

Run MATRIX procedure:

\*\*\*\*\* PROCESS Procedure for SPSS Version 4.0 \*\*\*\*\*

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Documentation available in Hayes (2022). www.guilford.com/p/hayes3

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Model : 14  
Y : ave\_WE  
X : ave\_FSSB  
M1 : ave\_WFE  
M2 : ave\_FWE  
W : ave\_WFC

Covariates:

Edu      Usia      Status      jobtnr      spvtmr

Sample

Size: 174

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OUTCOME VARIABLE:

ave\_WFE

Model Summary

| R     | R-sq  | MSE   | F       | df1    | df2      | p     |
|-------|-------|-------|---------|--------|----------|-------|
| ,5544 | ,3074 | ,2763 | 12,3522 | 6,0000 | 167,0000 | ,0000 |

Model

|          | coeff  | se    | t       | p     | LLCI   | ULCI   |
|----------|--------|-------|---------|-------|--------|--------|
| constant | ,1824  | ,5885 | ,3100   | ,7570 | -,9794 | 1,3442 |
| ave_FSSB | ,2699  | ,0372 | 7,2621  | ,0000 | ,1965  | ,3432  |
| Edu      | -,2311 | ,0733 | -3,1523 | ,0019 | -,3758 | -,0864 |
| Usia     | -,0133 | ,0150 | -,8854  | ,3772 | -,0430 | ,0164  |
| Status   | -,0419 | ,1110 | -,3776  | ,7062 | -,2611 | ,1773  |
| jobtnr   | ,0002  | ,0144 | ,0112   | ,9911 | -,0283 | ,0286  |
| spvtmr   | -,0054 | ,0197 | -,2744  | ,7841 | -,0444 | ,0335  |

Covariance matrix of regression parameter estimates:

|          | constant | ave_FSSB | Edu    | Usia   | Status | jobtnr | spvtmr |
|----------|----------|----------|--------|--------|--------|--------|--------|
| constant | ,3463    | -,0090   | -,0193 | -,0070 | -,0253 | ,0040  | ,0026  |
| ave_FSSB | -,0090   | ,0014    | ,0002  | ,0001  | ,0004  | ,0000  | ,0000  |
| Edu      | -,0193   | ,0002    | ,0054  | ,0000  | -,0009 | ,0002  | ,0000  |
| Usia     | -,0070   | ,0001    | ,0000  | ,0002  | ,0003  | -,0002 | -,0001 |
| Status   | -,0253   | ,0004    | -,0009 | ,0003  | ,0123  | -,0006 | ,0000  |
| jobtnr   | ,0040    | ,0000    | ,0002  | -,0002 | -,0006 | ,0002  | ,0000  |
| spvtmr   | ,0026    | ,0000    | ,0000  | -,0001 | ,0000  | ,0000  | ,0004  |

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OUTCOME VARIABLE:

ave\_FWE

Model Summary

| R     | R-sq  | MSE   | F      | df1    | df2      | p     |
|-------|-------|-------|--------|--------|----------|-------|
| ,5078 | ,2579 | ,2245 | 9,6724 | 6,0000 | 167,0000 | ,0000 |

| Model    | coeff  | se    | t       | p     | LLCI   | ULCI   |
|----------|--------|-------|---------|-------|--------|--------|
| constant | ,1058  | ,5304 | ,1995   | ,8421 | -,9414 | 1,1530 |
| ave_FSSB | ,0373  | ,0335 | 1,1139  | ,2669 | -,0288 | ,1034  |
| Edu      | -,3444 | ,0661 | -5,2118 | ,0000 | -,4748 | -,2139 |
| Usia     | ,0252  | ,0136 | 1,8605  | ,0646 | -,0015 | ,0520  |
| Status   | ,3368  | ,1001 | 3,3660  | ,0009 | ,1393  | ,5344  |
| jobtnr   | -,0441 | ,0130 | -3,3941 | ,0009 | -,0698 | -,0184 |
| spvtnr   | -,0677 | ,0178 | -3,8092 | ,0002 | -,1028 | -,0326 |

Covariance matrix of regression parameter estimates:

|          | constant | ave_FSSB | Edu    | Usia   | Status | jobtnr | spvtnr |
|----------|----------|----------|--------|--------|--------|--------|--------|
| constant | ,2813    | -,0073   | -,0156 | -,0057 | -,0205 | ,0033  | ,0021  |
| ave_FSSB | -,0073   | ,0011    | ,0002  | ,0000  | ,0004  | ,0000  | ,0000  |
| Edu      | -,0156   | ,0002    | ,0044  | ,0000  | -,0007 | ,0002  | ,0000  |
| Usia     | -,0057   | ,0000    | ,0000  | ,0002  | ,0002  | -,0001 | -,0001 |
| Status   | -,0205   | ,0004    | -,0007 | ,0002  | ,0100  | -,0005 | ,0000  |
| jobtnr   | ,0033    | ,0000    | ,0002  | -,0001 | -,0005 | ,0002  | ,0000  |
| spvtnr   | ,0021    | ,0000    | ,0000  | -,0001 | ,0000  | ,0000  | ,0003  |

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OUTCOME VARIABLE:

ave\_WE

Model Summary

| R     | R-sq  | MSE   | F       | df1     | df2      | p     |
|-------|-------|-------|---------|---------|----------|-------|
| ,6731 | ,4530 | ,2077 | 12,1967 | 11,0000 | 162,0000 | ,0000 |

| Model    | coeff  | se    | t       | p     | LLCI   | ULCI   |
|----------|--------|-------|---------|-------|--------|--------|
| constant | 3,3132 | ,5148 | 6,4363  | ,0000 | 2,2967 | 4,3298 |
| ave_FSSB | ,0833  | ,0412 | 2,0236  | ,0447 | ,0020  | ,1646  |
| ave_WFE  | ,1013  | ,1124 | ,9014   | ,3687 | -,1206 | ,3232  |
| ave_FWE  | ,5843  | ,1164 | 5,0196  | ,0000 | ,3544  | ,8142  |
| ave_WFC  | -,0526 | ,0717 | -,7336  | ,4642 | -,1942 | ,0890  |
| Int_1    | -,3709 | ,1264 | -2,9357 | ,0038 | -,6205 | -,1214 |
| Int_2    | ,3521  | ,1230 | 2,8616  | ,0048 | ,1091  | ,5951  |
| Edu      | ,1573  | ,0690 | 2,2787  | ,0240 | ,0210  | ,2936  |
| Usia     | -,0107 | ,0140 | -,7648  | ,4455 | -,0385 | ,0170  |
| Status   | ,2768  | ,1039 | 2,6643  | ,0085 | ,0716  | ,4820  |
| jobtnr   | ,0163  | ,0135 | 1,2073  | ,2291 | -,0103 | ,0429  |
| spvtnr   | ,0032  | ,0187 | ,1686   | ,8664 | -,0338 | ,0401  |

Product terms key:

Int\_1 : ave\_WFE x ave\_WFC  
Int\_2 : ave\_FWE x ave\_WFC

Covariance matrix of regression parameter estimates:

|          | constant | ave_FSSB | ave_WFE | ave_FWE | ave_WFC | Int_1  | Int_2  | Edu    | Usia   | Status | jobtnr | spvtnr |
|----------|----------|----------|---------|---------|---------|--------|--------|--------|--------|--------|--------|--------|
| constant | ,2650    | -,0064   | -,0024  | ,0008   | ,0010   | -,0035 | -,0039 | -,0141 | -,0055 | -,0185 | ,0032  | ,0020  |
| ave_FSSB | -,0064   | ,0017    | -,0025  | ,0019   | -,0007  | -,0013 | ,0006  | ,0002  | ,0000  | -,0003 | ,0001  | ,0001  |
| ave_WFE  | -,0024   | -,0025   | ,0126   | -,0097  | -,0002  | ,0086  | -,0058 | -,0005 | ,0003  | ,0030  | -,0003 | -,0003 |
| ave_FWE  | ,0008    | ,0019    | -,0097  | ,0136   | -,0014  | -,0078 | ,0054  | ,0022  | -,0004 | -,0043 | ,0005  | ,0007  |
| ave_WFC  | ,0010    | -,0007   | -,0002  | -,0014  | ,0051   | ,0013  | -,0002 | ,0001  | ,0000  | ,0003  | ,0000  | -,0003 |
| Int_1    | -,0035   | -,0013   | ,0086   | -,0078  | ,0013   | ,0160  | -,0086 | -,0007 | ,0003  | ,0013  | -,0002 | -,0001 |
| Int_2    | -,0039   | ,0006    | -,0058  | ,0054   | -,0002  | -,0086 | ,0151  | -,0002 | ,0002  | -,0020 | -,0001 | -,0002 |

|        |        |        |        |        |        |        |        |        |        |        |        |        |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Edu    | -,0141 | ,0002  | -,0005 | ,0022  | ,0001  | -,0007 | -,0002 | ,0048  | -,0001 | -,0013 | ,0003  | ,0001  |
| Usia   | -,0055 | ,0000  | ,0003  | -,0004 | ,0000  | ,0003  | ,0002  | -,0001 | ,0002  | ,0003  | -,0001 | -,0001 |
| Status | -,0185 | -,0003 | ,0030  | -,0043 | ,0003  | ,0013  | -,0020 | -,0013 | ,0003  | ,0108  | -,0006 | -,0002 |
| jobtnr | ,0032  | ,0001  | -,0003 | ,0005  | ,0000  | -,0002 | -,0001 | ,0003  | -,0001 | -,0006 | ,0002  | ,0000  |
| spvtnr | ,0020  | ,0001  | -,0003 | ,0007  | -,0003 | -,0001 | -,0002 | ,0001  | -,0001 | -,0002 | ,0000  | ,0004  |

Test(s) of X by M interaction:

|      |        |        |          |       |
|------|--------|--------|----------|-------|
|      | F      | df1    | df2      | p     |
| M1*X | 4,0972 | 1,0000 | 161,0000 | ,0446 |
| M2*X | 5,2764 | 1,0000 | 161,0000 | ,0229 |

Test(s) of highest order unconditional interaction(s):

|      |         |        |        |          |       |
|------|---------|--------|--------|----------|-------|
|      | R2-chng | F      | df1    | df2      | p     |
| M1*W | ,0291   | 8,6183 | 1,0000 | 162,0000 | ,0038 |
| M2*W | ,0277   | 8,1890 | 1,0000 | 162,0000 | ,0048 |

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Focal predict: ave\_WFE (M1)  
Mod var: ave\_WFC (W)

Conditional effects of the focal predictor at values of the moderator(s):

|         |        |       |        |       |        |       |
|---------|--------|-------|--------|-------|--------|-------|
| ave_WFC | Effect | se    | t      | p     | LLCI   | ULCI  |
| -,5667  | ,3115  | ,0893 | 3,4872 | ,0006 | ,1351  | ,4879 |
| ,0000   | ,1013  | ,1124 | ,9014  | ,3687 | -,1206 | ,3232 |
| ,5667   | -,1089 | ,1659 | -,6566 | ,5124 | -,4366 | ,2187 |

Data for visualizing the conditional effect of the focal predictor:

Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/

ave\_WFE ave\_WFC ave\_WE .

BEGIN DATA.

|        |        |        |
|--------|--------|--------|
| -,6206 | -,5667 | 4,2900 |
| ,0000  | -,5667 | 4,4833 |
| ,6206  | -,5667 | 4,6766 |
| -,6206 | ,0000  | 4,3906 |
| ,0000  | ,0000  | 4,4535 |
| ,6206  | ,0000  | 4,5163 |
| -,6206 | ,5667  | 4,4913 |
| ,0000  | ,5667  | 4,4237 |
| ,6206  | ,5667  | 4,3561 |

END DATA.

GRAPH/SCATTERPLOT=

ave\_WFE WITH ave\_WE BY ave\_WFC .

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Focal predict: ave\_FWE (M2)  
Mod var: ave\_WFC (W)

Conditional effects of the focal predictor at values of the moderator(s):

|         |        |       |        |       |       |        |
|---------|--------|-------|--------|-------|-------|--------|
| ave_WFC | Effect | se    | t      | p     | LLCI  | ULCI   |
| -,5667  | ,3848  | ,1108 | 3,4728 | ,0007 | ,1660 | ,6036  |
| ,0000   | ,5843  | ,1164 | 5,0196 | ,0000 | ,3544 | ,8142  |
| ,5667   | ,7839  | ,1567 | 5,0027 | ,0000 | ,4745 | 1,0933 |

Data for visualizing the conditional effect of the focal predictor:

Paste text below into a SPSS syntax window and execute to produce plot.

```

DATA LIST FREE/
  ave_FWE  ave_WFC  ave_WE  .
BEGIN DATA.
  -,5404    -,5667    4,2754
  ,0000     -,5667    4,4833
  ,5404     -,5667    4,6912
  -,5404     ,0000    4,1377
  ,0000     ,0000    4,4535
  ,5404     ,0000    4,7692
  -,5404     ,5667    4,0001
  ,0000     ,5667    4,4237
  ,5404     ,5667    4,8472
END DATA.
GRAPH/SCATTERPLOT=
  ave_FWE  WITH      ave_WE  BY      ave_WFC  .

***** CORRELATIONS BETWEEN MODEL RESIDUALS *****

      ave_WFE    ave_FWE    ave_WE
ave_WFE    1,0000    ,6438    ,0000
ave_FWE    ,6438    1,0000    ,0000
ave_WE     ,0000    ,0000    1,0000

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y
      Effect      se      t      p      LLCI      ULCI
      ,0833      ,0412    2,0236    ,0447    ,0020      ,1646

Conditional indirect effects of X on Y:

INDIRECT EFFECT:
ave_FSSB  ->    ave_WFE    ->    ave_WE

      ave_WFC    Effect    BootSE    BootLLCI    BootULCI
      -,5667     ,0841     ,0283     ,0212     ,1350
      ,0000     ,0273     ,0362     -,0511     ,0925
      ,5667     -,0294     ,0506     -,1386     ,0613

      Index of moderated mediation:
      Index    BootSE    BootLLCI    BootULCI
ave_WFC     -,1001     ,0341     -,1730     -,0409

Pairwise contrasts between conditional indirect effects (Effect1 minus Effect2)
      Effect1    Effect2    Contrast    BootSE    BootLLCI    BootULCI
      ,0273     ,0841     -,0567     ,0193     -,0980     -,0232
      -,0294     ,0841     -,1135     ,0387     -,1960     -,0464
      -,0294     ,0273     -,0567     ,0193     -,0980     -,0232
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INDIRECT EFFECT:
ave_FSSB  ->    ave_FWE    ->    ave_WE

      ave_WFC    Effect    BootSE    BootLLCI    BootULCI
      -,5667     ,0144     ,0165     -,0125     ,0539
      ,0000     ,0218     ,0228     -,0191     ,0710

```

,5667 ,0292 ,0296 -,0260 ,0910

Index of moderated mediation:

|         | Index | BootSE | BootLLCI | BootULCI |
|---------|-------|--------|----------|----------|
| ave_WFC | ,0131 | ,0130  | -,0125   | ,0387    |

Pairwise contrasts between conditional indirect effects (Effect1 minus Effect2)

| Effect1 | Effect2 | Contrast | BootSE | BootLLCI | BootULCI |
|---------|---------|----------|--------|----------|----------|
| ,0218   | ,0144   | ,0074    | ,0073  | -,0071   | ,0219    |
| ,0292   | ,0144   | ,0149    | ,0147  | -,0142   | ,0439    |
| ,0292   | ,0218   | ,0074    | ,0073  | -,0071   | ,0219    |

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\*\*\*\*\* ANALYSIS NOTES AND ERRORS \*\*\*\*\*

Level of confidence for all confidence intervals in output:  
95,0000

Number of bootstrap samples for percentile bootstrap confidence intervals:  
5000

W values in conditional tables are the mean and +/- SD from the mean.

NOTE: The following variables were mean centered prior to analysis:  
ave\_WFC ave\_WFE ave\_FWE

NOTE: Standardized coefficients not available for models with moderators.

----- END MATRIX -----