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Item	Work Climate	Employee Performance	Employee Competence	Work Experience
IK_1	0.702			
IK_10	0.839			
IK_11	0.748			
IK_12	0.708			
IK_13	0.710			
IK_14	0.786			
IK_15	0.764			
IK_2	0.673			
IK_3	0.699			
IK_4	0.711			
IK_5	0.761			
IK_6	0.770			
IK_7	0.764			
IK_8	0.738			
IK_9	0.748			
KK_1			0.811	
KK_10			0.651	
KK_11			0.529	
KK_12			0.729	
KK_13			0.797	
KK_14			0.520	
KK_15			0.758	
KK_16			0.672	
KK_17			0.668	
KK_18			0.643	
KK_19			0.661	
KK_2			0.646	
KK_20			0.700	
KK_21			0.761	
KK_3			0.783	
KK_4			0.698	
KK_5			0.688	
KK_6			0.727	
KK_7			0.686	
KK_8			0.533	
KK_9			0.588	
KP_1		0.531		
KP_10		0.649		
KP_11		0.502		
KP_12		0.726		
KP_13		0.743		
KP_14		0.763		
KP_15		0.703		

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KP_16		0.721		
KP_17		0.738		
KP_18		0.764		
KP_19		0.575		
KP_2		0.536		
KP_20		0.697		
KP_21		0.711		
KP_22		0.752		
KP_23		0.725		
KP_24		0.722		
KP_25		0.686		
KP_26		0.765		
KP_27		0.799		
KP_3		0.576		
KP_4		0.607		
KP_5		0.608		
KP_6		0.714		
KP_7		0.612		
KP_8		0.697		
KP_9		0.822		
PK_1				0.598
PK_10				0.558
PK_11				0.503
PK_12				0.569
PK_13				0.767
PK_14				0.738
PK_15				0.783
PK_16				0.738
PK_17				0.792
PK_18				0.548
PK_19				0.736
PK_2				0.734
PK_20				0.724
PK_21				0.794
PK_22				0.530
PK_23				0.580
PK_24				0.716
PK_25				0.515
PK_26				0.780
PK_27				0.713
PK_28				0.712
PK_29				0.635
PK_3				0.680
PK_30				0.690
PK_31				0.712
PK_32				0.712
PK_4				0.633

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PK_5				0.667
PK_6				0.725
PK_7				0.610
PK_8				0.569
PK_9				0.775

Table . *Factor Loadings*