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Apêndice 1

Questionário

SISTEMA DE GESTÃO DE DESEMPENHO NAS EMPRESAS

PRIMEIRA PARTE – CARACTERÍSTICAS DO SISTEMA DE GESTÃO DE DESEMPENHO DA SUA EMPRESA

- Que níveis são contemplados pelo Sistema de Gestão de Desempenho? (selecionar mais de um se for o caso)

☐ Execução ☐ Coordenação/ Supervisão ☐ Gerência ☐ Direção ☐ Todos os níveis

- Que tipos de indicadores compõem o seu Sistema de Gestão de Desempenho? (selecionar mais de um se for o caso)

☐ Resultados finais da organização – financeiros

☐ Resultados finais da organização – não financeiros

☐ Resultados intermediários relativos ao setor/ departamento - financeiros

☐ Resultados intermediários relativos ao setor/ departamento – não financeiros

☐ Resultados individuais - financeiros

☐ Resultados individuais – processos internos

☐ Comportamentos valorizados pela cultura organizacional

- Qual a periodicidade em que é feita a sua avaliação de desempenho?

☐ Mensal ☐ Trimestral ☐ Semestral ☐ Anual ☐ Outros: ☐

- Que tipo de recompensa é dada para premiar o atingimento das metas estabelecidas? (selecionar mais de um se for o caso)

☐ Benefícios ☐ Benefícios não financeiros ☐ Ações de reconhecimento público ☐ Nenhuma

Em cada questão marque com um "X" o nível mais apropriado em um escala de 1 a 5 levando em consideração a realidade de sua empresa. (1 - Discordo totalmente; 2 - Discordo; 3 - Não concordo nem discordo; 4 - Concordo; 5 - Concordo totalmente)

	1	2	3	4	5
Os objetivos do Sistema de Gestão de Desempenho são claros.					
As regras do Sistema de Gestão de Desempenho são de fácil entendimento.					
Os indicadores do Sistema de Gestão de Desempenho são de fácil entendimento.					
As metas do Sistema de Gestão de Desempenho são de fácil entendimento.					
Os indicadores que são utilizados para avaliar o meu desempenho são diretamente ligados ao tipo de trabalho que eu faço.					
Eu percebo claramente a relação entre as metas que são utilizadas para avaliar o meu desempenho e a estratégia da empresa.					
Eu participo da definição dos indicadores utilizados na minha avaliação.					
Eu participo na definição das metas estabelecidas para minha avaliação.					
Tenho acesso a informações que me permitem acompanhar continuamente os meus resultados com relação ao meu desempenho.					
O Sistema de Gestão de Desempenho permite identificar, em tempo hábil, pontos de melhoria que aprimorem o meu desempenho.					
Tenho a oportunidade de debater com meu chefe pontos de melhoria e definir planos de ação.					
O Sistema de Gestão de Desempenho cria oportunidades concretas para o meu desenvolvimento profissional.					
O Sistema de Gestão de Desempenho contribui para democratizar a tomada de decisões na empresa.					
O Sistema de Gestão de Desempenho me permite conhecer melhor a estratégia da empresa.					
O Sistema de Gestão de Desempenho me permite conhecer melhor o desempenho da empresa.					
A organização se preocupa em disponibilizar todas os recursos (treinamentos, ferramentas...) necessários para o atingimento das metas estabelecidas.					
Normalmente as metas estabelecidas são desafiadoras.					
Normalmente as metas estabelecidas são alcançáveis.					
Considero que os resultados apurados são precisos e confiáveis.					
O Sistema de Gestão de Desempenho reconhece adequadamente meus diferentes níveis de performance.					

SEGUNDA PARTE

Em cada questão marque com um "X" o nível mais apropriado em um escala de 1 a 5.
(1 - Discordo totalmente; 2 - Discordo; 3 - Não concordo nem discordo; 4 - Concordo; 5 - Concordo totalmente)

	1	2	3	4	5
Eu considero que é necessário minha organização manter um Sistema de Gestão de Desempenho.					
Eu concordo com os motivos da minha organização em manter seu Sistema de Gestão de Desempenho.					
Eu considero adequado o Sistema de Gestão de Desempenho da minha organização.					
O Sistemas de Gestão de Desempenho influencia negativamente minha relação com a organização.					
O Sistema de Gestão de Desempenho é compatível com que a empresa espera de mim.					
O Sistema de Gestão de Desempenho é compatível com o que a empresa me oferece.					
O Sistema de Gestão de Desempenho corresponde as minhas expectativas junto à empresa.					

Responda **SOMENTE** a questão abaixo caso você já estivesse trabalhando na organização no momento da implantação do Sistema de Gestão de Desempenho:

A empresa agiu da melhor maneira possível durante a implantação do Sistema de Gestão de Desempenho					

CASO CONTRARIO (já tenha sido contratado após a implantação do Sistema de Gestão de Desempenho), responda:

A empresa agiu da melhor maneira possível no momento de informar sobre o Sistema de Gestão de Desempenho durante o meu processo de recrutamento dentro da organização.					

TERCEIRA PARTE – SOBRE A SUA RELAÇÃO COM A EMPRESA

Em cada questão marque com um "X" o nível mais apropriado em um escala de 1 a 5.
(1 - Discordo totalmente; 2 - Discordo; 3 - Não concordo nem discordo; 4 - Concordo; 5 - Concordo totalmente)

	1	2	3	4	5
Eu seria muito feliz em dedicar o resto da minha carreira nesta organização.					
Eu realmente sinto os problemas da organização como se fossem meus.					
Eu não sinto um forte senso de integração com minha organização.					
Eu não me sinto emocionalmente vinculado a esta organização.					
Eu não me sinto como uma pessoa de "casa" da minha organização.					
Esta organização tem um imenso significado pessoal para mim.					
Na situação atual, ficar com minha organização é na realidade mais uma necessidade do que um desejo.					
Mesmo que eu quisesse, seria muito difícil para mim deixar minha organização agora.					
Se eu decidisse deixar minha organização agora, minha vida ficaria bastante desestruturada.					
Eu acho que teria poucas alternativas se deixasse essa organização.					
Se eu já não tivesse dado tanto de mim nesta organização, eu poderia considerar trabalhar em outro lugar.					
Uma das poucas conseqüências negativas de deixar esta organização seria a escassez de alternativas imediatas.					
Eu não sinto nenhuma obrigação em permanecer na minha organização.					
Mesmo se fosse vantagem para mim, eu sinto que não seria certo deixar minha organização agora.					
Eu me sentiria culpado se deixasse minha organização agora.					
Esta organização merece minha lealdade.					
Eu não deixaria minha organização agora porque eu tenho uma obrigação moral com as pessoas daqui.					
Eu devo muito à minha organização.					
Atingir as metas estabelecidas são tão importantes para mim quanto para a organização.					
Eu realmente quero atingir as metas estabelecidas.					
Pode ser "custoso" para mim se eu não atingir as metas estabelecidas.					
Eu tenho muito a perder se eu não atingir as metas estabelecidas.					
Eu devo à organização dar o meu melhor para a atingir as metas estabelecidas.					
Eu realmente sinto um senso de obrigação para tentar atingir as metas estabelecidas.					

QUARTA PARTE – SEUS DADOS

- Sexo: ☐ Masculino ☐ Feminino

- Idade:

☐ Até 25 anos ☐ de 26 a 35 ☐ de 36 a 45 ☐ de 46 a 55 ☐ Acima de 56

- Que tipo de gestão sua organização possui?

☐ Estatal ☐ Gestão familiar ☐ Gestão profissional

- Qual o porte da organização em que você trabalha?

☐ Até 20 funcionários ☐ Entre 21 a 100 funcionários ☐ Entre 101 a 500 funcionários ☐ Entre 501 a 1000 funcionários ☐ Mais de 1000 funcionários

- Em qual setor da empresa, você trabalha?

☐ Marketing e Vendas ☐ Operações ☐ Financeiro ☐ Recursos Humanos ☐ Tecnologia da Informação

☐ Qualidade ☐ Jurídico ☐ Engenharia ☐ Outros:

- Em que nível está posicionado sua função na estrutura da organização?

☐ Execução (ex: analista/ especialista) ☐ Coordenação/ ☐ Gerência ☐ Direção ☐ Vicê-presidência/

- Há quantos anos você atua no mercado de trabalho?

☐ Até 2 anos ☐ Entre 3 a 5 anos ☐ Entre 6 a 10 ☐ Entre 11 a 20 ☐ Mais de 21 anos

- Há quantos anos você trabalha para a atual empresa?

☐ Até 2 anos ☐ Entre 3 a 5 anos ☐ Entre 6 a 10 ☐ Entre 11 a 20 ☐ Mais de 21 anos

- Você já participou de outros Sistemas de Gestão de Desempenho em outras empresas antes da atual em que você trabalha?

☐ Sim ☐ Não

- Você já trabalhava para a empresa atual quando foi implantado o Sistema de Gestão de Desempenho?

☐ Sim ☐ Não

- Qual o setor que sua empresa trabalha (escolher o mais predominante)?

☐ Comércio ☐ Financeiro ☐ Indústria ☐ Serviços ☐ Governo

- Companhia em que trabalha (Opcional): ☐

Apêndice 2

Teste de Hipótese do perfil da amostra

Group Statistics

	SEXO	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	1	45	3.1407	.82874	.12354
	2	26	3.5385	.72004	.14121
CONT	1	45	2.4148	.71741	.10694
	2	26	2.6410	.73438	.14402
NORMAT	1	45	2.6444	.59945	.08936
	2	26	2.6244	.56242	.11030
M_AFET	1	45	4.1667	.60302	.08989
	2	26	4.0192	.83043	.16286
M_CONT	1	45	3.3556	.84357	.12575
	2	25	3.0600	.93897	.18779
M_NORM	1	45	4.0556	.89964	.13411
	2	25	3.4400	.97168	.19434

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	.010	.921	-2.041	69	.045	-.3977	.19488	-.78649	-.00895
	Equal variances not assumed			-2.120	58.457	.038	-.3977	.18763	-.77323	-.02221
CONT	Equal variances assumed	.012	.913	-1.269	69	.209	-.2262	.17825	-.58182	.12939
	Equal variances not assumed			-1.261	51.307	.213	-.2262	.17939	-.58630	.13387
NORMAT	Equal variances assumed	.005	.942	.139	69	.890	.0201	.14443	-.26805	.30822
	Equal variances not assumed			.141	55.101	.888	.0201	.14196	-.26439	.30456
M_AFET	Equal variances assumed	.780	.380	.862	69	.392	.1474	.17098	-.19366	.48853
	Equal variances not assumed			.793	40.422	.433	.1474	.18602	-.22841	.52328
M_CONT	Equal variances assumed	.058	.810	1.349	68	.182	.2956	.21912	-.14169	.73280
	Equal variances not assumed			1.308	45.373	.198	.2956	.22601	-.15955	.75066
M_NORM	Equal variances assumed	1.380	.244	2.666	68	.010	.6156	.23091	.15478	1.07633
	Equal variances not assumed			2.607	46.544	.012	.6156	.23612	.14042	1.09069

Group Statistics

	FUNCAO	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	>= 3	30	3.5000	.81061	.14800
	< 3	40	3.1208	.78808	.12461
CONT	>= 3	30	2.3444	.67087	.12248
	< 3	40	2.6042	.76207	.12049
NORMAT	>= 3	30	2.6222	.62810	.11467
	< 3	40	2.6433	.56018	.08857
M_AFET	>= 3	30	4.2667	.62606	.11430
	< 3	40	4.0000	.73380	.11602
M_CONT	>= 3	30	3.0833	.89137	.16274
	< 3	39	3.3718	.87898	.14075
M_NORM	>= 3	30	3.7500	.88814	.16215
	< 3	39	3.8974	1.03986	.16651

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	.306	.582	1.968	68	.053	.3792	.19268	-.00532	.76365
	Equal variances not assumed			1.960	61.651	.055	.3792	.19347	-.00761	.76595
CONT	Equal variances assumed	1.642	.204	-1.484	68	.142	-.2597	.17500	-.60893	.08949
	Equal variances not assumed			-1.512	66.193	.135	-.2597	.17182	-.60275	.08330
NORMAT	Equal variances assumed	.504	.480	-.148	68	.883	-.0211	.14252	-.30551	.26329
	Equal variances not assumed			-.146	58.453	.885	-.0211	.14490	-.31111	.26888
M_AFET	Equal variances assumed	.065	.800	1.600	68	.114	.2667	.16663	-.06584	.59917
	Equal variances not assumed			1.637	66.808	.106	.2667	.16287	-.05844	.59177
M_CONT	Equal variances assumed	.007	.936	-1.343	67	.184	-.2885	.21476	-.71713	.14021
	Equal variances not assumed			-1.341	62.095	.185	-.2885	.21516	-.71855	.14163
M_NORM	Equal variances assumed	.943	.335	-.621	67	.536	-.1474	.23728	-.62105	.32618
	Equal variances not assumed			-.634	66.216	.528	-.1474	.23242	-.61145	.31658

Group Statistics

	TEMP_MER	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	>= 4	28	3.6190	.74101	.14004
	< 4	41	3.0732	.80368	.12551
CONT	>= 4	28	2.6369	.81908	.15479
	< 4	41	2.4268	.66359	.10363
NORMAT	>= 4	28	2.6845	.58327	.11023
	< 4	41	2.6195	.59749	.09331
M_AFET	>= 4	28	4.1607	.62440	.11800
	< 4	41	4.0854	.75748	.11830
M_CONT	>= 4	27	3.0556	1.05003	.20208
	< 4	41	3.3415	.75365	.11770
M_NORM	>= 4	27	3.7222	.94394	.18166
	< 4	41	3.8537	.97624	.15246

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	.062	.804	2.858	67	.006	.5459	.19099	.16466	.92709
	Equal variances not assumed			2.903	61.162	.005	.5459	.18805	.16986	.92189
CONT	Equal variances assumed	1.828	.181	1.173	67	.245	.2101	.17903	-.14727	.56742
	Equal variances not assumed			1.128	49.867	.265	.2101	.18628	-.16411	.58426
NORMAT	Equal variances assumed	.151	.699	.448	67	.656	.0650	.14509	-.22458	.35461
	Equal variances not assumed			.450	59.083	.654	.0650	.14442	-.22397	.35399
M_AFET	Equal variances assumed	.543	.464	.435	67	.665	.0753	.17330	-.27056	.42125
	Equal variances not assumed			.451	64.540	.654	.0753	.16709	-.25840	.40909
M_CONT	Equal variances assumed	3.673	.060	-1.307	66	.196	-.2859	.21869	-.72254	.15072
	Equal variances not assumed			-1.223	43.387	.228	-.2859	.23386	-.75740	.18559
M_NORM	Equal variances assumed	.002	.969	-.550	66	.584	-.1314	.23884	-.60829	.34541
	Equal variances not assumed			-.554	57.110	.582	-.1314	.23716	-.60633	.34345

Group Statistics

	TEMP_ORG	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	>= 2	43	3.3760	.76902	.11727
	< 2	24	3.1736	.92009	.18781
CONT	>= 2	43	2.3992	.80683	.12304
	< 2	24	2.7014	.57521	.11741
NORMAT	>= 2	43	2.5891	.59467	.09069
	< 2	24	2.7528	.59482	.12142
M_AFET	>= 2	43	4.0581	.75758	.11553
	< 2	24	4.2292	.62518	.12761
M_CONT	>= 2	42	3.0714	.95363	.14715
	< 2	24	3.4792	.74424	.15192
M_NORM	>= 2	42	3.6429	1.01384	.15644
	< 2	24	4.0833	.84270	.17202

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	1.055	.308	.962	65	.340	.2024	.21037	-.21779	.62250
	Equal variances not assumed			.914	41.017	.366	.2024	.22142	-.24480	.64952
CONT	Equal variances assumed	1.539	.219	-1.617	65	.111	-.3022	.18684	-.67531	.07098
	Equal variances not assumed			-1.777	60.980	.081	-.3022	.17007	-.64225	.03792
NORMAT	Equal variances assumed	.000	.997	-1.080	65	.284	-.1636	.15154	-.46627	.13901
	Equal variances not assumed			-1.080	47.692	.286	-.1636	.15155	-.46838	.14112
M_AFET	Equal variances assumed	.176	.677	-.941	65	.350	-.1710	.18181	-.53413	.19207
	Equal variances not assumed			-.994	55.671	.325	-.1710	.17214	-.51591	.17386
M_CONT	Equal variances assumed	1.561	.216	-1.802	64	.076	-.4077	.22623	-.85968	.04420
	Equal variances not assumed			-1.928	57.841	.059	-.4077	.21150	-.83112	.01565
M_NORM	Equal variances assumed	3.197	.078	-1.801	64	.076	-.4405	.24459	-.92910	.04815
	Equal variances not assumed			-1.894	55.487	.063	-.4405	.23251	-.90635	.02540

Group Statistics

	PART_SGD	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	1	42	3.2976	.84947	.13108
	2	29	3.2701	.76040	.14120
CONT	1	42	2.4127	.76795	.11850
	2	29	2.6207	.65601	.12182
NORMAT	1	42	2.6825	.61575	.09501
	2	29	2.5713	.53346	.09906
M_AFET	1	42	4.1310	.65388	.10090
	2	29	4.0862	.75674	.14052
M_CONT	1	42	3.2500	.93215	.14383
	2	28	3.2500	.82215	.15537
M_NORM	1	42	3.8095	.96873	.14948
	2	28	3.8750	.97776	.18478

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	.002	.967	.140	69	.889	.0275	.19665	-.36480	.41981
	Equal variances not assumed			.143	64.393	.887	.0275	.19266	-.35734	.41235
CONT	Equal variances assumed	.544	.463	-1.189	69	.239	-.2080	.17495	-.55701	.14102
	Equal variances not assumed			-1.224	65.815	.225	-.2080	.16995	-.54732	.13133
NORMAT	Equal variances assumed	.246	.621	.790	69	.433	.1113	.14094	-.16989	.39244
	Equal variances not assumed			.811	65.409	.420	.1113	.13726	-.16282	.38537
M_AFET	Equal variances assumed	.014	.905	.266	69	.791	.0447	.16839	-.29119	.38068
	Equal variances not assumed			.259	54.431	.797	.0447	.17299	-.30202	.39151
M_CONT	Equal variances assumed	.056	.814	.000	68	1.000	.0000	.21716	-.43334	.43334
	Equal variances not assumed			.000	62.756	1.000	.0000	.21173	-.42314	.42314
M_NORM	Equal variances assumed	.023	.880	-.276	68	.783	-.0655	.23722	-.53885	.40790
	Equal variances not assumed			-.275	57.644	.784	-.0655	.23767	-.54129	.41034

Group Statistics

	JÁ_TRAB	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	1	34	3.3873	.70319	.12060
	2	37	3.1937	.89453	.14706
CONT	1	34	2.5588	.76198	.13068
	2	37	2.4414	.69856	.11484
NORMAT	1	34	2.7225	.54475	.09342
	2	37	2.5586	.61138	.10051
M_AFET	1	34	3.8971	.72592	.12449
	2	37	4.3108	.60497	.09946
M_CONT	1	34	3.1618	.94324	.16176
	2	36	3.3333	.82808	.13801
M_NORM	1	34	3.6618	.94324	.16176
	2	36	4.0000	.97101	.16183

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	.720	.399	1.008	69	.317	.1936	.19212	-.18970	.57683
	Equal variances not assumed			1.018	67.432	.312	.1936	.19018	-.18600	.57312
CONT	Equal variances assumed	.018	.895	.677	69	.501	.1174	.17332	-.22839	.46316
	Equal variances not assumed			.675	67.015	.502	.1174	.17397	-.22986	.46463
NORMAT	Equal variances assumed	.406	.526	1.189	69	.238	.1640	.13790	-.11111	.43910
	Equal variances not assumed			1.195	68.940	.236	.1640	.13722	-.10977	.43775
M_AFET	Equal variances assumed	.175	.677	-2.617	69	.011	-.4138	.15812	-.72919	-.09832
	Equal variances not assumed			-2.597	64.486	.012	-.4138	.15934	-.73203	-.09547
M_CONT	Equal variances assumed	.546	.463	-.810	68	.421	-.1716	.21184	-.59429	.25116
	Equal variances not assumed			-.807	65.703	.423	-.1716	.21264	-.59615	.25302
M_NORM	Equal variances assumed	.012	.914	-1.477	68	.144	-.3382	.22901	-.79522	.11875
	Equal variances not assumed			-1.478	67.943	.144	-.3382	.22882	-.79484	.11837

Apêndice 3

Teste de Hipótese das características do Sistema de Gestão de Desempenho

Group Statistics

	FINA_FIN	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	0	17	3.2647	.84175	.20415
	1	54	3.2932	.80612	.10970
CONT	0	17	2.4216	.88411	.21443
	1	54	2.5216	.67762	.09221
NORMAT	0	17	2.6118	.42393	.10282
	1	54	2.6451	.62700	.08532
M_AFET	0	17	3.8529	.76577	.18573
	1	54	4.1944	.65457	.08908
M_CONT	0	17	3.0294	.99169	.24052
	1	53	3.3208	.84406	.11594
M_NORM	0	17	3.5294	1.05283	.25535
	1	53	3.9340	.92527	.12710

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	.086	.770	-.126	69	.900	-.0285	.22652	-.48040	.42339
	Equal variances not assumed			-.123	25.921	.903	-.0285	.23176	-.50496	.44796
CONT	Equal variances assumed	1.190	.279	-.492	69	.624	-.1000	.20322	-.50544	.30537
	Equal variances not assumed			-.429	22.235	.672	-.1000	.23342	-.58381	.38374
NORMAT	Equal variances assumed	3.224	.077	-.204	69	.839	-.0333	.16303	-.35853	.29193
	Equal variances not assumed			-.249	39.911	.804	-.0333	.13361	-.30335	.23676
M_AFET	Equal variances assumed	.136	.713	-1.801	69	.076	-.3415	.18966	-.71986	.03686
	Equal variances not assumed			-1.658	23.827	.110	-.3415	.20598	-.76679	.08379
M_CONT	Equal variances assumed	.767	.384	-1.186	68	.240	-.2913	.24557	-.78137	.19869
	Equal variances not assumed			-1.091	23.902	.286	-.2913	.26701	-.84254	.25985
M_NORM	Equal variances assumed	.067	.797	-1.517	68	.134	-.4046	.26670	-.93673	.12763
	Equal variances not assumed			-1.418	24.448	.169	-.4046	.28523	-.99267	.18357

Group Statistics

	FINA_NFI	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	0	27	3.1790	.81771	.15737
	1	44	3.3523	.80552	.12144
CONT	0	27	2.3519	.74440	.14326
	1	44	2.5871	.70938	.10694
NORMAT	0	27	2.5272	.43785	.08426
	1	44	2.7045	.65084	.09812
M_AFET	0	27	3.9815	.76563	.14734
	1	44	4.1932	.63991	.09647
M_CONT	0	27	2.9630	.88715	.17073
	1	43	3.4302	.84220	.12843
M_NORM	0	27	3.5741	1.05342	.20273
	1	43	4.0000	.87966	.13415

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	.000	.997	-.875	69	.385	-.1733	.19805	-.56836	.22184
	Equal variances not assumed			-.872	54.499	.387	-.1733	.19877	-.57170	.22518
CONT	Equal variances assumed	.000	.993	-1.332	69	.187	-.2353	.17669	-.58777	.11723
	Equal variances not assumed			-1.316	53.084	.194	-.2353	.17877	-.59383	.12329
NORMAT	Equal variances assumed	5.479	.022	-1.251	69	.215	-.1774	.14175	-.46017	.10540
	Equal variances not assumed			-1.372	68.339	.175	-.1774	.12934	-.43545	.08068
M_AFET	Equal variances assumed	.233	.631	-1.255	69	.214	-.2117	.16868	-.54820	.12480
	Equal variances not assumed			-1.202	47.762	.235	-.2117	.17612	-.56585	.14245
M_CONT	Equal variances assumed	.411	.524	-2.214	68	.030	-.4673	.21109	-.88849	-.04605
	Equal variances not assumed			-2.187	53.205	.033	-.4673	.21365	-.89575	-.03879
M_NORM	Equal variances assumed	.396	.532	-1.826	68	.072	-.4259	.23323	-.89134	.03949
	Equal variances not assumed			-1.752	48.050	.086	-.4259	.24309	-.91469	.06284

Group Statistics

	INT_FIN	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	0	36	3.3935	.79398	.13233
	1	35	3.1762	.82043	.13868
CONT	0	36	2.4028	.80215	.13369
	1	35	2.5952	.63694	.10766
NORMAT	0	36	2.6157	.50993	.08499
	1	35	2.6590	.65510	.11073
M_AFET	0	36	4.0278	.81015	.13503
	1	35	4.2000	.54503	.09213
M_CONT	0	36	3.0556	.92410	.15402
	1	34	3.4559	.80121	.13741
M_NORM	0	36	3.5556	1.05409	.17568
	1	34	4.1324	.77174	.13235

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	.036	.850	1.134	69	.261	.2173	.19159	-.16489	.59955
	Equal variances not assumed			1.134	68.741	.261	.2173	.19168	-.16510	.59975
CONT	Equal variances assumed	1.881	.175	-1.118	69	.268	-.1925	.17221	-.53601	.15109
	Equal variances not assumed			-1.121	66.378	.266	-.1925	.17165	-.53514	.15022
NORMAT	Equal variances assumed	3.734	.057	-.311	69	.756	-.0433	.13910	-.32080	.23419
	Equal variances not assumed			-.310	64.211	.757	-.0433	.13959	-.32215	.23553
M_AFET	Equal variances assumed	3.747	.057	-1.048	69	.298	-.1722	.16434	-.50008	.15563
	Equal variances not assumed			-1.054	61.461	.296	-.1722	.16346	-.49903	.15459
M_CONT	Equal variances assumed	.670	.416	-1.932	68	.058	-.4003	.20725	-.81389	.01324
	Equal variances not assumed			-1.940	67.521	.057	-.4003	.20640	-.81225	.01159
M_NORM	Equal variances assumed	1.676	.200	-2.599	68	.011	-.5768	.22189	-1.01958	-.13402
	Equal variances not assumed			-2.622	64.103	.011	-.5768	.21996	-1.01620	-.13739

Group Statistics

	INT_NFIN	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	0	32	3.2760	.89863	.15886
	1	39	3.2949	.73892	.11832
CONT	0	32	2.5469	.81895	.14477
	1	39	2.4573	.64969	.10403
NORMAT	0	32	2.5698	.51112	.09035
	1	39	2.6923	.63584	.10182
M_AFET	0	32	4.0781	.77365	.13676
	1	39	4.1410	.62774	.10052
M_CONT	0	32	3.1094	.97331	.17206
	1	38	3.3684	.79427	.12885
M_NORM	0	32	3.6094	1.11250	.19666
	1	38	4.0263	.78798	.12783

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	2.216	.141	-.097	69	.923	-.0188	.19429	-.40642	.36876
	Equal variances not assumed			-.095	59.898	.925	-.0188	.19808	-.41506	.37740
CONT	Equal variances assumed	1.879	.175	.514	69	.609	.0896	.17426	-.25803	.43725
	Equal variances not assumed			.503	58.547	.617	.0896	.17827	-.26717	.44639
NORMAT	Equal variances assumed	1.554	.217	-.881	69	.381	-.1225	.13908	-.39998	.15495
	Equal variances not assumed			-.900	68.979	.371	-.1225	.13613	-.39408	.14905
M_AFET	Equal variances assumed	.626	.431	-.378	69	.706	-.0629	.16627	-.39460	.26879
	Equal variances not assumed			-.371	59.398	.712	-.0629	.16973	-.40248	.27668
M_CONT	Equal variances assumed	1.437	.235	-1.226	68	.224	-.2590	.21124	-.68056	.16247
	Equal variances not assumed			-1.205	59.770	.233	-.2590	.21496	-.68905	.17096
M_NORM	Equal variances assumed	2.636	.109	-1.830	68	.072	-.4169	.22788	-.87166	.03778
	Equal variances not assumed			-1.778	54.566	.081	-.4169	.23456	-.88708	.05320

Group Statistics

	IND_FIN	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	0	33	3.3434	.86496	.15057
	1	38	3.2368	.76487	.12408
CONT	0	33	2.4040	.75580	.13157
	1	38	2.5789	.70043	.11362
NORMAT	0	33	2.6818	.56728	.09875
	1	38	2.5982	.59965	.09728
M_AFET	0	33	3.9242	.77178	.13435
	1	38	4.2763	.57771	.09372
M_CONT	0	33	3.0000	.91856	.15990
	1	37	3.4730	.79884	.13133
M_NORM	0	33	3.5606	1.12332	.19554
	1	37	4.0811	.73138	.12024

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	1.267	.264	.551	69	.583	.1066	.19341	-.27925	.49243
	Equal variances not assumed			.546	64.495	.587	.1066	.19511	-.28312	.49631
CONT	Equal variances assumed	.001	.970	-1.012	69	.315	-.1749	.17290	-.51983	.17002
	Equal variances not assumed			-1.006	65.852	.318	-.1749	.17384	-.52201	.17219
NORMAT	Equal variances assumed	.386	.536	.601	69	.550	.0836	.13917	-.19406	.36120
	Equal variances not assumed			.603	68.473	.549	.0836	.13862	-.19300	.36014
M_AFET	Equal variances assumed	.598	.442	-2.193	69	.032	-.3521	.16054	-.67234	-.03180
	Equal variances not assumed			-2.149	58.698	.036	-.3521	.16381	-.67989	-.02426
M_CONT	Equal variances assumed	.946	.334	-2.304	68	.024	-.4730	.20526	-.88256	-.06338
	Equal variances not assumed			-2.286	63.891	.026	-.4730	.20692	-.88635	-.05959
M_NORM	Equal variances assumed	5.151	.026	-2.321	68	.023	-.5205	.22423	-.96791	-.07304
	Equal variances not assumed			-2.267	53.920	.027	-.5205	.22955	-.98072	-.06023

Group Statistics

	IND_PROC	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	0	17	3.5196	.78369	.19007
	1	54	3.2130	.80967	.11018
CONT	0	17	2.4510	.70407	.17076
	1	54	2.5123	.73960	.10065
NORMAT	0	17	2.4706	.44967	.10906
	1	54	2.6895	.61231	.08332
M_AFET	0	17	4.0588	.63449	.15389
	1	54	4.1296	.71497	.09729
M_CONT	0	17	2.9118	.87026	.21107
	1	53	3.3585	.86812	.11925
M_NORM	0	17	3.5588	1.05893	.25683
	1	53	3.9245	.92713	.12735

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	.018	.894	1.372	69	.175	.3066	.22352	-.13926	.75255
	Equal variances not assumed			1.396	27.618	.174	.3066	.21970	-.14367	.75696
CONT	Equal variances assumed	.193	.662	-.302	69	.764	-.0614	.20344	-.46721	.34448
	Equal variances not assumed			-.310	28.027	.759	-.0614	.19822	-.46737	.34464
NORMAT	Equal variances assumed	2.162	.146	-1.360	69	.178	-.2189	.16093	-.53997	.10214
	Equal variances not assumed			-1.595	36.388	.119	-.2189	.13725	-.49717	.05933
M_AFET	Equal variances assumed	.316	.576	-.365	69	.716	-.0708	.19388	-.45758	.31597
	Equal variances not assumed			-.389	29.906	.700	-.0708	.18206	-.44268	.30107
M_CONT	Equal variances assumed	.018	.893	-1.845	68	.069	-.4467	.24211	-.92985	.03640
	Equal variances not assumed			-1.843	26.997	.076	-.4467	.24242	-.94414	.05069
M_NORM	Equal variances assumed	.120	.730	-1.367	68	.176	-.3657	.26752	-.89953	.16812
	Equal variances not assumed			-1.276	24.382	.214	-.3657	.28667	-.95687	.22546

Group Statistics

	COMPOR	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	0	28	3.2679	.94536	.17866
	1	43	3.2984	.71784	.10947
CONT	0	28	2.4643	.67488	.12754
	1	43	2.5194	.76567	.11676
NORMAT	0	28	2.7679	.59028	.11155
	1	43	2.5519	.56752	.08655
M_AFET	0	28	4.1250	.64729	.12233
	1	43	4.1047	.72832	.11107
M_CONT	0	28	3.0714	.84672	.16001
	1	42	3.3690	.89755	.13850
M_NORM	0	28	3.9464	1.00314	.18958
	1	42	3.7619	.94506	.14583

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	3.353	.071	-.155	69	.878	-.0306	.19778	-.42516	.36398
	Equal variances not assumed			-.146	46.836	.885	-.0306	.20953	-.45214	.39096
CONT	Equal variances assumed	1.492	.226	-.310	69	.757	-.0551	.17763	-.40946	.29927
	Equal variances not assumed			-.319	62.846	.751	-.0551	.17292	-.40066	.29047
NORMAT	Equal variances assumed	.004	.953	1.542	69	.128	.2159	.14000	-.06338	.49522
	Equal variances not assumed			1.529	56.197	.132	.2159	.14119	-.06689	.49873
M_AFET	Equal variances assumed	.245	.622	.120	69	.905	.0203	.16944	-.31767	.35837
	Equal variances not assumed			.123	62.543	.902	.0203	.16523	-.30988	.35057
M_CONT	Equal variances assumed	.118	.733	-1.390	68	.169	-.2976	.21414	-.72493	.12970
	Equal variances not assumed			-1.406	60.315	.165	-.2976	.21163	-.72089	.12565
M_NORM	Equal variances assumed	.053	.818	.781	68	.438	.1845	.23630	-.28700	.65605
	Equal variances not assumed			.772	55.589	.444	.1845	.23917	-.29468	.66372

Group Statistics

	PER_ANUA	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	0	31	3.2366	.78265	.14057
	1	40	3.3250	.83628	.13223
CONT	0	31	2.6720	.60627	.10889
	1	40	2.3625	.78889	.12473
NORMAT	0	31	2.7817	.59596	.10704
	1	40	2.5250	.55284	.08741
M_AFET	0	31	4.1935	.72661	.13050
	1	40	4.0500	.66795	.10561
M_CONT	0	31	3.5806	.65950	.11845
	1	39	2.9872	.95619	.15311
M_NORM	0	31	4.0645	.82403	.14800
	1	39	3.6538	1.03970	.16648

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	.339	.562	-.454	69	.651	-.0884	.19463	-.47673	.29985
	Equal variances not assumed			-.458	66.518	.648	-.0884	.19299	-.47369	.29681
CONT	Equal variances assumed	.597	.442	1.809	69	.075	.3095	.17115	-.03189	.65097
	Equal variances not assumed			1.869	68.999	.066	.3095	.16558	-.02077	.63986
NORMAT	Equal variances assumed	.595	.443	1.876	69	.065	.2567	.13687	-.01633	.52977
	Equal variances not assumed			1.858	62.108	.068	.2567	.13820	-.01952	.53296
M_AFET	Equal variances assumed	.005	.942	.864	69	.390	.1435	.16608	-.18777	.47487
	Equal variances not assumed			.855	61.779	.396	.1435	.16788	-.19207	.47917
M_CONT	Equal variances assumed	3.762	.057	2.942	68	.004	.5935	.20172	.19093	.99600
	Equal variances not assumed			3.066	66.792	.003	.5935	.19358	.20705	.97988
M_NORM	Equal variances assumed	1.456	.232	1.795	68	.077	.4107	.22874	-.04577	.86711
	Equal variances not assumed			1.844	68.000	.070	.4107	.22276	-.03384	.85518

Group Statistics

	REC_FIN	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	0	13	3.1282	.60152	.16683
	1	58	3.3218	.84861	.11143
CONT	0	13	2.2436	.77165	.21402
	1	58	2.5546	.71081	.09333
NORMAT	0	13	2.6590	.61676	.17106
	1	58	2.6322	.57967	.07611
M_AFET	0	13	3.8462	.98710	.27377
	1	58	4.1724	.60373	.07927
M_CONT	0	13	2.8846	.96077	.26647
	1	57	3.3333	.85217	.11287
M_NORM	0	13	3.6154	1.12090	.31088
	1	57	3.8860	.93071	.12328

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	2.939	.091	-.778	69	.439	-.1936	.24888	-.69015	.30288
	Equal variances not assumed			-.965	24.085	.344	-.1936	.20062	-.60762	.22035
CONT	Equal variances assumed	.356	.553	-1.404	69	.165	-.3110	.22148	-.75285	.13083
	Equal variances not assumed			-1.332	16.870	.201	-.3110	.23348	-.80390	.18189
NORMAT	Equal variances assumed	.013	.909	.149	69	.882	.0268	.17991	-.33212	.38570
	Equal variances not assumed			.143	17.081	.888	.0268	.18723	-.36809	.42167
M_AFET	Equal variances assumed	7.106	.010	-1.550	69	.126	-.3263	.21050	-.74619	.09367
	Equal variances not assumed			-1.145	14.076	.271	-.3263	.28502	-.93725	.28473
M_CONT	Equal variances assumed	.249	.619	-1.674	68	.099	-.4487	.26811	-.98372	.08629
	Equal variances not assumed			-1.551	16.578	.140	-.4487	.28939	-1.06046	.16303
M_NORM	Equal variances assumed	1.267	.264	-.910	68	.366	-.2706	.29721	-.86366	.32250
	Equal variances not assumed			-.809	15.986	.430	-.2706	.33443	-.97959	.43843

Group Statistics

	REC_NFIN	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	0	61	3.2459	.81514	.10437
	1	10	3.5333	.76093	.24063
CONT	0	61	2.4508	.73305	.09386
	1	10	2.7833	.64812	.20495
NORMAT	0	61	2.5694	.54628	.06994
	1	10	3.0500	.65287	.20645
M_AFET	0	61	4.0656	.71575	.09164
	1	10	4.4000	.45947	.14530
M_CONT	0	60	3.1500	.90338	.11663
	1	10	3.8500	.41164	.13017
M_NORM	0	60	3.8083	1.02961	.13292
	1	10	4.0000	.40825	.12910

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	.017	.898	-1.042	69	.301	-.2874	.27575	-.83755	.26268
	Equal variances not assumed			-1.096	12.638	.294	-.2874	.26229	-.85572	.28086
CONT	Equal variances assumed	.039	.843	-1.349	69	.182	-.3325	.24650	-.82427	.15925
	Equal variances not assumed			-1.475	13.084	.164	-.3325	.22542	-.81919	.15416
NORMAT	Equal variances assumed	.431	.514	-2.510	69	.014	-.4806	.19151	-.86264	-.09856
	Equal variances not assumed			-2.205	11.162	.049	-.4806	.21798	-.95952	-.00168
M_AFET	Equal variances assumed	1.257	.266	-1.425	69	.159	-.3344	.23464	-.80252	.13367
	Equal variances not assumed			-1.947	17.177	.068	-.3344	.17178	-.69657	.02772
M_CONT	Equal variances assumed	6.041	.017	-2.398	68	.019	-.7000	.29194	-1.28255	-.11745
	Equal variances not assumed			-4.005	26.631	.000	-.7000	.17477	-1.05884	-.34116
M_NORM	Equal variances assumed	8.737	.004	-.578	68	.565	-.1917	.33149	-.85314	.46980
	Equal variances not assumed			-1.034	32.606	.309	-.1917	.18530	-.56883	.18550

Group Statistics

	AÇAO	N	Mean	Std. Deviation	Std. Error Mean
AFETIV	0	58	3.2529	.85284	.11198
	1	13	3.4359	.57550	.15961
CONT	0	58	2.4626	.72214	.09482
	1	13	2.6538	.75603	.20968
NORMAT	0	58	2.6063	.54496	.07156
	1	13	2.7744	.73587	.20409
M_AFET	0	58	4.1293	.68544	.09000
	1	13	4.0385	.74893	.20772
M_CONT	0	57	3.1842	.89458	.11849
	1	13	3.5385	.80264	.22261
M_NORM	0	57	3.9298	.93751	.12418
	1	13	3.4231	1.01748	.28220

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AFETIV	Equal variances assumed	1.807	.183	-.735	69	.465	-.1830	.24900	-.67977	.31372
	Equal variances not assumed			-.939	25.424	.357	-.1830	.19498	-.58425	.21820
CONT	Equal variances assumed	.030	.864	-.856	69	.395	-.1912	.22344	-.63695	.25455
	Equal variances not assumed			-.831	17.258	.417	-.1912	.23013	-.67618	.29377
NORMAT	Equal variances assumed	3.135	.081	-.940	69	.351	-.1680	.17880	-.52473	.18866
	Equal variances not assumed			-.777	15.083	.449	-.1680	.21628	-.62879	.29272
M_AFET	Equal variances assumed	.127	.722	.425	69	.672	.0908	.21385	-.33577	.51747
	Equal variances not assumed			.401	16.804	.693	.0908	.22638	-.38719	.56889
M_CONT	Equal variances assumed	.736	.394	-1.311	68	.194	-.3543	.27018	-.89339	.18489
	Equal variances not assumed			-1.405	19.429	.176	-.3543	.25218	-.88129	.17279
M_NORM	Equal variances assumed	.008	.931	1.732	68	.088	.5067	.29263	-.07719	1.09069
	Equal variances not assumed			1.644	16.961	.119	.5067	.30831	-.14384	1.15734

Apêndice 4:

Análise de correlação percepção do Sistema de Gestão de Desempenho x níveis de comprometimento

Correlations

			OBJETIVO	REGRA	INDICAD	META	LIG_TRAB	MEYER1	MEYER2	MEYER3	MEYER4	MEYER5	MEYER6
Spearman's rho	OBJETIVO	Correlation Coefficient	1.000	.640**	.536**	.577**	.229	.098	.051	.327**	.188	.007	-.124
		Sig. (2-tailed)	.	.000	.000	.000	.055	.415	.676	.005	.116	.953	.304
		N	71	71	71	69	71	71	71	71	71	71	71
	REGRA	Correlation Coefficient	.640**	1.000	.691**	.722**	.182	.196	.161	.258*	.191	.145	.051
		Sig. (2-tailed)	.000	.	.000	.000	.128	.101	.179	.030	.111	.226	.675
		N	71	71	71	69	71	71	71	71	71	71	71
	INDICAD	Correlation Coefficient	.536**	.691**	1.000	.702**	.169	.300*	.346**	.297*	.177	.191	.206
		Sig. (2-tailed)	.000	.000	.	.000	.158	.011	.003	.012	.140	.110	.085
		N	71	71	71	69	71	71	71	71	71	71	71
	META	Correlation Coefficient	.577**	.722**	.702**	1.000	.326**	.212	.241*	.234	.205	.268*	-.047
		Sig. (2-tailed)	.000	.000	.000	.	.006	.080	.046	.053	.091	.026	.699
		N	69	69	69	69	69	69	69	69	69	69	69
	LIG_TRAB	Correlation Coefficient	.229	.182	.169	.326**	1.000	.079	.091	.033	-.126	.100	-.228
		Sig. (2-tailed)	.055	.128	.158	.006	.	.511	.450	.784	.294	.406	.056
		N	71	71	71	69	71	71	71	71	71	71	71
	MEYER1	Correlation Coefficient	.098	.196	.300*	.212	.079	1.000	.389**	.392**	.228	.353**	.543**
		Sig. (2-tailed)	.415	.101	.011	.080	.511	.	.001	.001	.056	.003	.000
		N	71	71	71	69	71	71	71	71	71	71	71
	MEYER2	Correlation Coefficient	.051	.161	.346**	.241*	.091	.389**	1.000	.294*	.078	.174	.241*
		Sig. (2-tailed)	.676	.179	.003	.046	.450	.001	.	.013	.518	.146	.043
		N	71	71	71	69	71	71	71	71	71	71	71
	MEYER3	Correlation Coefficient	.327**	.258*	.297*	.234	.033	.392**	.294*	1.000	.425**	.537**	.250*
		Sig. (2-tailed)	.005	.030	.012	.053	.784	.001	.013	.	.000	.000	.035
		N	71	71	71	69	71	71	71	71	71	71	71
	MEYER4	Correlation Coefficient	.188	.191	.177	.205	-.126	.228	.078	.425**	1.000	.542**	.186
		Sig. (2-tailed)	.116	.111	.140	.091	.294	.056	.518	.000	.	.000	.120
		N	71	71	71	69	71	71	71	71	71	71	71
	MEYER5	Correlation Coefficient	.007	.145	.191	.268*	.100	.353**	.174	.537**	.542**	1.000	.294*
		Sig. (2-tailed)	.953	.226	.110	.026	.406	.003	.146	.000	.000	.	.013
		N	71	71	71	69	71	71	71	71	71	71	71
	MEYER6	Correlation Coefficient	-.124	.051	.206	-.047	-.228	.543**	.241*	.250*	.186	.294*	1.000
		Sig. (2-tailed)	.304	.675	.085	.699	.056	.000	.043	.035	.120	.013	.
		N	71	71	71	69	71	71	71	71	71	71	71

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

			OBJETIVO	REGRA	INDICAD	META	LIG_TRAB	MEYER7	MEYER8	MEYER9	MEYER10	MEYER11	MEYER12
Spearman's rho	OBJETIVO	Correlation Coefficient	1.000	.640**	.536**	.577**	.229	-.111	-.024	-.055	-.072	-.042	-.114
		Sig. (2-tailed)	.	.000	.000	.000	.055	.356	.843	.647	.553	.727	.346
		N	71	71	71	69	71	71	71	71	71	71	71
	REGRA	Correlation Coefficient	.640**	1.000	.691**	.722**	.182	-.159	-.025	-.282*	-.074	-.073	-.124
		Sig. (2-tailed)	.000	.	.000	.000	.128	.186	.838	.017	.541	.542	.302
		N	71	71	71	69	71	71	71	71	71	71	71
	INDICAD	Correlation Coefficient	.536**	.691**	1.000	.702**	.169	-.052	.194	-.121	-.007	.083	-.095
		Sig. (2-tailed)	.000	.000	.	.000	.158	.667	.104	.315	.952	.491	.432
		N	71	71	71	69	71	71	71	71	71	71	71
	META	Correlation Coefficient	.577**	.722**	.702**	1.000	.326**	-.173	.102	-.155	-.109	.053	-.119
		Sig. (2-tailed)	.000	.000	.000	.	.006	.154	.405	.202	.374	.664	.330
		N	69	69	69	69	69	69	69	69	69	69	69
	LIG_TRAB	Correlation Coefficient	.229	.182	.169	.326**	1.000	-.024	-.101	-.118	-.063	-.167	-.042
		Sig. (2-tailed)	.055	.128	.158	.006	.	.842	.403	.325	.599	.164	.731
		N	71	71	71	69	71	71	71	71	71	71	71
	MEYER7	Correlation Coefficient	-.111	-.159	-.052	-.173	-.024	1.000	.159	.229	.126	-.054	.285*
		Sig. (2-tailed)	.356	.186	.667	.154	.842	.	.186	.055	.293	.653	.016
		N	71	71	71	69	71	71	71	71	71	71	71
	MEYER8	Correlation Coefficient	-.024	-.025	.194	.102	-.101	.159	1.000	.495**	.391**	.406**	.269*
		Sig. (2-tailed)	.843	.838	.104	.405	.403	.186	.	.000	.001	.000	.024
		N	71	71	71	69	71	71	71	71	71	71	71
	MEYER9	Correlation Coefficient	-.055	-.282*	-.121	-.155	-.118	.229	.495**	1.000	.381**	.285*	.340**
		Sig. (2-tailed)	.647	.017	.315	.202	.325	.055	.000	.	.001	.016	.004
		N	71	71	71	69	71	71	71	71	71	71	71
	MEYER10	Correlation Coefficient	-.072	-.074	-.007	-.109	-.063	.126	.391**	.381**	1.000	.463**	.502**
		Sig. (2-tailed)	.553	.541	.952	.374	.599	.293	.001	.001	.	.000	.000
		N	71	71	71	69	71	71	71	71	71	71	71
	MEYER11	Correlation Coefficient	-.042	-.073	.083	.053	-.167	-.054	.406**	.285*	.463**	1.000	.325**
		Sig. (2-tailed)	.727	.542	.491	.664	.164	.653	.000	.016	.000	.	.006
		N	71	71	71	69	71	71	71	71	71	71	71
	MEYER12	Correlation Coefficient	-.114	-.124	-.095	-.119	-.042	.285*	.269*	.340**	.502**	.325**	1.000
		Sig. (2-tailed)	.346	.302	.432	.330	.731	.016	.024	.004	.000	.006	.
		N	71	71	71	69	71	71	71	71	71	71	71

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

			OBJETIVO	REGRA	INDICAD	META	LIG_TRAB	MEYER13	MEYER14	MEYER15	MEYER16	MEYER17	MEYER18
Spearman's rho	OBJETIVO	Correlation Coefficient	1.000	.640**	.536**	.577**	.229	.044	.189	.046	-.015	.038	-.182
		Sig. (2-tailed)	.	.000	.000	.000	.055	.718	.113	.703	.903	.754	.128
		N	71	71	71	69	71	70	71	71	71	71	71
	REGRA	Correlation Coefficient	.640**	1.000	.691**	.722**	.182	.126	.103	.106	.095	.010	-.146
		Sig. (2-tailed)	.000	.	.000	.000	.128	.300	.391	.381	.431	.934	.225
		N	71	71	71	69	71	70	71	71	71	71	71
	INDICAD	Correlation Coefficient	.536**	.691**	1.000	.702**	.169	-.171	.294*	.282*	.096	.145	.047
		Sig. (2-tailed)	.000	.000	.	.000	.158	.158	.013	.017	.425	.229	.699
		N	71	71	71	69	71	70	71	71	71	71	71
	META	Correlation Coefficient	.577**	.722**	.702**	1.000	.326**	-.010	.217	.120	.184	.054	-.021
		Sig. (2-tailed)	.000	.000	.000	.	.006	.937	.073	.327	.131	.662	.864
		N	69	69	69	69	69	68	69	69	69	69	69
	LIG_TRAB	Correlation Coefficient	.229	.182	.169	.326**	1.000	.168	-.013	-.114	.066	-.039	-.138
		Sig. (2-tailed)	.055	.128	.158	.006	.	.164	.915	.343	.583	.749	.251
		N	71	71	71	69	71	70	71	71	71	71	71
	MEYER13	Correlation Coefficient	.044	.126	-.171	-.010	.168	1.000	-.386**	-.510**	-.186	-.453**	-.381**
		Sig. (2-tailed)	.718	.300	.158	.937	.164	.	.001	.000	.123	.000	.001
		N	70	70	70	68	70	70	70	70	70	70	70
	MEYER14	Correlation Coefficient	.189	.103	.294*	.217	-.013	-.386**	1.000	.782**	.207	.694**	.222
		Sig. (2-tailed)	.113	.391	.013	.073	.915	.001	.	.000	.083	.000	.063
		N	71	71	71	69	71	70	71	71	71	71	71
	MEYER15	Correlation Coefficient	.046	.106	.282*	.120	-.114	-.510**	.782**	1.000	.217	.847**	.227
		Sig. (2-tailed)	.703	.381	.017	.327	.343	.000	.000	.	.070	.000	.057
		N	71	71	71	69	71	70	71	71	71	71	71
	MEYER16	Correlation Coefficient	-.015	.095	.096	.184	.066	-.186	.207	.217	1.000	.193	.465**
		Sig. (2-tailed)	.903	.431	.425	.131	.583	.123	.083	.070	.	.107	.000
		N	71	71	71	69	71	70	71	71	71	71	71
	MEYER17	Correlation Coefficient	.038	.010	.145	.054	-.039	-.453**	.694**	.847**	.193	1.000	.150
		Sig. (2-tailed)	.754	.934	.229	.662	.749	.000	.000	.000	.107	.	.213
		N	71	71	71	69	71	70	71	71	71	71	71
	MEYER18	Correlation Coefficient	-.182	-.146	.047	-.021	-.138	-.381**	.222	.227	.465**	.150	1.000
		Sig. (2-tailed)	.128	.225	.699	.864	.251	.001	.063	.057	.000	.213	.
		N	71	71	71	69	71	70	71	71	71	71	71

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

			OBJETIVO	REGRA	INDICAD	META	LIG_TRAB	MEYER19	MEYER20	MEYER21	MEYER22	MEYER23	MEYER24
Spearman's rho	OBJETIVO	Correlation Coefficient	1.000	.640**	.536**	.577**	.229	-.066	.115	.341**	.228	.043	.160
		Sig. (2-tailed)	.	.000	.000	.000	.055	.582	.345	.004	.057	.725	.185
		N	71	71	71	69	71	71	70	70	70	70	70
	REGRA	Correlation Coefficient	.640**	1.000	.691**	.722**	.182	-.080	.013	.056	.211	-.001	.080
		Sig. (2-tailed)	.000	.	.000	.000	.128	.508	.917	.642	.079	.992	.510
		N	71	71	71	69	71	71	70	70	70	70	70
	INDICAD	Correlation Coefficient	.536**	.691**	1.000	.702**	.169	-.014	.113	.215	.320**	.224	.296*
		Sig. (2-tailed)	.000	.000	.	.000	.158	.909	.353	.074	.007	.062	.013
		N	71	71	71	69	71	71	70	70	70	70	70
	META	Correlation Coefficient	.577**	.722**	.702**	1.000	.326**	.012	.037	.185	.189	.137	.153
		Sig. (2-tailed)	.000	.000	.000	.	.006	.923	.767	.130	.122	.265	.212
		N	69	69	69	69	69	69	68	68	68	68	68
	LIG_TRAB	Correlation Coefficient	.229	.182	.169	.326**	1.000	.123	.161	.099	.219	.143	.299*
		Sig. (2-tailed)	.055	.128	.158	.006	.	.305	.183	.415	.068	.237	.012
		N	71	71	71	69	71	71	70	70	70	70	70
	MEYER19	Correlation Coefficient	-.066	-.080	-.014	.012	.123	1.000	.618**	.156	.188	.444**	.408**
		Sig. (2-tailed)	.582	.508	.909	.923	.305	.	.000	.198	.120	.000	.000
		N	71	71	71	69	71	71	70	70	70	70	70
	MEYER20	Correlation Coefficient	.115	.013	.113	.037	.161	.618**	1.000	.131	.180	.532**	.602**
		Sig. (2-tailed)	.345	.917	.353	.767	.183	.000	.	.281	.136	.000	.000
		N	70	70	70	68	70	70	70	70	70	70	70
	MEYER21	Correlation Coefficient	.341**	.056	.215	.185	.099	.156	.131	1.000	.499**	.308**	.354**
		Sig. (2-tailed)	.004	.642	.074	.130	.415	.198	.281	.	.000	.009	.003
		N	70	70	70	68	70	70	70	70	70	70	70
	MEYER22	Correlation Coefficient	.228	.211	.320**	.189	.219	.188	.180	.499**	1.000	.388**	.329**
		Sig. (2-tailed)	.057	.079	.007	.122	.068	.120	.136	.000	.	.001	.005
		N	70	70	70	68	70	70	70	70	70	70	70
	MEYER23	Correlation Coefficient	.043	-.001	.224	.137	.143	.444**	.532**	.308**	.388**	1.000	.763**
		Sig. (2-tailed)	.725	.992	.062	.265	.237	.000	.000	.009	.001	.	.000
		N	70	70	70	68	70	70	70	70	70	70	70
	MEYER24	Correlation Coefficient	.160	.080	.296*	.153	.299*	.408**	.602**	.354**	.329**	.763**	1.000
		Sig. (2-tailed)	.185	.510	.013	.212	.012	.000	.000	.003	.005	.000	.
		N	70	70	70	68	70	70	70	70	70	70	70

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlation

			LIG_ESTR	PART_IN	PART_ME	INFOR	PTO_ME	MEYER	MEYER	MEYER	MEYER	MEYER	MEYER
Spearman's rho	LIG_ESTR	Correlation	1.000	.484 **	.438 **	.424 **	.455 **	.129	.229	.209	.124	.106	-.081
		Sig. (2-tailed)	.	.000	.000	.000	.000	.283	.055	.080	.305	.379	.505
		N	71	71	70	71	71	71	71	71	71	71	71
	PART_IN	Correlation	.484 **	1.000	.795 **	.493 **	.335 **	.049	-.005	.245 *	.097	.157	-.058
		Sig. (2-tailed)	.000	.	.000	.000	.004	.687	.967	.040	.423	.191	.632
		N	71	71	70	71	71	71	71	71	71	71	71
	PART_ME	Correlation	.438 **	.795 **	1.000	.465 **	.388 **	-.016	-.049	.180	.153	.070	-.188
		Sig. (2-tailed)	.000	.000	.	.000	.001	.897	.686	.135	.205	.567	.119
		N	70	70	70	70	70	70	70	70	70	70	70
	INFOR	Correlation	.424 **	.493 **	.465 **	1.000	.457 **	.074	-.043	.180	.140	.129	-.068
		Sig. (2-tailed)	.000	.000	.000	.	.000	.538	.719	.133	.245	.283	.574
		N	71	71	70	71	71	71	71	71	71	71	71
	PTO_ME	Correlation	.455 **	.335 **	.388 **	.457 **	1.000	.243 *	.156	.226	.156	.170	.075
		Sig. (2-tailed)	.000	.004	.001	.000	.	.041	.195	.058	.193	.157	.532
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER	Correlation	.129	.049	-.016	.074	.243 *	1.000	.389 **	.392 **	.228	.353 **	.543 **
		Sig. (2-tailed)	.283	.687	.897	.538	.041	.	.001	.001	.056	.003	.000
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER	Correlation	.229	-.005	-.049	-.043	.156	.389 **	1.000	.294 *	.078	.174	.241 *
		Sig. (2-tailed)	.055	.967	.686	.719	.195	.001	.	.013	.518	.146	.043
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER	Correlation	.209	.245 *	.180	.180	.226	.392 **	.294 *	1.000	.425 **	.537 **	.250 *
		Sig. (2-tailed)	.080	.040	.135	.133	.058	.001	.013	.	.000	.000	.035
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER	Correlation	.124	.097	.153	.140	.156	.228	.078	.425 **	1.000	.542 **	.186
		Sig. (2-tailed)	.305	.423	.205	.245	.193	.056	.518	.000	.	.000	.120
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER	Correlation	.106	.157	.070	.129	.170	.353 **	.174	.537 **	.542 **	1.000	.294 *
		Sig. (2-tailed)	.379	.191	.567	.283	.157	.003	.146	.000	.000	.	.013
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER	Correlation	-.081	-.058	-.188	-.068	.075	.543 **	.241 *	.250 *	.186	.294 *	1.000
		Sig. (2-tailed)	.505	.632	.119	.574	.532	.000	.043	.035	.120	.013	.
		N	71	71	70	71	71	71	71	71	71	71	71

**. Correlation is significant at the 0.01 level (2-

*. Correlation is significant at the 0.05 level (2-

Correlations

			LIG_ESTR	PART_IND	PART_MET	INFORM	PTO_MEL	MEYER7	MEYER8	MEYER9	MEYER10	MEYER11	MEYER12
Spearman's rho	LIG_ESTR	Correlation Coefficient	1.000	.484**	.438**	.424**	.455**	.044	.108	-.105	-.189	.011	-.064
		Sig. (2-tailed)	.	.000	.000	.000	.000	.715	.369	.384	.114	.927	.598
		N	71	71	70	71	71	71	71	71	71	71	71
	PART_IND	Correlation Coefficient	.484**	1.000	.795**	.493**	.335**	-.125	.178	-.008	-.176	.041	.134
		Sig. (2-tailed)	.000	.	.000	.000	.004	.301	.138	.944	.141	.735	.266
		N	71	71	70	71	71	71	71	71	71	71	71
	PART_MET	Correlation Coefficient	.438**	.795**	1.000	.465**	.388**	-.090	.122	-.018	.045	.154	.273*
		Sig. (2-tailed)	.000	.000	.	.000	.001	.456	.316	.882	.709	.204	.022
		N	70	70	70	70	70	70	70	70	70	70	70
	INFORM	Correlation Coefficient	.424**	.493**	.465**	1.000	.457**	-.140	.118	.063	-.107	-.057	.101
		Sig. (2-tailed)	.000	.000	.000	.	.000	.244	.329	.604	.377	.634	.403
		N	71	71	70	71	71	71	71	71	71	71	71
	PTO_MEL	Correlation Coefficient	.455**	.335**	.388**	.457**	1.000	-.152	.113	.010	-.019	.215	-.026
		Sig. (2-tailed)	.000	.004	.001	.000	.	.206	.348	.933	.873	.071	.829
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER7	Correlation Coefficient	.044	-.125	-.090	-.140	-.152	1.000	.159	.229	.126	-.054	.285*
		Sig. (2-tailed)	.715	.301	.456	.244	.206	.	.186	.055	.293	.653	.016
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER8	Correlation Coefficient	.108	.178	.122	.118	.113	.159	1.000	.495**	.391**	.406**	.269*
		Sig. (2-tailed)	.369	.138	.316	.329	.348	.186	.	.000	.001	.000	.024
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER9	Correlation Coefficient	-.105	-.008	-.018	.063	.010	.229	.495**	1.000	.381**	.285*	.340**
		Sig. (2-tailed)	.384	.944	.882	.604	.933	.055	.000	.	.001	.016	.004
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER10	Correlation Coefficient	-.189	-.176	.045	-.107	-.019	.126	.391**	.381**	1.000	.463**	.502**
		Sig. (2-tailed)	.114	.141	.709	.377	.873	.293	.001	.001	.	.000	.000
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER11	Correlation Coefficient	.011	.041	.154	-.057	.215	-.054	.406**	.285*	.463**	1.000	.325**
		Sig. (2-tailed)	.927	.735	.204	.634	.071	.653	.000	.016	.000	.	.006
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER12	Correlation Coefficient	-.064	.134	.273*	.101	-.026	.285*	.269*	.340**	.502**	.325**	1.000
		Sig. (2-tailed)	.598	.266	.022	.403	.829	.016	.024	.004	.000	.006	.
		N	71	71	70	71	71	71	71	71	71	71	71

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

			LIG_ESTR	PART_IND	PART_MET	INFORM	PTO_MEL	MEYER13	MEYER14	MEYER15	MEYER16	MEYER17	MEYER18
Spearman's rho	LIG_ESTR	Correlation Coefficient	1.000	.484**	.438**	.424**	.455**	-.158	.210	.117	-.026	.145	-.078
		Sig. (2-tailed)	.	.000	.000	.000	.000	.190	.080	.332	.830	.226	.517
		N	71	71	70	71	71	70	71	71	71	71	71
	PART_IND	Correlation Coefficient	.484**	1.000	.795**	.493**	.335**	.056	.139	.100	-.054	.115	-.111
		Sig. (2-tailed)	.000	.	.000	.000	.004	.642	.249	.408	.655	.340	.357
		N	71	71	70	71	71	70	71	71	71	71	71
	PART_MET	Correlation Coefficient	.438**	.795**	1.000	.465**	.388**	.031	.205	.183	-.097	.218	-.156
		Sig. (2-tailed)	.000	.000	.	.000	.001	.800	.088	.129	.426	.070	.197
		N	70	70	70	70	70	69	70	70	70	70	70
	INFORM	Correlation Coefficient	.424**	.493**	.465**	1.000	.457**	.173	.131	.024	-.059	.046	-.158
		Sig. (2-tailed)	.000	.000	.000	.	.000	.151	.275	.843	.627	.704	.189
		N	71	71	70	71	71	70	71	71	71	71	71
	PTO_MEL	Correlation Coefficient	.455**	.335**	.388**	.457**	1.000	.021	.213	.226	.125	.162	-.060
		Sig. (2-tailed)	.000	.004	.001	.000	.	.864	.075	.058	.300	.176	.617
		N	71	71	70	71	71	70	71	71	71	71	71
	MEYER13	Correlation Coefficient	-.158	.056	.031	.173	.021	1.000	-.386**	-.510**	-.186	-.453**	-.381**
		Sig. (2-tailed)	.190	.642	.800	.151	.864	.	.001	.000	.123	.000	.001
		N	70	70	69	70	70	70	70	70	70	70	70
	MEYER14	Correlation Coefficient	.210	.139	.205	.131	.213	-.386**	1.000	.782**	.207	.694**	.222
		Sig. (2-tailed)	.080	.249	.088	.275	.075	.001	.	.000	.083	.000	.063
		N	71	71	70	71	71	70	71	71	71	71	71
	MEYER15	Correlation Coefficient	.117	.100	.183	.024	.226	-.510**	.782**	1.000	.217	.847**	.227
		Sig. (2-tailed)	.332	.408	.129	.843	.058	.000	.000	.	.070	.000	.057
		N	71	71	70	71	71	70	71	71	71	71	71
	MEYER16	Correlation Coefficient	-.026	-.054	-.097	-.059	.125	-.186	.207	.217	1.000	.193	.465**
		Sig. (2-tailed)	.830	.655	.426	.627	.300	.123	.083	.070	.	.107	.000
		N	71	71	70	71	71	70	71	71	71	71	71
	MEYER17	Correlation Coefficient	.145	.115	.218	.046	.162	-.453**	.694**	.847**	.193	1.000	.150
		Sig. (2-tailed)	.226	.340	.070	.704	.176	.000	.000	.000	.107	.	.213
		N	71	71	70	71	71	70	71	71	71	71	71
	MEYER18	Correlation Coefficient	-.078	-.111	-.156	-.158	-.060	-.381**	.222	.227	.465**	.150	1.000
		Sig. (2-tailed)	.517	.357	.197	.189	.617	.001	.063	.057	.000	.213	.
		N	71	71	70	71	71	70	71	71	71	71	71

**. Correlation is significant at the 0.01 level (2-tailed).

Correlations

			LIG_ESTR	PART_IND	PART_MET	INFORM	PTO_MEL	MEYER19	MEYER20	MEYER21	MEYER22	MEYER23	MEYER24
Spearman's rho	LIG_ESTR	Correlation Coefficient	1.000	.484**	.438**	.424**	.455**	.077	.263*	.170	.225	.262*	.289*
		Sig. (2-tailed)	.	.000	.000	.000	.000	.525	.028	.158	.061	.028	.015
		N	71	71	70	71	71	71	70	70	70	70	70
	PART_IND	Correlation Coefficient	.484**	1.000	.795**	.493**	.335**	.177	.246*	.289*	.066	.248*	.311**
		Sig. (2-tailed)	.000	.	.000	.000	.004	.140	.041	.015	.586	.039	.009
		N	71	71	70	71	71	71	70	70	70	70	70
	PART_MET	Correlation Coefficient	.438**	.795**	1.000	.465**	.388**	.123	.099	.223	-.014	.164	.209
		Sig. (2-tailed)	.000	.000	.	.000	.001	.311	.415	.064	.907	.174	.082
		N	70	70	70	70	70	70	70	70	70	70	70
	INFORM	Correlation Coefficient	.424**	.493**	.465**	1.000	.457**	.050	.111	.144	.109	.103	.103
		Sig. (2-tailed)	.000	.000	.000	.	.000	.676	.359	.236	.369	.398	.396
		N	71	71	70	71	71	71	70	70	70	70	70
	PTO_MEL	Correlation Coefficient	.455**	.335**	.388**	.457**	1.000	.244*	.258*	.259*	.307**	.254*	.197
		Sig. (2-tailed)	.000	.004	.001	.000	.	.041	.031	.030	.010	.034	.102
		N	71	71	70	71	71	71	70	70	70	70	70
	MEYER19	Correlation Coefficient	.077	.177	.123	.050	.244*	1.000	.618**	.156	.188	.444**	.408**
		Sig. (2-tailed)	.525	.140	.311	.676	.041	.	.000	.198	.120	.000	.000
		N	71	71	70	71	71	71	70	70	70	70	70
	MEYER20	Correlation Coefficient	.263*	.246*	.099	.111	.258*	.618**	1.000	.131	.180	.532**	.602**
		Sig. (2-tailed)	.028	.041	.415	.359	.031	.000	.	.281	.136	.000	.000
		N	70	70	70	70	70	70	70	70	70	70	70
	MEYER21	Correlation Coefficient	.170	.289*	.223	.144	.259*	.156	.131	1.000	.499**	.308**	.354**
		Sig. (2-tailed)	.158	.015	.064	.236	.030	.198	.281	.	.000	.009	.003
		N	70	70	70	70	70	70	70	70	70	70	70
	MEYER22	Correlation Coefficient	.225	.066	-.014	.109	.307**	.188	.180	.499**	1.000	.388**	.329**
		Sig. (2-tailed)	.061	.586	.907	.369	.010	.120	.136	.000	.	.001	.005
		N	70	70	70	70	70	70	70	70	70	70	70
	MEYER23	Correlation Coefficient	.262*	.248*	.164	.103	.254*	.444**	.532**	.308**	.388**	1.000	.763**
		Sig. (2-tailed)	.028	.039	.174	.398	.034	.000	.000	.009	.001	.	.000
		N	70	70	70	70	70	70	70	70	70	70	70
	MEYER24	Correlation Coefficient	.289*	.311**	.209	.103	.197	.408**	.602**	.354**	.329**	.763**	1.000
		Sig. (2-tailed)	.015	.009	.082	.396	.102	.000	.000	.003	.005	.000	.
		N	70	70	70	70	70	70	70	70	70	70	70

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

			DEBAT_CH	DESENV_P	TOMA_DEC	CON_ESTR	COM_PERF	MEYER1	MEYER2	MEYER3	MEYER4	MEYER5	MEYER6
Spearman's rho	DEBAT_CH	Correlation Coefficient	1.000	.706**	.450**	.309**	.425**	.313**	.155	.369**	.229	.180	.205
		Sig. (2-tailed)	.	.000	.000	.009	.000	.008	.197	.002	.054	.134	.086
		N	71	71	70	71	71	71	71	71	71	71	71
	DESENV_P	Correlation Coefficient	.706**	1.000	.713**	.448**	.430**	.403**	.058	.247*	.169	.130	.242*
		Sig. (2-tailed)	.000	.	.000	.000	.000	.000	.633	.038	.159	.279	.042
		N	71	71	70	71	71	71	71	71	71	71	71
	TOMA_DEC	Correlation Coefficient	.450**	.713**	1.000	.556**	.513**	.416**	.082	.011	.221	.052	.285*
		Sig. (2-tailed)	.000	.000	.	.000	.000	.000	.500	.927	.066	.670	.017
		N	70	70	70	70	70	70	70	70	70	70	70
	CON_ESTR	Correlation Coefficient	.309**	.448**	.556**	1.000	.664**	.353**	.070	.005	.113	.096	.093
		Sig. (2-tailed)	.009	.000	.000	.	.000	.003	.562	.964	.348	.426	.443
		N	71	71	70	71	71	71	71	71	71	71	71
	COM_PERF	Correlation Coefficient	.425**	.430**	.513**	.664**	1.000	.324**	.125	.149	.180	.118	.150
		Sig. (2-tailed)	.000	.000	.000	.000	.	.006	.299	.215	.133	.325	.212
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER1	Correlation Coefficient	.313**	.403**	.416**	.353**	.324**	1.000	.389**	.392**	.228	.353**	.543**
		Sig. (2-tailed)	.008	.000	.000	.003	.006	.	.001	.001	.056	.003	.000
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER2	Correlation Coefficient	.155	.058	.082	.070	.125	.389**	1.000	.294*	.078	.174	.241*
		Sig. (2-tailed)	.197	.633	.500	.562	.299	.001	.	.013	.518	.146	.043
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER3	Correlation Coefficient	.369**	.247*	.011	.005	.149	.392**	.294*	1.000	.425**	.537**	.250*
		Sig. (2-tailed)	.002	.038	.927	.964	.215	.001	.013	.	.000	.000	.035
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER4	Correlation Coefficient	.229	.169	.221	.113	.180	.228	.078	.425**	1.000	.542**	.186
		Sig. (2-tailed)	.054	.159	.066	.348	.133	.056	.518	.000	.	.000	.120
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER5	Correlation Coefficient	.180	.130	.052	.096	.118	.353**	.174	.537**	.542**	1.000	.294*
		Sig. (2-tailed)	.134	.279	.670	.426	.325	.003	.146	.000	.000	.	.013
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER6	Correlation Coefficient	.205	.242*	.285*	.093	.150	.543**	.241*	.250*	.186	.294*	1.000
		Sig. (2-tailed)	.086	.042	.017	.443	.212	.000	.043	.035	.120	.013	.
		N	71	71	70	71	71	71	71	71	71	71	71

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

			DEBAT_CH	DESENV_P	TOMA_DEC	CON_ESTR	COM_PERF	MEYER7	MEYER8	MEYER9	MEYER10	MEYER11	MEYER12
Spearman's rho	DEBAT_CH	Correlation Coefficient	1.000	.706**	.450**	.309**	.425**	-.256*	-.037	-.133	-.044	.161	-.048
		Sig. (2-tailed)	.	.000	.000	.009	.000	.031	.761	.269	.717	.181	.692
		N	71	71	70	71	71	71	71	71	71	71	71
	DESENV_P	Correlation Coefficient	.706**	1.000	.713**	.448**	.430**	-.325**	.028	-.195	-.035	.238*	-.037
		Sig. (2-tailed)	.000	.	.000	.000	.000	.006	.818	.103	.774	.046	.759
		N	71	71	70	71	71	71	71	71	71	71	71
	TOMA_DEC	Correlation Coefficient	.450**	.713**	1.000	.556**	.513**	-.352**	-.008	-.132	-.096	.137	-.130
		Sig. (2-tailed)	.000	.000	.	.000	.000	.003	.946	.275	.428	.259	.284
		N	70	70	70	70	70	70	70	70	70	70	70
	CON_ESTR	Correlation Coefficient	.309**	.448**	.556**	1.000	.664**	-.141	.268*	.149	.170	.340**	.024
		Sig. (2-tailed)	.009	.000	.000	.	.000	.240	.024	.214	.156	.004	.841
		N	71	71	70	71	71	71	71	71	71	71	71
	COM_PERF	Correlation Coefficient	.425**	.430**	.513**	.664**	1.000	-.215	.287*	.148	.002	.296*	-.019
		Sig. (2-tailed)	.000	.000	.000	.000	.	.071	.015	.220	.987	.012	.874
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER7	Correlation Coefficient	-.256*	-.325**	-.352**	-.141	-.215	1.000	.159	.229	.126	-.054	.285*
		Sig. (2-tailed)	.031	.006	.003	.240	.071	.	.186	.055	.293	.653	.016
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER8	Correlation Coefficient	-.037	.028	-.008	.268*	.287*	.159	1.000	.495**	.391**	.406**	.269*
		Sig. (2-tailed)	.761	.818	.946	.024	.015	.186	.	.000	.001	.000	.024
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER9	Correlation Coefficient	-.133	-.195	-.132	.149	.148	.229	.495**	1.000	.381**	.285*	.340**
		Sig. (2-tailed)	.269	.103	.275	.214	.220	.055	.000	.	.001	.016	.004
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER10	Correlation Coefficient	-.044	-.035	-.096	.170	.002	.126	.391**	.381**	1.000	.463**	.502**
		Sig. (2-tailed)	.717	.774	.428	.156	.987	.293	.001	.001	.	.000	.000
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER11	Correlation Coefficient	.161	.238*	.137	.340**	.296*	-.054	.406**	.285*	.463**	1.000	.325**
		Sig. (2-tailed)	.181	.046	.259	.004	.012	.653	.000	.016	.000	.	.006
		N	71	71	70	71	71	71	71	71	71	71	71
	MEYER12	Correlation Coefficient	-.048	-.037	-.130	.024	-.019	.285*	.269*	.340**	.502**	.325**	1.000
		Sig. (2-tailed)	.692	.759	.284	.841	.874	.016	.024	.004	.000	.006	.
		N	71	71	70	71	71	71	71	71	71	71	71

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

			DEBAT_CH	DESENV_P	TOMA_DEC	CON_ESTR	COM_PERF	MEYER13	MEYER14	MEYER15	MEYER16	MEYER17	MEYER18
Spearman's rho	DEBAT_CH	Correlation Coefficient	1.000	.706**	.450**	.309**	.425**	-.008	.302*	.173	.247*	.111	.018
		Sig. (2-tailed)	.	.000	.000	.009	.000	.947	.011	.150	.037	.359	.883
		N	71	71	70	71	71	70	71	71	71	71	71
	DESENV_P	Correlation Coefficient	.706**	1.000	.713**	.448**	.430**	-.058	.302*	.220	.253*	.118	.140
		Sig. (2-tailed)	.000	.	.000	.000	.000	.631	.010	.065	.033	.327	.245
		N	71	71	70	71	71	70	71	71	71	71	71
	TOMA_DEC	Correlation Coefficient	.450**	.713**	1.000	.556**	.513**	-.258*	.234	.273*	.326**	.219	.373**
		Sig. (2-tailed)	.000	.000	.	.000	.000	.032	.051	.022	.006	.068	.001
		N	70	70	70	70	70	69	70	70	70	70	70
	CON_ESTR	Correlation Coefficient	.309**	.448**	.556**	1.000	.664**	-.201	.233	.247*	.199	.285*	.161
		Sig. (2-tailed)	.009	.000	.000	.	.000	.095	.050	.038	.097	.016	.179
		N	71	71	70	71	71	70	71	71	71	71	71
	COM_PERF	Correlation Coefficient	.425**	.430**	.513**	.664**	1.000	-.269*	.495**	.383**	.080	.358**	.089
		Sig. (2-tailed)	.000	.000	.000	.000	.	.024	.000	.001	.509	.002	.459
		N	71	71	70	71	71	70	71	71	71	71	71
	MEYER13	Correlation Coefficient	-.008	-.058	-.258*	-.201	-.269*	1.000	-.386**	-.510**	-.186	-.453**	-.381**
		Sig. (2-tailed)	.947	.631	.032	.095	.024	.	.001	.000	.123	.000	.001
		N	70	70	69	70	70	70	70	70	70	70	70
	MEYER14	Correlation Coefficient	.302*	.302*	.234	.233	.495**	-.386**	1.000	.782**	.207	.694**	.222
		Sig. (2-tailed)	.011	.010	.051	.050	.000	.001	.	.000	.083	.000	.063
		N	71	71	70	71	71	70	71	71	71	71	71
	MEYER15	Correlation Coefficient	.173	.220	.273*	.247*	.383**	-.510**	.782**	1.000	.217	.847**	.227
		Sig. (2-tailed)	.150	.065	.022	.038	.001	.000	.000	.	.070	.000	.057
		N	71	71	70	71	71	70	71	71	71	71	71
	MEYER16	Correlation Coefficient	.247*	.253*	.326**	.199	.080	-.186	.207	.217	1.000	.193	.465**
		Sig. (2-tailed)	.037	.033	.006	.097	.509	.123	.083	.070	.	.107	.000
		N	71	71	70	71	71	70	71	71	71	71	71
	MEYER17	Correlation Coefficient	.111	.118	.219	.285*	.358**	-.453**	.694**	.847**	.193	1.000	.150
		Sig. (2-tailed)	.359	.327	.068	.016	.002	.000	.000	.000	.107	.	.213
		N	71	71	70	71	71	70	71	71	71	71	71
	MEYER18	Correlation Coefficient	.018	.140	.373**	.161	.089	-.381**	.222	.227	.465**	.150	1.000
		Sig. (2-tailed)	.883	.245	.001	.179	.459	.001	.063	.057	.000	.213	.
		N	71	71	70	71	71	70	71	71	71	71	71

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

			DEBAT_CH	DESENV_P	TOMA_DEC	CON_ESTR	COM_PERF	MEYER19	MEYER20	MEYER21	MEYER22	MEYER23	MEYER24
Spearman's rho	DEBAT_CH	Correlation Coefficient	1.000	.706**	.450**	.309**	.425**	.283*	.373**	.139	.152	.339**	.303*
		Sig. (2-tailed)	.	.000	.000	.009	.000	.017	.001	.249	.209	.004	.011
		N	71	71	70	71	71	71	70	70	70	70	70
	DESENV_P	Correlation Coefficient	.706**	1.000	.713**	.448**	.430**	.244*	.447**	.252*	.309**	.377**	.334**
		Sig. (2-tailed)	.000	.	.000	.000	.000	.040	.000	.036	.009	.001	.005
		N	71	71	70	71	71	71	70	70	70	70	70
	TOMA_DEC	Correlation Coefficient	.450**	.713**	1.000	.556**	.513**	.026	.177	.237*	.285*	.339**	.363**
		Sig. (2-tailed)	.000	.000	.	.000	.000	.830	.145	.050	.018	.004	.002
		N	70	70	70	70	70	70	69	69	69	69	69
	CON_ESTR	Correlation Coefficient	.309**	.448**	.556**	1.000	.664**	.158	.194	.433**	.369**	.241*	.203
		Sig. (2-tailed)	.009	.000	.000	.	.000	.189	.107	.000	.002	.044	.091
		N	71	71	70	71	71	71	70	70	70	70	70
	COM_PERF	Correlation Coefficient	.425**	.430**	.513**	.664**	1.000	.087	.186	.478**	.333**	.349**	.257*
		Sig. (2-tailed)	.000	.000	.000	.000	.	.472	.124	.000	.005	.003	.032
		N	71	71	70	71	71	71	70	70	70	70	70
	MEYER19	Correlation Coefficient	.283*	.244*	.026	.158	.087	1.000	.618**	.156	.188	.444**	.408**
		Sig. (2-tailed)	.017	.040	.830	.189	.472	.	.000	.198	.120	.000	.000
		N	71	71	70	71	71	71	70	70	70	70	70
	MEYER20	Correlation Coefficient	.373**	.447**	.177	.194	.186	.618**	1.000	.131	.180	.532**	.602**
		Sig. (2-tailed)	.001	.000	.145	.107	.124	.000	.	.281	.136	.000	.000
		N	70	70	69	70	70	70	70	70	70	70	70
	MEYER21	Correlation Coefficient	.139	.252*	.237*	.433**	.478**	.156	.131	1.000	.499**	.308**	.354**
		Sig. (2-tailed)	.249	.036	.050	.000	.000	.198	.281	.	.000	.009	.003
		N	70	70	69	70	70	70	70	70	70	70	70
	MEYER22	Correlation Coefficient	.152	.309**	.285*	.369**	.333**	.188	.180	.499**	1.000	.388**	.329**
		Sig. (2-tailed)	.209	.009	.018	.002	.005	.120	.136	.000	.	.001	.005
		N	70	70	69	70	70	70	70	70	70	70	70
	MEYER23	Correlation Coefficient	.339**	.377**	.339**	.241*	.349**	.444**	.532**	.308**	.388**	1.000	.763**
		Sig. (2-tailed)	.004	.001	.004	.044	.003	.000	.000	.009	.001	.	.000
		N	70	70	69	70	70	70	70	70	70	70	70
	MEYER24	Correlation Coefficient	.303*	.334**	.363**	.203	.257*	.408**	.602**	.354**	.329**	.763**	1.000
		Sig. (2-tailed)	.011	.005	.002	.091	.032	.000	.000	.003	.005	.000	.
		N	70	70	69	70	70	70	70	70	70	70	70

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

			DISP_REC	MET_DESA	MET_ALCA	PRECISO	RECONHEC	MEYER1	MEYER2	MEYER3	MEYER4	MEYER5	MEYER6
Spearman's rho	DISP_REC	Correlation Coefficient	1.000	.251*	.297*	.481**	.450**	.373**	.303*	.219	.032	.215	.299*
		Sig. (2-tailed)	.	.036	.013	.000	.000	.001	.010	.067	.792	.071	.011
		N	71	70	70	70	70	71	71	71	71	71	71
	MET_DESA	Correlation Coefficient	.251*	1.000	.124	.404**	.248*	.115	.114	.099	-.034	.083	-.061
		Sig. (2-tailed)	.036	.	.308	.001	.040	.342	.347	.413	.779	.496	.617
		N	70	70	70	69	69	70	70	70	70	70	70
	MET_ALCA	Correlation Coefficient	.297*	.124	1.000	.329**	.372**	.339**	.199	.107	.184	.250*	.115
		Sig. (2-tailed)	.013	.308	.	.006	.002	.004	.098	.378	.128	.037	.343
		N	70	70	70	69	69	70	70	70	70	70	70
	PRECISO	Correlation Coefficient	.481**	.404**	.329**	1.000	.644**	.352**	.092	.147	-.025	.105	.031
		Sig. (2-tailed)	.000	.001	.006	.	.000	.003	.449	.223	.837	.389	.796
		N	70	69	69	70	70	70	70	70	70	70	70
	RECONHEC	Correlation Coefficient	.450**	.248*	.372**	.644**	1.000	.235	.045	.307**	.148	.175	.117
		Sig. (2-tailed)	.000	.040	.002	.000	.	.050	.711	.010	.221	.148	.333
		N	70	69	69	70	70	70	70	70	70	70	70
	MEYER1	Correlation Coefficient	.373**	.115	.339**	.352**	.235	1.000	.389**	.392**	.228	.353**	.543**
		Sig. (2-tailed)	.001	.342	.004	.003	.050	.	.001	.001	.056	.003	.000
		N	71	70	70	70	70	71	71	71	71	71	71
	MEYER2	Correlation Coefficient	.303*	.114	.199	.092	.045	.389**	1.000	.294*	.078	.174	.241*
		Sig. (2-tailed)	.010	.347	.098	.449	.711	.001	.	.013	.518	.146	.043
		N	71	70	70	70	70	71	71	71	71	71	71
	MEYER3	Correlation Coefficient	.219	.099	.107	.147	.307**	.392**	.294*	1.000	.425**	.537**	.250*
		Sig. (2-tailed)	.067	.413	.378	.223	.010	.001	.013	.	.000	.000	.035
		N	71	70	70	70	70	71	71	71	71	71	71
	MEYER4	Correlation Coefficient	.032	-.034	.184	-.025	.148	.228	.078	.425**	1.000	.542**	.186
		Sig. (2-tailed)	.792	.779	.128	.837	.221	.056	.518	.000	.	.000	.120
		N	71	70	70	70	70	71	71	71	71	71	71
	MEYER5	Correlation Coefficient	.215	.083	.250*	.105	.175	.353**	.174	.537**	.542**	1.000	.294*
		Sig. (2-tailed)	.071	.496	.037	.389	.148	.003	.146	.000	.000	.	.013
		N	71	70	70	70	70	71	71	71	71	71	71
	MEYER6	Correlation Coefficient	.299*	-.061	.115	.031	.117	.543**	.241*	.250*	.186	.294*	1.000
		Sig. (2-tailed)	.011	.617	.343	.796	.333	.000	.043	.035	.120	.013	.
		N	71	70	70	70	70	71	71	71	71	71	71

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Correlations

			DISP_REC	MET_DESA	MET_ALCA	PRECISO	RECONHEC	MEYER7	MEYER8	MEYER9	MEYER10	MEYER11	MEYER12
Spearman's rho	DISP_REC	Correlation Coefficient	1.000	.251*	.297*	.481**	.450**	-.338**	-.114	-.161	-.087	-.150	-.256*
		Sig. (2-tailed)	.	.036	.013	.000	.000	.004	.345	.181	.469	.212	.031
		N	71	70	70	70	70	71	71	71	71	71	71
	MET_DESA	Correlation Coefficient	.251*	1.000	.124	.404**	.248*	-.211	-.138	-.113	-.214	-.187	-.131
		Sig. (2-tailed)	.036	.	.308	.001	.040	.080	.256	.353	.076	.121	.278
		N	70	70	70	69	69	70	70	70	70	70	70
	MET_ALCA	Correlation Coefficient	.297*	.124	1.000	.329**	.372**	-.249*	.082	.011	.088	.199	.038
		Sig. (2-tailed)	.013	.308	.	.006	.002	.037	.501	.929	.467	.099	.755
		N	70	70	70	69	69	70	70	70	70	70	70
	PRECISO	Correlation Coefficient	.481**	.404**	.329**	1.000	.644**	-.302*	-.015	-.226	-.165	-.173	-.160
		Sig. (2-tailed)	.000	.001	.006	.	.000	.011	.904	.060	.171	.152	.186
		N	70	69	69	70	70	70	70	70	70	70	70
	RECONHEC	Correlation Coefficient	.450**	.248*	.372**	.644**	1.000	-.313**	.004	-.192	-.098	.038	-.093
		Sig. (2-tailed)	.000	.040	.002	.000	.	.008	.975	.112	.420	.753	.442
		N	70	69	69	70	70	70	70	70	70	70	70
	MEYER7	Correlation Coefficient	-.338**	-.211	-.249*	-.302*	-.313**	1.000	.159	.229	.126	-.054	.285*
		Sig. (2-tailed)	.004	.080	.037	.011	.008	.	.186	.055	.293	.653	.016
		N	71	70	70	70	70	71	71	71	71	71	71
	MEYER8	Correlation Coefficient	-.114	-.138	.082	-.015	.004	.159	1.000	.495**	.391**	.406**	.269*
		Sig. (2-tailed)	.345	.256	.501	.904	.975	.186	.	.000	.001	.000	.024
		N	71	70	70	70	70	71	71	71	71	71	71
	MEYER9	Correlation Coefficient	-.161	-.113	.011	-.226	-.192	.229	.495**	1.000	.381**	.285*	.340**
		Sig. (2-tailed)	.181	.353	.929	.060	.112	.055	.000	.	.001	.016	.004
		N	71	70	70	70	70	71	71	71	71	71	71
	MEYER10	Correlation Coefficient	-.087	-.214	.088	-.165	-.098	.126	.391**	.381**	1.000	.463**	.502**
		Sig. (2-tailed)	.469	.076	.467	.171	.420	.293	.001	.001	.	.000	.000
		N	71	70	70	70	70	71	71	71	71	71	71
	MEYER11	Correlation Coefficient	-.150	-.187	.199	-.173	.038	-.054	.406**	.285*	.463**	1.000	.325**
		Sig. (2-tailed)	.212	.121	.099	.152	.753	.653	.000	.016	.000	.	.006
		N	71	70	70	70	70	71	71	71	71	71	71
	MEYER12	Correlation Coefficient	-.256*	-.131	.038	-.160	-.093	.285*	.269*	.340**	.502**	.325**	1.000
		Sig. (2-tailed)	.031	.278	.755	.186	.442	.016	.024	.004	.000	.006	.
		N	71	70	70	70	70	71	71	71	71	71	71

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Correlations

			DISP_REC	MET_DESA	MET_ALCA	PRECISO	RECONHEC	MEYER13	MEYER14	MEYER15	MEYER16	MEYER17	MEYER18
Spearman's rho	DISP_REC	Correlation Coefficient	1.000	.251*	.297*	.481**	.450**	-.022	.266*	.174	.250*	.117	.205
		Sig. (2-tailed)	.	.036	.013	.000	.000	.854	.025	.147	.036	.333	.087
		N	71	70	70	70	70	70	71	71	71	71	71
	MET_DESA	Correlation Coefficient	.251*	1.000	.124	.404**	.248*	.136	.090	.013	.094	-.028	.008
		Sig. (2-tailed)	.036	.	.308	.001	.040	.267	.460	.917	.440	.821	.947
		N	70	70	70	69	69	69	70	70	70	70	70
	MET_ALCA	Correlation Coefficient	.297*	.124	1.000	.329**	.372**	.007	.318**	.210	.322**	.112	.251*
		Sig. (2-tailed)	.013	.308	.	.006	.002	.953	.007	.080	.007	.357	.036
		N	70	70	70	69	69	69	70	70	70	70	70
	PRECISO	Correlation Coefficient	.481**	.404**	.329**	1.000	.644**	.238*	.169	.080	.022	.069	-.036
		Sig. (2-tailed)	.000	.001	.006	.	.000	.049	.161	.510	.855	.570	.767
		N	70	69	69	70	70	69	70	70	70	70	70
	RECONHEC	Correlation Coefficient	.450**	.248*	.372**	.644**	1.000	.081	.345**	.251*	-.001	.136	-.010
		Sig. (2-tailed)	.000	.040	.002	.000	.	.510	.003	.036	.993	.262	.937
		N	70	69	69	70	70	69	70	70	70	70	70
	MEYER13	Correlation Coefficient	-.022	.136	.007	.238*	.081	1.000	-.386**	-.510**	-.186	-.453**	-.381**
		Sig. (2-tailed)	.854	.267	.953	.049	.510	.	.001	.000	.123	.000	.001
		N	70	69	69	69	69	70	70	70	70	70	70
	MEYER14	Correlation Coefficient	.266*	.090	.318**	.169	.345**	-.386**	1.000	.782**	.207	.694**	.222
		Sig. (2-tailed)	.025	.460	.007	.161	.003	.001	.	.000	.083	.000	.063
		N	71	70	70	70	70	70	71	71	71	71	71
	MEYER15	Correlation Coefficient	.174	.013	.210	.080	.251*	-.510**	.782**	1.000	.217	.847**	.227
		Sig. (2-tailed)	.147	.917	.080	.510	.036	.000	.000	.	.070	.000	.057
		N	71	70	70	70	70	70	71	71	71	71	71
	MEYER16	Correlation Coefficient	.250*	.094	.322**	.022	-.001	-.186	.207	.217	1.000	.193	.465**
		Sig. (2-tailed)	.036	.440	.007	.855	.993	.123	.083	.070	.	.107	.000
		N	71	70	70	70	70	70	71	71	71	71	71
	MEYER17	Correlation Coefficient	.117	-.028	.112	.069	.136	-.453**	.694**	.847**	.193	1.000	.150
		Sig. (2-tailed)	.333	.821	.357	.570	.262	.000	.000	.000	.107	.	.213
		N	71	70	70	70	70	70	71	71	71	71	71
	MEYER18	Correlation Coefficient	.205	.008	.251*	-.036	-.010	-.381**	.222	.227	.465**	.150	1.000
		Sig. (2-tailed)	.087	.947	.036	.767	.937	.001	.063	.057	.000	.213	.
		N	71	70	70	70	70	70	71	71	71	71	71

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Correlations

			DISP_REC	MET_DESA	MET_ALCA	PRECISO	RECONHEC	MEYER19	MEYER20	MEYER21	MEYER22	MEYER23	MEYER24
Spearman's rho	DISP_REC	Correlation Coefficient	1.000	.251*	.297*	.481**	.450**	.319**	.189	.136	.284*	.316**	.350**
		Sig. (2-tailed)	.	.036	.013	.000	.000	.007	.117	.260	.017	.008	.003
		N	71	70	70	70	70	71	70	70	70	70	70
	MET_DESA	Correlation Coefficient	.251*	1.000	.124	.404**	.248*	.241*	.226	.092	.110	.332**	.337**
		Sig. (2-tailed)	.036	.	.308	.001	.040	.045	.060	.448	.365	.005	.004
		N	70	70	70	69	69	70	70	70	70	70	70
	MET_ALCA	Correlation Coefficient	.297*	.124	1.000	.329**	.372**	.282*	.202	.162	.162	.247*	.271*
		Sig. (2-tailed)	.013	.308	.	.006	.002	.018	.094	.181	.179	.039	.023
		N	70	70	70	69	69	70	70	70	70	70	70
	PRECISO	Correlation Coefficient	.481**	.404**	.329**	1.000	.644**	.302*	.182	.239*	.248*	.332**	.293*
		Sig. (2-tailed)	.000	.001	.006	.	.000	.011	.133	.048	.040	.005	.015
		N	70	69	69	70	70	70	69	69	69	69	69
	RECONHEC	Correlation Coefficient	.450**	.248*	.372**	.644**	1.000	.292*	.200	.332**	.228	.261*	.258*
		Sig. (2-tailed)	.000	.040	.002	.000	.	.014	.099	.005	.060	.031	.032
		N	70	69	69	70	70	70	69	69	69	69	69
	MEYER19	Correlation Coefficient	.319**	.241*	.282*	.302*	.292*	1.000	.618**	.156	.188	.444**	.408**
		Sig. (2-tailed)	.007	.045	.018	.011	.014	.	.000	.198	.120	.000	.000
		N	71	70	70	70	70	71	70	70	70	70	70
	MEYER20	Correlation Coefficient	.189	.226	.202	.182	.200	.618**	1.000	.131	.180	.532**	.602**
		Sig. (2-tailed)	.117	.060	.094	.133	.099	.000	.	.281	.136	.000	.000
		N	70	70	70	69	69	70	70	70	70	70	70
	MEYER21	Correlation Coefficient	.136	.092	.162	.239*	.332**	.156	.131	1.000	.499**	.308**	.354**
		Sig. (2-tailed)	.260	.448	.181	.048	.005	.198	.281	.	.000	.009	.003
		N	70	70	70	69	69	70	70	70	70	70	70
	MEYER22	Correlation Coefficient	.284*	.110	.162	.248*	.228	.188	.180	.499**	1.000	.388**	.329**
		Sig. (2-tailed)	.017	.365	.179	.040	.060	.120	.136	.000	.	.001	.005
		N	70	70	70	69	69	70	70	70	70	70	70
	MEYER23	Correlation Coefficient	.316**	.332**	.247*	.332**	.261*	.444**	.532**	.308**	.388**	1.000	.763**
		Sig. (2-tailed)	.008	.005	.039	.005	.031	.000	.000	.009	.001	.	.000
		N	70	70	70	69	69	70	70	70	70	70	70
	MEYER24	Correlation Coefficient	.350**	.337**	.271*	.293*	.258*	.408**	.602**	.354**	.329**	.763**	1.000
		Sig. (2-tailed)	.003	.004	.023	.015	.032	.000	.000	.003	.005	.000	.
		N	70	70	70	69	69	70	70	70	70	70	70

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Apêndice 5:

Análise de correlação contrato psicológico x níveis de comprometimento

Correlations

			NECESSAR	MOTIVOS	ADEQUAD	INF_NEG	COMP_MIM	COMP_OFE	EXPECT	MAN_IMP	MAN_CONT	MEYER1	MEYER2	MEYER3	MEYER4	MEYER5	MEYER6
Spearman's rho	NECESSAR	Correlation Coefficient	1.000	.504**	.163	.360**	.185	.198	.259*	-.134	-.111	.088	.020	.079	-.155	-.098	.139
		Sig. (2-tailed)	.	.000	.203	.004	.148	.120	.042	.524	.537	.492	.875	.536	.226	.444	.278
		N	63	63	63	63	63	63	62	25	33	63	63	63	63	63	63
	MOTIVOS	Correlation Coefficient	.504**	1.000	.185	.356**	.205	.181	.338**	.195	.042	.139	.282*	.134	.035	-.037	.104
		Sig. (2-tailed)	.000	.	.128	.003	.092	.136	.005	.320	.808	.253	.019	.274	.773	.765	.393
		N	63	69	69	69	69	69	68	28	36	69	69	69	69	69	69
	ADEQUAD	Correlation Coefficient	.163	.185	1.000	.179	.656**	.735**	.728**	.356	.382*	.415**	.342**	.320**	.113	.191	.237*
		Sig. (2-tailed)	.203	.128	.	.142	.000	.000	.000	.063	.021	.000	.004	.007	.356	.115	.050
		N	63	69	69	69	69	69	68	28	36	69	69	69	69	69	69
	INF_NEG	Correlation Coefficient	.360**	.356**	.179	1.000	.203	.305*	.242*	.166	.071	.164	.064	.053	.016	.077	.016
		Sig. (2-tailed)	.004	.003	.142	.	.095	.011	.047	.398	.679	.173	.595	.663	.892	.524	.892
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71
	COMP_MIM	Correlation Coefficient	.185	.205	.656**	.203	1.000	.648**	.731**	.275	.346*	.373**	.319**	.415**	.169	.298*	.135
		Sig. (2-tailed)	.148	.092	.000	.095	.	.000	.000	.157	.039	.002	.008	.000	.166	.013	.269
		N	63	69	69	69	69	69	68	28	36	69	69	69	69	69	69
	COMP_OFE	Correlation Coefficient	.198	.181	.735**	.305*	.648**	1.000	.801**	.341	.266	.311**	.257*	.226	-.016	.153	.068
		Sig. (2-tailed)	.120	.136	.000	.011	.000	.	.000	.076	.117	.009	.033	.062	.897	.208	.577
		N	63	69	69	69	69	69	68	28	36	69	69	69	69	69	69
	EXPECT	Correlation Coefficient	.259*	.338**	.728**	.242*	.731**	.801**	1.000	.335	.249	.308*	.260*	.284*	.115	.217	.085
		Sig. (2-tailed)	.042	.005	.000	.047	.000	.000	.	.082	.149	.011	.033	.019	.349	.075	.489
		N	62	68	68	68	68	68	68	28	35	68	68	68	68	68	68
	MAN_IMP	Correlation Coefficient	-.134	.195	.356	.166	.275	.341	.335	1.000	.	.262	.225	.432*	.110	.246	.154
		Sig. (2-tailed)	.524	.320	.063	.398	.157	.076	.082	.	.	.179	.249	.022	.577	.207	.433
		N	25	28	28	28	28	28	28	28	0	28	28	28	28	28	28
	MAN_CONT	Correlation Coefficient	-.111	.042	.382*	.071	.346*	.266	.249	.	1.000	.359*	.164	.293	.578**	.329*	.222
		Sig. (2-tailed)	.537	.808	.021	.679	.039	.117	.149	.	.	.032	.339	.083	.000	.050	.194
		N	33	36	36	36	36	36	35	0	36	36	36	36	36	36	36
	MEYER1	Correlation Coefficient	.088	.139	.415**	.164	.373**	.311**	.308*	.262	.359*	1.000	.389**	.392**	.228	.353**	.543**
		Sig. (2-tailed)	.492	.253	.000	.173	.002	.009	.011	.179	.032	.	.001	.001	.056	.003	.000
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71
	MEYER2	Correlation Coefficient	.020	.282*	.342**	.064	.319**	.257*	.260*	.225	.164	.389**	1.000	.294*	.078	.174	.241*
		Sig. (2-tailed)	.875	.019	.004	.595	.008	.033	.033	.249	.339	.001	.	.013	.518	.146	.043
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71
	MEYER3	Correlation Coefficient	.079	.134	.320**	.053	.415**	.226	.284*	.432*	.293	.392**	.294*	1.000	.425**	.537**	.250*
		Sig. (2-tailed)	.536	.274	.007	.663	.000	.062	.019	.022	.083	.001	.013	.	.000	.000	.035
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71
	MEYER4	Correlation Coefficient	-.155	.035	.113	.016	.169	-.016	.115	.110	.578**	.228	.078	.425**	1.000	.542**	.186
		Sig. (2-tailed)	.226	.773	.356	.892	.166	.897	.349	.577	.000	.056	.518	.000	.	.000	.120
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71
	MEYER5	Correlation Coefficient	-.098	-.037	.191	.077	.298*	.153	.217	.246	.329*	.353**	.174	.537**	.542**	1.000	.294*
		Sig. (2-tailed)	.444	.765	.115	.524	.013	.208	.075	.207	.050	.003	.146	.000	.000	.	.013
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71
	MEYER6	Correlation Coefficient	.139	.104	.237*	.016	.135	.068	.085	.154	.222	.543**	.241*	.250*	.186	.294*	1.000
		Sig. (2-tailed)	.278	.393	.050	.892	.269	.577	.489	.433	.194	.000	.043	.035	.120	.013	.
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

			NECESSAR	MOTIVOS	ADEQUAD	INF_NEG	COMP_MIM	COMP_OFE	EXPECT	MAN_IMP	MAN_CONT	MEYER7	MEYER8	MEYER9	MEYER10	MEYER11	MEYER12
Spearman's rho	NECESSAR	Correlation Coefficient	1.000	.504**	.163	.360**	.185	.198	.259*	-.134	-.111	.067	-.031	-.017	.080	.029	-.121
		Sig. (2-tailed)	.	.000	.203	.004	.148	.120	.042	.524	.537	.602	.808	.897	.536	.822	.343
		N	63	63	63	63	63	63	62	25	33	63	63	63	63	63	63
	MOTIVOS	Correlation Coefficient	.504**	1.000	.185	.356**	.205	.181	.338**	.195	.042	-.058	.038	-.132	-.220	-.011	-.344**
		Sig. (2-tailed)	.000	.	.128	.003	.092	.136	.005	.320	.808	.633	.757	.279	.069	.929	.004
		N	63	69	69	69	69	69	68	28	36	69	69	69	69	69	69
	ADEQUAD	Correlation Coefficient	.163	.185	1.000	.179	.656**	.735**	.728**	.356	.382*	-.252*	.174	-.042	-.019	.115	-.074
		Sig. (2-tailed)	.203	.128	.	.142	.000	.000	.000	.063	.021	.037	.152	.730	.880	.347	.543
		N	63	69	69	69	69	69	68	28	36	69	69	69	69	69	69
	INF_NEG	Correlation Coefficient	.360**	.356**	.179	1.000	.203	.305*	.242*	.166	.071	-.159	.061	.015	-.117	-.157	-.210
		Sig. (2-tailed)	.004	.003	.142	.	.095	.011	.047	.398	.679	.184	.614	.900	.333	.192	.078
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71
	COMP_MIM	Correlation Coefficient	.185	.205	.656**	.203	1.000	.648**	.731**	.275	.346*	-.363**	.103	-.024	.057	-.035	-.062
		Sig. (2-tailed)	.148	.092	.000	.095	.	.000	.000	.157	.039	.002	.398	.845	.643	.777	.615
		N	63	69	69	69	69	69	68	28	36	69	69	69	69	69	69
	COMP_OFE	Correlation Coefficient	.198	.181	.735**	.305*	.648**	1.000	.801**	.341	.266	-.274*	.069	-.128	-.077	-.100	-.173
		Sig. (2-tailed)	.120	.136	.000	.011	.000	.	.000	.076	.117	.023	.574	.293	.530	.414	.156
		N	63	69	69	69	69	69	68	28	36	69	69	69	69	69	69
	EXPECT	Correlation Coefficient	.259*	.338**	.728**	.242*	.731**	.801**	1.000	.335	.249	-.337**	.047	-.114	-.027	.044	-.138
		Sig. (2-tailed)	.042	.005	.000	.047	.000	.000	.	.082	.149	.005	.706	.354	.830	.720	.260
		N	62	68	68	68	68	68	68	28	35	68	68	68	68	68	68
	MAN_IMP	Correlation Coefficient	-.134	.195	.356	.166	.275	.341	.335	1.000	.	-.270	-.046	.089	-.221	-.149	-.188
		Sig. (2-tailed)	.524	.320	.063	.398	.157	.076	.082	.	.	.165	.815	.653	.257	.449	.337
		N	25	28	28	28	28	28	28	28	0	28	28	28	28	28	28
	MAN_CONT	Correlation Coefficient	-.111	.042	.382*	.071	.346*	.266	.249	.	1.000	-.354*	.126	.326	-.008	.320	.001
		Sig. (2-tailed)	.537	.808	.021	.679	.039	.117	.149	.	.	.034	.464	.052	.962	.057	.995
		N	33	36	36	36	36	36	35	0	36	36	36	36	36	36	36
	MEYER7	Correlation Coefficient	.067	-.058	-.252*	-.159	-.363**	-.274*	-.337**	-.270	-.354*	1.000	.159	.229	.126	-.054	.285*
		Sig. (2-tailed)	.602	.633	.037	.184	.002	.023	.005	.165	.034	.	.186	.055	.293	.653	.016
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71
	MEYER8	Correlation Coefficient	-.031	.038	.174	.061	.103	.069	.047	-.046	.126	.159	1.000	.495**	.391**	.406**	.269*
		Sig. (2-tailed)	.808	.757	.152	.614	.398	.574	.706	.815	.464	.186	.	.000	.001	.000	.024
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71
	MEYER9	Correlation Coefficient	-.017	-.132	-.042	.015	-.024	-.128	-.114	.089	.326	.229	.495**	1.000	.381**	.285*	.340**
		Sig. (2-tailed)	.897	.279	.730	.900	.845	.293	.354	.653	.052	.055	.000	.	.001	.016	.004
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71
	MEYER10	Correlation Coefficient	.080	-.220	-.019	-.117	.057	-.077	-.027	-.221	-.008	.126	.391**	.381**	1.000	.463**	.502**
		Sig. (2-tailed)	.536	.069	.880	.333	.643	.530	.830	.257	.962	.293	.001	.001	.	.000	.000
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71
	MEYER11	Correlation Coefficient	.029	-.011	.115	-.157	-.035	-.100	.044	-.149	.320	-.054	.406**	.285*	.463**	1.000	.325**
		Sig. (2-tailed)	.822	.929	.347	.192	.777	.414	.720	.449	.057	.653	.000	.016	.000	.	.006
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71
	MEYER12	Correlation Coefficient	-.121	-.344**	-.074	-.210	-.062	-.173	-.138	-.188	.001	.285*	.269*	.340**	.502**	.325**	1.000
		Sig. (2-tailed)	.343	.004	.543	.078	.615	.156	.260	.337	.995	.016	.024	.004	.000	.006	.
		N	63	69	69	71	69	69	68	28	36	71	71	71	71	71	71

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

			NECESSAR	MOTIVOS	ADEQUAD	INF_NEG	COMP_MIM	COMP_OFE	EXPECT	MAN_IMP	MAN_CONT	MEYER13	MEYER14	MEYER15	MEYER16	MEYER17	MEYER18
Spearman's rho	NECESSAR	Correlation Coefficient	1.000	.504**	.163	.360**	.185	.198	.259*	-.134	-.111	-.017	.054	-.027	.017	-.106	-.148
		Sig. (2-tailed)	.	.000	.203	.004	.148	.120	.042	.524	.537	.896	.674	.831	.896	.409	.248
		N	63	63	63	63	63	63	62	25	33	63	63	63	63	63	63
	MOTIVOS	Correlation Coefficient	.504**	1.000	.185	.356**	.205	.181	.338**	.195	.042	-.085	-.052	.025	.195	-.022	-.060
		Sig. (2-tailed)	.000	.	.128	.003	.092	.136	.005	.320	.808	.486	.671	.841	.108	.854	.623
		N	63	69	69	69	69	69	68	28	36	69	69	69	69	69	69
	ADEQUAD	Correlation Coefficient	.163	.185	1.000	.179	.656**	.735**	.728**	.356	.382*	-.025	.532**	.422**	.195	.288*	.198
		Sig. (2-tailed)	.203	.128	.	.142	.000	.000	.000	.063	.021	.839	.000	.000	.108	.016	.104
		N	63	69	69	69	69	69	68	28	36	69	69	69	69	69	69
	INF_NEG	Correlation Coefficient	.360**	.356**	.179	1.000	.203	.305*	.242*	.166	.071	.186	.085	-.008	.142	-.064	-.105
		Sig. (2-tailed)	.004	.003	.142	.	.095	.011	.047	.398	.679	.124	.479	.949	.238	.599	.385
		N	63	69	69	71	69	69	68	28	36	70	71	71	71	71	71
	COMP_MIM	Correlation Coefficient	.185	.205	.656**	.203	1.000	.648**	.731**	.275	.346*	.001	.295*	.156	.159	.119	.078
		Sig. (2-tailed)	.148	.092	.000	.095	.	.000	.000	.157	.039	.992	.014	.199	.191	.332	.523
		N	63	69	69	69	69	69	68	28	36	69	69	69	69	69	69
	COMP_OFE	Correlation Coefficient	.198	.181	.735**	.305*	.648**	1.000	.801**	.341	.266	-.038	.284*	.129	.169	.067	.087
		Sig. (2-tailed)	.120	.136	.000	.011	.000	.	.000	.076	.117	.757	.018	.289	.165	.584	.475
		N	63	69	69	69	69	69	68	28	36	69	69	69	69	69	69
	EXPECT	Correlation Coefficient	.259*	.338**	.728**	.242*	.731**	.801**	1.000	.335	.249	-.001	.340**	.145	.151	.039	.130
		Sig. (2-tailed)	.042	.005	.000	.047	.000	.000	.	.082	.149	.995	.005	.238	.218	.751	.292
		N	62	68	68	68	68	68	68	28	35	68	68	68	68	68	68
	MAN_IMP	Correlation Coefficient	-.134	.195	.356	.166	.275	.341	.335	1.000	.	.083	.183	-.113	.093	-.146	.193
		Sig. (2-tailed)	.524	.320	.063	.398	.157	.076	.082	.	.	.673	.351	.569	.639	.460	.326
		N	25	28	28	28	28	28	28	28	0	28	28	28	28	28	28
	MAN_CONT	Correlation Coefficient	-.111	.042	.382*	.071	.346*	.266	.249	.	1.000	-.314	.188	.205	.321	.100	.568**
		Sig. (2-tailed)	.537	.808	.021	.679	.039	.117	.149	.	.	.062	.272	.230	.056	.562	.000
		N	33	36	36	36	36	36	35	0	36	36	36	36	36	36	36
	MEYER13	Correlation Coefficient	-.017	-.085	-.025	.186	.001	-.038	-.001	.083	-.314	1.000	-.386**	-.510**	-.186	-.453**	-.381**
		Sig. (2-tailed)	.896	.486	.839	.124	.992	.757	.995	.673	.062	.	.001	.000	.123	.000	.001
		N	63	69	69	70	69	69	68	28	36	70	70	70	70	70	70
	MEYER14	Correlation Coefficient	.054	-.052	.532**	.085	.295*	.284*	.340**	.183	.188	-.386**	1.000	.782**	.207	.694**	.222
		Sig. (2-tailed)	.674	.671	.000	.479	.014	.018	.005	.351	.272	.001	.	.000	.083	.000	.063
		N	63	69	69	71	69	69	68	28	36	70	71	71	71	71	71
	MEYER15	Correlation Coefficient	-.027	.025	.422**	-.008	.156	.129	.145	-.113	.205	-.510**	.782**	1.000	.217	.847**	.227
		Sig. (2-tailed)	.831	.841	.000	.949	.199	.289	.238	.569	.230	.000	.000	.	.070	.000	.057
		N	63	69	69	71	69	69	68	28	36	70	71	71	71	71	71
	MEYER16	Correlation Coefficient	.017	.195	.195	.142	.159	.169	.151	.093	.321	-.186	.207	.217	1.000	.193	.465**
		Sig. (2-tailed)	.896	.108	.108	.238	.191	.165	.218	.639	.056	.123	.083	.070	.	.107	.000
		N	63	69	69	71	69	69	68	28	36	70	71	71	71	71	71
	MEYER17	Correlation Coefficient	-.106	-.022	.288*	-.064	.119	.067	.039	-.146	.100	-.453**	.694**	.847**	.193	1.000	.150
		Sig. (2-tailed)	.409	.854	.016	.599	.332	.584	.751	.460	.562	.000	.000	.000	.107	.	.213
		N	63	69	69	71	69	69	68	28	36	70	71	71	71	71	71
	MEYER18	Correlation Coefficient	-.148	-.060	.198	-.105	.078	.087	.130	.193	.568**	-.381**	.222	.227	.465**	.150	1.000
		Sig. (2-tailed)	.248	.623	.104	.385	.523	.475	.292	.326	.000	.001	.063	.057	.000	.213	.
		N	63	69	69	71	69	69	68	28	36	70	71	71	71	71	71

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

			NECESSAR	MOTIVOS	ADEQUAD	INF_NEG	COMP_MIM	COMP_OFE	EXPECT	MAN_IMP	MAN_CONT	MEYER19	MEYER20	MEYER21	MEYER22	MEYER23	MEYER24
Spearman's rho	NECESSAR	Correlation Coefficient	1.000	.504**	.163	.360**	.185	.198	.259*	-.134	-.111	-.084	.231	.213	.131	-.030	.175
		Sig. (2-tailed)	.	.000	.203	.004	.148	.120	.042	.524	.537	.513	.071	.097	.309	.816	.173
		N	63	63	63	63	63	63	62	25	33	63	62	62	62	62	62
	MOTIVOS	Correlation Coefficient	.504**	1.000	.185	.356**	.205	.181	.338**	.195	.042	.225	.465**	.135	.222	.149	.360**
		Sig. (2-tailed)	.000	.	.128	.003	.092	.136	.005	.320	.808	.063	.000	.272	.069	.227	.003
		N	63	69	69	69	69	69	68	28	36	69	68	68	68	68	68
	ADEQUAD	Correlation Coefficient	.163	.185	1.000	.179	.656**	.735**	.728**	.356	.382*	.258*	.294*	.416**	.453**	.365**	.397**
		Sig. (2-tailed)	.203	.128	.	.142	.000	.000	.000	.063	.021	.032	.015	.000	.000	.002	.001
		N	63	69	69	69	69	69	68	28	36	69	68	68	68	68	68
	INF_NEG	Correlation Coefficient	.360**	.356**	.179	1.000	.203	.305*	.242*	.166	.071	.264*	.222	.100	.154	.110	.075
		Sig. (2-tailed)	.004	.003	.142	.	.095	.011	.047	.398	.679	.026	.065	.411	.203	.366	.539
		N	63	69	69	71	69	69	68	28	36	71	70	70	70	70	70
	COMP_MIM	Correlation Coefficient	.185	.205	.656**	.203	1.000	.648**	.731**	.275	.346*	.334**	.303*	.313**	.357**	.286*	.367**
		Sig. (2-tailed)	.148	.092	.000	.095	.	.000	.000	.157	.039	.005	.012	.009	.003	.018	.002
		N	63	69	69	69	69	69	68	28	36	69	68	68	68	68	68
	COMP_OFE	Correlation Coefficient	.198	.181	.735**	.305*	.648**	1.000	.801**	.341	.266	.213	.330**	.391**	.402**	.401**	.481**
		Sig. (2-tailed)	.120	.136	.000	.011	.000	.	.000	.076	.117	.078	.006	.001	.001	.001	.000
		N	63	69	69	69	69	69	68	28	36	69	68	68	68	68	68
	EXPECT	Correlation Coefficient	.259*	.338**	.728**	.242*	.731**	.801**	1.000	.335	.249	.269*	.299*	.323**	.383**	.244*	.389**
		Sig. (2-tailed)	.042	.005	.000	.047	.000	.000	.	.082	.149	.026	.014	.008	.001	.047	.001
		N	62	68	68	68	68	68	68	28	35	68	67	67	67	67	67
	MAN_IMP	Correlation Coefficient	-.134	.195	.356	.166	.275	.341	.335	1.000	.	.251	.286	.117	.347	.198	.240
		Sig. (2-tailed)	.524	.320	.063	.398	.157	.076	.082	.	.	.198	.147	.563	.076	.323	.227
		N	25	28	28	28	28	28	28	28	0	28	27	27	27	27	27
	MAN_CONT	Correlation Coefficient	-.111	.042	.382*	.071	.346*	.266	.249	.	1.000	-.067	.056	.154	-.059	.160	.021
		Sig. (2-tailed)	.537	.808	.021	.679	.039	.117	.149	.	.	.698	.745	.371	.732	.351	.903
		N	33	36	36	36	36	36	35	0	36	36	36	36	36	36	36
	MEYER19	Correlation Coefficient	-.084	.225	.258*	.264*	.334**	.213	.269*	.251	-.067	1.000	.618**	.156	.188	.444**	.408**
		Sig. (2-tailed)	.513	.063	.032	.026	.005	.078	.026	.198	.698	.	.000	.198	.120	.000	.000
		N	63	69	69	71	69	69	68	28	36	71	70	70	70	70	70
	MEYER20	Correlation Coefficient	.231	.465**	.294*	.222	.303*	.330**	.299*	.286	.056	.618**	1.000	.131	.180	.532**	.602**
		Sig. (2-tailed)	.071	.000	.015	.065	.012	.006	.014	.147	.745	.000	.	.281	.136	.000	.000
		N	62	68	68	70	68	68	67	27	36	70	70	70	70	70	70
	MEYER21	Correlation Coefficient	.213	.135	.416**	.100	.313**	.391**	.323**	.117	.154	.156	.131	1.000	.499**	.308**	.354**
		Sig. (2-tailed)	.097	.272	.000	.411	.009	.001	.008	.563	.371	.198	.281	.	.000	.009	.003
		N	62	68	68	70	68	68	67	27	36	70	70	70	70	70	70
	MEYER22	Correlation Coefficient	.131	.222	.453**	.154	.357**	.402**	.383**	.347	-.059	.188	.180	.499**	1.000	.388**	.329**
		Sig. (2-tailed)	.309	.069	.000	.203	.003	.001	.001	.076	.732	.120	.136	.000	.	.001	.005
		N	62	68	68	70	68	68	67	27	36	70	70	70	70	70	70
	MEYER23	Correlation Coefficient	-.030	.149	.365**	.110	.286*	.401**	.244*	.198	.160	.444**	.532**	.308**	.388**	1.000	.763**
		Sig. (2-tailed)	.816	.227	.002	.366	.018	.001	.047	.323	.351	.000	.000	.009	.001	.	.000
		N	62	68	68	70	68	68	67	27	36	70	70	70	70	70	70
	MEYER24	Correlation Coefficient	.175	.360**	.397**	.075	.367**	.481**	.389**	.240	.021	.408**	.602**	.354**	.329**	.763**	1.000
		Sig. (2-tailed)	.173	.003	.001	.539	.002	.000	.001	.227	.903	.000	.000	.003	.005	.000	.
		N	62	68	68	70	68	68	67	27	36	70	70	70	70	70	70

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).