

Table 3 Predictors of job satisfaction: regression analysis

Predictor	Unstandardized beta	SE	Standardized beta	t	P	VIF	R	R²	F	P	Durbin-Watson
Constant	3.194	0.160	–	19.979	0.001		0.486	0.265	18.402	0.001	1.887
Affective commitment	0.018	0.031	0.032	0.556	0.579	1.182					
Continuance commitment	0.128	0.029	0.255	2.979	0.035	1.119					
Normative commitment	0.002	0.031	0.005	0.074	0.941	1.329					
Trust	0.183	0.028	0.381	6.641	0.001	1.153					

SE = standard error, VIF = variance inflation factors.