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| **Tests** | **Criteria** | **Decision** |
| **Extraction Value/Load Factor** | above or equal to 0.40 | significant |
| KMO | KMO value is greater than 0.50 and if it is b/w 0.8 to 0.9 | shows the greatness and sample is adequate |
| Bartlett's Test | <0.05 | Significant |
| **Total Variance Explained** | considered by taking the eigenvalues into account eigenvalue greater than one | will be considered much important |
| Scree plot | Graphical representation of eigenvalues |  |
| ***Factor Loadings*** | factor loadings should be statistically significant (p<0.05), and all loadings should be above 0.5. and some scholars suggest the it should be greater than 0.40 | The value nearest to 1 the better will the construct |
| **Average Variance Extracted (AVE)** | A good rule of thumb is an AVE of 0.5 or higher indicates | adequate convergent validity |
| Construct Reliabilities | The rule of thumb for a construct reliability estimate is that 0.7 or higher suggests good reliability. Reliability between 0.6 and 0.7 may be acceptable | construct validity are good. |
| **Discriminant Validity** | AVE>SIC | Then discriminant validity is there |
| **Nomological validity** | IC) in the measurement models should be positive and significant (<0.05) | Then nomological validity is there |
| ***Relative chi-square (CMIN/DF)*** | The chi-square test is more affected by the sample size specifically when it is more than 200  Marsh and Hocevar (1985) suggested in terms of at maximum 5 and at minimum 2 | Then acceptable fit |
| ***Root Mean Square Error of Approximation (RMSEA)*** | Byrne (2001) suggested 0.08 to 0.10  Lomax and Schumacker (2004) suggested less or equal than 0.05 If value is less or equal to 0.08,  Hu and Bentler (1999) proposed  less or equal to 0.06  Browne, Sugawara and MacCallum (1996) stated a standard value of RMSEA i.e. greater than or equal to 0.10 | it’s a good fit  indicates the good fit  then it is significant enough.  poor fit. |
| ***Goodness-of-Fit Index (GFI)*** | Boudreau, Gefen and Straub (2000), GFI test is used for the absolute fit of the model.  Raykov and Marcoulides (2000) suggested that GFI is a degree of co-variance proportion as per model and the variance. GFI value lie from 0 to 1 and 1 shows.   * well-fitted model, GFI should be close to 1 because the value below 0.90 gives the poor fit. | perfect fit |
| ***Adjusted Goodness-of-Fit Index (AGFI)*** | AGFI is similar to the theorized model; with no model whose range of fit lies between 0 and 1 whereas | AGFI should be above 0.80 for the well-fitted model. |
| ***Comparative Fit Index (CFI)*** | The primary function of comparative fit index is to make a comparison of the observed covariance matrix and predicted covariance matrix of the model. Thompson, Fan and Wand (1999) suggested that the heteroscedastic relationship among the dependent and independent variables is tested by the CFI that varies with the class of the modifier as it is less affected by sample size. Its range is from 0 to 1 | where significant of perfect fit is 1 |
| ***Correlation Coefficient*** | Correlation can vary from +1 to -1. Values close to +1 indicate a high-degree of positive correlation, and values close to -1 indicate a high degree of negative correlation.  Values close to zero indicate poor correlation of either kind, and 0 indicates no correlation at all. |  |