

Table 9: **Tab.2. Result of factor analysis into 30 items of vocational skills (N=1123, all data in four countries)**

Ican	F1	F2	F3	F4	F5	F6	Comm	M	SD
Q3-4-4 To grasp my job responsibility	.871	-.045	-.047	-.093	-.027	.038	.611	3.23	.746
Q3-4-5 To solve problem	.792	.029	-.012	-.171	-.018	.112	.532	3.28	.777
Q3-4-6 To synthesize information	.767	.020	.096	-.003	-.029	-.128	.584	2.92	.833
Q3-4-2 To work with group	.646	-.054	-.045	.042	.016	.055	.456	3.19	.767
Q3-4-3 To tackle challenging	.635	-.042	-.024	-.059	.077	.087	.435	3.15	.731
Q3-4-7 To communicate well	.628	.060	-.026	.148	-.015	-.024	.532	3.05	.844
Q3-4-1 To work independently	.626	.021	-.070	-.030	.035	.136	.449	3.43	.675
Q3-4-13 To create WORD document	.609	.041	.025	.231	-.038	-.176	.544	2.98	.918
Q3-4-10 To understand my work role	.476	-.014	-.001	-.006	-.045	.444	.543	3.47	.623
Q3-4-8 To ask questions for clarification	.462	-.005	-.015	.188	-.036	.146	.422	3.26	.720
Q3-4-12 To relieve work-related stress	.449	-.125	.073	-.047	.087	-.015	.233	2.79	.866
Q3-4-20 To speak foreign language	.037	.934	-.017	-.072	-.018	-.020	.834	2.37	1.102
Q3-4-19 To read foreign language	-.197	.891	.002	.014	-.033	.106	.734	2.76	1.065
Q3-4-21 To speak a second foreign language	.067	.600	.057	-.101	.012	-.170	.378	1.81	1.048
Q3-4-15 To have usual culture	.157	.360	-.006	.164	.057	.065	.348	3.20	.764
Q3-4-26 To operate machinery and tools	-.065	.010	.952	-.032	-.019	.098	.831	2.43	1.023
Q3-4-25 To hand tool skills	-.035	-.068	.796	.029	.024	.091	.643	2.68	1.032
Q3-4-27 To compose parts of electric device	.005	.090	.696	-.016	.029	-.100	.532	2.02	.990
Q3-4-23 To have customer service skill	-.080	-.090	-.026	.826	.001	.011	.552	3.32	.719
Q3-4-24 To interact with my superiors	.057	-.137	.047	.723	-.027	.045	.561	3.30	.754
Q3-4-22 To have good speaking skills	.008	.249	-.120	.493	.080	.005	.405	3.26	.853
Q3-4-28 To have basic physical ability	-.058	-.012	-.005	.015	.870	.008	.709	3.09	.886
Q3-4-30 To play one sport	.037	.000	.070	-.021	.606	-.001	.426	3.17	.955
Q3-4-29 To have physical ability for a longtime	.161	-.006	-.020	.007	.591	-.012	.467	3.05	1.093
Q3-4-11 To follow work rules	.196	-.001	.040	-.031	.002	.530	.389	3.66	.558
Q3-4-9 To relate to other people's opinion	.116	-.052	.017	.112	.025	.445	.322	3.47	.639
Q3-4-14 To have good mathematical skills	.232	.272	.065	.015	.068	.097	.271	3.24	.873
Q3-4-16 To utilize EXCEL	.214	.073	.189	.235	-.034	-.093	.262	2.88	.958
Q3-4-17 To use SPSS	.254	-.006	.226	.006	.010	-.329	.211	1.66	.825
Q3-4-18 To have internet search skills	-.006	.055	.082	.303	-.017	.234	.229	3.65	.587
F1 Work management skills	1.000	.302	.440	.676	.566	.383			.897
F2 Language/Culture skills	.302	1.000	.162	.355	.277	.086			.782
F3 Technical skills	.440	.162	1.000	.377	.462	.022			.845
F4 Communication skills	.676	.355	.377	1.000	.454	.349			.705
F5 Physical skills	.566	.277	.462	.454	1.000	.249			.755
F6 Adaptive skills to organization	.383	.086	.022	.349	.249	1.000			.509

Notice 1 : By principal and Promax rotation methods

Notice 2: The left side of factors' six lines are co-relation coefficients, the right side are a coefficients