Table 1. Multi-group confirmatory factor analysis

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|  |  Standardized companies (n=186)  | Non-standardized companies (n=170) |
|  Construct (Fx) |  | Standard factorloadings | C.R. | AVE | α | Standard factorloadings | C.R. | AVE | α |
| Communication (F1) | INF4 | 0.737 |  | 0.465 | 0.786 | 0.756 |  | 0.590 | 0.844 |
|  | INF3 | 0.627 | 7.904 |  |  | 0.792 | 10.869 |  |  |
|  | INF2 | 0.614 | 7.786 |  |  | 0.746 | 10.019 |  |  |
|  | INF1 | 0.740 | 12.926 |  |  | 0.778 | 12.926 |  |  |
| Trust (F2) | T4 | 0.692 |  | 0.505 | 0.828 | 0.759 |  | 0.592 | 0.842 |
|  | T3 | 0.750 | 13.585 |  |  | 0.768 | 13.585 |  |  |
|  | T2 | 0.737 | 10.107 |  |  | 0.860 | 13.411 |  |  |
|  | T1 | 0.661 | 11.863 |  |  | 0.682 | 11.863 |  |  |
|  Commitment (F3) | CM4 | 0.705 |  | 0.607 | 0.846 | 0.671 |  | 0.531 | 0.815 |
|  | CM3 | 0.791 | 13.153 |  |  | 0.770 | 13.153 |  |  |
|  | CM2 | 0.855 | 12.904 |  |  | 0.741 | 12.904 |  |  |
|  | CM1 | 0.757 | 12.219 |  |  | 0.730 | 12.219 |  |  |
| Long term orient (F4) | OR3 | 0.863 |  | 0.707 | 0.850 | 0.832 |  | 0.711 | 0.895 |
|  | OR2 | 0.885 | 19.744 |  |  | 0.872 | 19.744 |  |  |
|  | OR1 | 0.770 | 17.349 |  |  | 0.825 | 17.349 |  |  |
| Satisfaction (F5) | S4 | 0.769 |  | 0.583 | 0.840 | 0.789 |  | 0.660 | 0.913 |
|  | S3 | 0.775 | 16.661 |  |  | 0.830 | 16.661 |  |  |
|  | S2 | 0.739 | 15.485 |  |  | 0.789 | 15.485 |  |  |
|  | S1 | 0.771 | 16.587 |  |  | 0.842 | 16.587 |  |  |
| Cooperation (F6) | CP3 | 0.549 |  | 0.373 | 0.630 | 0.541 |  | 0.343 | 0.578 |
|  | CP2 | 0.721 | 8.936 |  |  | 0.705 | 8.936 |  |  |
|  | CP3 | 0.547 | 7.221 |  |  | 0.490 | 7.221 |  |  |