

Apéndice B

Elementos del análisis factorial

Tabla B.1 Varianza Total de empleados sin subordinado

Total Variance Explained									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total (Valores específicos)	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.784	28.830	28.830	7.784	28.830	28.830	3.836	14.207	14.207
2	2.436	9.024	37.854	2.436	9.024	37.854	3.056	11.317	25.523
3	2.049	7.588	45.442	2.049	7.588	45.442	2.986	11.060	36.583
4	1.657	6.136	51.578	1.657	6.136	51.578	2.595	9.612	46.196
5	1.549	5.735	57.313	1.549	5.735	57.313	2.133	7.899	54.095
6	1.439	5.330	62.643	1.439	5.330	62.643	2.111	7.819	61.914
7	1.200	4.446	67.089	1.200	4.446	67.089	1.397	5.176	67.089
8	.992	3.675	70.764						
9	.959	3.553	74.317						
10	.810	3.000	77.318						
11	.736	2.726	80.044						
12	.649	2.403	82.447						
13	.555	2.055	84.502						
14	.549	2.034	86.536						
15	.511	1.892	88.429						
16	.506	1.875	90.303						
17	.438	1.624	91.927						
18	.365	1.353	93.280						
19	.338	1.252	94.532						
20	.295	1.091	95.623						
21	.254	.941	96.565						
22	.240	.890	97.455						
23	.212	.785	98.240						
24	.168	.622	98.862						
25	.132	.488	99.351						
26	.115	.426	99.776						
27	6.036E-02	.224	100.000						

Extraction Method: Principal Component Analysis.

Tabla B.2 Matriz de componentes inicial de empleados sin subordinados

Component Matrix

Componente							
	1	2	3	4	5	6	7
PREG_5	.627						
PREG_6	.668						
PREG_7	.578		-.522				
PREG_8	.623		-.487				
PREG_9	.597						
PREG_10	.782						
PREG_11	.581						
PREG_12	.464						.535
PREG_13	.485	-.504					
PREG_14	.457						-.415
PREG_15		-.485					
PREG_16	.480	-.561					
PREG_17	.636				-.429		
PREG_18	.557			-.440			
PREG_19	.607						
PREG_20	.454						
PREG_21	.605					-.420	
PREG_22	.697						
PREG_23	.575					.412	
PREG_24	.549						.432
PREG_25					-.419	.483	.472
PREG_26		.515	.564				
PREG_30	.544						
A							
PREG_30					.503		
C							
PREG_31	.465				.542		
PREG_32	.542			.466			
PREG_33	.454			.624			

Tabla B.3 Varianza Total de empleados con subordinados

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total (Valores específicos)	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.121	33.735	33.735	10.121	33.735	33.735	5.123	17.078	17.078
2	3.508	11.694	45.429	3.508	11.694	45.429	4.912	16.374	33.452
3	2.864	9.548	54.977	2.864	9.548	54.977	3.316	11.053	44.505
4	2.083	6.943	61.920	2.083	6.943	61.920	2.327	7.756	52.261
5	1.746	5.819	67.739	1.746	5.819	67.739	2.288	7.626	59.887
6	1.454	4.846	72.585	1.454	4.846	72.585	1.959	6.530	66.417
7	1.326	4.420	77.005	1.326	4.420	77.005	1.853	6.176	72.593
8	1.152	3.839	80.844	1.152	3.839	80.844	1.831	6.102	78.694
9	1.113	3.710	84.554	1.113	3.710	84.554	1.758	5.859	84.554
10	.837	2.789	87.342						
11	.694	2.313	89.655						
12	.617	2.056	91.711						
13	.479	1.598	93.309						
14	.406	1.354	94.663						
15	.391	1.302	95.965						
16	.326	1.086	97.051						
17	.225	.750	97.802						
18	.186	.619	98.420						
19	.138	.459	98.879						
20	9.661E-02	.322	99.201						
21	7.265E-02	.242	99.443						
22	6.574E-02	.219	99.662						
23	5.439E-02	.181	99.843						
24	3.360E-02	.112	99.955						
25	9.645E-03	3.215E-02	99.988						
26	3.738E-03	1.246E-02	100.000						
27	4.900E-16	1.633E-15	100.000						
28	3.416E-16	1.139E-15	100.000						
29	-3.570E-17	-1.190E-16	100.000						
30	-1.009E-16	-3.364E-16	100.000						

Extraction Method: Principal Component Analysis.

Tabla B.4 Matriz de componentes o inicial de empleados con subordinados

Component Matrix									
Componente	1	2	3	4	5	6	7	8	9
PREG_5	.439								
PREG_6	.692			.447					
PREG_7	.599	-.421							
PREG_8	.582					.601			
PREG_9	.578	.490							
PREG_10	.645	.456							
PREG_11	.806								
PREG_12	.536			-.471					
PREG_13	.818								
PREG_14	.664								
PREG_15	.629								
PREG_16	.649			-.404					
PREG_17	.586								
PREG_18	.744								
PREG_19	.819								
PREG_20	.476	.453	.424						
PREG_21	.784								
PREG_22	.710								
PREG_23	.720			.428					
PREG_24	.586								
PREG_25	.577								
PREG_26		.532	.513						
PREG_28		.573					.502		
PREG_29		.450					.491		
PREG_30	.647	-.489							
A									
PREG_30			.577						.572
B									
PREG_30	.484				.618				
C									
PREG_31			.645						
PREG_32		.582	-.517						
PREG_33			-.506						

Extraction Method: Principal Component Analysis.
a. 9 components extracted.

Matriz de correlación

Figura B.1 Segmento de la matriz de correlación de empleados con subordinados a su cargo.