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**MOBILE TECHNOLOGY ACCEPTANCE AMONG
ENGLISH LANGUAGE ACADEMICS AT
UNIVERSITI TEKNOLOGI MARA**



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Abstrak

Pelaksanaan teknologi di dalam pengajaran dan pembelajaran telah mencapai kemajuan melalui penggunaan peranti teknologi mudah alih menggunakan rangkaian komunikasi tanpa wayar. Peningkatan luar biasa pengguna telefon pintar membolehkan universiti mengamalkan pengajaran dan pembelajaran mudah alih yang fleksibel tanpa mengira tempat dan masa. Namun begitu, pendekatan ini memerlukan para pendidik melengkapkan diri mereka dengan kemahiran menggunakan alat teknologi mudah alih. Berdasarkan literatur penerimaan teknologi, tujuan kajian ini adalah mengenal pasti faktor yang mempengaruhi tingkah laku pensyarah bahasa Inggeris dari Akademi Pengajian Bahasa untuk menerima pakai peranti teknologi mudah alih ini. Mengaplikasikan *Technology Acceptance Model* (TAM), penyelidikan ini menggunakan tiga pembolehubah luar iaitu subjektif norma, efikasi sendiri dan pengalaman teknologi mudah alih; tiga faktor utama model TAM iaitu tanggapan kegunaan, tanggapan kemudahan penggunaan dan tingkah laku penggunaan; serta tiga moderator utama iaitu umur, jantina dan budaya universiti. Sebanyak 337 soal selidik daripada 13 kampus negeri Universiti Teknologi MARA (UiTM) telah dianalisis menggunakan pendekatan *Structural Equation Modelling* (SEM) dengan perisian *Analysis of Moment Structures* (AMOS). Keputusan signifikan diperolehi bagi hubungan utama model TAM kecuali pembolehubah efikasi sendiri yang tidak mempengaruhi tanggapan kegunaan sementara tanggapan kemudahan penggunaan tidak mempunyai hubungan dengan tingkah laku penggunaan peranti teknologi mudah alih. Pembolehubah tanggapan kegunaan pula adalah faktor pengantara untuk subjektif norma dan pengalaman teknologi mudah alih dengan tingkah laku penggunaan. Hanya faktor umur memberi kesan moderator antara tanggapan kegunaan dan tingkah laku penggunaan. Budaya universiti tidak menunjukkan kesan moderator namun kajian telah mengenal pasti unsur yang mempengaruhi budaya kerja pensyarah. Berdasarkan penemuan penyelidikan, UiTM disarankan mengadakan bengkel latihan serta menerangkan dengan jelas dasar universiti mengenai penggunaan peranti teknologi mudah alih dalam aktiviti pengajaran dan pembelajaran. Inisiatif UiTM akan membantu para pendidik menggunakan peranti teknologi mudah alih bagi mencapai aspirasi universiti dan negara untuk menggunakan teknologi dalam mencapai pengajaran dan pembelajaran berkualiti di Malaysia.

Kata Kunci: Peranti teknologi mudah alih, *Technology Acceptance Model*, Pensyarah bahasa Inggeris, Budaya universiti

Abstract

Implementing technology in teaching and learning is advanced by mobile technology devices via wireless communication network. Extraordinary growth of mobile phone users has led to mobile learning that enables universities to implement teaching and learning practices of anywhere and anytime. However, this requires that educators equip themselves with relevant skills in using mobile technology devices. Based on technology acceptance literature, this study aims to identify the determinants that affect behavioural intention of the English language lecturers in Academy of Language Studies to adopt mobile technology devices. Applying Technology Acceptance Model (TAM), the research model formulated three external variables; subjective norm, self-efficacy and prior mobile technology experience; three main determinants of perceived usefulness, perceived ease of use and behavioural usage; and three key moderators of age, gender and university culture. A total of 337 questionnaires from 13 state campuses of Universiti Teknologi MARA (UiTM) were analysed based on Structural Equation Modelling (SEM) approach using Analysis of Moment Structures (AMOS). Significant findings were found for the main relationships except for self-efficacy which did not influence perceived usefulness while perceived ease of use had no relationship with behavioural intention in using mobile technology devices. Perceived usefulness was a mediator for subjective norm and prior mobile technology experience towards behavioural intention. However, only age moderated the relationship between perceived usefulness and behavioural intention. Although university culture did not display moderation effect, the study identified the elements that influence the working culture of the lecturers. Based on the findings, it is proposed that UiTM conducts training workshops and clearly describes the policy of the university regarding mobile devices usage in teaching and learning practices. UiTM's initiative will assist educators in using mobile technology devices towards fulfilling the aspiration of the university and nation to utilize ICT in achieving quality teaching and learning in Malaysia.

Keywords: Mobile technology device, Technology Acceptance Model, English language lecturers, University culture

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List of Abbreviations

AGFI	: Adjusted goodness of fit index
AMOS	: Analysis of Moment Structures
ATT	: Attitude
AVE	: Average Variance Extracted
BI	: Behavioural intention
CFA	: Confirmatory Factor Analysis
CFI	: Comparative fit index
DIT	: Diffusion of Innovation Theory
ESL	: English as a Second Language
GOF	: Goodness-of-fit
GPS	: Global Positioning System
ICT	: Information and communication technologies
ITM	: Institut Teknologi MARA
MAR	: Missing at random
MCAR	: Missing completely at random
ME	: Mobile technology experience
ML	: Maximum likelihood
MMS	: Multimedia Messaging System
NFI	: Normed fit index
OLS	: Ordinary Least Square
PDA	: Personal Digital Assistants
PE	: Perceived ease of use
PNFI	: Parsimony normed fit index
PU	: Perceived usefulness
RMR	: Root mean square residual
RMSEA	: Root mean square error of approximation
SE	: Self-efficacy
SEM	: Structural Equation Model
SMS	: Short Message Service
SN	: Subjective norm

SPSS	:	Statistical Package for the Social Sciences
SRMR	:	Standardized root mean residual
TAM	:	Technology Acceptance Model
TLI	:	Tucker-Lewis index
TPB	:	Theory of Planned Behaviour
TRA	:	Theory of Reasoned Action
UC	:	University culture
UTAUT	:	Unified Theory of Acceptance and Use of Technology
UiTM	:	Universiti Teknologi MARA
WAP	:	Wireless Application Protocol
Wi-Fi	:	Wireless Fidelity



CHAPTER ONE

INTRODUCTION

1.1 Research Background

Technology is the process in which we attempt to expand human potential to improve and control our world and it surrounds our daily lives either in homes or in workplaces (Akour, 2009). Today, learning institutions have integrated technology in its activities and technology has expanded dramatically. However, the implementation of these technologies will only take place if the students and educators of learning institutions accept and use these technologies.

Mobile technology is one of the advancement in technologies and it refers to portable technology that can be moved from one place to another without any loss (Junior & Coutinho, 2008). Portable computers like laptops, Personal Digital Assistants (PDA), iPods, and mobile devices such as smart phones are some of the examples of mobile technology devices. The utilization of these mobile devices is enhanced through the usages of communication technologies which include wireless communication network or Wi-Fi, 3G mobile network, and Bluetooth.

At present, it has become a need to own a mobile device such as a mobile phone because it allows communication and access to data and information in any moment or place. In Malaysia, there is an extraordinary growth of mobile phone users. Due to the rapid decline in the cost of mobile phones and subscription plans, Malaysian cellular telephone subscriptions increased from 42.9 million subscribers in 2013 to

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APPENDICES

Appendix A Questionnaire Survey

Dear respondent,

I am a PhD student under the supervision of Assoc. Prof. Dr Ahmad Jelani bin Shaari at Awang Had Salleh Graduate School of Arts and Sciences, Universiti Utara Malaysia.

You have been chosen to be a part of a study entitled '*Determinants of Mobile Technology Acceptance among English Language Lecturers: A Study at Universiti Teknologi MARA*'. The objective of the study is to identify the determinants that will demonstrate acceptance and intention to use mobile technology devices by English language lecturers in UiTM. It aims to understand your needs and potentials so that they can be included in future instructional designs and university policies.

Mobile technology devices consist of portable computers or laptops, mobile phones, smart phones, PDAs, and MP3 devices such as the iPod. However, this study only focuses on personal form of mobile technology which includes mobile phones and smart phones.

The result of this study will contribute to the knowledge regarding the identification of determinants that significantly influence the intention of English language lecturers in using mobile technology especially in teaching practices. Furthermore, it is expected that the results will provide information to the management of the university in improving professional practice and work quality.

I would appreciate your responses to this study as they may be very valuable and have an impact on future university policy. This study requires you to complete a questionnaire survey consisting of eight sections. All information provided will be kept strictly confidential and stored in a secure environment. The results of this study would be used for academic purpose only.

If you have any queries regarding this study, please contact (019-9391568) or email (nazihah71@gmail.com) the researcher.

Your help in completing this questionnaire is greatly appreciated. Thank you very much for your time and cooperation.

Yours sincerely,

Wan Nazihah binti Wan Mohamed

**DETERMINANTS OF MOBILE TECHNOLOGY ACCEPTANCE
AMONG ENGLISH LANGUAGE LECTURERS:
A STUDY AT UNIVERSITI TEKNOLOGI MARA**

SECTION A: DEMOGRAPHIC PROFILE

Instructions: Please mark (X) in the appropriate box for the following questions.

1. Gender

<input type="checkbox"/> ¹ Male	<input type="checkbox"/> ² Female
--	--

2. Age

<input type="checkbox"/> ¹ Below 29 years	<input type="checkbox"/> ³ 40 – 49 years
<input type="checkbox"/> ² 30 – 39 years	<input type="checkbox"/> ⁴ Above 50 years

3. Highest Education Level

<input type="checkbox"/> ¹ Bachelor Degree	<input type="checkbox"/> ³ Doctoral Level
<input type="checkbox"/> ² Master Degree	<input type="checkbox"/> ⁴ Other (please specify) _____

4. Race

<input type="checkbox"/> ¹ Malay	<input type="checkbox"/> ³ Indian
<input type="checkbox"/> ² Chinese	<input type="checkbox"/> ⁴ Other (please specify) _____

5. Job title

<input type="checkbox"/> ¹ Associate Professor (DM53/54)	<input type="checkbox"/> ⁴ Contract Lecturer
<input type="checkbox"/> ² Senior Lecturer (DM51/52)	<input type="checkbox"/> ⁵ Other (please specify) _____
<input type="checkbox"/> ³ Lecturer (DM45/46)	<input type="checkbox"/>

6. Monthly income

<input type="checkbox"/> ¹ Less than RM2000	<input type="checkbox"/> ⁴ RM4001 – RM5000
<input type="checkbox"/> ² RM2001 – RM3000	<input type="checkbox"/> ⁵ RM5001 – RM6000
<input type="checkbox"/> ³ RM3001 – RM4000	<input type="checkbox"/> ⁶ More than RM6001

7. Years working in Universiti Teknologi MARA (UiTM)

<input type="checkbox"/> ¹ Less than 5 years	<input type="checkbox"/> ⁴ 16 – 20 years
<input type="checkbox"/> ² 6 – 10 years	<input type="checkbox"/> ⁵ More than 20 years
<input type="checkbox"/> ³ 11 – 15 years	

8. State Campus

<input type="checkbox"/> ¹ Johor	<input type="checkbox"/> ⁸ Perlis
<input type="checkbox"/> ² Kedah	<input type="checkbox"/> ⁹ Pulau Pinang
<input type="checkbox"/> ³ Kelantan	<input type="checkbox"/> ¹⁰ Sabah
<input type="checkbox"/> ⁴ Melaka	<input type="checkbox"/> ¹¹ Sarawak
<input type="checkbox"/> ⁵ Negeri Sembilan	<input type="checkbox"/> ¹² Selangor
<input type="checkbox"/> ⁶ Pahang	<input type="checkbox"/> ¹³ Terengganu
<input type="checkbox"/> ⁷ Perak	

9. Teaching hours (per week)

- | | |
|---|--|
| <input type="checkbox"/> ¹ Less than 8 hours | <input type="checkbox"/> ⁴ 17 – 20 hours |
| <input type="checkbox"/> ² 9 – 12 hours | <input type="checkbox"/> ⁵ More than 20 hours |
| <input type="checkbox"/> ³ 13 – 16 hours | |

10. Type of mobile technology device(s) you currently own (you can tick more than one)

- | | |
|---|--|
| <input type="checkbox"/> ¹ Cell/mobile phone | <input type="checkbox"/> ⁵ Laptop/notebook |
| <input type="checkbox"/> ² Smart phone | <input type="checkbox"/> ⁶ MP3 player |
| <input type="checkbox"/> ³ Tablet | <input type="checkbox"/> ⁷ Other (please specify) _____ |
| <input type="checkbox"/> ⁴ PDA | |

11. Experience in using mobile technology devices

- | | | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|------------------------|
| Cell/mobile
phone | Smart
phone | Tablet | PDA | Laptop/
notebook | MP3 | |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ¹ N/A |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ² < 1 year |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ³ 1-3 years |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ⁴ 3-6 years |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ⁵ > 6 years |

12. Average amount of time spent on mobile technology device(s) on a daily basis

- | | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|------------------------|
| Conversation | Messaging | Internet
(Web/email) | Games/
Music | Learning/
Educational | |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ¹ N/A |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ² < 1 hour |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ³ 1-3 hours |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ⁴ 3-6 hours |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ⁵ > 6 hours |

13. Have you ever attended any training course, workshop or seminar on using mobile technology devices?

- ¹Yes ²No

14. Have you ever used your mobile phone or smart phone for learning or educational purposes?

- ¹Yes ²No

SECTION B: UNIVERSITY CULTURE (UC)

Instructions: Please rate the extent to which you agree with each statement below.

	1= Strongly Disagree		2= Quite Disagree		3= Slightly Disagree		4= Neutral	
	5= Slightly Agree		6= Quite Agree		7= Strongly Agree			
1. UiTM is a highly reputable teaching university.	1	2	3	4	5	6	7	
2. UiTM plans to be a research university in the future.	1	2	3	4	5	6	7	
3. UiTM lecturers need to fulfill the teaching hours of 16 to 18 hours a week.	1	2	3	4	5	6	7	
4. UiTM lecturers need to teach using various approaches (i.e. face-to-face, e-learning, blended learning, mobile learning)	1	2	3	4	5	6	7	
5. UiTM lecturers need to obtain grants and conduct research.	1	2	3	4	5	6	7	
6. UiTM lecturers need to produce publications of professional reports (i.e. journal articles)	1	2	3	4	5	6	7	
7. UiTM lecturers need to present papers in conferences	1	2	3	4	5	6	7	
8. UiTM lecturers need to perform professional service duties to the faculty and/or university (i.e. administration and committee work)	1	2	3	4	5	6	7	
9. UiTM lecturers need to perform professional service duties to the community (i.e. consultancy and community activities)	1	2	3	4	5	6	7	

SECTION C: BEHAVIOURAL INTENTION (BI)

Instructions: Please rate the extent to which you agree with each statement below.

	1= Strongly Disagree		2= Quite Disagree		3= Slightly Disagree		4= Neutral	
	5= Slightly Agree		6= Quite Agree		7= Strongly Agree			
1. I intend to use mobile phone in my teaching practices.	1	2	3	4	5	6	7	
2. I predict I would use mobile phone in my teaching practices.	1	2	3	4	5	6	7	
3. I plan to use mobile phone in my teaching practices.	1	2	3	4	5	6	7	
4. I would enjoy using mobile phone for teaching purposes.	1	2	3	4	5	6	7	
5. I would recommend others to use mobile phone for teaching purposes.	1	2	3	4	5	6	7	

SECTION D: PERCEIVED USEFULNESS (PU)

Instructions: Please rate the extent to which you agree with each statement below.

	1= Strongly Disagree		2= Quite Disagree		3= Slightly Disagree		4= Neutral	
	5= Slightly Agree		6= Quite Agree		7= Strongly Agree			
1. Using mobile phone would likely improve my teaching performance.	1	2	3	4	5	6	7	
2. Using mobile phone would likely increase my teaching productivity.	1	2	3	4	5	6	7	

3. Using mobile phone would likely enhance the effectiveness of my teaching practices.	1	2	3	4	5	6	7
4. Using mobile phone would likely be useful in my teaching practices.	1	2	3	4	5	6	7
5. Using mobile phone would likely enable me to accomplish teaching tasks more quickly	1	2	3	4	5	6	7

SECTION E: PERCEIVED EASE OF USE (PE)

Instructions: Please rate the extent to which you agree with each statement below.

1= Strongly Disagree	2= Quite Disagree	3= Slightly Disagree	4= Neutral				
5= Slightly Agree	6= Quite Agree	7= Strongly Agree					
1. I would likely find my interaction with mobile phone to be clear and understandable.	1	2	3	4	5	6	7
2. I would likely find mobile phone easy to use.	1	2	3	4	5	6	7
3. I would likely find it easy to get mobile phone to do what I want it to do.	1	2	3	4	5	6	7
4. I would likely find mobile phone flexible to interact with.	1	2	3	4	5	6	7
5. I would likely find my interaction with mobile phone does not require a lot of my mental effort.	1	2	3	4	5	6	7
6. I would likely find it easy for me to be skillful at using mobile phone.	1	2	3	4	5	6	7

SECTION F: SUBJECTIVE NORM (SN)

Instructions: Please rate the extent to which you agree with each statement below.

1= Strongly Disagree	2= Quite Disagree	3= Slightly Disagree	4= Neutral				
5= Slightly Agree	6= Quite Agree	7= Strongly Agree					
1. People who influence my behaviour think that I should use mobile phone in my teaching practices.	1	2	3	4	5	6	7
2. People who are important to me think that I should use mobile phone in my teaching practices.	1	2	3	4	5	6	7
3. My students think that I should use mobile phone in my teaching practices.	1	2	3	4	5	6	7
4. My peers think that I should use mobile phone in my teaching practices.	1	2	3	4	5	6	7
5. The lecturers in my faculty have been helpful in the use of mobile phone in my teaching practices.	1	2	3	4	5	6	7
6. In general, the organization has supported the use of mobile phone in my teaching practices.	1	2	3	4	5	6	7

SECTION G: SELF-EFFICACY (SE)

Instructions: Please rate the extent to which you agree with each statement below.

	1= Strongly Disagree		2= Quite Disagree		3= Slightly Disagree		4= Neutral	
	5= Slightly Agree		6= Quite Agree		7= Strongly Agree			
1. I could complete a task using mobile phone if no one is around to tell me how to use it.	1	2	3	4	5	6	7	
2. I could complete a task using mobile phone if I could call someone for help if I got stuck.	1	2	3	4	5	6	7	
3. I could complete a task using mobile phone if someone shows me how to do it first.	1	2	3	4	5	6	7	
4. I could complete a task using mobile phone if someone helps me to get started.	1	2	3	4	5	6	7	
5. I could complete a task using mobile phone if I have a lot of time to do it.	1	2	3	4	5	6	7	
6. I could complete a task using mobile phone if I have never used a product like it before.	1	2	3	4	5	6	7	
7. I could complete a task using mobile phone if I have the built-in help facility for assistance.	1	2	3	4	5	6	7	

SECTION H: PRIOR MOBILE TECHNOLOGY EXPERIENCE (ME)

Instructions: Please rate the extent to which you agree with each statement below.

	1= Strongly Disagree		2= Quite Disagree		3= Slightly Disagree		4= Neutral	
	5= Slightly Agree		6= Quite Agree		7= Strongly Agree			
1. I am able to access information on the internet using mobile phone.	1	2	3	4	5	6	7	
2. I am able to send and read emails using mobile phone.	1	2	3	4	5	6	7	
3. I am able to send and receive Short Messaging System (SMS).	1	2	3	4	5	6	7	
4. I am able to send and receive Multimedia Messaging System (MMS).	1	2	3	4	5	6	7	
5. I am able to use mobile phone to play games.	1	2	3	4	5	6	7	
6. I am able to use mobile phone for social networking activities.	1	2	3	4	5	6	7	
7. I am able to write notes using mobile phone application.	1	2	3	4	5	6	7	

Thank you for completing the questionnaire

Appendix B Pilot Test Analysis

Behavioural Intention (BI):

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.969	.969	5

Inter-Item Correlation Matrix					
	BI1	BI2	BI3	BI4	BI5
BI1	1.000	.812	.876	.847	.829
BI2	.812	1.000	.897	.845	.791
BI3	.876	.897	1.000	.928	.879
BI4	.847	.845	.928	1.000	.932
BI5	.829	.791	.879	.932	1.000

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
BI1	21.74	22.227	.882	.786	.967
BI2	21.76	22.875	.876	.809	.968
BI3	21.77	21.686	.953	.916	.955
BI4	21.81	21.667	.944	.921	.957
BI5	21.82	22.279	.905	.875	.963

Perceived Usefulness (PU):

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.973	.973	5

Inter-Item Correlation Matrix					
	PU1	PU2	PU3	PU4	PU5
PU1	1.000	.903	.873	.852	.807
PU2	.903	1.000	.952	.910	.842
PU3	.873	.952	1.000	.926	.866
PU4	.852	.910	.926	1.000	.861
PU5	.807	.842	.866	.861	1.000

Item-Total Statistics						
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted	
PU1	20.94	21.635	.895	.825	.970	
PU2	20.79	20.988	.951	.930	.962	
PU3	20.81	20.159	.954	.931	.961	
PU4	20.66	21.047	.933	.879	.964	
PU5	20.81	20.749	.877	.779	.973	

Perceived Ease of Use (PE):

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.969	.970	6

Inter-Item Correlation Matrix						
	PE1	PE2	PE3	PE4	PE5	PE6
PE1	1.000	.900	.844	.872	.744	.809
PE2	.900	1.000	.899	.916	.769	.811
PE3	.844	.899	1.000	.911	.780	.866
PE4	.872	.916	.911	1.000	.777	.877
PE5	.744	.769	.780	.777	1.000	.872
PE6	.809	.811	.866	.877	.872	1.000

Item-Total Statistics						
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted	
PE1	28.26	30.555	.889	.830	.965	
PE2	28.11	29.872	.921	.902	.961	
PE3	28.08	30.043	.923	.874	.961	
PE4	28.03	30.884	.937	.903	.960	
PE5	28.21	30.923	.833	.778	.971	
PE6	28.10	30.482	.907	.878	.963	

Subjective Norm (SN):

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.933	.934	6

	SN1	SN2	SN3	SN4	SN5	SN6
SN1	1.000	.858	.601	.608	.613	.612
SN2	.858	1.000	.660	.697	.585	.596
SN3	.601	.660	1.000	.885	.672	.686
SN4	.608	.697	.885	1.000	.753	.766
SN5	.613	.585	.672	.753	1.000	.936
SN6	.612	.596	.686	.766	.936	1.000

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
SN1	22.82	30.312	.740	.766	.929
SN2	22.82	29.755	.767	.791	.926
SN3	22.37	27.319	.805	.790	.922
SN4	22.74	27.801	.866	.849	.913
SN5	22.97	28.589	.823	.881	.919
SN6	22.89	27.708	.829	.885	.918

Self-Efficacy (SE):

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.921	.922	7

	SE1	SE2	SE3	SE4	SE5	SE6	SE7
SE1	1.000	.572	.427	.404	.504	.540	.443
SE2	.572	1.000	.823	.791	.698	.682	.667
SE3	.427	.823	1.000	.871	.632	.599	.598
SE4	.404	.791	.871	1.000	.664	.581	.601
SE5	.504	.698	.632	.664	1.000	.623	.707
SE6	.540	.682	.599	.581	.623	1.000	.744
SE7	.443	.667	.598	.601	.707	.744	1.000

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
SE1	33.29	37.816	.559	.399	.929
SE2	33.40	34.572	.868	.783	.897
SE3	33.34	34.851	.800	.807	.904
SE4	33.55	34.907	.790	.788	.905
SE5	33.13	36.081	.770	.623	.907
SE6	33.47	36.089	.755	.638	.909
SE7	33.24	36.088	.752	.660	.909

Prior Mobile Technology Experience (ME):

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.936	.942	7

Inter-Item Correlation Matrix							
	ME1	ME2	ME3	ME4	ME5	ME6	ME7
ME1	1.000	.757	.664	.886	.659	.631	.809
ME2	.757	1.000	.576	.783	.553	.533	.854
ME3	.664	.576	1.000	.699	.519	.921	.627
ME4	.886	.783	.699	1.000	.736	.653	.888
ME5	.659	.553	.519	.736	1.000	.562	.770
ME6	.631	.533	.921	.653	.562	1.000	.625
ME7	.809	.854	.627	.888	.770	.625	1.000

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
ME1	37.00	36.754	.858	.800	.920
ME2	37.05	35.785	.781	.776	.929
ME3	36.71	41.455	.743	.876	.933
ME4	36.87	36.704	.917	.885	.915
ME5	37.13	35.524	.724	.664	.937
ME6	36.74	41.145	.724	.865	.933
ME7	36.98	35.459	.909	.891	.915

University Culture (UC):

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.875	.882	9

Inter-Item Correlation Matrix									
	UC1	UC2	UC3	UC4	UC5	UC6	UC7	UC8	UC9
UC1	1.000	.644	.414	.334	.365	.492	.309	.252	.384
UC2	.644	1.000	.496	.311	.212	.278	.204	.128	.283
UC3	.414	.496	1.000	.353	.141	.241	.127	.412	.301
UC4	.334	.311	.353	1.000	.413	.494	.393	.450	.394
UC5	.365	.212	.141	.413	1.000	.750	.860	.567	.686
UC6	.492	.278	.241	.494	.750	1.000	.871	.733	.813
UC7	.309	.204	.127	.393	.860	.871	1.000	.689	.780
UC8	.252	.128	.412	.450	.567	.733	.689	1.000	.721
UC9	.384	.283	.301	.394	.686	.813	.780	.721	1.000

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
UC1	47.15	37.831	.543	.597	.868
UC2	47.06	39.111	.432	.540	.876
UC3	47.15	36.520	.401	.477	.889
UC4	46.48	39.172	.539	.347	.869
UC5	47.00	34.164	.691	.767	.855
UC6	47.10	34.646	.832	.867	.844
UC7	47.16	34.301	.744	.888	.850
UC8	47.13	34.737	.700	.698	.854
UC9	47.13	34.934	.778	.723	.848



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Universiti Utara Malaysia

Appendix C
Comments for Content Validity





UUM

Universiti Utara Malaysia



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Appendix D Outliers Analysis

Boxplot for Gender

Boxplot for Age

Boxplot for Highest Education Level

Boxplot for Race



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Boxplot for Job Title

Boxplot for Monthly Income

Boxplot for Years Working in UiTM

Boxplot for State Campus

Boxplot for Teaching Hours



Appendix E Demographic Analysis

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	59	17.5	17.5	17.5
	Female	278	82.5	82.5	100.0
	Total	337	100.0	100.0	

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 29 years	100	29.7	29.7	29.7
	30-39 years	87	25.8	25.8	55.5
	40-49 years	94	27.9	27.9	83.4
	Above 50 years	56	16.6	16.6	100.0
	Total	337	100.0	100.0	

Highest Education Level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bachelor Degree	26	7.7	7.7	7.7
	Master Degree	287	85.2	85.2	92.9
	Doctoral Level	24	7.1	7.1	100.0
	Total	337	100.0	100.0	

Race

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Malay	278	82.5	82.5	82.5
	Chinese	21	6.2	6.2	88.7
	Indian	18	5.3	5.3	94.1
	Other (Please specify)	20	5.9	5.9	100.0
	Total	337	100.0	100.0	

Job Title

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Associate Professor (DM53/54)	9	2.7	2.7	2.7
	Senior Lecturer (DM51/52)	88	26.1	26.1	28.8
	Lecturer (DM45/46)	200	59.3	59.3	88.1
	Contract Lecturer	40	11.9	11.9	100.0
	Total	337	100.0	100.0	

Monthly Income

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid					
	Less than RM2000	24	7.1	7.1	7.1
	RM2000-RM3000	24	7.1	7.1	14.2
	RM3001-RM4000	66	19.6	19.6	33.8
	RM4001-RM5000	79	23.4	23.4	57.3
	RM5001-RM6000	50	14.8	14.8	72.1
	More than RM6001	94	27.9	27.9	100.0
	Total	337	100.0	100.0	

Years working in University Teknologi MARA (UiTM)

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid					
	Less than 5 years	118	35.0	35.0	35.0
	6-10 years	95	28.2	28.2	63.2
	11-15 years	63	18.7	18.7	81.9
	16-20 years	29	8.6	8.6	90.5
	More than 20 years	32	9.5	9.5	100.0
	Total	337	100.0	100.0	

State Campus

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid					
	Johor	37	11.0	11.0	11.0
	Kedah	22	6.5	6.5	17.5
	Kelantan	31	9.2	9.2	26.7
	Melaka	39	11.6	11.6	38.3
	Negeri Sembilan	23	6.8	6.8	45.1
	Pahang	29	8.6	8.6	53.7
	Perak	44	13.1	13.1	66.8
	Perlis	17	5.0	5.0	71.8
	Pulau Pinang	13	3.9	3.9	75.7
	Sabah	12	3.6	3.6	79.2
	Sarawak	30	8.9	8.9	88.1
	Selangor	17	5.0	5.0	93.2
	Terengganu	23	6.8	6.8	100.0
	Total	337	100.0	100.0	

Teaching Hours (per week)

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid					
	Less than 8 hours	8	2.4	2.4	2.4
	9-12 hours	12	3.6	3.6	5.9
	13-16 hours	56	16.6	16.6	22.6
	17-20 hours	164	48.7	48.7	71.2
	More than 20 hours	97	28.8	28.8	100.0
	Total	337	100.0	100.0	

Type of mobile technology device: Cell/Mobile Phone

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Ticked	226	67.1	67.1	67.1
	Ticked	111	32.9	32.9	100.0
	Total	337	100.0	100.0	

Type of mobile technology device: Smart Phone

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Ticked	33	9.8	9.8	9.8
	Ticked	304	90.2	90.2	100.0
	Total	337	100.0	100.0	

Type of mobile technology device: Tablet

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Ticked	234	69.4	69.4	69.4
	Ticked	103	30.6	30.6	100.0
	Total	337	100.0	100.0	

Type of mobile technology device: PDA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Ticked	333	98.8	98.8	98.8
	Ticked	4	1.2	1.2	100.0
	Total	337	100.0	100.0	

Type of mobile technology device: Laptop/Notebook

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Ticked	60	17.8	17.8	17.8
	Ticked	277	82.2	82.2	100.0
	Total	337	100.0	100.0	

Type of mobile technology device: MP3 Player

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Ticked	289	85.8	85.8	85.8
	Ticked	48	14.2	14.2	100.0
	Total	337	100.0	100.0	

Type of mobile technology device: Others

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Ticked	333	98.8	98.8	98.8
	Ticked	4	1.2	1.2	100.0
	Total	337	100.0	100.0	

Experience using Cell/Mobile Phone

	Frequency	Percent	Valid Percent	Cumulative Percent
0	84	24.9	24.9	24.9
N/A	11	3.3	3.3	28.2
< 1 year	5	1.5	1.5	29.7
Valid 1-3 years	10	3.0	3.0	32.6
3-6 years	19	5.6	5.6	38.3
> 6 years	208	61.7	61.7	100.0
Total	337	100.0	100.0	

Experience using Smart Phone

	Frequency	Percent	Valid Percent	Cumulative Percent
0	26	7.7	7.7	7.7
N/A	11	3.3	3.3	11.0
< 1 year	19	5.6	5.6	16.6
Valid 1-3 years	43	12.8	12.8	29.4
3-6 years	96	28.5	28.5	57.9
> 6 years	142	42.1	42.1	100.0
Total	337	100.0	100.0	

Experience using Tablet

	Frequency	Percent	Valid Percent	Cumulative Percent
0	157	46.6	46.6	46.6
N/A	42	12.5	12.5	59.1
< 1 year	20	5.9	5.9	65.0
Valid 1-3 years	24	7.1	7.1	72.1
3-6 years	59	17.5	17.5	89.6
> 6 years	35	10.4	10.4	100.0
Total	337	100.0	100.0	

Experience using PDA

	Frequency	Percent	Valid Percent	Cumulative Percent
0	225	66.8	66.8	66.8
N/A	91	27.0	27.0	93.8
< 1 year	3	.9	.9	94.7
Valid 1-3 years	6	1.8	1.8	96.4
3-6 years	2	.6	.6	97.0
> 6 years	10	3.0	3.0	100.0
Total	337	100.0	100.0	

Experience using Laptop/Notebook

	Frequency	Percent	Valid Percent	Cumulative Percent
0	18	5.3	5.3	5.3
N/A	5	1.5	1.5	6.8
< 1 year	2	.6	.6	7.4
Valid 1-3 years	1	.3	.3	7.7
3-6 years	22	6.5	6.5	14.2
> 6 years	289	85.8	85.8	100.0
Total	337	100.0	100.0	

Experience using MP3 Player

	Frequency	Percent	Valid Percent	Cumulative Percent
0	191	56.7	56.7	56.7
N/A	51	15.1	15.1	71.8
< 1 year	7	2.1	2.1	73.9
Valid 1-3 years	13	3.9	3.9	77.7
3-6 years	13	3.9	3.9	81.6
> 6 years	62	18.4	18.4	100.0
Total	337	100.0	100.0	

Time spent on Conversation

	Frequency	Percent	Valid Percent	Cumulative Percent
0	9	2.7	2.7	2.7
N/A	38	11.3	11.3	13.9
< 1 hour	136	40.4	40.4	54.3
Valid 1-3 hours	69	20.5	20.5	74.8
3-6 hours	33	9.8	9.8	84.6
> 6 hours	52	15.4	15.4	100.0
Total	337	100.0	100.0	

Time spent on Messaging

	Frequency	Percent	Valid Percent	Cumulative Percent
0	5	1.5	1.5	1.5
N/A	24	7.1	7.1	8.6
< 1 hour	117	34.7	34.7	43.3
Valid 1-3 hours	74	22.0	22.0	65.3
3-6 hours	46	13.6	13.6	78.9
> 6 hours	71	21.1	21.1	100.0
Total	337	100.0	100.0	

Time spent on Internet (Web/Email)

	Frequency	Percent	Valid Percent	Cumulative Percent
0	15	4.5	4.5	4.5
N/A	15	4.5	4.5	8.9
< 1 hour	52	15.4	15.4	24.3
Valid 1-3 hours	96	28.5	28.5	52.8
3-6 hours	71	21.1	21.1	73.9
> 6 hours	88	26.1	26.1	100.0
Total	337	100.0	100.0	

Time spent on Games/Music

	Frequency	Percent	Valid Percent	Cumulative Percent
0	46	13.6	13.6	13.6
N/A	120	35.6	35.6	49.3
< 1 hour	94	27.9	27.9	77.2
Valid 1-3 hours	30	8.9	8.9	86.1
3-6 hours	13	3.9	3.9	89.9
> 6 hours	34	10.1	10.1	100.0
Total	337	100.0	100.0	

Time spent on Learning/Educational

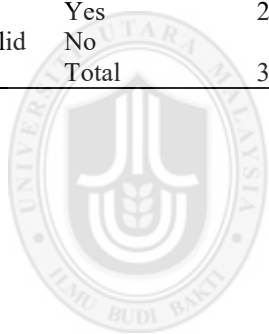
	Frequency	Percent	Valid Percent	Cumulative Percent
	0	17	5.0	5.0
	N/A	13	3.9	8.9
	< 1 hour	76	22.6	31.5
Valid	1-3 hours	107	31.8	63.2
	3-6 hours	83	24.6	87.8
	> 6 hours	41	12.2	100.0
	Total	337	100.0	100.0

Attended training course, workshop or seminar on using mobile technology devices

	Frequency	Percent	Valid Percent	Cumulative Percent
	Yes	96	28.5	28.5
Valid	No	241	71.5	100.0
	Total	337	100.0	100.0

Used mobile phone or smart phone for learning or educational purposes

	Frequency	Percent	Valid Percent	Cumulative Percent
	Yes	268	79.5	79.5
Valid	No	69	20.5	100.0
	Total	337	100.0	100.0



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Appendix F Common Method Bias Analysis

Total variance explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	15.681	43.559	43.559	15.681	43.559	43.559
2	3.783	10.509	54.068			
3	3.443	9.563	63.631			
4	2.207	6.130	69.761			
5	1.694	4.705	74.466			
6	1.082	3.006	77.472			
7	.718	1.995	79.466			
8	.687	1.909	81.375			
9	.596	1.655	83.030			
10	.525	1.458	84.489			
11	.517	1.435	85.924			
12	.487	1.352	87.276			
13	.415	1.153	88.428			
14	.399	1.110	89.538			
15	.385	1.071	90.609			
16	.344	.956	91.565			
17	.311	.864	92.429			
18	.293	.813	93.242			
19	.275	.765	94.007			
20	.244	.679	94.686			
21	.231	.641	95.326			
22	.203	.563	95.889			
23	.187	.520	96.409			
24	.167	.463	96.872			
25	.154	.428	97.301			
26	.152	.422	97.723			
27	.121	.336	98.059			
28	.121	.335	98.394			
29	.103	.286	98.679			
30	.096	.266	98.946			
31	.091	.252	99.198			
32	.072	.199	99.397			
33	.064	.178	99.575			
34	.056	.156	99.731			
35	.051	.142	99.873			
36	.046	.127	100.000			

Appendix G Confirmatory Factor Analysis

Regression Weights for BI Variable (before modification)

		Estimate	S.E.	C.R.	P
BI1	<--- Behav_Int	1.000			
BI2	<--- Behav_Int	.949	.031	30.749	***
BI3	<--- Behav_Int	1.028	.029	35.148	***
BI4	<--- Behav_Int	1.022	.033	31.185	***
BI5	<--- Behav_Int	1.002	.034	29.557	***

Regression Weights for BI Variable (after modification)

		Estimate	S.E.	C.R.	P
BI1	<--- Behav_Int	1.000			
BI2	<--- Behav_Int	.955	.029	32.436	***
BI3	<--- Behav_Int	1.035	.028	37.110	***
BI4	<--- Behav_Int	.987	.034	29.145	***
BI5	<--- Behav_Int	.961	.035	27.310	***

Regression Weights for PU Variable (before modification)

		Estimate	S.E.	C.R.	P
PU1	<--- Perc_Useful	1.000			
PU2	<--- Perc_Useful	1.030	.027	37.964	***
PU3	<--- Perc_Useful	1.042	.026	40.534	***
PU4	<--- Perc_Useful	.984	.029	34.481	***
PU5	<--- Perc_Useful	.972	.034	28.252	***

Regression Weights for PU Variable (after modification)

		Estimate	S.E.	C.R.	P
PU1	<--- Perc_Useful	1.000			
PU2	<--- Perc_Useful	1.028	.023	43.964	***
PU3	<--- Perc_Useful	1.058	.027	38.761	***
PU4	<--- Perc_Useful	.997	.032	30.830	***
PU5	<--- Perc_Useful	.975	.036	27.028	***

Regression Weights for PE Variable (before modification)

		Estimate	S.E.	C.R.	P
PE1	<--- Perc_Ease	1.000			
PE2	<--- Perc_Ease	1.040	.050	20.951	***
PE3	<--- Perc_Ease	1.137	.051	22.189	***
PE4	<--- Perc_Ease	1.062	.047	22.421	***
PE5	<--- Perc_Ease	1.015	.068	14.992	***
PE6	<--- Perc_Ease	1.022	.052	19.583	***

Regression Weights for PE Variable (after modification)

		Estimate	S.E.	C.R.	P
PE1	<--- Perc_Ease	1.000			
PE2	<--- Perc_Ease	1.053	.046	23.041	***
PE3	<--- Perc_Ease	1.172	.055	21.208	***
PE4	<--- Perc_Ease	1.094	.051	21.455	***
PE5	<--- Perc_Ease	1.015	.072	14.178	***
PE6	<--- Perc_Ease	1.035	.056	18.500	***

Regression Weights for SN Variable (before modification)

		Estimate	S.E.	C.R.	P
SN1	<--- Subj_Norm	1.000			
SN2	<--- Subj_Norm	1.047	.036	28.855	***
SN3	<--- Subj_Norm	.976	.052	18.625	***
SN4	<--- Subj_Norm	1.013	.047	21.661	***
SN5	<--- Subj_Norm	.832	.049	17.055	***
SN6	<--- Subj_Norm	.772	.053	14.639	***

Regression Weights for SN Variable (after modification)

		Estimate	S.E.	C.R.	P
SN1	<--- Subj_Norm	1.000			
SN2	<--- Subj_Norm	1.077	.032	33.245	***
SN3	<--- Subj_Norm	1.085	.069	15.703	***
SN4	<--- Subj_Norm	1.176	.065	18.223	***
SN5	<--- Subj_Norm	.933	.059	15.690	***
SN6	<--- Subj_Norm	.882	.062	14.149	***

Regression Weights for SE Variable (before modification)

		Estimate	S.E.	C.R.	P
SE1	<--- Self_Efficacy	1.000			
SE2	<--- Self_Efficacy	2.851	.614	4.645	***
SE3	<--- Self_Efficacy	4.046	.857	4.722	***
SE4	<--- Self_Efficacy	4.147	.881	4.708	***
SE5	<--- Self_Efficacy	2.641	.575	4.597	***
SE6	<--- Self_Efficacy	2.035	.468	4.350	***
SE7	<--- Self_Efficacy	2.120	.474	4.477	***

Regression Weights for SE Variable (after modification)

		Estimate	S.E.	C.R.	P
SE2	<--- Self_Efficacy	1.000			
SE3	<--- Self_Efficacy	1.483	.093	16.002	***
SE4	<--- Self_Efficacy	1.515	.095	15.988	***
SE5	<--- Self_Efficacy	.907	.073	12.414	***

Regression Weights for ME Variable (before modification)

		Estimate	S.E.	C.R.	P
ME1	<--- Mobile_Exp	1.000			
ME2	<--- Mobile_Exp	1.017	.050	20.191	***
ME3	<--- Mobile_Exp	.564	.036	15.566	***
ME4	<--- Mobile_Exp	.951	.048	20.013	***
ME5	<--- Mobile_Exp	.935	.080	11.624	***
ME6	<--- Mobile_Exp	.840	.044	19.275	***
ME7	<--- Mobile_Exp	1.034	.063	16.476	***

Regression Weights for ME Variable (after modification)

		Estimate	S.E.	C.R.	P
ME1	<--- Mobile_Exp	1.000			
ME2	<--- Mobile_Exp	.950	.048	19.889	***
ME3	<--- Mobile_Exp	.608	.041	14.847	***
ME4	<--- Mobile_Exp	1.032	.053	19.553	***
ME6	<--- Mobile_Exp	.881	.049	17.828	***
ME7	<--- Mobile_Exp	1.079	.070	15.359	***

Regression Weights for UC Variable (before modification)

		Estimate	S.E.	C.R.	P
UC1	<--- Univ_Culture	1.000			
UC2	<--- Univ_Culture	.972	.197	4.927	***
UC3	<--- Univ_Culture	1.705	.343	4.972	***
UC4	<--- Univ_Culture	1.101	.206	5.346	***
UC5	<--- Univ_Culture	2.441	.396	6.161	***
UC6	<--- Univ_Culture	2.421	.386	6.266	***
UC7	<--- Univ_Culture	2.433	.389	6.255	***
UC8	<--- Univ_Culture	1.775	.304	5.835	***
UC9	<--- Univ_Culture	1.661	.280	5.939	***

Regression Weights for UC Variable (after modification)

		Estimate	S.E.	C.R.	P
UC5	<--- Univ_Culture	1.572	.131	12.045	***
UC6	<--- Univ_Culture	1.574	.120	13.124	***
UC7	<--- Univ_Culture	1.609	.121	13.288	***
UC8	<--- Univ_Culture	1.053	.071	14.865	***
UC9	<--- Univ_Culture	1.000			

Appendix H Measurement Model Analysis

Standardized Regression Weights (before modification)

			Estimate				Estimate
BI5	<---	BI	.926	SN4	<---	SN	.903
BI4	<---	BI	.938	SN3	<---	SN	.832
BI3	<---	BI	.955	SN2	<---	SN	.907
BI2	<---	BI	.924	SN1	<---	SN	.883
BI1	<---	BI	.921	SE1	<---	SE	.277
PE6	<---	PE	.861	SE2	<---	SE	.725
PE5	<---	PE	.714	SE3	<---	SE	.932
PE4	<---	PE	.936	SE4	<---	SE	.926
PE3	<---	PE	.931	SE5	<---	SE	.677
PE2	<---	PE	.895	SE6	<---	SE	.493
PE1	<---	PE	.828	ME1	<---	ME	.889
PU1	<---	PU	.934	ME2	<---	ME	.823
PU2	<---	PU	.958	ME3	<---	ME	.718
PU3	<---	PU	.975	ME4	<---	ME	.828
PU4	<---	PU	.945	ME5	<---	ME	.580
PU5	<---	PU	.892	ME6	<---	ME	.813
SN6	<---	SN	.721	ME7	<---	ME	.743
SN5	<---	SN	.772	SE7	<---	SE	.568

Standardized Regression Weights (after modification)

			Estimate				Estimate
BI5	<---	BI	.896	SN6	<---	SN	.728
BI4	<---	BI	.913	SN5	<---	SN	.768
BI3	<---	BI	.965	SN4	<---	SN	.926
BI2	<---	BI	.937	SN3	<---	SN	.832
BI1	<---	BI	.928	SN2	<---	SN	.853
PE6	<---	PE	.853	SN1	<---	SN	.815
PE5	<---	PE	.697	SE2	<---	SE	.707
PE4	<---	PE	.938	SE3	<---	SE	.947
PE3	<---	PE	.932	SE4	<---	SE	.934
PE2	<---	PE	.897	SE5	<---	SE	.647
PE1	<---	PE	.827	ME1	<---	ME	.895
PU1	<---	PU	.921	ME2	<---	ME	.822
PU2	<---	PU	.949	ME3	<---	ME	.717
PU3	<---	PU	.977	ME4	<---	ME	.829
PU4	<---	PU	.950	ME6	<---	ME	.811
PU5	<---	PU	.895	ME7	<---	ME	.734

Covariances

			M.I.	Par Change				M.I.	Par Change
e36 <--> BI	14.923	.135	e16 <--> e23	4.624	.094				
e35 <--> SE	4.004	.024	e15 <--> SN	6.495	-.050				
e34 <--> e36	11.857	.236	e15 <--> PU	4.930	-.032				
e32 <--> SN	8.266	-.069	e15 <--> BI	11.171	.056				
e32 <--> PE	4.769	.046	e15 <--> e36	6.456	-.061				
e32 <--> BI	4.906	-.045	e15 <--> e35	5.820	.038				
e32 <--> e36	21.767	-.136	e15 <--> e31	6.012	-.046				
e32 <--> e35	18.584	.083	e15 <--> e23	5.529	-.075				
e32 <--> e33	7.704	.058	e15 <--> e16	11.869	.054				
e31 <--> e36	7.846	.109	e14 <--> e15	5.164	.020				
e31 <--> e35	10.523	-.083	e13 <--> BI	4.007	-.031				
e31 <--> e33	11.566	-.094	e13 <--> e18	8.741	-.062				
e30 <--> e36	6.581	-.078	e13 <--> e16	9.181	-.044				
e30 <--> e31	20.539	.106	e12 <--> e35	7.311	-.047				
e29 <--> ME	8.928	.151	e12 <--> e30	6.081	.040				
e29 <--> BI	5.576	.094	e12 <--> e17	9.729	-.084				
e28 <--> BI	7.296	.125	e12 <--> e15	30.958	-.069				
e28 <--> e36	14.335	.251	e12 <--> e13	43.776	.076				
e28 <--> e34	9.753	.284	e11 <--> PU	4.587	.045				
e28 <--> e32	11.456	-.131	e11 <--> PE	8.699	-.075				
e28 <--> e31	6.462	.132	e11 <--> e17	4.779	-.079				
e28 <--> e29	35.991	.453	e11 <--> e12	6.593	.047				
e27 <--> e29	60.773	.474	e10 <--> e32	4.063	.033				
e26 <--> ME	8.522	-.098	e10 <--> e28	5.300	-.085				
e26 <--> e29	9.482	-.131	e10 <--> e24	5.702	.067				
e26 <--> e28	4.722	-.108	e10 <--> e19	6.942	-.054				
e26 <--> e27	6.272	-.100	e10 <--> e15	4.785	.029				
e25 <--> e35	4.141	.049	e10 <--> e11	18.221	.083				
e25 <--> e31	4.635	-.061	e9 <--> e21	4.195	.037				
e25 <--> e29	19.951	-.183	e9 <--> e11	13.084	-.063				
e25 <--> e28	11.227	-.160	e8 <--> e9	10.336	.035				
e25 <--> e27	7.506	-.105	e7 <--> ME	4.709	-.096				
e25 <--> e26	21.915	.109	e7 <--> SE	8.864	.053				
e24 <--> ME	12.599	.159	e7 <--> e28	6.081	.163				
e24 <--> e27	5.289	.124	e7 <--> e17	13.698	.189				
e23 <--> ME	20.847	.268	e7 <--> e10	9.703	-.086				
e23 <--> SE	7.426	-.064	e6 <--> e35	7.080	-.056				
e23 <--> PE	12.747	.171	e6 <--> e28	6.542	.107				
e23 <--> e36	7.661	.183	e6 <--> e23	4.063	.084				
e23 <--> e34	5.315	.209	e6 <--> e21	8.415	-.065				
e23 <--> e29	34.038	.440	e6 <--> e7	28.655	.167				
e23 <--> e28	62.360	.693	e5 <--> e35	5.008	-.047				
e23 <--> e27	10.982	.235	e5 <--> e31	4.304	.051				
e23 <--> e26	39.910	-.315	e5 <--> e12	4.296	.034				
e23 <--> e25	12.988	-.173	e5 <--> e8	6.634	-.037				
e23 <--> e24	27.493	.351	e5 <--> e6	12.760	.071				
e22 <--> PE	4.338	-.057	e4 <--> e35	5.306	-.045				

		M.I.	Par Change			M.I.	Par Change
e22 <-->	BI	4.366	-.055	e4 <-->	e31	8.995	.069
e21 <-->	SE	6.042	-.031	e4 <-->	e12	6.475	.039
e21 <-->	SN	4.647	.062	e4 <-->	e10	4.386	-.034
e21 <-->	e22	147.593	.316	e4 <-->	e5	11.312	.062
e20 <-->	ME	5.136	.093	e3 <-->	PU	7.858	-.043
e20 <-->	SN	4.907	-.084	e3 <-->	e30	25.799	.080
e20 <-->	e30	5.653	.068	e3 <-->	e29	5.465	.068
e20 <-->	e22	5.636	-.082	e3 <-->	e5	11.230	.053
e20 <-->	e21	19.678	-.144	e3 <-->	e4	27.615	.077
e19 <-->	e35	4.461	-.051	e2 <-->	e35	4.588	.041
e19 <-->	e28	8.325	.140	e2 <-->	e30	6.215	-.045
e19 <-->	e22	30.764	-.148	e2 <-->	e22	7.816	-.061
e19 <-->	e21	8.856	-.075	e2 <-->	e12	7.830	-.043
e19 <-->	e20	57.782	.254	e2 <-->	e6	8.069	-.052
e18 <-->	PU	10.432	-.092	e2 <-->	e5	17.390	-.075
e18 <-->	PE	7.657	.095	e2 <-->	e4	18.710	-.072
e18 <-->	e36	5.438	.110	e2 <-->	e3	5.114	-.032
e18 <-->	e27	4.671	.109	e1 <-->	ME	5.513	-.064
e18 <-->	e22	7.046	-.094	e1 <-->	PU	5.462	.043
e18 <-->	e20	5.961	-.107	e1 <-->	e35	4.676	.044
e17 <-->	SE	11.322	.062	e1 <-->	e34	6.107	.105
e17 <-->	PE	15.073	.144	e1 <-->	e30	8.005	-.054
e17 <-->	e34	5.247	.162	e1 <-->	e15	4.150	.030
e17 <-->	e27	11.168	.184	e1 <-->	e14	6.136	.029
e17 <-->	e24	6.814	.136	e1 <-->	e12	10.319	-.052
e17 <-->	e22	21.051	-.176	e1 <-->	e9	4.253	.032
e17 <-->	e21	17.277	-.151	e1 <-->	e6	7.404	-.053
e17 <-->	e19	6.277	.094	e1 <-->	e5	6.551	-.049
e17 <-->	e18	89.866	.460	e1 <-->	e4	32.429	-.102
e16 <-->	PE	9.294	.073	e1 <-->	e3	18.474	-.066
e16 <-->	e34	5.443	-.106	e1 <-->	e2	118.896	.191
e16 <-->	e31	5.452	-.060				

Appendix I Model Fit Analysis

Model Fit Summary (before modification)

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	87	2060.240	579	.000	3.558
Saturated model	666	.000	0		
Independence model	36	13875.293	630	.000	22.024

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.185	.733	.693	.637
Saturated model	.000	1.000		
Independence model	.751	.127	.077	.120

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.852	.838	.889	.878	.888
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.919	.783	.816
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.087	.083	.091	.000
Independence model	.250	.247	.254	.000

Model Fit Summary (after modification)

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	85	958.604	443	.000	2.164
Saturated model	528	.000	0		
Independence model	32	12947.194	496	.000	26.103

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.097	.852	.823	.714
Saturated model	.000	1.000		
Independence model	.786	.128	.072	.120

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.926	.917	.959	.954	.959
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.893	.827	.856
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.059	.054	.064	.002
Independence model	.273	.269	.277	.000

Appendix J Structural Model Analysis

Regression Weights

	Estimate	S.E.	C.R.	P
PE <--- SN	.401	.053	7.509	***
PE <--- SE	-.171	.050	-3.437	***
PE <--- ME	.450	.049	9.129	***
PU <--- SN	.421	.065	6.445	***
PU <--- SE	.067	.055	1.224	.221
PU <--- ME	.185	.060	3.079	.002
PU <--- PE	.532	.072	7.431	***
BI <--- PE	.031	.055	.575	.565
BI <--- PU	.917	.053	17.353	***

Squared Multiple Correlations

	Estimate
PE	.443
PU	.573
BI	.774



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Appendix K Mediating Analysis

Regression Weights (without mediator)

		Estimate	S.E.	C.R.	P
BI <---	SN	.681	.075	9.069	***
BI <---	SE	-.054	.064	-.838	.402
BI <---	ME	.404	.062	6.524	***

Standardized Direct Effects

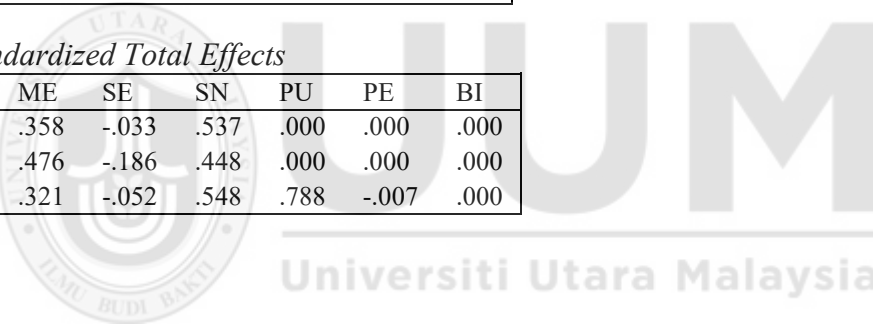
	ME	SE	SN	PU	PE	BI
PU	.358	-.033	.537	.000	.000	.000
PE	.476	-.186	.448	.000	.000	.000
BI	.042	-.027	.128	.788	-.007	.000

Standardized Indirect Effects

	ME	SE	SN	PU	PE	BI
PU	.000	.000	.000	.000	.000	.000
PE	.000	.000	.000	.000	.000	.000
BI	.279	-.025	.420	.000	.000	.000

Standardized Total Effects

	ME	SE	SN	PU	PE	BI
PU	.358	-.033	.537	.000	.000	.000
PE	.476	-.186	.448	.000	.000	.000
BI	.321	-.052	.548	.788	-.007	.000



Appendix L
Moderator Analysis

Age (Unconstrained)



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Age (Constrained on PU)

Age (Constrained on PE)

Gender (Unconstrained)



Gender (Constrained on PU)

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Gender (Constrained on PE)

University Culture (Unconstrained)

University Culture (Constrained on PU)

University Culture (Constrained on PE)



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Appendix M Measurement Items Analysis

Means and standard deviations for measurement items

Items	N	Mean	Std. Deviation
UC1	337	5.69	1.203
UC2	337	5.91	1.021
UC3	337	5.62	1.745
UC4	337	6.21	.951
UC5	337	5.79	1.234
UC6	337	5.88	1.078
UC7	337	5.92	1.079
UC8	337	5.75	1.168
UC9	337	5.84	1.024
BI1	337	5.30	1.436
BI2	337	5.38	1.360
BI3	337	5.32	1.419
BI4	337	5.27	1.448
BI5	337	5.25	1.442
PU1	337	5.08	1.323
PU2	337	5.14	1.326
PU3	337	5.15	1.320
PU4	337	5.28	1.292
PU5	337	5.24	1.351
PE1	337	5.42	1.150
PE2	337	5.62	1.098
PE3	337	5.52	1.150
PE4	337	5.63	1.070
PE5	337	5.20	1.335
PE6	337	5.51	1.118
SN1	337	4.29	1.388
SN2	337	4.33	1.416
SN3	337	4.68	1.509
SN4	337	4.40	1.436
SN5	337	4.34	1.371
SN6	337	4.26	1.381
SE1	337	5.32	1.318
SE2	337	5.26	1.363
SE3	337	5.13	1.491
SE4	337	5.00	1.530
SE5	337	5.36	1.358
SE6	337	4.74	1.447
SE7	337	5.39	1.307
ME1	337	6.13	1.112
ME2	337	6.09	1.219
ME3	337	6.43	.776
ME4	337	6.12	1.129
ME5	337	5.67	1.587
ME6	337	6.26	1.016
ME7	337	5.86	1.371
Valid N (listwise)	337		