


hypothesis.

Asymmetry values greater than two and kurtosis higher than seven should not be considered. In this sample, none of the variables approximated these limits, so the estimation of the model fit was carried out.

TLI = 0.943; RMSEA = 0.017 (0.000–0.040), confirming that the model represents the relations among the existing variables. Since the RMSEA value is lower than 0.05, it indicates a reasonable fit of the model. As an additional measure of model fit, goodness of fit index (GFI) and comparative fit index (CFI) were examined. GFI and CFI values higher than 0.9 suggest that the model represents the relations among the existing variables well. In this study, GFI = 0.978 and CFI = 0.955, indicating that the model fits the data adequately. A non-significant chi-square test (p = 0.284) also indicates the goodness of fit of the model. These results show that the proposed model can account for the observed correlations among the variables.

The SEM specifies the hypothesized model for the 382 teachers. The overall goodness of fit was robust: χ² = 47.815; p = 0.284; χ²/g.l. = 1.112; GFI = 0.978; AGFI = 0.966; CFI = 0.955; RMSEA = 0.017. However, we need to consider that the sample size is relatively small compared to the number of parameters estimated in the SEM. Therefore, we examined the fit indices for any potential issues.

The model fit indices suggest that the proposed model adequately represents the relationships among the variables. The chi-square test indicates a good fit of the model to the observed data, with a p-value of 0.284, which is greater than the conventional threshold of 0.05. Additionally, the goodness of fit index (GFI) and comparative fit index (CFI) values are above the recommended thresholds of 0.9, indicating a reasonable fit of the model. The root mean square error of approximation (RMSEA) value of 0.017 is also within the acceptable range, further supporting the adequacy of the model fit.

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