

LAMPIRAN

Lampiran 1
Tabel Penelitian Terdahulu

Tabel 1
Penelitian Terdahulu

| No | Peneliti | Judul | Metode Analisis | Hasil |
|----|--|--|----------------------------|---|
| 1 | Mohammed Inuwa (2016) | <i>Job Satisfaction and Employee Performance: An Empirical Approach</i> | <i>Multiple regression</i> | Kepuasan kerja berpengaruh terhadap kinerja pegawai pada staf di Univeritas. |
| 2 | Adigun A. O, Oyekunle I. A dan Onifade T. A (2017) | <i>Influence of Job Satisfaction on Employees Performance in MTN Nigeria</i> | <i>Chi-square analysis</i> | Kepuasan kerja berpengaruh terhadap kinerja pegawai MTN di Nigeria. |
| 3 | Sununta Siengthai dan Patarakhuan Pila-Ngarm (2015) | <i>The Interaction effect of Job Redesign and Job Satisfaction on Employee Performance</i> | <i>Multiple regression</i> | Rancangan pekerjaan berpengaruh terhadap kinerja pegawai dan kepuasan kerja berpengaruh terhadap kinerja pegawai |
| 4 | Amir Sohail, Robina Safdar, Salma Saleem, Samara Ansar dan M. Azeem (2014) | Effect of Work Motivation and Organizational Commitment on Job Satisfaction: (A Case of Education Industry in Pakistan) | <i>Regression analysis</i> | Motivasi berpengaruh terhadap kepuasan kerja dan komitmen organisasional berpengaruh terhadap kepuasan kerja pada industri Pendidikan di Pakistan |
| 5 | Amjad Ali, Li Zhong Bin, Huang Jian Piang, dan Zulfiqar Ali (2016) | <i>The Impact of Motivation on Employee Performance and Job Satisfaction in IT Park (software house) sector of Peshawar, Pakistan.</i> | <i>Regression analysis</i> | Motivasi berpengaruh terhadap kinerja pegawai dan motivasi berpengaruh terhadap kepuasan kerja pada industry IT di Pakistan |

| No | Peneliti | Judul | Metode Analisis | Hasil |
|----|---|---|---|---|
| 6 | Muogbo, Uju S (2013) | <i>The Influence of Motivation on Employees' Performance: A Study of Some Selected Firms in Anambra State</i> | <i>Pearson product moment correlation</i> | Motivasi berpengaruh terhadap kinerja pegawai |
| 7 | Ahmad Badawi Saluy dan Novawiguna Kemalasari (2018) | <i>The Impact of Compensation, Career Development and Employee Engagement towards Employee Performance</i> | <i>Sem PLS</i> | (1) Kompensasi berpengaruh terhadap kinerja pegawai; (2) pengembangan karir berpengaruh terhadap kinerja pegawai; (3) Keterlibatan kerja berpengaruh terhadap kinerja pegawai |

Lampiran 1
Penelitian Terdahulu (lanjutan)

Tabel 1
Penelitian Terdahulu (Lanjutan)

| No | Peneliti | Judul | Metode Analisis | Hasil |
|----|--|---|----------------------------|---|
| 8 | Denny Yusak Lasut, Bernhard Tewel, Rosalina A. M. Koleangan (2018) | <i>The effect of Work Motivation, Career Development and Leadership on Employee Satisfaction at PT. Bank Sulut Go</i> | <i>Regression analysis</i> | (1) Motivasi kerja berpengaruh terhadap kepuasan kerja; (2) Pengembangan karir berpengaruh terhadap kepuasan kerja; (3) kepemimpinan berpengaruh terhadap kepuasan kerja pada perbankan |
| 9 | Ersani Adhitya Wiyani, dan Mudji Rahardjo (2015) | <i>Analisis Pengaruh Motivasi Kerja, Pengembangan Karir dan Komitmen Organisasional Terhadap Kinerja Karyawan</i> | <i>Regression analysis</i> | (1) Motivasi kerja berpengaruh terhadap kinerja pegawai; (2) pengembangan karir berpengaruh terhadap kinerja pegawai; (3) |

| No | Peneliti | Judul | Metode Analisis | Hasil |
|----|--|---|----------------------------|---|
| | | | | Komitmen organisasional berpengaruh terhadap kinerja pegawai |
| 10 | Govand Anwar dan Inji Shukur (2015) | <i>The Impact of Training and Development on Job Satisfaction: A Case Study of Private Banks in Erbil</i> | <i>Multiple regression</i> | Pelatihan dan pengembangan karir berpengaruh terhadap kepuasan kerja pada industry Perbankan di Erbil |
| 11 | Sobia Shujaat, Saira Sana, Faisal Aftab dan Ishtiaq Ahmed (2013) | <i>Impact of Career Development on Employee Satisfaction in Private Banking Sector Karachi</i> | <i>Chi-square analysis</i> | Pengembangan karir berpengaruh terhadap kepuasan kerja pada industri Perbankan di Karachi |

Lampiran 2 Definisi Operasional Variabel

Pengembangan Karir

Dalam penelitian ini akan mengukur variabel pengembangan karir mengadopsi dari Sadler dan Badger (1998) dalam Li, et al. (2014) dengan dimensi terdiri dari *perception of the value of Career development* dan *perception of availability of Career Development Opportunities*.

Tabel 2
Variabel Pengembangan Karir

| Variabel | Dimensi | Operasional |
|--------------------|---|--|
| Pengembangan karir | <i>1. Perception of the Value of Career Development</i> | 1. Pengembangan karir dapat meningkatkan kemampuan kerja saya. |
| | | 2. Pengembangan karir dapat bermanfaat bagi organisasi ini. |
| | | 3. Pengembangan karir penting karena mempermudah pekerjaan saya |
| | | 4. Pengembangan karir bukan sekedar tugas lain tetapi memiliki manfaat signifikan bagi saya. |

| | |
|--|--|
| | 5. Pengembangan karir bagi saya dapat meningkatkan kinerja dari pekerjaan saya itu sendiri. |
| | 6. Pengembangan karir akan meningkatkan prospek pekerjaan karir saya. |
| | 7. Saya merasa termotivasi jika dilibatkan dalam kegiatan pengembangan karir. |
| | 8. Organisasi perlu mengupayakan pengembangan karir untuk mendapatkan hasil yang bermanfaat. |
| | 9. Pengadaan pengembangan karir sebagai reward untuk membangun profesionalitas. |
| 2. <i>Perception of Availability of Career Development Opportunities</i> | 10. Organisasi saya melatih keterampilan karyawan untuk mempersiapkan mereka pada pekerjaan di masa depan. |
| | 11. Organisasi saya menyediakan konseling karir kepada karyawan. |
| | 12. Organisasi mengizinkan saya mempelajari kemampuan baru untuk mempersiapkan pekerjaan dimasa depan. |
| | 13. Organisasi memberikan dukungan terhadap keputusan saya untuk melakukan pelatihan. |
| | 14. Organisasi menerima permintaan perpindah saya ke departemen lain. |
| | 15. Organisasi menjamin kerahasiaan saya ketika melakukan konsuling karir. |

Lampiran 2

Definisi Operasional Variabel (lanjutan)

Tabel 2

Variabel Pengembangan Karir (lanjutan)

| Variabel | Dimensi | Operasional |
|----------|---------|--|
| | | 16. Organisasi saya menyediakan informasi ketersediaan lowongan pekerjaan di dalam organisasi. |
| | | 17. Organisasi saya sepenuhnya mendukung program manajemen karier untuk karyawan. |

| | |
|--|--|
| | 18. Organisasi saya menyediakan program secara berkala dalam menilai minat keterampilan karyawannya. |
|--|--|

Sumber: Sadler dan Badger (1998) dalam Li, et al. (2014)

Motivasi Kerja

Dalam penelitian ini akan mengukur motivasi kerja dengan mengadopsi teori dari McClelland (1987) dalam Sukmasari (2016). Dimensi pertama *need for achievement* (kebutuhan prestasi), dimensi kedua *need for affiliation* (kebutuhan berafiliasi), dan dimensi ketiga *need for power* (kebutuhan kekuasaan).

Tabel 3

Operasional Variabel Motivasi Kerja

| Variabel | Dimensi | Operasional |
|----------|-------------------------|---|
| Motivasi | 1. Motivasi berprestasi | 1 Saya berusaha menyelesaikan tugas tepat waktu. |
| | | 2 Saya menerima resiko atas setiap keputusan yang saya ambil. |
| | | 3 Hal wajar bila saya gagal mengerjakan tugas yang sulit. |
| | | 4 Saya mengakui setiap kesalahan yang diyakini atas perbuatan saya. |
| | | 5 Jika saya telah berbuat salah, saya berusaha untuk memperbaikinya. |
| | | 6 Saya puas jika dapat melaksanakan tugas dengan maksimal. |
| | | 7 Saya berusaha agar prestasi saya lebih baik dibandingkan rekan kerja lain. |
| | 2. Motivasi berafiliasi | 8 Saya senantiasa berusaha membina hubungan baik sesama rekan kerja dalam satu tim kerja. |
| | | 9. Saya berupaya memiliki sebanyak mungkin teman dari berbagai divisi. |
| | | 10. Saya rajin membangun hubungan dengan pimpinan. |
| | | 11. Saya suka membantu sesama rekan kerja yang kebetulan memerlukan bantuan. |

Lampiran 2
Definisi Operasional Variabel (lanjutan)
Tabel 3

Operasional Variabel Motivasi Kerja (lanjutan)

| Variabel | Dimensi | Operasional |
|----------|-----------------------|---|
| | 3. Motivasi kekuasaan | 12. Saya bersikap optimisme untuk mempengaruhi team kerja dalam banyak hal agar tujuan tercapai. |
| | | 13. Saya senantiasa berusaha memperjuangkan ide-ide agar memperoleh kesepakatan dari teman-teman di kantor. |
| | | 14. Saya rela bekerja dengan giat agar memperoleh kenaikan pangkat. |
| | | 15. Saya melihat jabatan sebagai puncak karir sehingga perlu di perjuangkan. |
| | | 16. Saya berusaha menyusun strategi sejak awal untuk mendapat jabatan yang saya inginkan. |

Sumber: McClelland (1987) dalam Sukmasari (2016)

Kepuasan Kerja

Variabel kepuasan kerja akan diukur dengan mengadopsi dari Vandenberg (2009) dalam Inuwa (2016).

Tabel 4
Operasionalisasi Variabel Kepuasan Kerja

| Variabel | Deskripsi | Operasionalisasi |
|----------------|--|---|
| Kepuasan kerja | Kepuasan kerja suatu efektifitas atau respons emosional terhadap berbagai aspek pekerjaan (Kreitner dan Kinicki, 2014) | 1. Umumnya, saya puas dengan pekerjaan saya. |
| | | 2. Saya mendapatkan pekerjaan yang sangat menarik. |
| | | 3. Pekerjaan yang saya lakukan saat ini sesuai dengan harapan saya. |
| | | 4. Pekerjaan saya saat ini menyenangkan. |
| | | 5. Saya puas dengan gaji saya. |
| | | 6. Saya puas dengan posisi pekerjaan saya saat ini. |

Sumber: Vandenberg (2009) dalam Inuwa (2016)

Kinerja Pegawai

Dalam penelitian ini akan mengukur kinerja pegawai dengan mengadopsi teori Mitchel (1987) dalam Rosady dan Syah (2018) yang terdiri dari: dimensi kualitas hasil kerja, ketepatan waktu, inisiatif, dan kecakapan serta komunikasi yang baik.

Lampiran 2

Definisi Operasional Variabel (lanjutan)

Tabel 5

Operasionalisasi Variabel Kinerja

| Variabel | Dimensi | Operasionalisasi |
|----------|----------------------------|---|
| Kinerja | 1. Kualitas kerja | 1. Saya mampu menyelesaikan pekerjaan yang lebih baik dari standar. |
| | | 2. Saya dapat menyelesaikan setiap pekerjaan dengan teliti. |
| | | 3. Pekerjaan yang saya selesaikan mempunyai manfaat bagi masyarakat. |
| | 2. Kecepatan dan ketepatan | 4. Rencanan pekerjaan yang saya buat selalu sesuai dengan tujuan organisasi. |
| | | 5. Saya mampu menyelesaikan pekerjaan yang menjadi tanggung jawab saya sesuai dengan waktu yang ditentukan. |
| | | 6. Atasan merespon baik atas kinerja saya dalam menangani kasus dengan cepat. |
| | 3. Inisiatif | 7. Gagasan yang saya berikan selalu berdampak positif bagi organisasi kepolisian. |
| | | 8. Saya mengambil tindakan langsung untuk menyelesaikan permasalahan dalam setiap pekerjaan. |
| | 4. Kemampuan | 9. Setiap pekerjaan yang saya selesaikan selalu direspon baik oleh sesama rekan kerja. |
| | | 10. Saya tidak pernah disalahkan oleh atasan akan hasil kerja saya. |
| | | 11. Saya mampu memberdayagunakan potensi yang ada pada organisasi untuk mencapai hasil melebihi target. |
| | 5. Komunikasi | 12. Saya sering melakukan koordinasi kepada rekan kerja untuk menghindari miss komunikasi. |
| | | 13. Saya mampu menyampaikan pesan dengan baik kepada pimpinan maupun rekan kerja. |

Sumber: Mitchel (1875) dalam Rosady dan Syah (2018)

KUESIONER SURVEY

A. Identitas Responden: (Berilah tanda “X” pada pilihan yang ada)

1. Jenis kelamin anda:
a. Laki-Laki b. Perempuan
2. Usia anda saat ini:
a. \leq 24 tahun b. 24 tahun – 39 tahun c. \geq 39 thn
3. Pendidikan akhir:
a. SMA b. D3 c. S1 d. S2
4. Pendapatan perbulan:
a. Rp. 3.500.000 b. Rp 3.500.000 – Rp 5.000.000 b. \geq Rp 5.000.000
5. Sudah berapa lama saudara bekerja pada PT. Rajawali Citra Televisi Indonesia:
a. $<$ 2 tahun b. $>$ 3 tahun

B. Petunjuk Pengisian

1. Silakan tentukan pendapat setuju maupun ketidaksetujuan anda terhadap pernyataan-pernyataan berikut.
2. Berilah tanda silang terhadap jawaban yang anda anggap paling tepat. Skala nomor menunjukkan seberapa dekat jawaban saudara/bapak/ibu dengan pilihan yang tersedia, sebagai berikut:
 1. Sangat tidak setuju (STS)
 2. Tidak setuju (TS)
 3. Antara setuju tidak setuju (ASTS)
 4. Setuju (S)
 5. Sangat Setuju (SS)

C. Kuesioner

| No | Kuesioner | 1 | 2 | 3 | 4 | 5 |
|----|---|---|---|---|---|---|
| 1 | Pengembangan karir dapat meningkatkan kemampuan kerja saya. | | | | | |
| 2 | Pengembangan karir dapat bermanfaat bagi organisasi ini. | | | | | |
| 3 | Pengembangan karir penting karena mempermudah pekerjaan saya | | | | | |
| 4 | Pengembangan karir bukan sekedar tugas lain tetapi memiliki manfaat signifikan bagi saya. | | | | | |
| 5 | Pengembangan karir bagi saya dapat meningkatkan kinerja dari pekerjaan saya itu | | | | | |

| | | | | | | |
|---|--|--|--|--|--|--|
| | sendiri. | | | | | |
| 6 | Pengembangan karir akan meningkatkan prospek pekerjaan karir saya. | | | | | |
| 7 | Saya merasa termotivasi jika dilibatkan dalam kegiatan pengembangan karir. | | | | | |

Lampiran 3
Kuesioner Pretest (lanjutan)

| No | Kuesioner | 1 | 2 | 3 | 4 | 5 |
|----|--|---|---|---|---|---|
| 8 | Organisasi perlu mengupayakan pengembangan karir untuk mendapatkan hasil yang bermanfaat. | | | | | |
| 9 | Pengadaan pengembangan karir sebagai reward untuk membangun profesionalitas. | | | | | |
| 10 | Organisasi saya melatih keterampilan karyawan untuk mempersiapkan mereka pada pekerjaan di masa depan. | | | | | |
| 11 | Organisasi saya menyediakan konseling karir kepada karyawan. | | | | | |
| 12 | Organisasi mengizinkan saya mempelajari kemampuan baru untuk mempersiapkan pekerjaan dimasa depan. | | | | | |
| 13 | Organisasi memberikan dukungan terhadap keputusan saya untuk melakukan pelatihan. | | | | | |
| 14 | Organisasi menerima permintaan perpindah saya ke departemen lain. | | | | | |
| 15 | Organisasi menjamin kerahasiaan saya ketika melakukan konsuling karir. | | | | | |
| 16 | Organisasi saya menyediakan informasi ketersediaan lowongan pekerjaan di dalam organisas. | | | | | |
| 17 | Organisasi saya sepenuhnya mendukung program manajemen karier untuk karyawan. | | | | | |
| 18 | Organisasi saya menyediakan program secara berkala dalam menilai minat keterampilan | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| | karyawannya. | | | | | |
| 19 | Saya berusaha menyelesaikan tugas tepat waktu. | | | | | |
| 20 | Saya menerima resiko atas setiap keputusan yang saya ambil. | | | | | |
| 21 | Hal wajar bila saya gagal mengerjakan tugas yang sulit. | | | | | |
| 22 | Saya mengakui setiap kesalahan yang diyakini atas perbuatan saya. | | | | | |
| 23 | Jika saya telah berbuat salah, saya berusaha untuk memperbaikinya. | | | | | |
| 24 | Saya puas jika dapat melaksanakan tugas dengan maksimal. | | | | | |
| 25 | Saya berusaha agar prestasi saya lebih baik dibandingkan rekan kerja lain. | | | | | |
| 26 | Saya senantiasa berusaha membina hubungan baik sesama rekan kerja dalam satu tim kerja. | | | | | |
| 27 | Saya berupaya memiliki sebanyak mungkin teman dari berbagai divisi. | | | | | |
| 28 | Saya rajin membangun hubungan dengan pimpinan. | | | | | |
| 29 | Saya suka membantu sesama rekan kerja yang kebetulan memerlukan bantuan. | | | | | |

Lampiran 3
Kuesioner Pretest (lanjutan)

| No | Kuesioner | 1 | 2 | 3 | 4 | 5 |
|----|---|---|---|---|---|---|
| 30 | Saya bersikap optimisme untuk mempengaruhi team kerja dalam banyak hal agar tujuan tercapai. | | | | | |
| 31 | Saya senantiasa berusaha memperjuangkan ide-ide agar memperoleh kesepakatan dari teman-teman di kantor. | | | | | |
| 32 | Saya rela bekerja dengan giat agar memperoleh kenaikan pangkat. | | | | | |
| 33 | Saya melihat jabatan sebagai puncak karir sehingga perlu di perjuangkan. | | | | | |
| 34 | Saya berusaha menyusun strategi sejak awal untuk mendapat jabatan yang saya inginkan. | | | | | |
| 35 | Umumnya, saya puas dengan pekerjaan saya. | | | | | |
| 36 | Saya mendapatkan pekerjaan yang sangat menarik. | | | | | |
| 37 | Pekerjaan yang saya lakukan saat ini sesuai dengan harapan saya. | | | | | |
| 38 | Pekerjaan saya saat ini menyenangkan. | | | | | |
| 39 | Saya puas dengan gaji saya. | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 40 | Saya puas dengan posisi pekerjaan saya saat ini. | | | | | |
| 41 | Saya mampu menyelesaikan pekerjaan yang lebih baik dari standar. | | | | | |
| 42 | Saya dapat menyelesaikan setiap pekerjaan dengan teliti. | | | | | |
| 43 | Pekerjaan yang saya selesaikan mempunyai manfaat bagi masyarakat. | | | | | |
| 44 | Rencana pekerjaan yang saya buat selalu sesuai dengan tujuan organisasi. | | | | | |
| 45 | Saya mampu menyelesaikan pekerjaan yang menjadi tanggung jawab saya sesuai dengan waktu yang ditentukan. | | | | | |
| 46 | Atasan merespon baik atas kinerja saya dalam menangani kasus dengan cepat. | | | | | |
| 47 | Gagasan yang saya berikan selalu berdampak positif bagi organisasi kepolisian. | | | | | |
| 48 | Saya mengambil tindakan langsung untuk menyelesaikan permasalahan dalam setiap pekerjaan. | | | | | |

Lampiran 3
Kuesioner Pretest (lanjutan)

| No | Kuesioner | 1 | 2 | 3 | 4 | 5 |
|----|---|---|---|---|---|---|
| 49 | Setiap pekerjaan yang saya selesaikan selalu direspon baik oleh sesama rekan kerja. | | | | | |
| 50 | Saya tidak pernah disalahkan oleh atasan akan hasil kerja saya. | | | | | |
| 51 | Saya mampu memberdayakan potensi yang ada pada organisasi untuk mencapai hasil melebihi target. | | | | | |
| 52 | Saya sering melakukan koordinasi kepada rekan kerja untuk menghindari miss komunikasi. | | | | | |
| 53 | Saya mampu menyampaikan pesan dengan baik kepada pimpinan maupun rekan kerja. | | | | | |

Terimakasih atas partisipasi saudara/i

Lampiran 5
Data Output *Pre-test*

1. Output Variabel Pengembangan Karir Validitas dan Relibilitas
Dimensi 1 Pengembangan Karir

KMO and Bartlett's Test

| | | |
|--|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .804 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 139.710 |
| | Df | 36 |
| | Sig. | .000 |

Anti-image Matrices

| | | PK1 | PK2 | PK3 | PK4 | PK5 | PK6 | PK7 | PK8 | PK9 |
|------------------------|------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------|-------|-------|
| Anti-image Covariance | PK 1 | .227 | -.101 | -.133 | .030 | .002 | .073 | -.109 | -.042 | -.136 |
| | PK 2 | -.101 | .266 | -.042 | -.076 | .014 | -.042 | .011 | -.179 | .065 |
| | PK 3 | -.133 | -.042 | .323 | -.066 | .049 | -.147 | .094 | .124 | .011 |
| | PK 4 | .030 | -.076 | -.066 | .248 | -.174 | -.002 | .114 | .084 | -.078 |
| | PK 5 | .002 | .014 | .049 | -.174 | .389 | -.127 | .042 | -.069 | -.049 |
| | PK 6 | .073 | -.042 | -.147 | -.002 | -.127 | .503 | .120 | -.079 | .049 |
| | PK 7 | -.109 | .011 | .094 | -.114 | .042 | -.120 | .522 | .016 | -.019 |
| | PK 8 | -.042 | -.179 | .124 | .084 | -.069 | -.079 | .016 | .594 | -.040 |
| | PK 9 | -.136 | .065 | .011 | -.078 | -.049 | .049 | .019 | -.040 | .506 |
| Anti-image Correlation | PK 1 | .778 ^a | -.411 | -.491 | .127 | .007 | .216 | .317 | -.114 | -.400 |
| | PK 2 | -.411 | .834 ^a | -.144 | -.295 | .044 | -.114 | .030 | -.450 | .176 |
| | PK 3 | -.491 | -.144 | .782 ^a | -.233 | .139 | -.365 | .229 | .283 | .026 |
| | PK 4 | .127 | -.295 | -.233 | .801 ^a | -.561 | -.006 | .317 | .218 | -.220 |
| | PK 5 | .007 | .044 | .139 | -.561 | .804 ^a | -.286 | .094 | -.144 | -.111 |
| | PK 6 | .216 | -.114 | -.365 | -.006 | -.286 | .821 ^a | .234 | -.144 | .098 |

| | | | | | | | | | |
|---------|-------|-------|------|-------|-------|-------|-------------------|-------------------|-------------------|
| PK 7 | -.317 | .030 | .229 | -.317 | .094 | -.234 | .844 _a | .029 | -.037 |
| PK 8 | -.114 | -.450 | .283 | .218 | -.144 | -.144 | .029 | .666 ^a | -.072 |
| PK 9 | -.400 | .176 | .026 | -.220 | -.111 | .098 | .037 | -.072 | .862 ^a |

a. Measures of Sampling Adequacy(MSA)

**Component
Matrix^a**

| | Component 1 |
|-----|----------------|
| PK1 | .835 |
| PK2 | .844 |
| PK3 | .769 |
| PK4 | .851 |
| PK5 | .721 |
| PK6 | .682 |
| PK7 | .706 |
| PK8 | .463 |
| PK9 | .689 |

Extraction Method:
Principal
Component
Analysis.
a. 1 components
extracted.

**Lampiran 5
Data Output Pre-test (lanjutan)**

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---------------------|--|---------------|
| .887 | .891 | 9 |

Dimensi 2 Pengembangan Karir

KMO and Bartlett's Test

| | | |
|--|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .803 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 145.896 |
| | Df | 36 |
| | Sig. | .000 |

Anti-image Matrices

| | | PK10 | PK11 | PK12 | PK13 | PK14 | PK15 | PK16 | PK17 | PK18 |
|--------------------------|---------------------------|-------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance | PK 10 | .296 | -.126 | -.109 | -.011 | .008 | -.055 | -.070 | -.145 | .102 |
| | PK 11 | -.126 | .319 | .027 | -.040 | -.069 | .080 | -.011 | -.043 | -.121 |
| | PK 12 | -.109 | .027 | .209 | -.096 | .045 | -.009 | .095 | .012 | -.152 |
| | PK 13 | -.011 | -.040 | -.096 | .257 | -.178 | -.085 | -.109 | .041 | .078 |
| | PK 14 | .008 | -.069 | .045 | -.178 | .438 | .040 | .020 | -.073 | -.038 |
| | PK 15 | -.055 | .080 | -.009 | -.085 | .040 | .497 | -.112 | .011 | -.104 |
| | PK 16 | -.070 | -.011 | .095 | -.109 | .020 | -.112 | .543 | -.009 | -.094 |
| | PK 17 | -.145 | -.043 | .012 | .041 | -.073 | .011 | -.009 | .672 | -.012 |
| | PK 18 | .102 | -.121 | -.152 | .078 | -.038 | -.104 | -.094 | -.012 | .258 |
| | Anti-image Correlation | PK 10 | .798 ^a | -.411 | -.440 | -.038 | .023 | -.142 | -.174 | -.326 |
| PK 11 | | -.411 | .853 ^a | .105 | -.140 | -.185 | .201 | -.026 | -.093 | -.422 |
| PK 12 | | -.440 | .105 | .755 ^a | -.415 | .149 | -.028 | .282 | .033 | -.656 |
| PK 13 | | -.038 | -.140 | -.415 | .795 ^a | -.530 | -.237 | -.291 | .099 | .304 |
| PK 14 | | .023 | -.185 | .149 | -.530 | .836 ^a | .086 | .040 | -.135 | -.114 |
| PK 15 | | -.142 | .201 | -.028 | -.237 | .086 | .878 ^a | -.215 | .020 | -.291 |
| PK 16 | | -.174 | -.026 | .282 | -.291 | .040 | -.215 | .847 ^a | -.016 | -.252 |
| PK 17 | | -.326 | -.093 | .033 | .099 | -.135 | .020 | -.016 | .885 ^a | -.029 |
| PK 18 | | .370 | -.422 | -.656 | .304 | -.114 | -.291 | -.252 | -.029 | .696 ^a |

a. Measures of Sampling Adequacy(MSA)

Lampiran 5
Data Output Pre-test (lanjutan)

Component Matrix^a

| | Component |
|------|-----------|
| | 1 |
| PK10 | .819 |
| PK11 | .830 |
| PK12 | .843 |
| PK13 | .842 |
| PK14 | .712 |
| PK15 | .699 |
| PK16 | .678 |
| PK17 | .551 |
| PK18 | .768 |

Extraction Method:
Principal
Component
Analysis.
a. 1 components
extracted.

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .901 | .903 | 9 |

2. Output Variabel Motivasi Kerja Validitas dan Relibilitas

Dimensi 1 Motivasi Kerja

KMO and Bartlett's Test

| | | |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .722 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 66.507 |
| | df | 21 |
| | Sig. | .000 |

Lampiran 5
Data Output Pre-test (lanjutan)

Anti-image Matrices

| | | MK1 | MK2 | MK3 | MK4 | MK5 | MK6 | MK7 |
|---------------------------|-----|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance | MK1 | .317 | -.152 | .069 | -.191 | -.038 | -.133 | -.206 |
| | MK2 | -.152 | .509 | -.050 | .097 | -.168 | -.009 | .097 |
| | MK3 | .069 | -.050 | .895 | -.222 | .022 | -.083 | .031 |
| | MK4 | -.191 | .097 | -.222 | .699 | -.102 | .097 | .178 |
| | MK5 | -.038 | -.168 | .022 | -.102 | .430 | -.169 | -.028 |
| | MK6 | -.133 | -.009 | -.083 | .097 | -.169 | .467 | -.026 |
| | MK7 | -.206 | .097 | .031 | .178 | -.028 | -.026 | .658 |
| Anti-image Correlation | MK1 | .708 ^a | -.377 | .130 | -.406 | -.104 | -.346 | -.450 |
| | MK2 | -.377 | .769 ^a | -.075 | .163 | -.360 | -.018 | .168 |
| | MK3 | .130 | -.075 | .450 ^a | -.281 | .036 | -.128 | .040 |
| | MK4 | -.406 | .163 | -.281 | .467 ^a | -.187 | .170 | .262 |
| | MK5 | -.104 | -.360 | .036 | -.187 | .813 ^a | -.376 | -.052 |
| | MK6 | -.346 | -.018 | -.128 | .170 | -.376 | .804 ^a | -.046 |
| | MK7 | -.450 | .168 | .040 | .262 | -.052 | -.046 | .648 ^a |

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

| | Component | |
|-----|-----------|-------|
| | 1 | 2 |
| MK1 | .888 | -.061 |
| MK2 | .764 | .009 |
| MK3 | .112 | .764 |
| MK4 | .389 | .675 |
| MK5 | .844 | .037 |
| MK6 | .811 | -.084 |
| MK7 | .536 | -.492 |

Extraction Method:

Principal Component

Analysis.

a. 2 components extracted.

Iterasi 1 Dimensi 1 Motivasi Kerja

KMO and Bartlett's Test

| | | |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .740 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 64.455 |
| | df | 15 |
| | Sig. | .000 |

Lampiran 5
Data Output Pre-test (lanjutan)

Anti-image Matrices

| | | MK1 | MK2 | MK4 | MK5 | MK6 | MK7 |
|--------------------------|---------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------|
| Anti-image Covariance | MK1 | .323 | -.151 | -.192 | -.041 | -.131 | -.212 |
| | MK2 | -.151 | .512 | .093 | -.168 | -.014 | .100 |
| | MK4 | -.192 | .093 | .759 | -.105 | .085 | .202 |
| | MK5 | -.041 | -.168 | -.105 | .431 | -.169 | -.029 |
| | MK6 | -.131 | -.014 | .085 | -.169 | .475 | -.023 |
| | MK7 | -.212 | .100 | .202 | -.029 | -.023 | .659 |
| | Anti-image Correlation | MK1 | .718 ^a | -.372 | -.389 | -.110 | -.334 |
| MK2 | -.372 | .775 ^a | .149 | -.358 | -.028 | .172 | |
| MK4 | -.389 | .149 | .476 ^a | -.184 | .141 | .286 | |
| MK5 | -.110 | -.358 | -.184 | .814 ^a | -.375 | -.054 | |
| MK6 | -.334 | -.028 | .141 | -.375 | .821 ^a | -.041 | |
| MK7 | -.460 | .172 | .286 | -.054 | -.041 | .629 ^a | |

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

| | Component | |
|-----|-----------|-------|
| | 1 | 2 |
| MK1 | .890 | .001 |
| MK2 | .764 | .056 |
| MK4 | .377 | .808 |
| MK5 | .844 | .100 |
| MK6 | .811 | -.128 |
| MK7 | .544 | -.605 |

Extraction Method:
Principal Component
Analysis.

a. 2 components extracted.

Iterasi 2 Dimensi 1 Motivasi Kerja

KMO and Bartlett's Test

| | | |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .805 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 57.958 |
| | df | 10 |
| | Sig. | .000 |

Anti-image Matrices

| | MK1 | MK2 | MK5 | MK6 | MK7 |
|----------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image MK1 | .380 | -.154 | -.082 | -.132 | -.206 |
| Covariance MK2 | -.154 | .524 | -.164 | -.025 | .084 |
| MK5 | -.082 | -.164 | .446 | -.167 | -.001 |
| MK6 | -.132 | -.025 | -.167 | .484 | -.051 |
| MK7 | -.206 | .084 | -.001 | -.051 | .717 |
| Anti-image Correlation MK1 | .781 ^a | -.345 | -.200 | -.307 | -.395 |
| MK2 | -.345 | .807 ^a | -.340 | -.050 | .136 |
| MK5 | -.200 | -.340 | .820 ^a | -.359 | -.001 |
| MK6 | -.307 | -.050 | -.359 | .842 ^a | -.086 |
| MK7 | -.395 | .136 | -.001 | -.086 | .753 ^a |

a. Measures of Sampling Adequacy(MSA)

Lampiran 5 Data Output Pre-test (lanjutan)

Component Matrix^a

| | Component |
|-----|-----------|
| | 1 |
| MK1 | .879 |
| MK2 | .772 |
| MK5 | .838 |
| MK6 | .825 |
| MK7 | .576 |

Extraction Method:

Principal

Component

Analysis.

a. 1 components
extracted.

Reliability Statistics

| | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| Cronbach's Alpha | .814 | 5 |

Dimensi 2 Motivasi Kerja

KMO and Bartlett's Test

| | | |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .755 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 41.799 |
| | df | 6 |
| | Sig. | .000 |

Anti-image Matrices

| | | MK8 | MK9 | MK10 | MK11 |
|------------------------|------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance | MK8 | .388 | -.191 | -.108 | -.208 |
| | MK9 | -.191 | .591 | .048 | -.096 |
| | MK10 | -.108 | .048 | .742 | -.139 |
| | MK11 | -.208 | -.096 | -.139 | .435 |
| Anti-image Correlation | MK8 | .711 ^a | -.398 | -.201 | -.506 |
| | MK9 | -.398 | .791 ^a | .072 | -.189 |
| | MK10 | -.201 | .072 | .828 ^a | -.245 |
| | MK11 | -.506 | -.189 | -.245 | .748 ^a |

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

| | Component |
|------|-----------|
| | 1 |
| MK8 | .894 |
| MK9 | .766 |
| MK10 | .654 |
| MK11 | .873 |

Extraction Method:

Principal Component Analysis.

a. 1 components extracted.

Lampiran 5
Data Output Pre-test (lanjutan)

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .788 | .809 | 4 |

Dimensi 3 Motivasi Kerja

KMO and Bartlett's Test

| | | |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .785 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 85.863 |
| | df | 10 |
| | Sig. | .000 |

Anti-image Matrices

| | | MK12 | MK13 | MK14 | MK15 | MK16 |
|-----------------------|------------------------|-------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance | MK1 2 | .516 | -.254 | .013 | -.043 | -.009 |
| | MK1 3 | -.254 | .389 | -.126 | .051 | -.007 |
| | MK1 4 | .013 | -.126 | .250 | -.114 | -.119 |
| | MK1 5 | -.043 | .051 | -.114 | .346 | -.135 |
| | MK1 6 | -.009 | -.007 | -.119 | -.135 | .310 |
| | Anti-image Correlation | MK1 2 | .758 ^a | -.567 | .036 | -.102 |
| MK1 3 | | -.567 | .730 ^a | -.403 | .138 | -.020 |
| MK1 4 | | .036 | -.403 | .789 ^a | -.388 | -.427 |
| MK1 5 | | -.102 | .138 | -.388 | .812 ^a | -.412 |
| MK1 6 | | -.021 | -.020 | -.427 | -.412 | .823 ^a |

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

| | Component |
|-----|-----------|
| | 1 |
| MK1 | .703 |
| 2 | |
| MK1 | .792 |
| 3 | |
| MK1 | .910 |
| 4 | |
| MK1 | .831 |
| 5 | |
| MK1 | .861 |
| 6 | |

Extraction Method:
Principal
Component
Analysis.
a. 1 components
extracted.

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .874 | .878 | 5 |

**Lampiran 5
Data Output Pre-test (lanjutan)**

3. Output Variabel Kepuasan Kerja Validitas dan Relibilitas

KMO and Bartlett's Test

| | | |
|--|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .803 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 121.062 |
| | df | 15 |
| | Sig. | .000 |

Anti-image Matrices

| | | KK1 | KK2 | KK3 | KK4 | KK5 | KK6 |
|---------------------------|-----|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance | KK1 | .352 | -.101 | -.104 | .135 | -.133 | -.051 |
| | KK2 | -.101 | .325 | -.041 | -.082 | -.042 | .064 |
| | KK3 | -.104 | -.041 | .139 | -.109 | .012 | -.065 |
| | KK4 | .135 | -.082 | -.109 | .198 | -.035 | -.044 |
| | KK5 | -.133 | -.042 | .012 | -.035 | .505 | -.108 |
| | KK6 | -.051 | .064 | -.065 | -.044 | -.108 | .418 |
| Anti-image Correlation | KK1 | .704 ^a | -.299 | -.472 | .513 | -.314 | -.132 |
| | KK2 | -.299 | .886 ^a | -.194 | -.324 | -.105 | .172 |
| | KK3 | -.472 | -.194 | .775 ^a | -.659 | .044 | -.270 |
| | KK4 | .513 | -.324 | -.659 | .712 ^a | -.110 | -.152 |
| | KK5 | -.314 | -.105 | .044 | -.110 | .903 ^a | -.236 |
| | KK6 | -.132 | .172 | -.270 | -.152 | -.236 | .904 ^a |

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

| | Component |
|-----|-----------|
| | 1 |
| KK1 | .761 |
| KK2 | .853 |
| KK3 | .935 |
| KK4 | .837 |
| KK5 | .771 |
| KK6 | .813 |

Extraction Method:

Principal
Component
Analysis.

a. 1 components
extracted.

Reliability Statistics

| | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| Cronbach's Alpha | .905 | 6 |

Lampiran 5
Data Output *Pre-test* (lanjutan)

4. Output Variabel Kinerja Pegawai Validitas dan Relibilitas

Dimensi 1 Kinerja Pegawai

KMO and Bartlett's Test

| | | |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .546 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 22.116 |
| | df | 3 |
| | Sig. | .000 |

Anti-image Matrices

| | | KP1 | KP2 | KP3 |
|------------------------|-----|-------------------|-------------------|-------------------|
| Anti-image Covariance | KP1 | .465 | -.333 | -.079 |
| | KP2 | -.333 | .469 | -.044 |
| | KP3 | -.079 | -.044 | .940 |
| Anti-image Correlation | KP1 | .528 ^a | -.712 | -.119 |
| | KP2 | -.712 | .529 ^a | -.066 |
| | KP3 | -.119 | -.066 | .847 ^a |

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

| | Component |
|-----|-----------|
| | 1 |
| KP1 | .902 |
| KP2 | .896 |
| KP3 | .481 |

Extraction Method:
Principal Component Analysis.

a. 1 components extracted.

Reliability Statistics

| | | |
|------------------|--|------------|
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|

| | | |
|------|------|---|
| .630 | .660 | 3 |
|------|------|---|

KMO and Bartlett's Test

| | | |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .651 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 21.277 |
| | df | 3 |
| | Sig. | .000 |

Lampiran 5

Data Output *Pre-test* (lanjutan)

Anti-image Matrices

| | | KP4 | KP5 | KP6 |
|------------------------|-----|-------------------|-------------------|-------------------|
| Anti-image Covariance | KP4 | .653 | -.284 | -.070 |
| | KP5 | -.284 | .539 | -.262 |
| | KP6 | -.070 | -.262 | .692 |
| Anti-image Correlation | KP4 | .671 ^a | -.480 | -.103 |
| | KP5 | -.480 | .607 ^a | -.429 |
| | KP6 | -.103 | -.429 | .699 ^a |

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

| | Component |
|-----|-----------|
| | 1 |
| KP4 | .801 |
| KP5 | .878 |
| KP6 | .779 |

Extraction Method:

Principal Component Analysis.

a. 1 components extracted.

Reliability Statistics

| | | |
|------------------|--|------------|
| | Cronbach's Alpha Based on Standardized Items | N of Items |
| Cronbach's Alpha | .756 | 3 |

Dimensi 3 Kinerja Pegawai

KMO and Bartlett's Test

| | | |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .500 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 19.027 |
| | df | 1 |
| | Sig. | .000 |

Anti-image Matrices

| | | KP7 | KP8 |
|------------------------|-----|-------------------|-------------------|
| Anti-image Covariance | KP7 | .501 | -.354 |
| | KP8 | -.354 | .501 |
| Anti-image Correlation | KP7 | .500 ^a | -.707 |
| | KP8 | -.707 | .500 ^a |

a. Measures of Sampling Adequacy(MSA)

Lampiran 5 **Data Output Pre-test (lanjutan)**

Component Matrix^a

| | Component |
|-----|-----------|
| | 1 |
| KP7 | .924 |
| KP8 | .924 |

Extraction Method:

Principal
Component
Analysis.

a. 1 components
extracted.

Reliability Statistics

| | | |
|------------------|--|------------|
| | Cronbach's Alpha Based on Standardized Items | N of Items |
| Cronbach's Alpha | .828 | 2 |

Dimensi 4 Kinerja Pegawai

KMO and Bartlett's Test

| | | |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .602 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 30.048 |
| | df | 3 |
| | Sig. | .000 |

Anti-image Matrices

| | | KP9 | KP10 | KP11 |
|---------------------------|------|-------------------|-------------------|-------------------|
| Anti-image Covariance | KP9 | .572 | -.270 | .039 |
| | KP10 | -.270 | .388 | -.269 |
| | KP11 | .039 | -.269 | .576 |
| Anti-image Correlation | KP9 | .632 ^a | -.573 | .068 |
| | KP10 | -.573 | .565 ^a | -.570 |
| | KP11 | .068 | -.570 | .634 ^a |

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

| | Component 1 |
|------|----------------|
| KP9 | .802 |
| KP10 | .921 |
| KP11 | .801 |

Extraction Method:

Principal
Component
Analysis.

a. 1 components
extracted.

Lampiran 5
Data Output Pre-test (lanjutan)

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .778 | .794 | 3 |

Dimensi 5 Kinerja Pegawai

KMO and Bartlett's Test

| | | |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .500 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 12.556 |
| | df | 1 |
| | Sig. | .000 |

Anti-image Matrices

| | | KP12 | KP13 |
|------------------------|------|-------------------|-------------------|
| Anti-image Covariance | KP12 | .633 | -.384 |
| | KP13 | -.384 | .633 |
| Anti-image Correlation | KP12 | .500 ^a | -.605 |
| | KP13 | -.605 | .500 ^a |

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

| | Component |
|------|-----------|
| | 1 |
| KP12 | .896 |
| KP13 | .896 |

Extraction Method:

Principal Component Analysis.

a. 1 components extracted.

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .754 | .754 | 2 |



Lampiran 6
Input Data Penelitian

Lampiran 6
Input Data Penelitian (lanjutan)

| No | Keperawatan Lanjut | | | | | | | | | | | | Keperawatan | | | | | | | | | | | | Keperawatan Lanjut | | | | | | | | | | | | | | | | |
|----|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|-------------|------|------|------|------|------|------|------|------|------|------|------|--------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|---|
| | PK1 | PK2 | PK3 | PK4 | PK5 | PK6 | PK7 | PK8 | PK9 | PK10 | PK11 | PK12 | PK13 | PK14 | PK15 | PK16 | PK17 | PK18 | PK19 | PK20 | PK21 | PK22 | PK23 | PK24 | PK25 | PK26 | PK27 | PK28 | PK29 | PK30 | PK31 | PK32 | PK33 | PK34 | PK35 | PK36 | PK37 | PK38 | PK39 | PK40 | |
| 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |

Lampiran 6
Input Data Penelitian (lanjutan)

Universitas
Esa Unggul

Universitas
Esa Unggul

Universitas
Esa Unggul

Lampiran 7
Analisa Deskriptif Demografi Responden
Tabel 6

Deskriptif Demografi Responden

| Demografi | Klasifikasi | Jumlah (Responden) | Persentase |
|------------------------|--------------------------------|-------------------------------|-------------------|
| Jenis kelamin | Pria | 139 | 52% |
| | Wanita | 126 | 48% |
| Total | | 265 | 100% |
| Usia | < 24 tahun | 29 | 11% |
| | 24 – 39 tahun | 192 | 72% |
| | > 39 tahun | 44 | 17% |
| Total | | 265 | 100% |
| Pendidikan akhir | SMA | 2 | 1% |
| | D3 | 21 | 8% |
| | S1 | 210 | 79% |
| | S2 | 32 | 12% |
| Total | | 265 | 100% |
| Pendapatan perbulan | Rp 3.500.000 | 12 | 5% |
| | Rp 3.500.000 – Rp 5.000.000 | 71 | 27% |
| | > Rp 5.000.000 | 182 | 68% |
| Total | | 265 | 100% |
| Lama bekerja | < 2 tahun | 89 | 33% |
| | > 3 tahun | 176 | 67% |
| Total | | 265 | 100% |

Lampiran 8
Analisis (Uji ANOVA)

Analisis Perbedaan Demografi Responden (Uji ANOVA)

1. Perbedaan Responden Berdasarkan Jenis Kelamin

Tabel 7

Hasil Uji Responden Berdasarkan Jenis Kelamin

| Variabel | <i>Homogeneity</i> | ANOVA | Keterangan |
|--------------------|--------------------|-------|---------------------|
| Pengembangan Karir | 0,225 | 0,256 | Tidak ada perbedaan |
| Motivasi Kerja | 0,655 | 0,490 | Tidak ada perbedaan |
| Kepuasan Kerja | 0,551 | 0,747 | Tidak ada perbedaan |
| Kinerja | 0,920 | 0,540 | Tidak ada perbedaan |

Sumber: hasil uji spss

2. Perbedaan Responden Berdasarkan Usia

Tabel 8

Hasil Uji Responden Berdasarkan Usia

| Variabel | <i>Homogeneity</i> | ANOVA | Keterangan |
|--------------------|--------------------|-------|---------------------|
| Pengembangan Karir | 0,540 | 0,988 | Tidak ada perbedaan |
| Motivasi Kerja | 0,511 | 0,160 | Tidak ada perbedaan |
| Kepuasan Kerja | 0,758 | 0,101 | Tidak ada perbedaan |
| Kinerja | 0,741 | 0,102 | Tidak ada perbedaan |

Sumber: hasil uji spss

3. Perbedaan Responden Berdasarkan Pendidikan Akhir

Tabel 9

Hasil Uji Responden Berdasarkan Pendidikan Akhir

| Variabel | <i>Homogeneity</i> | ANOVA | Keterangan |
|--------------------|--------------------|-------|---------------|
| Pengembangan Karir | 0,038 | 0,136 | Tidak diuji* |
| Motivasi Kerja | 0,153 | 0,000 | Ada perbedaan |
| Kepuasan Kerja | 0,107 | 0,000 | Ada perbedaan |
| Kinerja | 0,156 | 0,000 | Ada perbedaan |

Sumber: hasil uji spss *)homogeneity < 0,05

4. Perbedaan Responden Berdasarkan Pendapatan Perbulan

Tabel 10

Hasil Uji Responden Berdasarkan Pendapatan Perbulan

| Variabel | <i>Homogeneity</i> | ANOVA | Keterangan |
|--------------------|--------------------|-------|---------------------|
| Pengembangan Karir | 0,432 | 0,403 | Tidak ada perbedaan |
| Motivasi Kerja | 0,961 | 0,372 | Tidak ada perbedaan |
| Kepuasan Kerja | 0,926 | 0,147 | Tidak ada perbedaan |
| Kinerja | 0,860 | 0,134 | Tidak ada perbedaan |

Sumber: hasil uji spss

5. Perbedaan Responden Berdasarkan Lama Bekerja

Tabel 11

Hasil Uji Responden Berdasarkan Lama Bekerja

| Variabel | <i>Homogeneity</i> | ANOVA | Keterangan |
|--------------------|--------------------|-------|---------------------|
| Pengembangan Karir | 0,461 | 0,944 | Tidak ada perbedaan |
| Motivasi Kerja | 0,458 | 0,643 | Tidak ada perbedaan |
| Kepuasan Kerja | 0,959 | 0,974 | Tidak ada perbedaan |
| Kinerja | 0,320 | 0,797 | Tidak ada perbedaan |

Sumber: hasil uji spss

1. Hasil Pengujian Validitas Faktor

Tabel 11

Hasil Pengukuran Validitas Konstruk

| Operasional | Variabel | Loading Factor | Nilai T | Keterangan |
|-------------|--------------------|----------------|---------|------------|
| PKD1 | Perkembangan Karir | 0,90 | 17,38 | Diterima |
| PKD2 | | 0,94 | 18,48 | Diterima |
| MKD1 | Motivasi Kerja | 0,93 | 19,41 | Diterima |
| MKD2 | | 0,90 | 18,62 | Diterima |
| MKD3 | | 0,94 | 19,78 | Diterima |
| KK1 | Kepuasan Kerja | 0,85 | | Diterima |
| KK2 | | 0,85 | 22,49 | Diterima |
| KK3 | | 0,91 | 20,45 | Diterima |
| KK4 | | 0,90 | 20,16 | Diterima |
| KK5 | | 0,86 | 18,25 | Diterima |
| KK6 | | 0,82 | 16,93 | Diterima |
| KPD1 | Kinerja Pegawai | 0,90 | | Diterima |
| KPD2 | | 0,90 | 29,50 | Diterima |
| KPD3 | | 0,93 | 25,31 | Diterima |
| KPD4 | | 0,96 | 27,99 | Diterima |
| KPD5 | | 0,91 | 23,69 | Diterima |

Sumber: hasil olah data SEM Lisrel

Hasil Pengujian Reliabilitas Konstruk

Tabel 12

Hasil Perhitungan *Construct Reliability* dan *Variance Extracted*

| Variabel | Standard Loading | Error | Construct Reliability | | | | Variance Extracted | | |
|---------------------------|------------------|-------|-----------------------|-------------------------------------|----------------|----------|-------------------------------|--------------------------------------|----------|
| | | | Σ STd Loading | $(\Sigma$ STd Loading) ² | Σ Error | Nilai CR | Standard Loading ² | Σ (Std. Loading) ² | Nilai VE |
| Pengembangan Karir | | | | | | | | | |
| PKD1 | 0,90 | 0,19 | 1,84 | 3,38 | 0,3 | 0,91 | 0,81 | 1,69 | 0,84 |
| PKD2 | 0,94 | 0,11 | | | | | 0,88 | | |
| Motivasi Kerja | | | | | | | | | |
| MKD1 | 0,93 | 0,13 | 2,77 | 7,67 | 0,43 | 0,94 | 0,86 | 2,55 | 0,85 |
| MKD2 | 0,90 | 0,18 | | | | | 0,81 | | |
| MKD3 | 0,94 | 0,12 | | | | | 0,88 | | |
| Kepuasan Kerja | | | | | | | | | |
| KK1 | 0,83 | 0,28 | 3,19 | 26,59 | 1,5 | 0,94 | 0,72 | 4,47 | 0,74 |
| KK2 | 0,89 | 0,27 | | | | | 0,72 | | |
| KK3 | 0,91 | 0,17 | | | | | 0,82 | | |
| KK4 | 0,90 | 0,18 | | | | | 0,81 | | |
| KK5 | 0,89 | 0,27 | | | | | 0,78 | | |
| KK6 | 0,82 | 0,33 | | | | | 0,67 | | |
| Kinerja Pegawai | | | | | | | | | |
| KPD1 | 0,90 | 0,28 | 4,6 | 21,16 | 0,81 | 0,96 | 0,81 | 4,22 | 0,83 |
| KPD2 | 0,90 | 0,18 | | | | | 0,81 | | |
| KPD3 | 0,93 | 0,13 | | | | | 0,86 | | |
| KPD4 | 0,96 | 0,07 | | | | | 0,92 | | |
| KPD5 | 0,91 | 0,17 | | | | | 0,82 | | |

Sumber: hasil olah data SEM Lisrel

Lampiran 9

Analisis Hasil Penelitian dengan SEM (lanjutan)

2. Analisis Uji Struktural

Tabel 13

Persamaan Model Struktural

| No | Persamaan Model Struktural |
|----|---|
| 1 | $KK = 0.17*PK + 0.71*MK$, Errorvar.= 0.32 , $R^2 = 0.68$ (0.054) (0.065) (0.043) 3.19 10.90 7.50 |
| 2 | $KP = 0.28*KK + 0.15*PK + 0.20*MK$, Errorvar.= 0.67 , $R^2 = 0.33$ (0.10) (0.071) (0.10) (0.073) 2.75 2.18 2.02 9.21 |

Sumber: hasil olah data SEM Lisrel

3. Analisis Kesesuaian Seluruh Model

Tabel 14

Hasil Analisis Goodness of Fit

| Group | Indicator | Value | Keterangan |
|-------|---------------------|---------------|------------|
| 1 | Degree of Freedom | 87 | Good fit |
| | Chi Square | 147,78 | |
| | NCP | 52,13 | |
| | Confidence Interval | 23,86 ; 88,32 | |
| 2 | RMSEA | 0,048 | Close fit |
| | Confidence Interval | 0,032 ; 0,062 | |
| | P Value | 0,59 | |
| 3 | ECVI Model | 0,90 | Good fit |
| | ECVI Saturated | 1,03 | |
| | ECVI Independence | 41,76 | |

| Group | Indicator | Value | Keterangan |
|--------------|----------------------------|--------------|-------------------|
| | <i>Confidence Interval</i> | 0,79 ; 1,04 | |
| 4 | <i>AIC Model</i> | 237,17 | <i>Good fit</i> |
| | <i>AIC Saturated</i> | 272,00 | |
| | <i>AIC Independence</i> | 11024,02 | |
| | <i>CAIC Model</i> | 461,54 | |
| | <i>CAIC Saturated</i> | 894,84 | |
| | <i>CAIC Independence</i> | 11097,29 | |
| 5 | NFI | 0,99 | <i>Good fit</i> |
| | CFI | 0,99 | |
| | NNFI | 1,00 | |
| | IFI | 1,00 | |
| | RFI | 0,98 | |
| | PNFI | 0,72 | |
| 6 | <i>Critical N</i> | 216,43 | <i>Good fit</i> |
| 7 | <i>Standarized RMR</i> | 0,028 | <i>Good fit</i> |
| | GFI | 0,94 | |
| | AGFI | 0,90 | |
| | PGFI | 0,60 | |

Sumber: hasil olah data SEM Lisrel

Lampiran 10
Output Analisis SEM

L I S R E L 8.80

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file D:\Gogaenim\Chinggu Oktober
2020\JAN\Sidang 1 JAN\SEM JAN\AKHIRNYA JANUAR\LULUS.pr2:
RAW DATA FROM FILE LANCAR.PSF
LATENT VARIABLES: PK MK KK KP
RELATIONSHIP
PKD1 = PK
PKD2 = PK

MKD1 = MK
 MKD2 = MK
 MKD3 = MK
 KK1 = KK
 KK2 = KK
 KK3 = KK
 KK4 = KK
 KK5 = KK
 KK6 = KK
 KPD1 = KP
 KPD2 = KP
 KPD3 = KP
 KPD4 = KP
 KPD5 = KP

KP = PK MK KK

KK = PK MK

SET ERROR COVARIANCE OF KK2 AND KK1 FREE

SET ERROR COVARIANCE OF MKD3 AND MKD1 FREE

SET ERROR COVARIANCE OF MKD2 AND KK4 FREE

SET ERROR COVARIANCE OF MKD3 AND KK4 FREE

SET ERROR COVARIANCE OF KPD5 AND KK3 FREE

SET ERROR COVARIANCE OF KPD4 AND KK5 FREE

SET ERROR COVARIANCE OF KPD2 AND KK1 FREE

SET ERROR COVARIANCE OF MKD3 AND KPD3 FREE

SET ERROR COVARIANCE OF KPD2 AND KPD1 FREE

SET ERROR COVARIANCE OF KK6 AND KK5 FREE

SET ERROR COVARIANCE OF MKD5 AND KPD4 FREE

SET ERROR COVARIANCE OF MKD3 AND KPD4 FREE

OPTIONS SC

PATH DIAGRAM

END OF PROBLEMS

Sample Size = 265

Covariance Matrix

| | KK1 | KK2 | KK3 | KK4 | KK5 | KK6 |
|------|------|------|------|------|------|------|
| KK1 | 0.98 | | | | | |
| KK2 | 0.76 | 0.87 | | | | |
| KK3 | 0.81 | 0.78 | 1.08 | | | |
| KK4 | 0.74 | 0.72 | 0.86 | 1.02 | | |
| KK5 | 0.74 | 0.72 | 0.86 | 0.85 | 1.15 | |
| KK6 | 0.70 | 0.65 | 0.82 | 0.85 | 0.91 | 1.16 |
| KPD1 | 0.47 | 0.39 | 0.50 | 0.44 | 0.47 | 0.49 |
| KPD2 | 0.41 | 0.38 | 0.50 | 0.44 | 0.49 | 0.48 |
| KPD3 | 0.43 | 0.37 | 0.47 | 0.43 | 0.47 | 0.48 |

| | | | | | | |
|------|------|------|------|------|------|------|
| KPD4 | 0.46 | 0.38 | 0.49 | 0.44 | 0.52 | 0.50 |
| KPD5 | 0.44 | 0.37 | 0.50 | 0.42 | 0.44 | 0.45 |
| PKD1 | 0.50 | 0.43 | 0.47 | 0.48 | 0.49 | 0.47 |
| PKD2 | 0.54 | 0.47 | 0.52 | 0.51 | 0.53 | 0.53 |
| MKD1 | 0.66 | 0.58 | 0.68 | 0.67 | 0.65 | 0.70 |
| MKD2 | 0.64 | 0.55 | 0.65 | 0.67 | 0.63 | 0.72 |
| MKD3 | 0.70 | 0.60 | 0.68 | 0.65 | 0.70 | 0.73 |

Covariance Matrix

| | KPD1 | KPD2 | KPD3 | KPD4 | KPD5 | PKD1 |
|------|------|------|------|------|------|------|
| KPD1 | 0.96 | | | | | |
| KPD2 | 0.84 | 0.95 | | | | |
| KPD3 | 0.80 | 0.81 | 0.95 | | | |
| KPD4 | 0.82 | 0.83 | 0.86 | 0.96 | | |
| KPD5 | 0.82 | 0.81 | 0.80 | 0.86 | 1.00 | |
| PKD1 | 0.42 | 0.35 | 0.37 | 0.39 | 0.37 | 1.00 |
| PKD2 | 0.39 | 0.33 | 0.36 | 0.38 | 0.35 | 0.85 |
| MKD1 | 0.47 | 0.43 | 0.43 | 0.45 | 0.42 | 0.52 |
| MKD2 | 0.48 | 0.43 | 0.44 | 0.44 | 0.40 | 0.52 |
| MKD3 | 0.50 | 0.47 | 0.50 | 0.50 | 0.39 | 0.48 |

Covariance Matrix

| | PKD2 | MKD1 | MKD2 | MKD3 |
|------|------|------|------|------|
| PKD2 | 1.00 | | | |
| MKD1 | 0.54 | 0.95 | | |
| MKD2 | 0.52 | 0.81 | 0.97 | |
| MKD3 | 0.50 | 0.78 | 0.84 | 1.00 |

Number of Iterations = 14

LISREL Estimates (Maximum Likelihood)

Measurement Equations

$$KK1 = 0.84 * KK, \text{ Errorvar.} = 0.27, R^2 = 0.72$$

(0.028)
9.90

$$KK2 = 0.80 * KK, \text{ Errorvar.} = 0.24, R^2 = 0.73$$

(0.035) (0.024)
22.49 9.82

$$KK3 = 0.95 * KK, \text{ Errorvar.} = 0.19, R^2 = 0.83$$

| | |
|--|---------|
| (0.046) | (0.022) |
| 20.45 | 8.68 |
| KK4 = 0.92*KK, Errorvar.= 0.19 , R ² = 0.82 | |
| (0.046) | (0.022) |
| 20.16 | 8.67 |
| KK5 = 0.92*KK, Errorvar.= 0.31 , R ² = 0.73 | |
| (0.050) | (0.031) |
| 18.25 | 9.87 |
| KK6 = 0.89*KK, Errorvar.= 0.38 , R ² = 0.67 | |
| (0.052) | (0.037) |
| 16.93 | 10.18 |
| KPD1 = 0.88*KP, Errorvar.= 0.19 , R ² = 0.80 | |
| | (0.019) |
| | 9.94 |
| KPD2 = 0.88*KP, Errorvar.= 0.18 , R ² = 0.82 | |
| (0.030) | (0.018) |
| 29.50 | 9.86 |
| KPD3 = 0.91*KP, Errorvar.= 0.13 , R ² = 0.87 | |
| (0.036) | (0.014) |
| 25.31 | 9.00 |
| KPD4 = 0.95*KP, Errorvar.= 0.067 , R ² = 0.93 | |
| (0.034) | (0.011) |
| 27.99 | 6.33 |
| KPD5 = 0.91*KP, Errorvar.= 0.17 , R ² = 0.83 | |
| (0.038) | (0.018) |
| 23.69 | 9.80 |
| PKD1 = 0.90*PK, Errorvar.= 0.19 , R ² = 0.81 | |
| (0.052) | (0.041) |
| 17.38 | 4.55 |
| PKD2 = 0.94*PK, Errorvar.= 0.11 , R ² = 0.89 | |
| (0.051) | (0.042) |
| 18.48 | 2.70 |
| MKD1 = 0.91*MK, Errorvar.= 0.12 , R ² = 0.87 | |
| (0.047) | (0.026) |
| 19.41 | 4.69 |

$$\text{MKD2} = 0.89 \cdot \text{MK}, \text{ Errorvar.} = 0.18, R^2 = 0.82$$

| | |
|---------|---------|
| (0.048) | (0.024) |
| 18.62 | 7.53 |

$$\text{MKD3} = 0.94 \cdot \text{MK}, \text{ Errorvar.} = 0.12, R^2 = 0.88$$

| | |
|---------|---------|
| (0.048) | (0.027) |
| 19.78 | 4.48 |

$$\text{Error Covariance for KK2 and KK1} = 0.087$$

| |
|---------|
| (0.020) |
| 4.37 |

$$\text{Error Covariance for KK6 and KK5} = 0.096$$

| |
|---------|
| (0.025) |
| 3.76 |

$$\text{Error Covariance for KPD2 and KK1} = -0.04$$

| |
|---------|
| (0.013) |
| -2.98 |

$$\text{Error Covariance for KPD2 and KPD1} = 0.068$$

| |
|---------|
| (0.014) |
| 4.72 |

$$\text{Error Covariance for KPD4 and KK5} = 0.039$$

| |
|---------|
| (0.012) |
| 3.33 |

$$\text{Error Covariance for KPD5 and KK3} = 0.036$$

| |
|---------|
| (0.014) |
| 2.61 |

$$\text{Error Covariance for MKD2 and KK4} = 0.021$$

| |
|---------|
| (0.016) |
| 1.31 |

$$\text{Error Covariance for MKD3 and KK4} = -0.05$$

| |
|---------|
| (0.017) |
| -3.10 |

$$\text{Error Covariance for MKD3 and KPD3} = 0.051$$

| |
|---------|
| (0.013) |
| 3.94 |

$$\text{Error Covariance for MKD3 and KPD4} = 0.029$$

| |
|---------|
| (0.010) |
| 2.76 |

Error Covariance for MKD3 and MKD1 = -0.08
 (0.021)
 -3.63

Structural Equations

KK = 0.17*PK + 0.71*MK, Errorvar.= 0.32 , R² = 0.68
 (0.054) (0.065) (0.043)
 3.19 10.90 7.50

KP = 0.28*KK + 0.15*PK + 0.20*MK, Errorvar.= 0.67 , R² = 0.33
 (0.10) (0.071) (0.10) (0.073)
 2.75 2.18 2.02 9.21

Reduced Form Equations

KK = 0.17*PK + 0.71*MK, Errorvar.= 0.32, R² = 0.68
 (0.054) (0.065)
 3.19 10.90

KP = 0.20*PK + 0.41*MK, Errorvar.= 0.69, R² = 0.31
 (0.071) (0.072)
 2.88 5.68

Correlation Matrix of Independent Variables

| | PK | MK |
|----|-------------------------|------|
| PK | 1.00 | |
| MK | 0.60 (0.04) 13.77 | 1.00 |

Covariance Matrix of Latent Variables

| | KK | KP | PK | MK |
|----|------|------|------|------|
| KK | 1.00 | | | |
| KP | 0.54 | 1.00 | | |
| PK | 0.60 | 0.45 | 1.00 | |
| MK | 0.81 | 0.53 | 0.60 | 1.00 |

Goodness of Fit Statistics

Degrees of Freedom = 87
Minimum Fit Function Chi-Square = 147.78 (P = 0.00)
Normal Theory Weighted Least Squares Chi-Square = 139.13 (P = 0.00033)
Estimated Non-centrality Parameter (NCP) = 52.13
90 Percent Confidence Interval for NCP = (23.86 ; 88.32)

Minimum Fit Function Value = 0.56
Population Discrepancy Function Value (F0) = 0.20
90 Percent Confidence Interval for F0 = (0.090 ; 0.33)
Root Mean Square Error of Approximation (RMSEA) = 0.048
90 Percent Confidence Interval for RMSEA = (0.032 ; 0.062)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.59

Expected Cross-Validation Index (ECVI) = 0.90
90 Percent Confidence Interval for ECVI = (0.79 ; 1.04)
ECVI for Saturated Model = 1.03
ECVI for Independence Model = 41.76

Chi-Square for Independence Model with 120 Degrees of Freedom = 10992.02
Independence AIC = 11024.02
Model AIC = 237.13
Saturated AIC = 272.00
Independence CAIC = 11097.29
Model CAIC = 461.54
Saturated CAIC = 894.84

Normed Fit Index (NFI) = 0.99
Non-Normed Fit Index (NNFI) = 0.99
Parsimony Normed Fit Index (PNFI) = 0.72
Comparative Fit Index (CFI) = 0.99
Incremental Fit Index (IFI) = 0.99
Relative Fit Index (RFI) = 0.98

Critical N (CN) = 216.43

Root Mean Square Residual (RMR) = 0.028
Standardized RMR = 0.028
Goodness of Fit Index (GFI) = 0.94
Adjusted Goodness of Fit Index (AGFI) = 0.90
Parsimony Goodness of Fit Index (PGFI) = 0.60

Standardized Solution

LAMBDA-Y

| | KK | KP |
|------|------|------|
| KK1 | 0.84 | -- |
| KK2 | 0.80 | -- |
| KK3 | 0.95 | -- |
| KK4 | 0.92 | -- |
| KK5 | 0.92 | -- |
| KK6 | 0.89 | -- |
| KPD1 | -- | 0.88 |
| KPD2 | -- | 0.88 |
| KPD3 | -- | 0.91 |
| KPD4 | -- | 0.95 |
| KPD5 | -- | 0.91 |

LAMBDA-X

| | PK | MK |
|------|------|------|
| PKD1 | 0.90 | -- |
| PKD2 | 0.94 | -- |
| MKD1 | -- | 0.91 |
| MKD2 | -- | 0.89 |
| MKD3 | -- | 0.94 |

BETA

| | KK | KP |
|----|------|----|
| KK | -- | -- |
| KP | 0.28 | -- |

GAMMA

| | PK | MK |
|----|------|------|
| KK | 0.17 | 0.71 |
| KP | 0.15 | 0.20 |

Correlation Matrix of ETA and KSI

| | KK | KP | PK | MK |
|----|------|------|------|------|
| KK | 1.00 | | | |
| KP | 0.54 | 1.00 | | |
| PK | 0.60 | 0.45 | 1.00 | |
| MK | 0.81 | 0.53 | 0.60 | 1.00 |

PSI

Note: This matrix is diagonal.

| KK | KP |
|------|------|
| 0.32 | 0.67 |

Regression Matrix ETA on KSI (Standardized)

| | PK | MK |
|----|------|------|
| KK | 0.17 | 0.71 |
| KP | 0.20 | 0.41 |

Completely Standardized Solution

LAMBDA-Y

| | KK | KP |
|------|------|------|
| KK1 | 0.85 | -- |
| KK2 | 0.85 | -- |
| KK3 | 0.91 | -- |
| KK4 | 0.90 | -- |
| KK5 | 0.86 | -- |
| KK6 | 0.82 | -- |
| KPD1 | -- | 0.90 |
| KPD2 | -- | 0.90 |
| KPD3 | -- | 0.93 |
| KPD4 | -- | 0.96 |
| KPD5 | -- | 0.91 |

LAMBDA-X

| | PK | MK |
|------|------|------|
| PKD1 | 0.90 | -- |
| PKD2 | 0.94 | -- |
| MKD1 | -- | 0.93 |
| MKD2 | -- | 0.90 |
| MKD3 | -- | 0.94 |

BETA

| | KK | KP |
|----|----|----|
| KK | -- | -- |

KP 0.28 --

GAMMA

PK MK

 KK 0.17 0.71
 KP 0.15 0.20

Correlation Matrix of ETA and KSI

KK KP PK MK

 KK 1.00
 KP 0.54 1.00
 PK 0.60 0.45 1.00
 MK 0.81 0.53 0.60 1.00

PSI

Note: This matrix is diagonal.

KK KP

 0.32 0.67

THETA-EPS

KK1 KK2 KK3 KK4 KK5 KK6

 KK1 0.28
 KK2 0.09 0.27
 KK3 -- -- 0.17
 KK4 -- -- -- 0.18
 KK5 -- -- -- -- 0.27
 KK6 -- -- -- -- 0.08 0.33
 KPD1 -- -- -- -- --
 KPD2 -0.04 -- -- -- --
 KPD3 -- -- -- -- --
 KPD4 -- -- -- -- 0.04 --
 KPD5 -- -- 0.03 -- -- --

THETA-EPS

KPD1 KPD2 KPD3 KPD4 KPD5

 KPD1 0.20
 KPD2 0.07 0.18
 KPD3 -- -- 0.13

| | | | | | |
|------|----|----|----|------|------|
| KPD4 | -- | -- | -- | 0.07 | |
| KPD5 | -- | -- | -- | -- | 0.17 |

THETA-DELTA-EPS

| | KK1 | KK2 | KK3 | KK4 | KK5 | KK6 |
|------|-----|-----|-----|-------|-----|-----|
| PKD1 | -- | -- | -- | -- | -- | -- |
| PKD2 | -- | -- | -- | -- | -- | -- |
| MKD1 | -- | -- | -- | -- | -- | -- |
| MKD2 | -- | -- | -- | 0.02 | -- | -- |
| MKD3 | -- | -- | -- | -0.05 | -- | -- |

THETA-DELTA-EPS

| | KPD1 | KPD2 | KPD3 | KPD4 | KPD5 |
|------|------|------|------|------|------|
| PKD1 | -- | -- | -- | -- | -- |
| PKD2 | -- | -- | -- | -- | -- |
| MKD1 | -- | -- | -- | -- | -- |
| MKD2 | -- | -- | -- | -- | -- |
| MKD3 | -- | -- | 0.05 | 0.03 | -- |

THETA-DELTA

| | PKD1 | PKD2 | MKD1 | MKD2 | MKD3 |
|------|------|------|-------|------|------|
| PKD1 | 0.19 | | | | |
| PKD2 | -- | 0.11 | | | |
| MKD1 | -- | -- | 0.13 | | |
| MKD2 | -- | -- | -- | 0.18 | |
| MKD3 | -- | -- | -0.08 | -- | 0.12 |

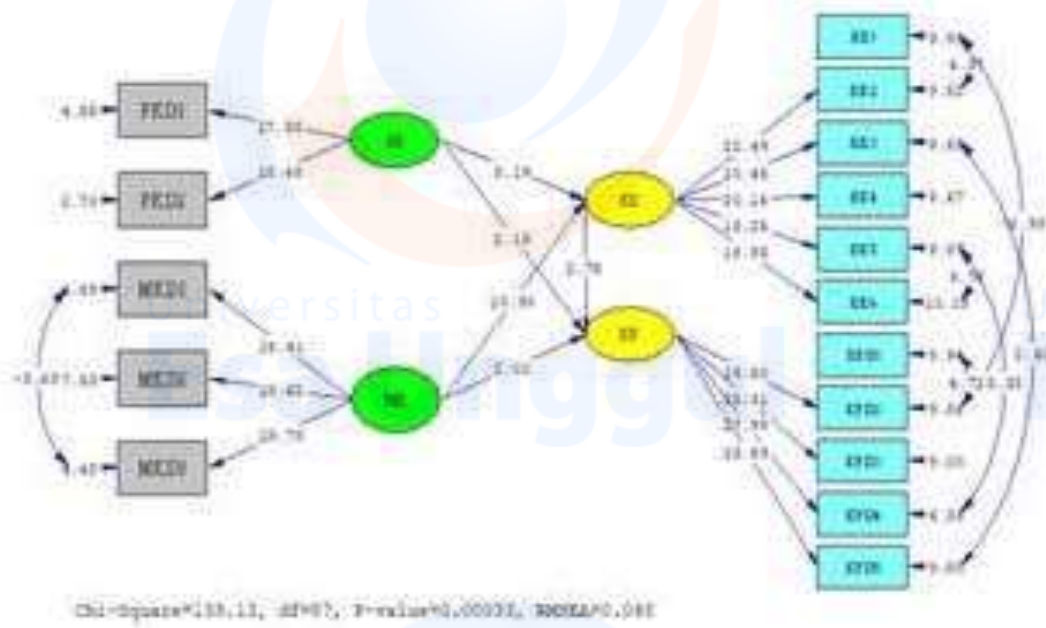
Regression Matrix ETA on KSI (Standardized)

| | PK | MK |
|----|------|------|
| KK | 0.17 | 0.71 |
| KP | 0.20 | 0.41 |

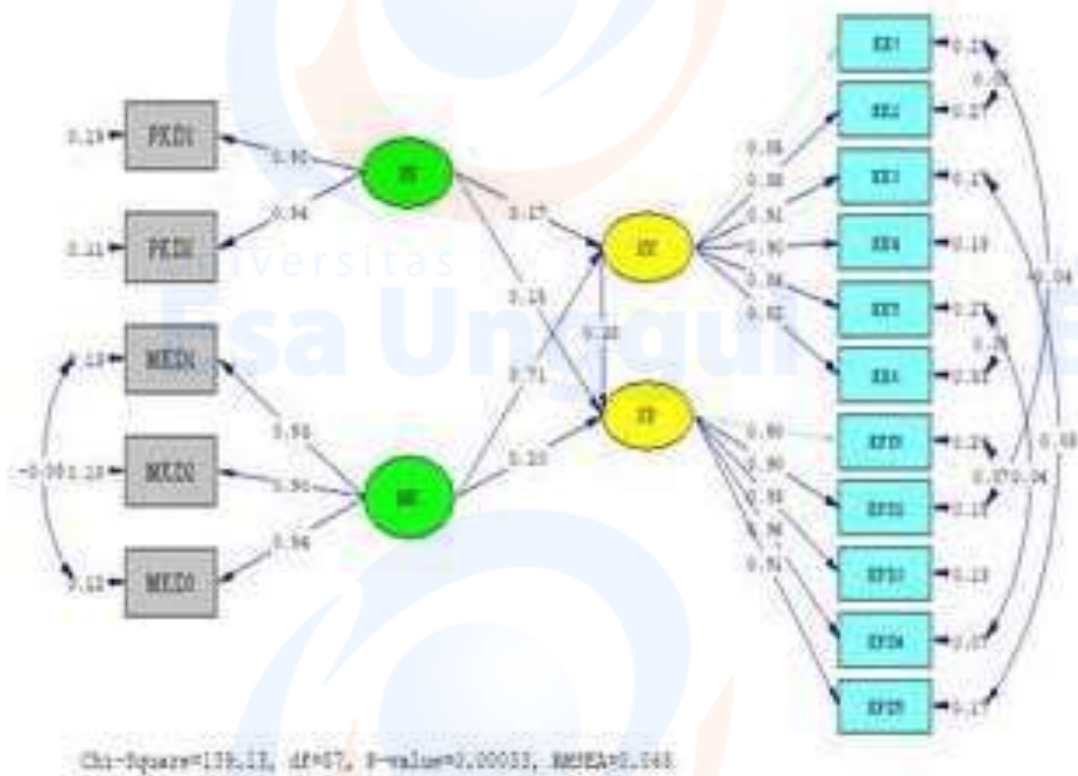
Time used: 0.031 Seconds

Path Diagram T-Value

Lampiran 11
Path Diagram



Path Diagram Standarsolution





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