

PENGANTAR PENELITIAN

Dengan hormat,

Dalam rangka memenuhi tugas akhir sebagai mahasiswa di Program Pascasarjana Magister Manajemen Universitas Esa Unggul Jakarta yakni penulisan tesis yang berjudul “Analisis Pengaruh Motivasi Kerja, Kepuasan Kerja, Komitmen Organisasional, dan Kinerja“, maka perkenalkan saya :

Nama : Ifan Widarto
NIM : 2015-01-065
No. HP : 0812 89 666 434

memohon bantuan Bapak, Ibu, Saudara, dan Saudari berkenan mengisi kuesioner ini untuk penelitian tesis saya lebih lanjut. Semua informasi yang terangkum dari hasil kuesioner ini semata-mata hanya untuk tujuan ilmiah. Atas perhatian dan kerjasamanya saya ucapkan terima kasih.

Jakarta, Juli 2018

Hormat Saya,

Ifan Widarto

KUESIONER

I. General Information

- No. responden : _____ (diisi oleh peneliti)
- Usia : ≤ 25 tahun 26 - 34 tahun
 35 - 44 tahun ≥ 45 tahun
- Jenis Kelamin : Pria Wanita
- Jabatan : Kabiro Kabag Kasubbag Staf
- Golongan : CPNS ≤ II III IV
- Lama Bekerja : ≤ 5 tahun 6 - 10 tahun
 11 - 15 tahun ≥ 16 tahun
- Pendidikan terakhir : ≤ D3 S1 S2 ≥ S3

Petunjuk pengisian

Berikut ini adalah beberapa pernyataan yang berkaitan dengan Motivasi Kerja, Kepuasan Kerja, Komitmen Organisasional, dan Kinerja. Kami berharap saudara menunjukkan sikap pribadi yang berhubungan dengan setiap pernyataan, dengan **memberikan tanda silang (x) atau tanda tick (✓)** pada kolom yang sesuai. Skala pengukuran dalam penelitian ini adalah sebagai berikut:

1	2	3	4	5
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Keterangan :

- 1 : Sangat Tidak Setuju
- 2 : Tidak Setuju
- 3 : Kurang Setuju
- 4 : Setuju
- 5 : Sangat Setuju

1. MOTIVASI KERJA

Pilihan jawaban :

1 : Sangat Tidak Setuju

2 : Tidak Setuju

3 : Kurang Setuju

4 : Setuju

5 : Sangat Setuju

No.	Pernyataan	1	2	3	4	5
1	Instansi selalu memperhatikan pegawai yang berprestasi					
2	Pegawai selalu mendapatkan penghargaan atas prestasi kerja yang dicapai					
3	Saya selalu dilibatkan dalam proses pengambilan keputusan					
4	Saya sanggup menyelesaikan pekerjaan dengan baik					
5	Saya merasa diberikan tanggung jawab penuh dalam penyelesaian pekerjaan					
6	Instansi memberi kesempatan saya untuk mengembangkan karir					
7	Kebijakan pimpinan sangat wajar dan dapat dilaksanakan					
8	Pimpinan telah melakukan pengawasan secara efektif dan efisien					
9	Penghasilan yang saya terima cukup memadai					
10	Saya memiliki rekan kerja yang mau serta mampu bekerjasama dengan baik					
11	Saya merasa nyaman dengan kondisi tempat kerja					
12	Saya merasa tenang karena instansi memberikan jaminan kesehatan dan keselamatan kerja					
13	Saya menyukai pekerjaan yang semakin meningkat serta bervariasi sesuai dengan kemampuan					

2. KEPUASAN KERJA

Pilihan jawaban:

- 1 : Sangat Tidak Setuju
- 2 : Tidak Setuju
- 3 : Kurang Setuju
- 4 : Setuju
- 5 : Sangat Setuju

No.	Pernyataan	1	2	3	4	5
1	Pekerjaan yang saya lakukan membutuhkan keterampilan yang beragam					
2	Saya memiliki spesialisasi pekerjaan					
3	Pekerjaan yang saya lakukan memiliki pengaruh sangat penting terhadap pekerjaan lainnya					
4	Saya memiliki kewenangan penuh dalam pengambilan keputusan terkait dengan tugas yang diemban					
5	Saya selalu merasa tertantang dalam proses penyelesaian pekerjaan					
6	Saya selalu mendapatkan umpan balik dari hasil kerja yang saya lakukan					
7.	Atasan selalu memberi pujian apabila saya berhasil menyelesaikan tugas					
8.	Atasan selalu memberi arahan yang bermanfaat bagi pengembangan karir saya					

3. KOMITMEN ORGANISASIONAL

Pilihan jawaban:

- 1 : Sangat Tidak Setuju
- 2 : Tidak Setuju
- 3 : Kurang Setuju
- 4 : Setuju
- 5 : Sangat Setuju

No.	Pernyataan	1	2	3	4	5
1.	Saya bangga menjadi bagian dari instansi ini					
2.	Saya memiliki kesamaan nilai-nilai yang diterapkan dalam instansi ini					
3.	Bagi saya, meninggalkan instansi ini adalah hal yang sangat merugikan					
4.	Jika saya memutuskan untuk meninggalkan instansi ini, banyak hal dalam kehidupan saya akan terganggu					
5.	Saya ingin terus menjadi bagian dari instansi					
6.	Saya merasa bahwa nilai-nilai yang ada dalam visi dan misi instansi sesuai dengan idealisme saya					

4. KINERJA

Pilihan jawaban :

- 1 : Sangat Tidak Setuju
- 2 : Tidak Setuju
- 3 : Kurang Setuju
- 4 : Setuju
- 5 : Sangat Setuju

No.	Pernyataan	1	2	3	4	5
1	Saya mampu bekerja sesuai dengan standar kerja yang telah ditentukan					
2	Saya mampu meminimalisir kesalahan dalam bekerja					
3	Saya mampu menyelesaikan semua pekerjaan yang menjadi tugas pokok saya					
4	Saya mampu menyelesaikan pekerjaan tambahan yang diberikan atasan					
5	Saya mampu menyelesaikan pekerjaan tepat waktu					
6	Saya tidak pernah menunda penyelesaian pekerjaan yang diberikan					
7	Saya hadir di kantor sesuai dengan jam kerja yang telah ditentukan					
8	Saya tidak pernah meninggalkan kantor pada jam kerja, kecuali untuk keperluan pekerjaan					
9	Saya mampu bekerjasama dengan rekan kerja yang lain					
10	Saya selalu terbuka pada pendapat orang lain					

PENGANTAR PENELITIAN

Dengan hormat,

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Jakarta, Juli 2018

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Petunjuk pengisian

Berikut ini adalah beberapa pernyataan yang berkaitan dengan Motivasi Kerja, Kepuasan Kerja, Komitmen Organisasional, dan Kinerja. Kami berharap saudara menunjukkan sikap pribadi yang berhubungan dengan setiap pernyataan, dengan **memberikan tanda silang (x) atau tanda tick (✓)** pada kolom yang sesuai. Skala pengukuran dalam penelitian ini adalah sebagai berikut:

1	2	3	4	5
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Keterangan :

- 1 : Sangat Tidak Setuju
- 2 : Tidak Setuju
- 3 : Kurang Setuju
- 4 : Setuju
- 5 : Sangat Setuju

LEMBAR PERNYATAAN

Pilihan jawaban :

- 1 : Sangat Tidak Setuju
- 2 : Tidak Setuju
- 3 : Kurang Setuju
- 4 : Setuju
- 5 : Sangat Setuju

No.	Pernyataan	1	2	3	4	5
M.1	Saya sanggup menyelesaikan pekerjaan dengan baik					
M.2	Saya merasa diberikan tanggung jawab penuh dalam penyelesaian pekerjaan					
M.3	Instansi memberi kesempatan saya untuk mengembangkan karir					
M.4	Kebijakan pimpinan sangat wajar dan dapat dilaksanakan					
M.5	Pimpinan telah melakukan pengawasan secara efektif dan efisien					
M.6	Saya merasa nyaman dengan kondisi tempat kerja					
M.7	Saya merasa tenang karena instansi memberikan jaminan kesehatan dan keselamatan kerja					
M.8	Saya menyukai pekerjaan yang semakin meningkat serta bervariasi sesuai dengan kemampuan					
KK.1	Pekerjaan yang saya lakukan membutuhkan keterampilan yang beragam					
KK.2	Saya memiliki spesialisasi pekerjaan					
KK.3	Pekerjaan yang saya lakukan memiliki pengaruh sangat penting terhadap pekerjaan lainnya					
KK.4	Saya selalu mendapatkan umpan balik dari hasil kerja yang saya lakukan					
KK.5	Atasan selalu memberi pujian apabila saya berhasil menyelesaikan tugas					

No.	Pernyataan	1	2	3	4	5
KK.6	Atasan selalu memberi arahan yang bermanfaat bagi pengembangan karir saya					
KO.1	Saya bangga menjadi bagian dari instansi ini					
KO.2	Saya memiliki kesamaan nilai-nilai yang diterapkan dalam instansi ini					
KO.3	Bagi saya, meninggalkan instansi ini adalah hal yang sangat merugikan					
KO.4	Jika saya memutuskan untuk meninggalkan instansi ini, banyak hal dalam kehidupan saya akan terganggu					
KO.5	Saya ingin terus menjadi bagian dari instansi					
KO.6	Saya merasa bahwa nilai-nilai yang ada dalam visi dan misi instansi sesuai dengan idealisme saya					
KI.1	Saya mampu meminimalisir kesalahan dalam bekerja					
KI.2	Saya mampu menyelesaikan pekerjaan tambahan yang diberikan atasan					
KI.3	Saya mampu menyelesaikan pekerjaan tepat waktu					
KI.4	Saya tidak pernah menunda penyelesaian pekerjaan yang diberikan					
KI.5	Saya hadir di kantor sesuai dengan jam kerja yang telah ditentukan					
KI.6	Saya selalu terbuka pada pendapat orang lain					

HASIL UJI ANOVA

A. Uji ANOVA (Usia)

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Motivasi	≤ 25 tahun	10	-.1101752	1.16836099	.36946819	-.9459703	.7256199	-1.74911	1.35292
	26-34 tahun	23	-.0971111	1.12513725	.23460734	-.5836569	.3894348	-2.29445	1.35292
	35-44 tahun	98	-.0031011	1.01729911	.10276273	-.2070566	.2008545	-2.29445	1.35292
	≥ 45 tahun	54	.0673928	.89962578	.12242356	-.1781578	.3129433	-2.09009	1.13704
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.29445	1.35292
Kepuasan Kerja	≤ 25 tahun	10	-.1963206	.94290153	.29817164	-.8708317	.4781905	-1.72307	.94908
	26-34 tahun	23	-.0737288	.96477788	.20117009	-.4909301	.3434724	-2.05819	1.10493
	35-44 tahun	98	.0164308	1.07928354	.10902410	-.1999518	.2328135	-2.38494	1.25593
	≥ 45 tahun	54	.0379398	.88930270	.12101877	-.2047931	.2806727	-2.38494	1.08974
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.38494	1.25593
Komitmen Organisasional	≤ 25 tahun	10	-.1460722	1.03431744	.32707989	-.8859783	.5938339	-2.28428	.92368
	26-34 tahun	23	-.0799996	1.11998198	.23353239	-.5643161	.4043170	-2.28428	1.23658
	35-44 tahun	98	-.0168308	1.03824888	.10487898	-.2249866	.1913249	-2.25447	1.23658
	≥ 45 tahun	54	.0916691	.88351226	.12023079	-.1494833	.3328216	-2.08217	1.23658
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.28428	1.23658
Kinerja	≤ 25 tahun	10	-.2198015	1.05684177	.33420271	-.9758206	.5362176	-2.21788	.73786
	26-34 tahun	23	.0400397	.97576742	.20346157	-.3819137	.4619932	-2.65234	.84746
	35-44 tahun	98	-.0587530	1.04916589	.10598176	-.2690974	.1515915	-2.31859	.84746
	≥ 45 tahun	54	.1302758	.91583203	.12462895	-.1196982	.3802498	-2.41765	.73786
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.65234	.84746

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Motivasi	1.981	3	181	.118
Kepuasan Kerja	2.211	3	181	.088
Komitmen Organisasional	1.761	3	181	.156
Kinerja	1.819	3	181	.145

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Motivasi	Between Groups	.584	3	.195	.192	.902
	Within Groups	183.416	181	1.013		
	Total	184.000	184			
Kepuasan Kerja	Between Groups	.615	3	.205	.202	.895
	Within Groups	183.385	181	1.013		
	Total	184.000	184			
Komitmen Organisasional	Between Groups	.842	3	.281	.277	.842
	Within Groups	183.158	181	1.012		
	Total	184.000	184			
Kinerja	Between Groups	1.775	3	.592	.588	.624
	Within Groups	182.225	181	1.007		
	Total	184.000	184			

B. Uji ANOVA (Jenis Kelamin)

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Motivasi	Pria	94	-.0370503	1.02776071	.10600542	-.2475561	.1734554	-2.29445	1.35292
	Wanita	91	.0382718	.97469374	.10217567	-.1647180	.2412616	-2.29445	1.35292
	Total	185	.0000000	1.0000000	.07352146	-.1450535	.1450535	-2.29445	1.35292
Kepuasan Kerja	Pria	94	-.0962828	1.04190588	.10746439	-.3096858	.1171201	-2.38494	1.22615
	Wanita	91	.0994570	.95026680	.09961503	-.0984457	.2973596	-2.22813	1.25593
	Total	185	.0000000	1.0000000	.07352146	-.1450535	.1450535	-2.38494	1.25593
Komitmen Organisasional	Pria	94	-.0973020	1.01110000	.10428700	-.3043953	.1097914	-2.28428	1.23658
	Wanita	91	.1005097	.98383986	.10313444	-.1043848	.3054043	-2.28428	1.23658
	Total	185	.0000000	1.0000000	.07352146	-.1450535	.1450535	-2.28428	1.23658
Kinerja	Pria	94	-.0407937	1.03201392	.10644411	-.2521706	.1705832	-2.65234	.84746
	Wanita	91	.0421385	.96971980	.10165426	-.1598154	.2440924	-2.21788	.84746
	Total	185	.0000000	1.0000000	.07352146	-.1450535	.1450535	-2.65234	.84746

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Motivasi	.863	1	183	.354
Kepuasan Kerja	2.384	1	183	.124
Komitmen Organisasional	.559	1	183	.456
Kinerja	.694	1	183	.406

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Motivasi	Between Groups	.262	1	.262	.261	.610
	Within Groups	183.738	183	1.004		
	Total	184.000	184			
Kepuasan Kerja	Between Groups	1.772	1	1.772	1.779	.184
	Within Groups	182.228	183	.996		
	Total	184.000	184			
Komitmen Organisasional	Between Groups	1.809	1	1.809	1.817	.179
	Within Groups	182.191	183	.996		
	Total	184.000	184			
Kinerja	Between Groups	.318	1	.318	.317	.574
	Within Groups	183.682	183	1.004		
	Total	184.000	184			

C. Uji ANOVA (Jabatan)

Descriptives

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum	
					Lower Bound	Upper Bound			
Motivasi	Kepala Biro	2	-.9209660	1.65338980	1.16912314	-15.7760840	13.9341520	-2.09009	.24816
	Kepala Bagian	21	-.1854801	.99287936	.21666404	-.6374333	.2664732	-1.96729	1.13704
	Kepala Subbagian	35	-.1766221	1.05291988	.17797594	-.5383127	.1850685	-2.29445	1.02416
	Staf	127	.0938487	.97275230	.08631781	-.0769717	.2646691	-2.29445	1.35292
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.29445	1.35292
Kepuasan Kerja	Kepala Biro	2	-.5616211	1.65213621	1.16823672	-15.4054760	14.2822339	-1.72986	.60662
	Kepala Bagian	21	-.2413414	.95109948	.20754692	-.6742767	.1915939	-2.19302	1.08974
	Kepala Subbagian	35	-.0996943	1.16555310	.19701443	-.5000758	.3006872	-2.38494	1.22615
	Staf	127	.0762261	.95139573	.08442272	-.0908440	.2432962	-2.38494	1.25593
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.38494	1.25593
Komitmen Organisasional	Kepala Biro	2	-.5037601	1.29819165	.91796012	-12.1675493	11.1600291	-1.42172	.41420
	Kepala Bagian	21	-.2491177	1.12639851	.24580031	-.7618482	.2636127	-2.25447	1.23658
	Kepala Subbagian	35	-.0845107	1.00093806	.16918941	-.4283449	.2593236	-2.10814	1.23658
	Staf	127	.0724163	.97650426	.08665074	-.0990630	.2438955	-2.28428	1.23658
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.28428	1.23658
Kinerja	Kepala Biro	2	-.7456924	1.45453387	1.02851076	-13.8141607	12.3227759	-1.77420	.28282
	Kepala Bagian	21	-.0839202	1.11358952	.24300516	-.5908200	.4229797	-2.41765	.73786
	Kepala Subbagian	35	-.2948601	1.15230620	.19477530	-.6906912	.1009709	-2.31859	.73330
	Staf	127	.1068804	.91800077	.08145940	-.0543253	.2680862	-2.65234	.84746
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.65234	.84746

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Motivasi	1.058	3	181	.368
Kepuasan Kerja	1.895	3	181	.132
Komitmen Organisasional	.688	3	181	.560
Kinerja	3.900	3	181	.010

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Motivasi	Between Groups	4.629	3	1.543	1.557	.201
	Within Groups	179.371	181	.991		
	Total	184.000	184			
Kepuasan Kerja	Between Groups	2.940	3	.980	.980	.404
	Within Groups	181.060	181	1.000		
	Total	184.000	184			
Komitmen Organisasional	Between Groups	2.727	3	.909	.908	.439
	Within Groups	181.273	181	1.002		
	Total	184.000	184			
Kinerja	Between Groups	5.754	3	1.918	1.948	.124
	Within Groups	178.246	181	.985		
	Total	184.000	184			

D. Uji ANOVA (Golongan)

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Motivasi	II	30	-.0739824	1.11365483	.20332462	-.4898280	.3418631	-2.29445	1.35292
	III	111	.0091607	1.00969179	.09583570	-.1807632	.1990845	-2.29445	1.35292
	IV	44	.0273327	.91097316	.13733437	-.2496285	.3042938	-2.09009	1.13704
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.29445	1.35292
Kepuasan Kerja	II	30	-.1115996	.97478870	.17797125	-.4755917	.2523925	-2.05819	1.10493
	III	111	.0213909	1.05502766	.10013879	-.1770607	.2198425	-2.38494	1.25593
	IV	44	.0221272	.88342206	.13318089	-.2464576	.2907121	-2.19302	1.09564
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.38494	1.25593
Komitmen Organisasional	II	30	-.0736524	1.09426848	.19978518	-.4822589	.3349542	-2.28428	1.23658
	III	111	.0066143	1.00239047	.09514269	-.1819362	.1951648	-2.10814	1.23658
	IV	44	.0335315	.94661106	.14270699	-.2542646	.3213276	-2.25447	1.23658
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.28428	1.23658
Kinerja	II	30	-.0333392	.99654646	.18194366	-.4054558	.3387773	-2.65234	.84746
	III	111	-.0359096	1.03628484	.09835980	-.2308356	.1590165	-2.31859	.84746
	IV	44	.1133214	.91918763	.13857275	-.1661372	.3927800	-2.41765	.73786
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.65234	.84746

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Motivasi	1.596	2	182	.205
Kepuasan Kerja	2.312	2	182	.102
Komitmen Organisasional	.985	2	182	.376
Kinerja	1.584	2	182	.208

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Motivasi	Between Groups	.206	2	.103	.102	.903
	Within Groups	183.794	182	1.010		
	Total	184.000	184			
Kepuasan Kerja	Between Groups	.446	2	.223	.221	.802
	Within Groups	183.554	182	1.009		
	Total	184.000	184			
Komitmen Organisasional	Between Groups	.217	2	.109	.107	.898
	Within Groups	183.783	182	1.010		
	Total	184.000	184			
Kinerja	Between Groups	.742	2	.371	.368	.692
	Within Groups	183.258	182	1.007		
	Total	184.000	184			

E. Uji ANOVA (Lama Bekerja)

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Motivasi	≤ 5 tahun	9	.0447938	.89339871	.29779957	-.6419332	.7315209	-1.57557	1.16887
	6-10 tahun	24	-.1557688	1.20666189	.24630883	-.6652974	.3537599	-2.29445	1.35292
	11-15 tahun	96	.0164485	1.01549317	.10364334	-.1893095	.2222065	-2.29445	1.35292
	≥16 tahun	56	.0313616	.90932545	.12151372	-.2121573	.2748806	-2.09009	1.13704
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.29445	1.35292
Kepuasan Kerja	≤ 5 tahun	9	.3211779	.86477139	.28825713	-.3435442	.9859000	-1.26814	1.10493
	6-10 tahun	24	-.2728988	.93926731	.19172714	-.6695166	.1237190	-2.05819	.94908
	11-15 tahun	96	.0331807	1.06484690	.10868048	-.1825773	.2489387	-2.38494	1.25593
	≥16 tahun	56	.0084575	.92618839	.12376713	-.2395774	.2564924	-2.38494	1.08974
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.38494	1.25593
Komitmen Organisasional	≤ 5 tahun	9	.0140474	1.09076109	.36358703	-.8243858	.8524806	-2.28428	.92368
	6-10 tahun	24	-.1427974	1.09495987	.22350775	-.6051584	.3195636	-2.28428	1.23658
	11-15 tahun	96	.0035951	1.02309401	.10441909	-.2037030	.2108932	-2.10814	1.23658
	≥16 tahun	56	.0527783	.92263897	.12329282	-.1943061	.2998626	-2.25447	1.23658
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.28428	1.23658
Kinerja	≤ 5 tahun	9	.3043074	.41181976	.13727325	-.0122453	.6208601	-.37232	.73786
	6-10 tahun	24	-.1673278	1.11621953	.22784736	-.6386660	.3040104	-2.65234	.84746
	11-15 tahun	96	-.0414593	1.03868985	.10601084	-.2519174	.1689988	-2.31859	.84746
	≥16 tahun	56	.0938784	.94704572	.12655431	-.1597421	.3474989	-2.41765	.73786
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.65234	.84746

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Motivasi	2.447	3	181	.065
Kepuasan Kerja	1.473	3	181	.223
Komitmen Organisasional	1.111	3	181	.346
Kinerja	3.327	3	181	.021

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Motivasi	Between Groups	.681	3	.227	.224	.879
	Within Groups	183.319	181	1.013		
	Total	184.000	184			
Kepuasan Kerja	Between Groups	2.825	3	.942	.941	.422
	Within Groups	181.175	181	1.001		
	Total	184.000	184			
Komitmen Organisasional	Between Groups	.648	3	.216	.213	.887
	Within Groups	183.352	181	1.013		
	Total	184.000	184			
Kinerja	Between Groups	2.164	3	.721	.718	.542
	Within Groups	181.836	181	1.005		
	Total	184.000	184			

F. Uji ANOVA (Pendidikan Terakhir)

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Motivasi	≤ D3	78	.0839561	.95185615	.10777649	-.1306543	.2985665	-2.29445	1.35292
	S1	95	-.0190604	1.01898378	.10454553	-.2266380	.1885172	-2.29445	1.35292
	S2	12	-.3948201	1.13529938	.32773270	-1.1161550	.3265147	-2.09009	1.13704
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.29445	1.35292
Kepuasan Kerja	≤ D3	78	.0796837	.89089120	.10087357	-.1211812	.2805486	-2.19944	1.10493
	S1	95	-.0163580	1.04996577	.10772422	-.2302469	.1975310	-2.38494	1.25593
	S2	12	-.3884436	1.24047298	.35809371	-1.1766025	.3997154	-2.19302	1.22615
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.38494	1.25593
Komitmen Organisasional	≤ D3	78	.0704405	.94143958	.10659704	-.1418214	.2827023	-2.28428	1.23658
	S1	95	.0012550	1.01710204	.10435247	-.2059393	.2084492	-2.10814	1.23658
	S2	12	-.4677982	1.18698905	.34265422	-1.2219751	.2863786	-2.25447	.91359
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.28428	1.23658
Kinerja	≤ D3	78	.1642234	.84750306	.09596082	-.0268590	.3553058	-2.65234	.84746
	S1	95	-.0803833	1.07038195	.10981887	-.2984312	.1376647	-2.31859	.84746
	S2	12	-.4310844	1.20788968	.34868771	-1.1985408	.3363721	-2.41765	.63995
	Total	185	.0000000	1.00000000	.07352146	-.1450535	.1450535	-2.65234	.84746

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Motivasi	1.738	2	182	.179
Kepuasan Kerja	3.789	2	182	.024
Komitmen Organisasional	2.129	2	182	.122
Kinerja	6.609	2	182	.002

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Motivasi	Between Groups	2.455	2	1.227	1.231	.295
	Within Groups	181.545	182	.998		
	Total	184.000	184			
Kepuasan Kerja	Between Groups	2.331	2	1.166	1.168	.313
	Within Groups	181.669	182	.998		
	Total	184.000	184			
Komitmen Organisasional	Between Groups	3.013	2	1.507	1.515	.223
	Within Groups	180.987	182	.994		
	Total	184.000	184			
Kinerja	Between Groups	4.947	2	2.474	2.514	.084
	Within Groups	179.053	182	.984		
	Total	184.000	184			

REKAP DATA HASIL KUESIONER

Resp.	Motivasi									Kepuasan Kerja						Komitmen Organisasional						Kinerja								
	Motivator Factor				Hygiene Factor					Pekerjaan itu sendiri				Supervisi																
	M3	M4	M5	M6	M7	M8	M11	M12	M13	KK1	KK2	KK3	KK4	KK6	KK7	KK8	KO1	KO2	KO3	KO4	KO5	KO6	KI1	KI2	KI3	KI5	KI6	KI8	KI9	KI0
1	5	4	5	4	5	5	5	5	5	3	4	4	4	4	3	4	4	5	4	5	4	5	5	5	5	4	4	5	5	
2	4	4	1	5	5	4	4	4	4	4	5	5	5	4	4	3	4	5	3	4	4	4	5	4	4	4	4	4	5	
3	4	2	4	4	2	4	2	5	2	3	4	4	4	4	5	5	5	3	4	3	3	5	4	5	4	5	4	5	3	
4	4	1	4	2	4	4	4	4	2	3	4	5	4	4	4	4	3	4	3	4	4	4	5	5	5	5	5	4	5	
5	5	5	4	4	4	4	4	5	5	4	4	4	4	4	4	4	4	4	3	3	4	3	5	5	5	5	5	5	5	
6	1	1	2	2	1	1	3	1	2	3	1	2	2	2	2	2	3	3	2	2	1	2	2	2	2	2	2	3	1	2
7	4	5	4	5	5	5	5	5	4	4	4	4	4	4	4	4	3	4	3	5	5	4	4	4	4	4	5	5	5	
8	3	3	2	2	2	2	2	4	2	2	3	4	4	2	2	2	1	4	3	2	2	4	3	1	2	4	4	2	1	
9	4	2	1	1	2	2	1	2	2	2	2	1	1	2	4	2	2	4	4	3	1	2	1	2	1	1	2	1	4	
10	5	4	5	4	4	5	4	4	4	3	5	4	5	4	4	2	3	5	5	4	4	5	5	5	5	5	5	5	5	
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16	4	3	4	2	1	4	2	4	3	4	4	4	4	3	4	4	4	4	5	5	4	4	5	5	5	4	4	5	5	5
17	4	4	4	4	4	4	4	3	3	3	3	4	4	4	4	4	4	3	4	4	3	5	5	5	4	5	4	5	4	4
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23	4	3	4	4	4	5	5	4	4	5	4	4	3	4	3	4	4	4	5	4	4	4	4	5	5	5	5	5	5	4

Resp.	Motivasi									Kepuasan Kerja						Komitmen Organisasional						Kinerja								
	Motivator Factor				Hygiene Factor					Pekerjaan itu sendiri				Supervisi																
	M3	M4	M5	M6	M7	M8	M11	M12	M13	KK1	KK2	KK3	KK4	KK6	KK7	KK8	KO1	KO2	KO3	KO4	KO5	KO6	KI1	KI2	KI3	KI5	KI6	KI8	KI9	KI10
51	5	4	3	4	4	3	4	4	5	3	5	4	4	3	4	3	4	5	5	5	5	5	5	5	5	5	5	5	4	4
52	1	3	3	3	3	1	2	4	2	4	2	2	4	4	2	2	2	1	5	2	2	2	5	5	5	2	2	5	4	1
53	4	3	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	5	5	5	4	4	4	4	4
54	5	5	5	5	5	5	5	5	5	4	5	5	4	5	5	5	4	5	5	5	4	4	5	5	5	5	5	5	4	4
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Resp.	Motivasi									Kepuasan Kerja						Komitmen Organisasional						Kinerja								
	Motivator Factor				Hygiene Factor					Pekerjaan itu sendiri				Supervisi																
	M3	M4	M5	M6	M7	M8	M11	M12	M13	KK1	KK2	KK3	KK4	KK6	KK7	KK8	KO1	KO2	KO3	KO4	KO5	KO6	KI1	KI2	KI3	KI5	KI6	KI8	KI9	KI10
75	2	2	1	1	2	2	3	3	1	2	2	3	3	2	2	2	2	1	1	2	2	2	1	1	2	1	2	2	4	4
76	4	4	4	4	4	4	4	4	3	3	3	5	5	4	4	4	4	5	5	5	4	5	5	5	5	4	4	5	5	4
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81	2	2	2	3	3	4	3	2	2	3	2	2	1	1	2	1	1	2	2	3	3	3	1	1	1	1	1	2	2	3
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86	4	3	4	5	4	5	5	5	5	3	5	3	4	4	4	4	5	3	4	4	4	4	4	5	5	4	5	5	4	5
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90	1	2	1	2	1	1	2	2	1	3	4	4	1	1	2	1	3	1	1	2	1	2	2	2	3	3	3	3	2	2
91	2	2	3	3	3	1	2	2	1	1	2	1	1	2	2	2	2	1	1	1	1	2	1	1	2	1	3	2	1	2
92	4	3	4	4	4	4	4	4	5	5	5	5	5	4	5	4	4	3	4	4	4	5	5	5	5	4	4	4	4	4
93	4	5	5	2	4	5	2	5	4	4	4	4	4	4	5	4	4	4	4	4	5	5	5	5	5	5	4	5	5	
94	5	5	5	5	5	5	5	5	3	4	4	4	5	5	5	4	5	4	5	5	4	4	5	5	5	4	5	4	4	4
95	5	2	4	4	4	4	4	5	4	4	4	5	5	4	4	4	4	4	4	4	4	5	5	5	5	4	4	4	4	4
96	2	1	2	1	1	2	2	2	2	2	2	1	3	2	1	1	2	2	2	1	1	2	1	1	1	2	3	2	3	2
97	2	2	1	1	2	2	3	3	3	1	2	2	2	1	2	1	2	2	2	1	2	2	1	1	2	2	2	1	2	3
98	5	4	5	4	5	4	4	4	5	4	4	4	4	4	4	3	4	4	4	5	5	4	5	5	4	4	4	4	4	4

Resp.	Motivasi									Kepuasan Kerja						Komitmen Organisasional						Kinerja								
	Motivator Factor				Hygiene Factor					Pekerjaan itu sendiri				Supervisi																
	M3	M4	M5	M6	M7	M8	M11	M12	M13	KK1	KK2	KK3	KK4	KK6	KK7	KK8	KO1	KO2	KO3	KO4	KO5	KO6	KI1	KI2	KI3	KI5	KI6	KI8	KI9	KI10
123	4	3	4	4	4	4	5	5	5	4	5	5	5	4	4	4	4	4	4	4	3	4	4	4	4	4	4	5	5	
124	2	2	3	2	2	2	3	2	2	3	2	2	1	2	1	2	1	4	1	1	2	2	1	1	1	1	1	1	1	
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128	2	3	3	3	4	3	3	2	4	3	2	2	2	2	1	1	1	1	4	1	1	2	2	1	1	1	2	2	2	1
129	4	2	4	5	4	2	4	4	4	5	2	4	4	4	2	1	4	4	5	4	4	4	5	5	5	5	5	5	4	4
130	4	4	5	4	4	4	4	3	4	3	5	4	4	4	4	4	4	5	4	4	4	5	5	5	5	5	5	4	5	4
131	4	3	4	5	4	5	4	4	4	4	4	3	5	3	4	4	5	4	5	4	4	4	5	5	5	5	5	4	5	3
132	4	2	3	4	3	3	3	2	2	2	2	2	1	2	3	3	2	3	2	3	1	1	1	2	2	1	1	3	3	2
133	4	3	4	3	3	4	3	4	5	4	4	3	5	4	5	4	3	4	3	5	4	4	5	4	5	4	4	4	4	5
134	5	3	5	4	4	5	4	4	5	3	4	4	4	4	2	3	5	4	4	4	3	5	2	5	5	5	5	4	5	4
135	4	3	4	4	4	3	4	4	4	3	3	4	4	3	4	4	4	4	4	5	4	4	5	5	5	5	5	5	4	5
136	1	2	2	1	1	2	3	2	1	1	2	2	3	2	2	2	2	1	1	2	1	2	3	3	2	1	2	2	2	2
137	4	2	3	4	2	3	4	2	4	4	2	3	4	4	3	2	2	5	3	5	2	2	5	5	5	4	4	5	5	5
138	4	3	4	3	4	4	4	5	4	4	4	4	5	4	4	4	5	5	3	4	4	4	5	5	5	4	5	5	4	5
139	5	5	4	4	4	5	5	5	4	4	4	4	5	5	5	5	4	5	4	3	4	5	5	5	5	4	4	3	4	5
140	4	5	4	4	3	5	4	5	5	4	4	4	5	5	3	5	4	5	4	4	3	5	5	5	5	4	4	5	3	4
141	3	2	3	1	2	3	2	2	1	2	1	3	2	1	1	3	2	1	2	2	2	1	1	1	1	1	2	2	1	1
142	4	4	4	3	4	4	4	4	2	4	4	4	4	4	4	3	2	4	2	4	2	4	5	5	5	4	5	5	5	5
143	4	5	5	5	4	4	3	4	5	5	4	3	5	4	5	4	5	5	4	4	4	5	5	4	5	5	5	4	4	5
144	1	3	2	1	3	2	3	3	3	3	1	2	2	1	3	1	2	1	3	2	1	1	2	2	1	1	1	2	2	1
145	4	4	4	5	4	4	3	5	4	3	4	3	5	3	3	4	4	4	3	4	4	4	5	5	5	5	4	5	3	5
146	4	5	4	5	3	4	4	4	5	3	5	5	5	4	4	4	3	4	5	4	3	5	5	5	5	5	4	5	5	4

Resp.	Motivasi									Kepuasan Kerja							Komitmen Organisasional						Kinerja							
	Motivator Factor				Hygiene Factor					Pekerjaan itu sendiri				Supervisi			Komitmen Organisasional						Kinerja							
	M3	M4	M5	M6	M7	M8	M11	M12	M13	KK1	KK2	KK3	KK4	KK6	KK7	KK8	KO1	KO2	KO3	KO4	KO5	KO6	KI1	KI2	KI3	KI5	KI6	KI8	KI9	KI10
147	2	3	3	2	2	1	1	2	1	2	2	2	1	3	3	2	2	1	2	1	2	1	2	1	1	4	4	4	2	2
148	5	4	4	3	3	5	4	4	5	4	3	5	4	5	4	5	4	4	3	4	4	4	5	5	5	5	4	5	5	4
149	4	4	4	4	3	4	4	3	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	5	5	4	5	5	5	4
150	4	5	5	5	4	4	5	4	5	3	4	4	4	4	4	3	4	3	5	5	5	5	5	5	5	4	5	5	5	5
151	4	4	4	4	4	3	4	4	4	2	4	2	3	2	4	3	4	3	4	4	4	4	5	5	5	4	5	5	5	5
152	1	1	2	1	2	1	2	1	1	2	1	2	4	4	3	2	1	1	2	2	2	1	1	2	2	2	3	3	2	2
153	5	5	5	3	5	4	5	5	4	4	4	5	4	4	3	4	5	4	5	4	4	4	5	5	5	4	5	5	5	5
154	4	3	4	3	4	4	5	4	3	5	5	4	4	5	3	3	4	3	4	4	4	4	5	5	5	4	4	5	5	5
155	4	3	4	4	4	5	5	4	4	5	4	4	3	4	3	4	4	4	5	4	4	4	4	5	5	5	5	5	5	4
156	4	4	3	4	2	4	4	4	5	5	4	5	4	4	4	4	4	4	4	3	4	4	5	5	5	4	5	4	4	5
157	4	3	4	4	4	4	5	5	4	4	4	4	4	4	5	5	4	4	5	5	4	4	5	5	5	4	5	4	5	4
158	2	3	2	2	4	4	2	2	1	1	2	2	1	3	2	2	3	1	1	3	2	2	1	2	2	3	3	1	2	2
159	2	2	3	1	2	2	1	1	1	3	1	2	1	2	1	1	3	1	1	2	2	1	2	1	1	2	3	2	2	3
160	2	2	1	2	3	3	2	1	2	4	4	2	2	4	2	2	3	1	1	2	3	1	3	2	2	2	1	1	2	2
161	5	4	4	5	4	5	4	4	5	4	5	4	5	4	3	4	5	4	5	4	3	4	5	5	5	4	5	4	5	4
162	5	4	5	4	5	5	5	4	5	4	5	4	5	5	5	4	4	4	5	5	5	5	5	5	5	4	5	4	5	4
163	4	4	4	4	4	4	4	4	5	4	3	3	5	3	3	4	4	3	4	5	3	3	5	5	4	4	5	5	5	5
164	4	3	4	4	4	4	4	4	5	5	5	5	5	4	4	4	4	4	4	4	4	4	5	5	5	4	4	4	4	4
165	4	4	4	4	4	5	5	5	5	4	4	4	5	4	4	4	4	4	4	4	4	3	5	4	5	4	4	5	5	5
166	4	3	4	5	4	5	4	5	4	3	4	4	5	3	4	4	3	4	4	4	5	4	4	5	5	5	5	4	4	5
167	5	3	4	4	4	4	4	5	5	5	5	4	5	4	4	4	4	4	3	4	3	5	5	5	5	5	4	5	5	4
168	4	4	4	4	3	4	5	4	3	4	3	4	4	4	2	3	4	4	4	4	4	4	5	5	5	5	5	4	5	5
169	4	3	4	4	4	2	2	4	3	4	3	4	4	4	3	4	4	3	4	2	4	4	5	5	5	5	5	5	4	5
170	4	3	4	4	3	4	2	4	3	4	4	5	4	5	5	5	4	5	5	4	4	5	5	5	4	5	5	5	5	5

Resp.	Motivasi									Kepuasan Kerja							Komitmen Organisasional						Kinerja							
	Motivator Factor				Hygiene Factor					Pekerjaan itu sendiri				Supervisi																
	M3	M4	M5	M6	M7	M8	M11	M12	M13	KK1	KK2	KK3	KK4	KK6	KK7	KK8	KO1	KO2	KO3	KO4	KO5	KO6	KI1	KI2	KI3	KI5	KI6	KI8	KI9	KI10
171	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	3	4	4	4	4	3	4	5	5	5	4	5	4	5	5
172	5	5	5	5	5	5	5	5	5	4	4	4	5	4	5	4	5	5	4	4	5	5	5	5	5	3	4	5	5	5
173	2	2	1	1	1	2	2	1	3	1	3	1	2	1	1	1	2	2	2	1	1	3	1	1	1	2	2	2	1	1
174	3	1	2	2	2	2	1	1	3	3	3	1	2	2	2	4	4	4	2	2	2	4	2	1	4	1	4	2	4	1
175	2	2	1	1	3	1	1	2	3	2	2	2	2	4	1	2	2	2	2	2	3	2	4	4	5	4	3	4	2	3
176	2	3	2	2	1	1	2	2	4	1	4	4	1	2	4	1	1	1	2	1	1	2	5	4	5	1	4	4	3	4
177	2	2	4	2	2	1	4	4	2	4	2	2	3	4	3	4	3	3	4	4	4	3	2	1	1	2	2	1	1	2
178	5	2	4	5	5	3	5	4	5	4	4	5	4	4	2	4	2	3	5	5	4	4	5	5	5	4	4	5	5	5
179	4	4	5	5	5	4	4	5	4	4	5	4	4	4	5	5	4	4	3	2	4	4	5	5	4	4	5	5	4	3
180	5	3	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	4	5	5
181	5	4	4	4	5	4	5	4	3	4	5	3	3	4	4	3	4	4	5	3	5	3	5	5	5	4	5	5	5	5
182	5	5	5	5	5	5	4	4	4	4	5	4	5	4	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5
183	5	4	3	4	4	3	4	4	5	3	5	4	4	3	4	3	4	5	5	5	5	5	5	5	5	5	5	5	4	4
184	1	3	3	3	3	1	2	4	2	4	2	2	4	4	2	2	2	1	5	2	2	2	5	5	5	2	2	5	4	1
185	4	3	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	5	5	5	4	4	4	4	4

REKAP DATA *PRETEST*

Resp.	Motivasi													Kepuasan Kerja							
	Motivator Faktor						Hygiene Factor							Pekerjaan itu sendiri						Supervisi	
	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12	M13	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8
1	3	3	4	2	3	3	3	2	4	2	3	3	3	5	5	5	5	4	4	3	3
2	4	4	4	4	4	4	4	3	4	3	4	4	4	4	5	5	4	5	4	5	4
3	4	3	4	5	4	4	4	3	4	4	4	3	3	4	4	4	4	5	5	5	3
4	3	3	3	3	3	2	2	2	3	3	2	2	2	3	3	3	3	3	3	3	2
5	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	4	4	4	3	3	3
6	4	4	4	4	4	3	4	3	4	3	4	3	4	5	5	5	4	5	5	5	5
7	4	4	4	4	3	3	3	2	3	3	3	3	2	5	5	5	5	1	3	5	3
8	3	4	3	3	3	1	1	1	3	1	4	4	4	3	4	3	4	5	4	3	2
9	5	5	4	2	3	1	1	1	3	1	2	3	3	3	4	4	3	4	3	3	3
10	5	3	3	2	3	2	2	1	2	2	4	3	2	3	3	3	3	4	3	3	3
11	4	5	4	2	3	1	1	1	1	1	3	3	1	3	3	4	4	4	3	3	3
12	5	4	5	2	3	1	1	1	1	1	3	2	3	3	4	4	4	4	3	3	3
13	4	4	3	3	3	1	1	1	1	1	1	3	1	3	3	3	3	3	3	3	3
14	5	4	2	5	5	5	5	4	2	2	4	5	3	4	5	4	4	2	4	4	4
15	5	5	4	4	4	5	4	5	1	2	4	5	5	5	5	4	5	1	4	5	4
16	5	4	4	4	4	5	4	5	2	3	3	3	3	4	4	4	4	5	4	4	4
17	4	4	4	4	4	3	4	3	3	1	3	4	2	4	4	4	4	5	5	4	4
18	4	4	5	4	4	3	2	3	2	2	4	4	4	4	4	4	5	5	4	4	5
19	5	5	5	3	4	4	4	3	3	3	3	5	3	5	4	4	4	5	5	5	5
20	4	4	3	4	4	3	5	4	1	3	2	3	3	5	4	5	5	1	4	4	4

Resp.	Motivasi													Kepuasan Kerja							
	Motivator Faktor						Hygiene Factor							Pekerjaan itu sendiri						Supervisi	
	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12	M13	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8
21	4	4	3	3	3	1	1	1	1	1	1	3	1	3	3	3	3	3	3	3	3
22	4	5	4	5	4	3	4	5	3	2	4	4	5	4	5	4	4	2	4	4	5
23	4	4	5	4	4	4	4	4	3	2	4	5	4	5	4	4	4	2	4	5	4
24	5	5	5	4	4	4	4	3	2	3	3	3	3	5	4	4	3	2	4	5	4
25	4	5	5	4	4	4	4	5	2	1	4	4	4	4	4	4	4	5	4	5	4
26	5	5	5	5	5	5	5	4	2	2	4	4	4	4	5	4	4	5	4	4	4
27	5	4	4	5	4	5	5	5	1	2	5	4	4	5	5	4	5	1	4	5	5
28	3	4	5	5	4	5	5	4	1	1	5	5	5	5	5	5	5	5	5	5	5
29	4	4	5	3	4	2	2	3	3	3	3	4	4	4	3	3	3	2	4	5	4
30	5	4	4	4	4	3	3	3	2	4	3	3	3	4	5	4	3	1	4	5	5

Resp.	Komitmen Organisasional						Kinerja									
	KO1	KO2	KO3	KO4	KO5	KO6	KI1	KI2	KI3	KI4	KI5	KI6	KI7	KI8	KI9	KI10
1	4	4	4	4	4	4	4	3	3	4	4	4	3	3	3	4
2	4	4	4	4	4	4	4	3	4	3	4	4	4	4	4	5
3	5	4	4	3	3	4	4	5	3	5	4	5	5	5	4	5
4	3	2	2	3	3	2	2	3	2	2	3	2	2	3	2	3
5	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
6	5	4	5	4	5	5	5	5	4	2	5	4	4	5	4	5
7	4	3	4	4	4	4	4	5	3	2	4	3	3	2	4	5
8	4	3	3	3	3	3	3	3	2	4	3	1	1	1	3	3
9	4	3	3	3	3	3	3	3	1	3	5	2	3	1	3	3
10	3	3	2	3	3	3	3	3	1	3	3	3	3	1	3	3
11	4	3	3	3	3	3	3	3	1	1	2	1	3	1	3	3
12	4	2	2	3	3	2	2	3	2	3	2	1	2	1	2	3
13	3	2	3	3	3	2	2	3	2	2	3	1	3	1	3	3
14	3	4	4	5	4	4	3	4	3	2	4	2	4	4	3	4
15	5	4	5	4	5	4	3	5	1	2	4	1	5	5	3	5
16	4	4	5	3	5	4	3	4	2	3	3	3	5	5	3	4
17	4	4	5	4	4	3	3	4	3	5	4	2	5	3	4	4
18	4	5	5	4	4	3	4	4	3	4	5	2	5	3	5	4
19	4	4	3	3	4	5	5	5	1	2	4	2	3	3	4	5
20	4	4	5	3	4	4	4	4	2	3	1	2	5	4	4	4

Resp.	Komitmen Organisasional						Kinerja									
	KO1	KO2	KO3	KO4	KO5	KO6	KI1	KI2	KI3	KI4	KI5	KI6	KI7	KI8	KI9	KI10
21	3	2	3	3	3	2	4	3	2	2	3	1	3	1	4	3
22	5	4	4	4	4	4	4	4	3	2	4	2	4	5	5	4
23	5	4	4	4	4	5	5	5	1	1	5	2	4	4	4	5
24	4	4	5	4	4	4	4	5	2	3	4	2	5	3	3	5
25	4	5	5	4	4	4	3	5	2	1	5	4	5	5	4	5
26	4	5	4	5	4	4	4	4	1	2	4	3	4	4	5	4
27	4	5	5	5	5	4	5	5	3	2	5	2	2	5	5	5
28	4	4	5	3	3	5	5	5	4	4	4	3	2	3	5	5
29	3	3	4	4	4	5	5	5	4	1	4	3	1	4	4	5
30	4	4	5	4	4	5	4	5	5	4	4	2	1	4	5	5

A. Hasil Uji Validitas Variabel Motivasi

1. Dimensi *Motivator Factor*

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.644
Bartlett's Test of Sphericity	Approx. Chi-Square	78.076
	df	15
	Sig.	.000

Anti-image Matrices

		M1	M2	M3	M4	M5	M6
Anti-image Covariance	M1	.661	-.245	.133	.156	-.113	-.089
	M2	-.245	.653	-.283	-.044	-.060	.108
	M3	.133	-.283	.733	.106	-.028	-.130
	M4	.156	-.044	.106	.260	-.128	-.114
	M5	-.113	-.060	-.028	-.128	.233	-.096
	M6	-.089	.108	-.130	-.114	-.096	.271
Anti-image Correlation	M1	.450 ^a	-.372	.192	.376	-.288	-.210
	M2	-.372	.521 ^a	-.409	-.107	-.154	.258
	M3	.192	-.409	.468 ^a	.244	-.069	-.291
	M4	.376	-.107	.244	.653 ^a	-.520	-.430
	M5	-.288	-.154	-.069	-.520	.743 ^a	-.383
	M6	-.210	.258	-.291	-.430	-.383	.725 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
M1	.438	.529
M2	.445	.733
M3	.409	.508
M4	.824	-.442
M5	.925	-.167
M6	.885	-.279

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.704
Bartlett's Test of Sphericity	Approx. Chi-Square	68.095
	df	10
	Sig.	.000

Anti-image Matrices

		M2	M3	M4	M5	M6
Anti-image Covariance	M2	.758	-.281	.018	-.129	.092
	M3	-.281	.761	.091	-.006	-.122
	M4	.018	.091	.303	-.129	-.114
	M5	-.129	-.006	-.129	.254	-.127
	M6	.092	-.122	-.114	-.127	.283
Anti-image Correlation	M2	.511 ^a	-.370	.038	-.293	.198
	M3	-.370	.552 ^a	.189	-.015	-.262
	M4	.038	.189	.757 ^a	-.464	-.388
	M5	-.293	-.015	-.464	.729 ^a	-.473
	M6	.198	-.262	-.388	-.473	.734 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
M2	.379	.747
M3	.403	.729
M4	.872	-.325
M5	.929	-.120
M6	.903	-.201

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.743
Bartlett's Test of Sphericity	Approx. Chi-Square	61.525
	df	6
	Sig.	.000

Anti-image Matrices

		M3	M4	M5	M6
Anti-image Covariance	M3	.882	.113	-.069	-.106
	M4	.113	.304	-.138	-.121
	M5	-.069	-.138	.278	-.127
	M6	-.106	-.121	-.127	.295
Anti-image Correlation	M3	.559 ^a	.219	-.139	-.207
	M4	.219	.739 ^a	-.474	-.404
	M5	-.139	-.474	.751 ^a	-.443
	M6	-.207	-.404	-.443	.765 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
M3	.340
M4	.900
M5	.931
M6	.927

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

2. Dimensi *Hygiene Factor*

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.658
Bartlett's Test of Sphericity	Approx. Chi-Square	107.528
	df	21
	Sig.	.000

Anti-image Matrices

		M7	M8	M9	M10	M11	M12	M13
Anti-image Covariance	M7	.209	-.137	-.051	-.079	-.093	-.062	.087
	M8	-.137	.168	.125	-.049	.054	-.029	-.119
	M9	-.051	.125	.646	-.278	-.008	-.044	-.116
	M10	-.079	-.049	-.278	.536	.039	.203	.011
	M11	-.093	.054	-.008	.039	.382	-.059	-.184
	M12	-.062	-.029	-.044	.203	-.059	.475	-.063
	M13	.087	-.119	-.116	.011	-.184	-.063	.283
Anti-image Correlation	M7	.659 ^a	-.731	-.140	-.237	-.331	-.196	.356
	M8	-.731	.636 ^a	.381	-.163	.215	-.104	-.544
	M9	-.140	.381	.342 ^a	-.473	-.017	-.080	-.271
	M10	-.237	-.163	-.473	.477 ^a	.086	.402	.029
	M11	-.331	.215	-.017	.086	.749 ^a	-.139	-.560
	M12	-.196	-.104	-.080	.402	-.139	.825 ^a	-.171
	M13	.356	-.544	-.271	.029	-.560	-.171	.662 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
M7	.851	.136
M8	.881	-.017
M9	.141	.754
M10	.249	.860
M11	.810	-.102
M12	.735	-.390
M13	.847	-.063

Extraction Method: Principal
Component Analysis.

a. 2 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.688
Bartlett's Test of Sphericity	Approx. Chi-Square	97.493
	df	15
	Sig.	.000

Anti-image Matrices

		M7	M8	M10	M11	M12	M13
Anti-image Covariance	M7	.213	-.151	-.133	-.096	-.067	.085
	M8	-.151	.197	.008	.065	-.025	-.122
	M10	-.133	.008	.691	.045	.238	-.054
	M11	-.096	.065	.045	.382	-.060	-.201
	M12	-.067	-.025	.238	-.060	.478	-.077
	M13	.085	-.122	-.054	-.201	-.077	.306
Anti-image Correlation	M7	.645 ^a	-.740	-.347	-.336	-.210	.334
	M8	-.740	.683 ^a	.021	.239	-.080	-.496
	M10	-.347	.021	.438 ^a	.088	.415	-.118
	M11	-.336	.239	.088	.730 ^a	-.140	-.587
	M12	-.210	-.080	.415	-.140	.816 ^a	-.201
	M13	.334	-.496	-.118	-.587	-.201	.682 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
M7	.851	.298
M8	.888	.184
M10	.226	.915
M11	.809	-.206
M12	.742	-.442
M13	.845	-.152

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.713
Bartlett's Test of Sphericity	Approx. Chi-Square	88.931
	df	10
	Sig.	.000

Anti-image Matrices

		M7	M8	M11	M12	M13
Anti-image Covariance	M7	.242	-.170	-.100	-.029	.086
	M8	-.170	.197	.066	-.033	-.123
	M11	-.100	.066	.385	-.092	-.201
	M12	-.029	-.033	-.092	.577	-.071
	M13	.086	-.123	-.201	-.071	.310
Anti-image Correlation	M7	.656 ^a	-.781	-.327	-.078	.314
	M8	-.781	.658 ^a	.238	-.097	-.497
	M11	-.327	.238	.730 ^a	-.195	-.583
	M12	-.078	-.097	-.195	.937 ^a	-.169
	M13	.314	-.497	-.583	-.169	.693 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
M7	.835
M8	.879
M11	.817
M12	.766
M13	.850

Extraction Method: Principal

Component Analysis.

a. 1 components extracted.

B. Hasil Uji Validitas Variabel Kepuasan Kerja

1. Dimensi Pekerjaan Itu Sendiri

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.574
Bartlett's Test of Sphericity	Approx. Chi-Square
	89.447
df	15
Sig.	.000

Anti-image Matrices

		KK1	KK2	KK3	KK4	KK5	KK6
Anti-image Covariance	KK1	.201	.034	-.120	-.092	.202	-.184
	KK2	.034	.388	-.168	-.082	.127	-.117
	KK3	-.120	-.168	.284	-.078	-.154	.108
	KK4	-.092	-.082	-.078	.477	-.080	.063
	KK5	.202	.127	-.154	-.080	.444	-.262
	KK6	-.184	-.117	.108	.063	-.262	.344
Anti-image Correlation	KK1	.563 ^a	.120	-.501	-.296	.676	-.699
	KK2	.120	.746 ^a	-.506	-.191	.306	-.321
	KK3	-.501	-.506	.649 ^a	-.212	-.435	.344
	KK4	-.296	-.191	-.212	.853 ^a	-.173	.157
	KK5	.676	.306	-.435	-.173	.127 ^a	-.671
	KK6	-.699	-.321	.344	.157	-.671	.436 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
KK1	.877	-.191
KK2	.845	-.099
KK3	.867	.018
KK4	.800	-.038
KK5	-.065	.959
KK6	.652	.501

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.823
Bartlett's Test of Sphericity	Approx. Chi-Square	69.065
	df	10
	Sig.	.000

Anti-image Matrices

		KK1	KK2	KK3	KK4	KK6
Anti-image Covariance	KK1	.370	-.049	-.112	-.105	-.216
	KK2	-.049	.428	-.169	-.068	-.085
	KK3	-.112	-.169	.350	-.134	.037
	KK4	-.105	-.068	-.134	.491	.031
	KK6	-.216	-.085	.037	.031	.625
Anti-image Correlation	KK1	.810 ^a	-.124	-.312	-.246	-.449
	KK2	-.124	.852 ^a	-.435	-.147	-.164
	KK3	-.312	-.435	.800 ^a	-.324	.079
	KK4	-.246	-.147	-.324	.872 ^a	.055
	KK6	-.449	-.164	.079	.055	.778 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
KK1	.873
KK2	.843
KK3	.868
KK4	.801
KK6	.660

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

2. Dimensi Supervisi

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	17.186
	df	1
	Sig.	.000

Anti-image Matrices

		KK7	KK8
Anti-image Covariance	KK7	.535	-.365
	KK8	-.365	.535
Anti-image Correlation	KK7	.500 ^a	-.682
	KK8	-.682	.500 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
KK7	.917
KK8	.917

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

C. Hasil Uji Validitas Variabel Komitmen Organisasi

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.803
Bartlett's Test of Sphericity	Approx. Chi-Square
	90.62
	7
	df
	15
	Sig.
	.000

Anti-image Matrices

		KO1	KO2	KO3	KO4	KO5	KO6
Anti-image Covariance	KO1	.659	-.122	-.002	.167	-.081	-.097
	KO2	-.122	.275	-.140	-.156	.027	-.086
	KO3	-.002	-.140	.303	.045	-.139	-.054
	KO4	.167	-.156	.045	.447	-.173	.012
	KO5	-.081	.027	-.139	-.173	.351	-.073
	KO6	-.097	-.086	-.054	.012	-.073	.514
Anti-image Correlation	KO1	.775 ^a	-.286	-.004	.308	-.168	-.167
	KO2	-.286	.782 ^a	-.487	-.444	.088	-.228
	KO3	-.004	-.487	.813 ^a	.123	-.427	-.136
	KO4	.308	-.444	.123	.719 ^a	-.437	.026
	KO5	-.168	.088	-.427	-.437	.809 ^a	-.172
	KO6	-.167	-.228	-.136	.026	-.172	.921 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
KO1	.580
KO2	.894
KO3	.878
KO4	.716
KO5	.855
KO6	.786

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

D. Hasil Uji Validitas Variabel Kinerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.708
Bartlett's Test of Sphericity	Approx. Chi-Square
	154.40
	8
	df
	45
	Sig.
	.000

Anti-image Matrices

		KI1	KI2	KI3	KI4	KI5	KI6	KI7	KI8	KI9	KI10
Anti-image Covariance	KI1	.275	.009	.059	.046	.027	-.083	.102	.045	-.194	-.066
	KI2	.009	.158	.059	-.011	-.012	.082	.036	-.040	-.035	-.099
	KI3	.059	.059	.399	-.219	.032	-.086	.259	-.102	-.114	-.063
	KI4	.046	-.011	-.219	.686	.045	-.104	-.173	.144	-.052	.014
	KI5	.027	-.012	.032	.045	.611	-.113	.014	.026	-.105	-.043
	KI6	-.083	.082	-.086	-.104	-.113	.525	-.085	-.103	.096	-.045
	KI7	.102	.036	.259	-.173	.014	-.085	.492	-.164	-.086	-.046
	KI8	.045	-.040	-.102	.144	.026	-.103	-.164	.327	-.047	-.029
	KI9	-.194	-.035	-.114	-.052	-.105	.096	-.086	-.047	.357	.044
	KI10	-.066	-.099	-.063	.014	-.043	-.045	-.046	-.029	.044	.108
Anti-image Correlation	KI1	.744 ^a	.044	.179	.105	.065	-.219	.277	.149	-.618	-.384
	KI2	.044	.755 ^a	.234	-.035	-.040	.284	.130	-.177	-.147	-.756
	KI3	.179	.234	.538 ^a	-.418	.065	-.188	.584	-.284	-.301	-.305
	KI4	.105	-.035	-.418	.327 ^a	.070	-.174	-.297	.304	-.105	.050
	KI5	.065	-.040	.065	.070	.913 ^a	-.199	.025	.058	-.224	-.169
	KI6	-.219	.284	-.188	-.174	-.199	.733 ^a	-.167	-.248	.222	-.188
	KI7	.277	.130	.584	-.297	.025	-.167	.348 ^a	-.409	-.204	-.198
	KI8	.149	-.177	-.284	.304	.058	-.248	-.409	.804 ^a	-.136	-.154
	KI9	-.618	-.147	-.301	-.105	-.224	.222	-.204	-.136	.716 ^a	.224
	KI10	-.384	-.756	-.305	.050	-.169	-.188	-.198	-.154	.224	.745 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component		
	1	2	3
KI1	.793	.068	-.355
KI2	.845	-.234	-.156
KI3	.517	.717	-.009
KI4	.011	.684	.526
KI5	.685	-.088	-.064
KI6	.581	.204	.486
KI7	.246	-.530	.715
KI8	.785	-.223	.266
KI9	.743	.163	-.230
KI10	.922	-.117	-.044

Extraction Method: Principal Component

Analysis.

a. 3 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.729
Bartlett's Test of Sphericity	Approx. Chi-Square	146.984
	df	36
	Sig.	.000

Anti-image Matrices

		KI1	KI2	KI3	KI5	KI6	KI7	KI8	KI9	KI10
Anti-image Covariance	KI1	.278	.010	.090	.024	-.080	.126	.039	-.194	-.068
	KI2	.010	.158	.067	-.012	.083	.037	-.042	-.036	-.099
	KI3	.090	.067	.484	.057	-.149	.271	-.076	-.160	-.072
	KI5	.024	-.012	.057	.614	-.110	.028	.018	-.103	-.045
	KI6	-.080	.083	-.149	-.110	.541	-.125	-.092	.092	-.044
	KI7	.126	.037	.271	.028	-.125	.540	-.154	-.109	-.046
	KI8	.039	-.042	-.076	.018	-.092	-.154	.360	-.040	-.035
	KI9	-.194	-.036	-.160	-.103	.092	-.109	-.040	.361	.046
	KI10	-.068	-.099	-.072	-.045	-.044	-.046	-.035	.046	.108
	Anti-image Correlation	KI1	.734 ^a	.048	.247	.058	-.205	.324	.123	-.613
KI2		.048	.754 ^a	.241	-.038	.283	.125	-.175	-.152	-.756
KI3		.247	.241	.549 ^a	.104	-.291	.530	-.181	-.382	-.313
KI5		.058	-.038	.104	.915 ^a	-.190	.048	.039	-.218	-.173
KI6		-.205	.283	-.291	-.190	.722 ^a	-.232	-.208	.208	-.182
KI7		.324	.125	.530	.048	-.232	.383 ^a	-.350	-.248	-.192
KI8		.123	-.175	-.181	.039	-.208	-.350	.876 ^a	-.110	-.178
KI9		-.613	-.152	-.382	-.218	.208	-.248	-.110	.702 ^a	.231
KI10		-.392	-.756	-.313	-.173	-.182	-.192	-.178	.231	.741 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
KI1	.794	-.288
KI2	.846	.071
KI3	.516	-.537
KI5	.685	.022
KI6	.580	.164
KI7	.246	.887
KI8	.785	.332
KI9	.743	-.263
KI10	.922	.056

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.783
Bartlett's Test of Sphericity	Approx. Chi-Square	133.222
	df	28
	Sig.	.000

Anti-image Matrices

		KI1	KI2	KI3	KI5	KI6	KI8	KI9	KI10
Anti-image Covariance	KI1	.311	.002	.043	.020	-.059	.095	-.201	-.066
	KI2	.002	.160	.068	-.014	.098	-.036	-.031	-.101
	KI3	.043	.068	.673	.060	-.126	.003	-.155	-.070
	KI5	.020	-.014	.060	.615	-.109	.030	-.104	-.044
	KI6	-.059	.098	-.126	-.109	.572	-.154	.075	-.060
	KI8	.095	-.036	.003	.030	-.154	.410	-.086	-.057
	KI9	-.201	-.031	-.155	-.104	.075	-.086	.385	.040
	KI10	-.066	-.101	-.070	-.044	-.060	-.057	.040	.112
Anti-image Correlation	KI1	.787 ^a	.008	.093	.045	-.141	.267	-.582	-.355
	KI2	.008	.759 ^a	.208	-.044	.323	-.141	-.125	-.752
	KI3	.093	.208	.772 ^a	.093	-.204	.006	-.305	-.254
	KI5	.045	-.044	.093	.920 ^a	-.184	.059	-.213	-.167
	KI6	-.141	.323	-.204	-.184	.726 ^a	-.318	.159	-.238
	KI8	.267	-.141	.006	.059	-.318	.856 ^a	-.217	-.266
	KI9	-.582	-.125	-.305	-.213	.159	-.217	.748 ^a	.193
	KI10	-.355	-.752	-.254	-.167	-.238	-.266	.193	.750 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
KI1	.807
KI2	.844
KI3	.539
KI5	.685
KI6	.572
KI8	.769
KI9	.750
KI10	.920

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

E. Hasil Uji Reliabilitas Variabel Motivasi

1. Dimensi *Motivator Factor*

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.768	.797	4

a. Listwise deletion based on all variables in the procedure.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
M3	10.5333	7.706	.222	.118	.856
M4	10.9000	5.128	.720	.696	.629
M5	10.8333	6.557	.823	.722	.671
M6	11.4333	3.289	.801	.705	.596

2. Dimensi *Hygiene Factor*

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.880	.887	5

a. Listwise deletion based on all variables in the procedure.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
M7	12.9667	13.482	.750	.758	.850
M8	13.2000	13.131	.819	.803	.829
M11	12.8333	16.695	.696	.615	.861
M12	12.5667	17.909	.639	.423	.875
M13	12.9667	15.551	.737	.690	.849

F. Hasil Uji Reliabilitas Variabel Kepuasan Kerja

1. Dimensi Pekerjaan Itu Sendiri

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.868	.868	5

a. Listwise deletion based on all variables in the procedure.

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KK1	16.0000	5.034	.783	.630	.816
KK2	15.9000	5.334	.730	.572	.831
KK3	16.0667	5.651	.767	.650	.825
KK4	16.1000	5.610	.671	.509	.846
KK6	16.2000	6.166	.526	.375	.878

2. Dimensi Supervisi

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.811	.811	2

a. Listwise deletion based on all variables in the procedure.

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KK7	3.7667	.806	.682	.465	.
KK8	4.1000	.783	.682	.465	.

G. Hasil Uji Reliabilitas Variabel Komitmen Organisasional

Case Processing Summary				Reliability Statistics		
		N	%		Cronbach's Alpha Based on Standardized Items	N of Items
Cases	Valid	30	100.0	Cronbach's Alpha	.876	6
	Excluded ^a	0	.0			
	Total	30	100.0			

a. Listwise deletion based on all variables in the procedure.

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KO1	18.6667	12.437	.472	.341	.884
KO2	19.0000	9.517	.829	.725	.827
KO3	18.7000	8.976	.798	.697	.834
KO4	19.0000	11.724	.587	.553	.870
KO5	18.8667	10.947	.769	.649	.844
KO6	18.9333	9.857	.685	.486	.856

H. Hasil Uji Reliabilitas Variabel Kinerja

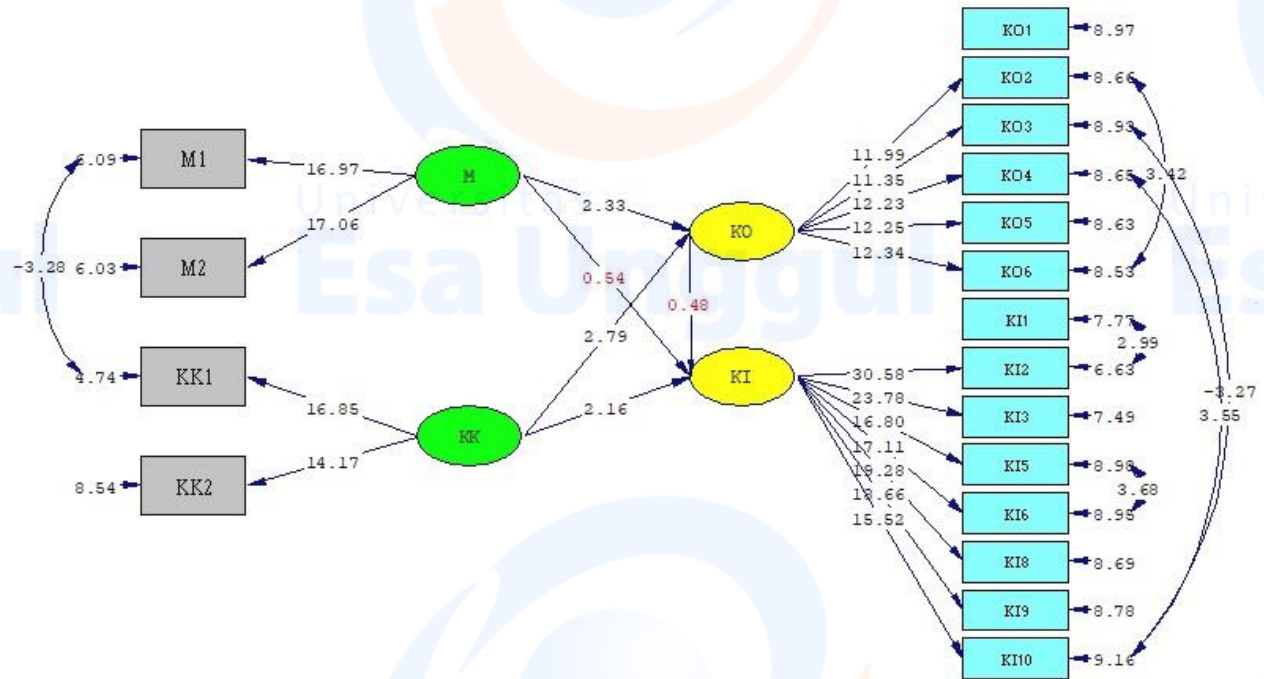
Case Processing Summary				Reliability Statistics		
		N	%		Cronbach's Alpha Based on Standardized Items	N of Items
Cases	Valid	30	100.0	Cronbach's Alpha	.868	8
	Excluded ^a	0	.0			
	Total	30	100.0			

a. Listwise deletion based on all variables in the procedure.

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KI1	23.6333	28.309	.691	.689	.846
KI2	23.2667	28.202	.735	.840	.842
KI3	24.8667	29.292	.454	.327	.871
KI5	23.5667	28.944	.572	.385	.857
KI6	24.9000	28.990	.504	.428	.865
KI8	24.1000	24.024	.676	.590	.852
KI9	23.6000	29.076	.645	.615	.851
KI10	23.1667	27.454	.859	.888	.831

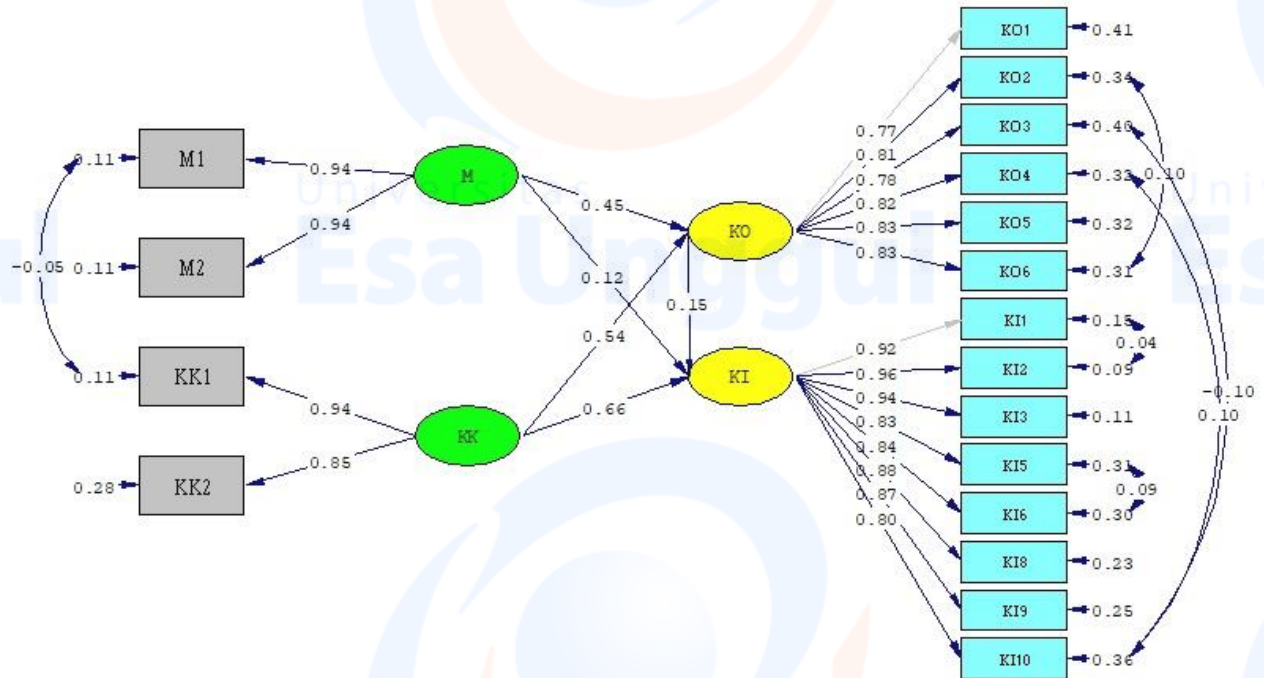
LAMPIRAN

PATH DIAGRAM T-VALUE



Chi-Square=212.75, df=123, P-value=0.00000, RMSEA=0.063

PATH DIAGRAM STANDAR SOLUTION



Chi-Square=212.75, df=123, P-value=0.00000, RMSEA=0.063

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:\Chinggu\PAK IFAN\PRETEST PAK
IFAN\SEM PAK IFAN AGUSTUS\IFANLULUS.pr2:

```
RAW DATA FROM FILE IFANLULUS.PSF
LATENT VARIABLES: M KK KO KI
RELATIONSHIP
M1 = M
M2 = M
KK1 = KK
KK2 = KK
KO1 = KO
KO2 = KO
KO3 = KO
KO4 = KO
KO5 = KO
KO6 = KO
KI1 = KI
KI2 = KI
KI3 = KI
KI5 = KI
KI6 = KI
KI8 = KI
KI9 = KI
KI10 = KI
KI = M KK KO
KO = M KK
SET ERROR COVARIANCE OF KI6 AND KI5 FREE
SET ERROR COVARIANCE OF KO6 AND KO2 FREE
SET ERROR COVARIANCE OF KI2 AND KI1 FREE
SET ERROR COVARIANCE OF KI10 AND KO4 FREE
SET ERROR COVARIANCE OF KI10 AND KO3 FREE
SET ERROR COVARIANCE OF KK1 AND M1 FREE
OPTIONS SC
PATH DIAGRAM
END OF PROBLEMS
```

Sample Size = 185

Covariance Matrix

	KO1	KO2	KO3	KO4	KO5	KO6
KO1	1.05					
KO2	0.79	1.56				
KO3	0.71	0.98	1.52			
KO4	0.74	0.98	0.98	1.35		
KO5	0.78	0.97	0.88	0.96	1.39	
KO6	0.81	1.19	0.97	0.95	1.04	1.53
KI1	0.89	1.12	1.18	1.10	1.18	1.19
KI2	0.95	1.18	1.25	1.18	1.21	1.26
KI3	0.87	1.16	1.12	1.03	1.09	1.20
KI5	0.82	1.07	0.93	0.97	1.02	1.08
KI6	0.76	0.95	0.84	0.83	0.90	1.00
KI8	0.66	0.86	0.90	0.83	0.86	0.88
KI9	0.79	0.96	0.97	0.97	0.92	0.99
KI10	0.73	0.92	0.77	0.98	0.95	0.85
M1	0.71	0.93	0.86	0.85	0.87	0.93
M2	0.71	0.91	0.85	0.89	0.90	0.95
KK1	0.72	0.92	0.87	0.86	0.87	0.92
KK2	0.71	0.88	0.76	0.79	0.81	0.87

Covariance Matrix

	KI1	KI2	KI3	KI5	KI6	KI8
KI1	1.99					
KI2	1.87	2.08				
KI3	1.70	1.80	1.86			
KI5	1.29	1.41	1.27	1.49		
KI6	1.22	1.31	1.24	1.12	1.35	
KI8	1.36	1.45	1.34	1.07	1.03	1.42
KI9	1.30	1.40	1.34	1.01	1.07	1.13
KI10	1.23	1.31	1.21	1.02	0.99	1.03
M1	1.10	1.17	1.03	0.90	0.86	0.86
M2	1.09	1.16	1.03	0.89	0.81	0.81
KK1	1.18	1.20	1.11	0.95	0.82	0.88
KK2	0.99	1.04	0.94	0.79	0.77	0.74

Covariance Matrix

	KI9	KI10	M1	M2	KK1	KK2
KI9	1.46					
KI10	1.11	1.49				
M1	0.93	0.89	1.00			
M2	0.91	0.87	0.89	1.00		
KK1	0.91	0.84	0.80	0.85	1.00	
KK2	0.82	0.77	0.76	0.75	0.80	1.00

Number of Iterations = 24

LISREL Estimates (Maximum Likelihood)

Measurement Equations

KO1 = 0.78*KO, Errorvar.= 0.43 , R ² = 0.59	(0.048)	8.97
KO2 = 1.01*KO, Errorvar.= 0.53 , R ² = 0.66	(0.085)	(0.061)
	11.99	8.66
KO3 = 0.96*KO, Errorvar.= 0.61 , R ² = 0.60	(0.085)	(0.068)
	11.35	8.93
KO4 = 0.95*KO, Errorvar.= 0.43 , R ² = 0.68	(0.078)	(0.050)
	12.23	8.65
KO5 = 0.97*KO, Errorvar.= 0.44 , R ² = 0.68	(0.080)	(0.051)
	12.25	8.63
KO6 = 1.03*KO, Errorvar.= 0.47 , R ² = 0.69	(0.083)	(0.055)
	12.34	8.53
KI1 = 1.30*KI, Errorvar.= 0.30 , R ² = 0.85	(0.039)	7.77
KI2 = 1.38*KI, Errorvar.= 0.18 , R ² = 0.91	(0.045)	(0.027)
	30.58	6.63
KI3 = 1.28*KI, Errorvar.= 0.21 , R ² = 0.89	(0.054)	(0.028)
	23.78	7.49
KI5 = 1.01*KI, Errorvar.= 0.46 , R ² = 0.69	(0.060)	(0.051)
	16.80	8.98
KI6 = 0.97*KI, Errorvar.= 0.40 , R ² = 0.70	(0.057)	(0.045)
	17.11	8.95

$$\begin{aligned} \text{KI8} &= 1.05 \cdot \text{KI}, \text{ Errorvar.} = 0.32, R^2 = 0.77 \\ &\quad (0.054) \quad (0.037) \\ &\quad 19.28 \quad 8.69 \end{aligned}$$

$$\begin{aligned} \text{KI9} &= 1.05 \cdot \text{KI}, \text{ Errorvar.} = 0.36, R^2 = 0.75 \\ &\quad (0.056) \quad (0.041) \\ &\quad 18.66 \quad 8.78 \end{aligned}$$

$$\begin{aligned} \text{KI10} &= 0.98 \cdot \text{KI}, \text{ Errorvar.} = 0.55, R^2 = 0.64 \\ &\quad (0.063) \quad (0.060) \\ &\quad 15.52 \quad 9.16 \end{aligned}$$

$$\begin{aligned} \text{M1} &= 0.94 \cdot \text{M}, \text{ Errorvar.} = 0.11, R^2 = 0.89 \\ &\quad (0.056) \quad (0.019) \\ &\quad 16.97 \quad 6.09 \end{aligned}$$

$$\begin{aligned} \text{M2} &= 0.94 \cdot \text{M}, \text{ Errorvar.} = 0.11, R^2 = 0.89 \\ &\quad (0.055) \quad (0.018) \\ &\quad 17.06 \quad 6.03 \end{aligned}$$

$$\begin{aligned} \text{KK1} &= 0.94 \cdot \text{KK}, \text{ Errorvar.} = 0.11, R^2 = 0.89 \\ &\quad (0.056) \quad (0.023) \\ &\quad 16.85 \quad 4.74 \end{aligned}$$

$$\begin{aligned} \text{KK2} &= 0.85 \cdot \text{KK}, \text{ Errorvar.} = 0.28, R^2 = 0.72 \\ &\quad (0.060) \quad (0.033) \\ &\quad 14.17 \quad 8.54 \end{aligned}$$

$$\begin{aligned} \text{Error Covariance for KO6 and KO2} &= 0.15 \\ &\quad (0.044) \\ &\quad 3.42 \end{aligned}$$

$$\begin{aligned} \text{Error Covariance for KI2 and KI1} &= 0.077 \\ &\quad (0.026) \\ &\quad 2.99 \end{aligned}$$

$$\begin{aligned} \text{Error Covariance for KI6 and KI5} &= 0.13 \\ &\quad (0.036) \\ &\quad 3.68 \end{aligned}$$

$$\begin{aligned} \text{Error Covariance for KI10 and KO3} &= -0.15 \\ &\quad (0.045) \\ &\quad -3.27 \end{aligned}$$

$$\begin{aligned} \text{Error Covariance for KI10 and KO4} &= 0.14 \\ &\quad (0.039) \\ &\quad 3.55 \end{aligned}$$

$$\begin{aligned} \text{Error Covariance for KK1 and M1} &= -0.05 \\ &\quad (0.014) \\ &\quad -3.28 \end{aligned}$$



Structural Equations

$$KO = 0.45 * M + 0.54 * KK, \text{ Errorvar.} = 0.052, R^2 = 0.95$$

(0.19)	(0.19)	(0.021)
2.33	2.79	2.49

$$KI = 0.15 * KO + 0.12 * M + 0.66 * KK, \text{ Errorvar.} = 0.15, R^2 = 0.85$$

(0.31)	(0.23)	(0.31)	(0.026)
0.48	0.54	2.16	5.90

Reduced Form Equations

$$KO = 0.45 * M + 0.54 * KK, \text{ Errorvar.} = 0.052, R^2 = 0.95$$

(0.19)	(0.19)
2.33	2.79

$$KI = 0.19 * M + 0.74 * KK, \text{ Errorvar.} = 0.15, R^2 = 0.85$$

(0.23)	(0.23)
0.83	3.20

Correlation Matrix of Independent Variables

	M	KK
	-----	-----
M	1.00	
KK	0.95 (0.02) 51.34	1.00

Covariance Matrix of Latent Variables

	KO	KI	M	KK
	-----	-----	-----	-----
KO	1.00			
KI	0.90	1.00		
M	0.96	0.89	1.00	
KK	0.96	0.92	0.95	1.00

Goodness of Fit Statistics

Degrees of Freedom = 123
 Minimum Fit Function Chi-Square = 232.10 (P = 0.00)
 Normal Theory Weighted Least Squares Chi-Square = 212.75 (P = 0.00)
 Estimated Non-centrality Parameter (NCP) = 89.75
 90 Percent Confidence Interval for NCP = (53.18 ; 134.19)

Minimum Fit Function Value = 1.26
 Population Discrepancy Function Value (F0) = 0.49
 90 Percent Confidence Interval for F0 = (0.29 ; 0.73)
 Root Mean Square Error of Approximation (RMSEA) = 0.063
 90 Percent Confidence Interval for RMSEA = (0.048 ; 0.077)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.069

Expected Cross-Validation Index (ECVI) = 1.68
 90 Percent Confidence Interval for ECVI = (1.48 ; 1.92)
 ECVI for Saturated Model = 1.86
 ECVI for Independence Model = 77.54

Chi-Square for Independence Model with 153 Degrees of Freedom = 14230.53
 Independence AIC = 14266.53
 Model AIC = 308.75
 Saturated AIC = 342.00
 Independence CAIC = 14342.50
 Model CAIC = 511.33
 Saturated CAIC = 1063.68

Normed Fit Index (NFI) = 0.98
 Non-Normed Fit Index (NNFI) = 0.99
 Parsimony Normed Fit Index (PNFI) = 0.79
 Comparative Fit Index (CFI) = 0.99
 Incremental Fit Index (IFI) = 0.99
 Relative Fit Index (RFI) = 0.98

Critical N (CN) = 129.75

Root Mean Square Residual (RMR) = 0.042
 Standardized RMR = 0.030
 Goodness of Fit Index (GFI) = 0.89
 Adjusted Goodness of Fit Index (AGFI) = 0.84
 Parsimony Goodness of Fit Index (PGFI) = 0.64

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
KI5	KO	15.9	0.54
KI8	KO	11.6	-0.42

Standardized Solution

LAMBDA-Y

	KO	KI
	-----	-----
KO1	0.78	--
KO2	1.01	--
KO3	0.96	--
KO4	0.95	--
KO5	0.97	--
KO6	1.03	--
KI1	--	1.30
KI2	--	1.38
KI3	--	1.28
KI5	--	1.01
KI6	--	0.97
KI8	--	1.05
KI9	--	1.05
KI10	--	0.98

LAMBDA-X

	M	KK
	-----	-----
M1	0.94	--
M2	0.94	--
KK1	--	0.94
KK2	--	0.85

BETA

	KO	KI
	-----	-----
KO	--	--
KI	0.15	--

GAMMA

	M	KK
	-----	-----
KO	0.45	0.54
KI	0.12	0.66

Correlation Matrix of ETA and KSI

	KO	KI	M	KK
	-----	-----	-----	-----
KO	1.00			
KI	0.90	1.00		
M	0.96	0.89	1.00	
KK	0.96	0.92	0.95	1.00

PSI

Note: This matrix is diagonal.



KO	KI
0.05	0.15

Regression Matrix ETA on KSI (Standardized)

	M	KK
KO	0.45	0.54
KI	0.19	0.74

Completely Standardized Solution

LAMBDA-Y

	KO	KI
KO1	0.77	- -
KO2	0.81	- -
KO3	0.78	- -
KO4	0.82	- -
KO5	0.83	- -
KO6	0.83	- -
KI1	- -	0.92
KI2	- -	0.96
KI3	- -	0.94
KI5	- -	0.83
KI6	- -	0.84
KI8	- -	0.88
KI9	- -	0.87
KI10	- -	0.80

LAMBDA-X

	M	KK
M1	0.94	- -
M2	0.94	- -
KK1	- -	0.94
KK2	- -	0.85

BETA

	KO	KI
KO	- -	- -
KI	0.15	- -

GAMMA

	M	KK
KO	0.45	0.54
KI	0.12	0.66

Correlation Matrix of ETA and KSI

	KO	KI	M	KK
KO	1.00			
KI	0.90	1.00		
M	0.96	0.89	1.00	
KK	0.96	0.92	0.95	1.00

PSI

Note: This matrix is diagonal.

	KO	KI				
THETA-EPS	0.05	0.15				

	KO1	KO2	KO3	KO4	KO5	KO6
KO1	0.41					
KO2	--	0.34				
KO3	--	--	0.40			
KO4	--	--	--	0.32		
KO5	--	--	--	--	0.32	
KO6	--	0.10	--	--	--	0.31
KI1	--	--	--	--	--	--
KI2	--	--	--	--	--	--
KI3	--	--	--	--	--	--
KI5	--	--	--	--	--	--
KI6	--	--	--	--	--	--
KI8	--	--	--	--	--	--
KI9	--	--	--	--	--	--
KI10	--	--	-0.10	0.10	--	--

THETA-EPS

	KI1	KI2	KI3	KI5	KI6	KI8
KI1	0.15					
KI2	0.04	0.09				
KI3	--	--	0.11			
KI5	--	--	--	0.31		
KI6	--	--	--	0.09	0.30	
KI8	--	--	--	--	--	0.23
KI9	--	--	--	--	--	--
KI10	--	--	--	--	--	--

THETA-EPS

	KI9	KI10
KI9	0.25	
KI10	--	0.36

THETA-DELTA

	M1	M2	KK1	KK2
M1	0.11			
M2	- -	0.11		
KK1	-0.05	- -	0.11	
KK2	- -	- -	- -	0.28

Regression Matrix ETA on KSI (Standardized)

	M	KK
KO	0.45	0.54
KI	0.19	0.74

Time used: 0.062 Seconds