

Exhibit 3: Scale Transformation Constants

Scale	Transformation Constant	Scale	Transformation Constant
	= 9.98886		= 9.98886 + 1.92389
	= 1.92389		

Exhibit 4: Equivalence Table of the Raw Score and the Transformed Scale Score

Raw Score	Transformed Scale Score	Cutpoint
0	3.10346	
1	5.26099	
2	6.29799	
3	7.00708	
4		

Exhibit 5: Cronbach's Alpha Reliability Coefficient and Principal Components Analysis of the Items in the TIMSS 2011 Teacher Working Conditions Scale, Eighth Grade

Exhibit 5: Cronbach's Alpha Reliability Coefficient and Principal Components Analysis of the Items in the TIMSS 2011 Teacher Working Conditions Scale, Eighth Grade (Continued)

Cronbach's Alpha	Cronbach's Alpha if Deleted	Principal Component Eigenvalue	Factor Loadings				
			BTBG08A	BTBG08B	BTBG08C	BTBG08D	BTBG08E
0.74	50	0.52	0.72	0.73	0.79	0.73	
0.75	50	0.54	0.75	0.71	0.79	0.73	
0.78	54	0.69	0.71	0.76	0.76	0.74	
0.69	45	0.67	0.71	0.59	0.69	0.70	
0.76	51	0.63	0.69	0.71	0.81	0.73	
0.74	49	0.63	0.70	0.62	0.79	0.75	
0.84	61	0.74	0.81	0.72	0.84	0.80	
0.73	48	0.54	0.72	0.67	0.78	0.73	
0.59	38	0.51	0.64	0.56	0.69	0.68	
0.78	53	0.65	0.78	0.68	0.78	0.76	
0.80	55	0.70	0.77	0.70	0.78	0.77	
0.71	47	0.64	0.59	0.64	0.79	0.73	
0.69	45	0.53	0.73	0.65	0.77	0.67	
0.69	45	0.63	0.67	0.65	0.74	0.66	
0.67	43	0.60	0.62	0.67	0.74	0.67	
0.77	52	0.63	0.71	0.76	0.74	0.76	
0.69	45	0.62	0.69	0.59	0.69	0.75	
0.62	40	0.57	0.58	0.66	0.70	0.66	
0.76	51	0.62	0.73	0.67	0.77	0.77	
0.71	47	0.59	0.65	0.66	0.79	0.73	
Novelty and Pace							
0.73	48	0.62	0.73	0.66	0.75	0.72	
0.68	45	0.76	0.61	0.35	0.79	0.75	
0.83	60	0.78	0.76	0.70	0.83	0.79	
Basic Pace							
0.75	51	0.53	0.69	0.76	0.80	0.76	
0.78	54	0.70	0.78	0.70	0.79	0.69	
0.67	44	0.58	0.62	0.66	0.73	0.70	
0.76	52	0.64	0.74	0.57	0.81	0.82	
0.71	46	0.55	0.68	0.70	0.72	0.74	
0.79	54	0.69	0.65	0.73	0.84	0.76	
0.71	47	0.65	0.64	0.67	0.77	0.71	
0.74	50	0.75	0.62	0.71	0.71	0.74	
0.78	54	0.65	0.75	0.68	0.79	0.78	
0.63	42	0.66	0.41	0.60	0.82	0.68	
0.75	50	0.74	0.67	0.56	0.77	0.78	
0.69	45	0.66	0.67	0.63	0.66	0.75	
0.67	43	0.48	0.74	0.72	0.61	0.70	
0.71	48	0.59	0.73	0.60	0.80	0.70	

