

Appendix G: Inter-rater Agreement of RGT 2nd Attempt

Researcher / Collaborator	1.Consider subs	2.PS & DM	3.Adapt to environ	4.Motivate development	5.Mgmt skills/traits	6.Comm patterns	7.Perform/Results	8.Approp 'fit'	9.Role model	10.Trust security	11.Future orient	12.Locus of control	13.Self-dev	14.Misc	Total
1.Consider subs	49	1		1			1								52
2.PS & DM		38	1												39
3.Adapt to environ			32	1	1							2			36
4.Motivate develop subs		1		33											34
5.Mgmt skills/traits	1				33										34
6.Comm patterns		1				20									21
7.Perform/Results orientated							23								23
8.Approp 'fit'								21							21
9.Role model									13				1		14
10.Trust security										12					12
11.Future orient											8				8
12.Locus of control												11			11
13.Self-dev													5		5
14.Misc											0			0	0
Total	50	41	33	35	34	20	24	21	13	12	8	13	6	0	310

Percentage Similarity:

$$\frac{100 \times 265}{310} = 85.48\%$$

Total number	310
Pr (a)	0.96
Pr (e)	0.10
Kappa	0.96

$$\kappa = \frac{\Pr(a) - \Pr(e)}{1 - \Pr(e)}$$