Occupational Stress in the lives of Intermodal Truckers in the Memphis Metroplex

Prepared by

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Commercial drivers, whether they are driving licensed trucks or bus drivers, operate in demanding work environments that require long periods of concentration in challenging physical conditions. Potentially serious consequences to their health due to innate properties of their jobs often occur. The work environment of intermodal truckers is characterized by high levels of job demands and role conflicts along with low control and autonomy. In numerous studies conducted with commercial drivers and also with intermodal truckers, it has been found that their behaviors are often characterized by reports of fatigue and strain experienced at the end of various trips that they must undertake. Mental and physical conditions are known to contribute to hypertension, cardiovascular diseases and sleep disorders. Both mental and physical experiences endured during the working hours (during driving on various trip, coordinating their activities with other employees, loading/unloading) cause stressful and more often than not quite stressful experiences. The occupational environment of commercial OTR drivers and Intermodal drivers have become an important public safety issue because of increased risk of motor vehicle accidents due to fatigue, lack of sleep, etc.

Purpose of the present investigation

This investigation was undertaken on behalf of the Intermodal Freight Transportation Institute of the College of Engineering at the University of Memphis. Professor Rabi Bhagat of the Department of Management has been working in the area of identification of work stressors in the occupational environments of air traffic controllers, university personnel, sales professionals, etc. for the past thirty years. He has been awarded grants by the National Science Foundation of the US Government to investigate the role of personal life-related stressful incidences on work performance and work adjustment processes during the early 1980s. He and his doctoral student, Robert Vickrey, were interested in identifying the major sources and causes of stress in the

intermodal truckers in the Memphis metroplex. With the assistance of Dan Pallame, Leadership Director of the IFTI, they were able to obtain excellent cooperation from three intermodal logistics companies near the BNSF Intermodal Station in Memphis.

Various Stages of the Research Process

1. Rabi Bhagat and Robert Vickrey undertook and extensive survey of published studies in the area of identification of occupational stressors in the lives of intermodal truckers. Publications from the National Institute of Health and scientific research findings on the comparative profiles of stressful experiences of occupations in the area of trucking and bus driving were extensively reviewed during the summer of 2010.
2. After surveying the literature, they developed an interview schedule to interview three representative samples from the intermodal companies who were pleased to participate in the study. Both researchers made three trips to the respective headquarters of the trucking companies and conducted in-depth focus groups with over 25 individuals (roughly 8-10 from Comtrax, Express-America, and Intermodal Cartage participated). We appreciate the kind of interest and support that we received from the head offices of these companies. The interviews were carefully transcribe and interpreted and reinterpreted for developing the research instrument (i.e. questionnaire) which was then administered in the Fall of 2010.
3. After collecting the completed questionnaires, we conducted a series of analyses – both descriptive and analytical to discern interesting patterns of occupational stresses that are perhaps unique in this group of respondents from the Memphis metroplex.

Results of the Analyses

Completed questionnaires looking at the occupational lives of intermodal truckers were completed and returned to the investigators in October. Three major intermodal transportation companies in the Memphis area (Comtrak Logistics, Inc., Intermodal Cartage Group, and Express America Trucking, Inc.) participated in the study and collected data from their company drivers and also from the allied independent owner operators who participate in intermodal deliveries. A total of one hundred fifteen (115) questionnaires were returned (20 from Express America, 43 from Comtrak, and 52 from IMCG) and the results were coded into PSPP (a GNU license implementation of the SPSS architecture) and analyzed.

Some of the descriptive statistics were of note upon initial review of the data. The average age of the intermodal truckers was 46.62 years, 6.82 years (+17.1%) higher than the national median age for this occupational classification (www.bls.gov/cps/occupation_age.htm). .This is quite relevant because the Occupational Safety and Health Administration has determined that the average life expectancy of a trucker is around 61, or 15 years less than the average American male.

Intermodal drivers, like their OTR truck driver counterparts, continue to have some of the longest work weeks among non-salaried employees. Intermodal truckers in the study averaged 59.56 hours per week, an incredible 72.6% longer work week when compared to private nonfarm payroll employees who averaged just 34.5 hours in September, 2012 (http://www.bls.gov/news.release/empsit.nr0.htm).

The study participants average 17.87 years of truck driving experience with 7.90 years of direct intermodal driving experience, reflecting a mature and highly trained workforce. Gender diversity is absent in the survey sample with only one female respondent (0.9% Female);

however, racial diversity is readily apparent. Of those responding to demographic questions (4 respondents failed to note their demographic characteristics), African-Americans made up 51.79%, Caucasians 38.39%, Hispanic/Latino 8.93%, and Other 0.89% of the respondents. The sample composition compares favorable with the Memphis metropolitan statistical area(MSA) rates of 61.41% African-American, 34.41% Caucasian, and 2.97% Hispanic/Latino respectively (http://memphis.areaconnect.com/statistics.htm).

The sample also contained a balance between company drivers, who are employees of the intermodal logistics companies, and independent owner-operators, who are contract labor or subcontractors . Of those that marked their driver category (there were 3 no response), fifty four respondents (47.79%) were employees, while fifty nine respondents (52.21%) were owner-operators. This distinction might be especially important in relation to the physical manifestations of stress as owner-operators typically have a lower rate of healthcare participation. Matt Amen of the trucking financial services company ATBS says that only 25 percent of owner-operator truck drivers have worthwhile medical insurance.

The final demographic information is the dominant intermodal type that the driver most often is tasked with. Intermodal trucking is routinely broken up into three categories - Short, Medium, and Long Haul. Short or "City" load drivers account for 33.33% of the respondents. These drivers typically are tasked with making five or more runs per day and as one driver noted in the focus group interviews, "City drivers get paid by the load, so we are hustling to get as many loads as we possibly can in a day." It is expected that these drivers will have more issues relating to the operational aspects of the BNSF Intermodal Facilities. Medium-haul drivers (in the 50-150 miles range) make up 37.84% of the respondents. These drivers are generally given a fixed number of loads per day that is carefully monitored at a software level to ensure a measure

of equity in driving distance over time. The long-haul or regional drivers are typically tasked with one (or two occasionally) run per day, often on dedicated routes. When compared to the composite physical stress scores (q9-q18) (See chart 1 below), it is apparent that Long-haul operation is the least physically stressful of the three types while has the highest incidence of high levels of mental stresses.

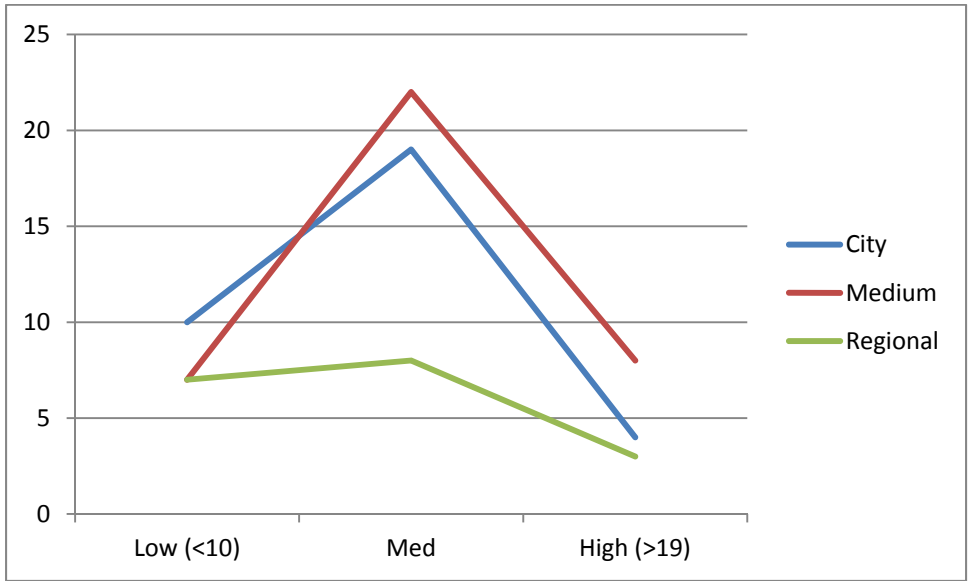
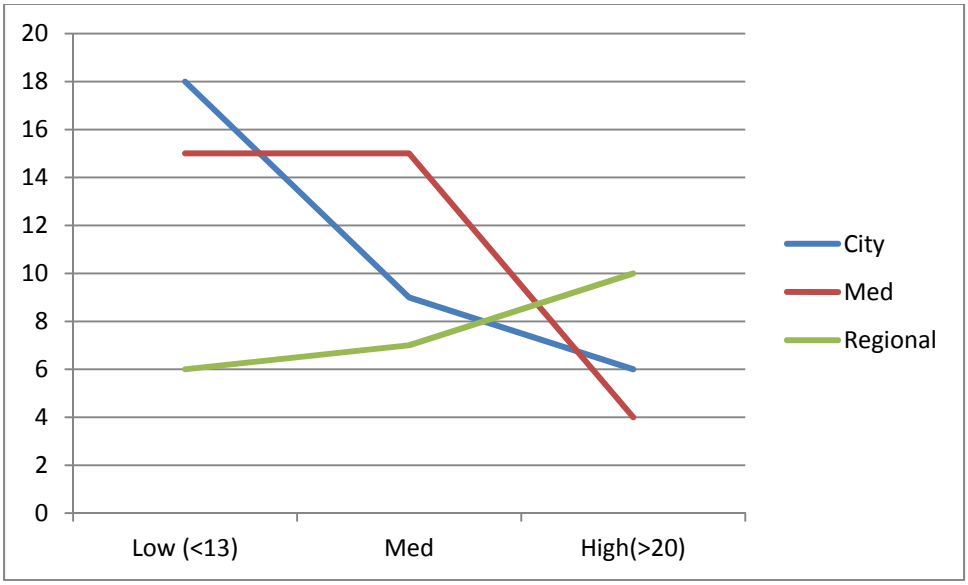


Figure 1 - Physical Stresses (Q9-Q18) by Intermodal Type

This comes as a surprise to us because the existing literature seems to indicate that truckers engaging in long-rang or regional trucking experience more stresses than those who operate buses or truck in the local or medium range settings. It is possible that this is a new finding indeed since even in our focus group interviews we got the distinct impression that long-range intermodal truckers did not complain a great deal about stressful experiences. Most of their complaints regarding stressful experience dealt with the lack of proper coordination and communication with the dispatchers. We were also surprised that almost no one complained about interferences from spouses or socially significant persons either in their occupational lives or personal lives.

Figure 2 - Mental Stresses (Q19-Q28) by Intermodal Type



Mental stresses seem to be lowest for Medium-range intermodal trucking drivers. This is easy to interpret because they are unlike city drivers who must encounter a large number of stops and interruptions with the daily flow of traffic in the city. In a similar but interesting vein, the regional drivers have to deal with long periods of boredom but not necessarily the hassles that are present in the occupational lives of city drivers.

Research on daily hassles experienced by members of healthcare organizations and other professions conducted at the University of Washington – Seattle Medical School reveal that continuous experience of interruptions over a long period of one's occupational life can lead to serious incidences of myocardial infarction, hypertension, and other potentially harmful health effects. While the purpose of this study was not to investigate the link between such experienced stresses and serious health outcomes, we refrain from making any additional observations at this point.

Recommendations

1. Perhaps the most important recommendation from our six month long investigation into the occupational lives of intermodal truckers is concerned with rotating their work schedules. In other words, no one should be assigned to function as solely a city-based or regional

intermodal trucker. Occasional stints in the lower stress medium-range routes should be beneficial for lowering stressful experiences.

2. Even though we had the distinct impression that these truckers received most effective types of social support from both co-workers and families, they seemed to indicate a lack of communication with the dispatchers resulting in intermittent levels of stresses. A good solution to this problem will be to conduct team building exercises with the dispatchers with enough opportunities for joint problem solving related exercises and open communication.
3. While the desire for increased pay was a recurrent theme among all the intermodal truckers, another interesting finding that seems to clearly emerge and is indeed immediately more applicable to the intermodal trucking companies is concerned with the outside work environment, especially the infrastructure of work arrangements and schedules related to BNSF Intermodal Operations. A great number of drivers expressed frustration, exasperation, and even anger toward the BNSF Intermodal Operations. Numerous examples of incompetent direction, poor equipment maintenance, and the lack of care or concern for unsafe trailers were discussed at length. Perhaps the most cost effective way to ameliorate some of the stresses, both physical and mental, is for BNSF Operation to conduct a serious audit of their operational infrastructure in close cooperation with experienced members of the trucking industry.

In the future

1. We are planning to write a major paper in the area of occupational stress using this sample of 115 truckers and complete it in Spring 2013. Before getting this article, we will send it to Dr. Lipiski, Dan Pallame, and Sean Ellis. This article will not deal with the names of the companies and as is proper according to the data collection procedures of social sciences research in the area of occupational stress, none of the truckers are identified. In fact we

ourselves as the researchers, do not know the names of the truckers from these three companies who cooperated with the investigation.

2. We will present the results of the entire investigation during any forthcoming conferences conducted by the Intermodal Institute and even go to the companies to explain the nature of our findings for improving the management and retention of intermodal truckers.

CORRELATION

CORRELATIONS

/VARIABLES = SurveySite Age HrsWeek YrsTruckExp YrsIMExp Gender Race CompanyOwner IntermodalType Q9 q10 q11 q12 q13 q14Rev q15REV q16REV q17 q18 q19 q20 q21 q22REV q23REV q24 q25 q26REV q27 q28 q29 q30 q31 q32 q33 q34 q35 q36 q37 q38 q39 q40 q41 q42 q43 q44 q45 q46 q47 q48 q49 q50 q51 q52 q53 q54 q55 q56

/PRINT = TWOTAIL NOSIG.

Correlations

		Site 1Comtrax 2ExpressAmerica 3	*Age*	*HrsWeek*	*YrsTruckExp*	*YrsIMExp*	*Gender*	*1Black 2Hisp 3Cau 4other*
Site 1Comtrax 2ExpressAmerica 3	*Pearson Correlation*	1.00	-.06	.15	.01	-.09	-.01	*.27*
	Sig. (2-tailed)		.51	.11	.91	.35	.95	.00
	N	115	114	111	114	113	112	112
Age	*Pearson Correlation*	-.06	1.00	-.01	*.76*	*.39*	-.14	*.25*
	Sig. (2-tailed)	.51		.89	.00	.00	.15	.01
	N	114	114	110	113	112	111	111
HrsWeek	*Pearson Correlation*	.15	-.01	1.00	-.04	-.11	-.19	.19
	Sig. (2-tailed)	.11	.89		.66	.26	.05	.05
	N	111	110	111	110	110	109	108
YrsTruckExp	*Pearson Correlation*	.01	*.76*	-.04	1.00	*.44*	-.05	*.30*
	Sig. (2-tailed)	.91	.00	.66		.00	.58	.00
	N	114	113	110	114	112	111	111
YrsIMExp	*Pearson Correlation*	-.09	*.39*	-.11	*.44*	1.00	-.05	-.15
	Sig. (2-tailed)	.35	.00	.26	.00		.59	.11
	N	113	112	110	112	113	110	110
Gender	*Pearson Correlation*	-.01	-.14	-.19	-.05	-.05	1.00	.11
	Sig. (2-tailed)	.95	.15	.05	.58	.59		.25
	N	112	111	109	111	110	112	110
1Black 2Hisp 3Cau 4other	*Pearson Correlation*	*.27*	*.25*	.19	*.30*	-.15	.11	1.00
	Sig. (2-tailed)	.00	.01	.05	.00	.11	.25	
	N	112	111	108	111	110	110	112
1Comp 2OwnerOp	*Pearson Correlation*	.09	-.08	.00	.03	-.07	-.10	.11

		Site 1Comtrax 2ExpressAmerica 3	Age	HrsWeek	YrsTruckExp	YrsIMExp	Gender	1Black 2Hisp 3Cau 4other
	Sig. (2-tailed)	.33	.40	.97	.72	.46	.31	.26
	N	113	112	109	112	111	111	110
1Short 2Med 3Long	Pearson Correlation	.31	.21	.37	.24	-.20	-.12	.34
	Sig. (2-tailed)	.00	.02	.00	.01	.04	.23	.00
	N	111	110	107	110	109	109	109
Q9	Pearson Correlation	.23	.00	.24	.11	.14	-.01	.31
	Sig. (2-tailed)	.02	.96	.02	.25	.17	.91	.00
	N	106	105	102	105	104	103	103
q10	Pearson Correlation	-.08	-.10	-.14	-.06	-.10	.08	-.15
	Sig. (2-tailed)	.38	.30	.16	.52	.28	.41	.11
	N	114	113	110	113	112	111	111
q11	Pearson Correlation	.07	-.13	.14	-.07	.00	-.02	-.15
	Sig. (2-tailed)	.48	.21	.17	.51	.99	.88	.13
	N	102	101	98	101	100	100	99
q12	Pearson Correlation	.18	.03	.13	.10	.12	.04	.12
	Sig. (2-tailed)	.06	.80	.17	.32	.20	.68	.20
	N	111	110	107	110	109	109	109
q13	Pearson Correlation	.12	.06	.03	.04	-.05	.07	.28
	Sig. (2-tailed)	.23	.57	.78	.69	.62	.50	.00
	N	106	105	102	105	104	103	103
q14Rev	Pearson Correlation	.20	.12	.17	.12	.13	.09	.19
	Sig. (2-tailed)	.03	.20	.08	.20	.19	.36	.04
	N	113	112	109	112	111	111	111
q15REV	Pearson Correlation	.01	.14	.02	.16	.08	.18	.19
	Sig. (2-tailed)	.93	.17	.88	.12	.41	.07	.06
	N	103	102	99	102	101	102	101
q16REV	Pearson Correlation	.00	.06	-.06	.09	-.04	.12	.01
	Sig. (2-tailed)	.97	.53	.55	.35	.67	.19	.92
	N	113	112	109	112	111	112	111

		Site 1Comtrax 2ExpressAmerica 3	*Age*	*HrsWeek*	*YrsTruckExp*	*YrsIMExp*	*Gender*	*1Black 2Hisp 3Cau 4other*
q17	*Pearson Correlation*	-.12	.05	.06	.06	.09	.19	*.21*
	Sig. (2-tailed)	.23	.64	.55	.52	.37	.06	.03
	N	104	103	100	103	102	101	101
q18	*Pearson Correlation*	-.03	.04	.10	.06	.04	.07	.14
	Sig. (2-tailed)	.75	.71	.28	.50	.66	.44	.15
	N	114	113	110	113	112	112	112
q19	*Pearson Correlation*	.13	-.04	.15	.07	-.10	.06	*.22*
	Sig. (2-tailed)	.20	.68	.13	.50	.33	.53	.03
	N	99	98	96	98	97	98	97
q20	*Pearson Correlation*	.12	-.15	.15	-.01	-.06	.09	.19
	Sig. (2-tailed)	.22	.11	.11	.95	.55	.37	.05
	N	113	112	109	112	111	110	110
q21	*Pearson Correlation*	.09	-.10	-.01	-.05	-.06	*.29*	*.40*
	Sig. (2-tailed)	.40	.34	.94	.66	.58	.00	.00
	N	97	96	93	96	95	94	94
q22REV	*Pearson Correlation*	.08	.00	.09	.13	.13	.06	.02
	Sig. (2-tailed)	.39	.97	.37	.18	.19	.51	.85
	N	111	110	107	110	109	108	108
q23REV	*Pearson Correlation*	-.03	-.04	-.04	-.01	*.20*	.14	-.04
	Sig. (2-tailed)	.80	.69	.69	.91	.05	.17	.67
	N	103	102	99	102	101	100	100
q24	*Pearson Correlation*	*.25*	*-.19*	.18	-.07	-.10	.09	*.23*
	Sig. (2-tailed)	.01	.05	.06	.46	.30	.35	.02
	N	111	110	107	110	109	109	108
q25	*Pearson Correlation*	.05	.04	-.13	.10	-.10	-.06	-.01
	Sig. (2-tailed)	.64	.68	.21	.30	.34	.56	.92
	N	101	100	97	100	99	100	99
q26REV	*Pearson Correlation*	.03	-.01	.07	.04	.12	-.02	.02

		Site 1Comtrax 2ExpressAmerica 3	Age	HrsWeek	YrsTruckExp	YrsIMExp	Gender	1Black 2Hisp 3Cau 4other
	Sig. (2-tailed)	.72	.90	.45	.71	.23	.83	.82
	N	109	108	105	108	107	107	106
q27	Pearson Correlation	.15	-.06	.20	-.02	-.11	.24	.29
	Sig. (2-tailed)	.14	.56	.05	.86	.28	.02	.00
	N	103	102	99	102	101	101	101
q28	Pearson Correlation	.13	-.15	.15	.07	-.04	.11	.31
	Sig. (2-tailed)	.17	.11	.12	.47	.70	.27	.00
	N	113	112	109	112	111	111	111
q29	Pearson Correlation	.06	-.05	.11	.03	-.07	-.07	.10
	Sig. (2-tailed)	.53	.59	.29	.77	.48	.51	.31
	N	103	102	99	102	101	101	101
q30	Pearson Correlation	-.05	-.02	-.03	.05	-.05	.05	.14
	Sig. (2-tailed)	.60	.82	.77	.64	.63	.60	.13
	N	112	111	108	111	110	109	109
q31	Pearson Correlation	.08	-.17	.26	-.06	.01	-.08	.02
	Sig. (2-tailed)	.41	.09	.01	.57	.88	.42	.87
	N	105	104	101	104	103	103	103
q32	Pearson Correlation	.07	.12	.28	.22	.12	.12	.28
	Sig. (2-tailed)	.44	.20	.00	.02	.23	.23	.00
	N	111	110	107	111	109	109	109
q33	Pearson Correlation	.09	-.20	.16	-.06	-.17	.01	.11
	Sig. (2-tailed)	.34	.05	.12	.54	.08	.90	.27
	N	104	103	100	103	102	102	102
q34	Pearson Correlation	-.06	-.20	.06	-.06	-.15	.12	.09
	Sig. (2-tailed)	.50	.04	.54	.55	.12	.21	.33
	N	110	109	106	109	108	107	107
q35	Pearson Correlation	-.05	-.19	.14	-.04	-.01	.11	.20
	Sig. (2-tailed)	.64	.05	.16	.72	.94	.28	.05
	N	101	100	97	100	100	99	99

		Site 1Comtrax 2ExpressAmerica 3	*Age*	*HrsWeek*	*YrsTruckExp*	*YrsIMExp*	*Gender*	*1Black 2Hisp 3Cau 4other*
q36	*Pearson Correlation*	-.08	-.14	.06	.01	.00	.09	*.21*
	Sig. (2-tailed)	.39	.15	.55	.93	.97	.33	.03
	N	113	112	109	112	111	110	110
q37	*Pearson Correlation*	*-.28*	.13	-.11	.01	-.07	.04	-.17
	Sig. (2-tailed)	.00	.20	.29	.90	.48	.72	.09
	N	104	103	100	103	102	101	101
q38	*Pearson Correlation*	.02	-.03	.05	-.06	.00	-.09	-.12
	Sig. (2-tailed)	.84	.77	.61	.53	.98	.33	.21
	N	114	113	110	113	112	111	111
q39	*Pearson Correlation*	*-.28*	.09	*-.20*	-.02	-.14	.10	-.07
	Sig. (2-tailed)	.00	.40	.04	.88	.17	.33	.48
	N	103	102	99	102	101	101	101
q40	*Pearson Correlation*	.01	-.15	-.06	*-.19*	-.06	.01	-.05
	Sig. (2-tailed)	.89	.12	.51	.05	.56	.89	.60
	N	112	111	108	111	110	109	109
q41	*Pearson Correlation*	.18	-.05	*.22*	-.10	.08	.05	-.04
	Sig. (2-tailed)	.08	.61	.04	.33	.44	.66	.73
	N	95	94	92	94	93	94	93
q42	*Pearson Correlation*	*-.20*	.07	.00	-.05	.00	-.05	-.16
	Sig. (2-tailed)	.04	.46	.98	.60	.96	.62	.10
	N	108	107	105	107	106	106	105
q43	*Pearson Correlation*	-.07	-.05	*-.21*	-.13	*-.28*	-.12	-.11
	Sig. (2-tailed)	.48	.61	.03	.19	.00	.23	.28
	N	104	103	100	103	102	102	102
q44	*Pearson Correlation*	*-.24*	-.01	*-.25*	-.13	-.13	.08	-.14
	Sig. (2-tailed)	.01	.94	.01	.16	.19	.44	.14
	N	110	109	106	109	108	107	107
q45	*Pearson Correlation*	*-.22*	*.21*	*-.22*	.14	-.04	-.02	-.18

		Site 1Comtrax 2ExpressAmerica 3	Age	HrsWeek	YrsTruckExp	YrsIMExp	Gender	1Black 2Hisp 3Cau 4other
	Sig. (2-tailed)	.03	.04	.03	.18	.73	.82	.07
	N	100	99	96	99	98	98	98
q46	Pearson Correlation	-.17	.05	-.29	-.03	-.10	.13	-.19
	Sig. (2-tailed)	.08	.63	.00	.77	.28	.19	.05
	N	111	110	107	110	109	109	109
q47	Pearson Correlation	-.07	-.01	-.25	-.07	-.14	.11	-.09
	Sig. (2-tailed)	.47	.92	.02	.47	.18	.26	.39
	N	99	98	95	98	97	98	97
q48	Pearson Correlation	-.13	.11	-.08	.02	-.08	-.05	-.15
	Sig. (2-tailed)	.17	.26	.38	.86	.38	.58	.12
	N	113	112	109	112	111	110	110
q49	Pearson Correlation	-.07	.02	-.15	-.01	-.14	.13	-.21
	Sig. (2-tailed)	.49	.80	.14	.90	.17	.19	.04
	N	104	103	100	103	102	101	101
q50	Pearson Correlation	-.14	.12	-.20	.00	-.13	-.03	-.06
	Sig. (2-tailed)	.15	.20	.04	.98	.17	.75	.54
	N	113	112	109	112	111	110	110
q51	Pearson Correlation	-.03	.02	-.10	-.10	-.13	.06	-.11
	Sig. (2-tailed)	.76	.85	.34	.33	.18	.53	.26
	N	104	103	100	103	102	102	102
q52	Pearson Correlation	-.21	.04	-.20	-.05	-.13	.07	-.13
	Sig. (2-tailed)	.03	.65	.04	.62	.17	.47	.17
	N	113	112	109	112	111	110	110
q53	Pearson Correlation	-.05	.01	-.24	-.04	-.14	-.05	-.12
	Sig. (2-tailed)	.58	.92	.02	.71	.18	.59	.24
	N	103	102	99	102	101	101	101
q54	Pearson Correlation	-.22	.06	-.17	-.06	-.11	.00	-.21
	Sig. (2-tailed)	.02	.51	.07	.54	.25	1.00	.03
	N	113	112	109	112	111	110	110

		Site 1Comtrax 2ExpressAmerica 3	Age	HrsWeek	YrsTruckExp	YrsIMExp	Gender	1Black 2Hisp 3Cau 4other
q55	Pearson Correlation	-.20	-.04	-.27	-.11	-.05	-.04	-.23
	Sig. (2-tailed)	.04	.71	.01	.29	.63	.72	.02
	N	101	100	97	100	99	100	99
q56	Pearson Correlation	-.12	.03	-.23	-.13	-.12	.13	-.18
	Sig. (2-tailed)	.21	.78	.02	.18	.20	.19	.07
	N	111	110	107	110	109	109	109

		1Comp 2OwnerOp	1Short 2Med 3Long	Q9	q10	q11	q12	q13	q14Rev	q15REV	q16REV	q17	q18
Site 1Comtrax 2ExpressAmerica 3	Pearson Correlation	.09	.31	.23	-.08	.07	.18	.12	.20	.01	.00	-.12	-.03
	Sig. (2-tailed)	.33	.00	.02	.38	.48	.06	.23	.03	.93	.97	.23	.75
	N	113	111	106	114	102	111	106	113	103	113	104	114
Age	Pearson Correlation	-.08	.21	.00	-.10	-.13	.03	.06	.12	.14	.06	.05	.04
	Sig. (2-tailed)	.40	.02	.96	.30	.21	.80	.57	.20	.17	.53	.64	.71
	N	112	110	105	113	101	110	105	112	102	112	103	113
HrsWeek	Pearson Correlation	.00	.37	.24	-.14	.14	.13	.03	.17	.02	-.06	.06	.10
	Sig. (2-tailed)	.97	.00	.02	.16	.17	.17	.78	.08	.88	.55	.55	.28
	N	109	107	102	110	98	107	102	109	99	109	100	110
YrsTruckExp	Pearson Correlation	.03	.24	.11	-.06	-.07	.10	.04	.12	.16	.09	.06	.06
	Sig. (2-tailed)	.72	.01	.25	.52	.51	.32	.69	.20	.12	.35	.52	.50
	N	112	110	105	113	101	110	105	112	102	112	103	113
YrsIMExp	Pearson Correlation	-.07	-.20	.14	-.10	.00	.12	-.05	.13	.08	-.04	.09	.04
	Sig. (2-tailed)	.46	.04	.17	.28	.99	.20	.62	.19	.41	.67	.37	.66
	N	111	109	104	112	100	109	104	111	101	111	102	112
Gender	Pearson Correlation	-.10	-.12	-.01	.08	-.02	.04	.07	.09	.18	.12	.19	.07
	Sig. (2-tailed)	.31	.23	.91	.41	.88	.68	.50	.36	.07	.19	.06	.44
	N	111	109	103	111	100	109	103	111	102	112	101	112
1Black 2Hisp 3Cau 4other	Pearson Correlation	.11	.34	.31	-.15	-.15	.12	.28	.19	.19	.01	.21	.14

		1Comp 2OwnerOp	1Short 2Med 3Long	Q9	q10	q11	q12	q13	q14Rev	q15REV	q16REV	q17	q18
	Sig. (2-tailed)	.26	.00	.00	.11	.13	.20	.00	.04	.06	.92	.03	.15
	N	110	109	103	111	99	109	103	111	101	111	101	112
1Comp 2OwnerOp	Pearson Correlation	1.00	.30	.14	.05	.02	-.04	-.04	-.22	-.25	-.01	-.15	-.19
	Sig. (2-tailed)		.00	.17	.57	.83	.71	.72	.02	.01	.89	.15	.05
	N	113	110	104	112	101	109	104	111	102	112	102	112
1Short 2Med 3Long	Pearson Correlation	.30	1.00	.23	-.11	-.01	.11	.11	.05	-.09	.09	-.03	-.03
	Sig. (2-tailed)	.00		.02	.27	.88	.25	.26	.62	.39	.33	.74	.74
	N	110	111	102	110	99	108	102	110	100	110	100	111
Q9	Pearson Correlation	.14	.23	1.00	-.29	.37	.58	.41	.27	.10	-.12	.19	.15
	Sig. (2-tailed)	.17	.02		.00	.00	.00	.00	.01	.34	.22	.06	.12
	N	104	102	106	105	100	102	104	104	101	104	102	105
q10	Pearson Correlation	.05	-.11	-.29	1.00	-.18	-.22	-.23	-.40	-.38	-.03	-.14	-.01
	Sig. (2-tailed)	.57	.27	.00		.07	.02	.02	.00	.00	.76	.15	.88
	N	112	110	105	114	101	110	105	112	102	112	103	113
q11	Pearson Correlation	.02	-.01	.37	-.18	1.00	.35	.44	.20	.06	-.11	.15	.21
	Sig. (2-tailed)	.83	.88	.00	.07		.00	.00	.05	.53	.27	.14	.04
	N	101	99	100	101	102	98	101	100	99	101	99	101
q12	Pearson Correlation	-.04	.11	.58	-.22	.35	1.00	.30	.24	.01	-.02	.20	.30
	Sig. (2-tailed)	.71	.25	.00	.02	.00		.00	.01	.94	.87	.05	.00
	N	109	108	102	110	98	111	102	111	100	110	100	111
q13	Pearson Correlation	-.04	.11	.41	-.23	.44	.30	1.00	.53	.38	.07	.26	.20
	Sig. (2-tailed)	.72	.26	.00	.02	.00	.00		.00	.00	.50	.01	.04
	N	104	102	104	105	101	102	106	104	102	104	103	105
q14Rev	Pearson Correlation	-.22	.05	.27	-.40	.20	.24	.53	1.00	.60	.34	.23	.28
	Sig. (2-tailed)	.02	.62	.01	.00	.05	.01	.00		.00	.00	.02	.00
	N	111	110	104	112	100	111	104	113	102	112	102	113
q15REV	Pearson Correlation	-.25	-.09	.10	-.38	.06	.01	.38	.60	1.00	.38	.47	.38
	Sig. (2-tailed)	.01	.39	.34	.00	.53	.94	.00	.00		.00	.00	.00
	N	102	100	101	102	99	100	102	102	103	103	101	103

		1Comp 2OwnerOp	1Short 2Med 3Long	Q9	q10	q11	q12	q13	q14Rev	q15REV	q16REV	q17	q18
q16REV	Pearson Correlation	-.01	.09	-.12	-.03	-.11	-.02	.07	.34	.38	1.00	.06	.23
	Sig. (2-tailed)	.89	.33	.22	.76	.27	.87	.50	.00	.00		.55	.01
	N	112	110	104	112	101	110	104	112	103	113	102	113
q17	Pearson Correlation	-.15	-.03	.19	-.14	.15	.20	.26	.23	.47	.06	1.00	.61
	Sig. (2-tailed)	.15	.74	.06	.15	.14	.05	.01	.02	.00	.55		.00
	N	102	100	102	103	99	100	103	102	101	102	104	103
q18	Pearson Correlation	-.19	-.03	.15	-.01	.21	.30	.20	.28	.38	.23	.61	1.00
	Sig. (2-tailed)	.05	.74	.12	.88	.04	.00	.04	.00	.00	.01	.00	
	N	112	111	105	113	101	111	105	113	103	113	103	114
q19	Pearson Correlation	-.13	.19	.36	-.38	.21	.39	.34	.26	.20	-.11	.28	.16
	Sig. (2-tailed)	.22	.06	.00	.00	.05	.00	.00	.01	.05	.27	.01	.12
	N	97	98	96	98	94	96	96	98	95	98	94	99
q20	Pearson Correlation	-.01	.09	.48	-.21	.40	.32	.37	.12	.18	.01	.34	.26
	Sig. (2-tailed)	.90	.34	.00	.02	.00	.00	.00	.22	.08	.95	.00	.01
	N	111	110	104	112	100	109	104	111	101	111	102	112
q21	Pearson Correlation	-.07	.02	.43	-.23	.31	.41	.47	.14	.23	.03	.42	.22
	Sig. (2-tailed)	.48	.85	.00	.02	.00	.00	.00	.16	.02	.78	.00	.03
	N	96	95	95	96	92	94	96	95	93	95	94	96
q22REV	Pearson Correlation	.09	.03	.14	-.40	.25	.04	.08	.25	.20	.07	.00	-.10
	Sig. (2-tailed)	.37	.79	.16	.00	.01	.68	.40	.01	.05	.48	.98	.30
	N	109	107	102	110	98	108	102	110	100	109	100	110
q23REV	Pearson Correlation	.06	-.10	.03	-.51	.24	.10	.14	.41	.25	.20	.16	.15
	Sig. (2-tailed)	.58	.34	.74	.00	.02	.32	.16	.00	.01	.04	.11	.14
	N	101	99	101	102	98	100	102	101	99	101	100	102
q24	Pearson Correlation	.04	.08	.46	-.21	.39	.30	.43	.17	.20	-.05	.39	.23
	Sig. (2-tailed)	.68	.39	.00	.03	.00	.00	.00	.07	.05	.58	.00	.01
	N	110	107	102	110	99	107	102	109	100	110	100	110
q25	Pearson Correlation	.05	.07	-.15	.38	-.16	-.08	-.10	-.24	-.26	.09	-.21	.04

		1Comp 2OwnerOp	1Short 2Med 3Long	Q9	q10	q11	q12	q13	q14Rev	q15REV	q16REV	q17	q18
	Sig. (2-tailed)	.64	.48	.15	.00	.11	.44	.34	.02	.01	.36	.04	.67
	N	100	98	99	100	97	98	100	100	99	101	98	101
q26REV	Pearson Correlation	-.04	.00	.22	-.49	.26	.07	.17	.25	.39	-.03	.24	.03
	Sig. (2-tailed)	.69	.97	.03	.00	.01	.50	.08	.01	.00	.76	.01	.74
	N	109	106	100	108	97	105	100	107	98	108	99	108
q27	Pearson Correlation	-.01	.22	.40	-.21	.22	.31	.40	.07	.12	.01	.36	.22
	Sig. (2-tailed)	.93	.03	.00	.04	.03	.00	.00	.50	.23	.95	.00	.03
	N	102	101	101	102	98	100	102	102	100	102	100	103
q28	Pearson Correlation	.07	.13	.45	-.29	.34	.37	.31	.12	.16	.13	.27	.22
	Sig. (2-tailed)	.47	.17	.00	.00	.00	.00	.00	.21	.10	.18	.01	.02
	N	111	110	104	112	100	110	104	112	102	112	102	113
q29	Pearson Correlation	.18	.04	.32	-.19	.26	.13	.30	.19	.03	.03	.21	.01
	Sig. (2-tailed)	.07	.70	.00	.06	.01	.20	.00	.06	.73	.79	.03	.95
	N	101	101	101	102	99	100	102	102	100	102	101	103
q30	Pearson Correlation	.02	-.02	.14	.04	.17	.20	.10	.03	.06	.02	.21	.04
	Sig. (2-tailed)	.82	.88	.16	.67	.08	.04	.31	.75	.54	.85	.04	.70
	N	110	108	103	111	99	108	103	110	100	110	101	111
q31	Pearson Correlation	.09	.17	.28	-.18	.18	.09	.13	.03	-.01	-.02	.07	.13
	Sig. (2-tailed)	.37	.08	.00	.07	.07	.39	.18	.76	.89	.85	.48	.20
	N	103	102	103	104	100	102	104	104	102	104	102	105
q32	Pearson Correlation	-.08	.27	.28	-.14	-.04	.21	.12	.12	.08	-.09	.25	.18
	Sig. (2-tailed)	.42	.00	.00	.15	.70	.03	.23	.21	.43	.34	.01	.05
	N	109	108	103	110	98	108	102	110	100	110	100	111
q33	Pearson Correlation	.14	.15	.31	-.06	.30	.17	.17	-.17	-.12	-.12	.05	.04
	Sig. (2-tailed)	.17	.13	.00	.57	.00	.09	.08	.09	.21	.22	.62	.65
	N	102	101	102	103	99	101	103	103	101	103	101	104
q34	Pearson Correlation	.12	.11	.21	-.01	.17	.07	.16	-.14	-.05	.06	.03	.02
	Sig. (2-tailed)	.20	.25	.03	.94	.09	.46	.11	.15	.63	.55	.76	.80
	N	108	106	102	109	98	106	102	108	99	108	100	109

		1Comp 2OwnerOp	1Short 2Med 3Long	Q9	q10	q11	q12	q13	q14Rev	q15REV	q16REV	q17	q18
q35	Pearson Correlation	.13	.14	.31	-.13	.17	.26	.12	.07	.06	-.07	.27	.12
	Sig. (2-tailed)	.21	.16	.00	.21	.10	.01	.22	.48	.53	.48	.01	.22
	N	99	98	99	100	96	98	100	100	98	100	99	101
q36	Pearson Correlation	.15	.08	.35	-.18	.25	.20	.20	.01	.12	-.02	.21	.04
	Sig. (2-tailed)	.12	.43	.00	.05	.01	.04	.04	.91	.21	.80	.03	.65
	N	111	109	105	112	101	109	105	111	102	111	103	112
q37	Pearson Correlation	.01	-.18	-.34	.36	-.24	-.11	-.34	-.29	-.14	.15	-.21	-.05
	Sig. (2-tailed)	.89	.07	.00	.00	.02	.27	.00	.00	.15	.12	.03	.63
	N	102	101	102	103	100	100	103	102	100	102	101	103
q38	Pearson Correlation	.00	.25	.19	-.06	.06	.12	.14	-.09	-.02	-.01	-.11	.03
	Sig. (2-tailed)	1.00	.01	.05	.51	.52	.20	.16	.35	.81	.90	.29	.73
	N	112	110	105	113	101	110	105	112	102	112	103	113
q39	Pearson Correlation	.10	.01	-.35	.30	-.20	-.11	-.30	-.37	-.18	.22	-.10	-.06
	Sig. (2-tailed)	.34	.90	.00	.00	.05	.29	.00	.00	.08	.02	.33	.54
	N	101	100	101	102	98	100	102	102	101	102	101	103
q40	Pearson Correlation	-.11	.04	.09	-.05	.08	.19	.14	.03	.02	.09	.00	.05
	Sig. (2-tailed)	.23	.69	.35	.58	.41	.05	.17	.73	.86	.34	1.00	.62
	N	110	109	103	111	99	108	103	110	100	110	101	111
q41	Pearson Correlation	.02	-.01	.15	-.12	.25	.27	.25	.20	.15	-.10	.11	.21
	Sig. (2-tailed)	.85	.91	.15	.24	.02	.01	.02	.05	.16	.36	.29	.04
	N	94	95	93	94	91	92	94	94	93	94	93	95
q42	Pearson Correlation	.01	-.07	-.34	.20	-.19	-.20	-.33	-.21	-.18	.17	-.06	-.04
	Sig. (2-tailed)	.92	.45	.00	.03	.06	.05	.00	.03	.08	.07	.58	.68
	N	107	106	100	107	96	104	100	106	97	106	98	107
q43	Pearson Correlation	.14	-.12	-.25	.16	-.21	-.02	-.36	-.40	-.24	.05	-.25	-.27
	Sig. (2-tailed)	.15	.24	.01	.11	.04	.84	.00	.00	.01	.61	.01	.00
	N	102	102	102	103	99	101	103	103	101	103	101	104
q44	Pearson Correlation	-.08	-.17	-.22	.17	-.20	-.09	-.22	-.26	-.12	-.04	-.14	-.24

		1Comp 2OwnerOp	1Short 2Med 3Long	Q9	q10	q11	q12	q13	q14Rev	q15REV	q16REV	q17	q18
	Sig. (2-tailed)	.43	.08	.03	.07	.05	.34	.03	.01	.23	.71	.16	.01
	N	108	107	101	109	97	106	101	108	98	108	99	109
q45	Pearson Correlation	-.06	-.15	-.36	.38	-.29	-.20	-.30	-.20	-.10	.15	-.15	-.06
	Sig. (2-tailed)	.56	.15	.00	.00	.00	.05	.00	.05	.32	.13	.14	.57
	N	98	99	98	99	96	98	99	99	97	99	98	100
q46	Pearson Correlation	-.08	-.17	-.28	.36	-.20	-.11	-.34	-.42	-.11	.02	-.10	-.15
	Sig. (2-tailed)	.38	.08	.00	.00	.05	.24	.00	.00	.27	.81	.31	.10
	N	109	109	102	110	98	108	102	110	100	110	100	111
q47	Pearson Correlation	.01	-.17	-.26	.29	-.12	-.02	-.18	-.20	-.08	.16	-.04	-.06
	Sig. (2-tailed)	.95	.08	.01	.00	.26	.82	.08	.05	.43	.11	.73	.54
	N	99	98	97	98	95	96	98	98	97	99	96	99
q48	Pearson Correlation	.04	-.09	-.27	.38	-.19	-.20	-.24	-.30	-.15	.04	-.15	-.03
	Sig. (2-tailed)	.69	.33	.01	.00	.05	.03	.01	.00	.14	.70	.13	.73
	N	111	110	104	112	100	109	104	111	101	111	102	112
q49	Pearson Correlation	-.06	-.13	-.32	.39	-.04	-.09	-.21	-.25	-.13	.11	-.31	-.10
	Sig. (2-tailed)	.56	.20	.00	.00	.73	.40	.03	.01	.18	.28	.00	.33
	N	103	102	102	103	99	100	103	102	100	102	101	103
q50	Pearson Correlation	.05	-.09	-.18	.22	-.14	-.07	-.17	-.21	-.04	.07	-.09	-.07
	Sig. (2-tailed)	.58	.34	.07	.02	.16	.47	.09	.03	.71	.49	.35	.44
	N	111	110	104	112	100	109	104	111	101	111	102	112
q51	Pearson Correlation	.06	-.08	-.16	.10	-.14	-.04	-.21	-.18	-.05	.09	-.11	-.11
	Sig. (2-tailed)	.56	.43	.11	.33	.16	.68	.03	.07	.60	.37	.27	.28
	N	102	102	102	103	99	101	103	103	101	103	101	104
q52	Pearson Correlation	-.15	-.06	-.36	.34	-.25	-.24	-.36	-.26	-.12	.06	-.06	-.09
	Sig. (2-tailed)	.11	.52	.00	.00	.01	.01	.00	.01	.22	.54	.54	.36
	N	111	110	104	112	100	109	104	111	101	111	102	112
q53	Pearson Correlation	.12	-.18	-.27	.31	-.07	-.03	-.28	-.29	-.19	.06	-.06	-.12
	Sig. (2-tailed)	.25	.07	.01	.00	.48	.75	.00	.00	.07	.56	.55	.22
	N	102	102	101	102	98	100	102	102	100	102	100	103

		1Comp 2OwnerOp	1Short 2Med 3Long	Q9	q10	q11	q12	q13	q14Rev	q15REV	q16REV	q17	q18
q54	Pearson Correlation	-.03	-.21	-.36	.33	-.23	-.20	-.38	-.39	-.22	.11	-.16	-.14
	Sig. (2-tailed)	.74	.03	.00	.00	.02	.04	.00	.00	.03	.24	.12	.15
	N	111	110	104	112	100	109	104	111	101	111	102	112
q55	Pearson Correlation	.01	-.19	-.32	.38	-.11	-.03	-.15	-.30	-.15	.15	-.12	.10
	Sig. (2-tailed)	.91	.07	.00	.00	.28	.80	.14	.00	.13	.13	.25	.34
	N	100	99	99	100	97	98	100	100	99	101	98	101
q56	Pearson Correlation	-.05	-.10	-.24	.19	-.06	-.11	-.13	-.20	-.02	.09	-.05	-.07
	Sig. (2-tailed)	.64	.31	.01	.04	.57	.25	.19	.03	.85	.33	.61	.48
	N	109	109	103	110	99	108	103	110	101	110	101	111

		q19	q20	q21	q22REV	q23REV	q24	q25	q26REV	q27	q28	q29	q30	q31	q32
Site 1Comtrax 2ExpressAmerica 3	Pearson Correlation	.13	.12	.09	.08	-.03	.25	.05	.03	.15	.13	.06	-.05	.08	.07
	Sig. (2-tailed)	.20	.22	.40	.39	.80	.01	.64	.72	.14	.17	.53	.60	.41	.44
	N	99	113	97	111	103	111	101	109	103	113	103	112	105	111
Age	Pearson Correlation	-.04	-.15	-.10	.00	-.04	-.19	.04	-.01	-.06	-.15	-.05	-.02	-.17	.12
	Sig. (2-tailed)	.68	.11	.34	.97	.69	.05	.68	.90	.56	.11	.59	.82	.09	.20
	N	98	112	96	110	102	110	100	108	102	112	102	111	104	110
HrsWeek	Pearson Correlation	.15	.15	-.01	.09	-.04	.18	-.13	.07	.20	.15	.11	-.03	.26	.28
	Sig. (2-tailed)	.13	.11	.94	.37	.69	.06	.21	.45	.05	.12	.29	.77	.01	.00
	N	96	109	93	107	99	107	97	105	99	109	99	108	101	107
YrsTruckExp	Pearson Correlation	.07	-.01	-.05	.13	-.01	-.07	.10	.04	-.02	.07	.03	.05	-.06	.22
	Sig. (2-tailed)	.50	.95	.66	.18	.91	.46	.30	.71	.86	.47	.77	.64	.57	.02
	N	98	112	96	110	102	110	100	108	102	112	102	111	104	111
YrsIMExp	Pearson Correlation	-.10	-.06	-.06	.13	.20	-.10	-.10	.12	-.11	-.04	-.07	-.05	.01	.12
	Sig. (2-tailed)	.33	.55	.58	.19	.05	.30	.34	.23	.28	.70	.48	.63	.88	.23
	N	97	111	95	109	101	109	99	107	101	111	101	110	103	109
Gender	Pearson Correlation	.06	.09	.29	.06	.14	.09	-.06	-.02	.24	.11	-.07	.05	-.08	.12

		q19	q20	q21	q22REV	q23REV	q24	q25	q26REV	q27	q28	q29	q30	q31	q32
	Sig. (2-tailed)	.53	.37	.00	.51	.17	.35	.56	.83	.02	.27	.51	.60	.42	.23
	N	98	110	94	108	100	109	100	107	101	111	101	109	103	109
1Black 2Hisp 3Cau 4other	Pearson Correlation	.22	.19	.40	.02	-.04	.23	-.01	.02	.29	.31	.10	.14	.02	.28
	Sig. (2-tailed)	.03	.05	.00	.85	.67	.02	.92	.82	.00	.00	.31	.13	.87	.00
	N	97	110	94	108	100	108	99	106	101	111	101	109	103	109
1Comp 2OwnerOp	Pearson Correlation	-.13	-.01	-.07	.09	.06	.04	.05	-.04	-.01	.07	.18	.02	.09	-.08
	Sig. (2-tailed)	.22	.90	.48	.37	.58	.68	.64	.69	.93	.47	.07	.82	.37	.42
	N	97	111	96	109	101	110	100	109	102	111	101	110	103	109
1Short 2Med 3Long	Pearson Correlation	.19	.09	.02	.03	-.10	.08	.07	.00	.22	.13	.04	-.02	.17	.27
	Sig. (2-tailed)	.06	.34	.85	.79	.34	.39	.48	.97	.03	.17	.70	.88	.08	.00
	N	98	110	95	107	99	107	98	106	101	110	101	108	102	108
Q9	Pearson Correlation	.36	.48	.43	.14	.03	.46	-.15	.22	.40	.45	.32	.14	.28	.28
	Sig. (2-tailed)	.00	.00	.00	.16	.74	.00	.15	.03	.00	.00	.00	.16	.00	.00
	N	96	104	95	102	101	102	99	100	101	104	101	103	103	103
q10	Pearson Correlation	-.38	-.21	-.23	-.40	-.51	-.21	.38	-.49	-.21	-.29	-.19	.04	-.18	-.14
	Sig. (2-tailed)	.00	.02	.02	.00	.00	.03	.00	.00	.04	.00	.06	.67	.07	.15
	N	98	112	96	110	102	110	100	108	102	112	102	111	104	110
q11	Pearson Correlation	.21	.40	.31	.25	.24	.39	-.16	.26	.22	.34	.26	.17	.18	-.04
	Sig. (2-tailed)	.05	.00	.00	.01	.02	.00	.11	.01	.03	.00	.01	.08	.07	.70
	N	94	100	92	98	98	99	97	97	98	100	99	99	100	98
q12	Pearson Correlation	.39	.32	.41	.04	.10	.30	-.08	.07	.31	.37	.13	.20	.09	.21
	Sig. (2-tailed)	.00	.00	.00	.68	.32	.00	.44	.50	.00	.00	.20	.04	.39	.03
	N	96	109	94	108	100	107	98	105	100	110	100	108	102	108
q13	Pearson Correlation	.34	.37	.47	.08	.14	.43	-.10	.17	.40	.31	.30	.10	.13	.12
	Sig. (2-tailed)	.00	.00	.00	.40	.16	.00	.34	.08	.00	.00	.00	.31	.18	.23
	N	96	104	96	102	102	102	100	100	102	104	102	103	104	102
q14Rev	Pearson Correlation	.26	.12	.14	.25	.41	.17	-.24	.25	.07	.12	.19	.03	.03	.12
	Sig. (2-tailed)	.01	.22	.16	.01	.00	.07	.02	.01	.50	.21	.06	.75	.76	.21
	N	98	111	95	110	101	109	100	107	102	112	102	110	104	110

		q19	q20	q21	q22REV	q23REV	q24	q25	q26REV	q27	q28	q29	q30	q31	q32
q15REV	Pearson Correlation	.20	.18	.23	.20	.25	.20	-.26	.39	.12	.16	.03	.06	-.01	.08
	Sig. (2-tailed)	.05	.08	.02	.05	.01	.05	.01	.00	.23	.10	.73	.54	.89	.43
	N	95	101	93	100	99	100	99	98	100	102	100	100	102	100
q16REV	Pearson Correlation	-.11	.01	.03	.07	.20	-.05	.09	-.03	.01	.13	.03	.02	-.02	-.09
	Sig. (2-tailed)	.27	.95	.78	.48	.04	.58	.36	.76	.95	.18	.79	.85	.85	.34
	N	98	111	95	109	101	110	101	108	102	112	102	110	104	110
q17	Pearson Correlation	.28	.34	.42	.00	.16	.39	-.21	.24	.36	.27	.21	.21	.07	.25
	Sig. (2-tailed)	.01	.00	.00	.98	.11	.00	.04	.01	.00	.01	.03	.04	.48	.01
	N	94	102	94	100	100	100	98	99	100	102	101	101	102	100
q18	Pearson Correlation	.16	.26	.22	-.10	.15	.23	.04	.03	.22	.22	.01	.04	.13	.18
	Sig. (2-tailed)	.12	.01	.03	.30	.14	.01	.67	.74	.03	.02	.95	.70	.20	.05
	N	99	112	96	110	102	110	101	108	103	113	103	111	105	111
q19	Pearson Correlation	1.00	.52	.57	.20	.27	.44	-.37	.25	.57	.48	.17	.04	.24	.35
	Sig. (2-tailed)		.00	.00	.05	.01	.00	.00	.01	.00	.00	.10	.73	.02	.00
	N	99	98	89	96	94	95	93	93	94	98	95	97	96	96
q20	Pearson Correlation	.52	1.00	.60	.13	.19	.60	-.17	.39	.62	.59	.33	.04	.45	.36
	Sig. (2-tailed)	.00		.00	.16	.05	.00	.09	.00	.00	.00	.00	.67	.00	.00
	N	98	113	97	110	102	110	100	108	102	112	102	111	104	110
q21	Pearson Correlation	.57	.60	1.00	.12	.16	.57	-.40	.27	.70	.68	.41	.35	.25	.25
	Sig. (2-tailed)	.00	.00		.24	.12	.00	.00	.01	.00	.00	.00	.00	.01	.01
	N	89	97	97	94	96	94	94	93	96	96	94	95	96	94
q22REV	Pearson Correlation	.20	.13	.12	1.00	.40	.17	-.48	.49	.09	.20	.11	-.07	.04	-.14
	Sig. (2-tailed)	.05	.16	.24		.00	.08	.00	.00	.35	.04	.28	.44	.70	.16
	N	96	110	94	111	100	108	98	106	100	110	100	109	102	108
q23REV	Pearson Correlation	.27	.19	.16	.40	1.00	.25	-.40	.50	.02	.17	.08	-.18	.06	-.03
	Sig. (2-tailed)	.01	.05	.12	.00		.01	.00	.00	.86	.09	.40	.06	.54	.80
	N	94	102	96	100	103	100	100	98	101	102	100	102	102	100
q24	Pearson Correlation	.44	.60	.57	.17	.25	1.00	-.33	.36	.61	.66	.37	-.02	.30	.16

		q19	q20	q21	q22REV	q23REV	q24	q25	q26REV	q27	q28	q29	q30	q31	q32
	Sig. (2-tailed)	.00	.00	.00	.08	.01		.00	.00	.00	.00	.00	.87	.00	.11
	N	95	110	94	108	100	111	99	107	100	110	100	109	102	108
q25	Pearson Correlation	-.37	-.17	-.40	-.48	-.40	-.33	1.00	-.63	-.21	-.21	-.21	-.04	.05	.00
	Sig. (2-tailed)	.00	.09	.00	.00	.00	.00		.00	.03	.03	.03	.66	.62	.97
	N	93	100	94	98	100	99	101	97	100	101	99	100	101	99
q26REV	Pearson Correlation	.25	.39	.27	.49	.50	.36	-.63	1.00	.18	.28	.17	-.01	.11	-.06
	Sig. (2-tailed)	.01	.00	.01	.00	.00	.00	.00		.07	.00	.09	.90	.29	.56
	N	93	108	93	106	98	107	97	109	99	108	99	107	100	106
q27	Pearson Correlation	.57	.62	.70	.09	.02	.61	-.21	.18	1.00	.58	.23	.17	.31	.40
	Sig. (2-tailed)	.00	.00	.00	.35	.86	.00	.03	.07		.00	.02	.09	.00	.00
	N	94	102	96	100	101	100	100	99	103	103	101	101	103	101
q28	Pearson Correlation	.48	.59	.68	.20	.17	.66	-.21	.28	.58	1.00	.40	.15	.32	.21
	Sig. (2-tailed)	.00	.00	.00	.04	.09	.00	.03	.00	.00		.00	.11	.00	.03
	N	98	112	96	110	102	110	101	108	103	113	103	111	105	111
q29	Pearson Correlation	.17	.33	.41	.11	.08	.37	-.21	.17	.23	.40	1.00	.39	.45	.16
	Sig. (2-tailed)	.10	.00	.00	.28	.40	.00	.03	.09	.02	.00		.00	.00	.10
	N	95	102	94	100	100	100	99	99	101	103	103	101	103	101
q30	Pearson Correlation	.04	.04	.35	-.07	-.18	-.02	-.04	-.01	.17	.15	.39	1.00	.12	.17
	Sig. (2-tailed)	.73	.67	.00	.44	.06	.87	.66	.90	.09	.11	.00		.22	.07
	N	97	111	95	109	102	109	100	107	101	111	101	112	103	109
q31	Pearson Correlation	.24	.45	.25	.04	.06	.30	.05	.11	.31	.32	.45	.12	1.00	.44
	Sig. (2-tailed)	.02	.00	.01	.70	.54	.00	.62	.29	.00	.00	.00	.22		.00
	N	96	104	96	102	102	102	101	100	103	105	103	103	105	103
q32	Pearson Correlation	.35	.36	.25	-.14	-.03	.16	.00	-.06	.40	.21	.16	.17	.44	1.00
	Sig. (2-tailed)	.00	.00	.01	.16	.80	.11	.97	.56	.00	.03	.10	.07	.00	
	N	96	110	94	108	100	108	99	106	101	111	101	109	103	111
q33	Pearson Correlation	.27	.40	.24	-.14	-.12	.34	.00	-.01	.38	.35	.30	.15	.42	.55
	Sig. (2-tailed)	.01	.00	.02	.15	.25	.00	.97	.91	.00	.00	.00	.14	.00	.00
	N	95	103	96	101	101	101	100	99	102	104	102	102	104	102

		q19	q20	q21	q22REV	q23REV	q24	q25	q26REV	q27	q28	q29	q30	q31	q32
q34	Pearson Correlation	.24	.37	.31	-.16	-.09	.26	-.02	-.04	.40	.39	.28	.22	.33	.41
	Sig. (2-tailed)	.02	.00	.00	.10	.39	.01	.81	.71	.00	.00	.00	.02	.00	.00
	N	95	109	94	107	100	107	98	105	100	109	100	108	102	107
q35	Pearson Correlation	.28	.42	.39	.09	.03	.29	-.10	.20	.37	.35	.32	.43	.42	.34
	Sig. (2-tailed)	.01	.00	.00	.39	.74	.00	.32	.05	.00	.00	.00	.00	.00	.00
	N	93	100	93	98	99	98	98	97	100	101	100	99	101	99
q36	Pearson Correlation	.20	.39	.43	.04	-.01	.24	-.09	.14	.35	.34	.48	.54	.50	.29
	Sig. (2-tailed)	.05	.00	.00	.68	.88	.01	.35	.15	.00	.00	.00	.00	.00	.00
	N	98	112	97	110	103	110	101	108	103	112	103	111	105	110
q37	Pearson Correlation	-.31	-.30	-.33	-.25	-.21	-.40	.31	-.41	-.26	-.29	-.28	-.07	-.16	-.21
	Sig. (2-tailed)	.00	.00	.00	.01	.03	.00	.00	.00	.01	.00	.00	.51	.11	.04
	N	95	103	95	101	101	101	99	99	101	103	102	102	103	101
q38	Pearson Correlation	.14	.17	.12	-.09	-.07	.05	-.07	.13	.25	.09	.12	.19	.27	.28
	Sig. (2-tailed)	.17	.07	.25	.37	.46	.63	.47	.18	.01	.36	.22	.04	.00	.00
	N	98	113	97	111	103	111	101	109	103	113	103	112	105	111
q39	Pearson Correlation	-.36	-.26	-.14	-.18	-.19	-.30	.33	-.35	-.11	-.25	-.29	-.03	-.23	-.32
	Sig. (2-tailed)	.00	.01	.18	.07	.06	.00	.00	.00	.29	.01	.00	.75	.02	.00
	N	95	102	94	101	100	100	99	99	101	103	102	101	103	101
q40	Pearson Correlation	.04	.07	.19	-.04	.01	.11	-.10	.03	.16	.06	-.01	.09	-.01	-.04
	Sig. (2-tailed)	.71	.48	.06	.70	.91	.26	.33	.72	.12	.56	.94	.34	.88	.65
	N	97	112	96	109	101	109	99	107	101	111	101	110	103	109
q41	Pearson Correlation	.20	.32	.27	.08	.17	.28	-.27	.21	.31	.31	.20	.11	.18	.21
	Sig. (2-tailed)	.06	.00	.01	.44	.11	.01	.01	.05	.00	.00	.06	.29	.09	.05
	N	90	95	89	92	92	93	91	91	94	95	94	93	95	93
q42	Pearson Correlation	-.12	-.23	-.18	-.17	-.12	-.23	.04	-.18	-.17	-.21	-.17	-.02	-.21	-.17
	Sig. (2-tailed)	.26	.02	.08	.08	.23	.02	.73	.06	.10	.03	.10	.81	.04	.09
	N	96	108	95	105	98	105	96	104	99	107	98	106	100	105
q43	Pearson Correlation	-.36	-.31	-.19	-.17	-.22	-.24	.10	-.18	-.28	-.23	-.20	-.01	-.36	-.37

		q19	q20	q21	q22REV	q23REV	q24	q25	q26REV	q27	q28	q29	q30	q31	q32
	Sig. (2-tailed)	.00	.00	.07	.08	.03	.01	.34	.07	.00	.02	.04	.92	.00	.00
	N	96	104	96	101	101	101	100	99	102	104	102	102	104	102
q44	Pearson Correlation	-.24	-.32	-.08	-.08	-.27	-.31	.13	-.13	-.25	-.21	-.20	.00	-.35	-.46
	Sig. (2-tailed)	.02	.00	.42	.40	.01	.00	.20	.20	.01	.03	.04	.96	.00	.00
	N	95	110	94	107	99	107	97	105	99	109	99	108	101	107
q45	Pearson Correlation	-.35	-.50	-.28	-.15	-.20	-.42	.27	-.35	-.35	-.32	-.27	-.05	-.43	-.33
	Sig. (2-tailed)	.00	.00	.01	.15	.04	.00	.01	.00	.00	.00	.01	.60	.00	.00
	N	93	100	94	97	98	97	96	96	98	100	100	98	100	98
q46	Pearson Correlation	-.39	-.28	-.26	-.22	-.32	-.29	.35	-.29	-.25	-.23	-.29	.08	-.38	-.34
	Sig. (2-tailed)	.00	.00	.01	.02	.00	.00	.00	.00	.01	.02	.00	.44	.00	.00
	N	97	111	95	108	100	109	99	106	101	111	101	109	103	109
q47	Pearson Correlation	-.32	-.22	-.11	-.17	-.12	-.20	.22	-.33	-.15	-.16	-.18	.04	-.50	-.42
	Sig. (2-tailed)	.00	.03	.29	.11	.24	.05	.03	.00	.15	.11	.08	.67	.00	.00
	N	92	99	92	96	96	98	96	96	98	99	97	97	99	97
q48	Pearson Correlation	-.41	-.23	-.23	-.24	-.36	-.33	.34	-.35	-.17	-.25	-.21	.02	-.30	-.32
	Sig. (2-tailed)	.00	.01	.02	.01	.00	.00	.00	.00	.08	.01	.04	.85	.00	.00
	N	98	113	97	110	102	110	100	108	102	112	102	111	104	110
q49	Pearson Correlation	-.31	-.32	-.18	-.10	-.20	-.35	.25	-.36	-.18	-.30	-.28	.00	-.27	-.24
	Sig. (2-tailed)	.00	.00	.08	.34	.05	.00	.01	.00	.07	.00	.01	.96	.01	.01
	N	95	104	97	101	101	101	99	100	102	103	101	102	103	101
q50	Pearson Correlation	-.36	-.31	-.16	-.16	-.23	-.23	.20	-.26	-.19	-.17	-.19	-.07	-.43	-.52
	Sig. (2-tailed)	.00	.00	.12	.09	.02	.01	.05	.01	.06	.08	.05	.49	.00	.00
	N	98	113	97	110	102	110	100	108	102	112	102	111	104	110
q51	Pearson Correlation	-.27	-.36	-.16	.02	-.13	-.25	.13	-.12	-.11	-.19	-.20	-.12	-.31	-.44
	Sig. (2-tailed)	.01	.00	.13	.81	.20	.01	.20	.24	.25	.06	.04	.21	.00	.00
	N	96	104	96	101	101	101	100	99	102	104	102	102	104	102
q52	Pearson Correlation	-.40	-.42	-.34	-.27	-.15	-.37	.33	-.24	-.30	-.34	-.40	-.08	-.51	-.38
	Sig. (2-tailed)	.00	.00	.00	.00	.13	.00	.00	.01	.00	.00	.00	.38	.00	.00
	N	98	113	97	110	102	110	100	108	102	112	102	111	104	110

		q19	q20	q21	q22REV	q23REV	q24	q25	q26REV	q27	q28	q29	q30	q31	q32
q53	Pearson Correlation	-.35	-.35	-.18	-.19	-.23	-.27	.15	-.22	-.28	-.22	-.20	.02	-.44	-.52
	Sig. (2-tailed)	.00	.00	.09	.06	.02	.01	.15	.03	.01	.02	.04	.88	.00	.00
	N	95	103	96	100	100	100	99	99	102	103	101	101	103	101
q54	Pearson Correlation	-.41	-.29	-.24	-.26	-.22	-.29	.38	-.34	-.25	-.18	-.23	-.11	-.32	-.36
	Sig. (2-tailed)	.00	.00	.02	.01	.03	.00	.00	.00	.01	.06	.02	.25	.00	.00
	N	98	113	97	110	102	110	100	108	102	112	102	111	104	110
q55	Pearson Correlation	-.28	-.24	-.14	-.37	-.22	-.32	.33	-.49	-.21	-.18	-.26	-.10	-.26	-.32
	Sig. (2-tailed)	.01	.01	.17	.00	.03	.00	.00	.00	.04	.07	.01	.34	.01	.00
	N	93	101	93	98	98	99	98	97	99	101	99	99	101	99
q56	Pearson Correlation	-.26	-.26	-.09	-.10	-.07	-.19	.17	-.21	-.07	-.12	-.37	-.13	-.38	-.56
	Sig. (2-tailed)	.01	.01	.37	.29	.48	.05	.09	.03	.48	.19	.00	.18	.00	.00
	N	98	111	96	108	101	108	100	106	102	111	102	109	104	109

		q33	q34	q35	q36	q37	q38	q39	q40	q41	q42	q43	q44	q45	q46	q47	q48
Site 1Comtrax 2ExpressAmerica 3	Pearson Correlation	.09	-.06	-.05	-.08	-.28	.02	-.28	.01	.18	-.20	-.07	-.24	-.22	-.17	-.07	-.13
	Sig. (2-tailed)	.34	.50	.64	.39	.00	.84	.00	.89	.08	.04	.48	.01	.03	.08	.47	.17
	N	104	110	101	113	104	114	103	112	95	108	104	110	100	111	99	113
Age	Pearson Correlation	-.20	-.20	-.19	-.14	.13	-.03	.09	-.15	-.05	.07	-.05	-.01	.21	.05	-.01	.11
	Sig. (2-tailed)	.05	.04	.05	.15	.20	.77	.40	.12	.61	.46	.61	.94	.04	.63	.92	.26
	N	103	109	100	112	103	113	102	111	94	107	103	109	99	110	98	112
HrsWeek	Pearson Correlation	.16	.06	.14	.06	-.11	.05	-.20	-.06	.22	.00	-.21	-.25	-.22	-.29	-.25	-.08
	Sig. (2-tailed)	.12	.54	.16	.55	.29	.61	.04	.51	.04	.98	.03	.01	.03	.00	.02	.38
	N	100	106	97	109	100	110	99	108	92	105	100	106	96	107	95	109
YrsTruckExp	Pearson Correlation	-.06	-.06	-.04	.01	.01	-.06	-.02	-.19	-.10	-.05	-.13	-.13	.14	-.03	-.07	.02
	Sig. (2-tailed)	.54	.55	.72	.93	.90	.53	.88	.05	.33	.60	.19	.16	.18	.77	.47	.86
	N	103	109	100	112	103	113	102	111	94	107	103	109	99	110	98	112
YrsIMExp	Pearson Correlation	-.17	-.15	-.01	.00	-.07	.00	-.14	-.06	.08	.00	-.28	-.13	-.04	-.10	-.14	-.08

		q33	q34	q35	q36	q37	q38	q39	q40	q41	q42	q43	q44	q45	q46	q47	q48
	Sig. (2-tailed)	.08	.12	.94	.97	.48	.98	.17	.56	.44	.96	.00	.19	.73	.28	.18	.38
	N	102	108	100	111	102	112	101	110	93	106	102	108	98	109	97	111
Gender	Pearson Correlation	.01	.12	.11	.09	.04	-.09	.10	.01	.05	-.05	-.12	.08	-.02	.13	.11	-.05
	Sig. (2-tailed)	.90	.21	.28	.33	.72	.33	.33	.89	.66	.62	.23	.44	.82	.19	.26	.58
	N	102	107	99	110	101	111	101	109	94	106	102	107	98	109	98	110
1Black 2Hisp 3Cau 4other	Pearson Correlation	.11	.09	.20	.21	-.17	-.12	-.07	-.05	-.04	-.16	-.11	-.14	-.18	-.19	-.09	-.15
	Sig. (2-tailed)	.27	.33	.05	.03	.09	.21	.48	.60	.73	.10	.28	.14	.07	.05	.39	.12
	N	102	107	99	110	101	111	101	109	93	105	102	107	98	109	97	110
1Comp 2OwnerOp	Pearson Correlation	.14	.12	.13	.15	.01	.00	.10	-.11	.02	.01	.14	-.08	-.06	-.08	.01	.04
	Sig. (2-tailed)	.17	.20	.21	.12	.89	1.00	.34	.23	.85	.92	.15	.43	.56	.38	.95	.69
	N	102	108	99	111	102	112	101	110	94	107	102	108	98	109	99	111
1Short 2Med 3Long	Pearson Correlation	.15	.11	.14	.08	-.18	.25	.01	.04	-.01	-.07	-.12	-.17	-.15	-.17	-.17	-.09
	Sig. (2-tailed)	.13	.25	.16	.43	.07	.01	.90	.69	.91	.45	.24	.08	.15	.08	.08	.33
	N	101	106	98	109	101	110	100	109	95	106	102	107	99	109	98	110
Q9	Pearson Correlation	.31	.21	.31	.35	-.34	.19	-.35	.09	.15	-.34	-.25	-.22	-.36	-.28	-.26	-.27
	Sig. (2-tailed)	.00	.03	.00	.00	.00	.05	.00	.35	.15	.00	.01	.03	.00	.00	.01	.01
	N	102	102	99	105	102	105	101	103	93	100	102	101	98	102	97	104
q10	Pearson Correlation	-.06	-.01	-.13	-.18	.36	-.06	.30	-.05	-.12	.20	.16	.17	.38	.36	.29	.38
	Sig. (2-tailed)	.57	.94	.21	.05	.00	.51	.00	.58	.24	.03	.11	.07	.00	.00	.00	.00
	N	103	109	100	112	103	113	102	111	94	107	103	109	99	110	98	112
q11	Pearson Correlation	.30	.17	.17	.25	-.24	.06	-.20	.08	.25	-.19	-.21	-.20	-.29	-.20	-.12	-.19
	Sig. (2-tailed)	.00	.09	.10	.01	.02	.52	.05	.41	.02	.06	.04	.05	.00	.05	.26	.05
	N	99	98	96	101	100	101	98	99	91	96	99	97	96	98	95	100
q12	Pearson Correlation	.17	.07	.26	.20	-.11	.12	-.11	.19	.27	-.20	-.02	-.09	-.20	-.11	-.02	-.20
	Sig. (2-tailed)	.09	.46	.01	.04	.27	.20	.29	.05	.01	.05	.84	.34	.05	.24	.82	.03
	N	101	106	98	109	100	110	100	108	92	104	101	106	98	108	96	109
q13	Pearson Correlation	.17	.16	.12	.20	-.34	.14	-.30	.14	.25	-.33	-.36	-.22	-.30	-.34	-.18	-.24
	Sig. (2-tailed)	.08	.11	.22	.04	.00	.16	.00	.17	.02	.00	.00	.03	.00	.00	.08	.01
	N	103	102	100	105	103	105	102	103	94	100	103	101	99	102	98	104

		q33	q34	q35	q36	q37	q38	q39	q40	q41	q42	q43	q44	q45	q46	q47	q48
q14Rev	Pearson Correlation	-.17	-.14	.07	.01	-.29	-.09	-.37	.03	.20	-.21	-.40	-.26	-.20	-.42	-.20	-.30
	Sig. (2-tailed)	.09	.15	.48	.91	.00	.35	.00	.73	.05	.03	.00	.01	.05	.00	.05	.00
	N	103	108	100	111	102	112	102	110	94	106	103	108	99	110	98	111
q15REV	Pearson Correlation	-.12	-.05	.06	.12	-.14	-.02	-.18	.02	.15	-.18	-.24	-.12	-.10	-.11	-.08	-.15
	Sig. (2-tailed)	.21	.63	.53	.21	.15	.81	.08	.86	.16	.08	.01	.23	.32	.27	.43	.14
	N	101	99	98	102	100	102	101	100	93	97	101	98	97	100	97	101
q16REV	Pearson Correlation	-.12	.06	-.07	-.02	.15	-.01	.22	.09	-.10	.17	.05	-.04	.15	.02	.16	.04
	Sig. (2-tailed)	.22	.55	.48	.80	.12	.90	.02	.34	.36	.07	.61	.71	.13	.81	.11	.70
	N	103	108	100	111	102	112	102	110	94	106	103	108	99	110	99	111
q17	Pearson Correlation	.05	.03	.27	.21	-.21	-.11	-.10	.00	.11	-.06	-.25	-.14	-.15	-.10	-.04	-.15
	Sig. (2-tailed)	.62	.76	.01	.03	.03	.29	.33	1.00	.29	.58	.01	.16	.14	.31	.73	.13
	N	101	100	99	103	101	103	101	101	93	98	101	99	98	100	96	102
q18	Pearson Correlation	.04	.02	.12	.04	-.05	.03	-.06	.05	.21	-.04	-.27	-.24	-.06	-.15	-.06	-.03
	Sig. (2-tailed)	.65	.80	.22	.65	.63	.73	.54	.62	.04	.68	.00	.01	.57	.10	.54	.73
	N	104	109	101	112	103	113	103	111	95	107	104	109	100	111	99	112
q19	Pearson Correlation	.27	.24	.28	.20	-.31	.14	-.36	.04	.20	-.12	-.36	-.24	-.35	-.39	-.32	-.41
	Sig. (2-tailed)	.01	.02	.01	.05	.00	.17	.00	.71	.06	.26	.00	.02	.00	.00	.00	.00
	N	95	95	93	98	95	98	95	97	90	96	96	95	93	97	92	98
q20	Pearson Correlation	.40	.37	.42	.39	-.30	.17	-.26	.07	.32	-.23	-.31	-.32	-.50	-.28	-.22	-.23
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.07	.01	.48	.00	.02	.00	.00	.00	.00	.03	.01
	N	103	109	100	112	103	113	102	112	95	108	104	110	100	111	99	113
q21	Pearson Correlation	.24	.31	.39	.43	-.33	.12	-.14	.19	.27	-.18	-.19	-.08	-.28	-.26	-.11	-.23
	Sig. (2-tailed)	.02	.00	.00	.00	.00	.25	.18	.06	.01	.08	.07	.42	.01	.01	.29	.02
	N	96	94	93	97	95	97	94	96	89	95	96	94	94	95	92	97
q22REV	Pearson Correlation	-.14	-.16	.09	.04	-.25	-.09	-.18	-.04	.08	-.17	-.17	-.08	-.15	-.22	-.17	-.24
	Sig. (2-tailed)	.15	.10	.39	.68	.01	.37	.07	.70	.44	.08	.08	.40	.15	.02	.11	.01
	N	101	107	98	110	101	111	101	109	92	105	101	107	97	108	96	110
q23REV	Pearson Correlation	-.12	-.09	.03	-.01	-.21	-.07	-.19	.01	.17	-.12	-.22	-.27	-.20	-.32	-.12	-.36

		q33	q34	q35	q36	q37	q38	q39	q40	q41	q42	q43	q44	q45	q46	q47	q48
	Sig. (2-tailed)	.25	.39	.74	.88	.03	.46	.06	.91	.11	.23	.03	.01	.04	.00	.24	.00
	N	101	100	99	103	101	103	100	101	92	98	101	99	98	100	96	102
q24	Pearson Correlation	.34	.26	.29	.24	-.40	.05	-.30	.11	.28	-.23	-.24	-.31	-.42	-.29	-.20	-.33
	Sig. (2-tailed)	.00	.01	.00	.01	.00	.63	.00	.26	.01	.02	.01	.00	.00	.00	.05	.00
	N	101	107	98	110	101	111	100	109	93	105	101	107	97	109	98	110
q25	Pearson Correlation	.00	-.02	-.10	-.09	.31	-.07	.33	-.10	-.27	.04	.10	.13	.27	.35	.22	.34
	Sig. (2-tailed)	.97	.81	.32	.35	.00	.47	.00	.33	.01	.73	.34	.20	.01	.00	.03	.00
	N	100	98	98	101	99	101	99	99	91	96	100	97	96	99	96	100
q26REV	Pearson Correlation	-.01	-.04	.20	.14	-.41	.13	-.35	.03	.21	-.18	-.18	-.13	-.35	-.29	-.33	-.35
	Sig. (2-tailed)	.91	.71	.05	.15	.00	.18	.00	.72	.05	.06	.07	.20	.00	.00	.00	.00
	N	99	105	97	108	99	109	99	107	91	104	99	105	96	106	96	108
q27	Pearson Correlation	.38	.40	.37	.35	-.26	.25	-.11	.16	.31	-.17	-.28	-.25	-.35	-.25	-.15	-.17
	Sig. (2-tailed)	.00	.00	.00	.00	.01	.01	.29	.12	.00	.10	.00	.01	.00	.01	.15	.08
	N	102	100	100	103	101	103	101	101	94	99	102	99	98	101	98	102
q28	Pearson Correlation	.35	.39	.35	.34	-.29	.09	-.25	.06	.31	-.21	-.23	-.21	-.32	-.23	-.16	-.25
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.36	.01	.56	.00	.03	.02	.03	.00	.02	.11	.01
	N	104	109	101	112	103	113	103	111	95	107	104	109	100	111	99	112
q29	Pearson Correlation	.30	.28	.32	.48	-.28	.12	-.29	-.01	.20	-.17	-.20	-.20	-.27	-.29	-.18	-.21
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.22	.00	.94	.06	.10	.04	.04	.01	.00	.08	.04
	N	102	100	100	103	102	103	102	101	94	98	102	99	100	101	97	102
q30	Pearson Correlation	.15	.22	.43	.54	-.07	.19	-.03	.09	.11	-.02	-.01	.00	-.05	.08	.04	.02
	Sig. (2-tailed)	.14	.02	.00	.00	.51	.04	.75	.34	.29	.81	.92	.96	.60	.44	.67	.85
	N	102	108	99	111	102	112	101	110	93	106	102	108	98	109	97	111
q31	Pearson Correlation	.42	.33	.42	.50	-.16	.27	-.23	-.01	.18	-.21	-.36	-.35	-.43	-.38	-.50	-.30
	Sig. (2-tailed)	.00	.00	.00	.00	.11	.00	.02	.88	.09	.04	.00	.00	.00	.00	.00	.00
	N	104	102	101	105	103	105	103	103	95	100	104	101	100	103	99	104
q32	Pearson Correlation	.55	.41	.34	.29	-.21	.28	-.32	-.04	.21	-.17	-.37	-.46	-.33	-.34	-.42	-.32
	Sig. (2-tailed)	.00	.00	.00	.00	.04	.00	.00	.65	.05	.09	.00	.00	.00	.00	.00	.00
	N	102	107	99	110	101	111	101	109	93	105	102	107	98	109	97	110

		q33	q34	q35	q36	q37	q38	q39	q40	q41	q42	q43	q44	q45	q46	q47	q48
q33	Pearson Correlation	1.00	.79	.33	.43	-.11	.30	-.24	-.08	.11	-.15	-.19	-.36	-.37	-.15	-.22	-.22
	Sig. (2-tailed)		.00	.00	.00	.27	.00	.01	.43	.31	.14	.06	.00	.00	.12	.03	.03
	N	104	101	100	104	102	104	102	102	94	99	103	100	100	102	98	103
q34	Pearson Correlation	.79	1.00	.35	.47	-.04	.32	-.12	.00	.11	-.15	-.24	-.29	-.24	-.14	-.20	-.14
	Sig. (2-tailed)	.00		.00	.00	.66	.00	.24	.97	.32	.14	.02	.00	.02	.16	.05	.14
	N	101	110	98	109	101	110	100	108	92	104	101	106	97	107	96	109
q35	Pearson Correlation	.33	.35	1.00	.70	-.11	.10	-.09	.05	.10	-.08	-.20	-.19	-.29	-.24	-.13	-.17
	Sig. (2-tailed)	.00	.00		.00	.30	.34	.38	.64	.35	.47	.05	.06	.00	.02	.19	.09
	N	100	98	101	101	99	101	100	99	91	96	100	97	97	99	96	100
q36	Pearson Correlation	.43	.47	.70	1.00	-.16	.16	-.07	.04	.12	-.14	-.18	-.13	-.34	-.14	-.22	-.15
	Sig. (2-tailed)	.00	.00	.00		.11	.10	.50	.70	.24	.14	.06	.18	.00	.16	.03	.12
	N	104	109	101	113	104	113	103	111	95	107	104	109	100	110	99	112
q37	Pearson Correlation	-.11	-.04	-.11	-.16	1.00	-.29	.60	-.09	-.27	.45	.33	.31	.49	.53	.44	.55
	Sig. (2-tailed)	.27	.66	.30	.11		.00	.00	.37	.01	.00	.00	.00	.00	.00	.00	.00
	N	102	101	99	104	104	104	101	102	94	99	102	100	99	101	97	103
q38	Pearson Correlation	.30	.32	.10	.16	-.29	1.00	-.32	.36	.39	-.30	-.15	-.17	-.27	-.17	-.26	-.26
	Sig. (2-tailed)	.00	.00	.34	.10	.00		.00	.00	.00	.00	.14	.07	.01	.07	.01	.00
	N	104	110	101	113	104	114	103	112	95	108	104	110	100	111	99	113
q39	Pearson Correlation	-.24	-.12	-.09	-.07	.60	-.32	1.00	.03	-.47	.40	.41	.45	.55	.50	.54	.67
	Sig. (2-tailed)	.01	.24	.38	.50	.00	.00		.73	.00	.00	.00	.00	.00	.00	.00	.00
	N	102	100	100	103	101	103	103	101	93	98	102	99	99	101	97	102
q40	Pearson Correlation	-.08	.00	.05	.04	-.09	.36	.03	1.00	.22	-.03	.05	-.10	-.05	-.10	.02	-.12
	Sig. (2-tailed)	.43	.97	.64	.70	.37	.00	.73		.04	.78	.61	.31	.65	.31	.88	.20
	N	102	108	99	111	102	112	101	112	94	107	103	109	99	110	98	112
q41	Pearson Correlation	.11	.11	.10	.12	-.27	.39	-.47	.22	1.00	-.32	-.27	-.32	-.33	-.25	-.16	-.27
	Sig. (2-tailed)	.31	.32	.35	.24	.01	.00	.00	.04		.00	.01	.00	.00	.01	.12	.01
	N	94	92	91	95	94	95	93	94	95	95	95	92	92	95	92	95
q42	Pearson Correlation	-.15	-.15	-.08	-.14	.45	-.30	.40	-.03	-.32	1.00	.21	.15	.32	.22	.23	.26

		q33	q34	q35	q36	q37	q38	q39	q40	q41	q42	q43	q44	q45	q46	q47	q48
	Sig. (2-tailed)	.14	.14	.47	.14	.00	.00	.00	.78	.00		.03	.13	.00	.02	.03	.01
	N	99	104	96	107	99	108	98	107	95	108	100	105	96	106	96	108
q43	Pearson Correlation	-.19	-.24	-.20	-.18	.33	-.15	.41	.05	-.27	.21	1.00	.56	.40	.50	.47	.38
	Sig. (2-tailed)	.06	.02	.05	.06	.00	.14	.00	.61	.01	.03		.00	.00	.00	.00	.00
	N	103	101	100	104	102	104	102	103	95	100	104	101	100	103	99	104
q44	Pearson Correlation	-.36	-.29	-.19	-.13	.31	-.17	.45	-.10	-.32	.15	.56	1.00	.60	.45	.38	.44
	Sig. (2-tailed)	.00	.00	.06	.18	.00	.07	.00	.31	.00	.13	.00		.00	.00	.00	.00
	N	100	106	97	109	100	110	99	109	92	105	101	110	97	108	96	110
q45	Pearson Correlation	-.37	-.24	-.29	-.34	.49	-.27	.55	-.05	-.33	.32	.40	.60	1.00	.57	.49	.64
	Sig. (2-tailed)	.00	.02	.00	.00	.00	.01	.00	.65	.00	.00	.00	.00		.00	.00	.00
	N	100	97	97	100	99	100	99	99	92	96	100	97	100	99	95	100
q46	Pearson Correlation	-.15	-.14	-.24	-.14	.53	-.17	.50	-.10	-.25	.22	.50	.45	.57	1.00	.67	.61
	Sig. (2-tailed)	.12	.16	.02	.16	.00	.07	.00	.31	.01	.02	.00	.00	.00		.00	.00
	N	102	107	99	110	101	111	101	110	95	106	103	108	99	111	99	111
q47	Pearson Correlation	-.22	-.20	-.13	-.22	.44	-.26	.54	.02	-.16	.23	.47	.38	.49	.67	1.00	.62
	Sig. (2-tailed)	.03	.05	.19	.03	.00	.01	.00	.88	.12	.03	.00	.00	.00	.00		.00
	N	98	96	96	99	97	99	97	98	92	96	99	96	95	99	99	99
q48	Pearson Correlation	-.22	-.14	-.17	-.15	.55	-.26	.67	-.12	-.27	.26	.38	.44	.64	.61	.62	1.00
	Sig. (2-tailed)	.03	.14	.09	.12	.00	.00	.00	.20	.01	.01	.00	.00	.00	.00	.00	
	N	103	109	100	112	103	113	102	112	95	108	104	110	100	111	99	113
q49	Pearson Correlation	-.14	-.08	-.19	-.12	.54	-.16	.57	-.06	-.17	.20	.41	.36	.53	.63	.49	.77
	Sig. (2-tailed)	.18	.44	.06	.21	.00	.11	.00	.54	.10	.04	.00	.00	.00	.00	.00	.00
	N	102	101	99	104	102	104	101	103	95	101	103	101	99	102	99	104
q50	Pearson Correlation	-.27	-.21	-.21	-.19	.54	-.35	.57	-.12	-.31	.32	.46	.57	.63	.63	.74	.72
	Sig. (2-tailed)	.01	.02	.04	.04	.00	.00	.00	.21	.00	.00	.00	.00	.00	.00	.00	.00
	N	103	109	100	112	103	113	102	112	95	108	104	110	100	111	99	113
q51	Pearson Correlation	-.38	-.33	-.22	-.22	.33	-.24	.56	.03	-.32	.14	.48	.72	.60	.39	.49	.55
	Sig. (2-tailed)	.00	.00	.03	.03	.00	.02	.00	.79	.00	.16	.00	.00	.00	.00	.00	.00
	N	103	101	100	104	102	104	102	103	95	100	104	101	100	103	99	104

		q33	q34	q35	q36	q37	q38	q39	q40	q41	q42	q43	q44	q45	q46	q47	q48
q52	Pearson Correlation	-.33	-.25	-.29	-.30	.36	-.21	.40	-.13	-.27	.14	.40	.39	.52	.63	.53	.50
	Sig. (2-tailed)	.00	.01	.00	.00	.00	.03	.00	.16	.01	.14	.00	.00	.00	.00	.00	.00
	N	103	109	100	112	103	113	102	112	95	108	104	110	100	111	99	113
q53	Pearson Correlation	-.30	-.24	-.22	-.22	.34	-.39	.57	-.01	-.32	.29	.62	.57	.58	.49	.59	.62
	Sig. (2-tailed)	.00	.02	.03	.03	.00	.00	.00	.90	.00	.00	.00	.00	.00	.00	.00	.00
	N	102	100	99	103	101	103	101	102	95	100	103	100	99	102	99	103
q54	Pearson Correlation	-.25	-.14	-.31	-.25	.55	-.22	.55	-.08	-.25	.29	.48	.43	.62	.67	.61	.66
	Sig. (2-tailed)	.01	.14	.00	.01	.00	.02	.00	.40	.01	.00	.00	.00	.00	.00	.00	.00
	N	103	109	100	112	103	113	102	112	95	108	104	110	100	111	99	113
q55	Pearson Correlation	-.19	-.03	-.29	-.25	.45	-.12	.53	.02	-.25	.20	.43	.50	.57	.53	.55	.63
	Sig. (2-tailed)	.06	.76	.00	.01	.00	.23	.00	.87	.02	.05	.00	.00	.00	.00	.00	.00
	N	100	98	97	101	99	101	99	100	92	97	101	98	97	100	98	101
q56	Pearson Correlation	-.32	-.19	-.27	-.24	.45	-.29	.58	-.04	-.21	.30	.34	.52	.58	.56	.67	.60
	Sig. (2-tailed)	.00	.05	.01	.01	.00	.00	.00	.66	.04	.00	.00	.00	.00	.00	.00	.00
	N	103	107	100	111	102	111	102	110	95	106	104	108	100	110	99	111

		q49	q50	q51	q52	q53	q54	q55	q56
Site 1Comtrax 2ExpressAmerica 3	Pearson Correlation	-.07	-.14	-.03	-.21	-.05	-.22	-.20	-.12
	Sig. (2-tailed)	.49	.15	.76	.03	.58	.02	.04	.21
	N	104	113	104	113	103	113	101	111
Age	Pearson Correlation	.02	.12	.02	.04	.01	.06	-.04	.03
	Sig. (2-tailed)	.80	.20	.85	.65	.92	.51	.71	.78
	N	103	112	103	112	102	112	100	110
HrsWeek	Pearson Correlation	-.15	-.20	-.10	-.20	-.24	-.17	-.27	-.23
	Sig. (2-tailed)	.14	.04	.34	.04	.02	.07	.01	.02
	N	100	109	100	109	99	109	97	107
YrsTruckExp	Pearson Correlation	-.01	.00	-.10	-.05	-.04	-.06	-.11	-.13

		q49	*q50*	*q51*	*q52*	*q53*	*q54*	*q55*	*q56*
	Sig. (2-tailed)	.90	.98	.33	.62	.71	.54	.29	.18
	N	103	112	103	112	102	112	100	110
YrsIMExp	*Pearson Correlation*	-.14	-.13	-.13	-.13	-.14	-.11	-.05	-.12
	Sig. (2-tailed)	.17	.17	.18	.17	.18	.25	.63	.20
	N	102	111	102	111	101	111	99	109
Gender	*Pearson Correlation*	.13	-.03	.06	.07	-.05	.00	-.04	.13
	Sig. (2-tailed)	.19	.75	.53	.47	.59	1.00	.72	.19
	N	101	110	102	110	101	110	100	109
1Black 2Hisp 3Cau 4other	*Pearson Correlation*	*-.21*	-.06	-.11	-.13	-.12	*-.21*	*-.23*	-.18
	Sig. (2-tailed)	.04	.54	.26	.17	.24	.03	.02	.07
	N	101	110	102	110	101	110	99	109
1Comp 2OwnerOp	*Pearson Correlation*	-.06	.05	.06	-.15	.12	-.03	.01	-.05
	Sig. (2-tailed)	.56	.58	.56	.11	.25	.74	.91	.64
	N	103	111	102	111	102	111	100	109
1Short 2Med 3Long	*Pearson Correlation*	-.13	-.09	-.08	-.06	-.18	*-.21*	-.19	-.10
	Sig. (2-tailed)	.20	.34	.43	.52	.07	.03	.07	.31
	N	102	110	102	110	102	110	99	109
Q9	*Pearson Correlation*	*-.32*	-.18	-.16	*-.36*	*-.27*	*-.36*	*-.32*	*-.24*
	Sig. (2-tailed)	.00	.07	.11	.00	.01	.00	.00	.01
	N	102	104	102	104	101	104	99	103
q10	*Pearson Correlation*	*.39*	*.22*	.10	*.34*	*.31*	*.33*	*.38*	*.19*
	Sig. (2-tailed)	.00	.02	.33	.00	.00	.00	.00	.04
	N	103	112	103	112	102	112	100	110
q11	*Pearson Correlation*	-.04	-.14	-.14	*-.25*	-.07	*-.23*	-.11	-.06
	Sig. (2-tailed)	.73	.16	.16	.01	.48	.02	.28	.57
	N	99	100	99	100	98	100	97	99
q12	*Pearson Correlation*	-.09	-.07	-.04	*-.24*	-.03	*-.20*	-.03	-.11
	Sig. (2-tailed)	.40	.47	.68	.01	.75	.04	.80	.25
	N	100	109	101	109	100	109	98	108

		q49	*q50*	*q51*	*q52*	*q53*	*q54*	*q55*	*q56*
q13	*Pearson Correlation*	*-.21*	-.17	*-.21*	*-.36*	*-.28*	*-.38*	-.15	-.13
	Sig. (2-tailed)	.03	.09	.03	.00	.00	.00	.14	.19
	N	103	104	103	104	102	104	100	103
q14Rev	*Pearson Correlation*	*-.25*	*-.21*	-.18	*-.26*	*-.29*	*-.39*	*-.30*	*-.20*
	Sig. (2-tailed)	.01	.03	.07	.01	.00	.00	.00	.03
	N	102	111	103	111	102	111	100	110
q15REV	*Pearson Correlation*	-.13	-.04	-.05	-.12	-.19	*-.22*	-.15	-.02
	Sig. (2-tailed)	.18	.71	.60	.22	.07	.03	.13	.85
	N	100	101	101	101	100	101	99	101
q16REV	*Pearson Correlation*	.11	.07	.09	.06	.06	.11	.15	.09
	Sig. (2-tailed)	.28	.49	.37	.54	.56	.24	.13	.33
	N	102	111	103	111	102	111	101	110
q17	*Pearson Correlation*	*-.31*	-.09	-.11	-.06	-.06	-.16	-.12	-.05
	Sig. (2-tailed)	.00	.35	.27	.54	.55	.12	.25	.61
	N	101	102	101	102	100	102	98	101
q18	*Pearson Correlation*	-.10	-.07	-.11	-.09	-.12	-.14	.10	-.07
	Sig. (2-tailed)	.33	.44	.28	.36	.22	.15	.34	.48
	N	103	112	104	112	103	112	101	111
q19	*Pearson Correlation*	*-.31*	*-.36*	*-.27*	*-.40*	*-.35*	*-.41*	*-.28*	*-.26*
	Sig. (2-tailed)	.00	.00	.01	.00	.00	.00	.01	.01
	N	95	98	96	98	95	98	93	98
q20	*Pearson Correlation*	*-.32*	*-.31*	*-.36*	*-.42*	*-.35*	*-.29*	*-.24*	*-.26*
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.00	.01	.01
	N	104	113	104	113	103	113	101	111
q21	*Pearson Correlation*	-.18	-.16	-.16	*-.34*	-.18	*-.24*	-.14	-.09
	Sig. (2-tailed)	.08	.12	.13	.00	.09	.02	.17	.37
	N	97	97	96	97	96	97	93	96
q22REV	*Pearson Correlation*	-.10	-.16	.02	*-.27*	-.19	*-.26*	*-.37*	-.10

		q49	*q50*	*q51*	*q52*	*q53*	*q54*	*q55*	*q56*
	Sig. (2-tailed)	.34	.09	.81	.00	.06	.01	.00	.29
	N	101	110	101	110	100	110	98	108
q23REV	*Pearson Correlation*	*-.20*	*-.23*	-.13	-.15	*-.23*	*-.22*	*-.22*	-.07
	Sig. (2-tailed)	.05	.02	.20	.13	.02	.03	.03	.48
	N	101	102	101	102	100	102	98	101
q24	*Pearson Correlation*	*-.35*	*-.23*	*-.25*	*-.37*	*-.27*	*-.29*	*-.32*	*-.19*
	Sig. (2-tailed)	.00	.01	.01	.00	.01	.00	.00	.05
	N	101	110	101	110	100	110	99	108
q25	*Pearson Correlation*	*.25*	*.20*	.13	*.33*	.15	*.38*	*.33*	.17
	Sig. (2-tailed)	.01	.05	.20	.00	.15	.00	.00	.09
	N	99	100	100	100	99	100	98	100
q26REV	*Pearson Correlation*	*-.36*	*-.26*	-.12	*-.24*	*-.22*	*-.34*	*-.49*	*-.21*
	Sig. (2-tailed)	.00	.01	.24	.01	.03	.00	.00	.03
	N	100	108	99	108	99	108	97	106
q27	*Pearson Correlation*	-.18	-.19	-.11	*-.30*	*-.28*	*-.25*	*-.21*	-.07
	Sig. (2-tailed)	.07	.06	.25	.00	.01	.01	.04	.48
	N	102	102	102	102	102	102	99	102
q28	*Pearson Correlation*	*-.30*	-.17	-.19	*-.34*	*-.22*	-.18	-.18	-.12
	Sig. (2-tailed)	.00	.08	.06	.00	.02	.06	.07	.19
	N	103	112	104	112	103	112	101	111
q29	*Pearson Correlation*	*-.28*	-.19	*-.20*	*-.40*	*-.20*	*-.23*	*-.26*	*-.37*
	Sig. (2-tailed)	.01	.05	.04	.00	.04	.02	.01	.00
	N	101	102	102	102	101	102	99	102
q30	*Pearson Correlation*	.00	-.07	-.12	-.08	.02	-.11	-.10	-.13
	Sig. (2-tailed)	.96	.49	.21	.38	.88	.25	.34	.18
	N	102	111	102	111	101	111	99	109
q31	*Pearson Correlation*	*-.27*	*-.43*	*-.31*	*-.51*	*-.44*	*-.32*	*-.26*	*-.38*
	Sig. (2-tailed)	.01	.00	.00	.00	.00	.00	.01	.00
	N	103	104	104	104	103	104	101	104

		q49	q50	q51	q52	q53	q54	q55	q56
q32	Pearson Correlation	-.24	-.52	-.44	-.38	-.52	-.36	-.32	-.56
	Sig. (2-tailed)	.01	.00	.00	.00	.00	.00	.00	.00
	N	101	110	102	110	101	110	99	109
q33	Pearson Correlation	-.14	-.27	-.38	-.33	-.30	-.25	-.19	-.32
	Sig. (2-tailed)	.18	.01	.00	.00	.00	.01	.06	.00
	N	102	103	103	103	102	103	100	103
q34	Pearson Correlation	-.08	-.21	-.33	-.25	-.24	-.14	-.03	-.19
	Sig. (2-tailed)	.44	.02	.00	.01	.02	.14	.76	.05
	N	101	109	101	109	100	109	98	107
q35	Pearson Correlation	-.19	-.21	-.22	-.29	-.22	-.31	-.29	-.27
	Sig. (2-tailed)	.06	.04	.03	.00	.03	.00	.00	.01
	N	99	100	100	100	99	100	97	100
q36	Pearson Correlation	-.12	-.19	-.22	-.30	-.22	-.25	-.25	-.24
	Sig. (2-tailed)	.21	.04	.03	.00	.03	.01	.01	.01
	N	104	112	104	112	103	112	101	111
q37	Pearson Correlation	.54	.54	.33	.36	.34	.55	.45	.45
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.00	.00	.00
	N	102	103	102	103	101	103	99	102
q38	Pearson Correlation	-.16	-.35	-.24	-.21	-.39	-.22	-.12	-.29
	Sig. (2-tailed)	.11	.00	.02	.03	.00	.02	.23	.00
	N	104	113	104	113	103	113	101	111
q39	Pearson Correlation	.57	.57	.56	.40	.57	.55	.53	.58
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.00	.00	.00
	N	101	102	102	102	101	102	99	102
q40	Pearson Correlation	-.06	-.12	.03	-.13	-.01	-.08	.02	-.04
	Sig. (2-tailed)	.54	.21	.79	.16	.90	.40	.87	.66
	N	103	112	103	112	102	112	100	110
q41	Pearson Correlation	-.17	-.31	-.32	-.27	-.32	-.25	-.25	-.21

		q49	*q50*	*q51*	*q52*	*q53*	*q54*	*q55*	*q56*
	Sig. (2-tailed)	.10	.00	.00	.01	.00	.01	.02	.04
	N	95	95	95	95	95	95	92	95
q42	*Pearson Correlation*	*.20*	*.32*	.14	.14	*.29*	*.29*	.20	*.30*
	Sig. (2-tailed)	.04	.00	.16	.14	.00	.00	.05	.00
	N	101	108	100	108	100	108	97	106
q43	*Pearson Correlation*	*.41*	*.46*	*.48*	*.40*	*.62*	*.48*	*.43*	*.34*
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.00	.00	.00
	N	103	104	104	104	103	104	101	104
q44	*Pearson Correlation*	*.36*	*.57*	*.72*	*.39*	*.57*	*.43*	*.50*	*.52*
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.00	.00	.00
	N	101	110	101	110	100	110	98	108
q45	*Pearson Correlation*	*.53*	*.63*	*.60*	*.52*	*.58*	*.62*	*.57*	*.58*
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.00	.00	.00
	N	99	100	100	100	99	100	97	100
q46	*Pearson Correlation*	*.63*	*.63*	*.39*	*.63*	*.49*	*.67*	*.53*	*.56*
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.00	.00	.00
	N	102	111	103	111	102	111	100	110
q47	*Pearson Correlation*	*.49*	*.74*	*.49*	*.53*	*.59*	*.61*	*.55*	*.67*
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.00	.00	.00
	N	99	99	99	99	99	99	98	99
q48	*Pearson Correlation*	*.77*	*.72*	*.55*	*.50*	*.62*	*.66*	*.63*	*.60*
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.00	.00	.00
	N	104	113	104	113	103	113	101	111
q49	*Pearson Correlation*	1.00	*.56*	*.47*	*.49*	*.47*	*.64*	*.54*	*.53*
	Sig. (2-tailed)		.00	.00	.00	.00	.00	.00	.00
	N	104	104	103	104	103	104	100	103
q50	*Pearson Correlation*	*.56*	1.00	*.64*	*.58*	*.65*	*.62*	*.63*	*.84*
	Sig. (2-tailed)	.00		.00	.00	.00	.00	.00	.00
	N	104	113	104	113	103	113	101	111

		q49	*q50*	*q51*	*q52*	*q53*	*q54*	*q55*	*q56*
q51	*Pearson Correlation*	*.47*	*.64*	1.00	*.40*	*.65*	*.48*	*.48*	*.64*
	Sig. (2-tailed)	.00	.00		.00	.00	.00	.00	.00
	N	103	104	104	104	103	104	101	104
q52	*Pearson Correlation*	*.49*	*.58*	*.40*	1.00	*.49*	*.71*	*.44*	*.59*
	Sig. (2-tailed)	.00	.00	.00		.00	.00	.00	.00
	N	104	113	104	113	103	113	101	111
q53	*Pearson Correlation*	*.47*	*.65*	*.65*	*.49*	1.00	*.60*	*.53*	*.56*
	Sig. (2-tailed)	.00	.00	.00	.00		.00	.00	.00
	N	103	103	103	103	103	103	100	103
q54	*Pearson Correlation*	*.64*	*.62*	*.48*	*.71*	*.60*	1.00	*.69*	*.62*
	Sig. (2-tailed)	.00	.00	.00	.00	.00		.00	.00
	N	104	113	104	113	103	113	101	111
q55	*Pearson Correlation*	*.54*	*.63*	*.48*	*.44*	*.53*	*.69*	1.00	*.59*
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.00		.00
	N	100	101	101	101	100	101	101	101
q56	*Pearson Correlation*	*.53*	*.84*	*.64*	*.59*	*.56*	*.62*	*.59*	1.00
	Sig. (2-tailed)	.00	.00	.00	.00	.00	.00	.00	
	N	103	111	104	111	103	111	101	111