

List of Tables

<u>Tables</u>	<u>Page/s</u>
TABLE 2.1 Adult literacy and life skills survey ALL in 2003	18
TABLE 2.2 Classical motivation theories	53
TABLE 4.1 Summary of statistics	111
TABLE 4.2 Goodness of fit statistics in SEM	116
TABLE 4.3 Measurement model estimates	116
TABLE 5.1 Response bias analysis: Demographic data	124
TABLE 5.2 Demographic characteristics of survey respondents	125
TABLE 5.3 KMO & Bartlett's test for sphericity	130
TABLE 5.4 Cronbach alpha for each construct of the study	130
TABLE 5.5 Goodness of fit statistics for initial first order CFA	134
TABLE 5.6 Goodness of fit statistics for revised first order CFA	137
TABLE 5.7 Goodness of fit statistics for first the second order CFA	137
TABLE 5.8 Construct reliability statistics	140
TABLE 5.9 Convergent validity	141
TABLE 5.10 Discriminant validity	143
TABLE 5.11 Second order structural model fit assessment	147
TABLE 5.12 Summary of hypotheses	154
TABLE 5.13 The results of direct effect	158
TABLE 5.14 Bootstrap result for indirect effect	160
TABLE 5.15 Result of test of mediation model	163
TABLE 5.16 Hypothesis summary	163
TABLE 5.17 Result of moderating effect of perceived benefit of training	165