' 'fulltime' 'patsyou'
'emplytype' 'lastrns' 'floats' 'yrs_unit' 'lastlpns' 'lastuaps' 'adl_all' 'adl_most' 'MBI_EE'
'satisjob' 'unmet2' 'prepare' 'dschplan' 'qualunit' 'ptmanage'
'SHR' 'famres' 'commres'

SE

'ptmanage' 'qualunit' 'unmet2' 'prepare' 'famres' 'SHR' 'nonurse' 'patsyou' 'lastrns' 'safety'
'fulltime' 'emplytype' 'yrs_unit' 'MBI_EE' 'satisjob/'
MO NY=15 NE=15 LY=FU,FI BE=FU,FI PS=SY,FI TE=DI,FI
FR BE(14,11) BE(15,13) BE(15,14) BE(15,3) BE(3,11) C
BE(3,12) BE(3,13) BE(3,14) BE(4,13) BE(14,7) BE(14,10) BE(1,15) C
BE(2,10) BE(2,14) BE(2,15) BE(2,3) BE(1,3) BE(1,4) C
BE(7,6) BE(8,6) BE(9,6) BE(10,6) BE(11,6) BE(12,6) BE(13,6) C
BE(14,6) BE(15,6) BE(5,14) BE(3,6) BE(5,3) BE(4,6) BE(5,2) BE(1,5) C
BE(3,7) BE(3,8) BE(3,9) BE(4,7) BE(4,8) BE(4,9) BE(5,8) BE(1,8) BE(10,3) C
BE(2,8) BE(14,8) BE(7,13) BE(8,9) BE(7,12) BE(7,8) BE(1,10) BE(5,6)

VA 1.0 LY(1,1) LY(2,2) LY(3,3) LY(4,4) LY(5,5) LY(6,6) LY(7,7) LY(8,8) LY(9,9)
 LY(10,10) C LY(11,11) LY(12,12) LY(13,13) LY(14,14) LY(15,15)
 VA .1985 TE(1,1)
 VA .0398 TE(2,2)
 VA .3330 TE(3,3)
 VA .0159 TE(4,4)
 VA .1086 TE(5,5)
 VA .4798 TE(6,6)
 VA .2484 TE(7,7)
 VA 2.426 TE(8,8)
 VA 4.772 TE(9,9)
 VA .8967 TE(10,10)
 VA .0240 TE(11,11)
 VA .0060 TE(12,12)
 VA 4.402 TE(13,13)
 VA 18.117 TE(14,14)
 VA .0369 TE(15,15)
 FR PS(1,1) PS(2,2) PS(3,3) PS(4,4) PS(5,5) PS(6,6) PS(7,7) PS(8,8) PS(9,9) PS(10,10)
 C
 PS(11,11) PS(12,12) PS(13,13) PS(14,14) PS(15,15)
 FR PS(12,11) PS(13,12) PS(4,3) PS(2,1)
 ST 48. PS(8,8)
 ST 47. PS(9,9)
 ST 2.9 PS(10,10)
 ST .2 PS(11,11)
 ST .5 PS(12,12)
 ST 44. PS(13,13)
 ST 120. PS(14,14)
 ST .7 PS(15,15)
 OU ML ALL AD=OFF ND=3

Continuity of Care Model

Number of Input Variables 27
 Number of Y - Variables 15
 Number of X - Variables 0
 Number of ETA - Variables 15
 Number of KSI - Variables 0
 Number of Observations 846

Continuity of Care Model

Covariance Matrix

ptmanage	qualunit	unmet2	prepare	famres	SHR
-----	-----	-----	-----	-----	-----

ptmanage	0.567					
qualunit	0.134	0.398				
unmet2	-0.161	-0.220	1.332			
prepare	-0.021	-0.030	0.153	0.106		
famres	0.341	0.127	-0.188	-0.022	0.543	
SHR	-0.187	-0.034	0.278	0.022	-0.189	1.919
nonurse	-0.169	-0.154	0.735	0.136	-0.239	0.241
patsyou	-0.080	-0.607	1.748	0.343	-0.293	0.059
lastrns	-0.408	-0.023	-0.414	-0.064	-0.396	-0.223
safety	-0.299	-0.236	0.446	0.078	-0.211	0.220
fulltime	0.002	0.002	0.005	0.004	-0.020	0.016
emplytype	-0.038	-0.006	-0.017	-0.010	-0.020	-0.001
yrs_unit	-0.017	0.185	-0.159	-0.092	0.208	0.280
MBI_EE	-2.368	-2.028	4.313	0.633	-2.332	2.714
satisjob	0.116	0.187	-0.257	-0.037	0.121	-0.107

Covariance Matrix

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
nonurse	2.484					
patsyou	2.394	48.513				
lastrns	-0.889	-6.158	47.722			
safety	0.551	-0.175	1.448	2.989		
fulltime	0.022	-0.001	0.351	0.070	0.240	
emplytype	0.074	0.164	0.117	-0.026	0.091	0.603
yrs_unit	-1.101	1.937	-3.215	-0.987	-0.104	0.815
MBI_EE	3.846	7.752	3.063	3.841	0.838	0.848
satisjob	-0.196	-0.252	0.053	-0.192	-0.004	-0.013

Covariance Matrix

	yrs_unit	MBI_EE	satisjob
yrs_unit	44.017		
MBI_EE	-1.449	120.780	
satisjob	-0.257	-5.492	0.737

Continuity of Care Model

Parameter Specifications

BETA

ETA 1 ETA 2 ETA 3 ETA 4 ETA 5 ETA 6

	-----	-----	-----	-----	-----	-----
ETA 1	0	0	1	2	3	0
ETA 2	0	0	7	0	0	0
ETA 3	0	0	0	0	0	12
ETA 4	0	0	0	0	0	20
ETA 5	0	25	26	0	0	27
ETA 6	0	0	0	0	0	0
ETA 7	0	0	0	0	0	30
ETA 8	0	0	0	0	0	34
ETA 9	0	0	0	0	0	36
ETA 10	0	0	37	0	0	38
ETA 11	0	0	0	0	0	39
ETA 12	0	0	0	0	0	40
ETA 13	0	0	0	0	0	41
ETA 14	0	0	0	0	0	42
ETA 15	0	0	47	0	0	48

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ETA 1	0	4	0	5	0	0
ETA 2	0	8	0	9	0	0
ETA 3	13	14	15	0	16	17
ETA 4	21	22	23	0	0	0
ETA 5	0	28	0	0	0	0
ETA 6	0	0	0	0	0	0
ETA 7	0	31	0	0	0	32
ETA 8	0	0	35	0	0	0
ETA 9	0	0	0	0	0	0
ETA 10	0	0	0	0	0	0
ETA 11	0	0	0	0	0	0
ETA 12	0	0	0	0	0	0
ETA 13	0	0	0	0	0	0
ETA 14	43	44	0	45	46	0
ETA 15	0	0	0	0	0	0

BETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	0	0	6
ETA 2	0	10	11
ETA 3	18	19	0
ETA 4	24	0	0
ETA 5	0	29	0

ETA 6	0	0	0
ETA 7	33	0	0
ETA 8	0	0	0
ETA 9	0	0	0
ETA 10	0	0	0
ETA 11	0	0	0
ETA 12	0	0	0
ETA 13	0	0	0
ETA 14	0	0	0
ETA 15	49	50	0

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	51					
ETA 2	52	53				
ETA 3	0	0	54			
ETA 4	0	0	55	56		
ETA 5	0	0	0	0	57	
ETA 6	0	0	0	0	0	58
ETA 7	0	0	0	0	0	0
ETA 8	0	0	0	0	0	0
ETA 9	0	0	0	0	0	0
ETA 10	0	0	0	0	0	0
ETA 11	0	0	0	0	0	0
ETA 12	0	0	0	0	0	0
ETA 13	0	0	0	0	0	0
ETA 14	0	0	0	0	0	0
ETA 15	0	0	0	0	0	0

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	59					
ETA 8	0	60				
ETA 9	0	0	61			
ETA 10	0	0	0	62		
ETA 11	0	0	0	0	63	
ETA 12	0	0	0	0	64	65
ETA 13	0	0	0	0	0	66
ETA 14	0	0	0	0	0	0
ETA 15	0	0	0	0	0	0

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	67		
ETA 14	0	68	
ETA 15	0	0	69

Continuity of Care Model

Initial Estimates (TSLS)

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	1.000	--	--	--	--	--
qualunit	--	1.000	--	--	--	--
unmet2	--	--	1.000	--	--	--
prepare	--	--	--	1.000	--	--
famres	--	--	--	--	1.000	--
SHR	--	--	--	--	--	1.000
nonurse	--	--	--	--	--	--
patsyou	--	--	--	--	--	--
lasttrns	--	--	--	--	--	--
safety	--	--	--	--	--	--
fulltime	--	--	--	--	--	--
emplytype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	--	--	--	--	--	--
qualunit	--	--	--	--	--	--
unmet2	--	--	--	--	--	--
prepare	--	--	--	--	--	--
famres	--	--	--	--	--	--
SHR	--	--	--	--	--	--
nonurse	1.000	--	--	--	--	--
patsyou	--	1.000	--	--	--	--
lasttrns	--	--	1.000	--	--	--
safety	--	--	--	1.000	--	--

fulltime	--	--	--	--	1.000	--
emplytype	--	--	--	--	--	1.000
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 13	ETA 14	ETA 15
--	--------	--------	--------

ptmanage	--	--	--
qualunit	--	--	--
unmet2	--	--	--
prepare	--	--	--
famres	--	--	--
SHR	--	--	--
nonurse	--	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	--	--	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	1.000	--	--
MBI_EE	--	1.000	--
satisjob	--	--	1.000

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
--	-------	-------	-------	-------	-------	-------

ETA 1	--	--	0.500	0.500	0.500	--
ETA 2	--	--	0.500	--	--	--
ETA 3	--	--	--	--	--	0.500
ETA 4	--	--	--	--	--	0.500
ETA 5	--	0.500	0.500	--	--	0.500
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.500
ETA 8	--	--	--	--	--	0.500
ETA 9	--	--	--	--	--	-0.155
ETA 10	--	--	0.427	--	--	0.070
ETA 11	--	--	--	--	--	0.011
ETA 12	--	--	--	--	--	-0.001
ETA 13	--	--	--	--	--	0.195
ETA 14	--	--	--	--	--	0.500
ETA 15	--	--	0.500	--	--	0.500

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	--	0.500	--	0.500	--	--
ETA 2	--	0.500	--	0.500	--	--
ETA 3	0.500	0.500	0.500	--	0.500	0.500
ETA 4	0.500	0.500	0.500	--	--	--
ETA 5	--	0.500	--	--	--	--
ETA 6	--	--	--	--	--	--
ETA 7	--	0.500	--	--	--	0.500
ETA 8	--	--	0.500	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.500	0.500	--	0.500	0.500	--
ETA 15	--	--	--	--	--	--

BETA

	ETA 13	ETA 14	ETA 15
ETA 1	--	--	0.500
ETA 2	--	0.500	0.500
ETA 3	0.500	0.500	--
ETA 4	0.500	--	--
ETA 5	--	0.500	--
ETA 6	--	--	--
ETA 7	0.500	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	--	--	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	--	--	--
ETA 15	0.500	0.500	--

Covariance Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.368					
ETA 2	0.134	0.358				

ETA 3	--	--	0.999			
ETA 4	--	--	0.153	0.090		
ETA 5	--	--	--	--	0.434	
ETA 6	--	--	--	--	--	1.439
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	-0.223
ETA 10	--	--	0.426	0.065	--	0.101
ETA 11	--	--	--	--	--	0.016
ETA 12	--	--	--	--	--	-0.001
ETA 13	--	--	--	--	--	0.280
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

Covariance Matrix of ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	2.236					
ETA 8	--	48.000				
ETA 9	--	--	47.035			
ETA 10	--	--	-0.016	3.089		
ETA 11	--	--	-0.002	0.001	0.200	
ETA 12	--	--	0.000	0.000	0.091	0.500
ETA 13	--	--	-0.043	0.020	0.003	0.815
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

Covariance Matrix of ETA

	ETA 13	ETA 14	ETA 15
ETA 13	44.054		
ETA 14	--	120.000	
ETA 15	--	--	0.700

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.368					
ETA 2	0.134	0.358				
ETA 3	--	--	0.999			
ETA 4	--	--	0.153	0.090		
ETA 5	--	--	--	--	0.434	
ETA 6	--	--	--	--	--	1.439

ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	2.236					
ETA 8	--	48.000				
ETA 9	--	--	47.000			
ETA 10	--	--	--	2.900		
ETA 11	--	--	--	--	0.200	
ETA 12	--	--	--	--	0.091	0.500
ETA 13	--	--	--	--	--	0.815
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	44.000		
ETA 14	--	120.000	
ETA 15	--	--	0.700

Squared Multiple Correlations for Structural Equations

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
--	--	--	--	--	--

Squared Multiple Correlations for Structural Equations

ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
--	--	0.001	0.061	0.001	0.000

Squared Multiple Correlations for Structural Equations

ETA 13	ETA 14	ETA 15
-----	-----	-----
0.001	--	--

Squared Multiple Correlations for Reduced Form

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-----	-----	-----	-----	-----	-----
-4754.394	-2299.270	-232.386	-1004.270	-2351.842	--

Squared Multiple Correlations for Reduced Form

ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
-----	-----	-----	-----	-----	-----
-12.261	-0.250	--	-13.971	--	--

Squared Multiple Correlations for Reduced Form

ETA 13	ETA 14	ETA 15
-----	-----	-----
--	-0.952	-375.992

THETA-EPS

ptmanage	qualunit	unmet2	prepare	famres	SHR
-----	-----	-----	-----	-----	-----
0.199	0.040	0.333	0.016	0.109	0.480

THETA-EPS

nonurse	patsyou	lastrns	safety	fulltime	emplytype
-----	-----	-----	-----	-----	-----
0.248	2.426	4.772	0.897	0.024	0.006

THETA-EPS

yrs_unit	MBI_EE	satisjob
-----	-----	-----
4.402	18.117	0.037

Behavior under Minimization Iterations

Iter	Try	Abscissa	Slope	Function
1	0	0.00000000D+00	-0.38151820D+02	0.10025065D+01
	1	0.10000000D+01	0.79140567D+01	0.22881336D+02

2	0.82820132D+00	0.93174634D+01	0.21412128D+02
3	0.66563861D+00	0.11638272D+02	0.19726719D+02
4	0.51004774D+00	0.15658487D+02	0.17634741D+02
5	0.36162681D+00	0.22625467D+02	0.14842414D+02
6	0.22700456D+00	0.32387477D+02	0.11169211D+02
7	0.12277748D+00	0.40999985D+02	0.73574169D+01
8	0.59179752D-01	0.56092726D+02	0.44058133D+01
9	0.23956986D-01	0.79231282D+02	0.19907319D+01
10	0.77864922D-02	0.27648886D+02	0.97077131D+00
11	0.45146757D-02	0.18697699D+01	0.92127148D+00
2	0	0.00000000D+00	-0.51797499D+01
	1	0.45146757D-02	-0.45339071D+01
	2	0.90293514D-02	-0.38663510D+01
	3	0.18058703D-01	-0.24599907D+01
	4	0.36117406D-01	0.71016790D+00
	5	0.32071958D-01	-0.50131791D-01
3	0	0.00000000D+00	-0.44892343D+01
	1	0.32071958D-01	0.50864463D+01
	2	0.15035854D-01	0.17918142D+01
	3	0.10746529D-01	0.51335512D+00
	4	0.96437432D-02	0.13602045D+00
4	0	0.00000000D+00	-0.18105732D+01
	1	0.96437432D-02	-0.12536249D+01
	2	0.19287486D-01	-0.71617641D+00
	3	0.38574973D-01	0.30451175D+00
	4	0.32820751D-01	0.72406509D-02
5	0	0.00000000D+00	-0.14733384D+01
	1	0.32820751D-01	-0.72382074D+00
	2	0.65641501D-01	0.13033445D+00
6	0	0.00000000D+00	-0.11665543D+01
	1	0.65641501D-01	-0.76276477D+00
	2	0.13128300D+00	-0.30834859D+00
	3	0.26256601D+00	0.88261865D+00
	4	0.16527296D+00	-0.44288740D-01
7	0	0.00000000D+00	-0.78286681D+00
	1	0.16527296D+00	-0.61339448D-01
8	0	0.00000000D+00	-0.55147080D+00
	1	0.16527296D+00	-0.27176501D+00
	2	0.33054593D+00	0.13698074D-01

9	0	0.00000000D+00	-0.36806249D+00	0.47204839D+00
	1	0.33054593D+00	0.33230064D+00	0.46895400D+00
	2	0.17371211D+00	0.11968263D-01	0.44206494D+00
10	0	0.00000000D+00	-0.21862617D+00	0.44206494D+00
	1	0.17371211D+00	-0.93729252D-01	0.41481969D+00
	2	0.34742422D+00	0.40381583D-01	0.41003256D+00
	3	0.29511845D+00	-0.11384715D-02	0.40901090D+00
11	0	0.00000000D+00	-0.17880080D+00	0.40901090D+00
	1	0.29511845D+00	-0.28017472D-01	0.37763782D+00
	2	0.59023690D+00	0.17515831D+00	0.39751208D+00
	3	0.33581461D+00	-0.40287917D-02	0.37698237D+00
12	0	0.00000000D+00	-0.11380468D+00	0.37698237D+00
	1	0.33581461D+00	0.30497861D+00	0.40799981D+00
	2	0.91257879D-01	-0.18850367D-02	0.37173407D+00
13	0	0.00000000D+00	-0.59101696D-01	0.37173407D+00
	1	0.91257879D-01	-0.47041474D-01	0.36688510D+00
	2	0.18251576D+00	-0.34162626D-01	0.36317314D+00
	3	0.36503151D+00	-0.53933924D-02	0.35949581D+00
14	0	0.00000000D+00	-0.48684879D-01	0.35949581D+00
	1	0.36503151D+00	-0.19758311D-01	0.34704060D+00
	2	0.73006303D+00	0.83118651D-02	0.34496751D+00
	3	0.62197348D+00	0.50783784D-04	0.34451529D+00
15	0	0.00000000D+00	-0.31547231D-01	0.34451529D+00
	1	0.62197348D+00	0.10399379D-01	0.33795193D+00
	2	0.46777418D+00	0.19473702D-04	0.33714860D+00
16	0	0.00000000D+00	-0.26485022D-01	0.33714860D+00
	1	0.46777418D+00	-0.15401646D-01	0.32733697D+00
	2	0.93554836D+00	-0.38878771D-02	0.32280665D+00
	3	0.18710967D+01	0.20884031D-01	0.33054863D+00
	4	0.10823799D+01	-0.16837307D-03	0.32250819D+00
17	0	0.00000000D+00	-0.21015763D-01	0.32250819D+00
	1	0.10823799D+01	0.41006283D-02	0.31333661D+00
	2	0.90566510D+00	-0.91100185D-05	0.31297508D+00
18	0	0.00000000D+00	-0.19239321D-01	0.31297508D+00
	1	0.90566510D+00	-0.54245331D-02	0.30182041D+00
	2	0.18113302D+01	0.81733302D-02	0.30308424D+00

3	0.12669579D+01	0.29987203D-04	0.30084700D+00
19	0 0.00000000D+00	-0.17383224D-01	0.30084700D+00
	1 0.12669579D+01	0.28377376D-02	0.29156278D+00
	2 0.10891576D+01	-0.37778583D-04	0.29131402D+00
20	0 0.00000000D+00	-0.14626599D-01	0.29131402D+00
	1 0.10891576D+01	-0.48088387D-02	0.28073246D+00
	2 0.21783151D+01	0.50545345D-02	0.28085557D+00
	3 0.16201709D+01	-0.14649471D-04	0.27945093D+00
21	0 0.00000000D+00	-0.10564398D-01	0.27945093D+00
	1 0.16201709D+01	0.26054721D-02	0.27308697D+00
	2 0.12996431D+01	0.48259939D-04	0.27266107D+00
22	0 0.00000000D+00	-0.65156750D-02	0.27266107D+00
	1 0.12996431D+01	0.12859466D-02	0.26918849D+00
	2 0.10854220D+01	-0.48994985D-04	0.26905638D+00
23	0 0.00000000D+00	-0.37362497D-02	0.26905638D+00
	1 0.10854220D+01	-0.18547359D-02	0.26602146D+00
	2 0.21708441D+01	0.35852623D-04	0.26503332D+00
24	0 0.00000000D+00	-0.29986355D-02	0.26503332D+00
	1 0.21708441D+01	-0.12336206D-02	0.26042988D+00
	2 0.43416882D+01	0.58736890D-03	0.25971782D+00
	3 0.36414720D+01	-0.64401749D-05	0.25951480D+00
25	0 0.00000000D+00	-0.26935009D-02	0.25951480D+00
	1 0.36414720D+01	-0.15835965D-02	0.25173206D+00
	2 0.72829440D+01	-0.48875154D-03	0.24796328D+00
	3 0.14565888D+02	0.16590885D-02	0.25225786D+00
	4 0.89402136D+01	0.47884023D-05	0.24756266D+00
26	0 0.00000000D+00	-0.22992302D-02	0.24756266D+00
	1 0.89402136D+01	0.11455347D-02	0.24238313D+00
	2 0.59672023D+01	-0.44868525D-05	0.24068947D+00
27	0 0.00000000D+00	-0.20099477D-02	0.24068947D+00
	1 0.59672023D+01	0.15137744D-02	0.23897189D+00
	2 0.34037203D+01	-0.58885586D-04	0.23712783D+00
28	0 0.00000000D+00	-0.16181332D-02	0.23712783D+00
	1 0.34037203D+01	-0.13069074D-03	0.23416179D+00
29	0 0.00000000D+00	-0.12507597D-02	0.23416179D+00

	1	0.34037203D+01	-0.13275123D-03	0.23181132D+00
	2	0.68074406D+01	0.97083340D-03	0.23324173D+00
	3	0.38131570D+01	0.76569783D-06	0.23178431D+00
30	0	0.00000000D+00	-0.90584018D-03	0.23178431D+00
	1	0.38131570D+01	0.31993486D-03	0.23065942D+00
	2	0.28178995D+01	-0.23701745D-05	0.23050153D+00
31	0	0.00000000D+00	-0.61768708D-03	0.23050153D+00
	1	0.28178995D+01	-0.90204132D-04	0.22950308D+00
	2	0.56357989D+01	0.44183581D-03	0.22999743D+00
	3	0.32956572D+01	-0.32235702D-06	0.22948145D+00
32	0	0.00000000D+00	-0.45826736D-03	0.22948145D+00
	1	0.32956572D+01	-0.13460924D-03	0.22850558D+00
	2	0.65913143D+01	0.18529631D-03	0.22859008D+00
	3	0.46823974D+01	0.43079737D-06	0.22841262D+00
33	0	0.00000000D+00	-0.40602110D-03	0.22841262D+00
	1	0.46823974D+01	-0.21723734D-03	0.22695271D+00
	2	0.93647948D+01	-0.26510612D-04	0.22638127D+00
34	0	0.00000000D+00	-0.40381145D-03	0.22638127D+00
	1	0.93647948D+01	-0.12036629D-03	0.22392652D+00
	2	0.18729590D+02	0.16338983D-03	0.22412783D+00
	3	0.13337240D+02	-0.22837275D-07	0.22368738D+00
35	0	0.00000000D+00	-0.37068369D-03	0.22368738D+00
	1	0.13337240D+02	-0.18606291D-03	0.21997342D+00
	2	0.26674480D+02	-0.42468434D-06	0.21872878D+00
36	0	0.00000000D+00	-0.35002542D-03	0.21872878D+00
	1	0.26674480D+02	0.22438133D-03	0.21704895D+00
	2	0.16254590D+02	-0.29341924D-06	0.21588242D+00
37	0	0.00000000D+00	-0.25337150D-03	0.21588242D+00
	1	0.16254590D+02	0.40844865D-03	0.21714684D+00
	2	0.62229139D+01	0.33431654D-06	0.21509524D+00
38	0	0.00000000D+00	-0.22437022D-03	0.21509524D+00
	1	0.62229139D+01	-0.17780152D-03	0.21384379D+00
	2	0.12445828D+02	-0.13102012D-03	0.21288279D+00
	3	0.24891656D+02	-0.36804461D-04	0.21183752D+00
	4	0.49783312D+02	0.15434092D-03	0.21329269D+00
	5	0.29684468D+02	-0.28551964D-06	0.21174858D+00

39	0	0.00000000D+00	-0.21282527D-03	0.21174858D+00
	1	0.29684468D+02	0.86200509D-05	0.20873894D+00
40	0	0.00000000D+00	-0.20408060D-03	0.20873894D+00
	1	0.29684468D+02	0.42430908D-03	0.21202737D+00
	2	0.96405530D+01	0.88207817D-06	0.20776017D+00
41	0	0.00000000D+00	-0.18164073D-03	0.20776017D+00
	1	0.96405530D+01	-0.13131745D-03	0.20625154D+00
	2	0.19281106D+02	-0.80875368D-04	0.20522861D+00
	3	0.38562212D+02	0.20393816D-04	0.20464468D+00
	4	0.34679339D+02	-0.43343880D-07	0.20460518D+00
42	0	0.00000000D+00	-0.17657776D-03	0.20460518D+00
	1	0.34679339D+02	-0.87635811D-04	0.20002593D+00
	2	0.69358679D+02	0.60198223D-06	0.19851873D+00
43	0	0.00000000D+00	-0.17067090D-03	0.19851873D+00
	1	0.69358679D+02	0.20932760D-04	0.19335237D+00
	2	0.61781221D+02	0.21363160D-06	0.19327222D+00
44	0	0.00000000D+00	-0.16161935D-03	0.19327222D+00
	1	0.61781221D+02	0.20702593D-03	0.19456548D+00
	2	0.27085769D+02	-0.26087299D-05	0.19103918D+00
45	0	0.00000000D+00	-0.14849786D-03	0.19103918D+00
	1	0.27085769D+02	0.92328903D-05	0.18914946D+00
46	0	0.00000000D+00	-0.15462131D-03	0.18914946D+00
	1	0.27085769D+02	0.34834703D-03	0.19178888D+00
	2	0.83266416D+01	0.80178347D-06	0.18850971D+00
47	0	0.00000000D+00	-0.13277181D-03	0.18850971D+00
	1	0.83266416D+01	-0.99739699D-04	0.18754155D+00
	2	0.16653283D+02	-0.66507111D-04	0.18684927D+00
	3	0.33306566D+02	0.55420631D-06	0.18629901D+00
48	0	0.00000000D+00	-0.11961571D-03	0.18629901D+00
	1	0.33306566D+02	0.41380941D-03	0.19125238D+00
	2	0.74686933D+01	0.17141322D-05	0.18585936D+00
49	0	0.00000000D+00	-0.91420076D-04	0.18585936D+00
	1	0.74686933D+01	-0.66188071D-04	0.18527073D+00
	2	0.14937387D+02	-0.40848975D-04	0.18487095D+00
	3	0.29874773D+02	0.10143768D-04	0.18464111D+00
	4	0.26903343D+02	-0.32947568D-07	0.18462609D+00

50	0	0.00000000D+00	-0.88391998D-04	0.18462609D+00
	1	0.26903343D+02	-0.73881043D-04	0.18244361D+00
	2	0.53806686D+02	-0.59530810D-04	0.18064935D+00
	3	0.10761337D+03	-0.31289753D-04	0.17820866D+00
	4	0.21522674D+03	0.23494782D-04	0.17780865D+00
	5	0.16907590D+03	0.26436048D-06	0.17725893D+00
51	0	0.00000000D+00	-0.87818297D-04	0.17725893D+00
	1	0.16907590D+03	0.19279588D-04	0.17120423D+00
	2	0.13863913D+03	-0.14215313D-05	0.17093423D+00
52	0	0.00000000D+00	-0.88979718D-04	0.17093423D+00
	1	0.13863913D+03	0.70181472D-03	0.21101425D+00
	2	0.15599592D+02	-0.98857059D-05	0.17016024D+00
	3	0.17308643D+02	-0.10852615D-05	0.17015086D+00
53	0	0.00000000D+00	-0.82640285D-04	0.17015086D+00
	1	0.17308643D+02	-0.44408695D-04	0.16905179D+00
	2	0.34617286D+02	-0.64796889D-05	0.16861181D+00
54	0	0.00000000D+00	-0.92312531D-04	0.16861181D+00
	1	0.34617286D+02	0.68461030D-03	0.17911599D+00
	2	0.41131618D+01	0.48169250D-05	0.16843237D+00
55	0	0.00000000D+00	-0.66595501D-04	0.16843237D+00
	1	0.41131618D+01	-0.54074283D-04	0.16818422D+00
	2	0.82263236D+01	-0.41587392D-04	0.16798749D+00
	3	0.16452647D+02	-0.16716990D-04	0.16774777D+00
	4	0.32905294D+02	0.32607827D-04	0.16787926D+00
	5	0.22028719D+02	0.62300674D-07	0.16770137D+00
56	0	0.00000000D+00	-0.62753592D-04	0.16770137D+00
	1	0.22028719D+02	-0.44411360D-04	0.16652111D+00
	2	0.44057439D+02	-0.26127011D-04	0.16574429D+00
	3	0.88114878D+02	0.10243667D-04	0.16539543D+00
	4	0.75706263D+02	0.28568531D-07	0.16533167D+00
57	0	0.00000000D+00	-0.61940368D-04	0.16533167D+00
	1	0.75706263D+02	-0.50090654D-04	0.16109151D+00
	2	0.15141253D+03	-0.38329728D-04	0.15774508D+00
	3	0.30282505D+03	-0.15073182D-04	0.15370660D+00
	4	0.60565010D+03	0.30387007D-04	0.15606056D+00
	5	0.40323240D+03	0.15495015D-06	0.15295894D+00
58	0	0.00000000D+00	-0.61919274D-04	0.15295894D+00

	1	0.40323240D+03	0.12151564D-04	0.14284295D+00
	2	0.33708080D+03	-0.17239938D-06	0.14244713D+00
59	0	0.00000000D+00	-0.61869895D-04	0.14244713D+00
	1	0.33708080D+03	0.73981665D-05	0.13308928D+00
	2	0.30107893D+03	-0.31618986D-06	0.13296205D+00
60	0	0.00000000D+00	-0.62134377D-04	0.13296205D+00
	1	0.30107893D+03	0.11381201D-03	0.14017723D+00
	2	0.10632416D+03	-0.25109357D-05	0.12950401D+00
61	0	0.00000000D+00	-0.72805656D-04	0.12950401D+00
	1	0.10632416D+03	0.12880722D-02	0.19143524D+00
	2	0.56882403D+01	-0.69799301D-05	0.12927679D+00
62	0	0.00000000D+00	-0.65696340D-04	0.12927679D+00
	1	0.56882403D+01	-0.41109042D-04	0.12897298D+00
	2	0.11376481D+02	-0.16439002D-04	0.12880927D+00
	3	0.22752961D+02	0.33152964D-04	0.12890402D+00
	4	0.15147615D+02	-0.37434899D-07	0.12877819D+00
63	0	0.00000000D+00	-0.61370643D-04	0.12877819D+00
	1	0.15147615D+02	-0.60483742D-04	0.12785529D+00
	2	0.30295231D+02	-0.59595095D-04	0.12694583D+00
	3	0.60590462D+02	-0.57812526D-04	0.12516737D+00
	4	0.12118092D+03	-0.54226049D-04	0.12177299D+00
	5	0.24236185D+03	-0.46965779D-04	0.11564054D+00
	6	0.48472369D+03	-0.32079839D-04	0.10605163D+00
	7	0.96944738D+03	-0.71067910D-06	0.98014115D-01
64	0	0.00000000D+00	-0.69357839D-04	0.98014115D-01
	1	0.96944738D+03	0.49797273D-02	0.35005124D+01
	2	0.13317022D+02	0.45872713D-04	0.97856327D-01
	3	0.80155812D+01	-0.15235743D-06	0.97735223D-01
65	0	0.00000000D+00	-0.61276017D-04	0.97735223D-01
	1	0.80155812D+01	-0.58856366D-04	0.97253771D-01
	2	0.16031162D+02	-0.56457013D-04	0.96791633D-01
	3	0.32062325D+02	-0.51717975D-04	0.95924653D-01
	4	0.64124650D+02	-0.42470283D-04	0.94415510D-01
	5	0.12824930D+03	-0.24834523D-04	0.92263446D-01
	6	0.25649860D+03	0.74325489D-05	0.91187141D-01
	7	0.22695705D+03	0.32168067D-06	0.91072163D-01
66	0	0.00000000D+00	-0.61187757D-04	0.91072163D-01
	1	0.22695705D+03	0.10364917D-03	0.95616276D-01

2	0.84246855D+02	-0.16644616D-05	0.88412192D-01	
67	0	0.00000000D+00	-0.63903504D-04	0.88412192D-01
	1	0.84246855D+02	0.33384563D-03	0.99442701D-01
	2	0.13535339D+02	-0.30944366D-05	0.87957626D-01
68	0	0.00000000D+00	-0.61195109D-04	0.87957626D-01
	1	0.13535339D+02	-0.25290227D-04	0.87372380D-01
	2	0.27070678D+02	0.10587197D-04	0.87272879D-01
	3	0.23076486D+02	0.41150922D-10	0.87251736D-01
69	0	0.00000000D+00	-0.58012653D-04	0.87251736D-01
	1	0.23076486D+02	-0.45273194D-04	0.86060748D-01
	2	0.46152972D+02	-0.32911464D-04	0.85159338D-01
	3	0.92305945D+02	-0.92292139D-05	0.84191996D-01
	4	0.18461189D+03	0.34528635D-04	0.85393651D-01
	5	0.11177471D+03	0.37671282D-06	0.84106174D-01
70	0	0.00000000D+00	-0.41762138D-04	0.84106174D-01
	1	0.11177471D+03	0.10749603D-02	0.14056768D+00
	2	0.41800458D+01	-0.17518098D-05	0.84015218D-01
71	0	0.00000000D+00	-0.26420951D-04	0.84015218D-01
	1	0.41800458D+01	-0.13596601D-04	0.83931553D-01
	2	0.83600916D+01	-0.69133706D-06	0.83901662D-01
72	0	0.00000000D+00	-0.23441990D-04	0.83901662D-01
	1	0.83600916D+01	-0.20659812D-04	0.83717327D-01
	2	0.16720183D+02	-0.17895352D-04	0.83556177D-01
	3	0.33440366D+02	-0.12417763D-04	0.83302850D-01
	4	0.66880733D+02	-0.16555671D-05	0.83068233D-01
73	0	0.00000000D+00	-0.31437887D-04	0.83068233D-01
	1	0.66880733D+02	0.48342759D-03	0.98554499D-01
	2	0.40837636D+01	0.22965646D-05	0.83008872D-01
74	0	0.00000000D+00	-0.23489652D-04	0.83008872D-01
	1	0.40837636D+01	-0.20500638D-04	0.82919048D-01
	2	0.81675272D+01	-0.17506435D-04	0.82841440D-01
	3	0.16335054D+02	-0.11501212D-04	0.82722964D-01
	4	0.32670109D+02	0.58533808D-06	0.82633660D-01
75	0	0.00000000D+00	-0.23135139D-04	0.82633660D-01
	1	0.32670109D+02	-0.51718830D-05	0.82171523D-01
	2	0.65340218D+02	0.12714251D-04	0.82294889D-01
	3	0.42116867D+02	0.63337117D-08	0.82147129D-01

76	0	0.00000000D+00	-0.22490219D-04	0.82147129D-01
	1	0.42116867D+02	-0.18430991D-04	0.81285190D-01
	2	0.84233734D+02	-0.14312880D-04	0.80595444D-01
	3	0.16846747D+03	-0.58886030D-05	0.79742806D-01
	4	0.33693494D+03	0.11800379D-04	0.80224038D-01
	5	0.22454972D+03	-0.13098678D-06	0.79573430D-01
77	0	0.00000000D+00	-0.12819443D-04	0.79573430D-01
	1	0.22454972D+03	0.13585336D-02	0.24061596D+00
	2	0.20990964D+01	0.26958888D-05	0.79562816D-01
	3	0.17343649D+01	0.43618957D-08	0.79562323D-01
78	0	0.00000000D+00	-0.26868334D-05	0.79562323D-01
	1	0.17343649D+01	0.41162616D-06	0.79560351D-01
	2	0.15039568D+01	0.25054090D-09	0.79560303D-01
79	0	0.00000000D+00	-0.11385461D-05	0.79560303D-01
	1	0.15039568D+01	-0.10347916D-05	0.79558669D-01
	2	0.30079137D+01	-0.93102080D-06	0.79557191D-01
	3	0.60158273D+01	-0.72343036D-06	0.79554703D-01
	4	0.12031655D+02	-0.30805392D-06	0.79551600D-01
	5	0.24063309D+02	0.52348144D-06	0.79552895D-01
	6	0.16488950D+02	-0.12167383D-09	0.79550913D-01
80	0	0.00000000D+00	-0.10749835D-05	0.79550913D-01
	1	0.16488950D+02	-0.94632455D-06	0.79534248D-01
	2	0.32977899D+02	-0.81756839D-06	0.79519706D-01
	3	0.65955798D+02	-0.55976469D-06	0.79496994D-01
	4	0.13191160D+03	-0.42992937D-07	0.79477108D-01
81	0	0.00000000D+00	-0.12963708D-05	0.79477108D-01
	1	0.13191160D+03	0.31491287D-04	0.81460845D-01
	2	0.52155707D+01	-0.13722343D-07	0.79473691D-01
82	0	0.00000000D+00	-0.10433545D-05	0.79473691D-01
	1	0.52155707D+01	-0.99339413D-06	0.79468379D-01
	2	0.10431141D+02	-0.94343436D-06	0.79463329D-01
	3	0.20862283D+02	-0.84351678D-06	0.79454009D-01
	4	0.41724566D+02	-0.64368923D-06	0.79438495D-01
	5	0.83449132D+02	-0.24406339D-06	0.79419975D-01
	6	0.16689826D+03	0.55508063D-06	0.79432953D-01
	7	0.10893500D+03	0.14625519D-10	0.79416865D-01
83	0	0.00000000D+00	-0.94406070D-06	0.79416865D-01
	1	0.10893500D+03	0.80773401D-05	0.79806107D-01

	2	0.11399699D+02	0.36691163D-08	0.79411506D-01
84	0	0.00000000D+00	-0.19586395D-06	0.79411506D-01
	1	0.11399699D+02	0.11736939D-05	0.79417080D-01
	2	0.16302998D+01	0.44952276D-10	0.79411346D-01
85	0	0.00000000D+00	-0.10103702D-06	0.79411346D-01
	1	0.16302998D+01	-0.99071251D-07	0.79411183D-01
	2	0.32605997D+01	-0.97105513D-07	0.79411023D-01
	3	0.65211994D+01	-0.93174137D-07	0.79410713D-01
	4	0.13042399D+02	-0.85311783D-07	0.79410131D-01
	5	0.26084797D+02	-0.69588667D-07	0.79409121D-01
	6	0.52169595D+02	-0.38148798D-07	0.79407716D-01
	7	0.10433919D+03	0.24705512D-07	0.79407365D-01
	8	0.83833412D+02	0.40420921D-11	0.79407112D-01
86	0	0.00000000D+00	-0.10001547D-06	0.79407112D-01
	1	0.83833412D+02	-0.90551159D-07	0.79399124D-01
	2	0.16766682D+03	-0.81087082D-07	0.79391929D-01
	3	0.33533365D+03	-0.62159640D-07	0.79379921D-01
	4	0.67066729D+03	-0.24307735D-07	0.79365423D-01
	5	0.13413346D+04	0.51383091D-07	0.79374503D-01
	6	0.88604878D+03	0.19604733D-11	0.79362805D-01
87	0	0.00000000D+00	-0.99810760D-07	0.79362805D-01
	1	0.88604878D+03	-0.17356533D-07	0.79310889D-01
	2	0.17720976D+04	0.65207569D-07	0.79332080D-01
	3	0.10723130D+04	-0.90346718D-11	0.79309272D-01
88	0	0.00000000D+00	-0.97967497D-07	0.79309272D-01
	1	0.10723130D+04	0.21395387D-05	0.80403812D-01
	2	0.46950403D+02	-0.16406562D-10	0.79306972D-01
89	0	0.00000000D+00	-0.64128049D-07	0.79306972D-01
	1	0.46950403D+02	0.10184462D-05	0.79329370D-01
	2	0.27811836D+01	-0.32427733D-10	0.79306882D-01
90	0	0.00000000D+00	-0.68634836D-08	0.79306882D-01
	1	0.27811836D+01	0.92959097D-08	0.79306886D-01
	2	0.11812701D+01	0.31187108D-12	0.79306878D-01
91	0	0.00000000D+00	-0.34013119D-09	0.79306878D-01
	1	0.11812701D+01	0.36978889D-10	0.79306878D-01
	2	0.10654364D+01	0.19641549D-15	0.79306878D-01
92	0	0.00000000D+00	-0.87194771D-11	0.79306878D-01

```

1 0.10654364D+01 0.26400998D-12 0.79306878D-01
93 0 0.00000000D+00 -0.21720226D-12 0.79306878D-01
1 0.10654364D+01 -0.39026180D-15 0.79306878D-01

```

Continuity of Care Model

Number of Iterations = 93

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	1.000	--	--	--	--	--
qualunit	--	1.000	--	--	--	--
unmet2	--	--	1.000	--	--	--
prepare	--	--	--	1.000	--	--
famres	--	--	--	--	1.000	--
SHR	--	--	--	--	--	1.000
nonurse	--	--	--	--	--	--
patsyou	--	--	--	--	--	--
lastrns	--	--	--	--	--	--
safety	--	--	--	--	--	--
fulltime	--	--	--	--	--	--
emplytype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ptmanage	--	--	--	--	--	--
qualunit	--	--	--	--	--	--
unmet2	--	--	--	--	--	--
prepare	--	--	--	--	--	--
famres	--	--	--	--	--	--
SHR	--	--	--	--	--	--
nonurse	1.000	--	--	--	--	--
patsyou	--	1.000	--	--	--	--
lastrns	--	--	1.000	--	--	--
safety	--	--	--	1.000	--	--
fulltime	--	--	--	--	1.000	--
emplytype	--	--	--	--	--	1.000
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	--	--	--
qualunit	--	--	--
unmet2	--	--	--

prepare	--	--	--
famres	--	--	--
SHR	--	--	--
nonurse	--	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	--	--	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	1.000	--	--
MBI_EE	--	1.000	--
satisjob	--	--	1.000

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	--	0.014 (0.033) 0.410	-0.005 (0.088) -0.061	0.748 (0.039) 19.101	--
ETA 2	--	--	-0.116 (0.027) -4.215	--	--	--
ETA 3	--	--	--	--	0.100 (0.034) 2.903	--
ETA 4	--	--	--	--	0.007 (0.010) 0.685	--

ETA 5	--	0.231 (0.046) 5.014	-0.063 (0.033) -1.921	--	--	-0.094 (0.023) -4.038
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.180 (0.050) 3.584
ETA 8	--	--	--	--	--	0.023 (0.229) 0.099
ETA 9	--	--	--	--	--	-0.109 (0.228) -0.477
ETA 10	--	--	0.415 (0.071) 5.823	--	--	0.079 (0.058) 1.378
ETA 11	--	--	--	--	--	0.013 (0.016) 0.775
ETA 12	--	--	--	--	--	0.003 (0.026) 0.101
ETA 13	--	--	--	--	--	0.180 (0.219) 0.824
ETA 14	--	--	--	--	--	1.483 (0.352) 4.218
ETA 15	--	--	-0.044 (0.032) -1.405	--	--	0.036 (0.025) 1.459

BETA

ETA 7 ETA 8 ETA 9 ETA 10 ETA 11 ETA 12

ETA 1	--	0.003	--	-0.075	--	--
		(0.003)		(0.018)		
		0.889		-4.114		
ETA 2	--	-0.007	--	-0.068	--	--
		(0.003)		(0.018)		
		-2.392		-3.790		
ETA 3	0.266	0.019	0.000	--	-0.072	-0.066
	(0.026)	(0.005)	(0.006)		(0.077)	(0.045)
	10.127	3.586	0.066		-0.927	-1.469
ETA 4	0.055	0.005	0.000	--	--	--
	(0.008)	(0.002)	(0.002)			
	6.823	2.744	0.096			
ETA 5	--	0.001	--	--	--	--
		(0.004)				
		0.343				
ETA 6	--	--	--	--	--	--
ETA 7	--	0.053	--	--	--	0.155
		(0.008)				(0.069)
		6.680				2.260
ETA 8	--	--	-0.144	--	--	--
			(0.038)			
			-3.767			
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	1.255	0.089	--	0.920	3.131	--
	(0.264)	(0.055)		(0.323)	(0.800)	
	4.755	1.612		2.852	3.913	
ETA 15	--	--	--	--	--	--

BETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	--	--	0.017
		(0.027)	
		0.635	
ETA 2	--	-0.001	0.193
	(0.003)	(0.033)	
	-0.386	5.777	
ETA 3	0.002	0.023	--
	(0.006)	(0.004)	
	0.332	5.960	
ETA 4	-0.001	--	--
	(0.002)		
	-0.611		
ETA 5	--	-0.014	--
	(0.003)		
	-4.730		
ETA 6	--	--	--
ETA 7	-0.035	--	--
	(0.009)		
	-3.898		
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	--	--	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	--	--	--

ETA 15 -0.009 -0.052 --
 (0.004) (0.003)
 -2.203 -17.510

Covariance Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.365					
ETA 2	0.135	0.358				
ETA 3	-0.162	-0.210	0.985			
ETA 4	-0.019	-0.028	0.146	0.090		
ETA 5	0.340	0.128	-0.188	-0.022	0.433	
ETA 6	-0.169	-0.071	0.274	0.024	-0.206	1.439
ETA 7	-0.130	-0.172	0.747	0.137	-0.158	0.253
ETA 8	-0.150	-0.694	1.730	0.348	-0.323	0.055
ETA 9	0.036	0.098	-0.245	-0.042	0.063	-0.156
ETA 10	-0.268	-0.244	0.471	0.063	-0.155	0.228
ETA 11	-0.011	-0.008	0.002	0.001	-0.014	0.018
ETA 12	-0.004	-0.003	-0.018	0.003	-0.005	0.004
ETA 13	0.006	-0.009	-0.297	-0.107	0.008	0.260
ETA 14	-2.032	-1.932	3.989	0.300	-2.333	2.722
ETA 15	0.128	0.186	-0.239	-0.020	0.141	-0.105

Covariance Matrix of ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	2.239					
ETA 8	2.431	46.086				
ETA 9	-0.353	-6.190	42.950			
ETA 10	0.330	0.722	-0.114	2.088		
ETA 11	0.018	0.001	-0.002	0.002	0.216	
ETA 12	0.064	0.000	0.000	-0.007	0.093	0.599
ETA 13	-1.191	0.010	-0.028	-0.103	0.003	0.856
ETA 14	3.761	7.906	-1.337	3.596	0.727	0.372
ETA 15	-0.210	-0.488	0.075	-0.200	-0.037	-0.026

Covariance Matrix of ETA

	ETA 13	ETA 14	ETA 15
ETA 13	39.615		
ETA 14	-1.193	102.393	
ETA 15	-0.266	-5.415	0.698

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	
ETA 1	0.088 (0.017) 5.102					
ETA 2	0.022 (0.012) 1.852	0.274 (0.016) 17.428				
ETA 3	--	--	0.626 (0.048) 12.982			
ETA 4	--	--	0.094 (0.011) 8.423	0.081 (0.005) 17.027		
ETA 5	--	--	--	--	0.341 (0.022) 15.295	
ETA 6	--	--	--	--	--	1.439 (0.093) 15.414
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	
ETA 7	2.014					
	(0.111)					
	18.079					
ETA 8	--	45.194				
		(2.322)				
		19.467				
ETA 9	--	--	42.933			
			(2.321)			
			18.497			
ETA 10	--	--	--	1.858		
				(0.137)		
				13.560		
ETA 11	--	--	--	--	0.216	
					(0.012)	
					18.492	
ETA 12	--	--	--	--	0.093	0.599
					(0.013)	(0.029)
					7.016	20.385
ETA 13	--	--	--	--	--	0.855
						(0.174)
						4.902
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 13	39.568		
	(2.140)		
	18.491		

ETA 14 -- 86.561
 (5.263)
 16.448

ETA 15 -- -- 0.406
 (0.024)
 16.926

Squared Multiple Correlations for Structural Equations

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
0.760	0.235	0.365	0.105	0.213	--

Squared Multiple Correlations for Structural Equations

ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
0.100	0.019	0.000	0.110	0.001	0.000

Squared Multiple Correlations for Structural Equations

ETA 13	ETA 14	ETA 15
0.001	0.155	0.418

THETA-EPS

ptmanage	qualunit	unmet2	prepare	famres	SHR
0.199	0.040	0.333	0.016	0.109	0.480

THETA-EPS

nonurse	patsyou	lastrns	safety	fulltime	emplytype
0.248	2.426	4.772	0.897	0.024	0.006

THETA-EPS

yrs_unit	MBI_EE	satisjob

4.402 18.117 0.037

Squared Multiple Correlations for Y - Variables

ptmanage	qualunit	unmet2	prepare	famres	SHR
0.648	0.900	0.747	0.850	0.800	0.750

Squared Multiple Correlations for Y - Variables

nonurse	patsyou	lastrns	safety	fulltime	empltpe
0.900	0.950	0.900	0.700	0.900	0.990

Squared Multiple Correlations for Y - Variables

yrs_unit	MBI_EE	satisjob
0.900	0.850	0.950

Goodness of Fit Statistics

Degrees of Freedom = 51

Minimum Fit Function Chi-Square = 134.029 (P = 0.00)

Normal Theory Weighted Least Squares Chi-Square = 137.084 (P = 0.00)

Estimated Non-centrality Parameter (NCP) = 86.084

90 Percent Confidence Interval for NCP = (55.098 ; 124.735)

Minimum Fit Function Value = 0.159

Population Discrepancy Function Value (F0) = 0.102

90 Percent Confidence Interval for F0 = (0.0652 ; 0.148)

Root Mean Square Error of Approximation (RMSEA) = 0.0447

90 Percent Confidence Interval for RMSEA = (0.0358 ; 0.0538)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.825

Expected Cross-Validation Index (ECVI) = 0.326

90 Percent Confidence Interval for ECVI = (0.289 ; 0.371)

ECVI for Saturated Model = 0.284

ECVI for Independence Model = 3.196

Chi-Square for Independence Model with 105 Degrees of Freedom = 2670.834

Independence AIC = 2700.834

Model AIC = 275.084

Saturated AIC = 240.000

Independence CAIC = 2786.942

Model CAIC = 671.180

Saturated CAIC = 928.862

Normed Fit Index (NFI) = 0.950

Non-Normed Fit Index (NNFI) = 0.933

Parsimony Normed Fit Index (PNFI) = 0.461

Comparative Fit Index (CFI) = 0.968

Incremental Fit Index (IFI) = 0.968

Relative Fit Index (RFI) = 0.897

Critical N (CN) = 488.921

Root Mean Square Residual (RMR) = 0.572

Standardized RMR = 0.0343

Goodness of Fit Index (GFI) = 0.979

Adjusted Goodness of Fit Index (AGFI) = 0.950

Parsimony Goodness of Fit Index (PGFI) = 0.416

Continuity of Care Model

Fitted Covariance Matrix

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.564					
qualunit	0.135	0.398				
unmet2	-0.162	-0.210	1.318			
prepare	-0.019	-0.028	0.146	0.106		
famres	0.340	0.128	-0.188	-0.022	0.542	
SHR	-0.169	-0.071	0.274	0.024	-0.206	1.919
nonurse	-0.130	-0.172	0.747	0.137	-0.158	0.253
patsyou	-0.150	-0.694	1.730	0.348	-0.323	0.055
lastrns	0.036	0.098	-0.245	-0.042	0.063	-0.156
safety	-0.268	-0.244	0.471	0.063	-0.155	0.228
fulltime	-0.011	-0.008	0.002	0.001	-0.014	0.018
emplytype	-0.004	-0.003	-0.018	0.003	-0.005	0.004
yrs_unit	0.006	-0.009	-0.297	-0.107	0.008	0.260
MBI_EE	-2.032	-1.932	3.989	0.300	-2.333	2.722
satisjob	0.128	0.186	-0.239	-0.020	0.141	-0.105

Fitted Covariance Matrix

nonurse	patsyou	lastrns	safety	fulltime	emplytype
---------	---------	---------	--------	----------	-----------

nonurse	2.487					
patsyou	2.431	48.512				
lastrns	-0.353	-6.190	47.722			
safety	0.330	0.722	-0.114	2.985		
fulltime	0.018	0.001	-0.002	0.002	0.240	
emplytype	0.064	0.000	0.000	-0.007	0.093	0.605
yrs_unit	-1.191	0.010	-0.028	-0.103	0.003	0.856
MBI_EE	3.761	7.906	-1.337	3.596	0.727	0.372
satisjob	-0.210	-0.488	0.075	-0.200	-0.037	-0.026

Fitted Covariance Matrix

	yrs_unit	MBI_EE	satisjob
	-----	-----	-----
yrs_unit	44.017		
MBI_EE	-1.193	120.510	
satisjob	-0.266	-5.415	0.735

Fitted Residuals

	ptmanage	qualunit	unmet2	prepare	famres	SHR
	-----	-----	-----	-----	-----	-----
ptmanage	0.003					
qualunit	-0.001	0.000				
unmet2	0.001	-0.010	0.014			
prepare	-0.002	-0.002	0.007	0.000		
famres	0.001	-0.001	0.000	0.000	0.001	
SHR	-0.018	0.037	0.004	-0.002	0.017	0.000
nonurse	-0.039	0.018	-0.012	-0.001	-0.081	-0.012
patsyou	0.070	0.087	0.018	-0.005	0.030	0.004
lastrns	-0.444	-0.121	-0.169	-0.022	-0.459	-0.067
safety	-0.031	0.008	-0.025	0.015	-0.056	-0.008
fulltime	0.013	0.010	0.003	0.003	-0.006	-0.002
emplytype	-0.034	-0.003	0.001	-0.013	-0.015	-0.005
yrs_unit	-0.023	0.194	0.138	0.015	0.200	0.020
MBI_EE	-0.336	-0.096	0.324	0.333	0.001	-0.008
satisjob	-0.012	0.001	-0.018	-0.017	-0.020	-0.002

Fitted Residuals

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
	-----	-----	-----	-----	-----	-----
nonurse	-0.003					
patsyou	-0.037	0.001				
lastrns	-0.536	0.032	0.000			
safety	0.221	-0.897	1.562	0.004		

qualunit	-0.374	-0.085				
unmet2	0.294	-2.179	2.831			
prepare	-0.557	-0.355	2.927	-0.981		
famres	0.558	-0.582	0.031	-0.065	1.128	
SHR	-0.790	1.468	1.057	-2.084	2.110	1.887
nonurse	-1.195	0.680	-2.393	-1.703	-2.618	-3.373
patsyou	2.634	2.627	0.931	-1.078	2.565	0.435
lastrns	-2.594	-0.857	-1.563	-1.234	-2.781	-2.377
safety	-1.482	1.073	-1.769	0.990	-1.503	-0.986
fulltime	1.093	1.067	0.317	0.532	-0.562	-1.274
emplytype	-1.767	-0.193	0.097	-1.532	-0.810	-1.735
yrs_unit	-0.139	1.455	1.843	1.346	1.256	0.876
MBI_EE	-2.359	-3.944	2.776	3.020	0.031	-0.753
satisjob	-1.384	0.412	-2.399	-2.036	-1.396	-1.100

Standardized Residuals

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
nonurse	-0.555					
patsyou	-0.715	1.608				
lastrns	-1.504	1.454	--			
safety	2.980	-2.378	3.959	3.597		
fulltime	0.170	-0.014	3.034	2.412	--	
emplytype	1.045	0.879	0.635	-0.423	-1.119	-0.989
yrs_unit	1.122	1.213	-2.023	-2.345	-0.961	-0.942
MBI_EE	0.792	-0.295	1.763	1.581	2.394	1.785
satisjob	0.477	1.610	-0.112	0.208	3.110	0.603

Standardized Residuals

	yrs_unit	MBI_EE	satisjob
yrs_unit	-0.336		
MBI_EE	-0.108	1.049	
satisjob	0.088	-2.840	1.193

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -3.944
Median Standardized Residual = 0.000
Largest Standardized Residual = 3.959

Stemleaf Plot

- 3|9

- 3|4
- 2|8866
- 2|4444432100
- 1|887765555
- 1|443221110000
- 0|9988876666
- 0|4443321111100000
- 0|11223344
- 0|5566678999
- 1|0001111112233
- 1|55566668889
- 2|144
- 2|666889
- 3|0001
- 3|6
- 4|0

Largest Negative Standardized Residuals

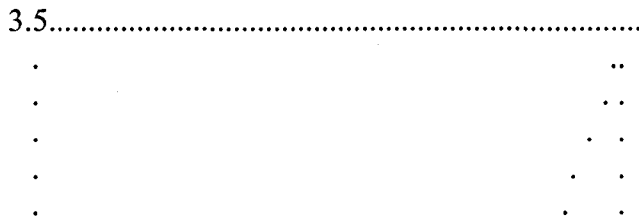
- Residual for nonurse and famres -2.618
- Residual for nonurse and SHR -3.373
- Residual for lastrns and ptmanage -2.594
- Residual for lastrns and famres -2.781
- Residual for MBI_EE and qualunit -3.944
- Residual for satisjob and MBI_EE -2.840

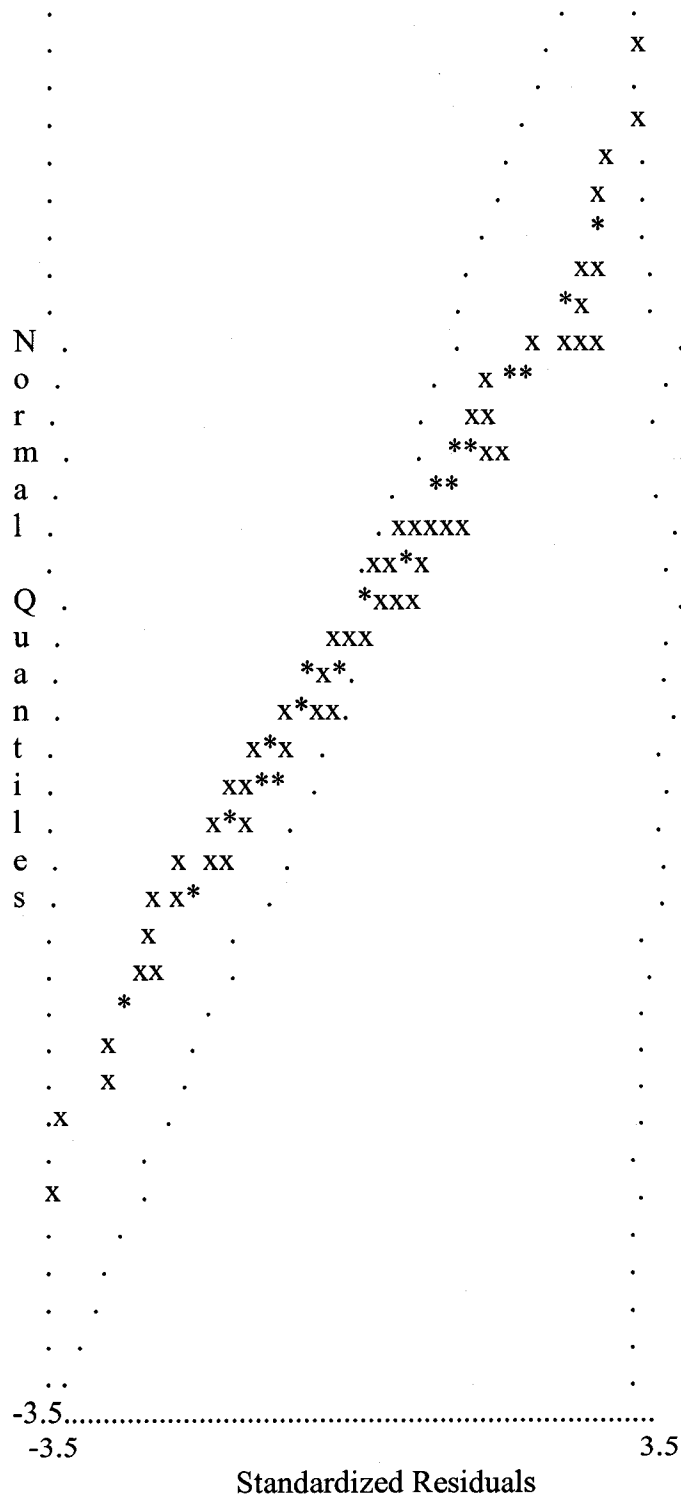
Largest Positive Standardized Residuals

- Residual for unmet2 and unmet2 2.831
- Residual for prepare and unmet2 2.927
- Residual for patsyou and ptmanage 2.634
- Residual for patsyou and qualunit 2.627
- Residual for safety and nonurse 2.980
- Residual for safety and lastrns 3.959
- Residual for safety and safety 3.597
- Residual for fulltime and lastrns 3.034
- Residual for MBI_EE and unmet2 2.776
- Residual for MBI_EE and prepare 3.020
- Residual for satisjob and fulltime 3.110

Continuity of Care Model

Qplot of Standardized Residuals





Continuity of Care Model

Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	3.530	--	--	--	1.732
qualunit	0.092	--	--	0.236	0.081	2.399
unmet2	1.973	1.336	--	0.041	1.188	2.793
prepare	0.051	0.127	10.618	--	0.004	1.732
famres	0.054	3.530	--	0.392	--	1.732
SHR	0.475	2.170	10.316	4.763	4.922	--
nonurse	3.512	0.730	5.135	3.771	4.187	--
patsyou	2.774	3.820	10.926	4.826	0.693	3.467
lastrns	10.647	0.755	0.467	1.592	8.190	--
safety	1.987	1.803	8.401	0.330	2.054	0.016
fulltime	0.521	1.664	0.088	0.323	0.045	--
emplytype	2.328	0.606	0.062	2.991	1.440	--
yrs_unit	0.643	2.333	0.912	3.749	0.676	--
MBI_EE	4.131	8.419	8.401	6.472	1.534	2.399
satisjob	2.948	1.382	--	0.124	2.023	2.082

Modification Indices for LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	0.349	--	0.389	--	3.387	2.783
qualunit	1.785	--	0.018	1.855	0.578	0.000
unmet2	4.651	7.108	13.772	3.599	0.576	0.070
prepare	0.349	--	0.389	0.994	0.226	2.933
famres	6.727	--	2.864	1.855	2.587	0.212
SHR	12.299	0.009	5.650	4.321	1.754	3.017
nonurse	--	--	4.089	7.702	0.003	0.289
patsyou	1.012	--	2.110	4.953	0.112	1.186
lastrns	2.103	--	--	13.859	9.501	0.581
safety	9.738	5.599	14.043	--	7.125	0.675
fulltime	0.021	0.043	7.301	4.895	--	3.096
emplytype	0.211	0.500	0.125	0.438	0.005	--
yrs_unit	1.288	1.395	4.802	2.929	0.466	0.249
MBI_EE	0.004	2.233	1.381	0.186	10.294	5.434
satisjob	0.260	2.233	1.051	0.159	9.507	3.556

Modification Indices for LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	2.647	3.529	--
qualunit	1.714	--	2.412

unmet2	8.912	0.695	0.194
prepare	2.647	8.785	4.296
famres	3.186	3.529	2.412
SHR	0.786	1.357	0.422
nonurse	0.019	2.492	0.627
patsyou	1.256	1.712	3.292
lastrns	3.456	3.084	0.001
safety	6.179	0.050	0.218
fulltime	1.000	0.108	8.913
emplytype	--	2.283	0.008
yrs_unit	--	0.119	0.004
MBI_EE	0.100	--	12.317
satisjob	1.786	3.529	--

Expected Change for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	5.238	--	--	--	-0.028
qualunit	-0.045	--	--	0.042	-0.034	0.031
unmet2	0.156	-0.114	--	-0.091	0.103	0.285
prepare	-0.005	-0.007	0.169	--	0.001	-5.193
famres	0.064	-7.003	--	0.066	--	0.037
SHR	0.160	0.142	-2.052	-1.458	0.814	--
nonurse	-0.190	0.081	-1.030	-1.917	-0.185	--
patsyou	2.606	2.581	-8.338	-15.831	1.667	4.611
lastrns	-1.536	-0.383	-0.357	-3.940	-1.202	--
safety	-0.210	0.589	-3.632	0.147	-0.161	0.027
fulltime	0.024	0.040	0.008	0.033	0.006	--
emplytype	-0.078	-0.037	-0.014	-0.167	-0.055	--
yrs_unit	0.359	0.650	0.657	5.832	0.327	--
MBI_EE	-1.888	-5.746	3.343	3.055	-1.112	25.808
satisjob	-0.099	-0.275	--	-0.037	-0.066	-0.150

Expected Change for LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	0.010	--	-0.002	--	0.084	-0.043
qualunit	0.022	--	0.000	0.127	0.034	0.000
unmet2	-0.188	0.057	-0.060	-0.080	-0.173	0.034
prepare	1.905	--	-0.375	0.009	0.012	-0.024
famres	-0.044	--	-0.005	-0.029	-0.072	0.012
SHR	-0.642	0.006	-0.054	-0.385	-0.525	-0.367
nonurse	--	--	-0.017	0.122	-0.007	0.116
patsyou	-0.781	--	0.210	-0.457	0.174	0.333

lastrns	-0.253	--	--	0.769	1.648	0.233
safety	0.155	-0.022	0.034	--	0.343	-0.060
fulltime	0.002	-0.001	0.007	0.032	--	-0.175
emplytype	0.024	0.003	0.001	-0.015	-0.056	--
yrs_unit	0.695	0.040	-0.078	-0.335	-0.349	-0.564
MBI_EE	0.024	0.110	0.056	0.172	3.328	0.923
satisjob	0.010	0.006	0.004	0.009	0.168	0.058

Expected Change for LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	-0.005	-0.006	--
qualunit	0.004	--	0.275
unmet2	0.051	-0.050	-0.035
prepare	-1.014	0.004	-0.028
famres	0.006	0.008	-0.064
SHR	0.024	-0.076	-0.233
nonurse	-0.007	-0.026	0.063
patsyou	0.044	-0.131	0.701
lastrns	-0.073	0.046	-0.011
safety	-0.023	0.005	0.045
fulltime	-0.003	-0.002	0.079
emplytype	--	0.004	-0.003
yrs_unit	--	-0.009	0.028
MBI_EE	0.019	--	-6.344
satisjob	-0.023	0.367	--

Standardized Expected Change for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	3.135	--	--	--	-0.033
qualunit	-0.027	--	--	0.013	-0.022	0.037
unmet2	0.094	-0.068	--	-0.027	0.068	0.341
prepare	-0.003	-0.004	0.168	--	0.001	-6.229
famres	0.039	-4.192	--	0.020	--	0.045
SHR	0.097	0.085	-2.036	-0.438	0.536	--
nonurse	-0.115	0.048	-1.022	-0.576	-0.122	--
patsyou	1.575	1.545	-8.274	-4.754	1.098	5.531
lastrns	-0.928	-0.229	-0.354	-1.183	-0.791	--
safety	-0.127	0.353	-3.604	0.044	-0.106	0.032
fulltime	0.015	0.024	0.008	0.010	0.004	--
emplytype	-0.047	-0.022	-0.014	-0.050	-0.036	--
yrs_unit	0.217	0.389	0.652	1.751	0.216	--
MBI_EE	-1.141	-3.439	3.317	0.917	-0.732	30.956

satisjob -0.060 -0.165 -- -0.011 -0.043 -0.179

Standardized Expected Change for LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	0.015	--	-0.013	--	0.039	-0.033
qualunit	0.033	--	0.003	0.184	0.016	0.000
unmet2	-0.282	0.389	-0.390	-0.115	-0.080	0.027
prepare	2.850	--	-2.459	0.013	0.005	-0.019
famres	-0.065	--	-0.035	-0.043	-0.033	0.009
SHR	-0.961	0.043	-0.352	-0.556	-0.244	-0.284
nonurse	--	--	-0.111	0.177	-0.003	0.090
patsyou	-1.169	--	1.376	-0.661	0.081	0.257
lastrns	-0.378	--	--	1.111	0.766	0.180
safety	0.232	-0.148	0.222	--	0.159	-0.046
fulltime	0.003	-0.003	0.046	0.046	--	-0.135
emplytype	0.036	0.019	0.010	-0.021	-0.026	--
yrs_unit	1.040	0.272	-0.514	-0.485	-0.162	-0.436
MBI_EE	0.035	0.745	0.370	0.249	1.547	0.715
satisjob	0.016	0.039	0.025	0.013	0.078	0.045

Standardized Expected Change for LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	-0.034	-0.064	--
qualunit	0.027	--	0.230
unmet2	0.319	-0.504	-0.030
prepare	-6.380	0.037	-0.023
famres	0.037	0.085	-0.053
SHR	0.152	-0.765	-0.194
nonurse	-0.042	-0.266	0.053
patsyou	0.279	-1.324	0.585
lastrns	-0.462	0.466	-0.009
safety	-0.148	0.051	0.038
fulltime	-0.018	-0.016	0.066
emplytype	--	0.045	-0.002
yrs_unit	--	-0.089	0.023
MBI_EE	0.118	--	-5.300
satisjob	-0.143	3.710	--

Modification Indices for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
--	-------	-------	-------	-------	-------	-------

ETA 1	--	3.530	--	--	--	1.732
ETA 2	0.085	--	--	0.378	0.081	2.399
ETA 3	1.330	1.144	--	--	0.626	--
ETA 4	0.051	0.127	10.618	--	0.004	--
ETA 5	0.054	--	--	0.392	--	--
ETA 6	0.003	2.112	--	--	2.112	--
ETA 7	4.665	0.158	3.261	2.633	5.168	--
ETA 8	0.336	3.617	3.955	1.993	1.067	--
ETA 9	11.197	0.937	0.405	1.513	8.366	--
ETA 10	2.295	0.543	--	0.941	2.058	--
ETA 11	0.450	1.437	0.273	0.935	0.058	--
ETA 12	2.893	0.524	0.055	2.991	1.875	--
ETA 13	1.477	2.325	0.771	4.170	1.506	--
ETA 14	0.699	11.340	8.401	8.576	1.229	--
ETA 15	3.317	1.376	--	0.046	2.318	--

Modification Indices for BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	0.349	--	0.389	--	3.387	2.783
ETA 2	0.734	--	0.133	--	0.510	0.029
ETA 3	--	--	--	3.172	--	--
ETA 4	--	--	--	0.994	0.221	2.917
ETA 5	6.518	--	6.419	1.855	0.095	0.793
ETA 6	--	--	--	--	--	--
ETA 7	--	--	3.347	9.938	0.005	--
ETA 8	2.110	--	--	3.350	0.164	0.929
ETA 9	2.056	--	--	16.037	9.310	0.389
ETA 10	8.284	5.599	17.746	--	4.750	0.050
ETA 11	0.021	0.043	8.391	5.089	--	0.977
ETA 12	0.211	0.500	0.047	0.161	--	--
ETA 13	0.954	1.138	4.097	4.864	0.977	0.977
ETA 14	--	--	1.445	--	--	2.394
ETA 15	0.547	2.233	0.907	0.159	11.372	3.457

Modification Indices for BETA

	ETA 13	ETA 14	ETA 15
ETA 1	2.647	3.529	--
ETA 2	2.175	--	--
ETA 3	--	--	0.019
ETA 4	--	8.807	4.296
ETA 5	0.504	--	2.412
ETA 6	--	--	--

ETA 7	--	0.834	0.008
ETA 8	0.916	0.031	2.452
ETA 9	4.049	3.264	0.042
ETA 10	6.059	1.762	0.117
ETA 11	0.977	0.108	8.573
ETA 12	--	2.365	0.008
ETA 13	--	0.207	0.025
ETA 14	0.019	--	9.739
ETA 15	--	--	--

Expected Change for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	5.238	--	--	--	-0.028
ETA 2	-0.046	--	--	0.054	-0.034	0.031
ETA 3	0.131	-0.106	--	--	0.077	--
ETA 4	-0.005	-0.007	0.169	--	0.001	--
ETA 5	0.064	--	--	0.066	--	--
ETA 6	-0.015	0.153	--	--	0.660	--
ETA 7	-0.278	0.047	2.021	3.709	-0.262	--
ETA 8	1.068	2.937	-5.581	-16.366	-2.733	--
ETA 9	-1.605	-0.435	-0.339	-3.914	-1.238	--
ETA 10	-0.237	0.326	--	0.252	-0.169	--
ETA 11	0.023	0.038	0.015	0.057	0.007	--
ETA 12	-0.087	-0.034	-0.013	-0.168	-0.063	--
ETA 13	0.553	0.661	0.612	6.558	0.496	--
ETA 14	-1.846	-7.777	3.343	4.021	2.791	--
ETA 15	-0.110	-0.275	--	-0.023	-0.074	--

Expected Change for BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	0.010	--	-0.002	--	0.084	-0.043
ETA 2	0.015	--	-0.001	--	0.032	-0.004
ETA 3	--	--	--	-0.075	--	--
ETA 4	--	--	--	0.009	0.011	-0.024
ETA 5	-0.051	--	-0.009	-0.029	-0.016	-0.027
ETA 6	--	--	--	--	--	--
ETA 7	--	--	-0.015	0.172	0.009	--
ETA 8	-1.217	--	--	-0.410	0.219	0.297
ETA 9	-0.255	--	--	0.835	1.645	0.192
ETA 10	0.146	-0.022	0.039	--	0.284	-0.017
ETA 11	0.002	-0.001	0.008	0.032	--	-0.129
ETA 12	0.024	0.003	0.001	-0.009	--	--

ETA 13	0.619	0.036	-0.073	-0.438	-0.512	-1.182
ETA 14	--	--	0.069	--	--	0.738
ETA 15	0.016	0.006	0.004	0.009	0.188	0.059

Expected Change for BETA

	ETA 13	ETA 14	ETA 15
ETA 1	-0.005	-0.006	--
ETA 2	0.005	--	--
ETA 3	--	--	-0.012
ETA 4	--	0.004	-0.028
ETA 5	0.003	--	-0.064
ETA 6	--	--	--
ETA 7	--	0.023	-0.009
ETA 8	0.038	-0.020	0.659
ETA 9	-0.080	0.048	-0.061
ETA 10	-0.024	0.034	0.034
ETA 11	-0.003	-0.002	0.079
ETA 12	--	0.005	-0.003
ETA 13	--	-0.012	0.074
ETA 14	0.008	--	-6.643
ETA 15	--	--	--

Standardized Expected Change for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	14.478	--	--	--	-0.038
ETA 2	-0.128	--	--	0.301	-0.086	0.043
ETA 3	0.218	-0.178	--	--	0.118	--
ETA 4	-0.029	-0.039	0.567	--	0.006	--
ETA 5	0.160	--	--	0.332	--	--
ETA 6	-0.020	0.213	--	--	0.836	--
ETA 7	-0.307	0.053	1.362	8.256	-0.266	--
ETA 8	0.260	0.723	-0.828	-8.029	-0.612	--
ETA 9	-0.405	-0.111	-0.052	-1.989	-0.287	--
ETA 10	-0.272	0.377	--	0.580	-0.177	--
ETA 11	0.082	0.135	0.032	0.409	0.024	--
ETA 12	-0.187	-0.074	-0.017	-0.722	-0.123	--
ETA 13	0.145	0.175	0.098	3.470	0.120	--
ETA 14	-0.302	-1.284	0.333	1.323	0.419	--
ETA 15	-0.217	-0.550	--	-0.092	-0.135	--

Standardized Expected Change for BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	0.011	--	-0.001	--	0.298	-0.092
ETA 2	0.016	--	0.000	--	0.116	-0.009
ETA 3	--	--	--	-0.053	--	--
ETA 4	--	--	--	0.021	0.082	-0.105
ETA 5	-0.052	--	-0.002	-0.031	-0.053	-0.052
ETA 6	--	--	--	--	--	--
ETA 7	--	--	-0.002	0.079	0.012	--
ETA 8	-0.120	--	--	-0.042	0.069	0.057
ETA 9	-0.026	--	--	0.088	0.540	0.038
ETA 10	0.067	-0.002	0.004	--	0.424	-0.015
ETA 11	0.002	0.000	0.002	0.048	--	-0.359
ETA 12	0.021	0.001	0.000	-0.008	--	--
ETA 13	0.066	0.001	-0.002	-0.048	-0.175	-0.243
ETA 14	--	--	0.001	--	--	0.094
ETA 15	0.012	0.001	0.001	0.007	0.485	0.091

Standardized Expected Change for BETA

	ETA 13	ETA 14	ETA 15
ETA 1	-0.001	-0.001	--
ETA 2	0.001	--	--
ETA 3	--	--	-0.014
ETA 4	--	0.001	-0.110
ETA 5	0.001	--	-0.116
ETA 6	--	--	--
ETA 7	--	0.001	-0.007
ETA 8	0.001	0.000	0.116
ETA 9	-0.002	0.001	-0.011
ETA 10	-0.003	0.002	0.028
ETA 11	-0.001	0.000	0.203
ETA 12	--	0.001	-0.004
ETA 13	--	0.000	0.014
ETA 14	0.000	--	-0.786
ETA 15	--	--	--

Modification Indices for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--					
ETA 2	--	--				
ETA 3	0.706	2.064	--			
ETA 4	5.011	0.423	--	--		

ETA 5	4.514	0.506	1.137	0.810	--	
ETA 6	1.732	2.399	--	--	--	--
ETA 7	0.451	0.823	--	2.917	5.614	--
ETA 8	0.350	0.163	--	--	6.419	--
ETA 9	0.416	0.114	--	--	6.419	--
ETA 10	1.732	2.399	3.172	0.590	1.855	--
ETA 11	5.584	0.670	--	0.957	0.000	--
ETA 12	3.876	0.372	--	3.615	0.974	--
ETA 13	1.420	2.330	--	3.615	0.788	--
ETA 14	4.451	3.194	3.172	8.226	6.201	--
ETA 15	4.082	0.145	0.019	0.230	2.229	--

Modification Indices for PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	--					
ETA 8	3.347	--				
ETA 9	3.347	--	--			
ETA 10	9.892	3.174	17.746	--		
ETA 11	0.005	0.035	8.391	4.904	--	
ETA 12	0.005	0.555	0.047	0.138	--	--
ETA 13	0.005	0.643	4.097	5.541	0.977	--
ETA 14	0.502	1.445	1.445	8.401	2.418	2.418
ETA 15	0.014	2.715	0.907	0.159	8.732	1.140

Modification Indices for PSI

	ETA 13	ETA 14	ETA 15
ETA 13	--		
ETA 14	0.027	--	
ETA 15	1.140	9.019	--

Expected Change for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--					
ETA 2	--	--				
ETA 3	0.030	-0.041	--			
ETA 4	-0.097	0.004	--	--		
ETA 5	-0.113	0.035	0.037	0.006	--	
ETA 6	-0.040	0.045	--	--	--	--
ETA 7	0.024	0.031	--	0.315	-0.096	--
ETA 8	-0.600	-0.401	--	--	-2.956	--

ETA 9	-0.090	-0.046	--	--	-0.405	--
ETA 10	0.653	-0.724	-0.140	0.013	-0.055	--
ETA 11	0.022	0.008	--	0.005	0.000	--
ETA 12	-0.029	-0.009	--	-0.015	-0.017	--
ETA 13	-0.156	0.196	--	0.705	0.133	--
ETA 14	-0.602	-1.214	7.095	0.318	2.262	--
ETA 15	-0.053	0.049	-0.005	-0.003	-0.025	--

Expected Change for PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ETA 7	--					
ETA 8	-4.861	--				
ETA 9	-0.665	--	--			
ETA 10	0.321	-0.748	1.674	--		
ETA 11	0.002	0.021	0.326	0.060	--	
ETA 12	-0.011	0.131	0.038	-0.016	--	--
ETA 13	0.500	1.245	-3.142	-0.886	-0.110	--
ETA 14	-2.379	21.625	2.959	-14.980	-0.944	0.409
ETA 15	0.005	0.289	0.158	0.016	0.034	0.019

Expected Change for PSI

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 13	--		
ETA 14	-0.389	--	
ETA 15	-0.879	-2.743	--

Standardized Expected Change for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----
ETA 1	--					
ETA 2	--	--				
ETA 3	0.049	-0.069	--			
ETA 4	-0.534	0.021	--	--		
ETA 5	-0.284	0.089	0.056	0.032	--	
ETA 6	-0.055	0.062	--	--	--	--
ETA 7	0.026	0.035	--	0.702	-0.098	--
ETA 8	-0.146	-0.099	--	--	-0.661	--
ETA 9	-0.023	-0.012	--	--	-0.094	--
ETA 10	0.748	-0.837	-0.098	0.031	-0.058	--
ETA 11	0.080	0.028	--	0.036	-0.001	--
ETA 12	-0.062	-0.019	--	-0.066	-0.033	--

ETA 13	-0.041	0.052	--	0.373	0.032	--
ETA 14	-0.098	-0.200	0.707	0.105	0.340	--
ETA 15	-0.104	0.099	-0.006	-0.014	-0.045	--

Standardized Expected Change for PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	--					
ETA 8	-0.479	--				
ETA 9	-0.068	--	--			
ETA 10	0.149	-0.076	0.177	--		
ETA 11	0.003	0.007	0.107	0.090	--	
ETA 12	-0.009	0.025	0.008	-0.014	--	--
ETA 13	0.053	0.029	-0.076	-0.097	-0.038	--
ETA 14	-0.157	0.315	0.045	-1.025	-0.201	0.052
ETA 15	0.004	0.051	0.029	0.013	0.089	0.029

Standardized Expected Change for PSI

	ETA 13	ETA 14	ETA 15
ETA 13	--		
ETA 14	-0.006	--	
ETA 15	-0.167	-0.325	--

Modification Indices for THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	--					
qualunit	4.514	0.506				
unmet2	0.396	2.649	0.663			
prepare	5.011	0.220	0.000	5.009		
famres	4.514	0.140	0.829	1.358	4.514	
SHR	1.206	2.028	5.865	2.487	1.688	3.563
nonurse	0.482	2.159	4.584	3.391	6.733	5.560
patsyou	0.615	0.471	3.174	1.693	0.108	1.950
lastsns	0.415	0.025	11.894	0.415	2.829	5.626
safety	6.985	1.641	4.218	0.171	3.028	0.931
fulltime	6.563	0.711	0.642	0.323	3.774	0.646
emptype	3.922	0.299	0.021	3.634	0.591	2.066
yrs_unit	1.412	2.318	6.071	2.359	1.603	0.581
MBI_EE	4.639	0.073	0.027	4.835	1.773	0.001
satisjob	4.082	2.125	0.011	0.378	0.259	2.850

Modification Indices for THETA-EPS

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
nonurse	4.634					
patsyou	0.138	--				
lastrns	4.084	2.153	--			
safety	10.899	4.774	12.049	11.794		
fulltime	0.001	0.010	7.292	8.728	2.358	
emplytype	0.236	0.763	0.218	1.990	2.010	0.005
yrs_unit	0.031	1.086	4.193	2.972	0.436	0.178
MBI_EE	1.622	2.194	1.699	0.365	5.181	3.380
satisjob	0.018	2.868	1.515	0.083	7.161	1.514

Modification Indices for THETA-EPS

	yrs_unit	MBI_EE	satisjob
yrs_unit	--		
MBI_EE	0.036	9.671	
satisjob	2.920	8.624	0.218

Expected Change for THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	--					
qualunit	0.489	-0.152				
unmet2	0.024	-0.045	0.114			
prepare	-0.097	0.003	0.000	-18.050		
famres	-0.113	0.019	0.027	0.008	0.151	
SHR	-0.030	0.037	0.442	-0.078	0.047	4.177
nonurse	0.019	0.039	-0.296	-0.147	-0.070	-0.686
patsyou	-0.560	-0.458	1.505	-0.850	0.225	2.821
lastrns	-0.088	0.021	-2.343	-16.335	-0.223	-2.257
safety	0.739	0.205	-0.155	0.007	-0.067	-0.208
fulltime	0.024	0.008	-0.038	0.003	-0.018	-0.064
emplytype	-0.029	-0.008	0.011	-0.015	0.011	-0.168
yrs_unit	-0.153	0.188	1.589	0.491	0.158	0.793
MBI_EE	-0.370	-0.150	0.100	0.200	0.263	0.068
satisjob	-0.053	0.088	-0.003	-0.004	-0.008	-0.171

Expected Change for THETA-EPS

nonurse	patsyou	lastrns	safety	fulltime	emplytype
---------	---------	---------	--------	----------	-----------

nonurse	2.744					
patsyou	-0.748	--				
lastrns	-0.710	8.927	--			
safety	0.266	-0.841	1.337	10.137		
fulltime	0.001	0.011	0.299	0.079	0.298	
emplytype	0.046	0.152	0.081	-0.059	-0.105	0.070
yrs_unit	-0.275	1.603	-3.118	-0.626	-0.072	0.733
MBI_EE	-0.762	4.468	2.646	-0.424	0.459	0.404
satisjob	0.004	0.272	0.197	0.012	0.030	0.021

Expected Change for THETA-EPS

	yrs_unit	MBI_EE	satisjob
	-----	-----	-----
yrs_unit	--		
MBI_EE	-0.426	-45.081	
satisjob	-0.804	-2.169	0.288

Maximum Modification Index is 17.75 for Element (10, 9) of PSI

Covariance Matrix of Parameter Estimates

	BE 1,3	BE 1,4	BE 1,5	BE 1,8	BE 1,10	BE 1,15
	-----	-----	-----	-----	-----	-----
BE 1,3	0.001					
BE 1,4	-0.002	0.008				
BE 1,5	0.000	0.000	0.002			
BE 1,8	0.000	0.000	0.000	0.000		
BE 1,10	0.000	0.000	0.000	0.000	0.000	
BE 1,15	0.000	0.000	0.000	0.000	0.000	0.001
BE 2,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,15	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,8	0.000	0.000	0.000	0.000	0.000	0.000

BE 4,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.001	0.001	0.000	0.000	0.002

PS 15,15 0.000 0.000 0.000 0.000 0.000 0.000

Covariance Matrix of Parameter Estimates

	BE 2,3	BE 2,8	BE 2,10	BE 2,14	BE 2,15	BE 3,6
	-----	-----	-----	-----	-----	-----
BE 2,3	0.001					
BE 2,8	0.000	0.000				
BE 2,10	0.000	0.000	0.000			
BE 2,14	0.000	0.000	0.000	0.000		
BE 2,15	0.000	0.000	0.000	0.000	0.001	
BE 3,6	0.000	0.000	0.000	0.000	0.000	0.001
BE 3,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.001
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000

BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 3,7	BE 3,8	BE 3,9	BE 3,11	BE 3,12	BE 3,13
BE 3,7	0.001					
BE 3,8	0.000	0.000				
BE 3,9	0.000	0.000	0.000			
BE 3,11	0.000	0.000	0.000	0.006		
BE 3,12	0.000	0.000	0.000	-0.001	0.002	
BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000

BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.001	0.000	0.000	0.001	0.000	0.000
BE 14,11	0.000	0.000	0.000	-0.002	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 3,14	BE 4,6	BE 4,7	BE 4,8	BE 4,9	BE 4,13
BE 3,14	0.000					
BE 4,6	0.000	0.000				

BE 4,7	0.000	0.000	0.000			
BE 4,8	0.000	0.000	0.000	0.000		
BE 4,9	0.000	0.000	0.000	0.000	0.000	
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000

PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 5,2	BE 5,3	BE 5,6	BE 5,8	BE 5,14	BE 7,6
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BE 5,2	0.002					
BE 5,3	0.000	0.001				
BE 5,6	0.000	0.000	0.001			
BE 5,8	0.000	0.000	0.000	0.000		
BE 5,14	0.000	0.000	0.000	0.000	0.000	
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.003
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	-0.001
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000

PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	-0.001	-0.001	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 7,8	BE 7,12	BE 7,13	BE 8,6	BE 8,9	BE 9,6
BE 7,8	0.000					
BE 7,12	0.000	0.005				
BE 7,13	0.000	0.000	0.000			
BE 8,6	0.000	0.000	0.000	0.052		
BE 8,9	0.000	0.000	0.000	0.000	0.001	
BE 9,6	0.000	0.000	0.000	0.001	0.000	0.052
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	-0.001	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	-0.001	0.002	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.002	0.004
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000

PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 10,3	BE 10,6	BE 11,6	BE 12,6	BE 13,6	BE 14,6
BE 10,3	0.005					
BE 10,6	-0.001	0.003				
BE 11,6	0.000	0.000	0.000			
BE 12,6	0.000	0.000	0.000	0.001		
BE 13,6	0.000	0.000	0.000	0.001	0.048	
BE 14,6	0.001	-0.001	0.000	0.000	0.000	0.124
BE 14,7	0.000	0.000	0.000	0.000	0.000	-0.013
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.001
BE 14,10	-0.005	0.000	0.000	0.000	0.000	-0.016
BE 14,11	0.000	0.000	-0.001	0.000	0.000	-0.009
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.001
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	-0.002
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.001	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	-0.006	0.000
PS 14,14	0.011	0.000	0.000	0.000	0.000	-0.081
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 14,7	BE 14,8	BE 14,10	BE 14,11	BE 15,3	BE 15,6
BE 14,7	0.070					
BE 14,8	-0.004	0.003				
BE 14,10	-0.012	-0.001	0.104			
BE 14,11	-0.005	0.000	0.001	0.640		
BE 15,3	0.000	0.000	0.000	0.000	0.001	
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.001
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.001	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	-0.001	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.016	0.003	-0.273	-0.061	-0.006	-0.005
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 15,13	BE 15,14	PS 1,1	PS 2,1	PS 2,2	PS 3,3
BE 15,13	0.000					
BE 15,14	0.000	0.000				
PS 1,1	0.000	0.000	0.000			
PS 2,1	0.000	0.000	0.000	0.000		
PS 2,2	0.000	0.000	0.000	0.000	0.000	
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.002
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000

PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.003	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	PS 4,3	PS 4,4	PS 5,5	PS 6,6	PS 7,7	PS 8,8
PS 4,3	0.000					
PS 4,4	0.000	0.000				
PS 5,5	0.000	0.000	0.000			
PS 6,6	0.000	0.000	0.000	0.009		
PS 7,7	0.000	0.000	0.000	0.000	0.012	
PS 8,8	0.000	0.000	0.000	0.000	0.000	5.390
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.001
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.001	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	PS 9,9	PS 10,10	PS 11,11	PS 12,11	PS 12,12	PS 13,12
PS 9,9	5.388					
PS 10,10	0.000	0.019				
PS 11,11	0.000	0.000	0.000			
PS 12,11	0.000	0.000	0.000	0.000		
PS 12,12	0.000	0.000	0.000	0.000	0.001	
PS 13,12	0.000	0.000	0.000	0.000	0.001	0.030
PS 13,13	0.000	0.000	0.000	0.000	0.002	0.089
PS 14,14	0.000	0.003	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

PS 13,13 PS 14,14 PS 15,15

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PS 13,13	4.579		
PS 14,14	0.000	27.695	
PS 15,15	0.000	0.002	0.001

Continuity of Care Model

Correlation Matrix of Parameter Estimates

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	BE 1,3	BE 1,4	BE 1,5	BE 1,8	BE 1,10	BE 1,15
BE 1,3	1.000					
BE 1,4	-0.532	1.000				
BE 1,5	0.236	-0.058	1.000			
BE 1,8	-0.217	-0.022	-0.017	1.000		
BE 1,10	-0.316	0.056	0.055	0.032	1.000	
BE 1,15	0.230	-0.106	-0.193	0.001	0.051	1.000
BE 2,3	0.059	0.003	0.005	-0.020	-0.027	0.017
BE 2,8	-0.017	0.000	0.000	0.074	0.002	0.000
BE 2,10	-0.021	0.001	0.002	0.003	0.078	0.006
BE 2,14	0.001	-0.011	-0.017	0.000	-0.001	0.002
BE 2,15	0.013	-0.006	-0.011	0.000	0.004	0.056
BE 3,6	0.001	-0.001	0.002	0.000	-0.001	-0.003
BE 3,7	-0.002	0.000	-0.001	0.000	0.000	-0.003
BE 3,8	-0.002	0.000	0.000	-0.002	0.000	-0.001
BE 3,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,11	0.000	0.000	0.000	0.000	0.000	-0.002
BE 3,12	0.001	0.000	0.000	0.000	0.000	0.000
BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	-0.002	-0.001	0.002	0.001	0.002	0.012
BE 4,6	-0.005	0.010	-0.001	0.000	0.000	-0.001
BE 4,7	0.001	-0.001	0.000	0.000	0.000	0.000
BE 4,8	0.000	-0.002	0.000	0.001	0.000	0.000
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	-0.001	0.000	0.000	0.000	0.000
BE 5,2	-0.026	0.004	-0.005	0.003	0.027	-0.032
BE 5,3	-0.146	-0.010	-0.031	0.052	0.014	-0.052
BE 5,6	0.001	0.012	0.039	-0.001	-0.007	-0.023
BE 5,8	0.041	0.002	0.004	-0.201	0.001	-0.003
BE 5,14	0.026	0.020	0.026	-0.002	-0.008	0.110
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,8	-0.001	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.001	0.000	0.000

BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.050	0.003	0.007	0.003	-0.011	0.009
BE 10,6	-0.005	-0.005	-0.016	-0.005	0.013	0.002
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.001	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	-0.001
BE 14,6	0.000	0.002	0.003	0.001	-0.001	0.005
BE 14,7	-0.003	0.001	0.001	0.002	0.002	0.006
BE 14,8	0.001	0.000	0.001	-0.006	0.001	0.003
BE 14,10	-0.006	-0.006	-0.009	-0.005	-0.008	-0.039
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.001
BE 15,3	-0.001	0.000	0.000	0.000	0.000	-0.002
BE 15,6	0.001	-0.001	-0.001	0.000	0.001	0.006
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.001	0.000	0.000	0.000	0.000	0.006
PS 1,1	-0.093	0.020	-0.289	0.004	0.077	0.062
PS 2,1	-0.009	-0.015	-0.214	-0.005	0.031	0.056
PS 2,2	0.003	0.000	0.001	-0.001	0.004	0.001
PS 3,3	-0.006	0.001	-0.001	0.000	0.000	-0.002
PS 4,3	0.000	-0.003	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	-0.059	0.012	-0.267	0.005	-0.018	0.057
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	-0.002	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.030	0.001	0.002	0.000	0.096	0.001
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.002	0.002	0.001	0.001	0.012
PS 15,15	0.001	-0.001	-0.001	0.000	0.001	0.005

Correlation Matrix of Parameter Estimates

	BE 2,3	BE 2,8	BE 2,10	BE 2,14	BE 2,15	BE 3,6
BE 2,3	1.000					
BE 2,8	-0.265	1.000				
BE 2,10	-0.315	0.035	1.000			
BE 2,14	-0.280	0.005	-0.120	1.000		
BE 2,15	0.016	0.000	-0.021	0.647	1.000	
BE 3,6	0.008	-0.002	0.003	0.000	0.005	1.000

BE 3,7	0.030	-0.009	-0.006	-0.009	-0.001	-0.120
BE 3,8	-0.004	0.066	0.001	-0.004	-0.001	0.056
BE 3,9	0.001	0.000	0.000	0.000	0.000	0.022
BE 3,11	-0.002	0.001	-0.002	0.003	0.001	0.002
BE 3,12	-0.004	0.001	0.001	0.002	0.000	0.026
BE 3,13	0.001	0.000	0.000	-0.005	-0.007	-0.068
BE 3,14	-0.012	-0.004	-0.001	0.044	0.004	-0.227
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.308
BE 4,7	-0.001	0.000	0.000	0.000	0.000	-0.055
BE 4,8	0.002	-0.001	0.000	-0.001	0.000	0.013
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.007
BE 4,13	0.000	0.000	0.000	0.000	0.000	-0.020
BE 5,2	0.014	-0.008	-0.008	0.034	0.025	-0.001
BE 5,3	-0.010	0.002	-0.001	0.010	0.004	0.035
BE 5,6	0.000	0.000	-0.001	-0.002	-0.002	0.007
BE 5,8	0.005	-0.017	-0.001	0.003	0.002	-0.010
BE 5,14	0.007	-0.002	-0.003	0.005	0.012	-0.017
BE 7,6	0.000	0.000	0.000	0.000	-0.001	-0.028
BE 7,8	0.002	-0.002	0.000	0.000	0.000	0.001
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.001
BE 8,6	0.001	0.000	0.000	0.001	0.000	-0.007
BE 8,9	0.000	-0.001	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	-0.002
BE 10,3	0.025	0.004	0.047	-0.015	-0.001	0.013
BE 10,6	0.000	-0.004	-0.009	0.009	0.004	-0.081
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.006
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.001
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.002
BE 14,6	0.001	0.001	0.003	-0.005	0.000	-0.026
BE 14,7	0.000	0.001	0.003	-0.003	0.004	0.002
BE 14,8	0.000	-0.003	0.000	0.002	0.001	-0.005
BE 14,10	-0.010	-0.004	-0.022	0.031	-0.003	0.050
BE 14,11	0.000	0.000	0.000	-0.001	-0.001	0.000
BE 15,3	-0.009	0.000	-0.001	0.040	0.055	-0.030
BE 15,6	0.000	0.001	0.000	-0.006	-0.009	-0.002
BE 15,13	0.000	0.000	0.000	0.003	0.005	-0.002
BE 15,14	0.004	0.000	0.000	-0.019	-0.017	0.014
PS 1,1	-0.004	0.000	0.006	0.004	0.003	-0.001
PS 2,1	-0.021	0.000	0.070	-0.002	0.002	0.000
PS 2,2	0.051	-0.013	0.070	-0.037	-0.017	0.001
PS 3,3	0.075	-0.022	-0.001	-0.029	-0.003	-0.024
PS 4,3	0.025	-0.007	-0.003	-0.009	-0.001	-0.012
PS 4,4	0.000	0.000	0.000	0.000	0.000	-0.002
PS 5,5	-0.001	0.000	-0.001	0.004	0.003	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	-0.048

PS 7,7	-0.001	0.000	0.000	0.000	0.000	0.009
PS 8,8	0.000	0.006	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.024	0.000	0.067	-0.002	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.002	0.001	0.003	-0.009	0.000	0.003
PS 15,15	0.000	0.000	0.000	-0.009	-0.014	0.001

Correlation Matrix of Parameter Estimates

	BE 3,7	BE 3,8	BE 3,9	BE 3,11	BE 3,12	BE 3,13
BE 3,7	1.000					
BE 3,8	-0.238	1.000				
BE 3,9	-0.002	0.144	1.000			
BE 3,11	0.038	0.011	0.000	1.000		
BE 3,12	-0.084	0.021	0.000	-0.275	1.000	
BE 3,13	0.162	-0.043	-0.001	0.050	-0.194	1.000
BE 3,14	-0.212	-0.070	-0.001	-0.171	0.006	-0.001
BE 4,6	-0.054	0.013	0.007	0.000	0.000	-0.021
BE 4,7	0.309	-0.082	-0.001	0.000	0.000	0.048
BE 4,8	-0.080	0.316	0.046	0.000	0.000	-0.012
BE 4,9	-0.001	0.046	0.317	0.000	0.000	0.000
BE 4,13	0.047	-0.013	0.000	0.000	0.000	0.312
BE 5,2	0.001	0.000	0.000	0.000	0.000	0.000
BE 5,3	-0.002	-0.002	0.001	-0.005	0.000	-0.002
BE 5,6	0.001	0.001	0.000	0.001	0.000	0.001
BE 5,8	0.001	0.015	0.000	0.001	0.000	0.001
BE 5,14	0.001	-0.001	0.000	0.002	0.000	0.001
BE 7,6	-0.035	0.009	0.000	0.000	0.003	-0.005
BE 7,8	-0.006	-0.033	0.000	0.000	0.000	-0.001
BE 7,12	0.000	0.000	0.000	0.000	-0.029	0.005
BE 7,13	-0.001	0.000	0.000	0.000	0.005	-0.036
BE 8,6	0.001	-0.035	-0.006	0.000	0.000	0.000
BE 8,9	0.000	-0.001	-0.008	0.000	0.000	0.000
BE 9,6	0.000	-0.001	-0.040	0.000	0.000	0.000
BE 10,3	-0.023	-0.009	0.000	0.011	0.004	0.000
BE 10,6	0.005	0.002	0.000	-0.005	-0.001	0.000
BE 11,6	0.000	0.000	0.000	-0.036	0.001	0.000
BE 12,6	0.000	0.000	0.000	0.001	-0.036	0.000
BE 13,6	-0.001	0.000	0.000	0.000	0.001	-0.038
BE 14,6	0.002	-0.002	0.000	0.000	0.000	0.000

BE 14,7	-0.032	0.006	0.000	-0.002	0.000	0.001
BE 14,8	0.003	-0.030	0.000	-0.003	0.000	0.000
BE 14,10	0.061	0.021	0.000	0.041	-0.001	0.000
BE 14,11	0.000	0.000	0.000	-0.033	0.000	0.000
BE 15,3	-0.019	-0.009	0.000	-0.013	-0.001	0.007
BE 15,6	0.003	0.002	0.000	0.003	0.000	-0.001
BE 15,13	-0.001	-0.001	0.000	-0.001	0.000	-0.004
BE 15,14	0.008	0.003	0.000	0.005	0.000	-0.003
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.002	0.000	0.000	0.000	0.000	0.000
PS 3,3	-0.026	0.010	-0.003	0.020	0.002	-0.007
PS 4,3	-0.032	0.003	-0.002	0.001	0.001	-0.003
PS 4,4	-0.011	0.001	-0.001	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.002	-0.001	0.000	0.000	0.000	0.001
PS 7,7	-0.050	0.013	0.000	0.000	0.004	-0.008
PS 8,8	0.000	-0.009	-0.002	0.000	0.000	0.000
PS 9,9	0.000	0.000	-0.002	0.000	0.000	0.000
PS 10,10	0.004	0.001	0.000	-0.001	-0.001	0.000
PS 11,11	0.000	0.000	0.000	0.007	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.001	0.004	-0.001
PS 12,12	0.000	0.000	0.000	0.000	0.001	0.000
PS 13,12	0.000	0.000	0.000	0.000	-0.001	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.001	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	BE 3,14	BE 4,6	BE 4,7	BE 4,8	BE 4,9	BE 4,13
BE 3,14	1.000					
BE 4,6	0.001	1.000				
BE 4,7	0.000	-0.178	1.000			
BE 4,8	0.000	0.042	-0.260	1.000		
BE 4,9	0.000	0.023	-0.003	0.145	1.000	
BE 4,13	0.000	-0.066	0.153	-0.039	-0.001	1.000
BE 5,2	0.002	0.001	0.000	0.000	0.000	0.000
BE 5,3	0.015	0.020	-0.004	0.001	0.000	-0.001
BE 5,6	-0.007	-0.006	0.001	0.000	0.000	0.000
BE 5,8	-0.005	-0.006	0.001	-0.002	0.000	0.000
BE 5,14	0.008	-0.007	0.001	0.000	0.000	0.000
BE 7,6	0.002	-0.024	-0.007	0.002	0.000	0.000
BE 7,8	0.000	0.001	-0.005	-0.024	0.000	-0.001
BE 7,12	0.000	0.001	-0.003	0.001	0.000	0.000

BE 7,13	0.000	0.000	0.003	-0.001	0.000	-0.025
BE 8,6	0.000	-0.005	0.000	-0.008	-0.001	0.000
BE 8,9	0.000	0.000	0.000	-0.001	-0.006	0.000
BE 9,6	0.000	-0.001	0.000	0.000	-0.009	0.000
BE 10,3	-0.063	-0.006	0.001	0.000	0.000	0.000
BE 10,6	0.027	0.002	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	-0.001	0.000	0.000	-0.001
BE 13,6	0.000	0.003	0.000	0.000	0.000	-0.008
BE 14,6	0.008	0.007	-0.001	0.000	0.000	0.000
BE 14,7	0.018	-0.001	0.007	-0.002	0.000	0.000
BE 14,8	0.018	0.000	-0.002	0.007	0.000	0.000
BE 14,10	-0.258	-0.004	-0.002	0.000	0.000	0.000
BE 14,11	0.003	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.094	-0.005	0.002	0.000	0.000	0.004
BE 15,6	-0.016	0.002	-0.001	0.000	0.000	-0.001
BE 15,13	0.006	0.000	0.000	0.000	0.000	0.000
BE 15,14	-0.046	0.002	-0.001	0.000	0.000	-0.002
PS 1,1	-0.001	0.000	0.000	0.000	0.000	0.000
PS 2,1	-0.001	0.000	0.000	0.000	0.000	0.000
PS 2,2	-0.001	0.000	0.000	0.000	0.000	0.000
PS 3,3	-0.086	-0.014	-0.017	0.001	-0.001	-0.002
PS 4,3	-0.004	-0.032	-0.043	0.003	-0.002	-0.005
PS 4,4	0.000	-0.006	-0.036	0.002	-0.002	-0.001
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.002	-0.011	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.006	-0.036	0.009	0.000	-0.006
PS 8,8	0.000	0.000	0.000	-0.007	-0.001	0.000
PS 9,9	0.000	0.000	0.000	0.000	-0.001	0.000
PS 10,10	0.006	0.001	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.004
PS 14,14	-0.004	0.001	0.000	0.000	0.000	0.000
PS 15,15	-0.003	0.000	0.000	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	BE 5,2	BE 5,3	BE 5,6	BE 5,8	BE 5,14	BE 7,6
BE 5,2	1.000					
BE 5,3	0.268	1.000				
BE 5,6	-0.025	-0.197	1.000			
BE 5,8	0.075	-0.246	0.077	1.000		

BE 5,14	0.209	-0.323	-0.159	0.015	1.000	
BE 7,6	0.002	0.022	-0.015	-0.007	0.001	1.000
BE 7,8	0.000	0.000	0.000	-0.007	0.000	-0.007
BE 7,12	0.000	0.000	0.000	0.000	-0.001	0.003
BE 7,13	0.000	0.000	0.000	0.000	0.000	-0.041
BE 8,6	0.000	0.000	-0.001	0.046	0.000	-0.012
BE 8,9	0.000	0.000	0.000	0.001	0.000	0.000
BE 9,6	0.000	0.000	0.001	-0.006	0.000	-0.001
BE 10,3	-0.002	-0.010	0.000	0.000	0.001	-0.008
BE 10,6	-0.008	-0.003	0.001	0.000	0.002	0.005
BE 11,6	0.000	-0.003	-0.003	0.000	0.008	0.001
BE 12,6	0.000	-0.003	0.000	0.000	0.003	0.000
BE 13,6	-0.001	-0.003	-0.001	0.001	-0.001	0.018
BE 14,6	0.002	-0.008	0.013	-0.003	0.043	-0.003
BE 14,7	0.001	0.012	-0.002	-0.003	-0.006	-0.048
BE 14,8	0.000	-0.002	0.000	0.021	0.001	0.012
BE 14,10	-0.001	0.002	-0.001	0.000	-0.001	0.002
BE 14,11	0.000	-0.002	0.000	0.000	0.003	0.001
BE 15,3	0.002	0.024	-0.005	0.000	-0.010	-0.008
BE 15,6	0.009	-0.002	0.025	0.001	-0.001	0.006
BE 15,13	-0.001	0.000	0.000	0.001	0.000	0.000
BE 15,14	0.004	-0.009	-0.004	0.000	0.026	0.000
PS 1,1	-0.019	0.003	-0.011	-0.002	-0.013	0.000
PS 2,1	-0.189	-0.042	-0.007	-0.015	-0.049	0.000
PS 2,2	-0.023	-0.006	0.000	-0.002	-0.005	0.000
PS 3,3	0.001	0.018	-0.003	-0.005	-0.007	0.003
PS 4,3	0.001	0.005	-0.001	-0.001	-0.002	0.002
PS 4,4	0.000	-0.001	0.000	0.000	0.000	0.000
PS 5,5	-0.014	0.012	0.047	-0.009	0.011	0.000
PS 6,6	0.000	-0.003	0.067	0.001	-0.003	-0.058
PS 7,7	0.000	-0.005	0.002	0.002	0.000	-0.058
PS 8,8	0.000	0.000	0.000	-0.001	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.002	0.001	-0.001	0.001	-0.001	0.001
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	-0.001
PS 14,14	0.001	-0.005	-0.007	-0.002	0.031	0.000
PS 15,15	0.008	0.002	0.000	0.001	0.002	0.000

Correlation Matrix of Parameter Estimates

BE 7,8	BE 7,12	BE 7,13	BE 8,6	BE 8,9	BE 9,6
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BE 11,6	0.000	0.001	1.000			
BE 12,6	0.000	0.000	0.246	1.000		
BE 13,6	0.001	0.000	0.000	0.166	1.000	
BE 14,6	0.037	-0.044	-0.010	0.001	0.001	1.000
BE 14,7	0.016	0.002	0.000	-0.003	0.007	-0.144
BE 14,8	0.004	0.001	0.000	0.001	-0.002	0.042
BE 14,10	-0.237	0.023	0.000	0.001	0.000	-0.142
BE 14,11	-0.001	0.000	-0.050	-0.013	0.000	-0.034
BE 15,3	-0.013	0.003	0.001	0.000	0.000	-0.010
BE 15,6	0.002	-0.003	0.001	0.000	0.009	0.132
BE 15,13	-0.001	0.000	0.000	-0.002	-0.012	0.002
BE 15,14	0.005	-0.003	-0.003	-0.001	0.000	-0.023
PS 1,1	-0.002	0.005	0.000	0.000	0.000	-0.001
PS 2,1	0.002	0.006	0.000	0.000	0.000	-0.001
PS 2,2	0.003	0.000	0.000	0.000	0.000	0.000
PS 3,3	-0.082	0.024	0.000	0.000	0.000	-0.002
PS 4,3	-0.028	0.008	0.000	0.000	0.000	-0.001
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	-0.002	0.005	0.000	0.000	0.000	0.000
PS 6,6	0.001	-0.023	-0.013	-0.002	-0.013	-0.069
PS 7,7	0.002	-0.001	0.000	0.000	-0.001	0.003
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.126	0.010	0.000	0.000	0.000	0.004
PS 11,11	0.000	0.000	-0.012	-0.003	0.000	0.001
PS 12,11	0.000	0.000	-0.002	-0.009	0.000	0.000
PS 12,12	0.000	0.000	0.000	-0.001	0.000	0.000
PS 13,12	0.000	0.000	0.000	-0.009	0.000	0.000
PS 13,13	0.000	0.000	0.000	-0.002	-0.013	0.000
PS 14,14	0.029	-0.001	0.001	0.000	0.000	-0.044
PS 15,15	0.000	-0.001	-0.001	0.000	0.000	-0.004

Correlation Matrix of Parameter Estimates

	BE 14,7	BE 14,8	BE 14,10	BE 14,11	BE 15,3	BE 15,6
BE 14,7	1.000					
BE 14,8	-0.247	1.000				
BE 14,10	-0.144	-0.051	1.000			
BE 14,11	-0.024	0.006	0.006	1.000		
BE 15,3	0.055	0.020	0.007	-0.012	1.000	
BE 15,6	-0.017	-0.006	-0.005	-0.004	-0.188	1.000
BE 15,13	-0.016	0.007	0.001	0.000	0.063	-0.058
BE 15,14	0.002	-0.001	0.008	0.024	-0.420	-0.168
PS 1,1	0.000	0.000	0.002	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.002	0.000	0.000	-0.002

PS 2,2	0.000	0.000	-0.001	0.000	-0.001	0.000
PS 3,3	-0.001	-0.002	0.032	0.000	-0.013	0.002
PS 4,3	0.000	0.000	0.007	0.000	-0.002	0.000
PS 4,4	0.000	0.000	0.001	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.002	0.000	0.000	0.000
PS 6,6	0.003	-0.001	0.001	0.001	0.001	-0.024
PS 7,7	-0.015	0.004	0.000	0.000	0.002	-0.001
PS 8,8	0.000	-0.004	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.007	0.002	-0.029	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	-0.019	0.000	0.000
PS 12,11	-0.001	0.000	0.000	-0.003	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	-0.001	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.012	0.009	-0.160	-0.014	-0.034	-0.040
PS 15,15	0.002	0.001	0.002	0.004	-0.035	-0.058

Correlation Matrix of Parameter Estimates

	BE 15,13	BE 15,14	PS 1,1	PS 2,1	PS 2,2	PS 3,3
BE 15,13	1.000					
BE 15,14	0.004	1.000				
PS 1,1	0.000	0.000	1.000			
PS 2,1	0.000	-0.001	0.164	1.000		
PS 2,2	0.000	0.000	0.006	0.107	1.000	
PS 3,3	-0.001	0.006	0.000	0.000	0.002	1.000
PS 4,3	0.000	0.001	0.000	0.000	0.002	0.429
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.100
PS 5,5	0.000	0.000	0.040	0.056	0.000	0.000
PS 6,6	0.000	0.001	0.000	0.000	0.000	0.001
PS 7,7	0.001	0.000	0.000	0.000	0.000	0.001
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.004	0.004	0.002	0.005
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.001	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.013	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.003	0.171	-0.001	-0.001	0.000	-0.001
PS 15,15	0.016	0.175	0.000	-0.001	0.000	0.000

Correlation Matrix of Parameter Estimates

	PS 4,3	PS 4,4	PS 5,5	PS 6,6	PS 7,7	PS 8,8
PS 4,3	1.000					
PS 4,4	0.428	1.000				
PS 5,5	0.000	0.000	1.000			
PS 6,6	0.000	0.000	0.002	1.000		
PS 7,7	0.001	0.001	0.000	0.002	1.000	
PS 8,8	0.000	0.000	0.000	0.000	0.000	1.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.004	0.000	-0.001	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.002	0.000	0.000
PS 15,15	0.000	0.000	-0.001	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	PS 9,9	PS 10,10	PS 11,11	PS 12,11	PS 12,12	PS 13,12
PS 9,9	1.000					
PS 10,10	0.000	1.000				
PS 11,11	0.000	0.000	1.000			
PS 12,11	0.000	0.000	0.341	1.000		
PS 12,12	0.000	0.000	0.060	0.333	1.000	
PS 13,12	0.000	0.000	0.000	0.000	0.225	1.000
PS 13,13	0.000	0.000	0.000	0.000	0.028	0.238
PS 14,14	0.000	0.005	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	PS 13,13	PS 14,14	PS 15,15
PS 13,13	1.000		
PS 14,14	0.000	1.000	
PS 15,15	0.000	0.015	1.000

Continuity of Care Model

Covariances

Y - ETA

	ptmanage	qualunit	unmet2	prepare	famres	SHR
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ETA 1	0.365	0.135	-0.162	-0.019	0.340	-0.169
ETA 2	0.135	0.358	-0.210	-0.028	0.128	-0.071
ETA 3	-0.162	-0.210	0.985	0.146	-0.188	0.274
ETA 4	-0.019	-0.028	0.146	0.090	-0.022	0.024
ETA 5	0.340	0.128	-0.188	-0.022	0.433	-0.206
ETA 6	-0.169	-0.071	0.274	0.024	-0.206	1.439
ETA 7	-0.130	-0.172	0.747	0.137	-0.158	0.253
ETA 8	-0.150	-0.694	1.730	0.348	-0.323	0.055
ETA 9	0.036	0.098	-0.245	-0.042	0.063	-0.156
ETA 10	-0.268	-0.244	0.471	0.063	-0.155	0.228
ETA 11	-0.011	-0.008	0.002	0.001	-0.014	0.018
ETA 12	-0.004	-0.003	-0.018	0.003	-0.005	0.004
ETA 13	0.006	-0.009	-0.297	-0.107	0.008	0.260
ETA 14	-2.032	-1.932	3.989	0.300	-2.333	2.722
ETA 15	0.128	0.186	-0.239	-0.020	0.141	-0.105

Y - ETA

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
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ETA 1	-0.130	-0.150	0.036	-0.268	-0.011	-0.004
ETA 2	-0.172	-0.694	0.098	-0.244	-0.008	-0.003
ETA 3	0.747	1.730	-0.245	0.471	0.002	-0.018
ETA 4	0.137	0.348	-0.042	0.063	0.001	0.003
ETA 5	-0.158	-0.323	0.063	-0.155	-0.014	-0.005
ETA 6	0.253	0.055	-0.156	0.228	0.018	0.004
ETA 7	2.239	2.431	-0.353	0.330	0.018	0.064
ETA 8	2.431	46.086	-6.190	0.722	0.001	0.000
ETA 9	-0.353	-6.190	42.950	-0.114	-0.002	0.000
ETA 10	0.330	0.722	-0.114	2.088	0.002	-0.007
ETA 11	0.018	0.001	-0.002	0.002	0.216	0.093
ETA 12	0.064	0.000	0.000	-0.007	0.093	0.599
ETA 13	-1.191	0.010	-0.028	-0.103	0.003	0.856
ETA 14	3.761	7.906	-1.337	3.596	0.727	0.372
ETA 15	-0.210	-0.488	0.075	-0.200	-0.037	-0.026

Y - ETA

	yrs_unit	MBI_EE	satisjob
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ETA 1	0.006	-2.032	0.128
ETA 2	-0.009	-1.932	0.186
ETA 3	-0.297	3.989	-0.239
ETA 4	-0.107	0.300	-0.020

ETA 5	0.008	-2.333	0.141
ETA 6	0.260	2.722	-0.105
ETA 7	-1.191	3.761	-0.210
ETA 8	0.010	7.906	-0.488
ETA 9	-0.028	-1.337	0.075
ETA 10	-0.103	3.596	-0.200
ETA 11	0.003	0.727	-0.037
ETA 12	0.856	0.372	-0.026
ETA 13	39.615	-1.193	-0.266
ETA 14	-1.193	102.393	-5.415
ETA 15	-0.266	-5.415	0.698

Continuity of Care Model

First Order Derivatives

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	0.000	-0.001	0.000	0.000	0.000	0.073
qualunit	0.002	0.000	0.000	-0.007	0.003	-0.092
unmet2	-0.015	0.014	0.000	0.001	-0.014	-0.012
prepare	0.011	0.022	-0.074	0.000	-0.004	0.000
famres	-0.001	0.001	0.000	-0.007	0.000	-0.055
SHR	-0.004	-0.018	0.006	0.004	-0.007	0.000
nonurse	0.022	-0.011	0.006	0.002	0.027	0.000
patsyou	-0.001	-0.002	0.002	0.000	0.000	-0.001
lastrns	0.008	0.002	0.002	0.000	0.008	0.000
safety	0.011	-0.004	0.003	-0.003	0.015	-0.001
fulltime	-0.025	-0.050	-0.012	-0.011	-0.008	0.000
emplytype	0.035	0.020	0.005	0.021	0.031	0.000
yrs_unit	-0.002	-0.004	-0.002	-0.001	-0.002	0.000
MBI_EE	0.003	0.002	-0.003	-0.003	0.002	0.000
satisjob	0.035	0.006	0.000	0.004	0.036	0.016

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.040	0.000	0.228	0.000	-0.048	0.076
qualunit	-0.095	0.000	-0.050	-0.017	-0.020	0.000
unmet2	0.029	-0.147	0.274	0.053	0.004	-0.002
prepare	0.000	0.000	0.001	-0.129	-0.023	0.142
famres	0.182	0.000	0.636	0.074	0.043	-0.022
SHR	0.023	-0.002	0.125	0.013	0.004	0.010

nonurse	0.000	0.000	0.287	-0.075	0.001	-0.003
patsyou	0.002	0.000	-0.012	0.013	-0.001	-0.004
lastrns	0.010	0.000	0.000	-0.021	-0.007	-0.003
safety	-0.074	0.305	-0.490	0.000	-0.025	0.013
fulltime	-0.015	0.099	-1.228	-0.184	0.000	0.021
emplytype	-0.010	-0.217	-0.102	0.035	0.000	0.000
yrs_unit	-0.002	-0.041	0.073	0.010	0.002	0.001
MBI_EE	0.000	-0.024	-0.029	-0.001	-0.004	-0.007
satisjob	-0.029	-0.461	-0.323	-0.021	-0.067	-0.072

LAMBDA-Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	0.575	0.665	0.000
qualunit	-0.480	0.000	-0.010
unmet2	-0.208	0.017	0.006
prepare	0.003	-2.838	0.184
famres	-0.649	-0.498	0.045
SHR	-0.039	0.021	0.002
nonurse	0.003	0.112	-0.012
patsyou	-0.034	0.015	-0.006
lastrns	0.056	-0.079	0.000
safety	0.311	-0.012	-0.006
fulltime	0.423	0.080	-0.134
emplytype	0.000	-0.612	0.003
yrs_unit	0.000	0.016	0.000
MBI_EE	-0.006	0.000	0.002
satisjob	0.093	-0.011	0.000

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----
ETA 1	0.000	-0.001	0.000	0.000	0.000	0.073
ETA 2	0.002	0.000	0.000	-0.008	0.003	-0.092
ETA 3	-0.012	0.013	0.000	0.000	-0.010	0.000
ETA 4	0.011	0.022	-0.074	0.000	-0.004	0.000
ETA 5	-0.001	0.000	0.000	-0.007	0.000	0.000
ETA 6	0.000	-0.016	0.000	0.000	-0.004	0.000
ETA 7	0.020	-0.004	-0.002	-0.001	0.023	0.000
ETA 8	0.000	-0.001	0.001	0.000	0.000	0.000
ETA 9	0.008	0.003	0.001	0.000	0.008	0.000
ETA 10	0.011	-0.002	0.000	-0.004	0.014	0.000
ETA 11	-0.023	-0.045	-0.022	-0.019	-0.009	0.000
ETA 12	0.039	0.018	0.005	0.021	0.035	0.000

ETA 13	-0.003	-0.004	-0.001	-0.001	-0.004	0.000
ETA 14	0.000	0.002	-0.003	-0.003	-0.001	0.000
ETA 15	0.036	0.006	0.000	0.002	0.037	0.000

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ETA 1	-0.040	0.000	0.228	0.000	-0.048	0.076
ETA 2	-0.060	0.000	0.136	0.000	-0.019	0.008
ETA 3	0.000	0.000	0.000	0.050	0.000	0.000
ETA 4	0.000	0.000	0.000	-0.129	-0.023	0.142
ETA 5	0.152	0.000	0.806	0.074	0.007	0.035
ETA 6	0.000	0.000	0.000	0.000	0.000	0.000
ETA 7	0.000	0.000	0.256	-0.068	-0.001	0.000
ETA 8	0.002	0.000	0.000	0.010	-0.001	-0.004
ETA 9	0.010	0.000	0.000	-0.023	-0.007	-0.002
ETA 10	-0.067	0.305	-0.539	0.000	-0.020	0.004
ETA 11	-0.015	0.099	-1.306	-0.187	0.000	0.009
ETA 12	-0.010	-0.217	-0.062	0.021	0.000	0.000
ETA 13	-0.002	-0.037	0.066	0.013	0.002	0.001
ETA 14	0.000	0.000	-0.025	0.000	0.000	-0.004
ETA 15	-0.042	-0.461	-0.292	-0.021	-0.071	-0.069

BETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	0.575	0.665	0.000
ETA 2	-0.531	0.000	0.000
ETA 3	0.000	0.000	0.002
ETA 4	0.000	-2.842	0.184
ETA 5	-0.219	0.000	0.045
ETA 6	0.000	0.000	0.000
ETA 7	0.000	-0.044	0.001
ETA 8	-0.028	0.002	-0.004
ETA 9	0.060	-0.080	0.001
ETA 10	0.302	-0.062	-0.004
ETA 11	0.414	0.080	-0.129
ETA 12	0.000	-0.619	0.003
ETA 13	0.000	0.021	0.000
ETA 14	-0.003	0.000	0.002
ETA 15	0.000	0.000	0.000

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.000					
ETA 2	0.000	0.000				
ETA 3	-0.028	0.060	0.000			
ETA 4	0.061	-0.131	0.000	0.000		
ETA 5	0.047	-0.017	-0.037	-0.152	0.000	
ETA 6	0.051	-0.064	0.000	0.000	0.000	0.000
ETA 7	-0.023	-0.031	0.000	-0.011	0.069	0.000
ETA 8	0.001	0.000	0.000	0.000	0.003	0.000
ETA 9	0.005	0.003	0.000	0.000	0.019	0.000
ETA 10	-0.003	0.004	0.027	-0.053	0.040	0.000
ETA 11	-0.295	-0.103	0.000	-0.227	0.002	0.000
ETA 12	0.158	0.050	0.000	0.281	0.069	0.000
ETA 13	0.011	-0.014	0.000	-0.006	-0.007	0.000
ETA 14	0.009	0.003	-0.001	-0.031	-0.003	0.000
ETA 15	0.092	-0.003	0.005	0.079	0.106	0.000

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	0.000					
ETA 8	0.001	0.000				
ETA 9	0.006	0.000	0.000			
ETA 10	-0.036	0.005	-0.013	0.000		
ETA 11	-0.003	-0.002	-0.030	-0.096	0.000	
ETA 12	0.001	-0.005	-0.001	0.010	0.000	0.000
ETA 13	0.000	-0.001	0.002	0.007	0.010	0.000
ETA 14	0.000	0.000	-0.001	0.001	0.003	-0.007
ETA 15	-0.003	-0.011	-0.007	-0.012	-0.301	-0.071

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	0.000		
ETA 14	0.000	0.000	
ETA 15	0.002	0.004	0.000

THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.000					
qualunit	-0.011	0.004				

unmet2	-0.020	0.069	-0.007			
prepare	0.061	-0.096	0.000	0.000		
famres	0.047	-0.009	-0.037	-0.198	-0.035	
SHR	0.048	-0.064	-0.016	0.038	-0.043	-0.001
nonurse	-0.029	-0.065	0.018	0.027	0.113	0.010
patsyou	0.001	0.001	-0.002	0.002	-0.001	-0.001
lastrns	0.006	-0.001	0.006	0.000	0.015	0.003
safety	-0.011	-0.009	0.032	-0.029	0.054	0.005
fulltime	-0.324	-0.111	0.020	-0.133	0.252	0.012
emplytype	0.159	0.046	-0.002	0.283	-0.063	0.015
yrs_unit	0.011	-0.015	-0.005	-0.006	-0.012	-0.001
MBI_EE	0.015	0.001	0.000	-0.029	-0.008	0.000
satisjob	0.092	-0.029	0.004	0.104	0.040	0.020

THETA-EPS

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
	-----	-----	-----	-----	-----	-----
nonurse	-0.002					
patsyou	0.000	0.000				
lastrns	0.007	0.000	0.000			
safety	-0.049	0.007	-0.011	-0.001		
fulltime	-0.001	-0.001	-0.029	-0.131	-0.009	
emplytype	-0.006	-0.006	-0.003	0.040	0.023	0.000
yrs_unit	0.000	-0.001	0.002	0.006	0.007	0.000
MBI_EE	0.003	-0.001	-0.001	0.001	-0.013	-0.010
satisjob	-0.005	-0.012	-0.009	-0.008	-0.286	-0.084

THETA-EPS

	yrs_unit	MBI_EE	satisjob
	-----	-----	-----
yrs_unit	0.000		
MBI_EE	0.000	0.000	
satisjob	0.004	0.005	-0.001

Continuity of Care Model

Factor Scores Regressions

ETA

	ptmanage	qualunit	unmet2	prepare	famres	SHR
	-----	-----	-----	-----	-----	-----
ETA 1	0.406	0.068	0.000	-0.001	0.340	-0.008
ETA 2	0.014	0.871	-0.009	-0.005	0.010	0.001

ETA 3	0.000	-0.074	0.608	0.367	-0.035	0.023
ETA 4	0.000	-0.002	0.018	0.818	-0.001	-0.001
ETA 5	0.186	0.028	-0.011	-0.004	0.657	-0.015
ETA 6	-0.019	0.012	0.034	-0.016	-0.066	0.729
ETA 7	0.000	-0.006	0.052	0.070	-0.004	0.006
ETA 8	0.025	-0.062	0.036	0.072	-0.010	-0.012
ETA 9	0.000	0.001	0.000	0.006	0.001	-0.008
ETA 10	-0.127	-0.122	0.074	0.040	0.062	0.014
ETA 11	0.000	0.000	-0.002	0.001	0.000	0.000
ETA 12	0.000	0.000	0.000	0.000	0.000	0.000
ETA 13	0.000	-0.002	0.007	-0.064	-0.001	0.023
ETA 14	-0.116	-0.044	0.314	-0.389	-0.373	0.154
ETA 15	0.001	0.021	-0.002	0.001	0.002	0.002

ETA

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
	-----	-----	-----	-----	-----	-----
ETA 1	0.000	0.002	0.000	-0.028	0.000	0.000
ETA 2	-0.001	-0.001	0.000	-0.005	0.000	0.000
ETA 3	0.070	0.005	0.000	0.027	-0.021	-0.023
ETA 4	0.004	0.000	0.000	0.001	0.001	0.001
ETA 5	-0.002	0.000	0.000	0.007	-0.001	0.000
ETA 6	0.012	-0.002	-0.001	0.007	0.008	-0.005
ETA 7	0.871	0.004	0.000	0.001	-0.004	0.019
ETA 8	0.036	0.945	-0.007	-0.001	-0.004	-0.005
ETA 9	-0.001	-0.013	0.898	0.000	0.000	0.000
ETA 10	0.002	0.000	0.000	0.663	-0.017	-0.003
ETA 11	0.000	0.000	0.000	0.000	0.891	0.017
ETA 12	0.000	0.000	0.000	0.000	0.004	0.989
ETA 13	-0.059	0.003	0.000	0.000	-0.061	0.164
ETA 14	0.098	0.007	0.000	0.100	0.461	0.033
ETA 15	0.000	0.000	0.000	0.001	-0.002	0.000

ETA

	yrs_unit	MBI_EE	satisjob
	-----	-----	-----
ETA 1	0.000	-0.001	0.004
ETA 2	0.000	0.000	0.022
ETA 3	0.001	0.006	-0.017
ETA 4	0.000	0.000	0.001
ETA 5	0.000	-0.002	0.005
ETA 6	0.002	0.004	0.020
ETA 7	-0.003	0.001	-0.003
ETA 8	0.002	0.001	0.006

ETA 9	0.000	0.000	0.000
ETA 10	0.000	0.005	0.012
ETA 11	0.000	0.001	-0.001
ETA 12	0.000	0.000	0.000
ETA 13	0.894	-0.003	-0.071
ETA 14	-0.014	0.747	-1.570
ETA 15	-0.001	-0.003	0.920

Continuity of Care Model

Standardized Solution

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	0.604	--	--	--	--	--
qualunit	--	0.599	--	--	--	--
unmet2	--	--	0.992	--	--	--
prepare	--	--	--	0.300	--	--
famres	--	--	--	--	0.658	--
SHR	--	--	--	--	--	1.199
nonurse	--	--	--	--	--	--
patsyou	--	--	--	--	--	--
lastrns	--	--	--	--	--	--
safety	--	--	--	--	--	--
fulltime	--	--	--	--	--	--
empltype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	--	--	--	--	--	--
qualunit	--	--	--	--	--	--
unmet2	--	--	--	--	--	--
prepare	--	--	--	--	--	--
famres	--	--	--	--	--	--
SHR	--	--	--	--	--	--
nonurse	1.496	--	--	--	--	--
patsyou	--	6.789	--	--	--	--
lastrns	--	--	6.554	--	--	--
safety	--	--	--	1.445	--	--

fulltime	--	--	--	--	0.465	--
emplytype	--	--	--	--	--	0.774
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	--	--	--
qualunit	--	--	--
unmet2	--	--	--
prepare	--	--	--
famres	--	--	--
SHR	--	--	--
nonurse	--	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	--	--	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	6.294	--	--
MBI_EE	--	10.119	--
satisjob	--	--	0.835

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	--	0.022	-0.003	0.815	--
ETA 2	--	--	-0.192	--	--	--
ETA 3	--	--	--	--	--	0.120
ETA 4	--	--	--	--	--	0.029
ETA 5	--	0.210	-0.095	--	--	-0.172
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.144
ETA 8	--	--	--	--	--	0.004
ETA 9	--	--	--	--	--	-0.020
ETA 10	--	--	0.285	--	--	0.066
ETA 11	--	--	--	--	--	0.032
ETA 12	--	--	--	--	--	0.004
ETA 13	--	--	--	--	--	0.034
ETA 14	--	--	--	--	--	0.176
ETA 15	--	--	-0.053	--	--	0.051

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	--	0.032	--	-0.179	--	--
ETA 2	--	-0.084	--	-0.163	--	--
ETA 3	0.400	0.133	0.002	--	-0.034	-0.051
ETA 4	0.273	0.105	0.004	--	--	--
ETA 5	--	0.013	--	--	--	--
ETA 6	--	--	--	--	--	--
ETA 7	--	0.238	--	--	--	0.080
ETA 8	--	--	-0.139	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.186	0.060	--	0.131	0.144	--
ETA 15	--	--	--	--	--	--

BETA

	ETA 13	ETA 14	ETA 15
ETA 1	--	--	0.024
ETA 2	--	-0.020	0.270
ETA 3	0.012	0.239	--
ETA 4	-0.023	--	--
ETA 5	--	-0.209	--
ETA 6	--	--	--
ETA 7	-0.146	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	--	--	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	--	--	--
ETA 15	-0.067	-0.633	--

Correlation Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	1.000					
ETA 2	0.372	1.000				

ETA 3	-0.271	-0.353	1.000			
ETA 4	-0.103	-0.156	0.491	1.000		
ETA 5	0.854	0.325	-0.288	-0.109	1.000	
ETA 6	-0.233	-0.099	0.231	0.067	-0.261	1.000
ETA 7	-0.144	-0.192	0.503	0.305	-0.161	0.141
ETA 8	-0.037	-0.171	0.257	0.171	-0.072	0.007
ETA 9	0.009	0.025	-0.038	-0.021	0.015	-0.020
ETA 10	-0.306	-0.282	0.328	0.144	-0.163	0.132
ETA 11	-0.039	-0.031	0.004	0.008	-0.045	0.032
ETA 12	-0.008	-0.006	-0.024	0.011	-0.010	0.004
ETA 13	0.002	-0.002	-0.048	-0.057	0.002	0.034
ETA 14	-0.332	-0.319	0.397	0.099	-0.350	0.224
ETA 15	0.253	0.372	-0.289	-0.081	0.256	-0.105

Correlation Matrix of ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.000					
ETA 8	0.239	1.000				
ETA 9	-0.036	-0.139	1.000			
ETA 10	0.153	0.074	-0.012	1.000		
ETA 11	0.025	0.000	-0.001	0.003	1.000	
ETA 12	0.055	0.000	0.000	-0.006	0.260	1.000
ETA 13	-0.126	0.000	-0.001	-0.011	0.001	0.176
ETA 14	0.248	0.115	-0.020	0.246	0.155	0.048
ETA 15	-0.168	-0.086	0.014	-0.165	-0.096	-0.040

Correlation Matrix of ETA

	ETA 13	ETA 14	ETA 15
ETA 13	1.000		
ETA 14	-0.019	1.000	
ETA 15	-0.051	-0.641	1.000

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.240					
ETA 2	0.061	0.765				
ETA 3	--	--	0.635			
ETA 4	--	--	0.316	0.895		
ETA 5	--	--	--	--	0.787	
ETA 6	--	--	--	--	--	1.000

ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	0.900					
ETA 8	--	0.981				
ETA 9	--	--	1.000			
ETA 10	--	--	--	0.890		
ETA 11	--	--	--	--	0.999	
ETA 12	--	--	--	--	0.260	1.000
ETA 13	--	--	--	--	--	0.176
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	0.999		
ETA 14	--	0.845	
ETA 15	--	--	0.582

Continuity of Care Model

Total and Indirect Effects

Total Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.173	-0.097	-0.005	0.748	-0.118
		(0.036)	(0.037)	(0.088)	(0.039)	(0.019)
		4.855	-2.655	-0.061	19.101	-6.191
ETA 2	--	--	-0.158	--	--	-0.049
			(0.027)			(0.011)

			-5.853			-4.414
ETA 3	--	--	0.009	--	--	0.191
			(0.003)			(0.038)
			2.885			5.087
ETA 4	--	--	--	--	--	0.017
						(0.011)
						1.561
ETA 5	--	0.231	-0.105	--	--	-0.143
		(0.046)	(0.032)			(0.023)
		5.014	-3.274			-6.141
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.176
						(0.052)
						3.389
ETA 8	--	--	--	--	--	0.038
						(0.231)
						0.166
ETA 9	--	--	--	--	--	-0.109
						(0.228)
						-0.477
ETA 10	--	--	0.418	--	--	0.158
			(0.072)			(0.057)
			5.798			2.794
ETA 11	--	--	--	--	--	0.013
						(0.016)
						0.775
ETA 12	--	--	--	--	--	0.003
						(0.026)
						0.101
ETA 13	--	--	--	--	--	0.180
						(0.219)
						0.824
ETA 14	--	--	0.385	--	--	1.892
			(0.137)			(0.359)

		2.819		5.271
ETA 15	--	--	-0.065	--
		(0.032)		(0.028)
		-2.015		-2.581

Total Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.045	-0.003	0.000	-0.101	-0.041	-0.001
	(0.010)	(0.004)	(0.001)	(0.019)	(0.016)	(0.005)
	-4.482	-0.820	0.536	-5.207	-2.557	-0.121
ETA 2	-0.061	-0.015	0.002	-0.081	-0.036	0.001
	(0.009)	(0.003)	(0.001)	(0.018)	(0.018)	(0.008)
	-6.756	-4.759	1.873	-4.445	-1.946	0.111
ETA 3	0.298	0.037	-0.005	0.022	0.002	-0.020
	(0.026)	(0.006)	(0.006)	(0.008)	(0.079)	(0.049)
	11.273	6.457	-0.879	2.856	0.022	-0.407
ETA 4	0.055	0.008	-0.001	--	--	0.009
	(0.008)	(0.002)	(0.002)			(0.004)
	6.823	4.474	-0.525			2.147
ETA 5	-0.051	-0.007	0.001	-0.033	-0.051	-0.001
	(0.010)	(0.004)	(0.001)	(0.008)	(0.019)	(0.006)
	-4.991	-1.829	1.147	-3.978	-2.689	-0.184
ETA 6	--	--	--	--	--	--
ETA 7	--	0.053	-0.008	--	--	0.155
		(0.008)	(0.002)			(0.069)
		6.680	-3.283			2.260
ETA 8	--	--	-0.144	--	--	--
			(0.038)			
			-3.767			
ETA 9	--	--	--	--	--	--
ETA 10	0.123	0.015	-0.002	0.009	0.001	-0.008
	(0.024)	(0.004)	(0.002)	(0.003)	(0.033)	(0.020)
	5.224	4.356	-0.869	2.885	0.022	-0.406

ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	1.369	0.169	-0.024	0.929	3.132	0.188
	(0.264)	(0.055)	(0.010)	(0.328)	(0.807)	(0.104)
	5.189	3.093	-2.330	2.833	3.881	1.804
ETA 15	-0.085	-0.010	0.001	-0.049	-0.164	-0.009
	(0.016)	(0.003)	(0.001)	(0.018)	(0.044)	(0.007)
	-5.288	-3.394	2.152	-2.813	-3.727	-1.296

Total Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	0.001	-0.015	0.051
	(0.001)	(0.002)	(0.028)
	1.153	-6.569	1.790
ETA 2	0.000	-0.015	0.193
	(0.001)	(0.002)	(0.033)
	0.060	-6.477	5.777
ETA 3	-0.008	0.024	--
	(0.006)	(0.004)	
	-1.314	5.937	
ETA 4	-0.003	--	--
	(0.002)		
	-1.625		
ETA 5	0.001	-0.019	0.045
	(0.001)	(0.003)	(0.012)
	1.413	-6.916	3.740
ETA 6	--	--	--
ETA 7	-0.035	--	--
	(0.009)		
	-3.898		

ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	-0.003 (0.003) -1.283	0.010 (0.002) 4.284	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	-0.047 (0.015) -3.052	0.009 (0.003) 2.885	--
ETA 15	-0.006 (0.004) -1.473	-0.054 (0.003) -19.216	--

Largest Eigenvalue of B*B' (Stability Index) is 14.454

Indirect Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	-- (0.036) 4.855	0.173 (0.027) -4.182	-0.111	--	-- (0.019) -6.191	
ETA 2	--	-- (0.011) -3.851	-0.042	--	-- (0.011) -4.414	
ETA 3	--	-- (0.003) 2.885	0.009	--	-- (0.020) 4.464	
ETA 4	--	--	--	-- (0.004) 2.663	0.010	
ETA 5	--	--	-0.042	--	--	-0.049

			(0.010)		(0.010)	
			-4.356		-4.994	
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	-0.004
					(0.015)	
					-0.262	
ETA 8	--	--	--	--	--	0.016
					(0.033)	
					0.473	
ETA 9	--	--	--	--	--	--
ETA 10	--	--	0.004	--	--	0.079
			(0.002)			(0.021)
			2.379			3.847
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	0.385	--	--	0.409
			(0.137)			(0.123)
			2.819			3.320
ETA 15	--	--	-0.021	--	--	-0.109
			(0.007)			(0.021)
			-2.801			-5.305

Indirect Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.045	-0.006	0.000	-0.026	-0.041	-0.001
	(0.010)	(0.003)	(0.001)	(0.007)	(0.016)	(0.005)
	-4.482	-2.005	0.536	-3.947	-2.557	-0.121
ETA 2	-0.061	-0.008	0.002	-0.014	-0.036	0.001
	(0.009)	(0.002)	(0.001)	(0.005)	(0.018)	(0.008)
	-6.756	-5.029	1.873	-2.719	-1.946	0.111

ETA 3	0.032	0.018	-0.005	0.022	0.074	0.046
	(0.008)	(0.003)	(0.002)	(0.008)	(0.023)	(0.021)
	3.965	6.006	-3.257	2.856	3.248	2.189
ETA 4	--	0.003	-0.001	--	--	0.009
		(0.001)	(0.000)			(0.004)
		4.785	-2.881			2.147
ETA 5	-0.051	-0.008	0.001	-0.033	-0.051	-0.001
	(0.010)	(0.002)	(0.001)	(0.008)	(0.019)	(0.006)
	-4.991	-4.644	1.147	-3.978	-2.689	-0.184
ETA 6	--	--	--	--	--	--
ETA 7	--	--	-0.008	--	--	--
		(0.002)				
		-3.283				
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	0.123	0.015	-0.002	0.009	0.001	-0.008
	(0.024)	(0.004)	(0.002)	(0.003)	(0.033)	(0.020)
	5.224	4.356	-0.869	2.885	0.022	-0.406
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.114	0.080	-0.024	0.008	0.001	0.188
	(0.041)	(0.018)	(0.010)	(0.005)	(0.030)	(0.104)
	2.759	4.511	-2.330	1.522	0.022	1.804
ETA 15	-0.085	-0.010	0.001	-0.049	-0.164	-0.009
	(0.016)	(0.003)	(0.001)	(0.018)	(0.044)	(0.007)
	-5.288	-3.394	2.152	-2.813	-3.727	-1.296

Indirect Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
ETA 1	0.001	-0.015	0.033

	(0.001)	(0.002)	(0.009)
	1.153	-6.569	3.678
ETA 2	0.000	-0.014	--
	(0.001)	(0.002)	
	0.060	-6.715	
ETA 3	-0.010	0.000	--
	(0.003)	(0.000)	
	-3.683	2.420	
ETA 4	-0.002	--	--
	(0.001)		
	-3.388		
ETA 5	0.001	-0.005	0.045
	(0.001)	(0.001)	(0.012)
	1.413	-4.715	3.740
ETA 6	--	--	--
ETA 7	--	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	-0.003	0.010	--
	(0.003)	(0.002)	
	-1.283	4.284	
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	-0.047	0.009	--
	(0.015)	(0.003)	
	-3.052	2.885	
ETA 15	0.003	-0.002	--
	(0.001)	(0.001)	
	2.854	-2.004	

Total Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	1.000 (0.036) 4.855	0.173 (0.037) -2.655	-0.097 (0.088) -0.061	-0.005 (0.039) 19.101	0.748 (0.019) -6.191	-0.118
qualunit	--	1.000 (0.027) -5.853	-0.158	-- (0.011) -4.414	--	-0.049
unmet2	--	-- (0.003) 321.945	1.009	-- (0.038) 5.087	--	0.191
prepare	--	--	--	1.000 (0.011) 1.561	--	0.017
famres	--	0.231 (0.046) 5.014	-0.105 (0.032) -3.274	--	1.000 (0.023) -6.141	-0.143
SHR	--	--	--	--	--	1.000
nonurse	--	--	--	--	-- (0.052) 3.389	0.176
patsyou	--	--	--	--	-- (0.231) 0.166	0.038
lastrns	--	--	--	--	-- (0.228) -0.477	-0.109
safety	--	-- (0.072) 5.798	0.418	--	-- (0.057) 2.794	0.158
fulltime	--	--	--	--	-- (0.016) 0.775	0.013

emplytype	--	--	--	--	--	0.003
						(0.026)
						0.101
yrs_unit	--	--	--	--	--	0.180
						(0.219)
						0.824
MBI_EE	--	--	0.385	--	--	1.892
			(0.137)			(0.359)
			2.819			5.271
satisjob	--	--	-0.065	--	--	-0.073
			(0.032)			(0.028)
			-2.015			-2.581

Total Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ptmanage	-0.045	-0.003	0.000	-0.101	-0.041	-0.001
	(0.010)	(0.004)	(0.001)	(0.019)	(0.016)	(0.005)
	-4.482	-0.820	0.536	-5.207	-2.557	-0.121
qualunit	-0.061	-0.015	0.002	-0.081	-0.036	0.001
	(0.009)	(0.003)	(0.001)	(0.018)	(0.018)	(0.008)
	-6.756	-4.759	1.873	-4.445	-1.946	0.111
unmet2	0.298	0.037	-0.005	0.022	0.002	-0.020
	(0.026)	(0.006)	(0.006)	(0.008)	(0.079)	(0.049)
	11.273	6.457	-0.879	2.856	0.022	-0.407
prepare	0.055	0.008	-0.001	--	--	0.009
	(0.008)	(0.002)	(0.002)			(0.004)
	6.823	4.474	-0.525			2.147
famres	-0.051	-0.007	0.001	-0.033	-0.051	-0.001
	(0.010)	(0.004)	(0.001)	(0.008)	(0.019)	(0.006)
	-4.991	-1.829	1.147	-3.978	-2.689	-0.184
SHR	--	--	--	--	--	--
nonurse	1.000	0.053	-0.008	--	--	0.155
	(0.008)	(0.002)				(0.069)
	6.680	-3.283				2.260

patsyou	--	1.000	-0.144	--	--	--
		(0.038)				
		-3.767				
lastrns	--	--	1.000	--	--	--
safety	0.123	0.015	-0.002	1.009	0.001	-0.008
	(0.024)	(0.004)	(0.002)	(0.003)	(0.033)	(0.020)
	5.224	4.356	-0.869	321.945	0.022	-0.406
fulltime	--	--	--	--	1.000	--
emplytype	--	--	--	--	--	1.000
yrs_unit	--	--	--	--	--	--
MBI_EE	1.369	0.169	-0.024	0.929	3.132	0.188
	(0.264)	(0.055)	(0.010)	(0.328)	(0.807)	(0.104)
	5.189	3.093	-2.330	2.833	3.881	1.804
satisjob	-0.085	-0.010	0.001	-0.049	-0.164	-0.009
	(0.016)	(0.003)	(0.001)	(0.018)	(0.044)	(0.007)
	-5.288	-3.394	2.152	-2.813	-3.727	-1.296

Total Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	0.001	-0.015	0.051
	(0.001)	(0.002)	(0.028)
	1.153	-6.569	1.790
qualunit	0.000	-0.015	0.193
	(0.001)	(0.002)	(0.033)
	0.060	-6.477	5.777
unmet2	-0.008	0.024	--
	(0.006)	(0.004)	
	-1.314	5.937	
prepare	-0.003	--	--
	(0.002)		
	-1.625		

famres	0.001	-0.019	0.045
	(0.001)	(0.003)	(0.012)
	1.413	-6.916	3.740
SHR	--	--	--
nonurse	-0.035	--	--
	(0.009)		
	-3.898		
patsyou	--	--	--
lastrns	--	--	--
safety	-0.003	0.010	--
	(0.003)	(0.002)	
	-1.283	4.284	
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	1.000	--	--
MBI_EE	-0.047	1.009	--
	(0.015)	(0.003)	
	-3.052	321.945	
satisjob	-0.006	-0.054	1.000
	(0.004)	(0.003)	
	-1.473	-19.216	

Indirect Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	0.173	-0.097	-0.005	0.748	-0.118
	(0.036)	(0.037)	(0.088)	(0.039)	(0.019)	
	4.855	-2.655	-0.061	19.101	-6.191	
qualunit	--	-0.158	--	--	-0.049	
		(0.027)		(0.011)		
		-5.853		-4.414		
unmet2	--	--	0.009	--	--	0.191

		(0.003)			(0.038)	
		2.885			5.087	
prepare	--	--	--	--	--	0.017
					(0.011)	
					1.561	
famres	--	0.231	-0.105	--	--	-0.143
		(0.046)	(0.032)			(0.023)
		5.014	-3.274			-6.141
SHR	--	--	--	--	--	--
nonurse	--	--	--	--	--	0.176
					(0.052)	
					3.389	
patsyou	--	--	--	--	--	0.038
					(0.231)	
					0.166	
lastnrs	--	--	--	--	--	-0.109
					(0.228)	
					-0.477	
safety	--	--	0.418	--	--	0.158
		(0.072)				(0.057)
		5.798				2.794
fulltime	--	--	--	--	--	0.013
					(0.016)	
					0.775	
empltype	--	--	--	--	--	0.003
					(0.026)	
					0.101	
yrs_unit	--	--	--	--	--	0.180
					(0.219)	
					0.824	
MBI_EE	--	--	0.385	--	--	1.892
		(0.137)				(0.359)
		2.819				5.271
satisjob	--	--	-0.065	--	--	-0.073

(0.032)	(0.028)
-2.015	-2.581

Indirect Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ptmanage	-0.045	-0.003	0.000	-0.101	-0.041	-0.001
	(0.010)	(0.004)	(0.001)	(0.019)	(0.016)	(0.005)
	-4.482	-0.820	0.536	-5.207	-2.557	-0.121
qualunit	-0.061	-0.015	0.002	-0.081	-0.036	0.001
	(0.009)	(0.003)	(0.001)	(0.018)	(0.018)	(0.008)
	-6.756	-4.759	1.873	-4.445	-1.946	0.111
unmet2	0.298	0.037	-0.005	0.022	0.002	-0.020
	(0.026)	(0.006)	(0.006)	(0.008)	(0.079)	(0.049)
	11.273	6.457	-0.879	2.856	0.022	-0.407
prepare	0.055	0.008	-0.001	--	--	0.009
	(0.008)	(0.002)	(0.002)			(0.004)
	6.823	4.474	-0.525			2.147
famres	-0.051	-0.007	0.001	-0.033	-0.051	-0.001
	(0.010)	(0.004)	(0.001)	(0.008)	(0.019)	(0.006)
	-4.991	-1.829	1.147	-3.978	-2.689	-0.184
SHR	--	--	--	--	--	--
nonurse	--	0.053	-0.008	--	--	0.155
		(0.008)	(0.002)			(0.069)
		6.680	-3.283			2.260
patsyou	--	--	-0.144	--	--	--
			(0.038)			
			-3.767			
lastrns	--	--	--	--	--	--
safety	0.123	0.015	-0.002	0.009	0.001	-0.008
	(0.024)	(0.004)	(0.002)	(0.003)	(0.033)	(0.020)
	5.224	4.356	-0.869	2.885	0.022	-0.406
fulltime	--	--	--	--	--	--

emplytype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	1.369	0.169	-0.024	0.929	3.132	0.188
	(0.264)	(0.055)	(0.010)	(0.328)	(0.807)	(0.104)
	5.189	3.093	-2.330	2.833	3.881	1.804
satisjob	-0.085	-0.010	0.001	-0.049	-0.164	-0.009
	(0.016)	(0.003)	(0.001)	(0.018)	(0.044)	(0.007)
	-5.288	-3.394	2.152	-2.813	-3.727	-1.296

Indirect Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	0.001	-0.015	0.051
	(0.001)	(0.002)	(0.028)
	1.153	-6.569	1.790
qualunit	0.000	-0.015	0.193
	(0.001)	(0.002)	(0.033)
	0.060	-6.477	5.777
unmet2	-0.008	0.024	--
	(0.006)	(0.004)	
	-1.314	5.937	
prepare	-0.003	--	--
	(0.002)		
	-1.625		
famres	0.001	-0.019	0.045
	(0.001)	(0.003)	(0.012)
	1.413	-6.916	3.740
SHR	--	--	--
nonurse	-0.035	--	--
	(0.009)		
	-3.898		
patsyou	--	--	--
lastrms	--	--	--

safety	-0.003	0.010	--
	(0.003)	(0.002)	
	-1.283	4.284	
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	--	--	--
MBI_EE	-0.047	0.009	--
	(0.015)	(0.003)	
	-3.052	2.885	
satisjob	-0.006	-0.054	--
	(0.004)	(0.003)	
	-1.473	-19.216	

Continuity of Care Model

Standardized Total and Indirect Effects

Standardized Total Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.171	-0.160	-0.003	0.815	-0.233
ETA 2	--	--	-0.262	--	--	-0.099
ETA 3	--	--	0.009	--	--	0.231
ETA 4	--	--	--	--	--	0.067
ETA 5	--	0.210	-0.159	--	--	-0.261
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.141
ETA 8	--	--	--	--	--	0.007
ETA 9	--	--	--	--	--	-0.020
ETA 10	--	--	0.287	--	--	0.132
ETA 11	--	--	--	--	--	0.032
ETA 12	--	--	--	--	--	0.004
ETA 13	--	--	--	--	--	0.034
ETA 14	--	--	0.038	--	--	0.224
ETA 15	--	--	-0.077	--	--	-0.105

Standardized Total Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.112	-0.035	0.004	-0.240	-0.031	-0.001
ETA 2	-0.152	-0.170	0.023	-0.197	-0.028	0.001
ETA 3	0.449	0.256	-0.033	0.032	0.001	-0.015
ETA 4	0.273	0.171	-0.020	--	--	0.022
ETA 5	-0.117	-0.071	0.009	-0.072	-0.036	-0.001
ETA 6	--	--	--	--	--	--
ETA 7	--	0.238	-0.033	--	--	0.080
ETA 8	--	--	-0.139	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	0.128	0.073	-0.009	0.009	0.000	-0.004
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.202	0.114	-0.016	0.133	0.144	0.014
ETA 15	-0.152	-0.085	0.012	-0.086	-0.091	-0.008

Standardized Total Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
ETA 1	0.010	-0.256	0.070
ETA 2	0.001	-0.254	0.270
ETA 3	-0.053	0.242	--
ETA 4	-0.063	--	--
ETA 5	0.011	-0.287	0.057
ETA 6	--	--	--
ETA 7	-0.146	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	-0.015	0.069	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	-0.029	0.009	--
ETA 15	-0.046	-0.651	--

Standardized Indirect Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.171	-0.182	--	--	-0.233
ETA 2	--	--	-0.070	--	--	-0.099
ETA 3	--	--	0.009	--	--	0.110
ETA 4	--	--	--	--	--	0.038

ETA 5	--	--	-0.064	--	--	-0.089
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	-0.003
ETA 8	--	--	--	--	--	0.003
ETA 9	--	--	--	--	--	--
ETA 10	--	--	0.003	--	--	0.066
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	0.038	--	--	0.049
ETA 15	--	--	-0.024	--	--	-0.156

Standardized Indirect Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.112	-0.067	0.004	-0.062	-0.031	-0.001
ETA 2	-0.152	-0.086	0.023	-0.033	-0.028	0.001
ETA 3	0.048	0.123	-0.036	0.032	0.034	0.036
ETA 4	--	0.065	-0.024	--	--	0.022
ETA 5	-0.117	-0.084	0.009	-0.072	-0.036	-0.001
ETA 6	--	--	--	--	--	--
ETA 7	--	--	-0.033	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	0.128	0.073	-0.009	0.009	0.000	-0.004
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.017	0.054	-0.016	0.001	0.000	0.014
ETA 15	-0.152	-0.085	0.012	-0.086	-0.091	-0.008

Standardized Indirect Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
ETA 1	0.010	-0.256	0.046
ETA 2	0.001	-0.233	--
ETA 3	-0.065	0.002	--
ETA 4	-0.040	--	--
ETA 5	0.011	-0.078	0.057
ETA 6	--	--	--
ETA 7	--	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	-0.015	0.069	--

ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	-0.029	0.009	--
ETA 15	0.021	-0.018	--

Standardized Total Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	0.604	0.104	-0.097	-0.002	0.492	-0.141
qualunit	--	0.599	-0.157	--	--	-0.059
unmet2	--	--	1.001	--	--	0.229
prepare	--	--	--	0.300	--	0.020
famres	--	0.138	-0.104	--	0.658	-0.172
SHR	--	--	--	--	--	1.199
nonurse	--	--	--	--	--	0.211
patsyou	--	--	--	--	--	0.046
lastrns	--	--	--	--	--	-0.130
safety	--	--	0.415	--	--	0.190
fulltime	--	--	--	--	--	0.015
emplytype	--	--	--	--	--	0.003
yrs_unit	--	--	--	--	--	0.216
MBI EE	--	--	0.382	--	--	2.269
satisjob	--	--	-0.064	--	--	-0.088

Standardized Total Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.068	-0.021	0.003	-0.145	-0.019	-0.001
qualunit	-0.091	-0.102	0.014	-0.118	-0.017	0.001
unmet2	0.445	0.254	-0.033	0.032	0.001	-0.015
prepare	0.082	0.051	-0.006	--	--	0.007
famres	-0.077	-0.046	0.006	-0.047	-0.024	-0.001
SHR	--	--	--	--	--	--
nonurse	1.496	0.357	-0.050	--	--	0.120
patsyou	--	6.789	-0.944	--	--	--
lastrns	--	--	6.554	--	--	--
safety	0.185	0.105	-0.014	1.458	0.000	-0.006
fulltime	--	--	--	0.465	--	--
emplytype	--	--	--	--	--	0.774
yrs_unit	--	--	--	--	--	--
MBI EE	2.048	1.149	-0.159	1.342	1.455	0.145
satisjob	-0.127	-0.071	0.010	-0.071	-0.076	-0.007

Standardized Total Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
ptmanage	0.006	-0.155	0.042
qualunit	0.001	-0.152	0.161
unmet2	-0.052	0.240	--
prepare	-0.019	--	--
famres	0.007	-0.189	0.037
SHR	--	--	--
nonurse	-0.218	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	-0.022	0.099	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	6.294	--	--
MBI_EE	-0.293	10.210	--
satisjob	-0.038	-0.544	0.835

Standardized Indirect Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	0.104	-0.097	-0.002	0.492	-0.141
qualunit	--	--	-0.157	--	--	-0.059
unmet2	--	--	0.009	--	--	0.229
prepare	--	--	--	--	--	0.020
famres	--	0.138	-0.104	--	--	-0.172
SHR	--	--	--	--	--	--
nonurse	--	--	--	--	--	0.211
patsyou	--	--	--	--	--	0.046
lastrns	--	--	--	--	--	-0.130
safety	--	--	0.415	--	--	0.190
fulltime	--	--	--	--	--	0.015
emplytype	--	--	--	--	--	0.003
yrs_unit	--	--	--	--	--	0.216
MBI_EE	--	--	0.382	--	--	2.269
satisjob	--	--	-0.064	--	--	-0.088

Standardized Indirect Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.068	-0.021	0.003	-0.145	-0.019	-0.001
qualunit	-0.091	-0.102	0.014	-0.118	-0.017	0.001

unmet2	0.445	0.254	-0.033	0.032	0.001	-0.015
prepare	0.082	0.051	-0.006	--	--	0.007
famres	-0.077	-0.046	0.006	-0.047	-0.024	-0.001
SHR	--	--	--	--	--	--
nonurse	--	0.357	-0.050	--	--	0.120
patsyou	--	--	-0.944	--	--	--
lastrns	--	--	--	--	--	--
safety	0.185	0.105	-0.014	0.013	0.000	-0.006
fulltime	--	--	--	--	--	--
emplytype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	2.048	1.149	-0.159	1.342	1.455	0.145
satisjob	-0.127	-0.071	0.010	-0.071	-0.076	-0.007

Standardized Indirect Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	0.006	-0.155	0.042
qualunit	0.001	-0.152	0.161
unmet2	-0.052	0.240	--
prepare	-0.019	--	--
famres	0.007	-0.189	0.037
SHR	--	--	--
nonurse	-0.218	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	-0.022	0.099	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	--	--	--
MBI_EE	-0.293	0.091	--
satisjob	-0.038	-0.544	--

Time used: 0.911 Seconds

APPENDIX K

Appendix K. LISREL Output – Other Nurse Group

DATE: 1/12/2006

TIME: 21:32

L I S R E L 8.71

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Basic Model Syntax 11.LS8:

Continuity of Care Model

DA NI=27 NO=561

CM FU FI=C:\CofCModel9.csv

LA

'drnrs' 'support' 'admlis' 'nvrflt' 'staff' 'nonurse' 'safety' 'fulltime' 'patsyou'
'emplye' 'lastnrs' 'floats' 'yrs_unit' 'lastlpns' 'lastuaps' 'adl_all' 'adl_most' 'MBI_EE'
'satisjob' 'unmet2' 'prepare' 'dschplan' 'qualunit' 'ptmanage'
'SHR' 'famres' 'commres'

SE

'ptmanage' 'qualunit' 'unmet2' 'prepare' 'famres' 'SHR' 'nonurse' 'patsyou' 'lastnrs' 'safety'
'fulltime' 'emplye' 'yrs_unit' 'MBI_EE' 'satisjob/'

MO NY=15 NE=15 LY=FU,FI BE=FU,FI PS=SY,FI TE=DI,FI

FR BE(14,11) BE(15,13) BE(15,14) BE(15,3) BE(3,11) C

BE(3,12) BE(3,13) BE(3,14) BE(4,13) BE(14,7) BE(14,10) BE(1,15) C

BE(2,10) BE(2,14) BE(2,15) BE(2,3) BE(1,3) BE(1,4) C

BE(7,6) BE(8,6) BE(9,6) BE(10,6) BE(11,6) BE(12,6) BE(13,6) C

BE(14,6) BE(15,6) BE(5,14) BE(3,6) BE(5,3) BE(4,6) BE(5,2) BE(1,5) C

BE(3,7) BE(3,8) BE(3,9) BE(4,7) BE(4,8) BE(4,9) BE(5,8) BE(1,8) BE(10,3) C

BE(2,8) BE(14,8) BE(7,13) BE(8,9) BE(7,12) BE(7,8) BE(1,10) BE(5,6) BE(10,8)

BE(15,10)

VA 1.0 LY(1,1) LY(2,2) LY(3,3) LY(4,4) LY(5,5) LY(6,6) LY(7,7) LY(8,8) LY(9,9)
 LY(10,10) C LY(11,11) LY(12,12) LY(13,13) LY(14,14) LY(15,15)
 VA .2023 TE(1,1)
 VA .0426 TE(2,2)
 VA .4058 TE(3,3)
 VA .0126 TE(4,4)
 VA .1188 TE(5,5)
 VA .4958 TE(6,6)
 VA .1551 TE(7,7)
 VA 6.602 TE(8,8)
 VA .9399 TE(9,9)
 VA 1.150 TE(10,10)
 VA .0226 TE(11,11)
 VA .0063 TE(12,12)
 VA 3.343 TE(13,13)
 VA 18.076 TE(14,14)
 VA .0394 TE(15,15)
 FR PS(1,1) PS(2,2) PS(3,3) PS(4,4) PS(5,5) PS(6,6) PS(7,7) PS(8,8) PS(9,9) PS(10,10)
 C
 PS(11,11) PS(12,12) PS(13,13) PS(14,14) PS(15,15)
 FR PS(12,11) PS(13,12) PS(4,3) PS(2,1)
 ST .5 PS(1,1)
 ST .4 PS(2,2)
 ST 1.5 PS(3,3)
 ST .05 PS(4,4)
 ST .5 PS(5,5)
 ST 1.5 PS(6,6)
 ST 1.5 PS(7,7)
 ST 132. PS(8,8)
 ST 9. PS(9,9)
 ST 3.5 PS(10,10)
 ST .2 PS(11,11)
 ST .5 PS(12,12)
 ST 33. PS(13,13)
 ST 120. PS(14,14)
 ST .7 PS(15,15)
 ST .2 PS(2,1)
 OU ML ALL AD=OFF ND=3

Continuity of Care Model

Number of Input Variables 27
 Number of Y - Variables 15
 Number of X - Variables 0
 Number of ETA - Variables 15
 Number of KSI - Variables 0

Number of Observations 561

Continuity of Care Model

Covariance Matrix

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.578					
qualunit	0.158	0.426				
unmet2	-0.203	-0.309	1.623			
prepare	-0.032	-0.028	0.105	0.084		
famres	0.334	0.156	-0.187	-0.020	0.594	
SHR	-0.170	-0.104	0.252	0.044	-0.132	1.983
nonurse	-0.102	-0.101	0.515	0.056	-0.098	0.218
patsyou	-0.877	-0.745	1.043	-0.115	-0.747	-0.387
lastrns	0.049	-0.117	0.167	-0.012	-0.070	-0.017
safety	-0.308	-0.423	0.674	0.057	-0.131	-0.126
fulltime	--	-0.001	0.026	-0.006	-0.015	0.024
emplytype	0.038	-0.009	0.006	0.009	0.031	0.016
yrs_unit	-0.242	0.002	0.162	0.105	0.096	0.496
MBI_EE	-2.021	-2.399	5.262	0.476	-2.164	2.788
satisjob	0.183	0.255	-0.370	-0.026	0.164	-0.162

Covariance Matrix

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
nonurse	1.551					
patsyou	-0.739	132.038				
lastrns	-0.162	-9.034	9.399			
safety	0.355	3.745	0.218	3.833		
fulltime	0.005	-0.011	-0.058	0.006	0.226	
emplytype	0.089	-0.123	-0.131	0.063	0.067	0.631
yrs_unit	0.188	-0.950	-1.262	-0.121	0.249	0.683
MBI_EE	3.141	7.685	2.752	4.814	0.942	0.982
satisjob	-0.180	-0.889	-0.116	-0.535	-0.006	-0.002

Covariance Matrix

	yrs_unit	MBI_EE	satisjob
yrs_unit	33.425		
MBI_EE	0.530	120.507	
satisjob	-0.143	-5.103	0.788

Continuity of Care Model

Parameter Specifications

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0	0	1	2	3	0
ETA 2	0	0	7	0	0	0
ETA 3	0	0	0	0	0	12
ETA 4	0	0	0	0	0	20
ETA 5	0	25	26	0	0	27
ETA 6	0	0	0	0	0	0
ETA 7	0	0	0	0	0	30
ETA 8	0	0	0	0	0	34
ETA 9	0	0	0	0	0	36
ETA 10	0	0	37	0	0	38
ETA 11	0	0	0	0	0	40
ETA 12	0	0	0	0	0	41
ETA 13	0	0	0	0	0	42
ETA 14	0	0	0	0	0	43
ETA 15	0	0	48	0	0	49

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	0	4	0	5	0	0
ETA 2	0	8	0	9	0	0
ETA 3	13	14	15	0	16	17
ETA 4	21	22	23	0	0	0
ETA 5	0	28	0	0	0	0
ETA 6	0	0	0	0	0	0
ETA 7	0	31	0	0	0	32
ETA 8	0	0	35	0	0	0
ETA 9	0	0	0	0	0	0
ETA 10	0	39	0	0	0	0
ETA 11	0	0	0	0	0	0
ETA 12	0	0	0	0	0	0
ETA 13	0	0	0	0	0	0
ETA 14	44	45	0	46	47	0
ETA 15	0	0	0	50	0	0

BETA

	ETA 13	ETA 14	ETA 15
ETA 1	0	0	6
ETA 2	0	10	11
ETA 3	18	19	0
ETA 4	24	0	0
ETA 5	0	29	0
ETA 6	0	0	0
ETA 7	33	0	0
ETA 8	0	0	0
ETA 9	0	0	0
ETA 10	0	0	0
ETA 11	0	0	0
ETA 12	0	0	0
ETA 13	0	0	0
ETA 14	0	0	0
ETA 15	51	52	0

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	53					
ETA 2	54	55				
ETA 3	0	0	56			
ETA 4	0	0	57	58		
ETA 5	0	0	0	0	59	
ETA 6	0	0	0	0	0	60
ETA 7	0	0	0	0	0	0
ETA 8	0	0	0	0	0	0
ETA 9	0	0	0	0	0	0
ETA 10	0	0	0	0	0	0
ETA 11	0	0	0	0	0	0
ETA 12	0	0	0	0	0	0
ETA 13	0	0	0	0	0	0
ETA 14	0	0	0	0	0	0
ETA 15	0	0	0	0	0	0

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	61					
ETA 8	0	62				
ETA 9	0	0	63			

ETA 10	0	0	0	64		
ETA 11	0	0	0	0	65	
ETA 12	0	0	0	0	66	67
ETA 13	0	0	0	0	0	68
ETA 14	0	0	0	0	0	0
ETA 15	0	0	0	0	0	0

PSI

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 13	69		
ETA 14	0	70	
ETA 15	0	0	71

Continuity of Care Model

Initial Estimates (TSLS)

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----
ptmanage	1.000	--	--	--	--	--
qualunit	--	1.000	--	--	--	--
unmet2	--	--	1.000	--	--	--
prepare	--	--	--	1.000	--	--
famres	--	--	--	--	1.000	--
SHR	--	--	--	--	--	1.000
nonurse	--	--	--	--	--	--
patsyou	--	--	--	--	--	--
lastrns	--	--	--	--	--	--
safety	--	--	--	--	--	--
fulltime	--	--	--	--	--	--
emplype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ptmanage	--	--	--	--	--	--
qualunit	--	--	--	--	--	--

unmet2	--	--	--	--	--	--
prepare	--	--	--	--	--	--
famres	--	--	--	--	--	--
SHR	--	--	--	--	--	--
nonurse	1.000	--	--	--	--	--
patsyou	--	1.000	--	--	--	--
lastrns	--	--	1.000	--	--	--
safety	--	--	--	1.000	--	--
fulltime	--	--	--	--	1.000	--
emplytype	--	--	--	--	--	1.000
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	--	--	--
qualunit	--	--	--
unmet2	--	--	--
prepare	--	--	--
famres	--	--	--
SHR	--	--	--
nonurse	--	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	--	--	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	1.000	--	--
MBI_EE	--	1.000	--
satisjob	--	--	1.000

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----
ETA 1	--	--	0.500	0.500	0.500	--
ETA 2	--	--	0.500	--	--	--
ETA 3	--	--	--	--	--	0.500
ETA 4	--	--	--	--	--	0.500
ETA 5	--	0.500	0.500	--	--	0.500
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.500
ETA 8	--	--	--	--	--	0.500

ETA 9	--	--	--	--	--	0.500
ETA 10	--	--	0.500	--	--	0.500
ETA 11	--	--	--	--	--	0.500
ETA 12	--	--	--	--	--	0.500
ETA 13	--	--	--	--	--	0.500
ETA 14	--	--	--	--	--	0.500
ETA 15	--	--	0.500	--	--	0.500

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	--	0.500	--	0.500	--	--
ETA 2	--	0.500	--	0.500	--	--
ETA 3	0.500	0.500	0.500	--	0.500	0.500
ETA 4	0.500	0.500	0.500	--	--	--
ETA 5	--	0.500	--	--	--	--
ETA 6	--	--	--	--	--	--
ETA 7	--	0.500	--	--	--	0.500
ETA 8	--	--	0.500	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	0.500	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.500	0.500	--	0.500	0.500	--
ETA 15	--	--	--	0.500	--	--

BETA

	ETA 13	ETA 14	ETA 15
ETA 1	--	--	0.500
ETA 2	--	0.500	0.500
ETA 3	0.500	0.500	--
ETA 4	0.500	--	--
ETA 5	--	0.500	--
ETA 6	--	--	--
ETA 7	0.500	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	--	--	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	--	--	--

ETA 15 0.500 0.500 --

Covariance Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.500					
ETA 2	0.200	0.400				
ETA 3	--	--	1.500			
ETA 4	--	--	0.105	0.050		
ETA 5	--	--	--	--	0.500	
ETA 6	--	--	--	--	--	1.500
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

Covariance Matrix of ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.500					
ETA 8	--	132.000				
ETA 9	--	--	9.000			
ETA 10	--	--	--	3.500		
ETA 11	--	--	--	--	0.200	
ETA 12	--	--	--	--	0.067	0.500
ETA 13	--	--	--	--	--	0.683
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

Covariance Matrix of ETA

	ETA 13	ETA 14	ETA 15
ETA 13	33.000		
ETA 14	--	120.000	
ETA 15	--	--	0.700

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.500					
ETA 2	0.200	0.400				
ETA 3	--	--	1.500			
ETA 4	--	--	0.105	0.050		
ETA 5	--	--	--	--	0.500	
ETA 6	--	--	--	--	--	1.500
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.500					
ETA 8	--	132.000				
ETA 9	--	--	9.000			
ETA 10	--	--	--	3.500		
ETA 11	--	--	--	--	0.200	
ETA 12	--	--	--	--	0.067	0.500
ETA 13	--	--	--	--	--	0.683
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	33.000		
ETA 14	--	120.000	
ETA 15	--	--	0.700

Squared Multiple Correlations for Reduced Form

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-8645.534	-5440.402	-258.043	-2134.927	-4689.044	--

Squared Multiple Correlations for Reduced Form

ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
-30.077	-0.023	-0.042	-67.303	-1.875	-0.750

Squared Multiple Correlations for Reduced Form

ETA 13	ETA 14	ETA 15
-0.011	-2.610	-1151.261

THETA-EPS

ptmanage	qualunit	unmet2	prepare	famres	SHR
0.202	0.043	0.406	0.013	0.119	0.496

THETA-EPS

nonurse	patsyou	lastrns	safety	fulltime	emplytype
0.155	6.602	0.940	1.150	0.023	0.006

THETA-EPS

yrs_unit	MBI_EE	satisjob
3.343	18.076	0.039

Behavior under Minimization Iterations

Iter	Try	Abscissa	Slope	Function
1	0	0.00000000D+00	-0.10159214D+03	0.10489785D+01
	1	0.10000000D+01		
	2	0.50000000D+00		
	3	0.25000000D+00		
	4	0.12500000D+00	0.79989769D+02	0.14529360D+02
	5	0.69935478D-01	0.89204437D+02	0.10298330D+02
	6	0.37238063D-01	0.14321128D+03	0.66403066D+01
	7	0.15453601D-01	0.18385417D+03	0.29563608D+01
	8	0.55000340D-02	0.12303035D+03	0.13295530D+01
	9	0.24875525D-02	0.59347868D+02	0.10414330D+01
	10	0.15702484D-02	0.22759878D+02	0.10026573D+01
	11	0.12828492D-02	0.76790780D+01	0.99823030D+00

2	0	0.00000000D+00	-0.43686652D+02	0.99823030D+00
	1	0.12828492D-02	-0.23112028D+02	0.95540184D+00
	2	0.25656985D-02	-0.28520328D+01	0.93879690D+00
3	0	0.00000000D+00	-0.11293725D+02	0.93879690D+00
	1	0.25656985D-02	-0.86093194D+01	0.91327181D+00
	2	0.51313970D-02	-0.59606651D+01	0.89458851D+00
	3	0.10262794D-01	-0.77766719D+00	0.87736770D+00
4	0	0.00000000D+00	-0.52006265D+01	0.87736770D+00
	1	0.10262794D-01	-0.13311069D+01	0.84380070D+00
	2	0.20525588D-01	0.25666085D+01	0.85014203D+00
	3	0.13767636D-01	-0.15116411D-03	0.84146717D+00
5	0	0.00000000D+00	-0.27470794D+01	0.84146717D+00
	1	0.13767636D-01	-0.23958579D+00	0.82022018D+00
6	0	0.00000000D+00	-0.13939686D+01	0.82022018D+00
	1	0.13767636D-01	-0.11303099D+01	0.80283922D+00
	2	0.27535272D-01	-0.86215977D+00	0.78911740D+00
	3	0.55070544D-01	-0.30628477D+00	0.77296127D+00
	4	0.11014109D+00	0.93112654D+00	0.78921378D+00
	5	0.68701637D-01	-0.18306171D-01	0.77073783D+00
7	0	0.00000000D+00	-0.11613555D+01	0.77073783D+00
	1	0.68701637D-01	-0.64017692D+00	0.70796322D+00
	2	0.13740327D+00	0.93670872D-01	0.68757602D+00
8	0	0.00000000D+00	-0.95305843D+00	0.68757602D+00
	1	0.13740327D+00	0.57413747D+00	0.65767011D+00
	2	0.85747577D-01	-0.41707732D-01	0.64421526D+00
9	0	0.00000000D+00	-0.66341464D+00	0.64421526D+00
	1	0.85747577D-01	-0.18976589D+00	0.60824104D+00
	2	0.17149515D+00	0.23884400D+00	0.61040612D+00
	3	0.12371209D+00	0.12062238D-02	0.60467873D+00
10	0	0.00000000D+00	-0.45165859D+00	0.60467873D+00
	1	0.12371209D+00	-0.23103216D+00	0.56261983D+00
	2	0.24742418D+00	-0.22958437D-01	0.54699842D+00
11	0	0.00000000D+00	-0.34230072D+00	0.54699842D+00
	1	0.24742418D+00	-0.55076218D-01	0.49719305D+00
	2	0.49484835D+00	0.28095183D+00	0.52366755D+00
	3	0.28797790D+00	-0.44309789D-02	0.49598198D+00

12	0	0.00000000D+00	-0.23464938D+00	0.49598198D+00
	1	0.28797790D+00	-0.70446161D-01	0.45085960D+00
	2	0.57595580D+00	0.17429497D+00	0.46291394D+00
	3	0.37086931D+00	-0.11555106D-01	0.44741228D+00
13	0	0.00000000D+00	-0.16854453D+00	0.44741228D+00
	1	0.37086931D+00	0.11023467D+00	0.43605581D+00
	2	0.22422043D+00	-0.21573022D-02	0.42817304D+00
14	0	0.00000000D+00	-0.11452233D+00	0.42817304D+00
	1	0.22422043D+00	0.17483451D-01	0.41694213D+00
	2	0.19452365D+00	-0.11444565D-02	0.41670051D+00
15	0	0.00000000D+00	-0.78599435D-01	0.41670051D+00
	1	0.19452365D+00	-0.34657377D-01	0.40571883D+00
	2	0.38904730D+00	0.75441650D-02	0.40310469D+00
16	0	0.00000000D+00	-0.60071801D-01	0.40310469D+00
	1	0.38904730D+00	0.45751138D-02	0.39216413D+00
17	0	0.00000000D+00	-0.41398422D-01	0.39216413D+00
	1	0.38904730D+00	-0.83158332D-02	0.38249237D+00
	2	0.77809460D+00	0.24740860D-01	0.38569030D+00
	3	0.48691711D+00	0.73585954D-05	0.38208581D+00
18	0	0.00000000D+00	-0.26560065D-01	0.38208581D+00
	1	0.48691711D+00	0.71387554D-02	0.37737721D+00
	2	0.38376863D+00	0.38106185D-04	0.37700692D+00
19	0	0.00000000D+00	-0.20643332D-01	0.37700692D+00
	1	0.38376863D+00	-0.12496212D-01	0.37064406D+00
	2	0.76753726D+00	-0.42036081D-02	0.36743421D+00
	3	0.15350745D+01	0.13020363D-01	0.37075402D+00
	4	0.95485910D+00	-0.88386066D-04	0.36703145D+00
20	0	0.00000000D+00	-0.16296836D-01	0.36703145D+00
	1	0.95485910D+00	0.89619149D-02	0.36342493D+00
	2	0.61607092D+00	-0.14808551D-03	0.36193610D+00
21	0	0.00000000D+00	-0.14230719D-01	0.36193610D+00
	1	0.61607092D+00	-0.72665531D-02	0.35532309D+00
	2	0.12321418D+01	-0.45518019D-03	0.35295135D+00
22	0	0.00000000D+00	-0.12077874D-01	0.35295135D+00
	1	0.12321418D+01	-0.30728734D-02	0.34362171D+00

2	0.24642837D+01	0.58946484D-02	0.34536358D+00
3	0.16543561D+01	0.38274065D-05	0.34297396D+00
23	0 0.00000000D+00	-0.98380194D-02	0.34297396D+00
1	0.16543561D+01	-0.10433677D-02	0.33387532D+00
2	0.33087123D+01	0.85209866D-02	0.33994529D+00
3	0.18348285D+01	-0.39710213D-04	0.33377745D+00
24	0 0.00000000D+00	-0.87640700D-02	0.33377745D+00
1	0.18348285D+01	0.16006262D-02	0.32697863D+00
2	0.15514748D+01	-0.99859670D-04	0.32676694D+00
25	0 0.00000000D+00	-0.73554699D-02	0.32676694D+00
1	0.15514748D+01	-0.33693969D-02	0.31845014D+00
2	0.31029497D+01	0.59734826D-03	0.31630185D+00
26	0 0.00000000D+00	-0.64464860D-02	0.31630185D+00
1	0.31029497D+01	0.24752678D-02	0.31043970D+00
2	0.22420616D+01	0.10987388D-03	0.30932208D+00
27	0 0.00000000D+00	-0.50853905D-02	0.30932208D+00
1	0.22420616D+01	0.90520090D-04	0.30377228D+00
28	0 0.00000000D+00	-0.42803614D-02	0.30377228D+00
1	0.22420616D+01	-0.22806535D-02	0.29640817D+00
2	0.44841232D+01	-0.23208158D-03	0.29358207D+00
29	0 0.00000000D+00	-0.35316782D-02	0.29358207D+00
1	0.44841232D+01	0.99117533D-03	0.28782119D+00
2	0.35014356D+01	-0.14878880D-04	0.28734218D+00
30	0 0.00000000D+00	-0.29673332D-02	0.28734218D+00
1	0.35014356D+01	-0.51281351D-03	0.28124969D+00
2	0.70028712D+01	0.19362610D-02	0.28374462D+00
3	0.42346037D+01	0.74605104D-06	0.28106200D+00
31	0 0.00000000D+00	-0.26400902D-02	0.28106200D+00
1	0.42346037D+01	-0.60103471D-03	0.27421893D+00
2	0.84692075D+01	0.13881623D-02	0.27590143D+00
3	0.55140868D+01	0.48163850D-05	0.27383797D+00
32	0 0.00000000D+00	-0.23100256D-02	0.27383797D+00
1	0.55140868D+01	-0.91722557D-03	0.26494945D+00
2	0.11028174D+02	0.45474011D-03	0.26368437D+00
3	0.92005211D+01	0.24270108D-05	0.26326622D+00

33	0	0.00000000D+00	-0.21254413D-02	0.26326622D+00
	1	0.92005211D+01	-0.74994868D-03	0.25001173D+00
	2	0.18401042D+02	0.66281161D-03	0.24958060D+00
	3	0.14084519D+02	-0.49228962D-05	0.24816393D+00
34	0	0.00000000D+00	-0.19872504D-02	0.24816393D+00
	1	0.14084519D+02	-0.18810630D-03	0.23270075D+00
35	0	0.00000000D+00	-0.21858902D-02	0.23270075D+00
	1	0.14084519D+02	0.34434584D-02	0.24117932D+00
	2	0.54690542D+01	-0.38335795D-04	0.22659573D+00
36	0	0.00000000D+00	-0.17991869D-02	0.22659573D+00
	1	0.54690542D+01	-0.12083471D-02	0.21837053D+00
	2	0.10938108D+02	-0.61544079D-03	0.21338247D+00
	3	0.21876217D+02	0.57472421D-03	0.21315587D+00
	4	0.16594264D+02	-0.53532871D-06	0.21163975D+00
37	0	0.00000000D+00	-0.16986501D-02	0.21163975D+00
	1	0.16594264D+02	0.17057939D-03	0.19891474D+00
	2	0.15079929D+02	-0.11243884D-05	0.19878645D+00
38	0	0.00000000D+00	-0.14948944D-02	0.19878645D+00
	1	0.15079929D+02	0.14298072D-02	0.19815943D+00
	2	0.77077610D+01	-0.13544142D-04	0.19295486D+00
39	0	0.00000000D+00	-0.12547785D-02	0.19295486D+00
	1	0.77077610D+01	-0.42865788D-03	0.18645135D+00
	2	0.15415522D+02	0.42288512D-03	0.18641216D+00
	3	0.11587768D+02	-0.32964427D-05	0.18561124D+00
40	0	0.00000000D+00	-0.11229285D-02	0.18561124D+00
	1	0.11587768D+02	0.13294151D-03	0.17987394D+00
	2	0.10361132D+02	-0.70209455D-07	0.17979245D+00
41	0	0.00000000D+00	-0.98672447D-03	0.17979245D+00
	1	0.10361132D+02	0.21581443D-03	0.17579699D+00
	2	0.85016644D+01	-0.13400717D-06	0.17559648D+00
42	0	0.00000000D+00	-0.75396744D-03	0.17559648D+00
	1	0.85016644D+01	0.87757659D-03	0.17610761D+00
	2	0.39287804D+01	-0.24632519D-05	0.17410967D+00
43	0	0.00000000D+00	-0.58443531D-03	0.17410967D+00
	1	0.39287804D+01	-0.23417127D-03	0.17250267D+00
	2	0.78575608D+01	0.11316993D-03	0.17226584D+00

3 0.65774944D+01 0.28600700D-06 0.17219319D+00

44 0 0.00000000D+00 -0.44441730D-03 0.17219319D+00
1 0.65774944D+01 0.14161111D-04 0.17078406D+00

45 0 0.00000000D+00 -0.29867016D-03 0.17078406D+00
1 0.65774944D+01 0.28307613D-03 0.17072555D+00
2 0.33769039D+01 -0.16472500D-05 0.17027609D+00

46 0 0.00000000D+00 -0.22544198D-03 0.17027609D+00
1 0.33769039D+01 -0.10902476D-03 0.16971151D+00
2 0.67538078D+01 0.68408100D-05 0.16953913D+00

47 0 0.00000000D+00 -0.18640031D-03 0.16953913D+00
1 0.67538078D+01 -0.52089246D-04 0.16873134D+00
2 0.13507616D+02 0.86822293D-04 0.16884588D+00
3 0.92863602D+01 -0.56941435D-06 0.16866452D+00

48 0 0.00000000D+00 -0.16171876D-03 0.16866452D+00
1 0.92863602D+01 -0.37945879D-04 0.16773771D+00
2 0.18572720D+02 0.85491090D-04 0.16795872D+00
3 0.12141089D+02 0.35334736D-07 0.16768360D+00

49 0 0.00000000D+00 -0.14859375D-03 0.16768360D+00
1 0.12141089D+02 -0.52606026D-04 0.16646342D+00
2 0.24282178D+02 0.42204813D-04 0.16640145D+00
3 0.18877602D+02 0.14308163D-06 0.16628691D+00

50 0 0.00000000D+00 -0.14119919D-03 0.16628691D+00
1 0.18877602D+02 -0.84437742D-04 0.16415700D+00
2 0.37755205D+02 -0.27543950D-04 0.16309978D+00
3 0.75510409D+02 0.86849377D-04 0.16421633D+00
4 0.46846010D+02 -0.83481523D-07 0.16297417D+00

51 0 0.00000000D+00 -0.13836784D-03 0.16297417D+00
1 0.46846010D+02 -0.64497693D-04 0.15823392D+00
2 0.93692020D+02 0.68142249D-05 0.15689137D+00

52 0 0.00000000D+00 -0.16642192D-03 0.15689137D+00
1 0.93692020D+02 0.39278603D-02 0.30445853D+00
2 0.38083368D+01 -0.50149388D-04 0.15647851D+00
3 0.49414692D+01 -0.15252108D-04 0.15644144D+00

53 0 0.00000000D+00 -0.14170286D-03 0.15644144D+00
1 0.49414692D+01 -0.92945097D-04 0.15586110D+00
2 0.98829384D+01 -0.42715033D-04 0.15552529D+00

	3	0.19765877D+02	0.62623246D-04	0.15561804D+00
	4	0.13890504D+02	-0.81954749D-06	0.15543770D+00
54	0	0.00000000D+00	-0.13212086D-03	0.15543770D+00
	1	0.13890504D+02	-0.93013462D-04	0.15387416D+00
	2	0.27781008D+02	-0.53975311D-04	0.15285337D+00
	3	0.55562015D+02	0.23882950D-04	0.15243607D+00
	4	0.47040217D+02	0.31978006D-07	0.15233415D+00
55	0	0.00000000D+00	-0.12943518D-03	0.15233415D+00
	1	0.47040217D+02	-0.69969610D-05	0.14910190D+00
56	0	0.00000000D+00	-0.12080012D-03	0.14910190D+00
	1	0.47040217D+02	0.18316144D-02	0.18743499D+00
	2	0.29104802D+01	-0.12809309D-04	0.14890714D+00
	3	0.32169561D+01	-0.13584412D-05	0.14890497D+00
57	0	0.00000000D+00	-0.73044707D-04	0.14890497D+00
	1	0.32169561D+01	-0.45200145D-04	0.14871478D+00
	2	0.64339122D+01	-0.17366344D-04	0.14861414D+00
	3	0.12867824D+02	0.38283067D-04	0.14868144D+00
	4	0.84417237D+01	0.17812793D-08	0.14859671D+00
58	0	0.00000000D+00	-0.54182171D-04	0.14859671D+00
	1	0.84417237D+01	-0.15686310D-04	0.14830170D+00
	2	0.16883447D+02	0.22970505D-04	0.14833233D+00
	3	0.11867239D+02	-0.20047558D-07	0.14827479D+00
59	0	0.00000000D+00	-0.48203295D-04	0.14827479D+00
	1	0.11867239D+02	-0.31566072D-04	0.14780155D+00
	2	0.23734477D+02	-0.15013364D-04	0.14752525D+00
	3	0.47468954D+02	0.17840872D-04	0.14755946D+00
	4	0.34580395D+02	0.41357006D-07	0.14744412D+00
60	0	0.00000000D+00	-0.45873256D-04	0.14744412D+00
	1	0.34580395D+02	-0.35682868D-04	0.14603401D+00
	2	0.69160791D+02	-0.25496895D-04	0.14497621D+00
	3	0.13832158D+03	-0.51355060D-05	0.14391700D+00
	4	0.27664316D+03	0.35563805D-04	0.14602165D+00
	5	0.15577523D+03	0.12333742D-08	0.14387220D+00
61	0	0.00000000D+00	-0.45422893D-04	0.14387220D+00
	1	0.15577523D+03	-0.89841552D-05	0.13961684D+00
	2	0.31155045D+03	0.28842303D-04	0.14114523D+00
	3	0.19277337D+03	-0.12736615D-06	0.13944804D+00

62	0	0.00000000D+00	-0.44778750D-04	0.13944804D+00
	1	0.19277337D+03	0.27054534D-04	0.13773571D+00
	2	0.12016923D+03	-0.27790747D-07	0.13675473D+00
63	0	0.00000000D+00	-0.44017343D-04	0.13675473D+00
	1	0.12016923D+03	0.65997088D-06	0.13415060D+00
64	0	0.00000000D+00	-0.39992772D-04	0.13415060D+00
	1	0.12016923D+03	0.53554288D-03	0.16351862D+00
	2	0.83503094D+01	-0.12520157D-05	0.13397828D+00
65	0	0.00000000D+00	-0.31181537D-04	0.13397828D+00
	1	0.83503094D+01	-0.85378153D-05	0.13381249D+00
	2	0.16700619D+02	0.14048020D-04	0.13383553D+00
	3	0.11506863D+02	0.64770679D-08	0.13379903D+00
66	0	0.00000000D+00	-0.26990856D-04	0.13379903D+00
	1	0.11506863D+02	-0.20862073D-04	0.13352375D+00
	2	0.23013726D+02	-0.14780504D-04	0.13331873D+00
	3	0.46027452D+02	-0.27555550D-05	0.13311730D+00
	4	0.92054904D+02	0.20764425D-04	0.13353439D+00
	5	0.51419938D+02	0.35998178D-07	0.13310997D+00
67	0	0.00000000D+00	-0.26504231D-04	0.13310997D+00
	1	0.51419938D+02	-0.22802351D-04	0.13184217D+00
	2	0.10283988D+03	-0.19069722D-04	0.13076550D+00
	3	0.20567975D+03	-0.11510316D-04	0.12919199D+00
	4	0.41135951D+03	0.39988301D-05	0.12841041D+00
	5	0.35832768D+03	-0.51070293D-07	0.12830589D+00
68	0	0.00000000D+00	-0.26449047D-04	0.12830589D+00
	1	0.35832768D+03	-0.44894865D-05	0.12272236D+00
	2	0.71665536D+03	0.18878746D-04	0.12525676D+00
	3	0.42716931D+03	-0.11258990D-06	0.12256365D+00
69	0	0.00000000D+00	-0.26578209D-04	0.12256365D+00
	1	0.42716931D+03	0.78335857D-04	0.13310891D+00
	2	0.10821614D+03	-0.13490640D-05	0.12104444D+00
70	0	0.00000000D+00	-0.34151238D-04	0.12104444D+00
	1	0.10821614D+03	0.91650256D-03	0.16718058D+00
	2	0.38875510D+01	-0.30965261D-05	0.12097196D+00
71	0	0.00000000D+00	-0.27524220D-04	0.12097196D+00
	1	0.38875510D+01	-0.22774034D-04	0.12087419D+00
	2	0.77751021D+01	-0.18012409D-04	0.12079491D+00

3	0.15550204D+02	-0.84548982D-05	0.12069198D+00	
4	0.31100408D+02	0.10796770D-04	0.12070996D+00	
5	0.22379503D+02	-0.22399741D-07	0.12066302D+00	
72	0	0.00000000D+00	-0.26299559D-04	0.12066302D+00
	1	0.22379503D+02	-0.26080938D-04	0.12007689D+00
	2	0.44759006D+02	-0.25862061D-04	0.11949566D+00
	3	0.89518012D+02	-0.25423541D-04	0.11834791D+00
	4	0.17903602D+03	-0.24543437D-04	0.11611141D+00
	5	0.35807205D+03	-0.22771011D-04	0.11187567D+00
	6	0.71614409D+03	-0.19177595D-04	0.10436343D+00
	7	0.14322882D+04	-0.11799864D-04	0.93256261D-01
	8	0.28645764D+04	0.36784584D-05	0.87329723D-01
	9	0.25241898D+04	-0.82763628D-07	0.86719157D-01
73	0	0.00000000D+00	-0.26906413D-04	0.86719157D-01
	1	0.25241898D+04	0.12951150D-02	0.19515038D+01
	2	0.51373519D+02	0.10811024D-04	0.86306051D-01
	3	0.36648225D+02	0.82200794D-08	0.86226383D-01
74	0	0.00000000D+00	-0.26150804D-04	0.86226383D-01
	1	0.36648225D+02	-0.23712021D-04	0.85312781D-01
	2	0.73296450D+02	-0.21301953D-04	0.84488025D-01
	3	0.14659290D+03	-0.16563808D-04	0.83100964D-01
	4	0.29318580D+03	-0.73884144D-05	0.81350011D-01
	5	0.58637160D+03	0.99492845D-05	0.81755177D-01
	6	0.41812615D+03	0.15001647D-06	0.80900337D-01
75	0	0.00000000D+00	-0.25972531D-04	0.80900337D-01
	1	0.41812615D+03	0.39828370D-03	0.15076476D+00
	2	0.25597254D+02	-0.50787075D-05	0.80502266D-01
	3	0.30539558D+02	-0.10076986D-05	0.80487220D-01
76	0	0.00000000D+00	-0.25427264D-04	0.80487220D-01
	1	0.30539558D+02	0.37709728D-04	0.80672698D-01
	2	0.12299246D+02	-0.97277627D-07	0.80330127D-01
77	0	0.00000000D+00	-0.22385933D-04	0.80330127D-01
	1	0.12299246D+02	-0.11586618D-04	0.80121356D-01
	2	0.24598492D+02	-0.92858757D-06	0.80044534D-01
78	0	0.00000000D+00	-0.18964323D-04	0.80044534D-01
	1	0.24598492D+02	0.15885317D-04	0.80006623D-01
	2	0.13385899D+02	-0.26101331D-08	0.79917587D-01
79	0	0.00000000D+00	-0.17552884D-04	0.79917587D-01

1	0.13385899D+02	-0.16913803D-04	0.79686904D-01
2	0.26771797D+02	-0.16275233D-04	0.79464772D-01
3	0.53543594D+02	-0.14999628D-04	0.79046134D-01
4	0.10708719D+03	-0.12454555D-04	0.78311173D-01
5	0.21417438D+03	-0.73889773D-05	0.77248971D-01
6	0.42834875D+03	0.26436335D-05	0.76743156D-01
7	0.37191294D+03	0.12784947D-07	0.76668154D-01
80	0 0.00000000D+00	-0.17502078D-04	0.76668154D-01
1	0.37191294D+03	-0.75803452D-05	0.71990915D-01
2	0.74382588D+03	0.27466293D-05	0.71079955D-01
3	0.64490949D+03	-0.37867337D-07	0.70946206D-01
81	0 0.00000000D+00	-0.17477793D-04	0.70946206D-01
1	0.64490949D+03	0.54790446D-04	0.82636968D-01
2	0.15596886D+03	-0.59323416D-06	0.69531722D-01
82	0 0.00000000D+00	-0.20550803D-04	0.69531722D-01
1	0.15596886D+03	0.51863628D-03	0.10805211D+00
2	0.59446626D+01	-0.53293365D-06	0.69469027D-01
83	0 0.00000000D+00	-0.17235640D-04	0.69469027D-01
1	0.59446626D+01	-0.16221621D-04	0.69369582D-01
2	0.11889325D+02	-0.15210093D-04	0.69276158D-01
3	0.23778650D+02	-0.13194516D-04	0.69107312D-01
4	0.47557301D+02	-0.91933536D-05	0.68841214D-01
5	0.95114601D+02	-0.13114784D-05	0.68592061D-01
84	0 0.00000000D+00	-0.27184588D-04	0.68592061D-01
1	0.95114601D+02	0.79261442D-03	0.10734803D+00
2	0.31540063D+01	0.48718034D-05	0.68556964D-01
3	0.26746729D+01	0.21956113D-07	0.68555790D-01
85	0 0.00000000D+00	-0.16611812D-04	0.68555790D-01
1	0.26746729D+01	-0.16201720D-04	0.68511908D-01
2	0.53493458D+01	-0.15791849D-04	0.68469122D-01
3	0.10698692D+02	-0.14972774D-04	0.68386837D-01
4	0.21397383D+02	-0.13337286D-04	0.68235400D-01
5	0.42794766D+02	-0.10076941D-04	0.67984923D-01
6	0.85589533D+02	-0.35986285D-05	0.67692503D-01
7	0.17117907D+03	0.91895894D-05	0.67933363D-01
8	0.10967459D+03	0.22638404D-07	0.67649475D-01
86	0 0.00000000D+00	-0.15039182D-04	0.67649475D-01
1	0.10967459D+03	0.12777201D-03	0.73745799D-01
2	0.11549628D+02	-0.45205627D-06	0.67559907D-01

87	0	0.00000000D+00	-0.11475667D-04	0.67559907D-01
	1	0.11549628D+02	-0.73273443D-06	0.67489292D-01
88	0	0.00000000D+00	-0.11054216D-04	0.67489292D-01
	1	0.11549628D+02	-0.37411703D-05	0.67403803D-01
	2	0.23099255D+02	0.36220901D-05	0.67403067D-01
	3	0.17417833D+02	-0.62521010D-08	0.67392801D-01
89	0	0.00000000D+00	-0.10402345D-04	0.67392801D-01
	1	0.17417833D+02	-0.99556361D-05	0.67215506D-01
	2	0.34835666D+02	-0.95090244D-05	0.67045990D-01
	3	0.69671332D+02	-0.86161011D-05	0.66730290D-01
	4	0.13934266D+03	-0.68315198D-05	0.66192172D-01
	5	0.27868533D+03	-0.32679387D-05	0.65488621D-01
	6	0.55737066D+03	0.38326544D-05	0.65568208D-01
	7	0.40694597D+03	0.47899033D-08	0.65279435D-01
90	0	0.00000000D+00	-0.10029968D-04	0.65279435D-01
	1	0.40694597D+03	0.15391533D-03	0.93972351D-01
	2	0.24896444D+02	-0.45174645D-06	0.65148857D-01
91	0	0.00000000D+00	-0.68523583D-05	0.65148857D-01
	1	0.24896444D+02	0.61221553D-04	0.65825220D-01
	2	0.25060901D+01	-0.92888815D-08	0.65140259D-01
92	0	0.00000000D+00	-0.19575599D-05	0.65140259D-01
	1	0.25060901D+01	-0.11586244D-06	0.65137661D-01
93	0	0.00000000D+00	-0.95672610D-06	0.65137661D-01
	1	0.25060901D+01	-0.79932935D-06	0.65135460D-01
	2	0.50121802D+01	-0.64195751D-06	0.65133654D-01
	3	0.10024360D+02	-0.32728848D-06	0.65131225D-01
	4	0.20048721D+02	0.30175159D-06	0.65131098D-01
	5	0.15240018D+02	0.49525820D-10	0.65130372D-01
94	0	0.00000000D+00	-0.89705916D-06	0.65130372D-01
	1	0.15240018D+02	-0.84742742D-06	0.65117079D-01
	2	0.30480036D+02	-0.79778869D-06	0.65104542D-01
	3	0.60960073D+02	-0.69849025D-06	0.65081739D-01
	4	0.12192015D+03	-0.49980959D-06	0.65045214D-01
	5	0.24384029D+03	-0.10211380D-06	0.65008516D-01
	6	0.48768058D+03	0.69460994D-06	0.65080718D-01
	7	0.27509260D+03	-0.99089008D-10	0.65006919D-01
95	0	0.00000000D+00	-0.89317025D-06	0.65006919D-01

1	0.27509260D+03	-0.78574027D-06	0.64775989D-01	
2	0.55018521D+03	-0.67821952D-06	0.64574625D-01	
3	0.11003704D+04	-0.46290412D-06	0.64260693D-01	
4	0.22007408D+04	-0.31165919D-07	0.63988727D-01	
96	0	0.00000000D+00	-0.33722511D-05	0.63988727D-01
1	0.22007408D+04			
2	0.11003704D+04	0.10418828D-01	0.26285590D+01	
3	0.35604051D+00	-0.24862049D-05	0.63987684D-01	
4	0.61847010D+00	-0.18330707D-05	0.63987117D-01	
5	0.81192454D+00	-0.13515751D-05	0.63986809D-01	
6	0.95454549D+00	-0.99658620D-06	0.63986642D-01	
7	0.10596972D+01	-0.73485169D-06	0.63986551D-01	
8	0.11372274D+01	-0.54186612D-06	0.63986501D-01	
9	0.11943937D+01	-0.39956718D-06	0.63986474D-01	
10	0.12365461D+01	-0.29463999D-06	0.63986460D-01	
97	0	0.00000000D+00	-0.92770663D-06	0.63986460D-01
1	0.12365461D+01	-0.88296084D-06	0.63985340D-01	
2	0.24730921D+01	-0.83821756D-06	0.63984276D-01	
3	0.49461842D+01	-0.74873852D-06	0.63982314D-01	
4	0.98923685D+01	-0.56981060D-06	0.63979053D-01	
5	0.19784737D+02	-0.21207553D-06	0.63975186D-01	
6	0.39569474D+02	0.50291006D-06	0.63978064D-01	
7	0.25653189D+02	0.67489243D-10	0.63974564D-01	
98	0	0.00000000D+00	-0.89129579D-06	0.63974564D-01
1	0.25653189D+02	-0.88244300D-06	0.63951813D-01	
2	0.51306378D+02	-0.87359061D-06	0.63929289D-01	
3	0.10261276D+03	-0.85588702D-06	0.63884922D-01	
4	0.20522551D+03	-0.82048461D-06	0.63798914D-01	
5	0.41045102D+03	-0.74969896D-06	0.63637793D-01	
6	0.82090204D+03	-0.60820526D-06	0.63359120D-01	
7	0.16418041D+04	-0.32553528D-06	0.62975895D-01	
8	0.32836082D+04	0.23848032D-06	0.62904678D-01	
9	0.25894111D+04	0.22085374D-09	0.62821806D-01	
99	0	0.00000000D+00	-0.88904174D-06	0.62821806D-01
1	0.25894111D+04	0.64787082D-05	0.70056950D-01	
2	0.31245558D+03	0.54486709D-10	0.62682932D-01	
100	0	0.00000000D+00	-0.85653524D-06	0.62682932D-01
1	0.31245558D+03	0.79945306D-05	0.63795618D-01	
2	0.30236948D+02	-0.41661647D-08	0.62669917D-01	
101	0	0.00000000D+00	-0.38884775D-06	0.62669917D-01

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1 0.30236948D+02 0.61550510D-05 0.62756963D-01
2 0.17967224D+01 -0.14394028D-08 0.62669567D-01

102 0 0.00000000D+00 -0.41329104D-07 0.62669567D-01
1 0.17967224D+01 0.21970401D-07 0.62669549D-01
2 0.11731044D+01 -0.13559256D-11 0.62669543D-01

103 0 0.00000000D+00 -0.34069215D-09 0.62669543D-01
1 0.11731044D+01 0.54096479D-10 0.62669542D-01
2 0.10123580D+01 0.60209466D-16 0.62669542D-01

104 0 0.00000000D+00 -0.16928269D-10 0.62669542D-01
1 0.10123580D+01 -0.19848233D-11 0.62669542D-01
2 0.20247161D+01 0.12958616D-10 0.62669542D-01
3 0.11468219D+01 0.38767267D-18 0.62669542D-01

105 0 0.00000000D+00 -0.50209089D-12 0.62669542D-01
1 0.11468219D+01 0.10850331D-13 0.62669542D-01

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Continuity of Care Model

Number of Iterations =105

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	1.000	--	--	--	--	--
qualunit	--	1.000	--	--	--	--
unmet2	--	--	1.000	--	--	--
prepare	--	--	--	1.000	--	--
famres	--	--	--	--	1.000	--
SHR	--	--	--	--	--	1.000
nonurse	--	--	--	--	--	--
patsyou	--	--	--	--	--	--

lastrms	--	--	--	--	--	--
safety	--	--	--	--	--	--
fulltime	--	--	--	--	--	--
emplytype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ptmanage	--	--	--	--	--	--
qualunit	--	--	--	--	--	--
unmet2	--	--	--	--	--	--
prepare	--	--	--	--	--	--
famres	--	--	--	--	--	--
SHR	--	--	--	--	--	--
nonurse	1.000	--	--	--	--	--
patsyou	--	1.000	--	--	--	--
lastrms	--	--	1.000	--	--	--
safety	--	--	--	1.000	--	--
fulltime	--	--	--	--	1.000	--
emplytype	--	--	--	--	--	1.000
yrs_unit	--	--	--	--	--	--

MBI_EE -- -- -- -- -- --
 satisjob -- -- -- -- -- --

LAMBDA-Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	--	--	--
qualunit	--	--	--
unmet2	--	--	--
prepare	--	--	--
famres	--	--	--
SHR	--	--	--
nonurse	--	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	--	--	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	1.000	---	--
MBI_EE	--	1.000	--
satisjob	--	--	1.000

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----
ETA 1	--	--	0.002	-0.214	0.649	--
		(0.035)	(0.114)	(0.047)		

			0.047	-1.880	13.781		
ETA 2	--	--	-0.138	--	--	--	--
			(0.031)				
			-4.478				
ETA 3	--	--	--	--	--	0.074	
						(0.047)	
						1.563	
ETA 4	--	--	--	--	--	0.025	
						(0.012)	
						2.131	
ETA 5	--	0.303	-0.014	--	--	-0.057	
		(0.062)	(0.040)			(0.030)	
		4.885	-0.357			-1.929	
ETA 6	--	--	--	--	--	--	
ETA 7	--	--	--	--	--	0.142	
						(0.049)	
						2.868	
ETA 8	--	--	--	--	--	-0.268	
						(0.444)	
						-0.602	
ETA 9	--	--	--	--	--	-0.008	
						(0.122)	
						-0.065	
ETA 10	--	--	0.528	--	--	-0.156	
			(0.090)			(0.077)	
			5.850			-2.043	
ETA 11	--	--	--	--	--	0.016	
						(0.019)	
						0.817	
ETA 12	--	--	--	--	--	0.010	
						(0.032)	
						0.327	
ETA 13	--	--	--	--	--	0.331	
						(0.230)	

					1.437	
ETA 14	--	--	--	--	--	1.666
					(0.416)	
					4.008	
ETA 15	--	--	-0.057	--	--	-0.031
		(0.042)			(0.032)	
		-1.378			-0.986	

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	--	-0.001	--	-0.061	--	--
	(0.002)		(0.023)			
	-0.478		-2.694			
ETA 2	--	-0.001	--	-0.074	--	--
	(0.002)		(0.021)			
	-0.434		-3.584			
ETA 3	0.300	0.011	0.032	--	0.018	-0.079
	(0.045)	(0.005)	(0.018)		(0.113)	(0.060)
	6.677	2.293	1.760		0.158	-1.303
ETA 4	0.036	-0.001	-0.001	--	--	--
	(0.011)	(0.001)	(0.005)			
	3.302	-0.594	-0.271			
ETA 5	--	-0.003	--	--	--	--
	(0.003)					
	-1.229					
ETA 6	--	--	--	--	--	--
ETA 7	--	-0.005	--	--	--	0.140
	(0.005)				(0.067)	
	-1.089				2.084	
ETA 8	--	--	-1.064	--	--	--
		(0.170)				
		-6.252				
ETA 9	--	--	--	--	--	--

ETA 10	--	0.025	--	--	--	--
		(0.007)				
		3.462				
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	1.769	0.044	--	1.077	4.189	--
	(0.394)	(0.041)		(0.372)	(0.999)	
	4.493	1.083		2.894	4.195	
ETA 15	--	--	--	-0.116	--	--
				(0.027)		
				-4.347		

BETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	--	--	0.053
		(0.036)	
		1.458	
ETA 2	--	-0.003	0.200
	(0.003)	(0.038)	
	-0.800	5.276	
ETA 3	0.004	0.032	--
	(0.009)	(0.006)	
	0.446	5.340	
ETA 4	0.003	--	--
	(0.002)		
	1.243		
ETA 5	--	-0.011	--
	(0.004)		
	-2.943		
ETA 6	--	--	--

ETA 7	0.000	--	--
	(0.010)		
	0.047		
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	--	--	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	--	--	--
ETA 15	-0.003	-0.040	--
	(0.006)	(0.004)	
	-0.522	-9.996	

Covariance Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.375					
ETA 2	0.155	0.382				
ETA 3	-0.202	-0.304	1.203			
ETA 4	-0.027	-0.022	0.100	0.071		
ETA 5	0.334	0.153	-0.185	-0.013	0.473	
ETA 6	-0.103	-0.069	0.262	0.046	-0.141	1.487
ETA 7	-0.095	-0.134	0.521	0.057	-0.093	0.215
ETA 8	-0.867	-0.723	1.048	-0.110	-0.732	-0.385
ETA 9	0.044	0.002	0.169	-0.003	0.035	-0.012
ETA 10	-0.333	-0.419	0.696	0.043	-0.198	-0.104
ETA 11	-0.015	-0.017	0.034	0.001	-0.017	0.023
ETA 12	-0.007	-0.004	-0.003	0.005	-0.007	0.015
ETA 13	-0.074	-0.066	0.199	0.105	-0.064	0.492
ETA 14	-1.994	-2.334	4.951	0.223	-2.142	2.824
ETA 15	0.176	0.253	-0.358	-0.021	0.152	-0.165

Covariance Matrix of ETA

ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
-------	-------	-------	--------	--------	--------

ETA 7	1.396					
ETA 8	-0.706	125.441				
ETA 9	0.045	-9.000	8.459			
ETA 10	0.224	3.741	-0.133	2.679		
ETA 11	0.012	-0.006	0.000	0.014	0.203	
ETA 12	0.089	-0.004	0.000	-0.004	0.063	0.622
ETA 13	0.171	-0.128	-0.004	0.025	0.008	0.616
ETA 14	3.088	7.673	-0.483	4.734	0.927	0.443
ETA 15	-0.187	-0.789	0.026	-0.537	-0.042	-0.020

Covariance Matrix of ETA

	ETA 13	ETA 14	ETA 15
ETA 13	30.082		
ETA 14	1.175	102.475	
ETA 15	-0.170	-5.050	0.747

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.120 (0.023) 5.294					
ETA 2	0.011 (0.015) 0.764	0.251 (0.018) 13.606				
ETA 3	--	--	0.835 (0.077) 10.894			
ETA 4	--	--	0.074 (0.014) 5.358	0.068 (0.005) 14.020		
ETA 5	--	--	--	--	0.389 (0.031) 12.648	
ETA 6	--	--	--	--	--	1.487 (0.118) 12.548

ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.349 (0.090) 14.906					
ETA 8	--	115.758 (7.378) 15.689				
ETA 9	--	--	8.459 (0.562) 15.060			
ETA 10	--	--	--	2.162 (0.207) 10.437		
ETA 11	--	--	--	--	0.203 (0.013) 15.049	
ETA 12	--	--	--	--	0.063 (0.016)	0.622 (0.038)

				3.924	16.572	
ETA 13	--	--	--	--	--	0.611
					(0.192)	3.176
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	29.919 (1.991) 15.027		
ETA 14	--	81.479 (6.346) 12.840	
ETA 15	--	--	0.455 (0.032) 14.096

Squared Multiple Correlations for Structural Equations

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
0.681	0.342	0.306	0.050	0.178	--

Squared Multiple Correlations for Structural Equations

ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
0.034	0.077	0.000	0.193	0.002	0.000

Squared Multiple Correlations for Structural Equations

ETA 13	ETA 14	ETA 15
0.005	0.205	0.391

THETA-EPS

ptmanage	qualunit	unmet2	prepare	famres	SHR
0.202	0.043	0.406	0.013	0.119	0.496

THETA-EPS

nonurse	patsyou	lastrns	safety	fulltime	empltype
0.155	6.602	0.940	1.150	0.023	0.006

THETA-EPS

yrs_unit	MBI_EE	satisjob
3.343	18.076	0.039

Squared Multiple Correlations for Y - Variables

ptmanage	qualunit	unmet2	prepare	famres	SHR
0.649	0.900	0.748	0.850	0.799	0.750

Squared Multiple Correlations for Y - Variables

nonurse	patsyou	lastrns	safety	fulltime	empltype
0.900	0.950	0.900	0.700	0.900	0.990

Squared Multiple Correlations for Y - Variables

yrs_unit	MBI_EE	satisjob
0.900	0.850	0.950

Goodness of Fit Statistics

Degrees of Freedom = 49

Minimum Fit Function Chi-Square = 70.190 (P = 0.0252)

Normal Theory Weighted Least Squares Chi-Square = 68.701 (P = 0.0330)

Estimated Non-centrality Parameter (NCP) = 19.701

90 Percent Confidence Interval for NCP = (1.754 ; 45.670)

Minimum Fit Function Value = 0.125

Population Discrepancy Function Value (F0) = 0.0352

90 Percent Confidence Interval for F0 = (0.00313 ; 0.0816)

Root Mean Square Error of Approximation (RMSEA) = 0.0268

90 Percent Confidence Interval for RMSEA = (0.00799 ; 0.0408)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.998

Expected Cross-Validation Index (ECVI) = 0.376

90 Percent Confidence Interval for ECVI = (0.344 ; 0.423)

ECVI for Saturated Model = 0.429

ECVI for Independence Model = 3.164

Chi-Square for Independence Model with 105 Degrees of Freedom = 1742.014

Independence AIC = 1772.014

Model AIC = 210.701

Saturated AIC = 240.000

Independence CAIC = 1851.960

Model CAIC = 589.111

Saturated CAIC = 879.567

Normed Fit Index (NFI) = 0.960

Non-Normed Fit Index (NNFI) = 0.972

Parsimony Normed Fit Index (PNFI) = 0.448

Comparative Fit Index (CFI) = 0.987

Incremental Fit Index (IFI) = 0.987

Relative Fit Index (RFI) = 0.914

Critical N (CN) = 598.736

Root Mean Square Residual (RMR) = 0.342

Standardized RMR = 0.0289

Goodness of Fit Index (GFI) = 0.984

Adjusted Goodness of Fit Index (AGFI) = 0.961

Parsimony Goodness of Fit Index (PGFI) = 0.402

Continuity of Care Model

Fitted Covariance Matrix

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.577					
qualunit	0.155	0.425				

unmet2	-0.202	-0.304	1.609			
prepare	-0.027	-0.022	0.100	0.084		
famres	0.334	0.153	-0.185	-0.013	0.592	
SHR	-0.103	-0.069	0.262	0.046	-0.141	1.982
nonurse	-0.095	-0.134	0.521	0.057	-0.093	0.215
patsyou	-0.867	-0.723	1.048	-0.110	-0.732	-0.385
lastrns	0.044	0.002	0.169	-0.003	0.035	-0.012
safety	-0.333	-0.419	0.696	0.043	-0.198	-0.104
fulltime	-0.015	-0.017	0.034	0.001	-0.017	0.023
emplytype	-0.007	-0.004	-0.003	0.005	-0.007	0.015
yrs_unit	-0.074	-0.066	0.199	0.105	-0.064	0.492
MBI_EE	-1.994	-2.334	4.951	0.223	-2.142	2.824
satisjob	0.176	0.253	-0.358	-0.021	0.152	-0.165

Fitted Covariance Matrix

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
nonurse	1.551					
patsyou	-0.706	132.043				
lastrns	0.045	-9.000	9.399			
safety	0.224	3.741	-0.133	3.829		
fulltime	0.012	-0.006	0.000	0.014	0.226	
emplytype	0.089	-0.004	0.000	-0.004	0.063	0.629
yrs_unit	0.171	-0.128	-0.004	0.025	0.008	0.616
MBI_EE	3.088	7.673	-0.483	4.734	0.927	0.443
satisjob	-0.187	-0.789	0.026	-0.537	-0.042	-0.020

Fitted Covariance Matrix

	yrs_unit	MBI_EE	satisjob
yrs_unit	33.425		
MBI_EE	1.175	120.551	
satisjob	-0.170	-5.050	0.786

Fitted Residuals

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.001					
qualunit	0.003	0.001				
unmet2	-0.001	-0.005	0.014			
prepare	-0.005	-0.006	0.005	0.000		
famres	0.000	0.003	-0.002	-0.007	0.002	
SHR	-0.067	-0.035	-0.010	-0.002	0.009	0.001

nonurse	-0.007	0.033	-0.006	-0.001	-0.005	0.003
patsyou	-0.010	-0.022	-0.005	-0.005	-0.015	-0.002
lastrns	0.005	-0.119	-0.002	-0.009	-0.105	-0.005
safety	0.025	-0.004	-0.022	0.014	0.067	-0.022
fulltime	0.015	0.016	-0.008	-0.007	0.002	0.001
emplytype	0.045	-0.005	0.009	0.004	0.038	0.001
yrs_unit	-0.168	0.068	-0.037	0.000	0.160	0.004
MBI_EE	-0.027	-0.065	0.311	0.253	-0.022	-0.036
satisjob	0.007	0.002	-0.012	-0.005	0.012	0.003

Fitted Residuals

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
nonurse	0.000					
patsyou	-0.033	-0.005				
lastrns	-0.207	-0.034	0.000			
safety	0.131	0.004	0.351	0.004		
fulltime	-0.007	-0.005	-0.058	-0.008	0.000	
emplytype	0.000	-0.119	-0.131	0.067	0.004	0.002
yrs_unit	0.017	-0.822	-1.258	-0.146	0.241	0.067
MBI_EE	0.053	0.012	3.235	0.080	0.015	0.539
satisjob	0.007	-0.100	-0.142	0.002	0.036	0.018

Fitted Residuals

	yrs_unit	MBI_EE	satisjob
yrs_unit	0.000		
MBI_EE	-0.645	-0.044	
satisjob	0.027	-0.053	0.002

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -1.258
Median Fitted Residual = 0.000
Largest Fitted Residual = 3.235

Stemleaf Plot

```

-12|6
-10|
- 8|2
- 6|5
- 4|
- 2|1

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-
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 4|4
 6|
 8|
 10|
 12|
 14|
 16|
 18|
 20|
 22|
 24|
 26|
 28|
 30|
 32|4

Standardized Residuals

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	0.300					
qualunit	1.701	1.720				
unmet2	-0.171	-1.003	1.705			
prepare	-1.027	-0.920	1.296	1.972		
famres	-0.096	1.674	-0.353	-0.846	1.986	
SHR	-2.216	-1.179	-1.635	-1.760	0.816	1.337
nonurse	-0.221	1.227	-0.716	-1.156	-0.137	0.943
patsyou	-0.311	-0.370	-0.131	-0.594	-0.604	-0.081
lastrns	0.055	-1.589	-0.030	-1.684	-1.133	-0.348
safety	0.943	-0.978	-1.418	0.683	1.293	-1.879
fulltime	0.999	1.353	-0.744	-1.224	0.168	0.489
emplytype	1.797	-0.233	0.686	0.388	1.528	0.167
yrs_unit	-0.936	0.485	-0.472	-0.033	0.879	0.150
MBI_EE	-0.134	-2.002	2.287	2.062	-0.404	-1.419
satisjob	0.709	1.266	-1.658	-0.474	0.603	1.267

Standardized Residuals

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
nonurse	0.689					

patsyou	-0.603	-3.066				
lastrns	-1.352	-2.482	--			
safety	1.567	0.041	1.548	1.051		
fulltime	-0.293	-0.022	-0.940	-0.215	--	
emplytype	-0.178	-0.309	-1.274	1.085	1.862	2.061
yrs_unit	1.077	-0.294	-1.685	-0.325	2.087	2.074
MBI_EE	0.450	0.012	2.443	0.384	0.277	1.615
satisjob	0.215	-0.313	-1.301	0.220	2.463	0.632

Standardized Residuals

	yrs_unit	MBI_EE	satisjob
yrs_unit	-0.095		
MBI_EE	-0.255	-0.099	
satisjob	0.258	-1.378	0.842

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -3.066
 Median Standardized Residual = -0.026
 Largest Standardized Residual = 2.463

Stemleaf Plot

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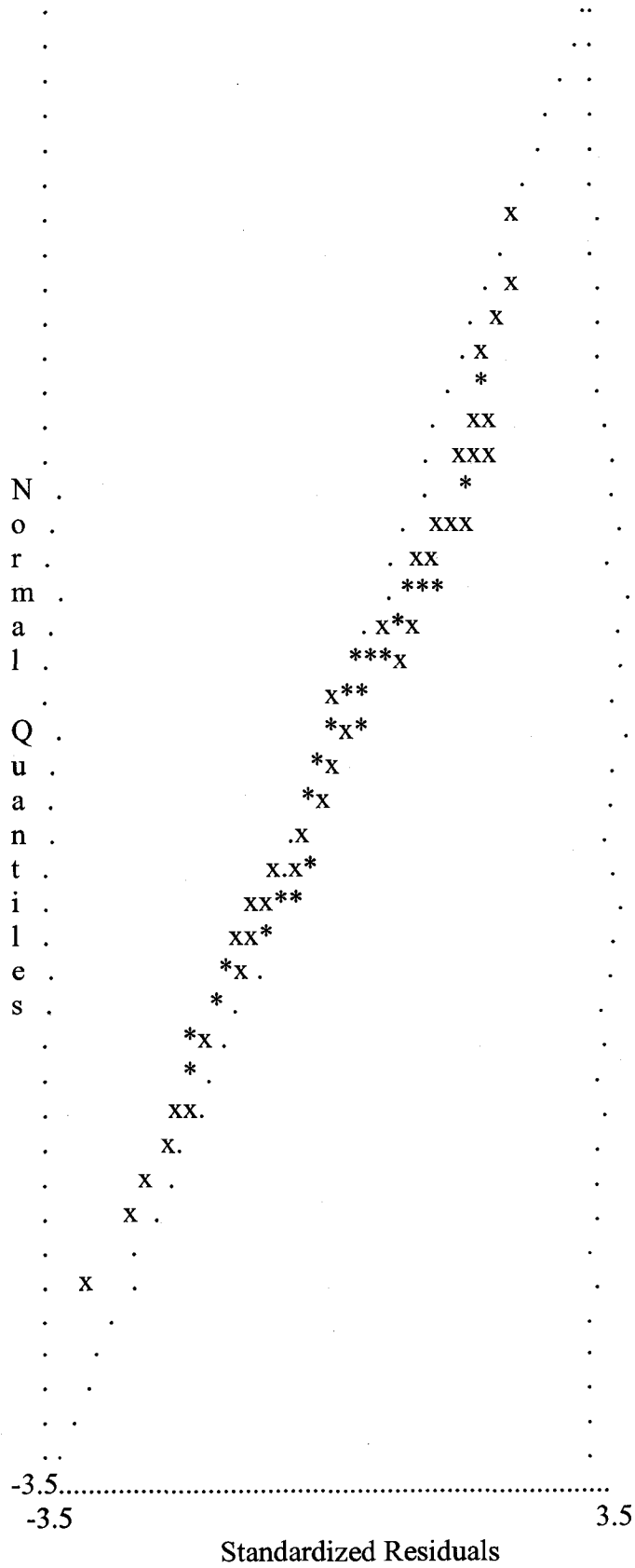
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- 2|20
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0|55566777788999
1|01112333334
1|5566777789
2|00111134
2|5
    
```

Largest Negative Standardized Residuals
 Residual for patsyou and patsyou -3.066

Continuity of Care Model

Qplot of Standardized Residuals

3.5.....



Continuity of Care Model

Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	0.029	--	--	--	4.462
qualunit	0.547	--	--	0.164	0.300	1.221
unmet2	0.522	0.000	--	0.448	0.159	1.170
prepare	0.971	0.987	3.336	--	0.993	4.462
famres	0.781	0.029	--	0.124	--	4.462
SHR	2.605	1.322	3.127	1.867	0.000	--
nonurse	0.043	1.921	6.128	4.292	0.017	--
patsyou	1.633	1.589	0.085	3.507	2.631	5.592
lastrns	0.635	2.850	0.347	3.474	1.263	--
safety	1.382	0.001	8.607	0.076	2.006	4.826
fulltime	0.597	2.530	2.330	2.705	0.024	--
emplytype	2.604	0.328	1.294	0.330	2.417	--
yrs_unit	0.079	0.456	1.003	0.039	0.203	--
MBI_EE	0.095	3.757	8.607	5.140	0.003	1.221
satisjob	0.281	0.369	--	0.625	0.491	2.506

Modification Indices for LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	0.016	--	1.522	--	0.543	2.028
qualunit	2.217	--	0.750	1.507	0.296	0.338
unmet2	0.001	0.093	3.305	2.151	1.188	0.076
prepare	0.016	--	1.522	0.750	1.428	0.214
famres	0.059	--	1.055	1.507	0.258	0.722
SHR	0.751	0.002	0.122	0.001	0.223	0.028
nonurse	--	--	3.062	1.482	0.020	1.470
patsyou	3.125	--	6.118	5.225	0.053	0.479
lastrns	1.715	--	--	3.195	0.914	1.961
safety	3.507	0.093	1.096	--	0.328	1.764
fulltime	0.100	0.001	1.492	0.587	--	0.022
emplytype	0.165	0.065	0.653	0.860	0.120	--
yrs_unit	0.616	0.058	2.319	0.251	4.805	4.262
MBI_EE	0.329	0.093	5.825	3.766	5.981	5.294
satisjob	0.041	0.093	0.006	--	4.916	2.555

Modification Indices for LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	3.185	0.029	--
qualunit	0.092	--	0.268
unmet2	0.186	0.235	0.050
prepare	3.185	3.924	0.310
famres	2.542	0.029	0.268
SHR	0.020	1.459	0.548
nonurse	0.334	1.117	0.122
patsyou	0.492	4.084	0.514
lastrns	3.374	5.640	2.143
safety	0.077	0.136	1.063
fulltime	4.584	1.450	5.817
empltype	--	2.119	0.031
yrs_unit	--	0.240	0.067
MBI_EE	0.224	--	3.673
satisjob	0.000	0.029	--

Expected Change for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	-0.239	--	--	--	-0.056
qualunit	0.112	--	--	-0.042	0.064	-0.026
unmet2	0.131	-0.003	--	-0.317	0.059	-0.188
prepare	-0.027	-0.022	0.078	--	-0.020	-0.261
famres	-0.281	0.368	--	-0.048	--	0.086
SHR	-0.389	-0.146	-0.973	-1.213	0.007	--
nonurse	-0.021	0.137	-0.856	-1.913	-0.011	--
patsyou	-3.593	-2.969	0.920	-20.344	-3.856	-40.403
lastrns	-0.198	-0.395	0.151	-5.478	-0.234	--
safety	0.244	0.019	-4.106	0.093	0.195	-0.581
fulltime	0.030	0.060	-0.060	-0.132	0.005	--
empltype	0.103	-0.035	0.092	0.078	0.084	--
yrs_unit	-0.135	0.320	-0.786	-1.282	0.181	--
MBI_EE	-0.391	-5.508	4.421	3.712	0.067	-9.574
satisjob	0.042	-0.640	--	0.106	0.038	0.187

Expected Change for LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.003	--	0.012	--	0.044	0.046
qualunit	0.035	--	-0.008	-0.112	0.030	-0.017
unmet2	-0.004	-0.016	-0.073	-0.105	0.272	-0.037

prepare	-0.015	--	0.056	0.008	-0.033	0.007
famres	-0.006	--	-0.010	0.034	-0.032	0.028
SHR	0.296	0.002	-0.023	-0.009	0.238	0.041
nonurse	--	--	-0.034	0.052	-0.017	-0.310
patsyou	-2.348	--	-2.417	2.927	-0.250	-0.408
lastrns	-0.149	--	--	0.180	-0.280	-0.223
safety	0.145	-0.008	0.030	--	0.101	0.126
fulltime	-0.006	0.000	-0.009	-0.012	--	0.016
emplytype	0.068	-0.001	-0.010	0.024	0.307	--
yrs_unit	2.709	-0.005	-0.133	-0.096	1.249	3.575
MBI_EE	0.431	-0.022	0.347	3.178	4.344	1.145
satisjob	0.006	-0.001	0.001	--	0.159	0.061

Expected Change for LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	-0.009	0.001	--
qualunit	0.001	--	-0.084
unmet2	0.009	0.028	-0.030
prepare	-0.041	0.003	-0.008
famres	0.008	-0.001	0.026
SHR	0.006	-0.050	0.349
nonurse	0.027	-0.021	0.026
patsyou	-0.063	0.307	-0.516
lastrns	-0.044	0.033	-0.226
safety	-0.004	-0.010	0.457
fulltime	0.008	-0.008	0.068
emplytype	--	0.006	0.007
yrs_unit	--	-0.014	0.139
MBI_EE	-0.039	--	-4.205
satisjob	0.000	-0.012	--

Standardized Expected Change for LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	-0.148	--	--	--	-0.068
qualunit	0.068	--	--	-0.011	0.044	-0.032
unmet2	0.080	-0.002	--	-0.085	0.040	-0.229
prepare	-0.017	-0.014	0.086	--	-0.014	-0.318
famres	-0.172	0.227	--	-0.013	--	0.105
SHR	-0.238	-0.090	-1.068	-0.324	0.004	--
nonurse	-0.013	0.085	-0.938	-0.511	-0.008	--
patsyou	-2.200	-1.835	1.009	-5.435	-2.653	-49.261
lastrns	-0.121	-0.244	0.165	-1.464	-0.161	--

safety	0.150	0.012	-4.503	0.025	0.134	-0.708
fulltime	0.019	0.037	-0.066	-0.035	0.004	--
emplytype	0.063	-0.022	0.100	0.021	0.058	--
yrs_unit	-0.083	0.198	-0.862	-0.342	0.124	--
MBI_EE	-0.239	-3.404	4.848	0.992	0.046	-11.672
satisjob	0.026	-0.395	--	0.028	0.026	0.227

Standardized Expected Change for LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.004	--	0.035	--	0.020	0.036
qualunit	0.041	--	-0.022	-0.183	0.014	-0.013
unmet2	-0.005	-0.175	-0.211	-0.172	0.123	-0.029
prepare	-0.018	--	0.163	0.014	-0.015	0.006
famres	-0.008	--	-0.030	0.056	-0.014	0.022
SHR	0.350	0.024	-0.067	-0.015	0.107	0.033
nonurse	--	--	-0.098	0.085	-0.008	-0.244
patsyou	-2.774	--	-7.030	4.790	-0.113	-0.322
lastrns	-0.176	--	--	0.295	-0.126	-0.176
safety	0.171	-0.087	0.086	--	0.046	0.099
fulltime	-0.007	0.001	-0.025	-0.020	--	0.013
emplytype	0.080	-0.009	-0.028	0.039	0.139	--
yrs_unit	3.201	-0.060	-0.388	-0.157	0.563	2.820
MBI_EE	0.510	-0.249	1.010	5.201	1.959	0.904
satisjob	0.007	-0.010	0.002	--	0.072	0.048

Standardized Expected Change for LAMBDA-Y

	ETA 13	ETA 14	ETA 15
ptmanage	-0.048	0.007	--
qualunit	0.007	--	-0.073
unmet2	0.049	0.286	-0.026
prepare	-0.225	0.028	-0.007
famres	0.044	-0.010	0.022
SHR	0.031	-0.511	0.302
nonurse	0.148	-0.210	0.022
patsyou	-0.344	3.112	-0.446
lastrns	-0.243	0.337	-0.195
safety	-0.022	-0.104	0.394
fulltime	0.045	-0.079	0.059
emplytype	--	0.057	0.006
yrs_unit	--	-0.138	0.120
MBI_EE	-0.212	--	-3.634
satisjob	0.001	-0.127	--

Modification Indices for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.029	--	--	--	4.462
ETA 2	0.460	--	--	0.245	0.300	1.221
ETA 3	1.022	0.005	--	--	0.745	--
ETA 4	0.971	0.986	3.336	--	0.993	--
ETA 5	0.781	--	--	0.124	--	--
ETA 6	5.922	1.423	--	--	1.423	--
ETA 7	0.083	1.702	0.913	0.024	0.054	--
ETA 8	0.745	2.372	0.261	1.883	1.248	--
ETA 9	0.540	2.752	0.331	3.293	1.159	--
ETA 10	0.912	0.464	--	0.452	1.495	--
ETA 11	0.548	2.348	1.461	1.561	0.013	--
ETA 12	2.483	0.228	1.264	0.334	2.319	--
ETA 13	0.110	0.383	0.820	0.090	0.148	--
ETA 14	0.479	2.716	8.608	4.885	0.647	--
ETA 15	0.404	0.386	--	0.476	0.653	--

Modification Indices for BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	0.016	--	1.522	--	0.543	2.028
ETA 2	2.057	--	0.888	--	0.306	0.011
ETA 3	--	--	--	2.289	--	--
ETA 4	--	--	--	0.750	1.621	0.101
ETA 5	0.140	--	0.057	1.507	0.000	4.248
ETA 6	--	--	--	--	--	--
ETA 7	--	--	1.372	1.608	0.120	--
ETA 8	1.774	--	--	2.927	0.071	0.431
ETA 9	1.690	--	--	2.962	0.797	1.586
ETA 10	2.084	--	2.835	--	0.148	0.795
ETA 11	0.100	0.001	0.505	0.597	--	4.249
ETA 12	0.165	0.065	0.826	1.137	--	--
ETA 13	0.391	0.054	2.322	0.218	4.249	4.249
ETA 14	--	--	8.115	--	--	1.590
ETA 15	0.334	0.093	0.007	--	6.244	2.982

Modification Indices for BETA

	ETA 13	ETA 14	ETA 15
ETA 1	3.185	0.029	--

ETA 2	0.178	--	--
ETA 3	--	--	0.025
ETA 4	--	3.892	0.310
ETA 5	0.221	--	0.268
ETA 6	--	--	--
ETA 7	--	0.005	0.012
ETA 8	0.577	3.442	0.617
ETA 9	2.809	5.515	1.870
ETA 10	0.029	0.239	0.301
ETA 11	4.249	1.450	5.598
ETA 12	--	2.154	0.036
ETA 13	--	0.142	0.040
ETA 14	0.334	--	5.439
ETA 15	--	--	--

Expected Change for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	-0.239	--	--	--	-0.056
ETA 2	0.113	--	--	-0.052	0.064	-0.026
ETA 3	0.197	-0.013	--	--	0.136	--
ETA 4	-0.027	-0.022	0.078	--	-0.020	--
ETA 5	-0.281	--	--	-0.048	--	--
ETA 6	-0.702	-0.169	--	--	-0.558	--
ETA 7	-0.035	0.153	-0.419	-0.338	-0.024	--
ETA 8	-2.751	-3.875	1.630	-33.388	-3.128	--
ETA 9	-0.199	-0.422	0.159	-5.736	-0.244	--
ETA 10	0.222	-0.751	--	0.236	0.187	--
ETA 11	0.030	0.060	-0.048	-0.102	0.004	--
ETA 12	0.101	-0.030	0.091	0.080	0.083	--
ETA 13	-0.160	0.294	-0.710	-1.964	0.155	--
ETA 14	-1.346	-4.045	4.421	3.978	-1.841	--
ETA 15	0.054	-0.662	--	0.096	0.048	--

Expected Change for BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.003	--	0.012	--	0.044	0.046
ETA 2	0.034	--	-0.008	--	0.031	-0.003
ETA 3	--	--	--	-0.108	--	--
ETA 4	--	--	--	0.008	-0.036	0.005
ETA 5	-0.011	--	-0.003	0.034	-0.001	0.079
ETA 6	--	--	--	--	--	--
ETA 7	--	--	-0.023	0.063	-0.043	--

ETA 8	-1.985	--	--	2.409	-0.293	-0.392
ETA 9	-0.160	--	--	0.189	-0.271	-0.208
ETA 10	0.116	--	0.050	--	-0.070	0.088
ETA 11	-0.006	0.000	-0.005	-0.012	--	0.391
ETA 12	0.068	-0.001	-0.011	0.027	--	--
ETA 13	2.296	-0.005	-0.133	-0.090	1.176	3.805
ETA 14	--	--	0.461	--	--	0.701
ETA 15	0.018	-0.001	-0.001	--	0.186	0.069

Expected Change for BETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	-0.009	0.001	--
ETA 2	0.002	--	--
ETA 3	--	--	-0.022
ETA 4	--	0.003	-0.008
ETA 5	0.003	--	0.026
ETA 6	--	--	--
ETA 7	--	-0.002	0.010
ETA 8	-0.069	0.290	-0.593
ETA 9	-0.042	0.036	-0.224
ETA 10	-0.003	-0.015	0.246
ETA 11	0.008	-0.008	0.069
ETA 12	--	0.006	0.008
ETA 13	--	-0.011	0.108
ETA 14	-0.048	--	-5.278
ETA 15	--	--	--

Standardized Expected Change for BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----
ETA 1	--	-0.631	--	--	--	-0.075
ETA 2	0.300	--	--	-0.317	0.150	-0.035
ETA 3	0.293	-0.019	--	--	0.180	--
ETA 4	-0.168	-0.136	0.267	--	-0.108	--
ETA 5	-0.666	--	--	-0.263	--	--
ETA 6	-0.941	-0.224	--	--	-0.665	--
ETA 7	-0.049	0.210	-0.323	-1.071	-0.029	--
ETA 8	-0.401	-0.560	0.133	-11.159	-0.406	--
ETA 9	-0.112	-0.235	0.050	-7.382	-0.122	--
ETA 10	0.221	-0.742	--	0.540	0.166	--
ETA 11	0.109	0.215	-0.096	-0.845	0.013	--
ETA 12	0.210	-0.061	0.106	0.378	0.153	--
ETA 13	-0.048	0.087	-0.118	-1.341	0.041	--

ETA 14	-0.217	-0.646	0.398	1.471	-0.264	--
ETA 15	0.102	-1.240	--	0.417	0.080	--

Standardized Expected Change for BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.005	--	0.007	--	0.160	0.096
ETA 2	0.047	--	-0.005	--	0.112	-0.006
ETA 3	--	--	--	-0.060	--	--
ETA 4	--	--	--	0.019	-0.297	0.023
ETA 5	-0.014	--	-0.001	0.030	-0.004	0.145
ETA 6	--	--	--	--	--	--
ETA 7	--	--	-0.007	0.033	-0.081	--
ETA 8	-0.150	--	--	0.131	-0.058	-0.044
ETA 9	-0.047	--	--	0.040	-0.206	-0.091
ETA 10	0.060	--	0.010	--	-0.095	0.068
ETA 11	-0.011	0.000	-0.004	-0.016	--	1.099
ETA 12	0.073	0.000	-0.005	0.021	--	--
ETA 13	0.354	0.000	-0.008	-0.010	0.476	0.880
ETA 14	--	--	0.016	--	--	0.088
ETA 15	0.018	0.000	0.000	--	0.477	0.101

Standardized Expected Change for BETA

	ETA 13	ETA 14	ETA 15
ETA 1	-0.003	0.000	--
ETA 2	0.001	--	--
ETA 3	--	--	-0.023
ETA 4	--	0.001	-0.036
ETA 5	0.001	--	0.043
ETA 6	--	--	--
ETA 7	--	0.000	0.009
ETA 8	-0.001	0.003	-0.061
ETA 9	-0.003	0.001	-0.089
ETA 10	0.000	-0.001	0.174
ETA 11	0.003	-0.002	0.178
ETA 12	--	0.001	0.011
ETA 13	--	0.000	0.023
ETA 14	-0.001	--	-0.603
ETA 15	--	--	--

Modification Indices for PSI

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
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	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12	ETA 13	ETA 14	ETA 15
ETA 1	--														
ETA 2	--	--													
ETA 3	0.048	0.120	--												
ETA 4	4.875	0.288	--	--											
ETA 5	0.988	0.062	0.848	0.185	--										
ETA 6	4.462	1.221	--	--	--	--									
ETA 7	0.000	2.575	--	0.101	0.371	--									
ETA 8	1.075	1.091	--	--	0.057	--									
ETA 9	1.507	0.894	--	--	0.057	--									
ETA 10	4.462	1.221	2.289	0.448	1.507	--									
ETA 11	0.252	0.401	--	1.840	0.167	--									
ETA 12	2.508	0.068	--	0.298	4.227	--									
ETA 13	3.542	0.278	--	0.298	0.024	--									
ETA 14	0.271	0.313	2.289	5.072	0.083	--									
ETA 15	0.031	0.572	0.264	0.367	0.641	--									

Modification Indices for PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	--					
ETA 8	1.372	--				
ETA 9	1.372	--	--			
ETA 10	1.828	2.835	2.835	--		
ETA 11	0.120	0.027	0.505	0.324	--	
ETA 12	0.120	0.274	0.826	1.016	--	--
ETA 13	0.120	0.454	2.322	0.103	4.249	--
ETA 14	1.545	8.115	8.115	8.607	1.839	1.839
ETA 15	0.140	0.117	0.007	0.093	4.848	1.780

Modification Indices for PSI

	ETA 13	ETA 14	ETA 15
ETA 13	--		
ETA 14	0.603	--	
ETA 15	1.780	4.601	--

Expected Change for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--					
ETA 2	--	--				
ETA 3	0.012	-0.017	--			

ETA 4	0.108	-0.004	--	--			
ETA 5	-0.095	0.012	0.059	-0.004	--		
ETA 6	-0.083	-0.039	--	--	--	--	
ETA 7	0.000	0.052	--	-0.048	-0.025	--	
ETA 8	1.095	-1.015	--	--	-0.296	--	
ETA 9	0.101	-0.072	--	--	-0.023	--	
ETA 10	-0.773	-0.366	-0.234	0.014	0.073	--	
ETA 11	0.006	0.007	--	-0.008	-0.006	--	
ETA 12	0.031	-0.005	--	0.005	0.048	--	
ETA 13	-0.275	0.071	--	-0.250	0.027	--	
ETA 14	0.166	-0.364	8.205	0.275	-0.270	--	
ETA 15	-0.008	-0.226	-0.033	0.005	0.018	--	

Expected Change for PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	--					
ETA 8	-2.513	--				
ETA 9	-0.195	--	--			
ETA 10	0.148	5.420	0.422	--		
ETA 11	-0.008	-0.036	-0.043	-0.021	--	
ETA 12	0.082	-0.190	-0.091	0.061	--	--
ETA 13	-4.011	-1.808	-1.128	-0.143	0.239	--
ETA 14	-6.653	50.169	3.902	-18.101	-1.457	0.450
ETA 15	0.016	-0.122	-0.008	0.078	0.033	0.032

Expected Change for PSI

	ETA 13	ETA 14	ETA 15
ETA 13	--		
ETA 14	-1.900	--	
ETA 15	-1.562	-2.225	--

Standardized Expected Change for PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--					
ETA 2	--	--				
ETA 3	0.018	-0.025	--			
ETA 4	0.663	-0.021	--	--		
ETA 5	-0.226	0.028	0.078	-0.020	--	
ETA 6	-0.111	-0.052	--	--	--	--
ETA 7	0.001	0.071	--	-0.152	-0.031	--

ETA 8	0.160	-0.147	--	--	-0.038	--
ETA 9	0.057	-0.040	--	--	-0.012	--
ETA 10	-0.771	-0.361	-0.131	0.033	0.065	--
ETA 11	0.022	0.026	--	-0.063	-0.019	--
ETA 12	0.065	-0.010	--	0.024	0.088	--
ETA 13	-0.082	0.021	--	-0.171	0.007	--
ETA 14	0.027	-0.058	0.739	0.102	-0.039	--
ETA 15	-0.014	-0.424	-0.035	0.023	0.031	--

Standardized Expected Change for PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	--					
ETA 8	-0.190	--				
ETA 9	-0.057	--	--			
ETA 10	0.077	0.296	0.089	--		
ETA 11	-0.016	-0.007	-0.033	-0.028	--	
ETA 12	0.088	-0.022	-0.040	0.047	--	--
ETA 13	-0.619	-0.029	-0.071	-0.016	0.097	--
ETA 14	-0.556	0.442	0.133	-1.093	-0.319	0.056
ETA 15	0.016	-0.013	-0.003	0.055	0.084	0.047

Standardized Expected Change for PSI

	ETA 13	ETA 14	ETA 15
ETA 13	--		
ETA 14	-0.034	--	
ETA 15	-0.330	-0.254	--

Modification Indices for THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	--					
qualunit	0.988	0.062				
unmet2	0.142	0.118	0.727			
prepare	4.875	0.179	0.447	4.875		
famres	0.988	0.024	0.011	0.480	0.988	
SHR	3.939	1.536	2.176	3.633	5.137	1.789
nonurse	0.025	2.650	0.001	4.210	0.159	1.977
patsyou	0.952	0.098	0.925	1.407	2.169	0.239
lasttrns	1.433	0.723	3.529	1.433	1.084	0.114
safety	3.896	1.977	2.620	0.087	2.549	2.155
fulltime	0.167	0.522	1.230	2.947	0.362	0.392

empltype	2.496	0.771	0.258	0.491	0.636	0.001
yrs_unit	3.600	0.251	0.323	2.013	2.033	0.045
MBI_EE	0.079	0.337	0.030	5.026	0.002	1.743
satisjob	0.031	0.793	0.231	0.480	0.595	2.167

Modification Indices for THETA-EPS

	nonurse	patsyou	lastrns	safety	fulltime	empltype
nonurse	7.391					
patsyou	4.521	--				
lastrns	3.077	6.481	--			
safety	3.595	1.226	1.198	0.117		
fulltime	0.000	0.081	1.660	0.198	1.853	
empltype	1.038	0.276	0.836	1.230	1.213	0.120
yrs_unit	0.930	0.357	2.777	0.189	5.462	--
MBI_EE	0.175	1.053	5.845	0.029	2.601	4.666
satisjob	0.002	0.032	0.001	0.868	3.867	1.530

Modification Indices for THETA-EPS

	yrs_unit	MBI_EE	satisjob
yrs_unit	--		
MBI_EE	0.955	3.503	
satisjob	0.676	1.660	0.269

Expected Change for THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
ptmanage	--					
qualunit	0.314	-0.039				
unmet2	0.021	-0.016	0.182			
prepare	0.108	-0.003	-0.019	0.507		
famres	-0.095	0.007	0.005	-0.006	0.147	
SHR	-0.070	-0.040	-0.327	-0.104	0.120	2.343
nonurse	-0.005	0.043	-0.003	-0.117	-0.012	0.512
patsyou	0.946	-0.267	-3.289	-0.887	-1.343	-2.161
lastrns	0.090	-0.058	-0.583	0.421	-0.080	-0.173
safety	-0.486	-0.194	-0.235	0.006	0.085	-0.438
fulltime	0.005	0.008	0.054	-0.009	-0.007	0.062
empltype	0.031	-0.016	-0.041	0.006	0.016	0.004
yrs_unit	-0.276	0.066	0.352	-0.535	0.212	0.253
MBI_EE	0.064	-0.388	-0.251	0.243	-0.014	-4.125
satisjob	-0.008	-0.061	-0.030	0.006	0.016	0.201

Expected Change for THETA-EPS

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
nonurse	4.084					
patsyou	-3.804	--				
lastrns	-0.265	-19.316	--			
safety	0.169	2.274	0.241	0.539		
fulltime	0.000	-0.061	-0.074	0.016	0.349	
emplytype	-0.130	-0.188	-0.088	0.064	-0.079	-0.587
yrs_unit	1.302	-1.581	-1.193	-0.188	0.266	--
MBI_EE	-0.344	7.755	2.745	0.373	0.526	0.639
satisjob	0.002	-0.061	0.002	0.220	0.027	0.028

Expected Change for THETA-EPS

	yrs_unit	MBI_EE	satisjob
yrs_unit	--		
MBI_EE	-2.354	-45.722	
satisjob	-0.463	-1.228	0.372

Maximum Modification Index is 8.61 for Element (14, 3) of BETA

Covariance Matrix of Parameter Estimates

	BE 1,3	BE 1,4	BE 1,5	BE 1,8	BE 1,10	BE 1,15
BE 1,3	0.001					
BE 1,4	-0.002	0.013				
BE 1,5	0.000	0.000	0.002			
BE 1,8	0.000	0.000	0.000	0.000		
BE 1,10	0.000	0.000	0.000	0.000	0.001	
BE 1,15	0.000	0.000	0.000	0.000	0.000	0.001
BE 2,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 2,15	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,12	0.000	0.000	0.000	0.000	0.000	0.000

BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000

PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.002	0.001	0.000	0.001	0.002
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 2,3	BE 2,8	BE 2,10	BE 2,14	BE 2,15	BE 3,6
	-----	-----	-----	-----	-----	
BE 2,3	0.001					
BE 2,8	0.000	0.000				
BE 2,10	0.000	0.000	0.000			
BE 2,14	0.000	0.000	0.000	0.000		
BE 2,15	0.000	0.000	0.000	0.000	0.001	
BE 3,6	0.000	0.000	0.000	0.000	0.000	0.002
BE 3,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,8	0.000	0.000	0.000	0.000	0.000	0.000

BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	-0.001
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.001
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.001	0.000	0.001	0.000	0.000	-0.001
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 3,7	BE 3,8	BE 3,9	BE 3,11	BE 3,12	BE 3,13
BE 3,7	0.002					
BE 3,8	0.000	0.000				
BE 3,9	0.000	0.000	0.000			
BE 3,11	0.000	0.000	0.000	0.013		
BE 3,12	0.000	0.000	0.000	-0.001	0.004	
BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,7	0.000	0.000	0.000	0.000	0.000	0.000

BE 4,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.001	0.000	0.000
BE 14,7	-0.001	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.002	0.000	0.000	0.003	0.000	0.000
BE 14,11	0.000	0.000	0.000	-0.006	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	-0.001	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000

PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	-0.003	0.000	0.000	-0.005	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 3,14	BE 4,6	BE 4,7	BE 4,8	BE 4,9	BE 4,13
	-----	-----	-----	-----	-----	-----
BE 3,14	0.000					
BE 4,6	0.000	0.000				
BE 4,7	0.000	0.000	0.000			
BE 4,8	0.000	0.000	0.000	0.000		
BE 4,9	0.000	0.000	0.000	0.000	0.000	
BE 4,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,14	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	-0.001	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000

PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.001	0.000	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 5,2	BE 5,3	BE 5,6	BE 5,8	BE 5,14	BE 7,6
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BE 5,2	0.004					
BE 5,3	0.001	0.002				
BE 5,6	0.000	0.000	0.001			
BE 5,8	0.000	0.000	0.000	0.000		
BE 5,14	0.000	0.000	0.000	0.000	0.000	
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.002
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	-0.001
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000

BE 15,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.001	-0.001	-0.001	0.000	0.001	0.001
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 7,8	BE 7,12	BE 7,13	BE 8,6	BE 8,9	BE 9,6
BE 7,8	0.000					
BE 7,12	0.000	0.004				
BE 7,13	0.000	0.000	0.000			
BE 8,6	0.000	0.000	0.000	0.198		
BE 8,9	0.000	0.000	0.000	0.000	0.029	
BE 9,6	0.000	0.000	0.000	0.002	0.000	0.015
BE 10,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	0.000	0.000	0.000	-0.001	0.000	0.000
BE 14,7	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	-0.001	0.000	0.000
BE 14,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000

BE 15,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.001	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.040	0.052	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.004	0.000
PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.001	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 10,3	BE 10,6	BE 10,8	BE 11,6	BE 12,6	BE 13,6
BE 10,3	0.008					
BE 10,6	-0.002	0.006				
BE 10,8	0.000	0.000	0.000			
BE 11,6	0.000	0.000	0.000	0.000		
BE 12,6	0.000	0.000	0.000	0.000	0.001	
BE 13,6	0.000	0.000	0.000	0.000	0.001	0.053
BE 14,6	0.000	-0.002	0.000	0.000	0.000	0.000
BE 14,7	0.001	0.000	0.000	0.000	0.000	0.000
BE 14,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,10	-0.009	0.000	0.000	0.000	0.000	0.000
BE 14,11	0.000	0.000	0.000	-0.001	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,10	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000

PS 3,3	-0.001	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	-0.001
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	-0.001	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.004	0.001	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	-0.013
PS 14,14	0.029	0.001	0.000	0.000	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 14,6	BE 14,7	BE 14,8	BE 14,10	BE 14,11	BE 15,3
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BE 14,6	0.173					
BE 14,7	-0.031	0.155				
BE 14,8	0.000	0.002	0.002			
BE 14,10	0.016	-0.026	-0.004	0.138		
BE 14,11	-0.019	-0.005	0.000	-0.009	0.997	
BE 15,3	0.000	0.001	0.000	-0.001	0.000	0.002
BE 15,6	0.001	0.000	0.000	0.000	0.000	0.000
BE 15,10	0.000	0.000	0.000	0.001	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.002	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	-0.004	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	-0.001	0.000	0.000	0.000	0.000
PS 8,8	-0.001	0.000	-0.002	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.001	0.001	0.000	-0.003	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000

PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	-0.262	0.078	0.017	-0.613	-0.094	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	BE 15,6	BE 15,10	BE 15,13	BE 15,14	PS 1,1	PS 2,1
BE 15,6	0.001					
BE 15,10	0.000	0.001				
BE 15,13	0.000	0.000	0.000			
BE 15,14	0.000	0.000	0.000	0.000		
PS 1,1	0.000	0.000	0.000	0.000	0.001	
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.000	0.001	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	-0.005	-0.005	0.000	0.002	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	PS 2,2	PS 3,3	PS 4,3	PS 4,4	PS 5,5	PS 6,6
PS 2,2	0.000					
PS 3,3	0.000	0.006				
PS 4,3	0.000	0.000	0.000			
PS 4,4	0.000	0.000	0.000	0.000		
PS 5,5	0.000	0.000	0.000	0.000	0.001	
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.014
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000

PS 10,10	0.000	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	-0.003	0.000	0.000	0.000	0.003
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	PS 7,7	PS 8,8	PS 9,9	PS 10,10	PS 11,11	PS 12,11
PS 7,7	0.008					
PS 8,8	0.000	54.436				
PS 9,9	0.000	0.004	0.316			
PS 10,10	0.000	0.000	0.000	0.043		
PS 11,11	0.000	0.000	0.000	0.000	0.000	
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.001	0.000	0.015	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Covariance Matrix of Parameter Estimates

	PS 12,12	PS 13,12	PS 13,13	PS 14,14	PS 15,15
PS 12,12	0.001				
PS 13,12	0.001	0.037			
PS 13,13	0.001	0.073	3.964		
PS 14,14	0.000	0.000	0.000	40.270	
PS 15,15	0.000	0.000	0.000	0.001	0.001

Continuity of Care Model

Correlation Matrix of Parameter Estimates

	BE 1,3	BE 1,4	BE 1,5	BE 1,8	BE 1,10	BE 1,15
BE 1,3	1.000					
BE 1,4	-0.388	1.000				
BE 1,5	0.167	-0.014	1.000			
BE 1,8	-0.002	0.069	0.073	1.000		
BE 1,10	-0.332	0.047	0.013	-0.212	1.000	

BE 1,15	0.240	-0.060	-0.181	-0.038	0.290	1.000
BE 2,3	0.041	0.002	0.003	0.001	-0.016	0.011
BE 2,8	0.000	0.000	0.000	0.049	-0.011	-0.001
BE 2,10	-0.012	0.000	0.000	-0.011	0.049	0.015
BE 2,14	-0.001	-0.006	-0.010	-0.001	0.000	0.000
BE 2,15	0.011	-0.003	-0.005	-0.001	0.013	0.040
BE 3,6	0.002	-0.001	0.000	0.000	-0.001	-0.002
BE 3,7	0.001	0.000	-0.001	0.000	-0.001	-0.002
BE 3,8	0.001	0.000	0.000	-0.001	-0.001	-0.001
BE 3,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,11	0.001	0.000	-0.001	0.000	-0.001	-0.002
BE 3,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 3,14	-0.006	0.001	0.002	0.000	0.005	0.008
BE 4,6	0.001	0.003	-0.002	0.001	-0.003	-0.002
BE 4,7	0.005	-0.001	0.000	-0.001	-0.001	0.000
BE 4,8	0.000	0.002	0.000	0.014	0.000	0.000
BE 4,9	0.001	0.000	0.000	0.000	0.000	0.000
BE 4,13	0.000	0.001	0.000	0.000	0.000	0.000
BE 5,2	-0.038	0.004	0.001	-0.007	0.029	-0.038
BE 5,3	-0.132	-0.005	-0.013	0.008	0.004	-0.055
BE 5,6	-0.002	-0.017	0.015	-0.008	0.038	0.012
BE 5,8	0.010	-0.001	0.001	-0.170	0.004	-0.004
BE 5,14	0.021	0.021	0.021	0.006	0.004	0.069
BE 7,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 10,3	0.049	0.001	0.005	-0.004	-0.003	0.009
BE 10,6	-0.004	0.004	-0.009	0.001	-0.006	-0.007
BE 10,8	-0.006	0.000	-0.001	0.058	0.002	0.000
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.000
BE 14,6	-0.001	-0.001	0.001	0.000	0.000	-0.001
BE 14,7	-0.004	0.001	0.001	0.000	0.003	0.004
BE 14,8	0.001	0.002	0.002	-0.013	0.005	0.007
BE 14,10	-0.003	-0.007	-0.009	0.001	-0.016	-0.024
BE 14,11	0.000	0.000	0.000	0.000	0.001	0.001
BE 15,3	0.007	0.001	0.004	0.001	-0.011	-0.015
BE 15,6	0.002	0.000	-0.003	-0.001	0.005	0.013
BE 15,10	0.007	-0.003	-0.007	-0.002	0.031	0.055
BE 15,13	0.000	0.001	0.000	0.000	0.000	-0.001

BE 15,14	-0.003	-0.001	-0.001	0.000	-0.004	-0.012
PS 1,1	-0.071	0.027	-0.254	-0.033	0.081	0.067
PS 2,1	0.012	-0.023	-0.262	-0.037	0.052	0.087
PS 2,2	0.004	0.000	0.000	-0.001	0.003	0.003
PS 3,3	0.000	0.000	0.000	0.000	0.000	-0.001
PS 4,3	0.010	-0.001	0.001	-0.001	0.001	0.003
PS 4,4	-0.002	0.020	0.000	0.001	0.001	0.000
PS 5,5	-0.037	0.002	-0.236	-0.017	-0.004	0.048
PS 6,6	0.000	0.000	0.000	0.000	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.001	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.035	0.001	-0.003	-0.019	0.083	0.006
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	-0.002	0.003	0.004	0.000	0.004	0.010
PS 15,15	0.005	-0.001	-0.002	0.000	0.006	0.020

Correlation Matrix of Parameter Estimates

	BE 2,3	BE 2,8	BE 2,10	BE 2,14	BE 2,15	BE 3,6
BE 2,3	1.000					
BE 2,8	0.017	1.000				
BE 2,10	-0.335	-0.221	1.000			
BE 2,14	-0.350	-0.008	0.029	1.000		
BE 2,15	0.045	-0.023	0.276	0.511	1.000	
BE 3,6	0.012	0.003	-0.016	-0.002	-0.005	1.000
BE 3,7	0.033	-0.001	-0.008	-0.010	0.000	-0.097
BE 3,8	0.007	0.080	-0.002	-0.006	-0.001	0.051
BE 3,9	0.009	0.000	-0.001	-0.004	0.000	0.015
BE 3,11	0.001	0.001	-0.004	0.004	0.001	0.013
BE 3,12	-0.006	0.000	0.001	0.003	0.000	0.018
BE 3,13	0.002	0.000	-0.001	-0.002	-0.002	-0.083
BE 3,14	-0.016	-0.004	0.006	0.053	0.005	-0.243
BE 4,6	0.000	0.000	0.001	0.000	0.000	0.232
BE 4,7	0.000	0.000	0.000	0.000	0.000	-0.040
BE 4,8	0.000	0.000	0.000	0.000	0.000	0.006
BE 4,9	0.000	0.000	0.000	0.000	0.000	0.003
BE 4,13	0.000	0.000	0.000	0.000	0.000	-0.019
BE 5,2	-0.006	0.001	0.001	0.025	0.008	0.000
BE 5,3	-0.025	0.002	0.000	0.018	0.001	0.020
BE 5,6	-0.002	-0.002	0.007	-0.001	0.001	-0.006

BE 5,8	0.001	-0.028	0.001	0.002	0.001	-0.002
BE 5,14	0.010	0.001	-0.001	-0.012	0.005	-0.008
BE 7,6	0.000	0.000	0.001	0.000	0.000	-0.025
BE 7,8	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.000	0.000	0.000	0.000	0.003
BE 8,6	0.000	0.000	0.000	0.000	0.000	-0.009
BE 8,9	0.000	0.000	0.000	0.000	0.000	0.000
BE 9,6	0.000	0.000	0.000	0.000	0.000	-0.008
BE 10,3	0.023	-0.019	0.066	-0.019	0.006	0.059
BE 10,6	0.003	0.005	-0.024	0.010	-0.004	-0.119
BE 10,8	-0.003	0.053	-0.006	0.003	0.001	-0.010
BE 11,6	0.000	0.000	0.000	0.000	0.000	0.001
BE 12,6	0.000	0.000	0.000	0.000	0.000	0.001
BE 13,6	0.000	0.000	0.000	0.000	0.000	0.002
BE 14,6	-0.002	0.000	-0.001	0.002	0.000	-0.027
BE 14,7	0.000	0.000	0.004	-0.006	0.002	0.001
BE 14,8	0.003	-0.010	0.010	-0.011	0.001	-0.016
BE 14,10	-0.011	0.007	-0.033	0.044	0.001	0.061
BE 14,11	0.000	0.000	0.001	-0.002	0.000	0.000
BE 15,3	0.019	-0.001	0.008	0.020	0.051	-0.002
BE 15,6	0.000	0.000	0.000	-0.001	-0.001	-0.003
BE 15,10	-0.003	-0.001	0.032	0.025	0.055	0.002
BE 15,13	0.000	0.000	0.000	-0.001	-0.002	-0.001
BE 15,14	-0.009	0.001	-0.011	-0.003	-0.033	0.005
PS 1,1	-0.002	-0.001	0.004	0.002	0.002	0.000
PS 2,1	-0.014	-0.013	0.061	0.001	0.016	-0.001
PS 2,2	0.075	-0.025	0.086	-0.033	0.025	0.000
PS 3,3	0.102	-0.007	-0.001	-0.049	0.000	0.007
PS 4,3	0.026	-0.001	-0.003	-0.012	0.000	-0.030
PS 4,4	0.000	0.000	0.000	0.000	0.000	-0.009
PS 5,5	-0.001	0.000	0.000	0.002	0.001	0.000
PS 6,6	0.000	0.000	0.000	0.000	0.000	-0.032
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.007
PS 8,8	0.000	0.001	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.032	-0.016	0.071	0.003	0.005	-0.012
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.003	-0.001	0.006	-0.015	-0.001	-0.002
PS 15,15	0.001	0.000	0.007	0.012	0.024	0.000

Correlation Matrix of Parameter Estimates

	BE 3,7	BE 3,8	BE 3,9	BE 3,11	BE 3,12	BE 3,13
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BE 3,7	1.000					
BE 3,8	0.077	1.000				
BE 3,9	0.003	0.293	1.000			
BE 3,11	0.067	0.026	0.001	1.000		
BE 3,12	-0.094	-0.006	0.000	-0.184	1.000	
BE 3,13	0.000	-0.001	0.000	0.027	-0.147	1.000
BE 3,14	-0.269	-0.107	-0.006	-0.241	0.008	0.002
BE 4,6	-0.041	0.006	0.003	-0.001	0.000	-0.020
BE 4,7	0.230	0.012	0.000	0.000	0.000	-0.003
BE 4,8	0.012	0.237	0.072	0.000	0.000	0.000
BE 4,9	0.000	0.070	0.241	0.000	0.000	0.000
BE 4,13	-0.003	0.000	0.000	0.000	0.000	0.239
BE 5,2	0.000	0.000	0.000	0.000	0.000	0.000
BE 5,3	-0.009	0.001	0.001	-0.005	0.001	-0.002
BE 5,6	0.001	0.000	0.000	0.000	0.000	0.000
BE 5,8	0.001	-0.004	0.000	0.000	0.000	0.000
BE 5,14	0.005	0.000	0.000	0.003	0.000	0.001
BE 7,6	-0.019	-0.002	0.000	0.000	0.002	0.003
BE 7,8	-0.007	-0.029	0.000	0.000	0.001	0.000
BE 7,12	0.001	0.000	0.000	0.000	-0.029	0.004
BE 7,13	-0.001	0.000	0.000	0.000	0.004	-0.031
BE 8,6	0.000	-0.023	-0.007	0.000	0.000	0.000
BE 8,9	0.000	-0.009	-0.012	0.000	0.000	0.000
BE 9,6	0.000	-0.001	-0.023	0.000	0.000	0.000
BE 10,3	-0.026	-0.001	-0.011	0.013	0.007	-0.005
BE 10,6	0.002	-0.005	0.003	-0.008	-0.002	0.001
BE 10,8	0.003	-0.098	0.001	-0.002	-0.001	0.001
BE 11,6	0.000	0.000	0.000	-0.014	0.001	0.000
BE 12,6	0.000	0.000	0.000	0.001	-0.015	-0.001
BE 13,6	0.000	0.000	0.000	0.000	0.000	-0.022
BE 14,6	0.021	0.004	0.000	0.013	0.000	0.000
BE 14,7	-0.056	-0.007	0.000	-0.010	0.000	0.000
BE 14,8	-0.030	-0.044	-0.001	-0.022	0.001	0.000
BE 14,10	0.106	0.039	0.003	0.082	-0.002	0.002
BE 14,11	-0.002	-0.001	0.000	-0.050	0.000	0.000
BE 15,3	-0.022	-0.007	0.000	-0.018	0.000	0.001
BE 15,6	0.002	0.001	0.000	0.001	0.000	-0.001
BE 15,10	0.005	0.002	0.000	0.004	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.000	0.010
BE 15,14	0.016	0.005	0.000	0.014	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.003	0.001	0.001	0.000	-0.001	0.000

PS 3,3	0.007	0.002	-0.012	0.035	0.003	0.000
PS 4,3	-0.013	-0.001	-0.001	0.003	0.001	-0.003
PS 4,4	-0.003	0.000	0.000	0.000	0.000	-0.001
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.001	0.000	0.000	0.000	0.000	0.001
PS 7,7	-0.042	-0.002	0.000	0.000	0.004	0.000
PS 8,8	0.000	-0.013	-0.004	0.000	0.000	0.000
PS 9,9	0.000	0.000	-0.012	0.000	0.000	0.000
PS 10,10	0.003	0.000	0.002	-0.004	-0.001	0.001
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.001	-0.001	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.001	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.001
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	-0.010	-0.004	0.000	-0.007	0.000	0.000
PS 15,15	0.001	0.000	0.000	0.001	0.000	0.000

Correlation Matrix of Parameter Estimates

	BE 3,14	BE 4,6	BE 4,7	BE 4,8	BE 4,9	BE 4,13
BE 3,14	1.000					
BE 4,6	0.002	1.000				
BE 4,7	0.000	-0.174	1.000			
BE 4,8	0.000	0.026	0.050	1.000		
BE 4,9	0.000	0.014	0.000	0.297	1.000	
BE 4,13	0.000	-0.083	-0.014	-0.001	0.000	1.000
BE 5,2	0.002	0.001	0.000	0.000	0.000	0.000
BE 5,3	0.018	0.009	-0.002	0.001	0.000	-0.001
BE 5,6	-0.001	-0.002	0.000	0.000	0.000	0.000
BE 5,8	-0.001	-0.001	0.000	-0.003	0.000	0.000
BE 5,14	-0.013	-0.004	0.000	0.000	0.000	0.000
BE 7,6	0.001	-0.005	-0.029	-0.002	0.000	0.001
BE 7,8	0.001	0.000	0.000	-0.010	0.000	0.000
BE 7,12	0.000	0.000	0.000	0.000	0.000	0.000
BE 7,13	0.000	0.001	-0.003	0.000	0.000	-0.011
BE 8,6	0.001	0.000	0.000	-0.031	-0.009	0.000
BE 8,9	0.000	0.000	0.000	0.001	0.001	0.000
BE 9,6	0.001	0.001	0.000	-0.001	-0.029	0.000
BE 10,3	-0.089	0.010	-0.003	-0.002	-0.001	-0.001
BE 10,6	0.042	-0.007	0.001	0.001	0.000	0.000
BE 10,8	0.011	-0.001	0.000	-0.003	0.000	0.000
BE 11,6	0.000	0.001	-0.001	0.000	0.000	0.000
BE 12,6	-0.001	0.001	-0.003	0.000	0.000	-0.004
BE 13,6	0.000	-0.001	0.000	0.000	0.000	-0.030
BE 14,6	-0.047	0.009	-0.002	0.000	0.000	0.000

BE 14,7	0.045	0.000	0.010	0.001	0.000	0.000
BE 14,8	0.093	0.003	0.001	0.010	0.000	0.000
BE 14,10	-0.349	-0.009	-0.001	0.000	0.000	0.001
BE 14,11	0.010	0.000	0.000	0.000	0.000	0.000
BE 15,3	0.073	0.006	-0.001	0.000	0.000	0.000
BE 15,6	-0.006	-0.003	0.000	0.000	0.000	0.000
BE 15,10	-0.020	-0.001	0.000	0.000	0.000	0.000
BE 15,13	-0.002	0.000	0.000	0.000	0.000	-0.003
BE 15,14	-0.052	-0.003	0.000	0.000	0.000	0.000
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	-0.001	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	-0.145	-0.008	-0.010	-0.004	-0.004	0.000
PS 4,3	-0.005	-0.025	-0.033	-0.011	-0.010	-0.001
PS 4,4	-0.001	-0.039	-0.015	0.000	0.002	-0.005
PS 5,5	-0.001	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.002	-0.043	0.002	0.000	0.000	0.001
PS 7,7	0.001	0.003	-0.015	-0.001	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.001	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.002	0.000
PS 10,10	0.024	-0.002	0.001	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	-0.005
PS 14,14	0.033	0.002	0.000	0.000	0.000	0.000
PS 15,15	-0.003	0.000	0.000	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	BE 5,2	BE 5,3	BE 5,6	BE 5,8	BE 5,14	BE 7,6
BE 5,2	1.000					
BE 5,3	0.391	1.000				
BE 5,6	-0.054	-0.137	1.000			
BE 5,8	0.065	-0.045	0.060	1.000		
BE 5,14	0.204	-0.357	-0.185	-0.024	1.000	
BE 7,6	0.001	0.010	-0.008	-0.001	0.002	1.000
BE 7,8	0.000	0.001	-0.001	-0.004	0.000	0.033
BE 7,12	0.000	0.000	0.000	0.000	0.000	-0.005
BE 7,13	0.000	-0.001	0.000	0.000	0.000	-0.086
BE 8,6	0.000	0.001	0.005	0.026	-0.001	0.000
BE 8,9	0.000	0.000	0.000	-0.001	0.000	0.000
BE 9,6	0.000	0.003	-0.001	-0.008	-0.001	0.000
BE 10,3	0.001	0.000	-0.002	0.000	-0.001	0.013

BE 10,6	-0.008	-0.005	0.011	0.000	0.001	-0.008
BE 10,8	-0.001	0.000	0.000	-0.001	0.001	-0.002
BE 11,6	0.000	-0.001	-0.003	0.000	0.006	0.002
BE 12,6	0.000	-0.001	-0.001	0.000	0.002	0.001
BE 13,6	0.000	0.001	-0.002	0.000	0.000	0.007
BE 14,6	0.001	-0.005	0.012	-0.001	0.025	-0.003
BE 14,7	0.002	0.009	-0.001	-0.001	-0.005	-0.056
BE 14,8	0.001	0.001	0.001	0.019	0.001	-0.002
BE 14,10	-0.003	-0.004	-0.004	-0.001	0.009	-0.003
BE 14,11	0.000	0.000	-0.001	0.000	0.003	0.001
BE 15,3	0.001	0.016	-0.003	-0.001	-0.010	0.005
BE 15,6	0.004	-0.001	0.020	0.001	-0.002	-0.004
BE 15,10	-0.004	-0.004	0.002	0.004	0.003	-0.001
BE 15,13	-0.001	0.000	0.000	0.000	0.000	0.000
BE 15,14	0.006	-0.006	-0.004	0.000	0.020	0.000
PS 1,1	-0.009	-0.001	-0.001	-0.001	-0.008	0.000
PS 2,1	-0.158	-0.057	0.005	-0.010	-0.042	0.000
PS 2,2	-0.038	-0.015	0.002	-0.002	-0.008	0.000
PS 3,3	-0.001	-0.006	0.001	0.000	0.003	-0.001
PS 4,3	0.000	-0.003	0.000	0.000	0.001	0.001
PS 4,4	0.000	-0.001	0.000	0.000	0.001	0.000
PS 5,5	-0.032	-0.017	0.030	0.002	0.014	0.000
PS 6,6	0.000	-0.001	0.039	0.001	-0.002	-0.057
PS 7,7	0.000	-0.002	0.001	0.000	0.000	-0.057
PS 8,8	0.000	0.000	0.000	0.005	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.001	-0.001	0.003	0.001	0.000	-0.003
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.002	-0.003	-0.006	-0.002	0.023	0.002
PS 15,15	0.007	0.002	0.000	0.001	0.003	0.000

Correlation Matrix of Parameter Estimates

	BE 7,8	BE 7,12	BE 7,13	BE 8,6	BE 8,9	BE 9,6
BE 7,8	1.000					
BE 7,12	0.000	1.000				
BE 7,13	-0.001	-0.150	1.000			
BE 8,6	-0.039	0.000	0.000	1.000		
BE 8,9	0.000	0.000	0.000	0.004	1.000	
BE 9,6	0.011	0.000	0.000	0.028	0.008	1.000
BE 10,3	-0.003	0.000	-0.001	0.001	-0.001	0.003

BE 10,6	0.001	0.000	0.000	-0.006	0.000	-0.001
BE 10,8	-0.005	0.000	0.000	0.027	0.002	-0.008
BE 11,6	0.000	-0.007	0.001	0.000	0.000	0.000
BE 12,6	0.000	-0.041	0.000	0.000	0.000	0.000
BE 13,6	0.000	0.001	-0.041	-0.001	0.000	0.000
BE 14,6	0.001	0.000	-0.001	-0.006	0.000	0.000
BE 14,7	-0.005	-0.001	0.004	0.000	0.000	0.000
BE 14,8	-0.013	0.000	0.000	-0.054	0.001	0.016
BE 14,10	0.001	0.000	0.000	0.000	0.000	-0.003
BE 14,11	0.000	-0.002	0.000	0.000	0.000	0.000
BE 15,3	0.000	0.000	0.000	0.000	0.000	0.002
BE 15,6	0.000	0.000	0.000	0.001	0.000	0.000
BE 15,10	-0.001	0.000	0.000	0.003	0.000	-0.001
BE 15,13	0.000	0.000	-0.001	0.000	0.000	0.000
BE 15,14	0.000	0.000	0.000	0.000	0.000	-0.001
PS 1,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,1	0.000	0.000	0.000	0.000	0.000	0.000
PS 2,2	0.000	0.000	0.000	0.000	0.000	0.000
PS 3,3	0.001	0.000	0.000	0.000	0.000	0.000
PS 4,3	0.000	0.000	0.000	0.000	0.000	0.000
PS 4,4	0.000	0.000	0.000	0.000	0.000	0.000
PS 5,5	0.000	0.000	0.000	0.000	0.000	0.000
PS 6,6	0.000	0.000	0.001	0.012	0.000	0.001
PS 7,7	0.002	-0.001	0.004	0.000	0.000	0.000
PS 8,8	0.002	0.000	0.000	0.012	0.042	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.042	0.001
PS 10,10	0.001	0.000	0.000	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.002	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.003	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.004	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.000	0.000	0.001
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	BE 10,3	BE 10,6	BE 10,8	BE 11,6	BE 12,6	BE 13,6
BE 10,3	1.000					
BE 10,6	-0.258	1.000				
BE 10,8	-0.114	0.061	1.000			
BE 11,6	0.002	-0.002	0.000	1.000		
BE 12,6	0.000	-0.001	0.000	0.167	1.000	
BE 13,6	0.001	-0.002	0.000	0.001	0.134	1.000
BE 14,6	-0.012	-0.070	-0.001	-0.014	0.003	0.005

BE 14,7	0.018	0.005	-0.001	0.000	-0.006	-0.001
BE 14,8	0.075	-0.006	-0.083	0.000	-0.001	0.000
BE 14,10	-0.269	0.015	0.029	0.000	0.002	-0.001
BE 14,11	0.002	0.001	0.000	-0.057	-0.011	0.000
BE 15,3	0.074	-0.025	-0.010	0.000	-0.001	0.000
BE 15,6	-0.016	0.088	0.003	-0.001	-0.001	0.000
BE 15,10	-0.009	0.018	0.020	-0.001	0.000	0.000
BE 15,13	0.000	0.000	0.000	0.000	0.002	0.016
BE 15,14	-0.019	0.001	0.002	0.003	0.001	0.000
PS 1,1	-0.001	0.002	0.000	0.000	0.000	0.000
PS 2,1	0.003	0.002	0.000	0.000	0.000	0.000
PS 2,2	0.006	-0.001	0.000	0.000	0.000	0.000
PS 3,3	-0.108	0.027	0.013	0.000	0.000	0.000
PS 4,3	-0.034	0.009	0.004	0.000	0.000	0.000
PS 4,4	-0.002	0.001	0.000	0.000	0.000	0.000
PS 5,5	-0.001	0.003	0.000	0.000	0.000	0.000
PS 6,6	-0.002	0.041	0.001	-0.016	-0.007	-0.029
PS 7,7	-0.003	0.001	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	-0.009	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.197	0.085	0.015	0.000	0.000	0.000
PS 11,11	0.000	0.000	0.000	-0.016	-0.003	0.000
PS 12,11	0.000	0.000	0.000	-0.004	-0.012	0.000
PS 12,12	0.000	0.000	0.000	0.000	-0.006	0.000
PS 13,12	0.000	0.000	0.000	0.000	-0.020	-0.005
PS 13,13	0.000	0.000	0.000	0.000	-0.004	-0.028
PS 14,14	0.051	0.001	-0.005	0.002	0.000	0.000
PS 15,15	0.000	0.001	0.003	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	BE 14,6	BE 14,7	BE 14,8	BE 14,10	BE 14,11	BE 15,3
BE 14,6	1.000					
BE 14,7	-0.188	1.000				
BE 14,8	-0.007	0.099	1.000			
BE 14,10	0.106	-0.176	-0.283	1.000		
BE 14,11	-0.047	-0.012	0.005	-0.023	1.000	
BE 15,3	-0.011	0.036	0.015	-0.055	-0.001	1.000
BE 15,6	0.067	-0.008	0.002	-0.005	-0.004	-0.202
BE 15,10	0.005	-0.015	0.000	0.052	-0.005	-0.403
BE 15,13	0.000	0.000	0.000	0.000	0.000	-0.019
BE 15,14	0.014	-0.011	-0.022	0.080	0.014	-0.375
PS 1,1	0.000	0.000	0.000	0.002	0.000	-0.001
PS 2,1	0.000	-0.001	-0.001	0.002	0.000	-0.001
PS 2,2	0.000	0.000	0.001	-0.003	0.000	0.001

PS 3,3	0.006	-0.004	-0.017	0.064	-0.001	-0.007
PS 4,3	0.001	-0.001	-0.003	0.011	0.000	-0.002
PS 4,4	0.000	0.000	-0.001	0.002	0.000	-0.001
PS 5,5	0.000	0.000	0.000	0.002	0.000	-0.001
PS 6,6	-0.080	0.004	0.000	-0.001	0.001	-0.001
PS 7,7	0.003	-0.018	-0.001	0.001	0.000	-0.001
PS 8,8	0.000	0.000	-0.006	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	-0.007	0.013	0.014	-0.039	0.002	-0.058
PS 11,11	0.001	0.000	0.000	0.000	-0.024	0.000
PS 12,11	0.000	-0.002	0.000	0.000	-0.003	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	-0.099	0.031	0.067	-0.260	-0.015	-0.001
PS 15,15	0.002	0.000	0.000	0.007	0.002	-0.055

Correlation Matrix of Parameter Estimates

	BE 15,6	BE 15,10	BE 15,13	BE 15,14	PS 1,1	PS 2,1
BE 15,6	1.000					
BE 15,10	0.232	1.000				
BE 15,13	-0.078	-0.001	1.000			
BE 15,14	-0.209	-0.168	0.010	1.000		
PS 1,1	0.001	0.003	0.000	0.000	1.000	
PS 2,1	0.000	0.005	0.000	-0.001	0.127	1.000
PS 2,2	0.000	0.002	0.000	-0.001	0.002	0.068
PS 3,3	0.001	0.002	0.000	0.003	0.000	0.001
PS 4,3	0.001	0.000	0.000	0.000	0.000	-0.001
PS 4,4	0.000	0.000	0.000	0.001	0.000	0.000
PS 5,5	0.001	0.002	0.000	0.000	0.032	0.060
PS 6,6	0.020	0.001	0.000	-0.001	0.000	0.000
PS 7,7	0.000	0.000	0.000	0.000	0.000	0.000
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.025	0.122	0.000	-0.003	0.004	0.005
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.002	0.000	0.000	0.000
PS 14,14	-0.026	-0.029	0.000	0.081	-0.001	-0.001
PS 15,15	0.015	0.107	0.002	0.095	0.001	0.000

Correlation Matrix of Parameter Estimates

	PS 2,2	PS 3,3	PS 4,3	PS 4,4	PS 5,5	PS 6,6
PS 2,2	1.000					
PS 3,3	0.005	1.000				
PS 4,3	0.003	0.331	1.000			
PS 4,4	0.000	0.057	0.331	1.000		
PS 5,5	0.000	0.000	0.000	0.000	1.000	
PS 6,6	0.000	0.001	0.001	0.001	0.001	1.000
PS 7,7	0.000	0.001	0.001	0.000	0.000	0.002
PS 8,8	0.000	0.000	0.000	0.000	0.000	0.000
PS 9,9	0.000	0.000	0.000	0.000	0.000	0.000
PS 10,10	0.003	0.012	0.006	0.000	0.001	0.001
PS 11,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,11	0.000	0.000	0.000	0.000	0.000	0.000
PS 12,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.000
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	-0.007	-0.001	-0.001	-0.001	0.003
PS 15,15	0.000	0.000	0.000	0.000	0.000	0.000

Correlation Matrix of Parameter Estimates

	PS 7,7	PS 8,8	PS 9,9	PS 10,10	PS 11,11	PS 12,11
PS 7,7	1.000					
PS 8,8	0.000	1.000				
PS 9,9	0.000	0.001	1.000			
PS 10,10	0.001	0.000	0.000	1.000		
PS 11,11	0.000	0.000	0.000	0.000	1.000	
PS 12,11	0.000	0.000	0.000	0.000	0.235	1.000
PS 12,12	0.000	0.000	0.000	0.000	0.028	0.231
PS 13,12	0.000	0.000	0.000	0.000	0.000	0.001
PS 13,13	0.000	0.000	0.000	0.000	0.000	0.000
PS 14,14	0.000	0.000	0.000	0.011	0.000	0.000
PS 15,15	0.000	0.000	0.000	0.007	0.000	0.000

Correlation Matrix of Parameter Estimates

	PS 12,12	PS 13,12	PS 13,13	PS 14,14	PS 15,15
PS 12,12	1.000				
PS 13,12	0.185	1.000			
PS 13,13	0.018	0.190	1.000		
PS 14,14	0.000	0.000	0.000	1.000	
PS 15,15	0.000	0.000	0.000	0.003	1.000

Continuity of Care Model

Covariances

Y - ETA

	ptmanage	qualunit	unmet2	prepare	famres	SHR
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ETA 1	0.375	0.155	-0.202	-0.027	0.334	-0.103
ETA 2	0.155	0.382	-0.304	-0.022	0.153	-0.069
ETA 3	-0.202	-0.304	1.203	0.100	-0.185	0.262
ETA 4	-0.027	-0.022	0.100	0.071	-0.013	0.046
ETA 5	0.334	0.153	-0.185	-0.013	0.473	-0.141
ETA 6	-0.103	-0.069	0.262	0.046	-0.141	1.487
ETA 7	-0.095	-0.134	0.521	0.057	-0.093	0.215
ETA 8	-0.867	-0.723	1.048	-0.110	-0.732	-0.385
ETA 9	0.044	0.002	0.169	-0.003	0.035	-0.012
ETA 10	-0.333	-0.419	0.696	0.043	-0.198	-0.104
ETA 11	-0.015	-0.017	0.034	0.001	-0.017	0.023
ETA 12	-0.007	-0.004	-0.003	0.005	-0.007	0.015
ETA 13	-0.074	-0.066	0.199	0.105	-0.064	0.492
ETA 14	-1.994	-2.334	4.951	0.223	-2.142	2.824
ETA 15	0.176	0.253	-0.358	-0.021	0.152	-0.165

Y - ETA

	nonurse	patsyou	lastrns	safety	fulltime	empltpe
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ETA 1	-0.095	-0.867	0.044	-0.333	-0.015	-0.007
ETA 2	-0.134	-0.723	0.002	-0.419	-0.017	-0.004
ETA 3	0.521	1.048	0.169	0.696	0.034	-0.003
ETA 4	0.057	-0.110	-0.003	0.043	0.001	0.005
ETA 5	-0.093	-0.732	0.035	-0.198	-0.017	-0.007
ETA 6	0.215	-0.385	-0.012	-0.104	0.023	0.015
ETA 7	1.396	-0.706	0.045	0.224	0.012	0.089
ETA 8	-0.706	125.441	-9.000	3.741	-0.006	-0.004
ETA 9	0.045	-9.000	8.459	-0.133	0.000	0.000
ETA 10	0.224	3.741	-0.133	2.679	0.014	-0.004
ETA 11	0.012	-0.006	0.000	0.014	0.203	0.063
ETA 12	0.089	-0.004	0.000	-0.004	0.063	0.622
ETA 13	0.171	-0.128	-0.004	0.025	0.008	0.616
ETA 14	3.088	7.673	-0.483	4.734	0.927	0.443
ETA 15	-0.187	-0.789	0.026	-0.537	-0.042	-0.020

Y - ETA

	yrs_unit	MBI_EE	satisjob
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ETA 1	-0.074	-1.994	0.176
ETA 2	-0.066	-2.334	0.253
ETA 3	0.199	4.951	-0.358
ETA 4	0.105	0.223	-0.021
ETA 5	-0.064	-2.142	0.152
ETA 6	0.492	2.824	-0.165
ETA 7	0.171	3.088	-0.187
ETA 8	-0.128	7.673	-0.789
ETA 9	-0.004	-0.483	0.026
ETA 10	0.025	4.734	-0.537
ETA 11	0.008	0.927	-0.042
ETA 12	0.616	0.443	-0.020
ETA 13	30.082	1.175	-0.170
ETA 14	1.175	102.475	-5.050
ETA 15	-0.170	-5.050	0.747

Continuity of Care Model

First Order Derivatives

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
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ptmanage	0.000	0.000	0.000	0.000	0.000	0.143
qualunit	-0.009	0.000	0.000	0.007	-0.008	0.082
unmet2	-0.007	0.000	0.000	0.003	-0.005	0.011
prepare	0.063	0.079	-0.076	0.000	0.089	0.031
famres	0.005	0.000	0.000	0.005	0.000	-0.093
SHR	0.012	0.016	0.006	0.003	0.000	0.000
nonurse	0.004	-0.025	0.013	0.004	0.003	0.000
patsyou	0.001	0.001	0.000	0.000	0.001	0.000
lastrns	0.006	0.013	-0.004	0.001	0.010	0.000
safety	-0.010	0.000	0.004	-0.001	-0.018	0.015
fulltime	-0.035	-0.075	0.069	0.037	-0.008	0.000
emplytype	-0.045	0.017	-0.025	-0.008	-0.051	0.000
yrs_unit	0.001	-0.003	0.002	0.000	-0.002	0.000
MBI_EE	0.000	0.001	-0.003	-0.002	0.000	0.000
satisjob	-0.012	0.001	0.000	-0.010	-0.023	-0.024

LAMBDA-Y

ETA 7 ETA 8 ETA 9 ETA 10 ETA 11 ETA 12

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ptmanage	0.009	0.000	-0.226	0.000	-0.022	-0.078
qualunit	-0.114	0.000	0.177	0.024	-0.018	0.035
unmet2	0.001	0.011	0.081	0.037	-0.008	0.004
prepare	0.002	0.000	-0.048	-0.160	0.076	-0.053
famres	0.016	0.000	0.184	-0.079	0.015	-0.046
SHR	-0.005	-0.002	0.009	0.000	-0.002	-0.001
nonurse	0.000	0.000	0.162	-0.051	0.002	0.008
patsyou	0.002	0.000	0.005	-0.003	0.000	0.002
lastrns	0.021	0.000	0.000	-0.032	0.006	0.016
safety	-0.043	0.021	-0.066	0.000	-0.006	-0.025
fulltime	0.031	-0.033	0.309	0.088	0.000	-0.002
emplytype	-0.004	0.152	0.122	-0.065	-0.001	0.000
yrs_unit	0.000	0.019	0.031	0.005	-0.007	-0.002
MBI_EE	-0.001	0.007	-0.030	-0.002	-0.002	-0.008
satisjob	-0.012	0.185	-0.013	0.000	-0.055	-0.074

LAMBDA-Y

	ETA 13	ETA 14	ETA 15
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ptmanage	0.649	-0.077	0.000
qualunit	-0.123	0.000	0.006
unmet2	-0.037	-0.015	0.003
prepare	0.139	-2.531	0.067
famres	-0.567	0.050	-0.019
SHR	-0.006	0.052	-0.003
nonurse	-0.022	0.096	-0.009
patsyou	0.014	-0.024	0.002
lastrns	0.136	-0.303	0.017
safety	0.034	0.024	-0.004
fulltime	-1.003	0.333	-0.152
emplytype	0.000	-0.675	-0.008
yrs_unit	0.000	0.031	-0.001
MBI_EE	0.010	0.000	0.002
satisjob	-0.001	0.004	0.000

BETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
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ETA 1	0.000	0.000	0.000	0.000	0.000	0.143
ETA 2	-0.007	0.000	0.000	0.008	-0.008	0.082
ETA 3	-0.009	0.001	0.000	0.000	-0.010	0.000
ETA 4	0.063	0.079	-0.076	0.000	0.089	0.000
ETA 5	0.005	0.000	0.000	0.005	0.000	0.000

ETA 6	0.015	0.015	0.000	0.000	0.005	0.000
ETA 7	0.004	-0.020	0.004	0.000	0.004	0.000
ETA 8	0.000	0.001	0.000	0.000	0.001	0.000
ETA 9	0.005	0.012	-0.004	0.001	0.008	0.000
ETA 10	-0.007	0.001	0.000	-0.003	-0.014	0.000
ETA 11	-0.033	-0.070	0.055	0.027	-0.006	0.000
ETA 12	-0.044	0.014	-0.025	-0.007	-0.050	0.000
ETA 13	0.001	-0.002	0.002	0.000	-0.002	0.000
ETA 14	0.001	0.001	-0.003	-0.002	0.001	0.000
ETA 15	-0.013	0.001	0.000	-0.009	-0.025	0.000

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ETA 1	0.009	0.000	-0.226	0.000	-0.022	-0.078
ETA 2	-0.107	0.000	0.188	0.000	-0.018	0.006
ETA 3	0.000	0.000	0.000	0.038	0.000	0.000
ETA 4	0.000	0.000	0.000	-0.160	0.081	-0.036
ETA 5	0.022	0.000	0.037	-0.079	0.000	-0.096
ETA 6	0.000	0.000	0.000	0.000	0.000	0.000
ETA 7	0.000	0.000	0.106	-0.046	0.005	0.000
ETA 8	0.002	0.000	0.000	-0.002	0.000	0.002
ETA 9	0.019	0.000	0.000	-0.028	0.005	0.014
ETA 10	-0.032	0.000	-0.102	0.000	0.004	-0.016
ETA 11	0.031	-0.033	0.177	0.088	0.000	-0.019
ETA 12	-0.004	0.152	0.137	-0.074	0.000	0.000
ETA 13	0.000	0.019	0.031	0.004	-0.006	-0.002
ETA 14	0.000	0.000	-0.031	0.000	0.000	-0.004
ETA 15	-0.033	0.185	0.013	0.000	-0.060	-0.077

BETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	0.649	-0.077	0.000
ETA 2	-0.167	0.000	0.000
ETA 3	0.000	0.000	0.002
ETA 4	0.000	-2.514	0.067
ETA 5	-0.146	0.000	-0.019
ETA 6	0.000	0.000	0.000
ETA 7	0.000	0.006	-0.002
ETA 8	0.015	-0.021	0.002
ETA 9	0.120	-0.277	0.015
ETA 10	0.020	0.028	-0.002
ETA 11	-0.950	0.333	-0.144

ETA 12	0.000	-0.675	-0.008
ETA 13	0.000	0.024	-0.001
ETA 14	0.012	0.000	0.002
ETA 15	0.000	0.000	0.000

PSI

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	0.000					
ETA 2	0.000	0.000				
ETA 3	-0.007	0.013	0.000			
ETA 4	-0.080	0.147	0.000	0.000		
ETA 5	0.019	-0.009	-0.026	0.091	0.000	
ETA 6	0.096	0.055	0.000	0.000	0.000	0.000
ETA 7	-0.001	-0.088	0.000	0.004	0.026	0.000
ETA 8	-0.002	0.002	0.000	0.000	0.000	0.000
ETA 9	-0.027	0.022	0.000	0.000	0.004	0.000
ETA 10	0.010	0.006	0.017	-0.055	-0.037	0.000
ETA 11	-0.075	-0.100	0.000	0.430	0.051	0.000
ETA 12	-0.143	0.026	0.000	-0.104	-0.159	0.000
ETA 13	0.023	-0.007	0.000	0.002	-0.002	0.000
ETA 14	-0.003	0.002	0.000	-0.033	0.001	0.000
ETA 15	0.007	0.005	0.014	-0.126	-0.062	0.000

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	0.000					
ETA 8	0.001	0.000				
ETA 9	0.013	0.000	0.000			
ETA 10	-0.022	-0.001	-0.012	0.000		
ETA 11	0.025	0.001	0.021	0.028	0.000	
ETA 12	-0.003	0.003	0.016	-0.030	0.000	0.000
ETA 13	0.000	0.000	0.004	0.001	-0.032	0.000
ETA 14	0.000	0.000	-0.004	0.001	0.002	-0.007
ETA 15	-0.016	0.002	0.002	-0.002	-0.264	-0.100

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	0.000		
ETA 14	0.001	0.000	
ETA 15	0.002	0.004	0.000

THETA-EPS

	ptmanage	qualunit	unmet2	prepare	famres	SHR
	-----	-----	-----	-----	-----	
ptmanage	0.000					
qualunit	-0.006	0.003				
unmet2	-0.012	0.013	-0.007			
prepare	-0.080	0.118	0.041	-0.017		
famres	0.019	-0.006	-0.004	0.147	-0.012	
SHR	0.101	0.069	0.012	0.062	-0.076	-0.001
nonurse	0.010	-0.109	0.000	0.064	0.024	-0.007
patsyou	-0.002	0.001	0.001	0.003	0.003	0.000
lastrns	-0.028	0.022	0.011	-0.006	0.024	0.001
safety	0.014	0.018	0.020	-0.025	-0.053	0.009
fulltime	-0.062	-0.122	-0.041	0.555	0.089	-0.011
emplytype	-0.144	0.089	0.011	-0.135	-0.071	0.000
yrs_unit	0.023	-0.007	-0.002	0.007	-0.017	0.000
MBI_EE	-0.002	0.002	0.000	-0.037	0.000	0.001
satisjob	0.007	0.023	0.014	-0.150	-0.066	-0.019

THETA-EPS

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
	-----	-----	-----	-----	-----	-----
nonurse	-0.003					
patsyou	0.002	0.000				
lastrns	0.021	0.001	0.000			
safety	-0.038	-0.001	-0.009	0.000		
fulltime	-0.001	0.002	0.040	-0.023	-0.009	
emplytype	0.014	0.003	0.017	-0.035	0.027	0.000
yrs_unit	-0.001	0.000	0.004	0.002	-0.037	0.000
MBI_EE	0.001	0.000	-0.004	0.000	-0.009	-0.013
satisjob	-0.002	0.001	-0.001	-0.007	-0.255	-0.097

THETA-EPS

	yrs_unit	MBI_EE	satisjob
	-----	-----	-----
yrs_unit	0.000		
MBI_EE	0.001	0.000	
satisjob	0.003	0.002	-0.001

Continuity of Care Model

Factor Scores Regressions

ETA

	ptmanage	qualunit	unmet2	prepare	famres	SHR
	-----	-----	-----	-----	-----	-----
ETA 1	0.443	0.051	-0.003	-0.100	0.279	-0.002
ETA 2	0.011	0.854	-0.013	-0.004	0.017	0.001
ETA 3	-0.006	-0.127	0.631	0.305	-0.011	0.017
ETA 4	-0.006	-0.001	0.009	0.833	0.003	0.002
ETA 5	0.164	0.046	-0.003	0.028	0.687	-0.010
ETA 6	-0.006	0.013	0.021	0.096	-0.040	0.730
ETA 7	0.000	-0.005	0.030	0.032	-0.001	0.005
ETA 8	-0.036	-0.025	0.034	-0.127	-0.025	-0.011
ETA 9	0.001	-0.004	0.022	-0.034	0.000	-0.003
ETA 10	-0.117	-0.193	0.086	0.012	0.054	-0.051
ETA 11	0.000	0.000	0.000	-0.001	0.000	0.000
ETA 12	0.000	0.000	0.000	0.000	0.000	0.000
ETA 13	-0.001	0.000	0.003	0.107	-0.001	0.022
ETA 14	-0.072	-0.139	0.317	-0.371	-0.293	0.152
ETA 15	0.006	0.026	-0.002	0.001	-0.001	-0.002

ETA

	nonurse	patsyou	lastrns	safety	fulltime	emplytype
	-----	-----	-----	-----	-----	-----
ETA 1	0.000	-0.001	0.000	-0.021	0.001	0.000
ETA 2	-0.002	0.000	0.000	-0.007	0.000	0.000
ETA 3	0.079	0.002	0.009	0.031	0.008	-0.024
ETA 4	0.003	0.000	0.000	0.000	0.000	0.001
ETA 5	-0.001	0.000	0.000	0.006	-0.002	0.000
ETA 6	0.017	-0.001	-0.001	-0.022	0.001	-0.004
ETA 7	0.883	-0.001	-0.001	-0.001	-0.010	0.016
ETA 8	-0.042	0.944	-0.053	0.042	-0.015	0.008
ETA 9	-0.005	-0.008	0.892	0.001	-0.001	0.002
ETA 10	-0.005	0.007	0.001	0.626	-0.033	-0.004
ETA 11	-0.002	0.000	0.000	-0.001	0.894	0.010
ETA 12	0.001	0.000	0.000	0.000	0.003	0.989
ETA 13	-0.003	0.000	0.000	-0.002	-0.029	0.102
ETA 14	0.169	0.001	-0.013	0.032	0.626	0.042
ETA 15	-0.001	0.000	0.000	-0.005	-0.002	0.000

ETA

	yrs_unit	MBI_EE	satisjob
	-----	-----	-----
ETA 1	0.000	-0.001	0.029

ETA 2	0.000	0.000	0.028
ETA 3	0.000	0.007	-0.024
ETA 4	0.000	0.000	0.000
ETA 5	0.000	-0.002	-0.003
ETA 6	0.003	0.004	-0.024
ETA 7	0.000	0.001	-0.002
ETA 8	0.000	0.000	-0.004
ETA 9	0.000	-0.001	0.001
ETA 10	-0.001	0.002	-0.131
ETA 11	0.000	0.001	-0.001
ETA 12	0.000	0.000	0.000
ETA 13	0.897	-0.001	-0.018
ETA 14	-0.003	0.768	-1.111
ETA 15	0.000	-0.002	0.920

Continuity of Care Model

Standardized Solution

LAMBDA-Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	0.612	--	--	--	--	--
qualunit	--	0.618	--	--	--	--
unmet2	--	--	1.097	--	--	--
prepare	--	--	--	0.267	--	--
famres	--	--	--	--	0.688	--
SHR	--	--	--	--	--	1.219
nonurse	--	--	--	--	--	--
patsyou	--	--	--	--	--	--
lastrns	--	--	--	--	--	--
safety	--	--	--	--	--	--
fulltime	--	--	--	--	--	--
empltype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	--	--	--	--	--	--
qualunit	--	--	--	--	--	--
unmet2	--	--	--	--	--	--

prepare	--	--	--	--	--	--
famres	--	--	--	--	--	--
SHR	--	--	--	--	--	--
nonurse	1.181	--	--	--	--	--
patsyou	--	11.200	--	--	--	--
lastrns	--	--	2.908	--	--	--
safety	--	--	--	1.637	--	--
fulltime	--	--	--	--	0.451	--
emplytype	--	--	--	--	--	0.789
yrs_unit	--	--	--	--	--	--
MBI_EE	--	--	--	--	--	--
satisjob	--	--	--	--	--	--

LAMBDA-Y

ETA 13 ETA 14 ETA 15

ptmanage	--	--	--
qualunit	--	--	--
unmet2	--	--	--
prepare	--	--	--
famres	--	--	--
SHR	--	--	--
nonurse	--	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	--	--	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	5.485	--	--
MBI_EE	--	10.123	--
satisjob	--	--	0.864

BETA

ETA 1 ETA 2 ETA 3 ETA 4 ETA 5 ETA 6

ETA 1	--	--	0.003	-0.093	0.730	--
ETA 2	--	--	-0.245	--	--	--
ETA 3	--	--	--	--	--	0.082
ETA 4	--	--	--	--	--	0.113
ETA 5	--	0.272	-0.023	--	--	-0.101
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.146
ETA 8	--	--	--	--	--	-0.029
ETA 9	--	--	--	--	--	-0.003

ETA 10	--	--	0.354	--	--	-0.116
ETA 11	--	--	--	--	--	0.042
ETA 12	--	--	--	--	--	0.016
ETA 13	--	--	--	--	--	0.074
ETA 14	--	--	--	--	--	0.201
ETA 15	--	--	-0.073	--	--	-0.044

BETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	--	-0.022	--	-0.163	--	--
ETA 2	--	-0.017	--	-0.197	--	--
ETA 3	0.323	0.108	0.084	--	0.007	-0.057
ETA 4	0.159	-0.029	-0.013	--	--	--
ETA 5	--	-0.056	--	--	--	--
ETA 6	--	--	--	--	--	--
ETA 7	--	-0.049	--	--	--	0.093
ETA 8	--	--	-0.276	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	0.171	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.206	0.049	--	0.174	0.187	--
ETA 15	--	--	--	-0.219	--	--

BETA

	ETA 13	ETA 14	ETA 15
ETA 1	--	--	0.074
ETA 2	--	-0.045	0.279
ETA 3	0.021	0.296	--
ETA 4	0.059	--	--
ETA 5	--	-0.169	--
ETA 6	--	--	--
ETA 7	0.002	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	--	--	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	--	--	--
ETA 15	-0.020	-0.472	--

Correlation Matrix of ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	1.000					
ETA 2	0.409	1.000				
ETA 3	-0.301	-0.448	1.000			
ETA 4	-0.166	-0.132	0.343	1.000		
ETA 5	0.793	0.360	-0.245	-0.070	1.000	
ETA 6	-0.138	-0.091	0.196	0.142	-0.168	1.000
ETA 7	-0.131	-0.183	0.402	0.179	-0.115	0.149
ETA 8	-0.127	-0.104	0.085	-0.037	-0.095	-0.028
ETA 9	0.025	0.001	0.053	-0.004	0.018	-0.003
ETA 10	-0.332	-0.414	0.388	0.098	-0.176	-0.052
ETA 11	-0.053	-0.059	0.068	0.009	-0.056	0.042
ETA 12	-0.014	-0.009	-0.004	0.026	-0.013	0.016
ETA 13	-0.022	-0.020	0.033	0.072	-0.017	0.074
ETA 14	-0.322	-0.373	0.446	0.082	-0.308	0.229
ETA 15	0.332	0.474	-0.377	-0.093	0.255	-0.156

Correlation Matrix of ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	1.000					
ETA 8	-0.053	1.000				
ETA 9	0.013	-0.276	1.000			
ETA 10	0.116	0.204	-0.028	1.000		
ETA 11	0.023	-0.001	0.000	0.019	1.000	
ETA 12	0.096	0.000	0.000	-0.003	0.177	1.000
ETA 13	0.026	-0.002	0.000	0.003	0.003	0.142
ETA 14	0.258	0.068	-0.016	0.286	0.203	0.055
ETA 15	-0.183	-0.082	0.010	-0.380	-0.107	-0.029

Correlation Matrix of ETA

	ETA 13	ETA 14	ETA 15
ETA 13	1.000		
ETA 14	0.021	1.000	
ETA 15	-0.036	-0.577	1.000

PSI

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-------	-------	-------	-------	-------	-------

ETA 1	0.319					
ETA 2	0.030	0.658				
ETA 3	--	--	0.694			
ETA 4	--	--	0.253	0.950		
ETA 5	--	--	--	--	0.822	
ETA 6	--	--	--	--	--	1.000
ETA 7	--	--	--	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	--	--	--	--	--	--
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 7	0.966					
ETA 8	--	0.923				
ETA 9	--	--	1.000			
ETA 10	--	--	--	0.807		
ETA 11	--	--	--	--	0.998	
ETA 12	--	--	--	--	0.176	1.000
ETA 13	--	--	--	--	--	0.141
ETA 14	--	--	--	--	--	--
ETA 15	--	--	--	--	--	--

PSI

	ETA 13	ETA 14	ETA 15
ETA 13	0.995		
ETA 14	--	0.795	
ETA 15	--	--	0.609

Continuity of Care Model

Total and Indirect Effects

Total Effects of ETA on ETA

ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
-------	-------	-------	-------	-------	-------

ETA 1	--	0.197	-0.094	-0.214	0.649	-0.069
		(0.043)	(0.038)	(0.114)	(0.047)	(0.022)
		4.602	-2.475	-1.880	13.781	-3.088
ETA 2	--	--	-0.211	--	--	-0.046
			(0.031)			(0.016)
			-6.888			-2.809
ETA 3	--	--	0.019	--	--	0.176
			(0.006)			(0.050)
			3.090			3.509
ETA 4	--	--	--	--	--	0.031
						(0.012)
						2.696
ETA 5	--	0.303	-0.085	--	--	-0.095
		(0.062)	(0.038)			(0.030)
		4.885	-2.242			-3.186
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.145
						(0.050)
						2.925
ETA 8	--	--	--	--	--	-0.259
						(0.460)
						-0.564
ETA 9	--	--	--	--	--	-0.008
						(0.122)
						-0.065
ETA 10	--	--	0.538	--	--	-0.070
			(0.093)			(0.078)
			5.808			-0.897
ETA 11	--	--	--	--	--	0.016
						(0.019)
						0.817
ETA 12	--	--	--	--	--	0.010
						(0.032)
						0.327

ETA 13	--	--	--	--	--	0.331 (0.230) 1.437
ETA 14	--	--	0.579 (0.201) 2.884	--	--	1.900 (0.433) 4.385
ETA 15	--	--	-0.144 (0.040) -3.606	--	--	-0.111 (0.035) -3.146

Total Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.062 (0.014) -4.411	-0.007 (0.003) -2.519	0.005 (0.004) 1.264	-0.102 (0.023) -4.409	-0.063 (0.021) -3.037	-0.001 (0.007) -0.173
ETA 2	-0.094 (0.014) -6.513	-0.006 (0.002) -2.582	0.000 (0.005) 0.032	-0.116 (0.021) -5.415	-0.077 (0.030) -2.544	0.003 (0.014) 0.244
ETA 3	0.363 (0.045) 8.025	0.011 (0.005) 2.232	0.020 (0.018) 1.145	0.035 (0.012) 2.980	0.155 (0.114) 1.351	-0.030 (0.065) -0.452
ETA 4	0.036 (0.011) 3.302	-0.001 (0.001) -0.750	0.000 (0.004) -0.070	--	-- (0.003) 1.762	0.005
ETA 5	-0.056 (0.014) -3.951	-0.006 (0.003) -2.149	0.004 (0.004) 1.078	-0.048 (0.011) -4.292	-0.075 (0.024) -3.069	-0.001 (0.007) -0.179
ETA 6	--	--	--	--	--	--
ETA 7	--	-0.005 (0.005) -1.089	0.006 (0.005) 1.073	--	-- (0.067) 2.084	0.140
ETA 8	--	--	-1.064 (0.170)	--	--	--

-6.252

ETA 9	--	--	--	--	--	--
ETA 10	0.192	0.031	-0.016	0.019	0.082	-0.016
	(0.040)	(0.007)	(0.013)	(0.006)	(0.062)	(0.035)
	4.804	4.129	-1.201	3.090	1.318	-0.451
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	1.975	0.068	-0.055	1.097	4.277	0.230
	(0.395)	(0.041)	(0.047)	(0.384)	(1.016)	(0.147)
	5.002	1.668	-1.172	2.858	4.211	1.563
ETA 15	-0.123	-0.007	0.003	-0.164	-0.191	-0.006
	(0.022)	(0.002)	(0.004)	(0.030)	(0.049)	(0.012)
	-5.596	-3.102	0.780	-5.473	-3.891	-0.476

Total Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	-0.001	-0.015	0.092
	(0.001)	(0.003)	(0.037)
	-0.943	-5.334	2.459
ETA 2	-0.002	-0.018	0.200
	(0.002)	(0.003)	(0.038)
	-0.627	-5.862	5.276
ETA 3	0.004	0.033	--
	(0.010)	(0.006)	
	0.437	5.311	
ETA 4	0.003	--	--
	(0.002)		
	1.237		
ETA 5	-0.001	-0.017	0.060
	(0.001)	(0.004)	(0.017)
	-0.547	-4.860	3.570

ETA 6	--	--	--
ETA 7	0.000 (0.010) 0.047	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	0.002 (0.005) 0.436	0.017 (0.004) 4.104	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	0.003 (0.021) 0.161	0.019 (0.006) 3.090	--
ETA 15	-0.004 (0.006) -0.606	-0.045 (0.004) -11.830	--

Largest Eigenvalue of B*B' (Stability Index) is 24.665

Indirect Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	-- (0.043) 4.602	0.197 (0.029) -3.322	-0.096	--	-- (0.022) -3.088	-0.069
ETA 2	--	-- (0.016) -4.657	-0.073	--	-- (0.016) -2.809	-0.046
ETA 3	--	-- (0.006)	0.019	--	-- (0.026)	0.102

			3.090			3.973
ETA 4	--	--	--	--	--	0.006 (0.003) 2.455
ETA 5	--	--	-0.071 (0.016) -4.424	--	--	-0.037 (0.012) -3.182
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.003 (0.006) 0.482
ETA 8	--	--	--	--	--	0.008 (0.130) 0.065
ETA 9	--	--	--	--	--	--
ETA 10	--	--	0.010 (0.004) 2.537	--	--	0.086 (0.034) 2.526
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	0.579 (0.201) 2.884	--	--	0.234 (0.167) 1.407
ETA 15	--	--	-0.087 (0.020) -4.286	--	--	-0.080 (0.025) -3.225

Indirect Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.062	-0.006	0.005	-0.041	-0.063	-0.001

	(0.014)	(0.002)	(0.004)	(0.010)	(0.021)	(0.007)
	-4.411	-2.801	1.264	-4.280	-3.037	-0.173
ETA 2	-0.094	-0.005	0.000	-0.042	-0.077	0.003
	(0.014)	(0.002)	(0.005)	(0.009)	(0.030)	(0.014)
	-6.513	-3.597	0.032	-4.637	-2.544	0.244
ETA 3	0.063	0.001	-0.011	0.035	0.137	0.049
	(0.017)	(0.002)	(0.006)	(0.012)	(0.041)	(0.025)
	3.702	0.288	-2.020	2.980	3.311	1.961
ETA 4	--	0.000	0.001	--	--	0.005
		(0.000)	(0.001)			(0.003)
		-1.034	0.744			1.762
ETA 5	-0.056	-0.003	0.004	-0.048	-0.075	-0.001
	(0.014)	(0.001)	(0.004)	(0.011)	(0.024)	(0.007)
	-3.951	-2.578	1.078	-4.292	-3.069	-0.179
ETA 6	--	--	--	--	--	--
ETA 7	--	--	0.006	--	--	--
		(0.005)				
		1.073				
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	0.192	0.006	-0.016	0.019	0.082	-0.016
	(0.040)	(0.003)	(0.013)	(0.006)	(0.062)	(0.035)
	4.804	2.090	-1.201	3.090	1.318	-0.451
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.206	0.024	-0.055	0.020	0.088	0.230
	(0.075)	(0.017)	(0.047)	(0.012)	(0.072)	(0.147)
	2.756	1.403	-1.172	1.603	1.226	1.563
ETA 15	-0.123	-0.007	0.003	-0.048	-0.191	-0.006
	(0.022)	(0.002)	(0.004)	(0.017)	(0.049)	(0.012)
	-5.596	-3.102	0.780	-2.887	-3.891	-0.476

Indirect Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ETA 1	-0.001 (0.001) -0.943	-0.015 (0.003) -5.334	0.039 (0.011) 3.458
ETA 2	-0.002 (0.002) -0.627	-0.015 (0.002) -6.383	--
ETA 3	0.000 (0.004) 0.067	0.001 (0.000) 2.505	--
ETA 4	0.000 (0.000) 0.047	--	--
ETA 5	-0.001 (0.001) -0.547	-0.006 (0.002) -3.756	0.060 (0.017) 3.570
ETA 6	--	--	--
ETA 7	--	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	0.002 (0.005) 0.436	0.017 (0.004) 4.104	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	0.003 (0.021)	0.019 (0.006)	--

0.161 3.090

ETA 15 -0.001 -0.005 --
 (0.002) (0.001)
 -0.361 -3.252

Total Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	1.000 (0.043) 4.602	0.197 (0.038) -2.475	-0.094 (0.114) -1.880	-0.214 (0.047) 13.781	0.649 (0.022) -3.088	-0.069
qualunit	--	1.000 (0.031) -6.888	-0.211	-- (0.016) -2.809	--	-0.046
unmet2	--	-- (0.006) 169.794	1.019	-- (0.050) 3.509	--	0.176
prepare	--	--	--	1.000 (0.012) 2.696	--	0.031
famres	--	0.303 (0.062) 4.885	-0.085 (0.038) -2.242	--	1.000 (0.030) -3.186	-0.095
SHR	--	--	--	--	--	1.000
nonurse	--	--	--	-- (0.050) 2.925	--	0.145
patsyou	--	--	--	-- (0.460) -0.564	--	-0.259
lastrns	--	--	--	-- (0.122) -0.065	--	-0.008
safety	--	--	0.538	--	--	-0.070

			(0.093)		(0.078)
			5.808		-0.897
fulltime	--	--	--	--	0.016
					(0.019)
					0.817
emplytype	--	--	--	--	0.010
					(0.032)
					0.327
yrs_unit	--	--	--	--	0.331
					(0.230)
					1.437
MBI_EE	--	--	0.579	--	1.900
			(0.201)		(0.433)
			2.884		4.385
satisjob	--	--	-0.144	--	-0.111
			(0.040)		(0.035)
			-3.606		-3.146

Total Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.062	-0.007	0.005	-0.102	-0.063	-0.001
	(0.014)	(0.003)	(0.004)	(0.023)	(0.021)	(0.007)
	-4.411	-2.519	1.264	-4.409	-3.037	-0.173
qualunit	-0.094	-0.006	0.000	-0.116	-0.077	0.003
	(0.014)	(0.002)	(0.005)	(0.021)	(0.030)	(0.014)
	-6.513	-2.582	0.032	-5.415	-2.544	0.244
unmet2	0.363	0.011	0.020	0.035	0.155	-0.030
	(0.045)	(0.005)	(0.018)	(0.012)	(0.114)	(0.065)
	8.025	2.232	1.145	2.980	1.351	-0.452
prepare	0.036	-0.001	0.000	--	--	0.005
	(0.011)	(0.001)	(0.004)			(0.003)
	3.302	-0.750	-0.070			1.762
famres	-0.056	-0.006	0.004	-0.048	-0.075	-0.001
	(0.014)	(0.003)	(0.004)	(0.011)	(0.024)	(0.007)

	-3.951	-2.149	1.078	-4.292	-3.069	-0.179
SHR	--	--	--	--	--	--
nonurse	1.000	-0.005	0.006	--	--	0.140
	(0.005)	(0.005)			(0.067)	
	-1.089	1.073			2.084	
patsyou	--	1.000	-1.064	--	--	--
		(0.170)				
		-6.252				
lastrns	--	--	1.000	--	--	--
safety	0.192	0.031	-0.016	1.019	0.082	-0.016
	(0.040)	(0.007)	(0.013)	(0.006)	(0.062)	(0.035)
	4.804	4.129	-1.201	169.794	1.318	-0.451
fulltime	--	--	--	--	1.000	--
emplytype	--	--	--	--	--	1.000
yrs_unit	--	--	--	--	--	--
MBI_EE	1.975	0.068	-0.055	1.097	4.277	0.230
	(0.395)	(0.041)	(0.047)	(0.384)	(1.016)	(0.147)
	5.002	1.668	-1.172	2.858	4.211	1.563
satisjob	-0.123	-0.007	0.003	-0.164	-0.191	-0.006
	(0.022)	(0.002)	(0.004)	(0.030)	(0.049)	(0.012)
	-5.596	-3.102	0.780	-5.473	-3.891	-0.476

Total Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	-0.001	-0.015	0.092
	(0.001)	(0.003)	(0.037)
	-0.943	-5.334	2.459
qualunit	-0.002	-0.018	0.200
	(0.002)	(0.003)	(0.038)
	-0.627	-5.862	5.276
unmet2	0.004	0.033	--

	(0.010)	(0.006)		
	0.437	5.311		
prepare	0.003	--	--	
	(0.002)			
	1.237			
famres	-0.001	-0.017	0.060	
	(0.001)	(0.004)	(0.017)	
	-0.547	-4.860	3.570	
SHR	--	--	--	
nonurse	0.000	--	--	
	(0.010)			
	0.047			
patsyou	--	--	--	
lastrns	--	--	--	
safety	0.002	0.017	--	
	(0.005)	(0.004)		
	0.436	4.104		
fulltime	--	--	--	
empltype	--	--	--	
yrs_unit	1.000	--	--	
MBI_EE	0.003	1.019	--	
	(0.021)	(0.006)		
	0.161	169.794		
satisjob	-0.004	-0.045	1.000	
	(0.006)	(0.004)		
	-0.606	-11.830		

Indirect Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
	-----	-----	-----	-----	-----	-----
ptmanage	--	0.197	-0.094	-0.214	0.649	-0.069
	(0.043)	(0.038)	(0.114)	(0.047)	(0.022)	

		4.602	-2.475	-1.880	13.781	-3.088
qualunit	--	--	-0.211	--	--	-0.046
			(0.031)			(0.016)
			-6.888			-2.809
unmet2	--	--	0.019	--	--	0.176
			(0.006)			(0.050)
			3.090			3.509
prepare	--	--	--	--	--	0.031
						(0.012)
						2.696
famres	--	0.303	-0.085	--	--	-0.095
		(0.062)	(0.038)			(0.030)
		4.885	-2.242			-3.186
SHR	--	--	--	--	--	--
nonurse	--	--	--	--	--	0.145
						(0.050)
						2.925
patsyou	--	--	--	--	--	-0.259
						(0.460)
						-0.564
lastrns	--	--	--	--	--	-0.008
						(0.122)
						-0.065
safety	--	--	0.538	--	--	-0.070
			(0.093)			(0.078)
			5.808			-0.897
fulltime	--	--	--	--	--	0.016
						(0.019)
						0.817
emplytype	--	--	--	--	--	0.010
						(0.032)
						0.327
yrs_unit	--	--	--	--	--	0.331
						(0.230)

				1.437	
MBI_EE	--	--	0.579	--	-- 1.900
			(0.201)		(0.433)
			2.884		4.385
satisjob	--	--	-0.144	--	-- -0.111
			(0.040)		(0.035)
			-3.606		-3.146

Indirect Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
	-----	-----	-----	-----	-----	-----
ptmanage	-0.062	-0.007	0.005	-0.102	-0.063	-0.001
	(0.014)	(0.003)	(0.004)	(0.023)	(0.021)	(0.007)
	-4.411	-2.519	1.264	-4.409	-3.037	-0.173
qualunit	-0.094	-0.006	0.000	-0.116	-0.077	0.003
	(0.014)	(0.002)	(0.005)	(0.021)	(0.030)	(0.014)
	-6.513	-2.582	0.032	-5.415	-2.544	0.244
unmet2	0.363	0.011	0.020	0.035	0.155	-0.030
	(0.045)	(0.005)	(0.018)	(0.012)	(0.114)	(0.065)
	8.025	2.232	1.145	2.980	1.351	-0.452
prepare	0.036	-0.001	0.000	--	--	0.005
	(0.011)	(0.001)	(0.004)			(0.003)
	3.302	-0.750	-0.070			1.762
famres	-0.056	-0.006	0.004	-0.048	-0.075	-0.001
	(0.014)	(0.003)	(0.004)	(0.011)	(0.024)	(0.007)
	-3.951	-2.149	1.078	-4.292	-3.069	-0.179
SHR	--	--	--	--	--	--
nonurse	--	-0.005	0.006	--	--	0.140
		(0.005)	(0.005)			(0.067)
		-1.089	1.073			2.084
patsyou	--	--	-1.064	--	--	--
			(0.170)			
			-6.252			
lastns	--	--	--	--	--	--

safety	0.192	0.031	-0.016	0.019	0.082	-0.016
	(0.040)	(0.007)	(0.013)	(0.006)	(0.062)	(0.035)
	4.804	4.129	-1.201	3.090	1.318	-0.451
fulltime	--	--	--	--	--	--
emplytype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	1.975	0.068	-0.055	1.097	4.277	0.230
	(0.395)	(0.041)	(0.047)	(0.384)	(1.016)	(0.147)
	5.002	1.668	-1.172	2.858	4.211	1.563
satisjob	-0.123	-0.007	0.003	-0.164	-0.191	-0.006
	(0.022)	(0.002)	(0.004)	(0.030)	(0.049)	(0.012)
	-5.596	-3.102	0.780	-5.473	-3.891	-0.476

Indirect Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
	-----	-----	-----
ptmanage	-0.001	-0.015	0.092
	(0.001)	(0.003)	(0.037)
	-0.943	-5.334	2.459
qualunit	-0.002	-0.018	0.200
	(0.002)	(0.003)	(0.038)
	-0.627	-5.862	5.276
unmet2	0.004	0.033	--
	(0.010)	(0.006)	
	0.437	5.311	
prepare	0.003	--	--
	(0.002)		
	1.237		
famres	-0.001	-0.017	0.060
	(0.001)	(0.004)	(0.017)
	-0.547	-4.860	3.570
SHR	--	--	--

nonurse	0.000	--	--
	(0.010)		
	0.047		
patsyou	--	--	--
lastrns	--	--	--
safety	0.002	0.017	--
	(0.005)	(0.004)	
	0.436	4.104	
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	--	--	--
MBI_EE	0.003	0.019	--
	(0.021)	(0.006)	
	0.161	3.090	
satisjob	-0.004	-0.045	--
	(0.006)	(0.004)	
	-0.606	-11.830	

Continuity of Care Model

Standardized Total and Indirect Effects

Standardized Total Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.199	-0.168	-0.093	0.730	-0.138
ETA 2	--	--	-0.374	--	--	-0.091
ETA 3	--	--	0.019	--	--	0.196
ETA 4	--	--	--	--	--	0.142
ETA 5	--	0.272	-0.136	--	--	-0.168
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.149
ETA 8	--	--	--	--	--	-0.028
ETA 9	--	--	--	--	--	-0.003
ETA 10	--	--	0.360	--	--	-0.052
ETA 11	--	--	--	--	--	0.042

ETA 12	--	--	--	--	--	0.016
ETA 13	--	--	--	--	--	0.074
ETA 14	--	--	0.063	--	--	0.229
ETA 15	--	--	-0.182	--	--	-0.156

Standardized Total Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.119	-0.134	0.024	-0.273	-0.047	-0.002
ETA 2	-0.180	-0.116	0.001	-0.308	-0.056	0.004
ETA 3	0.391	0.114	0.054	0.052	0.064	-0.021
ETA 4	0.159	-0.037	-0.003	--	--	0.015
ETA 5	-0.097	-0.103	0.017	-0.115	-0.049	-0.001
ETA 6	--	--	--	--	--	--
ETA 7	--	-0.049	0.014	--	--	0.093
ETA 8	--	--	-0.276	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	0.138	0.211	-0.028	0.019	0.023	-0.008
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.231	0.076	-0.016	0.177	0.191	0.018
ETA 15	-0.167	-0.090	0.010	-0.310	-0.099	-0.005

Standardized Total Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
ETA 1	-0.012	-0.243	0.130
ETA 2	-0.014	-0.287	0.279
ETA 3	0.022	0.301	--
ETA 4	0.060	--	--
ETA 5	-0.004	-0.257	0.076
ETA 6	--	--	--
ETA 7	0.002	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	0.008	0.106	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	0.002	0.019	--
ETA 15	-0.024	-0.526	--

Standardized Indirect Effects of ETA on ETA

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ETA 1	--	0.199	-0.171	--	--	-0.138
ETA 2	--	--	-0.129	--	--	-0.091
ETA 3	--	--	0.019	--	--	0.113
ETA 4	--	--	--	--	--	0.029
ETA 5	--	--	-0.113	--	--	-0.066
ETA 6	--	--	--	--	--	--
ETA 7	--	--	--	--	--	0.003
ETA 8	--	--	--	--	--	0.001
ETA 9	--	--	--	--	--	--
ETA 10	--	--	0.007	--	--	0.064
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	--	--	0.063	--	--	0.028
ETA 15	--	--	-0.110	--	--	-0.112

Standardized Indirect Effects of ETA on ETA

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ETA 1	-0.119	-0.113	0.024	-0.110	-0.047	-0.002
ETA 2	-0.180	-0.098	0.001	-0.111	-0.056	0.004
ETA 3	0.068	0.006	-0.030	0.052	0.056	0.035
ETA 4	--	-0.008	0.010	--	--	0.015
ETA 5	-0.097	-0.047	0.017	-0.115	-0.049	-0.001
ETA 6	--	--	--	--	--	--
ETA 7	--	--	0.014	--	--	--
ETA 8	--	--	--	--	--	--
ETA 9	--	--	--	--	--	--
ETA 10	0.138	0.040	-0.028	0.019	0.023	-0.008
ETA 11	--	--	--	--	--	--
ETA 12	--	--	--	--	--	--
ETA 13	--	--	--	--	--	--
ETA 14	0.024	0.027	-0.016	0.003	0.004	0.018
ETA 15	-0.167	-0.090	0.010	-0.092	-0.099	-0.005

Standardized Indirect Effects of ETA on ETA

	ETA 13	ETA 14	ETA 15
ETA 1	-0.012	-0.243	0.055
ETA 2	-0.014	-0.242	--
ETA 3	0.001	0.005	--

ETA 4	0.000	--	--
ETA 5	-0.004	-0.088	0.076
ETA 6	--	--	--
ETA 7	--	--	--
ETA 8	--	--	--
ETA 9	--	--	--
ETA 10	0.008	0.106	--
ETA 11	--	--	--
ETA 12	--	--	--
ETA 13	--	--	--
ETA 14	0.002	0.019	--
ETA 15	-0.004	-0.054	--

Standardized Total Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	0.612	0.122	-0.103	-0.057	0.447	-0.084
qualunit	--	0.618	-0.231	--	--	-0.056
unmet2	--	--	1.117	--	--	0.215
prepare	--	--	0.267	--	0.038	
famres	--	0.187	-0.093	--	0.688	-0.115
SHR	--	--	--	--	1.219	
nonurse	--	--	--	--	0.177	
patsyou	--	--	--	--	-0.316	
lastns	--	--	--	--	-0.010	
safety	--	--	0.590	--	--	-0.085
fulltime	--	--	--	--	0.019	
emplytype	--	--	--	--	0.013	
yrs_unit	--	--	--	--	0.404	
MBI_EE	--	--	0.635	--	--	2.317
satisjob	--	--	-0.158	--	--	-0.135

Standardized Total Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.073	-0.082	0.015	-0.167	-0.029	-0.001
qualunit	-0.111	-0.072	0.000	-0.191	-0.035	0.003
unmet2	0.429	0.126	0.059	0.057	0.070	-0.023
prepare	0.043	-0.010	-0.001	--	--	0.004
famres	-0.067	-0.071	0.012	-0.079	-0.034	-0.001
SHR	--	--	--	--	--	
nonurse	1.181	-0.058	0.016	--	--	0.110
patsyou	--	11.200	-3.096	--	--	--
lastns	--	--	2.908	--	--	--

safety	0.226	0.346	-0.046	1.667	0.037	-0.012
fulltime	--	--	--	0.451	--	--
emplytype	--	--	--	--	0.789	--
yrs_unit	--	--	--	--	--	--
MBI_EE	2.334	0.766	-0.159	1.795	1.929	0.182
satisjob	-0.145	-0.078	0.008	-0.268	-0.086	-0.005

Standardized Total Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
ptmanage	-0.007	-0.149	0.080
qualunit	-0.008	-0.178	0.173
unmet2	0.024	0.330	--
prepare	0.016	--	--
famres	-0.003	-0.177	0.052
SHR	--	--	--
nonurse	0.003	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	0.013	0.174	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	5.485	--	--
MBI_EE	0.018	10.311	--
satisjob	-0.021	-0.454	0.864

Standardized Indirect Effects of ETA on Y

	ETA 1	ETA 2	ETA 3	ETA 4	ETA 5	ETA 6
ptmanage	--	0.122	-0.103	-0.057	0.447	-0.084
qualunit	--	--	-0.231	--	--	-0.056
unmet2	--	--	0.020	--	--	0.215
prepare	--	--	--	--	--	0.038
famres	--	0.187	-0.093	--	--	-0.115
SHR	--	--	--	--	--	--
nonurse	--	--	--	--	--	0.177
patsyou	--	--	--	--	--	-0.316
lastrns	--	--	--	--	--	-0.010
safety	--	--	0.590	--	--	-0.085
fulltime	--	--	--	--	--	0.019
emplytype	--	--	--	--	--	0.013
yrs_unit	--	--	--	--	--	0.404
MBI_EE	--	--	0.635	--	--	2.317
satisjob	--	--	-0.158	--	--	-0.135

Standardized Indirect Effects of ETA on Y

	ETA 7	ETA 8	ETA 9	ETA 10	ETA 11	ETA 12
ptmanage	-0.073	-0.082	0.015	-0.167	-0.029	-0.001
qualunit	-0.111	-0.072	0.000	-0.191	-0.035	0.003
unmet2	0.429	0.126	0.059	0.057	0.070	-0.023
prepare	0.043	-0.010	-0.001	--	--	0.004
famres	-0.067	-0.071	0.012	-0.079	-0.034	-0.001
SHR	--	--	--	--	--	--
nonurse	--	-0.058	0.016	--	--	0.110
patsyou	--	--	-3.096	--	--	--
lastrns	--	--	--	--	--	--
safety	0.226	0.346	-0.046	0.030	0.037	-0.012
fulltime	--	--	--	--	--	--
emplytype	--	--	--	--	--	--
yrs_unit	--	--	--	--	--	--
MBI_EE	2.334	0.766	-0.159	1.795	1.929	0.182
satisjob	-0.145	-0.078	0.008	-0.268	-0.086	-0.005

Standardized Indirect Effects of ETA on Y

	ETA 13	ETA 14	ETA 15
ptmanage	-0.007	-0.149	0.080
qualunit	-0.008	-0.178	0.173
unmet2	0.024	0.330	--
prepare	0.016	--	--
famres	-0.003	-0.177	0.052
SHR	--	--	--
nonurse	0.003	--	--
patsyou	--	--	--
lastrns	--	--	--
safety	0.013	0.174	--
fulltime	--	--	--
emplytype	--	--	--
yrs_unit	--	--	--
MBI_EE	0.018	0.188	--
satisjob	-0.021	-0.454	--

Time used: 0.941 Seconds