KUESIONER PENGARUH LINGKUNGAN KERJA TERHADAP KINERJA PERAWAT DI RUMAH SAKIT ATMA JAYA DENGAN STRES KERJA SEBAGAI VARIABEL INTERVENING
PROGRAM S-2 MANAJEMEN RUMAH SAKIT
FAKULTAS EKONOMI
UNIVERSITAS ESA UNGGUL

Yth. Para Responden,

Saya mahasiswa dari Universitas Esa Unggul yang sedang melakukan penelitian mengenai Pengaruh Lingkungan Kerja Terhadap Kinerja Perawat di Rumah Sakit Atma Jaya dengan Stres Kerja Sebagai Variable Intervening dalam rangka penyusunan tesis untuk program S2 maka dengan ini saya mohon kesediaan Bapak, Ibu, dan Saudara untuk meluangkan waktu selama beberapa menit untuk mengisi kuesioner terlampir.

Kerahasian data responden adalah prioritas saya sehingga diharapkan untuk mengisi kuesioner dengan sejujur-jujurnya.

Hormat saya,

Dwi Nugraheni Sakti Prabawanti

Lembar Persetujuan

    Nama (Inisial)   :

    Nama Ruangan   :

Informed Consent

    Penelitian ini berjudul "Pengaruh Lingkungan Kerja Terhadap Kinerja Perawat dengan Stres Kerja sebagai variabel intervening di Rumah Sakit Atma Jaya Tahun 2018". Penelitian ini bertujuan untuk menyelesaikan tugas akhir (tesis) sebagai salah satu syarat kelulusan.

    Setelah mendapat penjelasan mengenai penelitian tersebut, saya yang bertanda tangan di bawah ini bersedia untuk menjadi responden (sampel penelitian).

    Saya memutuskan untuk ikut berpartisipasi dalam penelitian ini secara sukarela tanpa paksaan.

                                                Jakarta,   Agustus 2018

                                              Hormat kami

       Responden   Peneliti

   (................................)   (................................)

                             Saksi

                           (................................)

Identitas Responden

1. Nama   :

2. Usia   : (1) 20-25 tahun

                                         (2) 26-29 tahun

                                         (3) 30-39 tahun

                                         (4) 40-49 tahun

                                         (5) > 50 tahun

3. Jenis Kelamin   : (1) Perempuan

                                         (2) Laki-laki

4. Tingkat Pendidikan   : (1) SPK

                                         (2) D3

                                         (3) S1

                                         (4) S1 Ners

   Berilah penilaian terhadap aspek yang dievaluasi sesuai dengan yang saudara temukan, kemudian beri tanda " O " pada salah satu angka yang tersedia. Pilihan yang tersedia, uraian adalah sbb :

1. Sangat Tidak Setuju
2. Tidak Setuju
3. Netral
4. Setuju
5. Sangat Setuju

Pernyataan	1 : Sangat tidak setuju
	5 : Sangat setuju
Lingkungan kerja	
1. Saya bekerja di ruangan dengan suhu ruangan yang cukup dan itu dapat membuat saya lebih terampil dalam mengerjakan pekerjaan sehingga pekerjaan dapat diselesaikan tepat waktu.	1 --- 2 --- 3 --- 4 --- 5
2. Saya bekerja di ruangan yang tidak lembab dan itu dapat membuat saya lebih terampil dalam mengerjakan pekerjaan sehingga pekerjaan dapat diselesaikan tepat waktu.	1 --- 2 --- 3 --- 4 --- 5
3. Saya bekerja di ruangan yang memiliki cukup ventilasi dan itu dapat membuat saya lebih terampil dalam mengerjakan pekerjaan sehingga pekerjaan dapat diselesaikan tepat waktu.	1 --- 2 --- 3 --- 4 --- 5
4. Saya bekerja di ruangan yang memiliki sirkulasi udara yang baik dan itu dapat membuat saya lebih terampil dalam mengerjakan pekerjaan sehingga pekerjaan dapat diselesaikan tepat waktu.	1 --- 2 --- 3 --- 4 --- 5
5. Saya bekerja di ruangan dengan luas yang cukup sehingga saya merasa nyaman dalam bekerja.	1 --- 2 --- 3 --- 4 --- 5
6. Saya bekerja di ruangan dengan luas yang cukup sehingga saya mudah bergerak ketika bekerja.	1 --- 2 --- 3 --- 4 --- 5
7. Kondisi ruangan kerja tidak terdapat kebisingan yang dapat mengganggu rutinitas dalam bekerja.	1 --- 2 --- 3 --- 4 --- 5
8. Kondisi ruangan kerja tidak terdapat suara-suara percakapan yang dapat mengganggu rutinitas dalam bekerja.	1 --- 2 --- 3 --- 4 --- 5
9. Warna cat dinding diruangan kerja membuat saya nyaman dalam bekerja.	1 --- 2 --- 3 --- 4 --- 5
10. Pencahayaan di ruangan saya membuat saya nyaman dalam bekerja.	1 --- 2 --- 3 --- 4 --- 5
11. Pengaturan tata ruang di ruangan saya membuat saya lebih tenang dalam bekerja.	1 --- 2 --- 3 --- 4 --- 5
12. Pola tata ruang di ruangan saya membuat saya nyaman dalam bekerja.	1 --- 2 --- 3 --- 4 --- 5
13. Tinggi meja dan kursi yang saya gunakan untuk bekerja nyaman dan sesuai dengan postur tubuh saya.	1 --- 2 --- 3 --- 4 --- 5
14. Kursi kerja yang memiliki roda kaki membantu mobilitas saya dalam bekerja.	1 --- 2 --- 3 --- 4 --- 5
15. Berbagi cerita dengan teman kerja dapat mengurangi rasa frustasi yang saya alami dikarenakan banyakanya kendala dalam pekerjaan.	1 --- 2 --- 3 --- 4 --- 5

16. Saya merasa interaksi yang baik dengan rekan kerja dapat mengurangi rasa tertekan dalam bekerja.	1 --- 2 --- 3 --- 4 --- 5
17. Saya dapat bekerjasama antar sesama rekan kerja.	1 --- 2 --- 3 --- 4 --- 5
18. Keberadaan atasan/supervisor sangat membantu dalam mengatasi masalah pekerjaan.	1 --- 2 --- 3 --- 4 --- 5
19. Perhatian yang saya terima dari atasan membuat saya nyaman dalam bekerja.	1 --- 2 --- 3 --- 4 --- 5
20. Keamanan lingkungan tempat saya bekerja membuat saya nyaman dalam bekerja.	1 --- 2 --- 3 --- 4 --- 5
21. Rumah sakit memberikan pemberitahuan informasi terbaru kepada seluruh karyawan	1 --- 2 --- 3 --- 4 --- 5
Stres Kerja	
22. Pekerjaan yang berat cenderung membuat saya mudah marah kepada rekan kerja.	1 --- 2 --- 3 --- 4 --- 5
23. Saya mudah cemas apabila pekerjaan yang saya lakukan belum selesai.	1 --- 2 --- 3 --- 4 --- 5
24. Saya cenderung tegang apabila melakukan kesalahan dalam bekerja.	1 --- 2 --- 3 --- 4 --- 5
25. Apabila saya melakukan pekerjaan yang banyak maka saya akan cepat letih.	1 --- 2 --- 3 --- 4 --- 5
26. Akhir-akhir ini jantung saya berdetak cepat ketika melakukan pekerjaan yang banyak.	1 --- 2 --- 3 --- 4 --- 5
27. Karena terlalu banyak berpikir untuk melakukan pekerjaan maka saya sering sakit kepala.	1 --- 2 --- 3 --- 4 --- 5
28. Saya cenderung minder dalam bergaul dengan rekan kerja karena beban pekerjaan saya tidak sesuai dengan kemampuan saya.	1 --- 2 --- 3 --- 4 --- 5
29. Karena beban kerja yang berat, hal itu membuat saya banyak izin untuk tidak masuk kerja.	1 --- 2 --- 3 --- 4 --- 5
30. Saya merasa target pekerjaan saya sangat sulit untuk dilakukan dan melampai batas kemampuan saya.	1 --- 2 --- 3 --- 4 --- 5
31. Saya sering tegang dikarenakan pekerjaan saya yang tidak kunjung selesai.	1 --- 2 --- 3 --- 4 --- 5
32. Akibat ketidakmampuan dalam menjalankan pekerjaan saya mengalami penurunan tingkat kesehatan.	1 --- 2 --- 3 --- 4 --- 5
33. Belakangan ini saya tidak selera makan karena memikirkan pekerjaan.	
Kinerja Pegawai	

34. Keahlian yang saya miliki sesuai dengan pekerjaan yang saya kerjakan.	1 --- 2 --- 3 --- 4 --- 5
35. Saya mengerjakan suatu pekerjaan dengan cekatan.	1 --- 2 --- 3 --- 4 --- 5
36. Hasil pekerjaan saya selalu sesuai dengan target yang direncanakan.	1 --- 2 --- 3 --- 4 --- 5
37. Saya selalu mengerjakan pekerjaan sesuai dengan waktu yang ditetapkan.	1 --- 2 --- 3 --- 4 --- 5
38. Tingkat pencapaian kerja yang saya hasilkan telah sesuai dengan target yang ditetapkan rumah sakit.	1 --- 2 --- 3 --- 4 --- 5
39. Semua target kerja dapat saya capai sesuai dengan waktu yang ditetapkan.	1 --- 2 --- 3 --- 4 --- 5
40. Dengan pengetahuan yang saya miliki, saya mampu melaksanakan pekerjaan dengan baik.	1 --- 2 --- 3 --- 4 --- 5
41. Dengan pengetahuan yang saya miliki, saya dapat menguasai tugas dari bagian lain selain sebagai perawat.	1 --- 2 --- 3 --- 4 --- 5
42. Dengan pengetahuan yang saya miliki, saya lebih menguasai bidang tugas yang saya kerjakan.	1 --- 2 --- 3 --- 4 --- 5
43. Saya handal dalam melaksanakan pekerjaan saya.	1 --- 2 --- 3 --- 4 --- 5
44. Saya mencari solusi ketika saya mengalami masalah dalam pekerjaan.	1 --- 2 --- 3 --- 4 --- 5
45. Saya taat terhadap semua aturan dan prosedur kerja yang ditetapkan dalam suatu pekerjaan.	1 --- 2 --- 3 --- 4 --- 5

- TERIMAKASIH ATAS PARTISIPASI ANDA -

NO	LINGKUNGAN KERJA																					STRES KERJA													KINERJA KARYAWAN (PERAWAT)												
	LK1	LK2	LK3	LK4	LK5	LK6	LK7	LK8	LK9	LK10	LK11	LK12	LK13	LK14	LK15	LK16	LK17	LK18	LK19	LK20	LK21	SK1	SK2	SK3	SK4	SK5	SK6	SK7	SK8	SK9	SK10	SK11	SK12	SK13	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13
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NO	LK1	LK2	LK3	LK4	LK5	LK6	LK7	LK8	LK9	LK10	LK11	LK12	LK13	LK14	LK15	LK16	LK17	LK18	LK19	LK20	LK21	SK1	SK2	SK3	SK4	SK5	SK6	SK7	SK8	SK9	SK10	SK11	SK12	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	Usia	Jenis Kelamin	Tingkat Pendidikan
																					LINGKUNGAN KERJA								STRES KERJA										KINERJA KARYAWAN(PERAWAT)							
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94

NO	LINGKUNGAN KERJA																					STRES KERJA												KINERJA KARYAWAN(PERAWAT)											Usia	Jenis Kelamin	Tingkat Pendidikan
	LK1	LK2	LK3	LK4	LK5	LK6	LK7	LK8	LK9	LK10	LK11	LK12	LK13	LK14	LK15	LK16	LK17	LK18	LK19	LK20	LK21	SK1	SK2	SK3	SK4	SK5	SK6	SK7	SK8	SK9	SK10	SK11	SK12	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11			
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101	3	3	3	4	4	4	4	4	4	4	3	4	4	4	4	3	4	4	3	4	4	4	4	4	3	3	4	4	4	4	4	5	4	4	4	4	4	5	5	5	4	4	4	4	3	2	2
102	2	3	3	4	4	3	3	3	2	2	2	1	1	1	1	3	3	3	4	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	4	4	3	2	3
103	2	2	2	3	3	3	3	3	2	2	2	1	1	1	1	3	3	3	4	4	4	4	4	4	4	5	5	5	5	4	4	4	5	5	5	5	5	5	5	5	4	4	4	4	2	1	2
104	4	4	3	3	2	2	2	3	3	4	4	4	3	4	3	3	3	4	4	4	4	4	4	4	4	4	3	4	4	4	3	3	3	4	4	4	4	5	5	5	5	5	5	4	4	1	2
105	4	4	4	4	4	4	4	4	4	4	4	2	2	2	4	4	4	4	3	3	3	5	5	5	5	5	5	4	4	4	3	3	3	5	5	5	5	5	5	5	5	5	3	3	1	2	
106	4	4	3	3	3	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	4	5	5	5	4	4	5	5	4	4	4	5	1	4	5	5	5	5	5	5	5	5	5	5	3	1	4
107	4	4	4	4	3	3	3	4	4	4	4	3	2	2	4	2	3	2	4	4	3	5	5	5	5	5	5	4	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5	5	3	1	2
108	2	2	4	4	3	3	4	4	2	2	2	4	4	3	3	3	2	2	4	4	3	5	5	5	5	5	5	5	4	4	4	2	4	5	5	5	5	5	5	5	5	5	5	5	2	1	2
109	2	2	2	4	4	4	2	2	3	3	3	4	4	4	4	4	2	4	4	4	4	4	5	5	5	5	3	4	4	5	3	3	3	5	5	5	5	5	5	5	5	5	5	5	4	1	2
110	3	3	4	4	4	4	4	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	4	4	5	5	5	3	3	5	5	5	5	5	4	4	5	5	5	5	2	1	2
111	3	3	3	4	2	2	2	2	2	4	2	2	2	4	3	3	3	4	4	4	4	4	5	5	5	4	4	5	5	5	4	4	4	5	5	5	5	5	5	5	5	5	5	5	2	2	2
112	4	4	4	2	2	2	1	2	4	4	4	4	4	3	3	3	3	3	4	4	2	5	4	4	5	5	4	4	3	5	2	4	3	3	3	3	5	5	5	5	5	5	5	5	2	1	4
113	3	3	3	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	3	3	3	4	5	5	5	5	5	5	5	5	3	3	3	5	5	5	5	5	5	5	5	5	5	5	2	1	2
114	4	4	4	2	2	3	3	4	4	4	4	4	4	2	2	2	3	4	2	2	3	5	5	5	5	5	5	5	5	5	5	4	4	5	4	4	4	5	5	5	5	5	5	5	2	1	2
115	4	4	3	3	3	3	4	4	4	3	2	2	2	2	3	3	3	3	3	3	4	4	4	4	4	3	3	5	5	5	2	1	3	5	5	5	5	4	4	4	4	4	5	5	4	2	1
116	3	3	3	3	3	4	4	4	4	4	4	4	3	3	4	4	3	3	3	3	3	5	5	5	5	5	5	5	5	5	4	4	4	5	5	5	5	5	5	5	5	5	5	5	2	2	4
117	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	3	3	4	4	4	4	3	3	3	3	4	5	5	5	5	5	5	5	2	1	2
118	4	4	4	4	3	3	4	4	4	3	3	2	2	2	4	3	4	4	4	3	3	4	4	4	4	4	4	4	3	4	3	3	3	3	4	4	5	5	5	5	5	5	5	5	2	1	2
119	3	3	3	4	4	3	2	2	3	3	3	3	3	3	3	3	4	3	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	4	4	5	5	5	5	4	4	4	5	4	4	2	2
120	3	3	3	4	3	4	4	3	3	3	3	2	2	2	4	4	4	4	4	2	2	4	4	4	5	5	5	5	3	3	2	1	2	4	4	5	5	5	5	5	5	5	5	5	4	1	2
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122	4	4	4	3	3	4	4	4	4	3	2	1	1	4	4	4	4	3	3	3	4	5	5	5	5	5	5	4	4	4	3	3	4	5	5	5	4	5	4	4	4	5	5	5	4	1	2
123	4	4	3	3	3	4	4	4	4	2	4	4	2	4	4	4	4	3	3	3	4	3	3	3	4	5	5	5	5	3	3	4	4	4	5	5	4	5	4	4	4	5	4	4	4	1	4
124	4	4	4	3	3	4	4	4	4	4	4	3	2	5	5	3	4	4	4	3	3	4	5	5	4	5	4	4	3	4	4	4	4	5	4	4	5	4	5	5	5	5	5	5	3	1	2
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127	4	4	4	4	4	4	4	4	4	3	3	4	4	4	4	4	4	4	3	4	4	4	4	4	5	5	5	5	5	5	3	4	4	5	5	5	5	5	5	4	5	5	5	5	3	1	4
128	3	4	3	3	2	3	4	4	4	4	4	4	4	4	4	4	3	3	2	3	2	5	4	5	5	5	5	5	5	5	4	4	5	5	5	5	5	5	5	4	5	5	5	5	2	2	2
129	3	3	4	4	4	4	4	4	4	3	4	4	4	4	4	4	2	4	4	4	4	5	5	5	5	5	5	5	5	5	5	4	4	5	5	5	5	5	5	4	5	5	5	5	2	2	2
130	4	4	3	3	3	3	4	4	4	3	3	4	4	4	4	3	3	3	3	3	3	4	5	5	5	5	4	5	5	5	5	4	4	5	5	5	5	5	5	4	5	5	5	5	2	1	2
131	2	2	2	2	3	3	4	4	4	4	4	4	4	4	4	2	2	2	2	3	3	5	5	5	4	4	5	5	5	5	4	4	4	5	5	5	5	5	5	5	5	5	5	5	2	1	2
132	3	3	3	2	2	1	1	1	1	1	2	2	2	3	3	3	3	2	2	2	1	3	3	3	3	2	2	2	2	3	4	2	4	2	2	2	2	2	2	3	3	1	1	1	2	1	2
133	4	4	4	4	4	4	4	4	4	4	4	3	3	3	4	4	4	4	4	4	4	5	5	5	5	4	3	4	5	5	5	3	3	5	5	5	5	5	5	5	5	5	5	5	1	1	2
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135	3	3	3	3	2	2	3	3	3	3	2	2	1	1	2	2	3	3	3	2	2	4	5	5	5	5	5	3	5	5	3	4	4	5	5	4	5	4	5	5	5	5	4	2	1	1	4
136	4	4	4	4	3	4	3	2	2	2	3	4	4	4	4	3	4	4	4	3	3	4	2	3	3	4	4	4	4	4	3	4	3	3	3	4	4	4	4	5	5	4	5	5	2	1	2
137	4	4	5	3	3	3	4	3	3	3	3	4	4	4	4	4	4	5	3	3	4	5	4	4	5	5	5	5	5	3	4	4	3	4	5	5	5	5	5	5	5	5	5	5	2	2	2
138	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4	4	4	4	4	5	5	5	4	4	4	4	4	5	4	4	3	5	5	5	5	5	5	5	5	5	5	5	3	1	4
139	1	1	1	2	2	2	4	4	2	2	3	3	2	2	3	1	2	2	2	2	4	4	4	4	3	3	3	4	4	4	4	3	3	3	3	3	3	5	5	5	5	5	5	5	2	1	4
140	2	2	2	2	2	2	1	1	2	2	2	2	1	1	2	2	2	2	2	2	2	4	4	4	4	3	4	4	4	4	4	3	3	4	3	3	3	5	5	5	4	4	4	5	2	1	4
141	4	3	3	4	4	4	4	4	4	2	3	2	2	4	4	4	4	3	4	4	4	3	4	3	5	5	4	3	4	3	4	3	4	4	4	3	4	4	4	5	4	4	4	5	2	1	4
142	4	4	4	4	4	4	4	4	4	3	2	3	2	4	4	4	4	3	3	3	4	4	4	3	5	5	4	4	3	3	4	3	3	4	4	3	4	4	4	4	4	4	4	5	2	1	4
143	3	2	2	3	3	4	4	4	3	4	3	3	3	3	3	3	3	2	3	3	3	5	5	5	5	4	5	5	5	5	5	4	4	5	5	5	5	5	5	5	5	5	5	5	2	1	2
144	4	4	4	4	4	4	4	3	3	4	4	4	3	4	4	4	4	4	3	3	3	5	5	5	5	5	5	5	5	5	5	3	3	5	5	5	5	5	5	5	5	5	5	5	1	1	2
145	4	2	2	2	2	2	2	2	4	4	4	3	3	3	3	3	3	2	2	2	2	5	5	5	5	5	5	5	4	3	3	2	3	5	5	5	5	5	5	5	5	5	5	5	1	1	2
146	4	4	4	4	4	3	3	3	2	2	3	3	3	4	4	3	3	3	3	3	4	5	5	5	5	5	5	5	5	4	4	4	4	5	5	5	5	5	4	4	5	5	5	5	1	1	2
147	2	2	2	2	2	3	3	4	4	4	3	3	3	4	4	3	2	2	2	2	3	5	5	4	5	5	5	4	5	5	4	4	4	5	5	5	5	4	4	4	4	4	5	5	1	1	2
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149	3	3	3	3	3	4	4	4	2	2	3	3	4	4	4	4	3	3	3	4	4	5	5	5	5	5	5	5	5	5	5	3	4	5	5	4	4	4	4	4	5	5	5	5	2	1	4
150	3	3	3	3	4	4	4	4	2	2	2	2	4	4	4	4	3	3	3	4	4	5	5	5	5	5	5	5	5	4	3	3	4	5	5	5	5	5	5	5	5	5	5	5	1	1	2
151	1	1	1	1	1	2	2	2	2	2	2	2	2	3	3	3	1	1	1	1	2	2	2	2	2	2	2	2	1	1	4	4	3	3	1	1	1	1	1	3	3	2	1	1	1	1	4
152	2	2	2	2	2	3	3	3	2	2	2	1	1	1	2	2	2	2	2	2	3	3	3	3	3	3	3	3	2	3	3	2	3	2	2	2	2	2	3	3	3	3	3	3	4	1	2
153	2	2	2	2	3	3	2	2	2	2	2	2	3	2	2	2	2	2	2	3	3	2	2	2	1	1	1	1	1	1	1	1	1	1	2	2	2	3	3	3	3	2	2	1	2	1	2
154	4	4	4	4	3	4	4	4	3	3	4	4	4	4	4	2	2	4	4	4	3	5	5	5	5	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5	5	1	1	2
155	4	4	4	4	4	4	3	3	4	4	4	4	4	4	2	2	4	4	4	4	4	4	4	4	4	4	3	3	2	2	3	2	2	4	4	4	5	5	5	5	5	5	5	5	3	1	2
156	4	4	4	4	3	4	3	2	2	3	3	4	4	4	4	2	2	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	4	4	4	4	4	5	5	5	5	5	5	5	2	2	2
157	3	3	3	3	3	4	4	4	4	4	4	3	3	4	4	3	3	3	3	3	3	4	4	4	3	3	3	3	3	3	3	3	4	4	4	3	4	4	5	5	5	4	4	5	1	1	2
158	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	3	3	3	3	4	4	4	4	4	4	3	3	4	4	3	3	4	4	5	5	5	5	5	5	4	4	5	1	1	2
159	4	4	4	4	3	3	3	3	3	4	4	3	3	4	4	4	4	4	4	4	3	4	4	3	4	4	3	4	4	4	4	4	4	3	3	4	4	5	5	5	5	4	5	5	1	1	2
160	3	3	2	2	4	4	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	3	3	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	1	2	2

1. LingkunganKerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	9.292
	df	1
	Sig.	.002

Anti-image Matrices

		LK1	LK2
Anti-image Covariance	LK1	.713	-.382
	LK2	-.382	.713
Anti-image Correlation	LK1	.500[a]	-.535
	LK2	-.535	.500[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
LK1	.876
LK2	.876

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

96

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	8.203
	df	1
	Sig.	.004

Anti-image Matrices

		LK3	LK4
Anti-image Covariance	LK3	.742	-.377
	LK4	-.377	.742
Anti-image Correlation	LK3	.500[a]	-.508
	LK4	-.508	.500[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
LK3	.868
LK4	.868

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	4.830
	df	1
	Sig.	.028

Anti-image Matrices

		LK5	LK6
Anti-image Covariance	LK5	.839	-.337
	LK6	-.337	.839
Anti-image Correlation	LK5	.500[a]	-.401
	LK6	-.401	.500[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
LK5	.837
LK6	.837

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

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	1.002
	df	1
	Sig.	.317

Anti-image Matrices

		LK7	LK8
Anti-image Covariance	LK7	.964	-.182
	LK8	-.182	.964
Anti-image Correlation	LK7	.500[a]	-.189
	LK8	-.189	.500[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
LK7	.771
LK8	.771

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	1.371
	df	1
	Sig.	.242

Anti-image Matrices

		LK9	LK10
Anti-image Covariance	LK9	.951	-.210
	LK10	-.210	.951
Anti-image Correlation	LK9	.500[a]	-.220
	LK10	-.220	.500[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
LK9	.781
LK10	.781

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	.519
	df	1
	Sig.	.471

Anti-image Matrices

		LK11	LK12
Anti-image Covariance	LK11	.981	-.134
	LK12	-.134	.981
Anti-image Correlation	LK11	.500[a]	-.137
	LK12	-.137	.500[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
LK11	.754
LK12	.754

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	8.523
	df	1
	Sig.	.004

Anti-image Matrices

		LK13	LK14
Anti-image Covariance	LK13	.734	-.379
	LK14	-.379	.734
Anti-image Correlation	LK13	.500[a]	-.516
	LK14	-.516	.500[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
LK13	.871
LK14	.871

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

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.655
Bartlett's Test of Sphericity	Approx. Chi-Square	29.837
	df	3
	Sig.	.000

Anti-image Matrices

		LK15	LK16	LK17
Anti-image Covariance	LK15	.419	-.269	-.244
	LK16	-.269	.543	-.032
	LK17	-.244	-.032	.612
Anti-image Correlation	LK15	.605[a]	-.563	-.481
	LK16	-.563	.673[a]	-.056
	LK17	-.481	-.056	.716[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
LK15	.909
LK16	.835
LK17	.805

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	20.415
	df	1
	Sig.	.000

Anti-image Matrices

		LK18	LK19
Anti-image Covariance	LK18	.476	-.345
	LK19	-.345	.476
Anti-image Correlation	LK18	.500[a]	-.724
	LK19	-.724	.500[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
LK18	.928
LK19	.928

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	9.839
	df	1
	Sig.	.002

Anti-image Matrices

		LK20	LK21
Anti-image Covariance	LK20	.699	-.383
	LK21	-.383	.699
Anti-image Correlation	LK20	.500[a]	-.548
	LK21	-.548	.500[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
LK20	.880
LK21	.880

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

2. StresKerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.606
Bartlett's Test of Sphericity	Approx. Chi-Square	29.014
	df	6
	Sig.	.000

Anti-image Matrices

		SK1	SK2	SK3	SK4
Anti-image Covariance	SK1	.749	-.202	-.039	.171
	SK2	-.202	.418	-.280	-.197
	SK3	-.039	-.280	.519	.003
	SK4	.171	-.197	.003	.828
Anti-image Correlation	SK1	.652[a]	-.361	-.062	.218
	SK2	-.361	.577[a]	-.601	-.334
	SK3	-.062	-.601	.646[a]	.004
	SK4	.218	-.334	.004	.541[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component	
	1	2
SK1	.626	-.595
SK2	.909	.029
SK3	.844	-.029
SK4	.456	.812

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.618
Bartlett's Test of Sphericity	Approx. Chi-Square	24.238
	df	3
	Sig.	.000

Anti-image Matrices

		SK1	SK2	SK3
Anti-image Covariance	SK1	.786	-.190	-.041
	SK2	-.190	.470	-.314
	SK3	-.041	-.314	.519
Anti-image Correlation	SK1	.769[a]	-.313	-.064
	SK2	-.313	.579[a]	-.636
	SK3	-.064	-.636	.598[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
SK1	.702
SK2	.894
SK3	.853

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.541
Bartlett's Test of Sphericity	Approx. Chi-Square	24.930
	df	3
	Sig.	.000

Anti-image Matrices

		SK5	SK6	SK7
Anti-image Covariance	SK5	.429	-.309	-.274
	SK6	-.309	.561	.086
	SK7	-.274	.086	.698
Anti-image Correlation	SK5	.525[a]	-.630	-.500
	SK6	-.630	.544[a]	.138
	SK7	-.500	.138	.571[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
SK5	.917
SK6	.799
SK7	.712

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

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	3.497
	df	1
	Sig.	.061

Anti-image Matrices

		SK8	SK9
Anti-image Covariance	SK8	.881	-.304
	SK9	-.304	.881
Anti-image Correlation	SK8	.500[a]	-.346
	SK9	-.346	.500[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
SK8	.820
SK9	.820

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
	Approx. Chi-Square	3.243
Bartlett's Test of Sphericity	df	1
	Sig.	.072

Anti-image Matrices

		SK10	SK11
Anti-image Covariance	SK10	.889	-.296
	SK11	-.296	.889
Anti-image Correlation	SK10	.500[a]	-.334
	SK11	-.334	.500[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
SK10	.817
SK11	.817

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	5.464
	df	1
	Sig.	.019

Anti-image Matrices

		SK12	SK13
Anti-image Covariance	SK12	.820	-.348
	SK13	-.348	.820
Anti-image Correlation	SK12	.500[a]	-.424
	SK13	-.424	.500[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
SK12	.844
SK13	.844

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

3. Kinerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.726
Bartlett's Test of Sphericity	Approx. Chi-Square	64.403
	df	21
	Sig.	.000

Anti-image Matrices

		KK1	KK2	KK3	KK4	KK5	KK6	KK7
Anti-image Covariance	KK1	.813	.005	-.115	.061	-.138	.111	-.072
	KK2	.005	.883	-.131	.025	-.042	-.085	.006
	KK3	-.115	-.131	.699	-.213	.079	-.051	-.051
	KK4	.061	.025	-.213	.471	-.182	-.148	.096
	KK5	-.138	-.042	.079	-.182	.354	-.024	-.194
	KK6	.111	-.085	-.051	-.148	-.024	.449	-.179
	KK7	-.072	.006	-.051	.096	-.194	-.179	.392
Anti-image Correlation	KK1	.640[a]	.006	-.153	.098	-.258	.184	-.128
	KK2	.006	.851[a]	-.167	.039	-.076	-.135	.010
	KK3	-.153	-.167	.735[a]	-.372	.159	-.091	-.098
	KK4	.098	.039	-.372	.689[a]	-.447	-.321	.223
	KK5	-.258	-.076	.159	-.447	.714[a]	-.061	-.521
	KK6	.184	-.135	-.091	-.321	-.061	.786[a]	-.427
	KK7	-.128	.010	-.098	.223	-.521	-.427	.707[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component	
	1	2
KK1	.366	.766
KK2	.426	-.376
KK3	.594	-.314
KK4	.754	-.251
KK5	.838	.249
KK6	.805	-.192
KK7	.798	.253

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.725
Bartlett's Test of Sphericity	Approx. Chi-Square	59.809
	df	15
	Sig.	.000

Anti-image Matrices

		KK2	KK3	KK4	KK5	KK6	KK7
Anti-image Covariance	KK2	.883	-.134	.025	-.045	-.089	.007
	KK3	-.134	.716	-.212	.065	-.037	-.064
	KK4	.025	-.212	.476	-.186	-.163	.104
	KK5	-.045	.065	-.186	.379	-.006	-.225
	KK6	-.089	-.037	-.163	-.006	.465	-.178
	KK7	.007	-.064	.104	-.225	-.178	.399
Anti-image Correlation	KK2	.845[a]	-.168	.039	-.077	-.139	.011
	KK3	-.168	.760[a]	-.363	.125	-.065	-.120
	KK4	.039	-.363	.686[a]	-.439	-.347	.239
	KK5	-.077	.125	-.439	.704[a]	-.014	-.578
	KK6	-.139	-.065	-.347	-.014	.802[a]	-.414
	KK7	.011	-.120	.239	-.578	-.414	.673[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
KK2	.435
KK3	.597
KK4	.772
KK5	.824
KK6	.828
KK7	.789

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

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.651
Bartlett's Test of Sphericity	Approx. Chi-Square	14.853
	df	3
	Sig.	.002

Anti-image Matrices

		KK8	KK9	KK10
Anti-image Covariance	KK8	.701	-.301	-.136
	KK9	-.301	.665	-.210
	KK10	-.136	-.210	.798
Anti-image Correlation	KK8	.640[a]	-.441	-.182
	KK9	-.441	.618[a]	-.288
	KK10	-.182	-.288	.723[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
KK8	.803
KK9	.833
KK10	.730

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.657
Bartlett's Test of Sphericity	Approx. Chi-Square	26.218
	df	3
	Sig.	.000

Anti-image Matrices

		KK11	KK12	KK13
Anti-image Covariance	KK11	.512	-.297	-.088
	KK12	-.297	.472	-.182
	KK13	-.088	-.182	.729
Anti-image Correlation	KK11	.634[a]	-.605	-.144
	KK12	-.605	.613[a]	-.311
	KK13	-.144	-.311	.792[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
KK11	.861
KK12	.889
KK13	.753

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

116

4. LingkunganKerja (*Reliability*)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.850	.848	21

5. StresKerja (*Reliability*)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.842	.839	12

6. Kinerja (*Reliability*)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.851	.864	12

1. Lingkungan Kerja dan Usia

Test of Homogeneity of Variances

Lingkungan Kerja

Levene Statistic	df1	df2	Sig.
4.576	4	155	.002

ANOVA

Lingkungan Kerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	8.747	4	2.187	2.256	.066
Within Groups	150.253	155	.969		
Total	159.000	159			
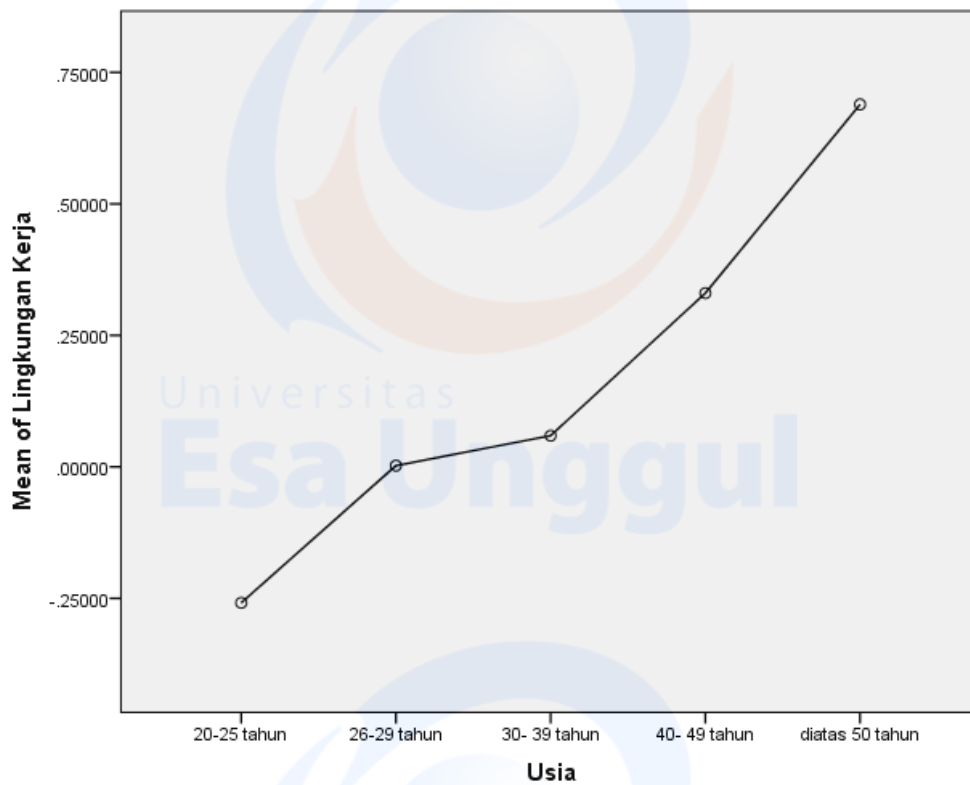
Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*(Lanjutan)

2. Lingkungan Kerja dan Jenis Kelamin

Test of Homogeneity of Variances

Lingkungan Kerja

Levene Statistic	df1	df2	Sig.
.094	1	158	.759

ANOVA

Lingkungan Kerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.018	1	.018	.018	.894
Within Groups	158.982	158	1.006		
Total	159.000	159			
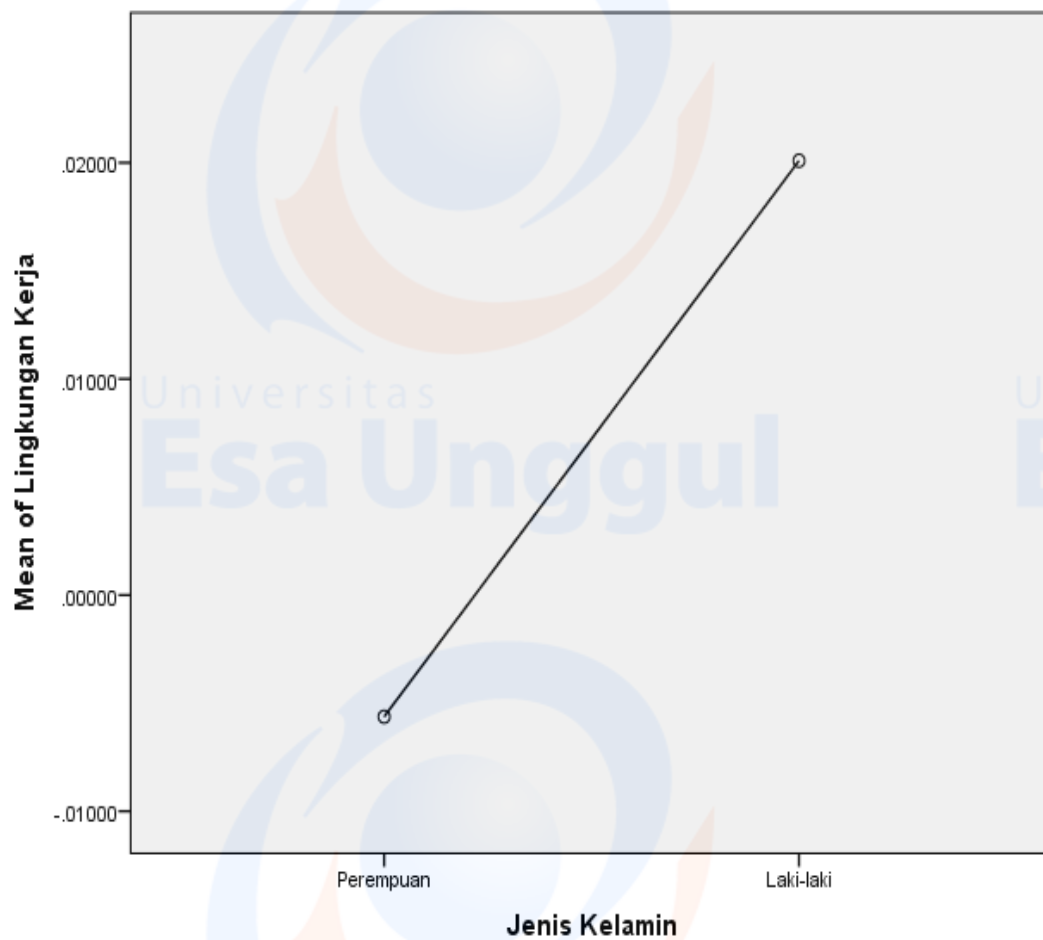
Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*(Lanjutan)

3. Lingkungan Kerja dan Tingkat Pendidikan

Test of Homogeneity of Variances

Lingkungan Kerja

Levene Statistic	df1	df2	Sig.
1.812	3	156	.147

ANOVA

Lingkungan Kerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.989	3	1.330	1.338	.264
Within Groups	155.011	156	.994		
Total	159.000	159			
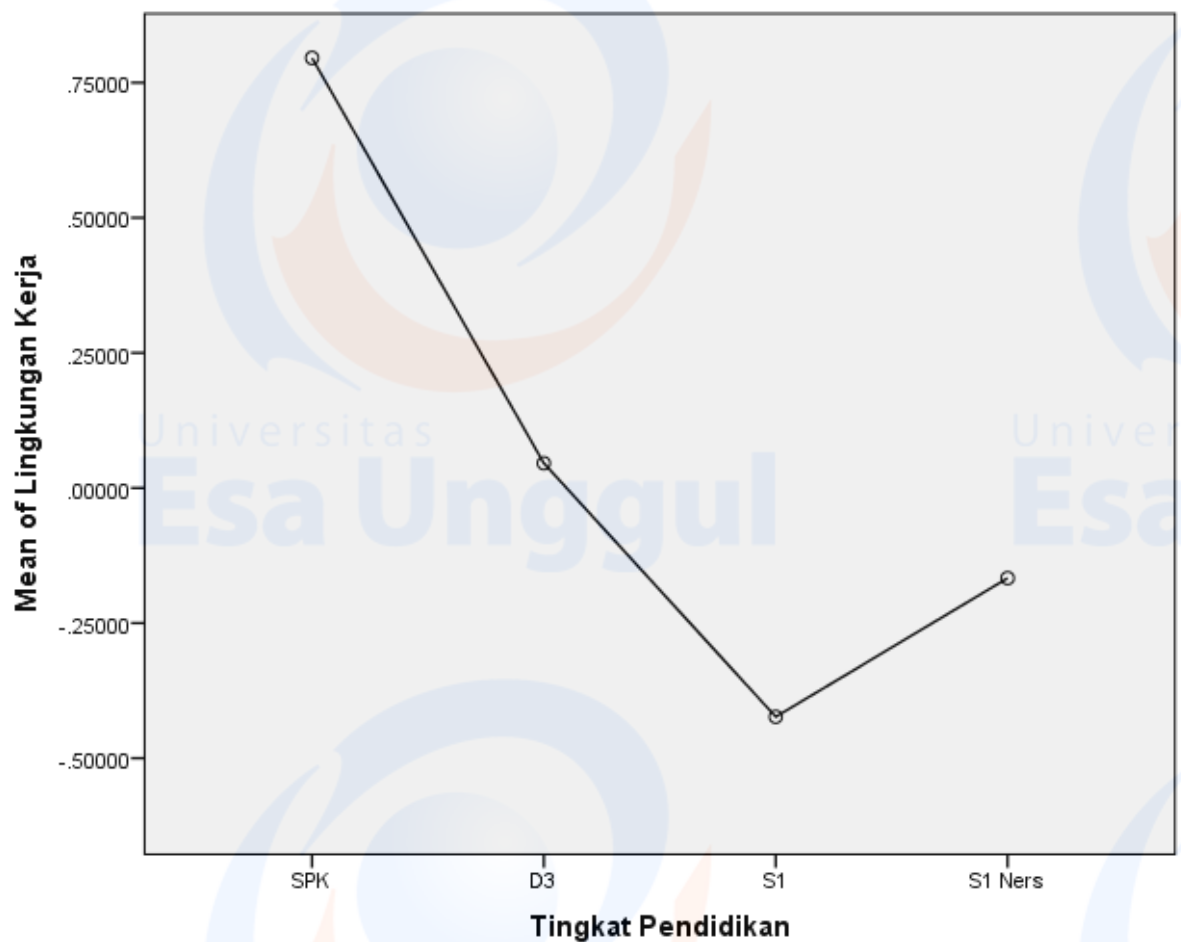
Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova***(Lanjutan)**

4. **Stres Kerja dan Usia**

Test of Homogeneity of Variances

Stres Kerja

Levene Statistic	df1	df2	Sig.
1.598	4	155	.177

ANOVA

Stres Kerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	9.495	4	2.374	2.461	.048
Within Groups	149.505	155	.965		
Total	159.000	159			
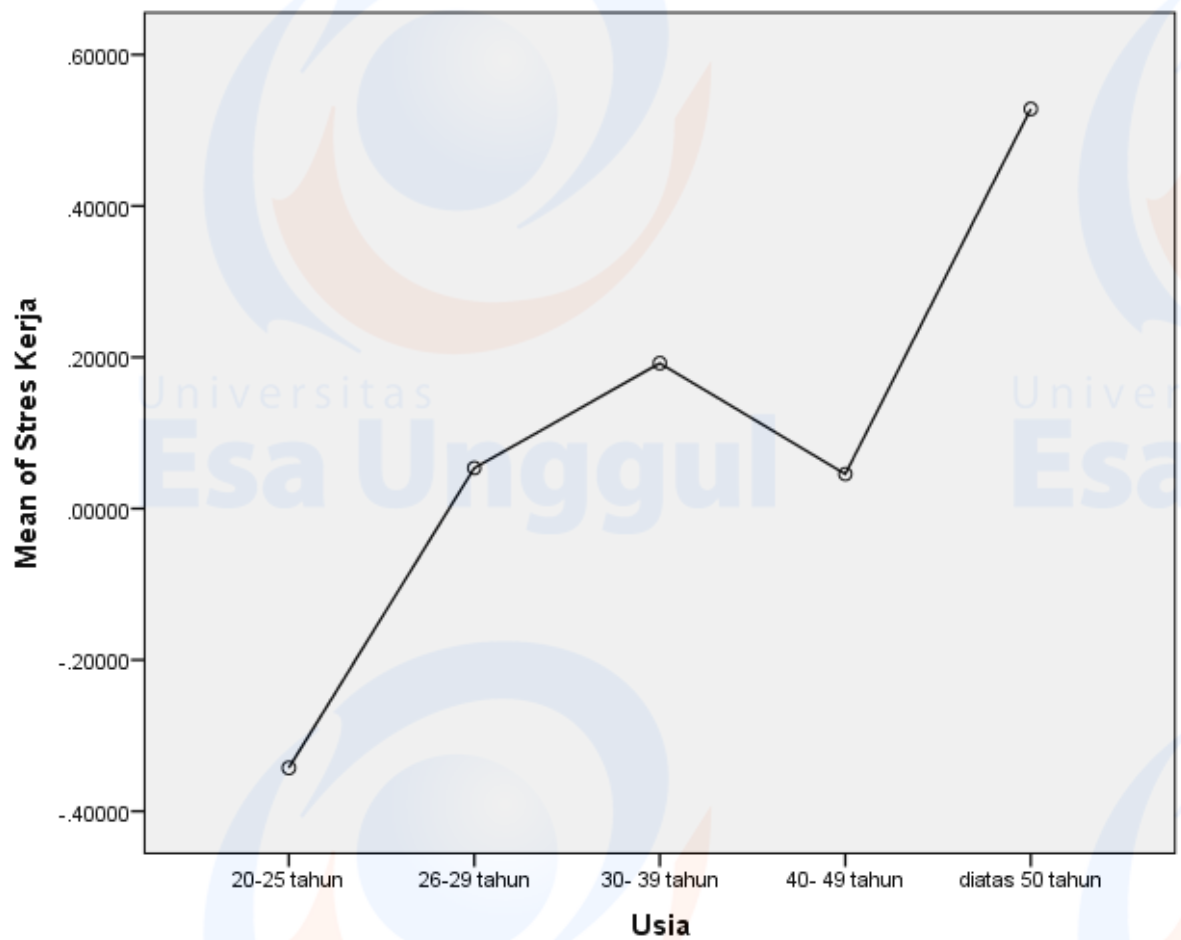
Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*(Lanjutan)

5. Stres Kerja dan Jenis Kelamin

Test of Homogeneity of Variances

Stres Kerja

Levene Statistic	df1	df2	Sig.
1.229	1	158	.269

ANOVA

Stres Kerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.237	1	.237	.236	.628
Within Groups	158.763	158	1.005		
Total	159.000	159			
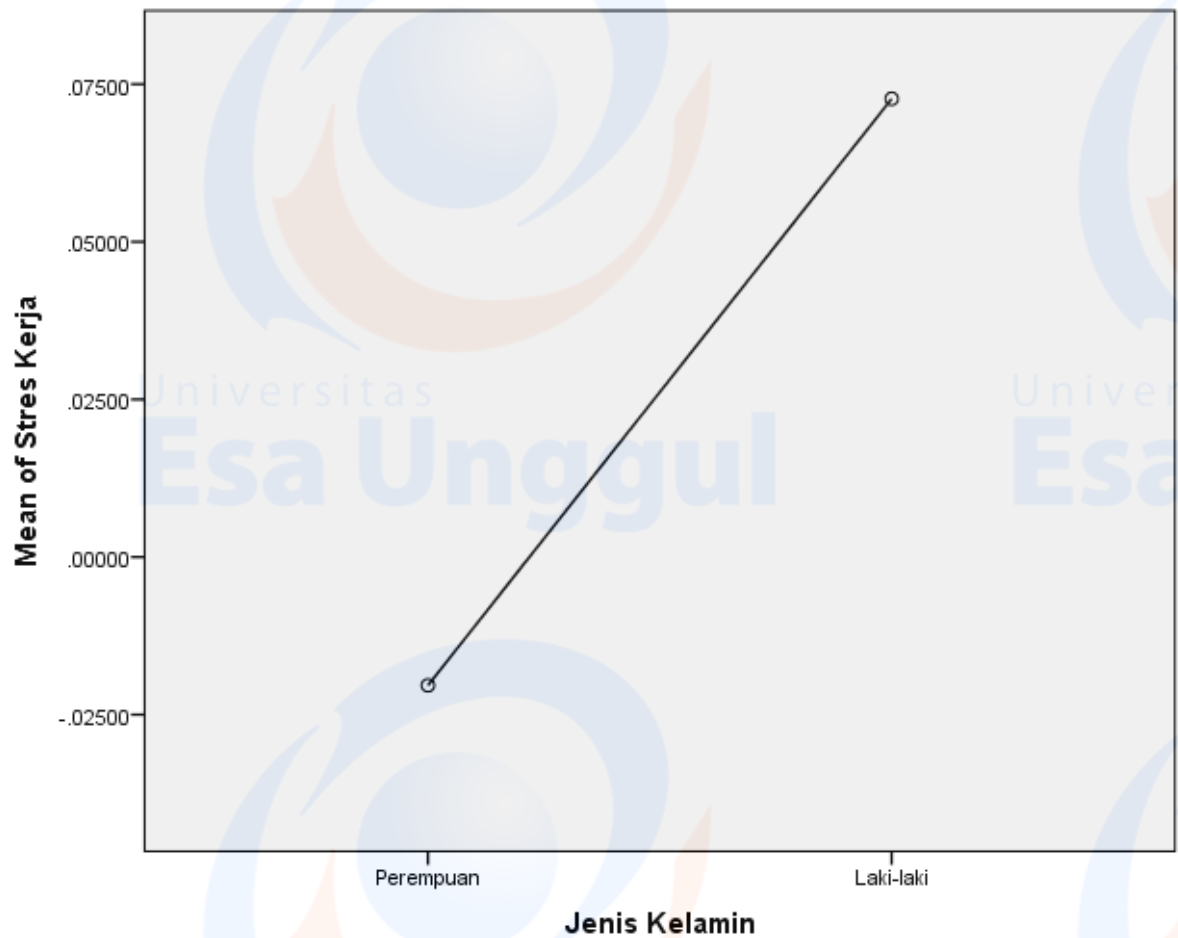
Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova* **(Lanjutan)**

6. **Stres Kerja dan Tingkat Pendidikan**

Test of Homogeneity of Variances

Stres Kerja

Levene Statistic	df1	df2	Sig.
2.062	3	156	.108

ANOVA

Stres Kerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.152	3	1.384	1.394	.247
Within Groups	154.848	156	.993		
Total	159.000	159			
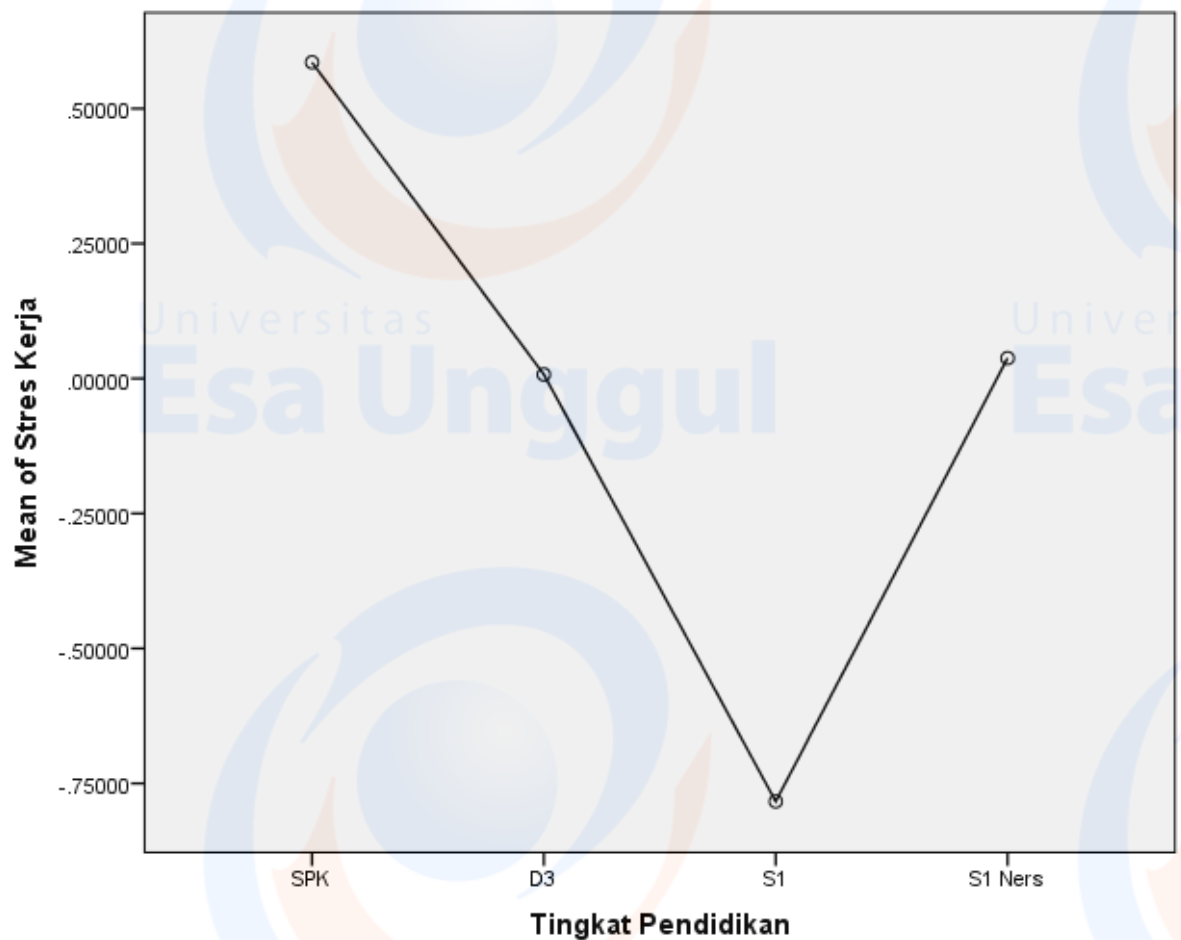
Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*(Lanjutan)

7. **Kinerja dan Usia**

Test of Homogeneity of Variances

Kinerja

Levene Statistic	df1	df2	Sig.
1.366	4	155	.248

ANOVA

Kinerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.517	4	.629	.623	.647
Within Groups	156.483	155	1.010		
Total	159.000	159			
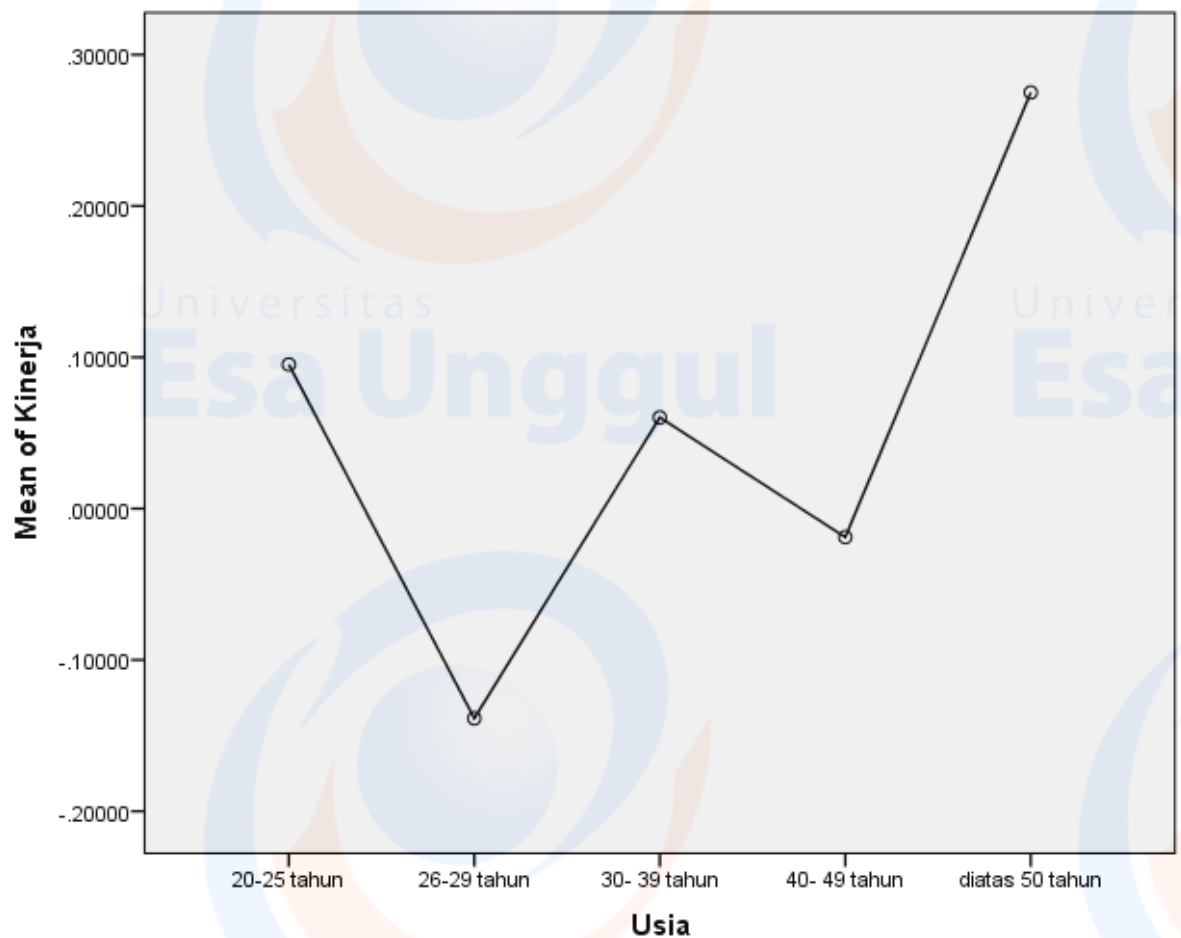
Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*(Lanjutan)

8. **Kinerja dan Jenis Kelamin**

Test of Homogeneity of Variances

Kinerja

Levene Statistic	df1	df2	Sig.
3.943	1	158	.049

ANOVA

Kinerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.838	1	3.838	3.909	.050
Within Groups	155.162	158	.982		
Total	159.000	159			
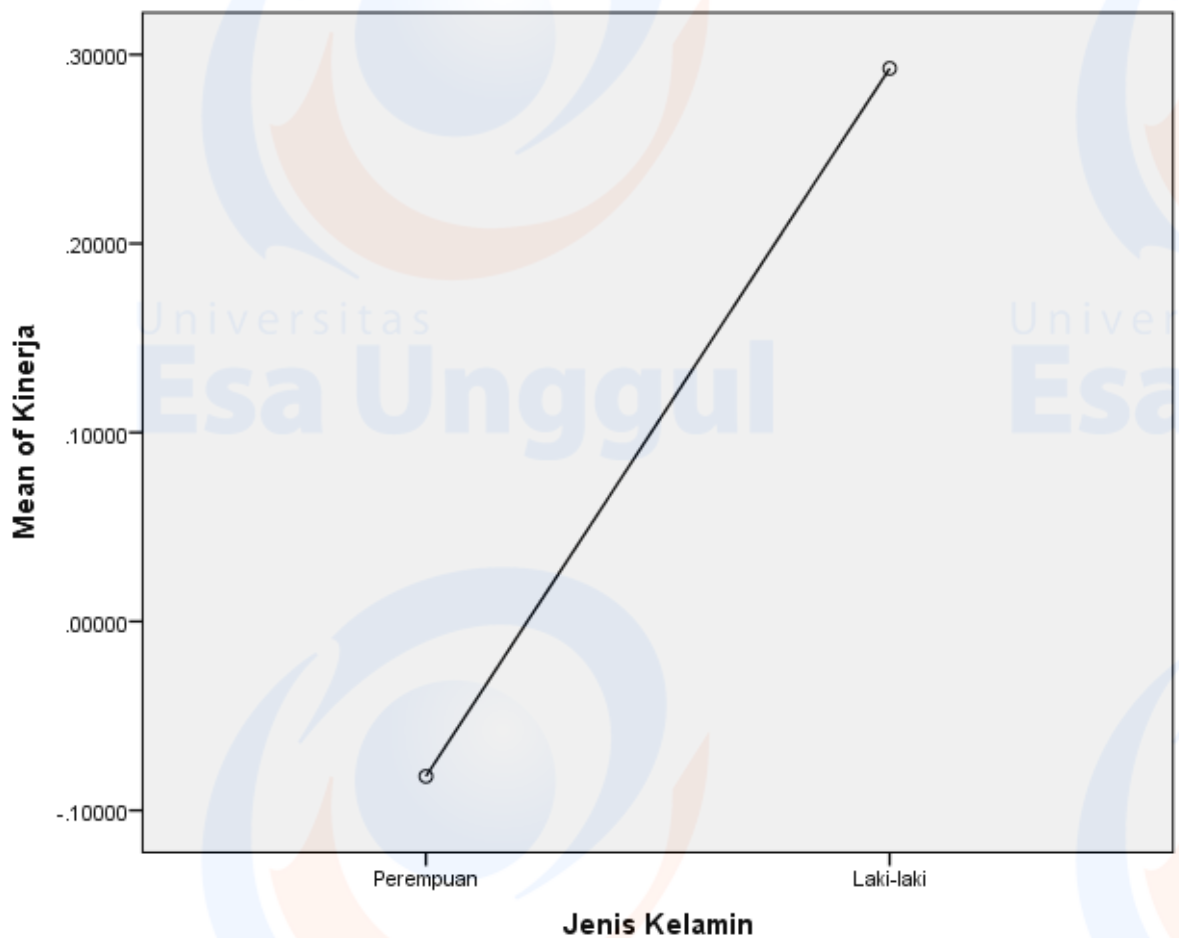
Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*(Lanjutan)

9. Kinerja dan Tingkat Pendidikan

Test of Homogeneity of Variances

Kinerja

Levene Statistic	df1	df2	Sig.
.390	3	156	.761

ANOVA

Kinerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.573	3	.524	.520	.669
Within Groups	157.427	156	1.009		
Total	159.000	159			
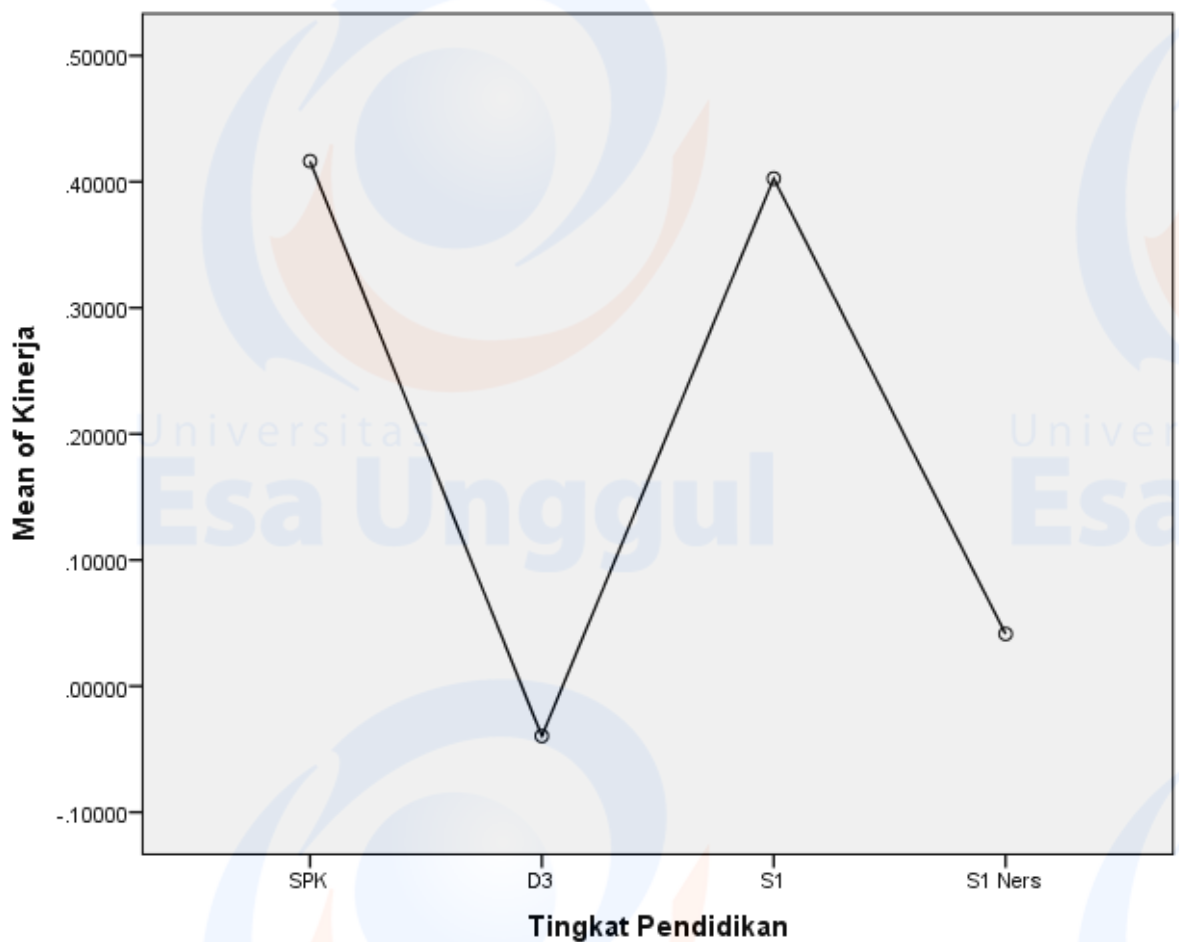
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                        L I S R E L  8.80

                              BY

                  Karl G. Jöreskog & Dag Sörbom



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  The following lines were read from file D:\SAKTIOK.pr2:

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OPTIONS: SC
PATH DIAGRAM
END OF PROBLEM

Sample Size =   160

W_A_R_N_I_N_G: Total sample size is smaller than the number of parameters.
              Parameter estimates are unreliable.
```

Covariance Matrix

	SK1	SK2	SK3	SK4	SK5	SK6
SK1	0.78					
SK2	0.48	0.57				

SK3	0.64	0.56	0.82			
SK4	0.20	0.36	0.30	0.64		
SK5	0.20	0.31	0.27	0.57	0.73	
SK6	0.36	0.35	0.37	0.41	0.51	0.68
SK7	0.56	0.37	0.53	0.29	0.31	0.51
SK8	0.34	0.32	0.40	0.39	0.44	0.52
SK9	0.54	0.40	0.57	0.29	0.29	0.45
KK1	0.17	0.27	0.22	0.42	0.40	0.34
KK2	0.32	0.36	0.42	0.32	0.29	0.34
KK3	0.35	0.39	0.42	0.34	0.36	0.44
KK4	0.60	0.45	0.62	0.26	0.31	0.48
KK5	0.35	0.30	0.38	0.27	0.33	0.39
KK6	0.26	0.24	0.27	0.23	0.25	0.29
KK7	0.25	0.22	0.25	0.21	0.25	0.29
KK8	0.22	0.19	0.21	0.21	0.26	0.27
KK9	0.27	0.26	0.28	0.28	0.33	0.30
KK10	0.32	0.30	0.32	0.31	0.34	0.35
KK11	0.37	0.29	0.34	0.29	0.32	0.35
KK12	0.26	0.26	0.21	0.35	0.39	0.33
LK1	0.09	0.10	0.08	0.23	0.26	0.15
LK2	0.04	0.01	-0.04	0.14	0.18	0.12
LK3	0.21	0.14	0.18	0.17	0.18	0.19
LK4	0.09	0.11	0.08	0.27	0.27	0.17
LK5	0.02	0.10	0.02	0.20	0.23	0.14
LK6	0.06	0.12	0.06	0.19	0.24	0.18
LK7	0.05	0.12	0.07	0.20	0.25	0.21
LK8	0.00	0.10	0.01	0.17	0.22	0.19
LK9	0.04	0.12	0.02	0.20	0.25	0.18
LK10	0.46	0.27	0.40	0.07	0.12	0.22
LK11	0.22	0.16	0.18	0.09	0.16	0.17
LK12	0.37	0.16	0.31	-0.01	0.09	0.15
LK13	0.31	0.11	0.30	0.01	0.06	0.13
LK14	-0.02	0.08	0.00	0.17	0.20	0.13
LK15	0.02	0.07	0.00	0.14	0.18	0.11
LK16	-0.08	-0.03	-0.10	0.10	0.15	0.08
LK17	0.00	0.06	-0.02	0.15	0.17	0.09
LK18	-0.03	0.10	-0.01	0.34	0.39	0.23
LK19	0.10	0.15	0.15	0.27	0.32	0.27
LK20	0.33	0.23	0.31	0.15	0.15	0.19
LK21	0.13	0.14	0.17	0.21	0.26	0.26
SK10	-0.08	-0.04	-0.07	0.00	0.04	0.05
SK11	-0.05	-0.04	-0.09	0.01	0.04	0.05
SK12	-0.04	-0.04	-0.08	-0.02	-0.03	0.01

Covariance Matrix

	SK7	SK8	SK9	KK1	KK2	KK3
	--------	--------	--------	--------	--------	--------
SK7	0.92					
SK8	0.59	0.75				
SK9	0.61	0.54	0.84			
KK1	0.23	0.38	0.36	0.56		
KK2	0.36	0.38	0.42	0.36	0.54	
KK3	0.46	0.46	0.43	0.30	0.47	0.60
KK4	0.66	0.48	0.62	0.20	0.43	0.54

130

KK5	0.42	0.39	0.41	0.23	0.33	0.41
KK6	0.28	0.32	0.30	0.20	0.25	0.30
KK7	0.30	0.31	0.32	0.22	0.24	0.26
KK8	0.25	0.31	0.28	0.21	0.20	0.23
KK9	0.29	0.33	0.32	0.27	0.26	0.27
KK10	0.37	0.40	0.38	0.29	0.32	0.35
KK11	0.40	0.39	0.40	0.25	0.30	0.35
KK12	0.33	0.41	0.34	0.33	0.26	0.29
LK1	0.14	0.13	0.09	0.17	0.08	0.15
LK2	0.05	0.06	0.09	0.09	0.03	0.10
LK3	0.19	0.14	0.19	0.08	0.12	0.19
LK4	0.15	0.20	0.06	0.20	0.16	0.18
LK5	0.08	0.14	0.02	0.19	0.14	0.17
LK6	0.14	0.16	0.09	0.20	0.18	0.21
LK7	0.16	0.19	0.04	0.18	0.16	0.22
LK8	0.02	0.13	0.05	0.16	0.13	0.14
LK9	0.07	0.15	0.05	0.18	0.12	0.15
LK10	0.36	0.22	0.29	0.05	0.17	0.22
LK11	0.17	0.14	0.19	0.10	0.14	0.20
LK12	0.35	0.19	0.31	0.04	0.13	0.19
LK13	0.37	0.22	0.32	0.06	0.11	0.14
LK14	0.06	0.07	0.06	0.17	0.08	0.12
LK15	0.06	0.07	0.06	0.19	0.14	0.13
LK16	0.02	0.07	-0.02	0.14	0.05	0.05
LK17	0.03	0.06	0.05	0.18	0.08	0.04
LK18	0.02	0.17	0.05	0.28	0.11	0.15
LK19	0.15	0.21	0.19	0.20	0.18	0.23
LK20	0.42	0.24	0.33	0.14	0.19	0.25
LK21	0.28	0.33	0.26	0.24	0.19	0.25
SK10	-0.04	0.05	-0.02	0.02	-0.01	-0.02
SK11	0.00	0.03	0.06	0.06	0.05	0.01
SK12	-0.04	-0.01	0.05	0.04	0.01	-0.03

Covariance Matrix

	KK4	KK5	KK6	KK7	KK8	KK9
KK4	0.92					
KK5	0.54	0.54				
KK6	0.33	0.33	0.43			
KK7	0.29	0.28	0.32	0.51		
KK8	0.25	0.25	0.28	0.31	0.38	
KK9	0.30	0.28	0.28	0.30	0.33	0.40
KK10	0.36	0.36	0.37	0.37	0.37	0.41
KK11	0.39	0.37	0.38	0.38	0.36	0.37
KK12	0.24	0.30	0.33	0.36	0.32	0.35
LK1	0.15	0.20	0.13	0.09	0.11	0.14
LK2	0.12	0.14	0.12	0.04	0.09	0.11
LK3	0.28	0.24	0.18	0.12	0.13	0.16
LK4	0.17	0.24	0.18	0.14	0.16	0.19
LK5	0.11	0.18	0.15	0.10	0.14	0.16
LK6	0.11	0.18	0.12	0.13	0.14	0.16
LK7	0.13	0.19	0.11	0.10	0.10	0.11
LK8	0.07	0.16	0.12	0.11	0.08	0.10
LK9	0.09	0.20	0.16	0.15	0.12	0.13

131

LK10	0.38	0.27	0.24	0.22	0.20	0.20
LK11	0.23	0.21	0.17	0.18	0.17	0.15
LK12	0.34	0.23	0.15	0.16	0.18	0.18
LK13	0.29	0.20	0.14	0.14	0.14	0.17
LK14	0.03	0.09	0.03	0.05	0.04	0.09
LK15	0.08	0.12	0.03	0.05	0.05	0.09
LK16	-0.02	0.10	0.07	0.06	0.05	0.05
LK17	0.04	0.09	0.08	0.09	0.06	0.07
LK18	0.03	0.16	0.17	0.09	0.13	0.15
LK19	0.22	0.27	0.19	0.14	0.14	0.17
LK20	0.34	0.22	0.15	0.15	0.12	0.15
LK21	0.17	0.18	0.17	0.15	0.13	0.13
SK10	-0.06	-0.05	-0.02	0.00	-0.06	-0.02
SK11	0.00	-0.01	0.07	0.09	0.06	0.02
SK12	-0.02	0.01	0.00	0.00	-0.02	-0.01

Covariance Matrix

	KK10	KK11	KK12	LK1	LK2	LK3
	--------	--------	--------	--------	--------	--------
KK10	0.59					
KK11	0.54	0.60				
KK12	0.47	0.49	0.67			
LK1	0.15	0.17	0.18	0.61		
LK2	0.13	0.14	0.14	0.47	0.69	
LK3	0.16	0.20	0.16	0.43	0.46	0.65
LK4	0.20	0.20	0.24	0.33	0.30	0.39
LK5	0.15	0.12	0.18	0.28	0.25	0.28
LK6	0.21	0.18	0.24	0.25	0.20	0.17
LK7	0.18	0.16	0.19	0.25	0.19	0.16
LK8	0.17	0.14	0.23	0.11	0.11	0.06
LK9	0.23	0.21	0.27	0.18	0.14	0.13
LK10	0.26	0.30	0.23	0.15	0.07	0.29
LK11	0.20	0.23	0.20	0.25	0.25	0.28
LK12	0.22	0.23	0.19	0.18	0.13	0.26
LK13	0.19	0.18	0.13	0.13	0.05	0.27
LK14	0.10	0.08	0.12	0.19	0.17	0.16
LK15	0.10	0.07	0.12	0.29	0.25	0.22
LK16	0.07	0.07	0.12	0.19	0.19	0.14
LK17	0.08	0.06	0.16	0.19	0.18	0.13
LK18	0.15	0.13	0.19	0.34	0.32	0.25
LK19	0.18	0.19	0.20	0.25	0.26	0.27
LK20	0.19	0.22	0.16	0.23	0.17	0.25
LK21	0.17	0.17	0.22	0.18	0.15	0.13
SK10	-0.03	-0.05	0.04	-0.09	-0.03	-0.06
SK11	0.04	0.05	0.13	-0.03	0.00	0.02
SK12	0.04	0.02	0.10	-0.03	0.07	-0.04

Covariance Matrix

	LK4	LK5	LK6	LK7	LK8	LK9
	--------	--------	--------	--------	--------	--------
LK4	0.68					
LK5	0.53	0.64				
LK6	0.36	0.47	0.59			

132

LK7	0.30	0.32	0.41	0.57		
LK8	0.19	0.19	0.26	0.34	0.62	
LK9	0.24	0.21	0.22	0.27	0.49	0.63
LK10	0.14	0.08	0.07	0.04	0.04	0.17
LK11	0.18	0.20	0.16	0.12	0.08	0.19
LK12	0.12	0.13	0.11	0.04	0.00	0.11
LK13	0.15	0.15	0.09	0.03	-0.09	0.04
LK14	0.24	0.26	0.25	0.26	0.16	0.18
LK15	0.30	0.28	0.30	0.31	0.21	0.24
LK16	0.22	0.20	0.18	0.22	0.22	0.24
LK17	0.24	0.24	0.24	0.24	0.22	0.22
LK18	0.35	0.31	0.23	0.25	0.27	0.24
LK19	0.37	0.30	0.22	0.15	0.20	0.19
LK20	0.30	0.27	0.18	0.12	0.05	0.07
LK21	0.26	0.25	0.26	0.21	0.19	0.14
SK10	0.06	0.03	-0.03	0.00	0.03	0.00
SK11	0.00	-0.01	-0.08	-0.06	0.08	0.09
SK12	0.05	0.07	0.07	0.05	0.15	0.10

Covariance Matrix

	LK10	LK11	LK12	LK13	LK14	LK15
	--------	--------	--------	--------	--------	--------
LK10	0.85					
LK11	0.37	0.58				
LK12	0.46	0.50	0.84			
LK13	0.41	0.38	0.71	0.92		
LK14	0.05	0.12	0.11	0.19	0.70	
LK15	0.10	0.19	0.10	0.09	0.46	0.68
LK16	0.09	0.09	-0.03	-0.02	0.29	0.41
LK17	0.03	0.05	-0.07	-0.06	0.27	0.39
LK18	0.07	0.13	0.02	0.05	0.34	0.31
LK19	0.09	0.16	0.13	0.12	0.17	0.16
LK20	0.20	0.20	0.30	0.27	0.15	0.16
LK21	0.11	0.15	0.18	0.18	0.20	0.15
SK10	-0.03	0.00	-0.07	-0.06	0.14	0.12
SK11	0.06	0.07	0.05	-0.03	0.10	0.05
SK12	-0.03	0.05	0.02	-0.03	0.10	0.14

Covariance Matrix

	LK16	LK17	LK18	LK19	LK20	LK21
	--------	--------	--------	--------	--------	--------
LK16	0.55					
LK17	0.33	0.53				
LK18	0.30	0.30	1.00			
LK19	0.15	0.13	0.56	0.67		
LK20	0.08	0.09	0.31	0.46	0.76	
LK21	0.13	0.10	0.37	0.41	0.43	0.62
SK10	0.11	0.06	0.06	-0.01	-0.05	0.04
SK11	0.07	0.05	0.10	-0.01	-0.02	-0.05
SK12	0.10	0.10	0.09	0.04	0.02	0.05

Covariance Matrix

133

```
            SK10        SK11        SK12
          --------    --------    --------
  SK10      0.84
  SK11      0.33        0.77
  SK12      0.38        0.37        0.73
```

Number of Iterations =119

LISREL Estimates (Maximum Likelihood)

    Measurement Equations

    SK1 = 0.52*SK, Errorvar.= 0.39 , R² = 0.41
                         (0.042)
                          9.41

    SK2 = 0.51*SK, Errorvar.= 0.32 , R² = 0.44
      (0.045)   (0.036)
       11.40   9.08

    SK3 = 0.62*SK, Errorvar.= 0.40 , R² = 0.49
      (0.048)   (0.042)
       12.80   9.45

    SK4 = 0.52*SK, Errorvar.= 0.38 , R² = 0.42
      (0.069)   (0.045)
        7.54   8.42

    SK5 = 0.55*SK, Errorvar.= 0.40 , R² = 0.44
      (0.072)   (0.044)
        7.64   9.01

    SK6 = 0.69*SK, Errorvar.= 0.21 , R² = 0.70
      (0.071)   (0.027)
        9.82   7.51

    SK7 = 0.73*SK, Errorvar.= 0.35 , R² = 0.60
      (0.074)   (0.042)
        9.93   8.45

    SK8 = 0.73*SK, Errorvar.= 0.19 , R² = 0.74
      (0.074)   (0.028)
        9.84   6.91

    SK9 = 0.71*SK, Errorvar.= 0.31 , R² = 0.61
      (0.079)   (0.039)
        8.95   8.12

134

```
KK1 = 0.41*KK, Errorvar.= 0.37  , R² = 0.31
                          (0.036)
                           10.32


KK2 = 0.50*KK, Errorvar.= 0.30  , R² = 0.45
      (0.062)             (0.031)
       8.05                9.60


KK3 = 0.56*KK, Errorvar.= 0.25  , R² = 0.55
      (0.076)             (0.027)
       7.38                9.20


KK4 = 0.62*KK, Errorvar.= 0.49  , R² = 0.44
      (0.091)             (0.055)
       6.76                8.91


KK5 = 0.56*KK, Errorvar.= 0.20  , R² = 0.61
      (0.073)             (0.025)
       7.68                8.16


KK6 = 0.56*KK, Errorvar.= 0.14  , R² = 0.69
      (0.070)             (0.018)
       7.91                7.77


KK7 = 0.54*KK, Errorvar.= 0.22  , R² = 0.57
      (0.072)             (0.027)
       7.41                8.24


KK8 = 0.49*KK, Errorvar.= 0.14  , R² = 0.63
      (0.064)             (0.017)
       7.69                8.21


KK9 = 0.53*KK, Errorvar.= 0.11  , R² = 0.71
      (0.067)             (0.014)
       7.96                7.93


KK10 = 0.68*KK, Errorvar.= 0.13  , R² = 0.78
      (0.083)             (0.018)
       8.17                7.47


KK11 = 0.68*KK, Errorvar.= 0.14  , R² = 0.77
      (0.083)             (0.018)
       8.14                7.39


KK12 = 0.64*KK, Errorvar.= 0.26  , R² = 0.61
      (0.084)             (0.032)
       7.56                8.06



LK1 = 0.53*LK, Errorvar.= 0.36  , R² = 0.44
      (0.059)             (0.044)
       9.05                7.98
```

```
LK2 = 0.44*LK, Errorvar.= 0.50  , R² = 0.28
      (0.065)            (0.059)
       6.77               8.35


LK3 = 0.41*LK, Errorvar.= 0.50  , R² = 0.25
      (0.065)            (0.053)
       6.27               9.51


LK4 = 0.58*LK, Errorvar.= 0.32  , R² = 0.51
      (0.059)            (0.042)
       9.78               7.69


LK5 = 0.55*LK, Errorvar.= 0.34  , R² = 0.47
      (0.059)            (0.043)
       9.25               7.74


LK6 = 0.51*LK, Errorvar.= 0.32  , R² = 0.45
      (0.056)            (0.036)
       9.03               8.73


LK7 = 0.49*LK, Errorvar.= 0.32  , R² = 0.42
      (0.055)            (0.040)
       8.84               8.07


LK8 = 0.38*LK, Errorvar.= 0.45  , R² = 0.24
      (0.061)            (0.050)
       6.18               9.09


LK9 = 0.44*LK, Errorvar.= 0.43  , R² = 0.31
      (0.061)            (0.052)
       7.22               8.32


LK10 = 0.27*LK, Errorvar.= 0.76  , R² = 0.089
       (0.073)            (0.086)
        3.73               8.92


LK11 = 0.36*LK, Errorvar.= 0.44  , R² = 0.23
       (0.060)            (0.052)
        6.01               8.53


LK12 = 0.23*LK, Errorvar.= 0.79  , R² = 0.063
       (0.077)            (0.089)
        3.01               8.83


LK13 = 0.19*LK, Errorvar.= 0.89  , R² = 0.039
       (0.081)            (0.099)
        2.35               9.05


LK14 = 0.46*LK, Errorvar.= 0.48  , R² = 0.30
       (0.065)            (0.057)
        7.10               8.46
```

```
LK15 = 0.55*LK, Errorvar.= 0.35  , R² = 0.46
       (0.059)            (0.042)
        9.23               8.25


LK16 = 0.41*LK, Errorvar.= 0.38  , R² = 0.31
       (0.057)            (0.045)
        7.21               8.29


LK17 = 0.43*LK, Errorvar.= 0.34  , R² = 0.35
       (0.055)            (0.041)
        7.85               8.29


LK18 = 0.60*LK, Errorvar.= 0.64  , R² = 0.36
       (0.076)            (0.078)
        7.83               8.17


LK19 = 0.41*LK, Errorvar.= 0.43  , R² = 0.28
       (0.060)            (0.044)
        6.88               9.82


LK20 = 0.41*LK, Errorvar.= 0.67  , R² = 0.20
       (0.066)            (0.067)
        6.13               9.97


LK21 = 0.39*LK, Errorvar.= 0.48  , R² = 0.24
       (0.060)            (0.054)
        6.40               8.88


SK10 = , Errorvar.= 0.84  ,
                   (0.094)
                    8.92


SK11 = , Errorvar.= 0.77  ,
                   (0.086)
                    8.92


SK12 = , Errorvar.= 0.73  ,
                   (0.081)
                    8.92



Error Covariance for SK2 and SK1 = 0.18
                                  (0.029)
                                   6.27

Error Covariance for SK3 and SK1 = 0.22
                                  (0.032)
                                   6.76

Error Covariance for SK3 and SK2 = 0.23
                                  (0.032)
                                   7.18
```

137

```
Error Covariance for SK4 and SK2 = 0.12
                                   (0.022)
                                     5.17

Error Covariance for SK5 and SK2 = 0.062
                                   (0.020)
                                     3.12

Error Covariance for SK5 and SK4 = 0.27
                                   (0.037)
                                     7.17

Error Covariance for SK6 and SK5 = 0.084
                                   (0.018)
                                     4.63

Error Covariance for SK7 and SK1 = 0.086
                                   (0.024)
                                     3.55

Error Covariance for KK1 and SK2 = 0.087
                                   (0.018)
                                     4.82

Error Covariance for KK1 and SK4 = 0.22
                                   (0.029)
                                     7.63

Error Covariance for KK1 and SK5 = 0.18
                                   (0.027)
                                     6.40

Error Covariance for KK1 and SK6 = 0.075
                                   (0.016)
                                     4.64

Error Covariance for KK1 and SK8 = 0.10
                                   (0.018)
                                     5.61

Error Covariance for KK1 and SK9 = 0.15
                                   (0.021)
                                     7.21

Error Covariance for KK2 and SK3 = 0.061
                                   (0.014)
                                     4.37

Error Covariance for KK2 and KK1 = 0.079
                                   (0.016)
                                     5.09

Error Covariance for KK3 and KK2 = 0.17
                                   (0.022)
```

```
                                7.48

Error Covariance for KK4 and SK9 = 0.12
                               (0.026)
                                 4.83

Error Covariance for KK4 and KK3 = 0.11
                               (0.021)
                                 5.26

Error Covariance for KK5 and KK3 = 0.052
                               (0.014)
                                 3.75

Error Covariance for KK5 and KK4 = 0.14
                               (0.028)
                                 5.20

Error Covariance for KK8 and KK7 = 0.043
                               (0.013)
                                 3.19

Error Covariance for KK9 and KK8 = 0.061
                               (0.012)
                                 5.24

Error Covariance for KK10 and KK9 = 0.030
                               (0.0083)
                                  3.60

Error Covariance for KK11 and KK10 = 0.075
                                (0.014)
                                  5.41

Error Covariance for KK12 and SK3 = -0.05
                                (0.015)
                                 -3.56

Error Covariance for KK12 and KK4 = -0.11
                                (0.025)
                                 -4.47

Error Covariance for KK12 and KK5 = -0.06
                                (0.017)
                                 -3.47

Error Covariance for KK12 and KK11 = 0.038
                                (0.014)
                                  2.81

Error Covariance for LK1 and SK3 = 0.048
                                (0.015)
                                  3.28

Error Covariance for LK2 and LK1 = 0.25
```

139

```
                                    (0.043)
                                     5.88

Error Covariance for LK3 and LK1 = 0.21
                                    (0.035)
                                     5.81

Error Covariance for LK3 and LK2 = 0.29
                                    (0.043)
                                     6.64

Error Covariance for LK4 and LK3 = 0.13
                                    (0.026)
                                     4.89

Error Covariance for LK5 and LK3 = 0.064
                                     (0.019)
                                      3.33

Error Covariance for LK5 and LK4 = 0.20
                                    (0.035)
                                     5.61

Error Covariance for LK6 and KK6 = -0.04
                                     (0.012)
                                     -3.55

Error Covariance for LK6 and LK4 = 0.070
                                     (0.025)
                                      2.80

Error Covariance for LK6 and LK5 = 0.19
                                    (0.031)
                                     5.99

Error Covariance for LK7 and SK9 = -0.07
                                     (0.020)
                                     -3.74

Error Covariance for LK7 and LK6 = 0.12
                                    (0.024)
                                     5.10

Error Covariance for LK8 and LK6 = 0.059
                                     (0.017)
                                      3.39

Error Covariance for LK8 and LK7 = 0.11
                                    (0.024)
                                     4.66

Error Covariance for LK9 and LK8 = 0.31
                                    (0.043)
                                     7.17
```

```
Error Covariance for LK10 and SK1 = 0.12
                                   (0.031)
                                    3.92

Error Covariance for LK10 and LK3 = 0.20
                                   (0.038)
                                    5.19

Error Covariance for LK12 and LK11 = 0.42
                                    (0.059)
                                     7.05

Error Covariance for LK13 and LK11 = 0.33
                                    (0.057)
                                     5.77

Error Covariance for LK13 and LK12 = 0.67
                                    (0.085)
                                     7.92

Error Covariance for LK14 and LK13 = 0.099
                                     (0.029)
                                      3.41

Error Covariance for LK15 and LK14 = 0.16
                                    (0.033)
                                     4.90

Error Covariance for LK16 and LK15 = 0.15
                                    (0.032)
                                     4.77

Error Covariance for LK17 and KK3 = -0.04
                                   (0.014)
                                   -2.96

Error Covariance for LK17 and LK15 = 0.13
                                    (0.029)
                                     4.40

Error Covariance for LK17 and LK16 = 0.15
                                    (0.033)
                                     4.61

Error Covariance for LK19 and KK5 = 0.053
                                   (0.013)
                                    3.96

Error Covariance for LK19 and LK4 = 0.056
                                   (0.015)
                                    3.82

Error Covariance for LK19 and LK18 = 0.20
                                    (0.034)
                                     5.94
```

141

```
Error Covariance for LK20 and SK1 = 0.10
                               (0.023)
                                 4.38

Error Covariance for LK20 and SK6 = -0.09
                               (0.020)
                                -4.38

Error Covariance for LK20 and SK7 = 0.19
                               (0.032)
                                 5.78

Error Covariance for LK20 and LK6 = -0.05
                               (0.015)
                                -3.64

Error Covariance for LK20 and LK19 = 0.30
                                (0.041)
                                  7.22

Error Covariance for LK21 and SK8 = 0.11
                               (0.023)
                                 4.48

Error Covariance for LK21 and KK1 = 0.064
                               (0.018)
                                 3.54

Error Covariance for LK21 and LK19 = 0.20
                                (0.035)
                                  5.83

Error Covariance for LK21 and LK20 = 0.29
                                (0.046)
                                  6.32

Error Covariance for SK11 and SK10 = 0.33
                                (0.069)
                                  4.87

Error Covariance for SK12 and SK10 = 0.38
                                (0.069)
                                  5.48

Error Covariance for SK12 and SK11 = 0.37
                                (0.066)
                                  5.60

        Structural Equations


    SK = 0.37*LK, Errorvar.= 0.87 , R² = 0.13
       (0.091)              (0.19)
        4.04                 4.66
```

142

```
KK = 0.76*SK + 0.24*LK, Errorvar.= 0.24  , R² = 0.76
     (0.13)    (0.056)              (0.057)
      6.03       4.27                 4.16


   Reduced Form Equations

SK = 0.37*LK, Errorvar.= 0.87, R² = 0.13
     (0.091)
      4.04


KK = 0.52*LK, Errorvar.= 0.73, R² = 0.27
     (0.10)
      5.13



   Correlation Matrix of Independent Variables

          LK
       --------
         1.00

   Covariance Matrix of Latent Variables

          SK        KK        LK
       --------  --------  --------
SK       1.00
KK       0.84      1.00
LK       0.37      0.52      1.00



              Goodness of Fit Statistics

              Degrees of Freedom = 875
      Minimum Fit Function Chi-Square = 1706.61 (P = 0.0)
Normal Theory Weighted Least Squares Chi-Square = 1619.93 (P = 0.0)
        Estimated Non-centrality Parameter (NCP) = 744.93
     90 Percent Confidence Interval for NCP = (635.68 ; 861.99)

              Minimum Fit Function Value = 10.73
        Population Discrepancy Function Value (F0) = 4.69
      90 Percent Confidence Interval for F0 = (4.00 ; 5.42)
     Root Mean Square Error of Approximation (RMSEA) = 0.073
     90 Percent Confidence Interval for RMSEA = (0.068 ; 0.079)
        P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

          Expected Cross-Validation Index (ECVI) = 12.20
     90 Percent Confidence Interval for ECVI = (11.51 ; 12.94)
                ECVI for Saturated Model = 13.02
              ECVI for Independence Model = 125.46


Chi-Square for Independence Model with 990 Degrees of Freedom = 19857.57
                 Independence AIC = 19947.57
```

143

```
                        Model AIC = 1939.93
                    Saturated AIC = 2070.00
                  Independence CAIC = 20130.95
                        Model CAIC = 2591.96
                    Saturated CAIC = 6287.80


                  Normed Fit Index (NFI) = 0.91
              Non-Normed Fit Index (NNFI) = 0.95
      Parsimony Normed Fit Index (PNFI) = 0.81
          Comparative Fit Index (CFI) = 0.96
          Incremental Fit Index (IFI) = 0.96
            Relative Fit Index (RFI) = 0.90


                    Critical N (CN) = 91.86



          Root Mean Square Residual (RMR) = 0.080
                    Standardized RMR = 0.11
              Goodness of Fit Index (GFI) = 0.69
        Adjusted Goodness of Fit Index (AGFI) = 0.63
        Parsimony Goodness of Fit Index (PGFI) = 0.58

        The Modification Indices Suggest to Add the
  Path to   from      Decrease in Chi-Square    New Estimate
SK5       KK                  8.6                   0.21
KK4       SK                 17.6                   0.40



Standardized Solution

        LAMBDA-Y


                SK        KK
             --------  --------
      SK1      0.52      - -
      SK2      0.51      - -
      SK3      0.62      - -
      SK4      0.52      - -
      SK5      0.55      - -
      SK6      0.69      - -
      SK7      0.73      - -
      SK8      0.73      - -
      SK9      0.71      - -
      KK1      - -       0.41
      KK2      - -       0.50
      KK3      - -       0.56
      KK4      - -       0.62
      KK5      - -       0.56
      KK6      - -       0.56
      KK7      - -       0.54
      KK8      - -       0.49
      KK9      - -       0.53
      KK10     - -       0.68
```

144

```
KK11          - -         0.68
KK12          - -         0.64

        LAMBDA-X

              LK
            --------
 LK1        0.53
 LK2        0.44
 LK3        0.41
 LK4        0.58
 LK5        0.55
 LK6        0.51
 LK7        0.49
 LK8        0.38
 LK9        0.44
LK10        0.27
LK11        0.36
LK12        0.23
LK13        0.19
LK14        0.46
LK15        0.55
LK16        0.41
LK17        0.43
LK18        0.60
LK19        0.41
LK20        0.41
LK21        0.39
SK10         - -
SK11         - -
SK12         - -

        BETA

              SK          KK
            --------    --------
 SK          - -          - -
 KK         0.76          - -

        GAMMA

              LK
            --------
 SK         0.37
 KK         0.24

    Correlation Matrix of ETA and KSI

              SK          KK          LK
            --------    --------    --------
 SK         1.00
 KK         0.84        1.00
 LK         0.37        0.52        1.00

        PSI
```

Note: This matrix is diagonal.

```
          SK        KK
       --------  --------
         0.87      0.24
```

Regression Matrix ETA on KSI (Standardized)

```
          LK
       --------
  SK     0.37
  KK     0.52
```

Completely Standardized Solution

LAMBDA-Y

```
          SK        KK
       --------  --------
  SK1    0.64      - -
  SK2    0.67      - -
  SK3    0.70      - -
  SK4    0.65      - -
  SK5    0.66      - -
  SK6    0.84      - -
  SK7    0.78      - -
  SK8    0.86      - -
  SK9    0.78      - -
  KK1     - -      0.56
  KK2     - -      0.67
  KK3     - -      0.74
  KK4     - -      0.66
  KK5     - -      0.78
  KK6     - -      0.83
  KK7     - -      0.75
  KK8     - -      0.80
  KK9     - -      0.84
 KK10     - -      0.88
 KK11     - -      0.88
 KK12     - -      0.78
```

LAMBDA-X

```
          LK
       --------
  LK1    0.67
  LK2    0.53
  LK3    0.50
  LK4    0.71
  LK5    0.69
  LK6    0.67
  LK7    0.65
  LK8    0.49
```

146

```
 LK9        0.56
LK10        0.30
LK11        0.48
LK12        0.25
LK13        0.20
LK14        0.55
LK15        0.68
LK16        0.56
LK17        0.59
LK18        0.60
LK19        0.53
LK20        0.44
LK21        0.49
SK10        - -
SK11        - -
SK12        - -
```

        BETA

```
                SK          KK
            --------    --------
    SK         - -         - -
    KK        0.76         - -
```

        GAMMA

```
                LK
            --------
    SK        0.37
    KK        0.24
```

        Correlation Matrix of ETA and KSI

```
                SK          KK          LK
            --------    --------    --------
    SK        1.00
    KK        0.84        1.00
    LK        0.37        0.52        1.00
```

        PSI
        Note: This matrix is diagonal.

```
                SK          KK
            --------    --------
             0.87        0.24
```

        THETA-EPS

```
               SK1         SK2         SK3         SK4         SK5         SK6
            --------    --------    --------    --------    --------    --------
    SK1        0.59
    SK2        0.29        0.56
    SK3        0.30        0.35        0.51
    SK4        - -         0.19        - -         0.58
    SK5        - -         0.10        - -         0.40        0.56
```

147

```
SK6       - -         - -         - -         - -        0.12       0.30
SK7      0.11         - -         - -         - -         - -        - -
SK8       - -         - -         - -         - -         - -        - -
SK9       - -         - -         - -         - -         - -        - -
KK1       - -        0.16         - -        0.38       0.29       0.12
KK2       - -         - -        0.09         - -         - -        - -
KK3       - -         - -         - -         - -         - -        - -
KK4       - -         - -         - -         - -         - -        - -
KK5       - -         - -         - -         - -         - -        - -
KK6       - -         - -         - -         - -         - -        - -
KK7       - -         - -         - -         - -         - -        - -
KK8       - -         - -         - -         - -         - -        - -
KK9       - -         - -         - -         - -         - -        - -
KK10      - -         - -         - -         - -         - -        - -
KK11      - -         - -         - -         - -         - -        - -
KK12      - -         - -       -0.07         - -         - -        - -
```

THETA-EPS

```
            SK7        SK8        SK9        KK1        KK2        KK3
         --------   --------   --------   --------   --------   --------
SK7      0.40
SK8       - -        0.26
SK9       - -         - -        0.39
KK1       - -        0.16       0.23       0.69
KK2       - -         - -         - -        0.15       0.55
KK3       - -         - -         - -         - -        0.30       0.45
KK4       - -         - -        0.15         - -         - -        0.16
KK5       - -         - -         - -         - -         - -        0.10
KK6       - -         - -         - -         - -         - -        - -
KK7       - -         - -         - -         - -         - -        - -
KK8       - -         - -         - -         - -         - -        - -
KK9       - -         - -         - -         - -         - -        - -
KK10      - -         - -         - -         - -         - -        - -
KK11      - -         - -         - -         - -         - -        - -
KK12      - -         - -         - -         - -         - -        - -
```

THETA-EPS

```
            KK4        KK5        KK6        KK7        KK8        KK9
         --------   --------   --------   --------   --------   --------
KK4      0.56
KK5      0.21       0.39
KK6       - -         - -        0.31
KK7       - -         - -         - -        0.43
KK8       - -         - -         - -        0.10       0.37
KK9       - -         - -         - -         - -        0.16       0.29
KK10      - -         - -         - -         - -         - -        0.06
KK11      - -         - -         - -         - -         - -        - -
KK12     -0.15      -0.10         - -         - -         - -        - -
```

THETA-EPS

```
           KK10       KK11       KK12
         --------   --------   --------
```

148

KK10	0.22		
KK11	0.13	0.23	
KK12	- -	0.06	0.39

THETA-DELTA-EPS

	SK1	SK2	SK3	SK4	SK5	SK6
LK1	- -	- -	0.07	- -	- -	- -
LK2	- -	- -	- -	- -	- -	- -
LK3	- -	- -	- -	- -	- -	- -
LK4	- -	- -	- -	- -	- -	- -
LK5	- -	- -	- -	- -	- -	- -
LK6	- -	- -	- -	- -	- -	- -
LK7	- -	- -	- -	- -	- -	- -
LK8	- -	- -	- -	- -	- -	- -
LK9	- -	- -	- -	- -	- -	- -
LK10	0.16	- -	- -	- -	- -	- -
LK11	- -	- -	- -	- -	- -	- -
LK12	- -	- -	- -	- -	- -	- -
LK13	- -	- -	- -	- -	- -	- -
LK14	- -	- -	- -	- -	- -	- -
LK15	- -	- -	- -	- -	- -	- -
LK16	- -	- -	- -	- -	- -	- -
LK17	- -	- -	- -	- -	- -	- -
LK18	- -	- -	- -	- -	- -	- -
LK19	- -	- -	- -	- -	- -	- -
LK20	0.14	- -	- -	- -	- -	-0.11
LK21	- -	- -	- -	- -	- -	- -
SK10	- -	- -	- -	- -	- -	- -
SK11	- -	- -	- -	- -	- -	- -
SK12	- -	- -	- -	- -	- -	- -

THETA-DELTA-EPS

	SK7	SK8	SK9	KK1	KK2	KK3
LK1	- -	- -	- -	- -	- -	- -
LK2	- -	- -	- -	- -	- -	- -
LK3	- -	- -	- -	- -	- -	- -
LK4	- -	- -	- -	- -	- -	- -
LK5	- -	- -	- -	- -	- -	- -
LK6	- -	- -	- -	- -	- -	- -
LK7	- -	- -	-0.11	- -	- -	- -
LK8	- -	- -	- -	- -	- -	- -
LK9	- -	- -	- -	- -	- -	- -
LK10	- -	- -	- -	- -	- -	- -
LK11	- -	- -	- -	- -	- -	- -
LK12	- -	- -	- -	- -	- -	- -
LK13	- -	- -	- -	- -	- -	- -
LK14	- -	- -	- -	- -	- -	- -
LK15	- -	- -	- -	- -	- -	- -
LK16	- -	- -	- -	- -	- -	- -
LK17	- -	- -	- -	- -	- -	-0.07
LK18	- -	- -	- -	- -	- -	- -

149

LK19	- -	- -	- -	- -	- -	- -
LK20	0.22	- -	- -	- -	- -	- -
LK21	- -	0.16	- -	0.11	- -	- -
SK10	- -	- -	- -	- -	- -	- -
SK11	- -	- -	- -	- -	- -	- -
SK12	- -	- -	- -	- -	- -	- -

THETA-DELTA-EPS

	KK4	KK5	KK6	KK7	KK8	KK9
	--------	--------	--------	--------	--------	--------
LK1	- -	- -	- -	- -	- -	- -
LK2	- -	- -	- -	- -	- -	- -
LK3	- -	- -	- -	- -	- -	- -
LK4	- -	- -	- -	- -	- -	- -
LK5	- -	- -	- -	- -	- -	- -
LK6	- -	- -	-0.09	- -	- -	- -
LK7	- -	- -	- -	- -	- -	- -
LK8	- -	- -	- -	- -	- -	- -
LK9	- -	- -	- -	- -	- -	- -
LK10	- -	- -	- -	- -	- -	- -
LK11	- -	- -	- -	- -	- -	- -
LK12	- -	- -	- -	- -	- -	- -
LK13	- -	- -	- -	- -	- -	- -
LK14	- -	- -	- -	- -	- -	- -
LK15	- -	- -	- -	- -	- -	- -
LK16	- -	- -	- -	- -	- -	- -
LK17	- -	- -	- -	- -	- -	- -
LK18	- -	- -	- -	- -	- -	- -
LK19	- -	0.10	- -	- -	- -	- -
LK20	- -	- -	- -	- -	- -	- -
LK21	- -	- -	- -	- -	- -	- -
SK10	- -	- -	- -	- -	- -	- -
SK11	- -	- -	- -	- -	- -	- -
SK12	- -	- -	- -	- -	- -	- -

THETA-DELTA-EPS

	KK10	KK11	KK12
	--------	--------	--------
LK1	- -	- -	- -
LK2	- -	- -	- -
LK3	- -	- -	- -
LK4	- -	- -	- -
LK5	- -	- -	- -
LK6	- -	- -	- -
LK7	- -	- -	- -
LK8	- -	- -	- -
LK9	- -	- -	- -
LK10	- -	- -	- -
LK11	- -	- -	- -
LK12	- -	- -	- -
LK13	- -	- -	- -
LK14	- -	- -	- -
LK15	- -	- -	- -

```
LK16           - -           - -           - -
LK17           - -           - -           - -
LK18           - -           - -           - -
LK19           - -           - -           - -
LK20           - -           - -           - -
LK21           - -           - -           - -
SK10           - -           - -           - -
SK11           - -           - -           - -
SK12           - -           - -           - -
```

THETA-DELTA

	LK1	LK2	LK3	LK4	LK5	LK6
LK1	0.56					
LK2	0.38	0.72				
LK3	0.32	0.42	0.75			
LK4	- -	- -	0.19	0.49		
LK5	- -	- -	0.10	0.31	0.53	
LK6	- -	- -	- -	0.11	0.31	0.55
LK7	- -	- -	- -	- -	- -	0.21
LK8	- -	- -	- -	- -	- -	0.10
LK9	- -	- -	- -	- -	- -	- -
LK10	- -	- -	0.26	- -	- -	- -
LK11	- -	- -	- -	- -	- -	- -
LK12	- -	- -	- -	- -	- -	- -
LK13	- -	- -	- -	- -	- -	- -
LK14	- -	- -	- -	- -	- -	- -
LK15	- -	- -	- -	- -	- -	- -
LK16	- -	- -	- -	- -	- -	- -
LK17	- -	- -	- -	- -	- -	- -
LK18	- -	- -	- -	- -	- -	- -
LK19	- -	- -	- -	0.09	- -	- -
LK20	- -	- -	- -	- -	- -	-0.08
LK21	- -	- -	- -	- -	- -	- -
SK10	- -	- -	- -	- -	- -	- -
SK11	- -	- -	- -	- -	- -	- -
SK12	- -	- -	- -	- -	- -	- -

THETA-DELTA

	LK7	LK8	LK9	LK10	LK11	LK12
LK7	0.58					
LK8	0.20	0.76				
LK9	- -	0.50	0.69			
LK10	- -	- -	- -	0.91		
LK11	- -	- -	- -	- -	0.77	
LK12	- -	- -	- -	- -	0.60	0.94
LK13	- -	- -	- -	- -	0.45	0.76
LK14	- -	- -	- -	- -	- -	- -
LK15	- -	- -	- -	- -	- -	- -
LK16	- -	- -	- -	- -	- -	- -
LK17	- -	- -	- -	- -	- -	- -
LK18	- -	- -	- -	- -	- -	- -

```
LK19        - -         - -         - -         - -         - -         - -
LK20        - -         - -         - -         - -         - -         - -
LK21        - -         - -         - -         - -         - -         - -
SK10        - -         - -         - -         - -         - -         - -
SK11        - -         - -         - -         - -         - -         - -
SK12        - -         - -         - -         - -         - -         - -


     THETA-DELTA

            LK13        LK14        LK15        LK16        LK17        LK18
          --------    --------    --------    --------    --------    --------
LK13        0.96
LK14        0.12        0.70
LK15        - -         0.24        0.54
LK16        - -         - -         0.25        0.69
LK17        - -         - -         0.22        0.29        0.65
LK18        - -         - -         - -         - -         - -         0.64
LK19        - -         - -         - -         - -         - -         0.26
LK20        - -         - -         - -         - -         - -         - -
LK21        - -         - -         - -         - -         - -         - -
SK10        - -         - -         - -         - -         - -         - -
SK11        - -         - -         - -         - -         - -         - -
SK12        - -         - -         - -         - -         - -         - -


     THETA-DELTA

            LK19        LK20        LK21        SK10        SK11        SK12
          --------    --------    --------    --------    --------    --------
LK19        0.72
LK20        0.42        0.80
LK21        0.33        0.40        0.76
SK10        - -         - -         - -         1.00
SK11        - -         - -         - -         0.42        1.00
SK12        - -         - -         - -         0.48        0.50        1.00


     Regression Matrix ETA on KSI (Standardized)

            LK
          --------
   SK       0.37
   KK       0.52


             Time used:     1.000 Seconds
```
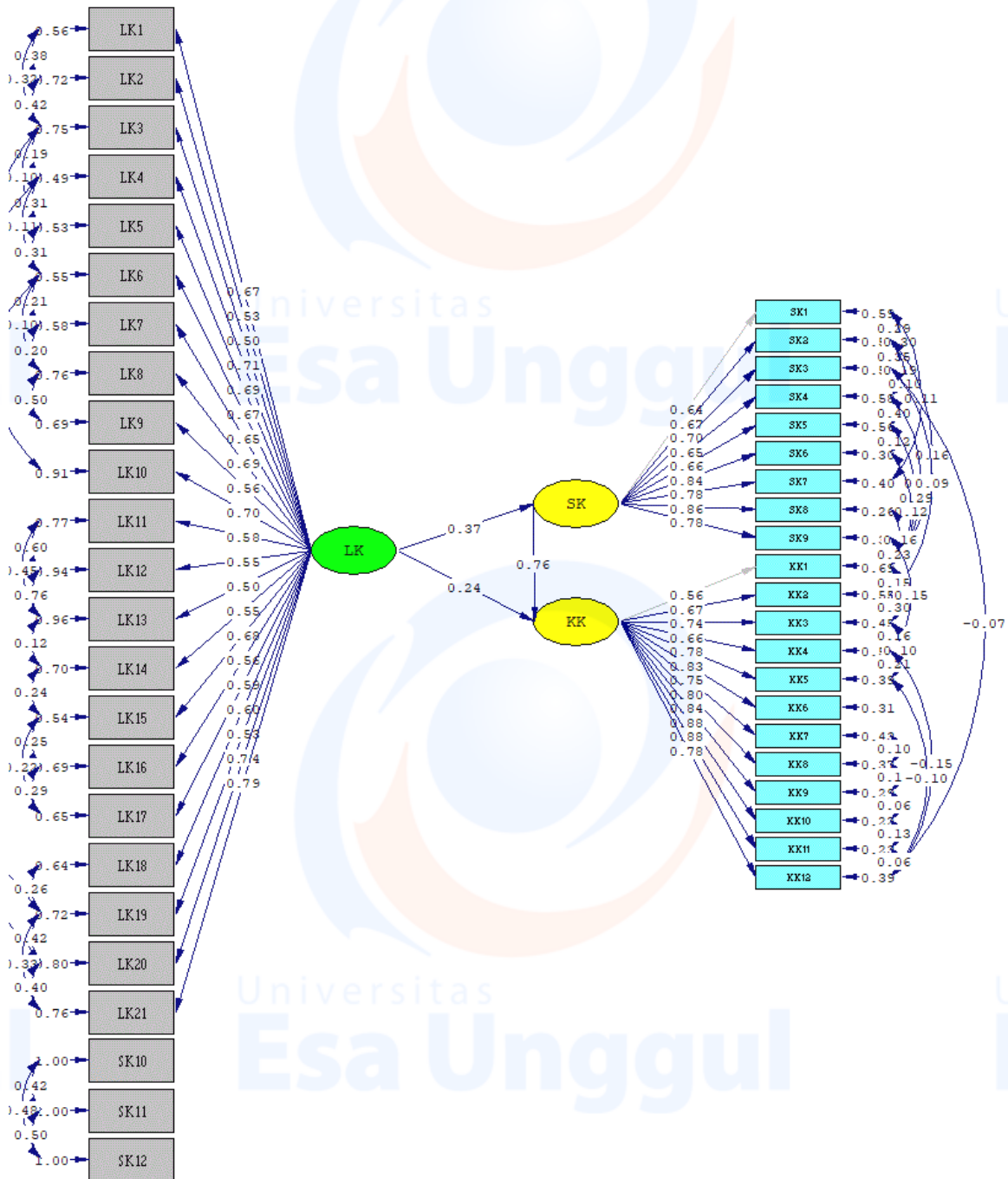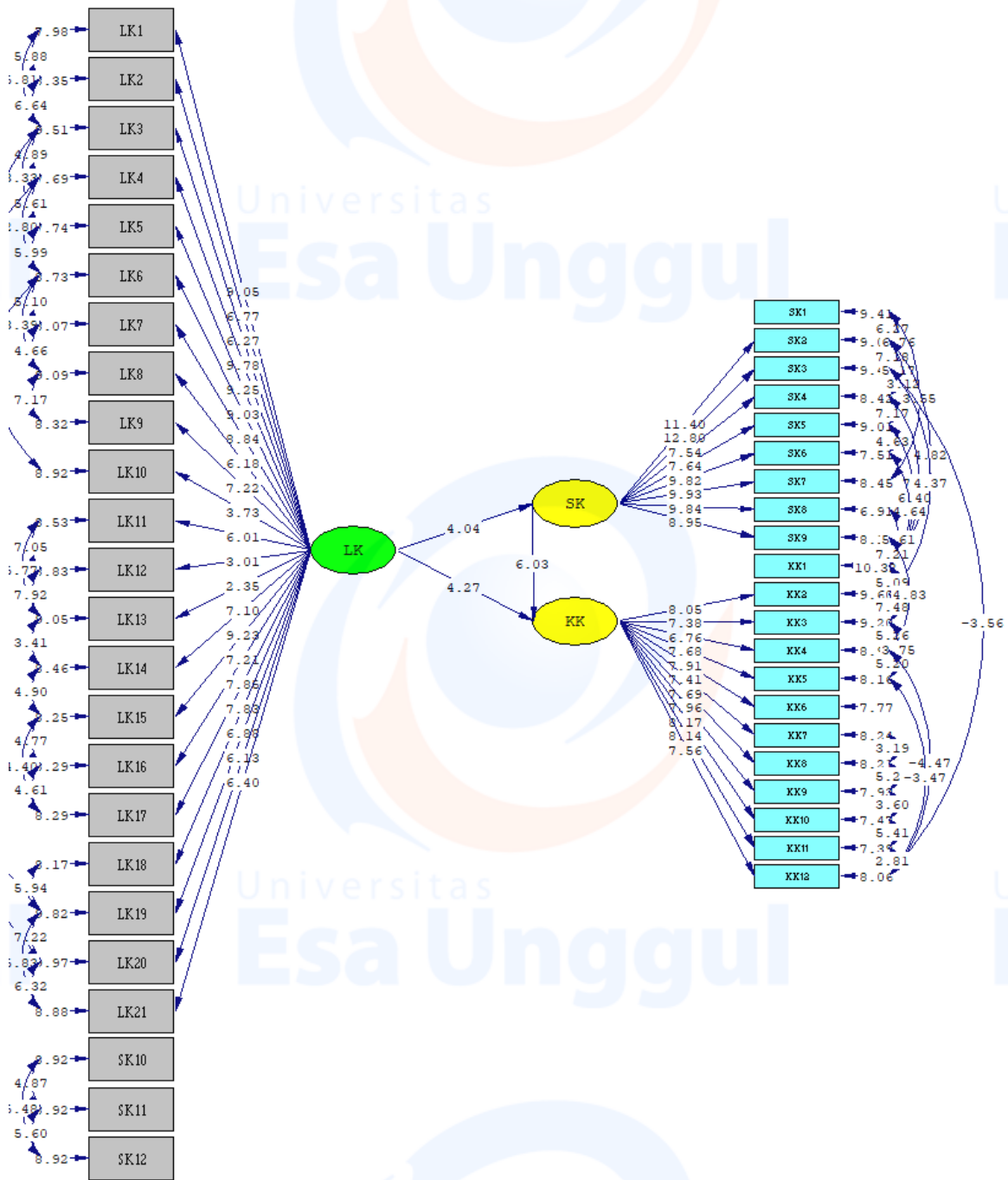
Chi-Square=1619.93, df=875, P-value=0.00000, RMSEA=0.073

Path Diagram Standarized Solution

Chi-Square=1619.93, df=875, P-value=0.00000, RMSEA=0.073

T Value