

Table 4. Significant regression coefficients for the factors identified from the challenges scale items

		B	Std. Error	Beta	t	p
Factor 1—Resource Management^a (N=365)	Constant	25.632	2.783	0.000	9.211	0.000
	Q32(age)	-1.681	0.531	-0.205	-3.163	0.002
	Q33(edu.)	1.170	0.297	0.223	3.935	0.000
Factor 2—Employee Motivation (N=380)	Constant	12.013	1.642	0.000	7.315	0.000
	Q32(age)	-0.877	0.315	-0.181	-2.780	0.006
	Q33(edu.)	0.544	0.175	0.174	3.116	0.002
Factor 3—Employee Confidence (N=376)	Constant	13.433	1.526	0.000	8.809	0.000
	Q32(age)	-0.653	0.295	-0.141	-2.217	0.027
	Q33(edu.)	0.657	0.164	0.222	3.996	0.000
	Q38(dt. sz.)	0.916	0.356	0.141	2.571	0.011

^aThe R² for the factors are: 0.10 (factor 1), 0.08 (factor 2), and 0.12 (factor 3)