

**Lampiran**  
**Kuesioner Bagian 1 (BO)**

NO RESPONDEN :

**Lampiran 1. Kuesioner Penelitian**

**KUESIONER RESPONDEN**

Bapak / Ibu / Saudara / i yang saya hormati,

Saya adalah mahasiswi Magister Manajemen Universitas Esa Unggul, Jakarta yang sedang melakukan penelitian tentang "Pengaruh Budaya Organisasi dan Kompensasi terhadap *Turnover intention* yang dimediasi oleh Kepuasan Kerja Karyawan Asuransi di Jakarta". Kesediaan Bapak / Ibu / Saudara / i dalam mengisi kuesioner ini sangat kami harapkan. Pernyataan dan data responden hanya akan digunakan untuk keperluan penelitian semata dan diolah menggunakan kaidah keilmuan yang komprehensif serta sangat dijaga kerahasiaannya. Mohon agar tidak ragu menjawab karena **semua jawaban adalah benar dan tidak ada jawaban yang salah.**

**Terima kasih atas kesediaan Bapak / Ibu / Saudara / i mengisi kuesioner ini.**

**Hormat Saya,**

**Priscila Kristanti Putri**

**Bagian I Pertanyaan Saringan**

Berilah tanda X atau  $\surd$  sesuai dengan pilihan Anda.

Jika jawaban "Ya" silahkan melanjutkan pertanyaan berikutnya, dan jika jawaban "Tidak" tidak perlu melanjutkan pada pertanyaan berikutnya.

1. Apakah saudara/i seorang karyawan tetap asuransi di wilayah Jakarta?

Ya     Tidak

| DATA KUESIONER             |  |
|----------------------------|--|
| Tanggal Pengambilan Data : |  |
| Nama Perusahaan :          |  |

**BAGIAN I**

Anda adalah karyawan tetap perusahaan asuransi di wilayah Jakarta. Anda diminta untuk memberikan penilaian sikap Anda terhadap perusahaan setempat.

**CARA PENGISIAN**

Dari skala 1 sampai dengan 5, berilah nilai terhadap pernyataan di bawah ini dengan memberikan tanda **X** atau  $\surd$  :

Sangat Tidak Setuju (STS)

Setuju(S)

Tidak Setuju (TS)

Sangat Setuju (SS)

Kurang Setuju (KS)

| <b>Operasionalisasi</b>   | <b>STS</b> | <b>TS</b> | <b>KS</b> | <b>S</b> | <b>SS</b> |
|---|------------|-----------|-----------|----------|-----------|
| 1. Saya bekera didukung dengan alat serta teknologi yang memudahkan pekerjaan menjadi lebih cepat dan tepat |            |           |           |          |           |
| 2. Saya menerima dukungan dari atasan.  |            |           |           |          |           |
| 3. Saya menerima dukungan dari rekan kerja.   |            |           |           |          |           |
| 4. Saya memiliki sumberdaya yang diperlukan untuk mendukung keluarga dan anak-anak.                         |            |           |           |          |           |
| 5. Saya menerima dukungan hukum yang memadai untuk kepastian hak-hak dalam pekerjaan                        |            |           |           |          |           |
| 6. Pelatihan yang diberikan oleh perusahaan sangat membantu saya dalam pekerjaan.                           |            |           |           |          |           |
| 7. Saya dapat merasa diterima dalam perusahaan.   |            |           |           |          |           |
| 8. Terdapat rasa saling memiliki dan membantu yang kuat dalam perusahaan.                                   |            |           |           |          |           |
| 9. Kesuksesan saya juga adalah hal yang penting bagi perusahaan.  |            |           |           |          |           |
| 10. Pekerja lain memperlihatkan sikap dan energi yang positif   |            |           |           |          |           |
| 11. Perusahaan mengidentifikasi karyawan yang telah bekerja dalam waktu yang lama.                          |            |           |           |          |           |
| 12. Saya merasa ikut memiliki perusahaan  |            |           |           |          |           |
| 13. Saya memiliki perasaan terkait yang erat dengan perusahaan.   |            |           |           |          |           |
| 14. Perusahaan memiliki prosedur dan kebijakan yang jelas dan mudah diikuti.                                |            |           |           |          |           |
| 15. Perusahaan memiliki standar perilaku yang pasti untuk karyawan  |            |           |           |          |           |
| 16. Perusahaan memiliki prosedur pelatihan yang dapat diikuti.  |            |           |           |          |           |

**Kuesioner Bagian 2 (KK)**

| <b>Operasionalisasi</b>   | <b>STS</b> | <b>TS</b> | <b>KS</b> | <b>S</b> | <b>SS</b> |
|---|------------|-----------|-----------|----------|-----------|
| 1. Secara keseluruhan, saya senang dengan pekerjaan saya  |            |           |           |          |           |
| 2. Secara keseluruhan, saya puas dengan jenis tugas yang saya lakukan dalam pekerjaan saya          |            |           |           |          |           |
| 3. Dalam praktik nya pekerjaan saya memenuhi harapan  |            |           |           |          |           |
| 4. Kebanyakan orang dalam posisi sama pekerjaan yang saya lakukan biasanya puas dengan pekerjaannya |            |           |           |          |           |

### Kuesioner Bagian 3 (KO)

| Operasionalisasi  | STS | TS | KS | S | SS |
|---|-----|----|----|---|----|
| 1. Saya puas dengan tingkat gaji saya secara keseluruhan.   |     |    |    |   |    |
| 2. Karyawan menerima pembayaran gaji tepat waktu setiap bulannya.                                   |     |    |    |   |    |
| 3. Saya puas dengan kebijakan insentif yang berlaku   |     |    |    |   |    |
| 4. Karyawan yang berkinerja tinggi diberikan insentif yang sesuai oleh perusahaan.                  |     |    |    |   |    |
| 5. Saya puas atas kebijakan perusahaan memberikan bonus kinerja setiap tahunnya                     |     |    |    |   |    |
| 6. Saya menikmati fasilitas asuransi kesehatan yang diberikan perusahaan                            |     |    |    |   |    |
| 7. Saya dan rekan kerja tidak mengalami kesulitan untuk menjalankan hak cuti setiap tahunnya        |     |    |    |   |    |
| 8. Program rekreasi yang diberikan perusahaan sangat bermanfaat bagi karyawan.                      |     |    |    |   |    |
| 9. Karyawan yang memasuki masa pensiun mendapatkan manfaat yang memadai.                            |     |    |    |   |    |
| 10. Kebijakan promosi yang diberikan perusahaan sangat membantu saya dalam meningkatkan karir saya. |     |    |    |   |    |
| 11. Saya mendapatkan penghormatan dan pengakuan melalui tugas-tugas yang diberikan perusahaan       |     |    |    |   |    |

**Kuesioner Bagian 4 (TI)**

| <b>Operasionalisasi</b>  | <b>STS</b> | <b>TS</b> | <b>KS</b> | <b>S</b> | <b>SS</b> |
|--|------------|-----------|-----------|----------|-----------|
| 1. Saya sering berpikir untuk berhenti bekerja dari perusahaan asuransi ini      |            |           |           |          |           |
| 2. Kemungkinan saya akan secara aktif mencari pekerjaan baru tahun depan         |            |           |           |          |           |
| 3. Saya mungkin akan mencari pekerjaan baru di hari berikutnya                   |            |           |           |          |           |
| 4. Saya ingin menemukan pekerjaan yang tidak sama dengan pekerjaan saya saat ini |            |           |           |          |           |

**BAGIAN II  
PROFIL RESPONDEN**

1. Jenis Kelamin Anda :

Laki-laki

Perempuan

2. Usia Anda saat ini adalah :

<25 tahun

31 – 45 tahun

26 sd 30 tahun

≥ 45 tahun

3. Masa Kerja di perusahaan sekarang :

Dibawah 1 tahun

Antara 4 tahun sd 6 tahun

≥ 1 tahun sd 3 tahun

≥ 7 tahun

4. Pendidikan

D3

S2

S1

- **TERIMA KASIH ATAS PARTISIPASI ANDA** -

## Lampiran 2. Tabulasi Data Pretest

| No | Nama Perusahaan                                     | B01 | B02 | B03 | B04 | B05 | B06 | B07 | B08 | B09 | B00 | B011 | B012 | B03 | B014 | B015 | B016 | KE1 | KE2 | KE3 | KE4 | Ko1 | Ko2 | Ko3 | Ko4 | Ko5 | Ko6 | Ko7 | Ko8 | Ko9 | Ko10 | T11 | T12 | T13 | T14 |   |
|----|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|-----|------|------|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|-----|-----|-----|-----|---|
| 1  | PT Asuransi Sinamas                                 | 3   | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 3    | 3    | 3   | 3    | 4    | 4    | 4   | 4   | 4   | 3   | 4   | 5   | 3   | 3   | 4   | 4   | 3   | 2   | 3   | 3    | 2   | 2   | 2   | 4   |   |
| 2  | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 2    | 3    | 3   | 3    | 3    | 4    | 3   | 4   | 4   | 3   | 1   | 5   | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 3    | 5   | 5   | 4   | 4   |   |
| 3  | PT Asuransi Multi Artha Guna, Tbk                   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 3    | 4    | 4   | 3    | 3    | 4    | 4   | 3   | 4   | 3   | 4   | 2   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 3    | 3   | 4   | 3   | 4   |   |
| 4  | Asuransi Rakasa Pratika                             | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4   | 4    | 4    | 4    | 3   | 3   | 3   | 4   | 3   | 5   | 5   | 5   | 4   | 4   | 4   | 5   | 4   | 4    | 4   | 4   | 4   | 4   |   |
| 5  | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3    | 4    | 4   | 4    | 4    | 4    | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4    | 4   | 4   | 4   | 4   | 2 |
| 6  | Calrawala Proteksi Indonesia                        | 5   | 5   | 4   | 5   | 5   | 4   | 5   | 4   | 5   | 4   | 5    | 5    | 5   | 5    | 5    | 5    | 5   | 5   | 5   | 3   | 5   | 5   | 4   | 5   | 4   | 5   | 4   | 5   | 5   | 3    | 3   | 3   | 3   | 3   |   |
| 7  | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3    | 3    | 3   | 3    | 3    | 4    | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4    | 3   | 4   | 3   | 4   | 4 |
| 8  | Asuransi Artha Dinamika/Asuransi Harta Aman Pratama | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 4    | 4    | 4   | 4    | 4    | 4    | 5   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3    | 4   | 3   | 4   | 3   | 5 |
| 9  | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 3   | 4    | 4    | 4   | 4    | 4    | 4    | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 3   | 3   | 3   | 3   | 3 |
| 10 | PT Asuransi Multi Artha Guna, Tbk                   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 3    | 4   | 4    | 4    | 4    | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4   | 4   | 4   | 1   | 1 |
| 11 | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 4   | 4   | 3   | 4   | 4   | 5   | 4   | 4   | 4   | 3    | 3    | 4   | 4    | 4    | 4    | 4   | 4   | 3   | 3   | 3   | 4   | 3   | 2   | 4   | 5   | 3   | 4   | 3   | 3    | 2   | 4   | 4   | 4   | 4 |
| 12 | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 5   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4    | 4    | 4   | 3    | 4    | 3    | 4   | 4   | 4   | 4   | 3   | 5   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 5    | 4   | 3   | 3   | 3   | 3 |
| 13 | Asuransi Allianz                                    | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4   | 4    | 4    | 4    | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4   | 4   | 4   | 2   | 4 |
| 14 | Asuransi Jaja                                       | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4   | 4    | 4    | 4    | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4   | 4   | 3   | 3   | 4 |
| 15 | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 3    | 3    | 4   | 3    | 4    | 4    | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 5   | 4   | 5   | 4   | 5   | 4    | 4   | 4   | 3   | 4   | 3 |
| 16 | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4   | 4    | 4    | 4    | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4   | 4   | 2   | 2   | 3 |
| 17 | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4   | 4    | 4    | 4    | 5   | 5   | 5   | 5   | 3   | 5   | 4   | 4   | 5   | 5   | 5   | 4   | 5   | 5    | 3   | 4   | 4   | 4   | 4 |
| 18 | PT Asuransi Eintrac                                 | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4    | 4    | 4   | 4    | 4    | 4    | 4   | 4   | 4   | 4   | 4   | 2   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4    | 4   | 4   | 4   | 4   | 4 |
| 19 | PT Asuransi Multi Artha Guna, Tbk                   | 3   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 4    | 3    | 4   | 3    | 4    | 4    | 3   | 4   | 4   | 3   | 4   | 4   | 5   | 4   | 3   | 5   | 4   | 5   | 4   | 4    | 4   | 5   | 4   | 4   | 5 |
| 20 | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4    | 4    | 4   | 4    | 4    | 4    | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4   | 3   | 3   | 3   | 3 |
| 21 | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 3   | 3    | 3    | 4    | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 4    | 3   | 4   | 4   | 4   | 4 |
| 22 | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3    | 4    | 3   | 4    | 4    | 4    | 5   | 4   | 4   | 4   | 4   | 3   | 5   | 4   | 4   | 4   | 4   | 5   | 3   | 4    | 5   | 3   | 4   | 4   | 2 |
| 23 | PT Lippo General Insurance                          | 4   | 5   | 3   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 5    | 4    | 4   | 5    | 4    | 5    | 4   | 4   | 5   | 4   | 3   | 5   | 3   | 4   | 3   | 3   | 1   | 3   | 3   | 4    | 4   | 4   | 4   | 5   |   |
| 24 | PT Malacca Trust Insurance                          | 5   | 5   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 3    | 4    | 5   | 3    | 3    | 5    | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 3   | 3   | 5    | 3   | 3   | 3   | 3   | 3 |
| 25 | PT Asuransi Sinamas                                 | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 3    | 2    | 3   | 4    | 4    | 4    | 4   | 4   | 4   | 3   | 3   | 4   | 3   | 2   | 2   | 2   | 2   | 3   | 2   | 3    | 3   | 3   | 3   | 3   | 3 |
| 26 | PT Asuransi Sinamas                                 | 4   | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 4    | 4    | 4   | 4    | 4    | 4    | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 3    | 4   | 4   | 3   | 3   | 3 |
| 27 | PT Asuransi Multi Artha Guna, Tbk                   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 3    | 3   | 4    | 4    | 4    | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4    | 4   | 4   | 1   | 1   | 1 |
| 28 | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 4   | 4   | 3   | 4   | 5   | 4   | 4   | 4   | 3   | 3    | 4    | 4   | 4    | 4    | 4    | 4   | 4   | 4   | 3   | 3   | 4   | 3   | 2   | 4   | 5   | 3   | 4   | 3   | 3    | 2   | 4   | 4   | 4   | 4 |
| 29 | PT Asuransi Multi Artha Guna, Tbk                   | 4   | 5   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4    | 4    | 4   | 3    | 4    | 4    | 4   | 4   | 4   | 4   | 3   | 5   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 5    | 4   | 3   | 3   | 3   | 3 |
| 30 | PT Asuransi Multi Artha Guna, Tbk                   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4   | 4    | 4    | 4    | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4   | 4   | 4   | 2   | 4 |

| No | Nama Perusahaan                                   | BO6 | BO7 | BO8 | BO9 | BO0 | BO1 | BO2 | BO3 | BO4 | BO5 | KE1 | KE2 | KE3 | KE4 | Ko1 | Ko2 | Ko3 | Ko4 | Ko5 | Ko6 | Ko7 | Ko8 | Ko9 | Ko10 | TI1 | TI2 | TI3 | TI4 |
|----|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|-----|-----|-----|-----|
| 1  | PT Asuransi Sinamas                               | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 5   | 3   | 3   | 4   | 4   | 3   | 2   | 3   | 3    | 2   | 2   | 2   | 4   |
| 2  | PT Asuransi Multi Artha Guna, Tbk                 | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 4   | 3   | 4   | 4   | 3   | 1   | 5   | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 3    | 3   | 5   | 4   | 4   |
| 3  | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 2   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 3    | 3   | 4   | 3   | 4   |
| 4  | Asuransi Rakas Pratikara                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 3   | 5   | 5   | 5   | 5   | 5   | 4   | 4   | 4   | 4    | 4   | 4   | 4   | 4   |
| 5  | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 4    | 3   | 4   | 4   | 2   |
| 6  | Cekavab Prudis Indonesia                          | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 3   | 5   | 5   | 4   | 5   | 5   | 4   | 5   | 4   | 5   | 4    | 5   | 3   | 3   | 3   |
| 7  | PT Asuransi Multi Artha Guna, Tbk                 | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4    | 3   | 4   | 3   | 4   |
| 8  | Asuransi Adia Dinamita/Asuransi Hara Aman Pratama | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3    | 4   | 3   | 4   | 5   |
| 9  | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 3    | 4   | 3   | 3   | 3   |
| 10 | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4    | 4   | 4   | 1   | 1   |
| 11 | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 5   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 3   | 2   | 4   | 5   | 3   | 4   | 3   | 2   | 4    | 3   | 2   | 4   | 4   |
| 12 | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 3   | 5   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 4    | 5   | 4   | 3   | 3   |
| 13 | Asuransi Allianz                                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4    | 3   | 4   | 2   | 4   |
| 14 | Asuransi Jaga                                     | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4   | 4   | 3   | 3   |
| 15 | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 5   | 4   | 5   | 4   | 5   | 4    | 4   | 4   | 3   | 4   |
| 16 | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4   | 4   | 2   | 2   |
| 17 | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 5   | 3   | 5   | 4   | 4   | 5   | 5   | 5   | 5   | 4   | 5    | 3   | 4   | 4   | 4   |
| 18 | PT Asuransi Erlang                                | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 3   | 4   | 4   | 5   | 4   | 4   | 4   | 2   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4    | 4   | 4   | 4   | 4   |
| 19 | PT Asuransi Multi Artha Guna, Tbk                 | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 5   | 4   | 3   | 5   | 4   | 5   | 4   | 4   | 4    | 4   | 4   | 5   | 4   |
| 20 | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4   | 3   | 3   | 3   |
| 21 | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 3    | 4   | 4   | 4   | 4   |
| 22 | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 5   | 4   | 4   | 4   | 3   | 5   | 4   | 4   | 4   | 4   | 4   | 5   | 3   | 4    | 5   | 3   | 3   | 4   |
| 23 | Lippo General Insurance                           | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 5   | 4   | 3   | 5   | 3   | 4   | 3   | 3   | 1   | 1   | 3   | 3    | 4   | 4   | 4   | 5   |
| 24 | Malacca Trust Insurance                           | 4   | 5   | 4   | 4   | 3   | 4   | 5   | 3   | 3   | 5   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 3   | 3   | 5    | 3   | 3   | 3   | 3   |
| 25 | PT Asuransi Sinamas                               | 5   | 4   | 4   | 4   | 3   | 2   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 2    | 3   | 3   | 3   | 3   |
| 26 | PT Asuransi Sinamas                               | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 3    | 4   | 3   | 3   | 3   |
| 27 | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4    | 4   | 4   | 1   | 1   |
| 28 | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 5   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 3   | 2   | 4   | 5   | 3   | 4   | 3   | 2    | 4   | 4   | 4   | 4   |
| 29 | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 5   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 4    | 4   | 5   | 4   | 3   |
| 30 | PT Asuransi Multi Artha Guna, Tbk                 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4   | 3   | 4   | 2   |

### Lampiran 3. Data Analisa Pretest Budaya Organisasi

#### KMO and Bartlett's Test

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .694               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 100.521            |
| Df   | 36                 |
| Sig.   | .000               |

#### Anti-image Matrices

|                           |      | BO6               | BO7               | BO9               | BO10              | BO12              | BO14              | BO15              | BO16              |
|---------------------------|------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image<br>Covariance  | BO6  | .506              | .067              | -.224             | -.228             | .006              | -.020             | .055              | -.091             |
|                           | BO7  | .067              | .530              | -.149             | -.168             | -.003             | .017              | -.010             | -.248             |
|                           | BO9  | -.224             | -.149             | .550              | .099              | -.169             | -.080             | -.055             | .122              |
|                           | BO10 | -.228             | -.168             | .099              | .475              | -.062             | -.092             | -.064             | .078              |
|                           | BO12 | .006              | -.003             | -.169             | -.062             | .783              | .069              | -.073             | -.139             |
|                           | BO14 | -.020             | .017              | -.080             | -.092             | .069              | .375              | -.245             | -.169             |
|                           | BO15 | .055              | -.010             | -.055             | -.064             | -.073             | -.245             | .495              | .090              |
|                           | BO16 | -.091             | -.248             | .122              | .078              | -.139             | -.169             | .090              | .556              |
| Anti-image<br>Correlation | BO6  | .723 <sup>a</sup> | .130              | -.425             | -.465             | .009              | -.045             | .109              | -.171             |
|                           | BO7  | .130              | .740 <sup>a</sup> | -.276             | -.336             | -.005             | .039              | -.020             | -.458             |
|                           | BO9  | -.425             | -.276             | .705 <sup>a</sup> | .194              | -.258             | -.176             | -.106             | .221              |
|                           | BO10 | -.465             | -.336             | .194              | .745 <sup>a</sup> | -.102             | -.217             | -.132             | .152              |
|                           | BO12 | .009              | -.005             | -.258             | -.102             | .794 <sup>a</sup> | .127              | -.117             | -.210             |
|                           | BO14 | -.045             | .039              | -.176             | -.217             | .127              | .739 <sup>a</sup> | -.568             | -.371             |
|                           | BO15 | .109              | -.020             | -.106             | -.132             | -.117             | -.568             | .727 <sup>a</sup> | .171              |
|                           | BO16 | -.171             | -.458             | .221              | .152              | -.210             | -.371             | .171              | .627 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)



**Communalities**

|      | Initial | Extraction |
|------|---------|------------|
| BO6  | 1.000   | .497       |
| BO7  | 1.000   | .496       |
| BO9  | 1.000   | .456       |
| BO10 | 1.000   | .565       |
| BO12 | 1.000   | .262       |
| BO14 | 1.000   | .631       |
| BO15 | 1.000   | .441       |
| BO16 | 1.000   | .361       |

Extraction Method: Principal  
Component Analysis.

**Total Variance Explained**

| Component | Initial Eigenvalues |               |              | Extraction Sums of Squared Loadings |               |              |
|-----------|---------------------|---------------|--------------|-------------------------------------|---------------|--------------|
|           | Total               | % of Variance | Cumulative % | Total                               | % of Variance | Cumulative % |
| 1         | 3.709               | 46.366        | 46.366       | 3.709                               | 46.366        | 46.366       |
| 2         | .991                | 12.383        | 58.748       |                                     |               |              |
| 3         | .912                | 11.400        | 70.148       |                                     |               |              |
| 4         | .789                | 9.862         | 80.011       |                                     |               |              |
| 5         | .593                | 7.416         | 87.426       |                                     |               |              |
| 6         | .517                | 6.466         | 93.892       |                                     |               |              |
| 7         | .272                | 3.397         | 97.290       |                                     |               |              |
| 8         | .217                | 2.710         | 100.000      |                                     |               |              |

Extraction Method: Principal Component Analysis.

**Component Matrix<sup>a</sup>**

|      | Component |
|------|-----------|
|      | 1         |
| BO6  | .705      |
| BO7  | .704      |
| BO9  | .676      |
| BO10 | .752      |
| BO12 | .512      |
| BO14 | .794      |
| BO15 | .664      |
| BO16 | .601      |

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .824             | .831   | 8          |

#### Lampiran 4. Data Analisa Pretest Kepuasan Kerja

##### KMO and Bartlett's Test

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .663               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 21.035             |
| Df   | 6                  |
| Sig.   | .002               |

##### Anti-image Matrices

|                        |     | KK1               | KK2               | KK3               | KK4               |
|------------------------|-----|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance  | KK1 | .611              | -.284             | -.201             | -.014             |
|                        | KK2 | -.284             | .653              | -.144             | .049              |
|                        | KK3 | -.201             | -.144             | .678              | -.214             |
|                        | KK4 | -.014             | .049              | -.214             | .909              |
| Anti-image Correlation | KK1 | .654 <sup>a</sup> | -.450             | -.312             | -.019             |
|                        | KK2 | -.450             | .663 <sup>a</sup> | -.217             | .063              |
|                        | KK3 | -.312             | -.217             | .696 <sup>a</sup> | -.272             |
|                        | KK4 | -.019             | .063              | -.272             | .585 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

##### Communalities

|     | Initial | Extraction |
|-----|---------|------------|
| KK1 | 1.000   | .679       |
| KK2 | 1.000   | .606       |
| KK3 | 1.000   | .629       |
| KK4 | 1.000   | .144       |

Extraction Method: Principal

Component Analysis.

**Total Variance Explained**

| Component | Initial Eigenvalues |               |              | Extraction Sums of Squared Loadings |               |              |
|-----------|---------------------|---------------|--------------|-------------------------------------|---------------|--------------|
|           | Total               | % of Variance | Cumulative % | Total                               | % of Variance | Cumulative % |
| 1         | 2.058               | 51.452        | 51.452       | 2.058                               | 51.452        | 51.452       |
| 2         | .991                | 24.787        | 76.240       |                                     |               |              |
| 3         | .520                | 13.012        | 89.251       |                                     |               |              |
| 4         | .430                | 10.749        | 100.000      |                                     |               |              |

Extraction Method: Principal Component Analysis.

**Component Matrix<sup>a</sup>**

|     | Component |
|-----|-----------|
|     | 1         |
| KK1 | .824      |
| KK2 | .779      |
| KK3 | .793      |
| KK4 | .379      |

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .651             | .661   | 4          |

### Lampiran 5. Data Analisa Pretest Kompensasi

#### KMO and Bartlett's Test

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .762               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 93.117             |
| Df   | 21                 |
| Sig.   | .000               |

#### Anti-image Matrices

|                        |      | KO4               | KO5               | KO7               | KO8               | KO9               | KO10              | KO11              |
|------------------------|------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance  | KO4  | .459              | .087              | -.090             | .085              | -.213             | .024              | -.213             |
|                        | KO5  | .087              | .692              | -.113             | .082              | -.202             | .031              | -.143             |
|                        | KO7  | -.090             | -.113             | .362              | -.170             | .035              | -.059             | -.033             |
|                        | KO8  | .085              | .082              | -.170             | .340              | -.137             | -.110             | -.054             |
|                        | KO9  | -.213             | -.202             | .035              | -.137             | .459              | -.089             | .151              |
|                        | KO10 | .024              | .031              | -.059             | -.110             | -.089             | .403              | -.134             |
|                        | KO11 | -.213             | -.143             | -.033             | -.054             | .151              | -.134             | .394              |
| Anti-image Correlation | KO4  | .697 <sup>a</sup> | .155              | -.221             | .216              | -.464             | .056              | -.502             |
|                        | KO5  | .155              | .713 <sup>a</sup> | -.225             | .169              | -.358             | .059              | -.274             |
|                        | KO7  | -.221             | -.225             | .839 <sup>a</sup> | -.486             | .086              | -.154             | -.087             |
|                        | KO8  | .216              | .169              | -.486             | .769 <sup>a</sup> | -.347             | -.298             | -.148             |
|                        | KO9  | -.464             | -.358             | .086              | -.347             | .675 <sup>a</sup> | -.208             | .355              |
|                        | KO10 | .056              | .059              | -.154             | -.298             | -.208             | .869 <sup>a</sup> | -.336             |
|                        | KO11 | -.502             | -.274             | -.087             | -.148             | .355              | -.336             | .729 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Communalities**

|      | Initial | Extraction |
|------|---------|------------|
| KO4  | 1.000   | .514       |
| KO5  | 1.000   | .311       |
| KO7  | 1.000   | .713       |
| KO8  | 1.000   | .656       |
| KO9  | 1.000   | .504       |
| KO10 | 1.000   | .674       |
| KO11 | 1.000   | .595       |

Extraction Method: Principal

Component Analysis.

**Total Variance Explained**

| Component | Initial Eigenvalues |               |              | Extraction Sums of Squared Loadings |               |              |
|-----------|---------------------|---------------|--------------|-------------------------------------|---------------|--------------|
|           | Total               | % of Variance | Cumulative % | Total                               | % of Variance | Cumulative % |
| 1         | 3.967               | 56.670        | 56.670       | 3.967                               | 56.670        | 56.670       |
| 2         | .825                | 11.786        | 68.457       |                                     |               |              |
| 3         | .742                | 10.601        | 79.057       |                                     |               |              |
| 4         | .658                | 9.405         | 88.463       |                                     |               |              |
| 5         | .376                | 5.369         | 93.832       |                                     |               |              |
| 6         | .253                | 3.608         | 97.440       |                                     |               |              |
| 7         | .179                | 2.560         | 100.000      |                                     |               |              |

Extraction Method: Principal Component Analysis.

**Component Matrix<sup>a</sup>**

|      | Component |
|------|-----------|
|      | 1         |
| KO4  | .717      |
| KO5  | .558      |
| KO7  | .844      |
| KO8  | .810      |
| KO9  | .710      |
| KO10 | .821      |
| KO11 | .771      |

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

**Reliability Statistics**

| Cronbach's<br>Alpha | Cronbach's<br>Alpha Based on<br>Standardized<br>Items | N of Items |
|---------------------|---|------------|
| .869                | .869  | 7          |

### Lampiran 6. Data Analisa Pretest *Turnover Intention*

#### KMO and Bartlett's Test

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .655               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 40.986             |
| Df   | 6                  |
| Sig.   | .000               |

#### Anti-image Matrices

|                        |     | T11               | T12               | T13               | T14               |
|------------------------|-----|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance  | T11 | .545              | .152              | -.273             | -.072             |
|                        | T12 | .152              | .589              | -.137             | -.247             |
|                        | T13 | -.273             | -.137             | .406              | -.134             |
|                        | T14 | -.072             | -.247             | -.134             | .497              |
| Anti-image Correlation | T11 | .581 <sup>a</sup> | .268              | -.581             | -.139             |
|                        | T12 | .268              | .618 <sup>a</sup> | -.280             | -.457             |
|                        | T13 | -.581             | -.280             | .664 <sup>a</sup> | -.298             |
|                        | T14 | -.139             | -.457             | -.298             | .736 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

#### Communalities

|     | Initial | Extraction |
|-----|---------|------------|
| T11 | 1.000   | .479       |
| T12 | 1.000   | .478       |
| T13 | 1.000   | .778       |
| T14 | 1.000   | .714       |

Extraction Method: Principal  
Component Analysis.



**Total Variance Explained**

| Component | Initial Eigenvalues |               |              | Extraction Sums of Squared Loadings |               |              |
|-----------|---------------------|---------------|--------------|-------------------------------------|---------------|--------------|
|           | Total               | % of Variance | Cumulative % | Total                               | % of Variance | Cumulative % |
| 1         | 2.450               | 61.261        | 61.261       | 2.450                               | 61.261        | 61.261       |
| 2         | .925                | 23.120        | 84.381       |                                     |               |              |
| 3         | .355                | 8.865         | 93.246       |                                     |               |              |
| 4         | .270                | 6.754         | 100.000      |                                     |               |              |

Extraction Method: Principal Component Analysis.

**Component Matrix<sup>a</sup>**

|     | Component |
|-----|-----------|
|     | 1         |
| T11 | .692      |
| T12 | .692      |
| T13 | .882      |
| T14 | .845      |

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .787             | .783   | 4          |

### Lampiran 7. Tabulasi Kuesioner Final Test

| No | BO1 | BO2 | BO3 | BO4 | BO5 | BO6 | BO7 | BO8 | KK1 | KK2 | KK3 | KK4 | KO1 | KO2 | KO3 | KO4 | KO5 | KO6 | KO7 | TI1 | TI2 | TI3 | TI4 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1  | 3   | 4   | 3   | 2   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 2   | 3   | 3   | 3   | 2   | 4   | 2   | 4   |
| 2  | 3   | 4   | 3   | 3   | 2   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 5   | 5   | 4   | 4   |
| 3  | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 3   | 4   |
| 4  | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 5   | 5   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   |
| 5  | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 2   | 4   | 2   | 2   |
| 6  | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 3   | 3   | 3   | 3   |
| 7  | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 4   |
| 8  | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 5   |
| 9  | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 3   |
| 10 | 3   | 4   | 3   | 2   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 3   | 2   | 3   | 3   | 3   | 1   | 4   | 1   | 1   |
| 11 | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 2   | 2   |
| 12 | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 2   | 2   |
| 13 | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   |
| 14 | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   |
| 15 | 3   | 3   | 2   | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 3   |
| 16 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   |
| 17 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 4   |
| 18 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 19 | 3   | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 20 | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 2   | 3   |
| 21 | 3   | 2   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 22 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 23 | 3   | 2   | 3   | 2   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 24 | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   |
| 25 | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4   |
| 26 | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   |
| 27 | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 4   |
| 28 | 3   | 3   | 2   | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 3   |
| 29 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   |
| 30 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 4   |

| No | BO1 | BO2 | BO3 | BO4 | BO5 | BO6 | BO7 | BO8 | KK1 | KK2 | KK3 | KK4 | KO1 | KO2 | KO3 | KO4 | KO5 | KO6 | KO7 | TI1 | TI2 | TI3 | TI4 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 31 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 32 | 3   | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 33 | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 2   | 3   |
| 34 | 3   | 2   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 35 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 36 | 3   | 2   | 3   | 2   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 37 | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   |
| 38 | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4   |
| 39 | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 40 | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 4   |
| 41 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   |
| 42 | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 2   | 2   | 2   | 3   | 3   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 3   |
| 43 | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 2   | 3   |
| 44 | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   |
| 45 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 46 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 3   |
| 47 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   |
| 48 | 2   | 2   | 3   | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 4   | 3   | 3   | 4   | 3   | 3   | 3   |
| 49 | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 50 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   |
| 51 | 2   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 52 | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   |
| 53 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 54 | 3   | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   |
| 55 | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 2   | 2   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   |
| 56 | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 2   | 2   | 2   | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   |
| 57 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 58 | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   |
| 59 | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 4   | 3   |
| 60 | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   |

| No | BO1 | BO2 | BO3 | BO4 | BO5 | BO6 | BO7 | BO8 | KK1 | KK2 | KK3 | KK4 | KO1 | KO2 | KO3 | KO4 | KO5 | KO6 | KO7 | TI1 | TI2 | TI3 | TI4 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 61 | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   |
| 62 | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   |
| 63 | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 2   | 2   | 2   |
| 64 | 2   | 2   | 2   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 3   | 3   |
| 65 | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   |
| 66 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   |
| 67 | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 68 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 69 | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 4   |
| 70 | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   |
| 71 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   |
| 72 | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 73 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 3   |
| 74 | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   |
| 75 | 3   | 4   | 3   | 4   | 4   | 3   | 3   | 4   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 4   |
| 76 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 77 | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 1   | 1   | 2   | 2   | 2   | 2   | 2   |
| 78 | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 79 | 4   | 4   | 4   | 2   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 2   | 2   | 4   | 2   | 3   | 3   | 3   | 2   | 2   | 2   | 3   |
| 80 | 3   | 3   | 2   | 2   | 2   | 2   | 3   | 2   | 2   | 2   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 2   | 3   | 2   | 2   | 2   |
| 81 | 3   | 3   | 3   | 4   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 4   | 4   | 4   | 4   | 2   | 4   | 4   | 2   | 3   | 4   | 2   |
| 82 | 2   | 3   | 3   | 3   | 3   | 2   | 3   | 2   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 2   | 3   | 3   |
| 83 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 84 | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 2   | 3   | 3   | 2   | 2   | 3   |
| 85 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   |
| 86 | 2   | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 2   | 3   | 2   | 2   | 3   |
| 87 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 88 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 1   | 4   | 4   | 4   |
| 89 | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 4   |
| 90 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 2   | 3   | 2   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 3   |

| No  | BO1 | BO2 | BO3 | BO4 | BO5 | BO6 | BO7 | BO8 | KK1 | KK2 | KK3 | KK4 | KO1 | KO2 | KO3 | KO4 | KO5 | KO6 | KO7 | TI1 | TI2 | TI3 | TI4 |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 91  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   |
| 92  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   |
| 93  | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   |
| 94  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 95  | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   |
| 96  | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   |
| 97  | 3   | 3   | 3   | 3   | 2   | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 3   | 3   |
| 98  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 99  | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 4   |
| 100 | 3   | 4   | 4   | 3   | 2   | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 4   |
| 101 | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   |
| 102 | 3   | 3   | 4   | 3   | 2   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   |
| 103 | 3   | 3   | 4   | 3   | 2   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   |
| 104 | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   |
| 105 | 3   | 3   | 2   | 3   | 2   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 4   |
| 106 | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   |
| 107 | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 4   |
| 108 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   |
| 109 | 3   | 2   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 2   | 3   | 3   | 3   |
| 110 | 3   | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   |
| 111 | 3   | 2   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2   | 2   | 2   | 3   | 4   | 3   | 3   | 3   |
| 112 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 113 | 3   | 2   | 3   | 2   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   |
| 114 | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 3   |
| 115 | 3   | 2   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 4   |
| 116 | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   |
| 117 | 3   | 2   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 4   |
| 118 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 119 | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 120 | 2   | 2   | 3   | 3   | 2   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 2   | 2   |

| No  | BO1 | BO2 | BO3 | BO4 | BO5 | BO6 | BO7 | BO8 | KK1 | KK2 | KK3 | KK4 | KO1 | KO2 | KO3 | KO4 | KO5 | KO6 | KO7 | TI1 | TI2 | TI3 | TI4 |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 121 | 3   | 3   | 4   | 3   | 3   | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 4   |
| 122 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 123 | 2   | 2   | 3   | 3   | 2   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 2   | 2   | 3   | 3   | 3   |
| 124 | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 4   |
| 125 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 126 | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 2   | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   |
| 127 | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   |
| 128 | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3   | 3   |
| 129 | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 2   | 2   |
| 130 | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 2   | 2   |
| 131 | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   |
| 132 | 4   | 2   | 3   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 5   | 4   | 5   | 4   | 5   | 4   | 5   |
| 133 | 5   | 4   | 4   | 4   | 5   | 4   | 5   | 4   | 5   | 5   | 5   | 5   | 4   | 4   | 5   | 4   | 5   | 3   | 3   | 4   | 4   | 5   | 5   |
| 134 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 5   | 5   | 5   |
| 135 | 2   | 3   | 2   | 2   | 1   | 1   | 2   | 2   | 1   | 2   | 1   | 3   | 2   | 3   | 1   | 1   | 2   | 2   | 2   | 2   | 1   | 1   | 1   |
| 136 | 5   | 2   | 3   | 4   | 5   | 4   | 5   | 5   | 5   | 4   | 5   | 5   | 3   | 5   | 4   | 5   | 4   | 4   | 5   | 5   | 4   | 5   | 5   |
| 137 | 4   | 3   | 5   | 4   | 5   | 5   | 4   | 5   | 2   | 5   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 4   | 5   |
| 138 | 5   | 2   | 4   | 4   | 4   | 2   | 4   | 2   | 5   | 4   | 4   | 4   | 5   | 3   | 4   | 5   | 4   | 5   | 4   | 4   | 5   | 5   | 4   |
| 139 | 4   | 3   | 5   | 5   | 5   | 5   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 2   | 4   | 4   | 2   | 4   | 2   | 4   | 4   | 4   | 5   |
| 140 | 4   | 3   | 4   | 4   | 5   | 4   | 5   | 4   | 3   | 4   | 4   | 3   | 4   | 5   | 3   | 5   | 4   | 5   | 3   | 4   | 5   | 5   | 5   |
| 141 | 5   | 2   | 4   | 2   | 4   | 5   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 5   |
| 142 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   |
| 143 | 5   | 5   | 5   | 5   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 5   |
| 144 | 4   | 4   | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   |
| 145 | 2   | 3   | 2   | 1   | 1   | 2   | 2   | 1   | 1   | 1   | 1   | 2   | 2   | 2   | 2   | 1   | 3   | 1   | 2   | 2   | 3   | 1   | 3   |
| 146 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 3   | 4   | 5   |
| 147 | 4   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5   |
| 148 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 3   |
| 149 | 4   | 5   | 4   | 3   | 4   | 5   | 4   | 4   | 5   | 4   | 3   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 4   | 4   | 5   | 5   |
| 150 | 4   | 3   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   |

| No  | BO1 | BO2 | BO3 | BO4 | BO5 | BO6 | BO7 | BO8 | KK1 | KK2 | KK3 | KK4 | KO1 | KO2 | KO3 | KO4 | KO5 | KO6 | KO7 | TI1 | TI2 | TI3 | TI4 |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 151 | 2   | 2   | 3   | 2   | 2   | 2   | 3   | 2   | 2   | 3   | 2   | 2   | 1   | 2   | 1   | 2   | 1   | 4   | 1   | 1   | 2   | 2   | 1   |
| 152 | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 5   |
| 153 | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 5   |
| 154 | 4   | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 4   | 4   | 4   | 4   | 3   | 4   | 5   | 4   | 4   | 3   | 4   | 5   | 4   | 4   | 5   |
| 155 | 2   | 3   | 3   | 3   | 4   | 3   | 3   | 2   | 4   | 3   | 2   | 2   | 2   | 2   | 1   | 1   | 1   | 1   | 4   | 1   | 1   | 2   | 2   |
| 156 | 4   | 2   | 4   | 5   | 4   | 2   | 4   | 4   | 4   | 5   | 2   | 4   | 4   | 4   | 2   | 1   | 4   | 4   | 5   | 4   | 4   | 4   | 5   |
| 157 | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 5   |
| 158 | 4   | 3   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 3   | 5   | 3   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5   |
| 159 | 4   | 2   | 3   | 4   | 3   | 3   | 3   | 2   | 2   | 2   | 2   | 2   | 1   | 2   | 3   | 3   | 2   | 3   | 2   | 3   | 1   | 1   | 1   |
| 160 | 4   | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 5   | 4   | 4   | 3   | 5   | 4   | 5   | 4   | 3   | 4   | 3   | 5   | 4   | 4   | 5   |
| 161 | 5   | 3   | 5   | 4   | 4   | 5   | 4   | 4   | 5   | 3   | 4   | 4   | 4   | 4   | 2   | 3   | 5   | 4   | 4   | 4   | 3   | 5   | 2   |
| 162 | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 5   |
| 163 | 1   | 2   | 2   | 1   | 1   | 2   | 3   | 2   | 1   | 1   | 2   | 2   | 3   | 2   | 2   | 2   | 2   | 1   | 1   | 2   | 1   | 2   | 3   |
| 164 | 3   | 4   | 3   | 2   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 2   | 3   | 3   | 3   | 2   | 4   | 2   | 4   |
| 165 | 3   | 4   | 3   | 3   | 2   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 5   | 5   | 4   | 4   |
| 166 | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 3   | 4   |
| 167 | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 5   | 5   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   |
| 168 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 2   | 4   | 2   | 2   |
| 169 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 3   | 3   | 3   | 3   |
| 170 | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 4   |
| 171 | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 5   |
| 172 | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 3   |
| 173 | 3   | 4   | 3   | 2   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 3   | 2   | 3   | 3   | 3   | 1   | 4   | 1   | 1   |
| 174 | 4   | 4   | 2   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 2   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 5   |
| 175 | 4   | 2   | 4   | 2   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 2   | 4   | 2   | 4   | 4   | 3   | 2   | 4   | 2   | 5   |
| 176 | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 5   |
| 177 | 1   | 2   | 2   | 1   | 1   | 2   | 3   | 2   | 1   | 1   | 2   | 2   | 3   | 2   | 2   | 2   | 2   | 1   | 1   | 2   | 1   | 2   | 3   |
| 178 | 3   | 4   | 3   | 2   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 2   | 3   | 3   | 3   | 2   | 4   | 2   | 4   |
| 179 | 3   | 4   | 3   | 3   | 2   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 5   | 5   | 4   | 4   |
| 180 | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 3   | 4   |

| No  | BO1 | BO2 | BO3 | BO4 | BO5 | BO6 | BO7 | BO8 | KK1 | KK2 | KK3 | KK4 | KO1 | KO2 | KO3 | KO4 | KO5 | KO6 | KO7 | TI1 | TI2 | TI3 | TI4 |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 181 | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 5   | 5   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   |
| 182 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 2   | 4   | 2   | 2   |
| 183 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 3   | 3   | 3   | 3   |
| 184 | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 4   |
| 185 | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 5   |
| 186 | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 3   |
| 187 | 3   | 4   | 3   | 2   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 3   | 2   | 3   | 3   | 3   | 1   | 4   | 1   | 1   |
| 188 | 4   | 4   | 2   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 2   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 5   |
| 189 | 4   | 2   | 4   | 2   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 2   | 4   | 2   | 4   | 4   | 3   | 2   | 4   | 2   | 5   |
| 190 | 3   | 2   | 3   | 2   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   |
| 191 | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 3   |
| 192 | 3   | 2   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 4   |
| 193 | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3   |
| 194 | 3   | 2   | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 4   |



## Lampiran 8. System Output LISLER

DATE: 5/20/2018  
TIME: 21:03

L I S R E L 8.70

BY

Karl G. Joreskog & Dag Sörbom

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The following lines were read from file C:\Users\CILA\Documents\MM\Lulus\Revisi  
Tesis\THANKS.pr2:

```
raw data from file SEM200.psf
latent variables: BO KK KO TI
relationship
BO1 = BO
BO2 = BO
BO3 = BO
BO4 = BO
BO5 = BO
BO6 = BO
BO7 = BO
BO8 = BO
KK1 = KK
KK2 = KK
KK3 = KK
KK4 = KK
KO1 = KO
KO2 = KO
KO3 = KO
KO4 = KO
KO5 = KO
KO6 = KO
KO7 = KO
TI1 = TI
TI2 = TI
TI3 = TI
TI4 = TI

TI = KK KO
KK = BO KO

set error covariance of KO4 and BO4 free
set error covariance of KO2 and BO2 free
set error covariance of KO4 and KK3 free
set error covariance of KO7 and BO4 free
set error covariance of TI3 and TI1 free
set error covariance of BO8 and TI3 free
set error covariance of BO6 and BO4 free
set error covariance of BO7 and BO4 free
set error covariance of KO4 and KO3 free
set error covariance of KO6 and TI4 free
set error covariance of TI2 and KK4 free
set error covariance of KO7 and KK1 free
set error covariance of KO1 and KK2 free

options: sc
```

path diagram  
end of problems

Sample Size = 194

Covariance Matrix

|     | KK1  | KK2  | KK3  | KK4  | TI1  | TI2  |
|-----|------|------|------|------|------|------|
| KK1 | 0.73 |      |      |      |      |      |
| KK2 | 0.46 | 0.51 |      |      |      |      |
| KK3 | 0.45 | 0.33 | 0.52 |      |      |      |
| KK4 | 0.37 | 0.30 | 0.33 | 0.43 |      |      |
| TI1 | 0.23 | 0.19 | 0.19 | 0.20 | 0.75 |      |
| TI2 | 0.36 | 0.32 | 0.30 | 0.34 | 0.33 | 0.64 |
| TI3 | 0.37 | 0.29 | 0.27 | 0.27 | 0.52 | 0.40 |
| TI4 | 0.38 | 0.33 | 0.26 | 0.31 | 0.46 | 0.46 |
| BO1 | 0.41 | 0.31 | 0.33 | 0.32 | 0.28 | 0.35 |
| BO2 | 0.28 | 0.23 | 0.24 | 0.24 | 0.14 | 0.24 |
| BO3 | 0.30 | 0.28 | 0.26 | 0.21 | 0.21 | 0.23 |
| BO4 | 0.32 | 0.29 | 0.24 | 0.24 | 0.32 | 0.28 |
| BO5 | 0.44 | 0.34 | 0.33 | 0.30 | 0.23 | 0.31 |
| BO6 | 0.39 | 0.28 | 0.32 | 0.24 | 0.17 | 0.25 |
| BO7 | 0.34 | 0.26 | 0.29 | 0.24 | 0.20 | 0.21 |
| BO8 | 0.40 | 0.35 | 0.34 | 0.32 | 0.26 | 0.36 |
| KO1 | 0.36 | 0.26 | 0.33 | 0.29 | 0.26 | 0.33 |
| KO2 | 0.33 | 0.29 | 0.29 | 0.29 | 0.25 | 0.31 |
| KO3 | 0.33 | 0.26 | 0.30 | 0.26 | 0.26 | 0.30 |
| KO4 | 0.31 | 0.25 | 0.32 | 0.25 | 0.33 | 0.29 |
| KO5 | 0.29 | 0.26 | 0.25 | 0.29 | 0.30 | 0.35 |
| KO6 | 0.37 | 0.32 | 0.33 | 0.27 | 0.29 | 0.34 |
| KO7 | 0.39 | 0.30 | 0.28 | 0.24 | 0.28 | 0.31 |

Covariance Matrix

|     | TI3  | TI4  | BO1  | BO2  | BO3  | BO4  |
|-----|------|------|------|------|------|------|
| TI3 | 0.77 |      |      |      |      |      |
| TI4 | 0.54 | 0.90 |      |      |      |      |
| BO1 | 0.34 | 0.34 | 0.57 |      |      |      |
| BO2 | 0.17 | 0.19 | 0.28 | 0.64 |      |      |
| BO3 | 0.25 | 0.24 | 0.35 | 0.26 | 0.50 |      |
| BO4 | 0.36 | 0.27 | 0.37 | 0.26 | 0.34 | 0.59 |
| BO5 | 0.33 | 0.37 | 0.46 | 0.28 | 0.38 | 0.42 |
| BO6 | 0.24 | 0.25 | 0.36 | 0.28 | 0.31 | 0.27 |
| BO7 | 0.22 | 0.25 | 0.33 | 0.27 | 0.25 | 0.22 |
| BO8 | 0.24 | 0.31 | 0.37 | 0.31 | 0.30 | 0.31 |
| KO1 | 0.35 | 0.37 | 0.38 | 0.26 | 0.29 | 0.34 |
| KO2 | 0.31 | 0.27 | 0.31 | 0.33 | 0.21 | 0.28 |
| KO3 | 0.30 | 0.30 | 0.31 | 0.22 | 0.30 | 0.30 |
| KO4 | 0.38 | 0.29 | 0.36 | 0.24 | 0.30 | 0.46 |
| KO5 | 0.33 | 0.36 | 0.34 | 0.20 | 0.23 | 0.29 |
| KO6 | 0.36 | 0.29 | 0.41 | 0.22 | 0.31 | 0.38 |
| KO7 | 0.33 | 0.32 | 0.38 | 0.23 | 0.24 | 0.37 |

Covariance Matrix

|     | BO5  | BO6  | BO7  | BO8  | KO1  | KO2  |
|-----|------|------|------|------|------|------|
| BO5 | 0.69 |      |      |      |      |      |
| BO6 | 0.42 | 0.56 |      |      |      |      |
| BO7 | 0.37 | 0.33 | 0.44 |      |      |      |
| BO8 | 0.39 | 0.36 | 0.30 | 0.55 |      |      |
| KO1 | 0.36 | 0.29 | 0.26 | 0.31 | 0.57 |      |
| KO2 | 0.32 | 0.26 | 0.24 | 0.30 | 0.34 | 0.55 |
| KO3 | 0.33 | 0.29 | 0.20 | 0.29 | 0.33 | 0.30 |
| KO4 | 0.37 | 0.28 | 0.22 | 0.29 | 0.37 | 0.34 |
| KO5 | 0.38 | 0.28 | 0.24 | 0.28 | 0.37 | 0.33 |
| KO6 | 0.40 | 0.32 | 0.27 | 0.34 | 0.36 | 0.34 |
| KO7 | 0.39 | 0.32 | 0.27 | 0.33 | 0.34 | 0.35 |

Covariance Matrix

|     | KO3  | KO4  | KO5  | KO6  | KO7  |
|-----|------|------|------|------|------|
| KO3 | 0.58 |      |      |      |      |
| KO4 | 0.39 | 0.58 |      |      |      |
| KO5 | 0.31 | 0.33 | 0.60 |      |      |
| KO6 | 0.36 | 0.41 | 0.36 | 0.59 |      |
| KO7 | 0.28 | 0.32 | 0.33 | 0.37 | 0.55 |

Number of Iterations = 25

LISREL Estimates (Maximum Likelihood)

Measurement Equations

KK1 = 0.74\*KK, Errorvar.= 0.18 , R<sup>2</sup> = 0.75  
(0.024)  
7.37

KK2 = 0.60\*KK, Errorvar.= 0.16 , R<sup>2</sup> = 0.69  
(0.040) (0.020)  
14.89 8.01

KK3 = 0.60\*KK, Errorvar.= 0.16 , R<sup>2</sup> = 0.69  
(0.041) (0.021)  
14.84 8.03

KK4 = 0.51\*KK, Errorvar.= 0.16 , R<sup>2</sup> = 0.62  
(0.037) (0.018)  
13.68 8.54

TI1 = 0.56\*TI, Errorvar.= 0.44 , R<sup>2</sup> = 0.41  
(0.051)  
8.62

TI2 = 0.61\*TI, Errorvar.= 0.25 , R<sup>2</sup> = 0.60  
(0.071) (0.033)  
8.67 7.62

TI3 = 0.71\*TI, Errorvar.= 0.30 , R<sup>2</sup> = 0.62  
(0.063) (0.041)  
11.18 7.43

TI4 = 0.74\*TI, Errorvar.= 0.36 , R<sup>2</sup> = 0.60  
(0.086) (0.048)  
8.61 7.58

BO1 = 0.64\*BO, Errorvar.= 0.16 , R<sup>2</sup> = 0.72  
(0.044) (0.019)  
14.51 8.60

BO2 = 0.48\*BO, Errorvar.= 0.42 , R<sup>2</sup> = 0.35  
(0.053) (0.044)  
9.00 9.57

BO3 = 0.53\*BO, Errorvar.= 0.22 , R<sup>2</sup> = 0.57  
(0.044) (0.024)  
12.17 9.21

BO4 = 0.57\*BO, Errorvar.= 0.24 , R<sup>2</sup> = 0.57  
(0.046) (0.026)  
12.35 9.32

BO5 = 0.70\*BO, Errorvar.= 0.20 , R<sup>2</sup> = 0.72  
(0.048) (0.023)  
14.48 8.62

BO6 = 0.59\*BO, Errorvar.= 0.21 , Rý = 0.62  
 (0.046) (0.024)  
 12.92 8.77

BO7 = 0.51\*BO, Errorvar.= 0.18 , Rý = 0.59  
 (0.041) (0.020)  
 12.47 8.89

BO8 = 0.58\*BO, Errorvar.= 0.22 , Rý = 0.61  
 (0.045) (0.024)  
 12.86 9.09

KO1 = 0.60\*KO, Errorvar.= 0.20 , Rý = 0.64  
 (0.045) (0.024)  
 13.26 8.65

KO2 = 0.57\*KO, Errorvar.= 0.24 , Rý = 0.58  
 (0.046) (0.027)  
 12.33 8.96

KO3 = 0.54\*KO, Errorvar.= 0.29 , Rý = 0.50  
 (0.049) (0.032)  
 11.01 9.12

KO4 = 0.58\*KO, Errorvar.= 0.24 , Rý = 0.59  
 (0.046) (0.025)  
 12.64 9.39

KO5 = 0.58\*KO, Errorvar.= 0.26 , Rý = 0.57  
 (0.048) (0.029)  
 12.07 9.00

KO6 = 0.63\*KO, Errorvar.= 0.18 , Rý = 0.68  
 (0.045) (0.022)  
 13.90 8.40

KO7 = 0.59\*KO, Errorvar.= 0.21 , Rý = 0.62  
 (0.045) (0.024)  
 12.90 8.81

Error Covariance for TI2 and KK4 = 0.055  
 (0.017)  
 3.15

Error Covariance for TI3 and TI1 = 0.14  
 (0.035)  
 4.00

Error Covariance for BO6 and BO4 = -0.05  
 (0.014)  
 -3.73

Error Covariance for BO7 and BO4 = -0.05  
 (0.013)  
 -4.20

Error Covariance for BO8 and TI3 = -0.08  
 (0.020)  
 -3.95

Error Covariance for KO1 and KK2 = -0.05  
 (0.015)  
 -3.02

Error Covariance for KO2 and BO2 = 0.13  
 (0.026)  
 4.94

Error Covariance for KO4 and KK3 = 0.057  
 (0.013)  
 4.35

Error Covariance for KO4 and BO4 = 0.15  
(0.020)  
7.52

Error Covariance for KO4 and KO3 = 0.059  
(0.017)  
3.42

Error Covariance for KO6 and TI4 = -0.08  
(0.023)  
-3.40

Error Covariance for KO7 and KK1 = 0.052  
(0.017)  
3.17

Error Covariance for KO7 and BO4 = 0.069  
(0.015)  
4.75

#### Structural Equations

KK = 0.59\*BO + 0.30\*KO, Errorvar.= 0.25 , R<sup>2</sup> = 0.75  
(0.12) (0.12) (0.044)  
4.93 2.59 5.69

TI = 0.23\*KK + 0.62\*KO, Errorvar.= 0.31 , R<sup>2</sup> = 0.69  
(0.12) (0.13) (0.081)  
2.02 4.85 3.89

#### Reduced Form Equations

KK = 0.59\*BO + 0.30\*KO, Errorvar.= 0.25, R<sup>2</sup> = 0.75  
(0.12) (0.12)  
4.93 2.59

TI = 0.14\*BO + 0.70\*KO, Errorvar.= 0.33, R<sup>2</sup> = 0.67  
(0.075) (0.11)  
1.82 6.09

#### Correlation Matrix of Independent Variables

|    | BO                      | KO   |
|----|-------------------------|------|
| BO | 1.00                    |      |
| KO | 0.88<br>(0.02)<br>44.09 | 1.00 |

#### Covariance Matrix of Latent Variables

|    | KK   | TI   | BO   | KO   |
|----|------|------|------|------|
| KK | 1.00 |      |      |      |
| TI | 0.75 | 1.00 |      |      |
| BO | 0.85 | 0.75 | 1.00 |      |
| KO | 0.82 | 0.82 | 0.88 | 1.00 |

#### Goodness of Fit Statistics

Degrees of Freedom = 212  
Minimum Fit Function Chi-Square = 393.54 (P = 0.00)  
Normal Theory Weighted Least Squares Chi-Square = 347.75 (P = 0.00)  
Estimated Non-centrality Parameter (NCP) = 135.75  
90 Percent Confidence Interval for NCP = (88.51 ; 190.89)

Minimum Fit Function Value = 2.04  
 Population Discrepancy Function Value (F0) = 0.70  
 90 Percent Confidence Interval for F0 = (0.46 ; 0.99)  
 Root Mean Square Error of Approximation (RMSEA) = 0.058  
 90 Percent Confidence Interval for RMSEA = (0.047 ; 0.068)  
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.12

Expected Cross-Validation Index (ECVI) = 2.47  
 90 Percent Confidence Interval for ECVI = (2.22 ; 2.75)  
 ECVI for Saturated Model = 2.86  
 ECVI for Independence Model = 71.31

Chi-Square for Independence Model with 253 Degrees of Freedom = 13716.21  
 Independence AIC = 13762.21  
 Model AIC = 475.75  
 Saturated AIC = 552.00  
 Independence CAIC = 13860.37  
 Model CAIC = 748.89  
 Saturated CAIC = 1729.93

Normed Fit Index (NFI) = 0.97  
 Non-Normed Fit Index (NNFI) = 0.98  
 Parsimony Normed Fit Index (PNFI) = 0.81  
 Comparative Fit Index (CFI) = 0.99  
 Incremental Fit Index (IFI) = 0.99  
 Relative Fit Index (RFI) = 0.97

Critical N (CN) = 129.89

Root Mean Square Residual (RMR) = 0.030  
 Standardized RMR = 0.049  
 Goodness of Fit Index (GFI) = 0.86  
 Adjusted Goodness of Fit Index (AGFI) = 0.82  
 Parsimony Goodness of Fit Index (PGFI) = 0.66

The Modification Indices Suggest to Add the

| Path to | from | Decrease in Chi-Square | New Estimate |
|---------|------|------------------------|--------------|
| TI2     | KK   | 11.2                   | 0.29         |
| BO1     | KO   | 11.2                   | 0.27         |

#### Standardized Solution

LAMBDA-Y

|     | KK   | TI   |
|-----|------|------|
| KK1 | 0.74 | - -  |
| KK2 | 0.60 | - -  |
| KK3 | 0.60 | - -  |
| KK4 | 0.51 | - -  |
| TI1 | - -  | 0.56 |
| TI2 | - -  | 0.61 |
| TI3 | - -  | 0.71 |
| TI4 | - -  | 0.74 |

LAMBDA-X

|     | BO   | KO   |
|-----|------|------|
| BO1 | 0.64 | - -  |
| BO2 | 0.48 | - -  |
| BO3 | 0.53 | - -  |
| BO4 | 0.57 | - -  |
| BO5 | 0.70 | - -  |
| BO6 | 0.59 | - -  |
| BO7 | 0.51 | - -  |
| BO8 | 0.58 | - -  |
| KO1 | - -  | 0.60 |
| KO2 | - -  | 0.57 |
| KO3 | - -  | 0.54 |

|     |    |      |
|-----|----|------|
| KO4 | -- | 0.58 |
| KO5 | -- | 0.58 |
| KO6 | -- | 0.63 |
| KO7 | -- | 0.59 |

## BETA

|    |       |       |
|----|-------|-------|
|    | ----- | ----- |
|    | KK    | TI    |
| KK | --    | --    |
| TI | 0.23  | --    |

## GAMMA

|    |       |       |
|----|-------|-------|
|    | ----- | ----- |
|    | BO    | KO    |
| KK | 0.59  | 0.30  |
| TI | --    | 0.62  |

## Correlation Matrix of ETA and KSI

|    |       |       |       |       |
|----|-------|-------|-------|-------|
|    | ----- | ----- | ----- | ----- |
|    | KK    | TI    | BO    | KO    |
| KK | 1.00  |       |       |       |
| TI | 0.75  | 1.00  |       |       |
| BO | 0.85  | 0.75  | 1.00  |       |
| KO | 0.82  | 0.82  | 0.88  | 1.00  |

## PSI

Note: This matrix is diagonal.

|  |       |       |
|--|-------|-------|
|  | ----- | ----- |
|  | KK    | TI    |
|  | 0.25  | 0.31  |

## Regression Matrix ETA on KSI (Standardized)

|    |       |       |
|----|-------|-------|
|    | ----- | ----- |
|    | BO    | KO    |
| KK | 0.59  | 0.30  |
| TI | 0.14  | 0.70  |

## Completely Standardized Solution

## LAMBDA-Y

|     |       |       |
|-----|-------|-------|
|     | ----- | ----- |
|     | KK    | TI    |
| KK1 | 0.87  | --    |
| KK2 | 0.83  | --    |
| KK3 | 0.83  | --    |
| KK4 | 0.79  | --    |
| TI1 | --    | 0.64  |
| TI2 | --    | 0.78  |
| TI3 | --    | 0.79  |
| TI4 | --    | 0.77  |

## LAMBDA-X

|     |       |       |
|-----|-------|-------|
|     | ----- | ----- |
|     | BO    | KO    |
| BO1 | 0.85  | --    |
| BO2 | 0.59  | --    |
| BO3 | 0.75  | --    |
| BO4 | 0.75  | --    |
| BO5 | 0.85  | --    |
| BO6 | 0.79  | --    |
| BO7 | 0.77  | --    |
| BO8 | 0.78  | --    |
| KO1 | --    | 0.80  |
| KO2 | --    | 0.76  |

|     |    |      |
|-----|----|------|
| KO3 | -- | 0.71 |
| KO4 | -- | 0.77 |
| KO5 | -- | 0.75 |
| KO6 | -- | 0.83 |
| KO7 | -- | 0.78 |

BETA

|    |      |    |
|----|------|----|
|    | KK   | TI |
| KK | --   | -- |
| TI | 0.23 | -- |

GAMMA

|    |      |      |
|----|------|------|
|    | BO   | KO   |
| KK | 0.59 | 0.30 |
| TI | --   | 0.62 |

Correlation Matrix of ETA and KSI

|    |      |      |      |      |
|----|------|------|------|------|
|    | KK   | TI   | BO   | KO   |
| KK | 1.00 | --   | --   | --   |
| TI | 0.75 | 1.00 | --   | --   |
| BO | 0.85 | 0.75 | 1.00 | --   |
| KO | 0.82 | 0.82 | 0.88 | 1.00 |

PSI

Note: This matrix is diagonal.

|    |      |      |
|----|------|------|
|    | KK   | TI   |
| KK | 0.25 | --   |
| TI | --   | 0.31 |

THETA-EPS

|     |      |      |      |      |      |      |
|-----|------|------|------|------|------|------|
|     | KK1  | KK2  | KK3  | KK4  | TI1  | TI2  |
| KK1 | 0.25 | --   | --   | --   | --   | --   |
| KK2 | --   | 0.31 | --   | --   | --   | --   |
| KK3 | --   | --   | 0.31 | --   | --   | --   |
| KK4 | --   | --   | --   | 0.38 | --   | --   |
| TI1 | --   | --   | --   | --   | 0.59 | --   |
| TI2 | --   | --   | --   | 0.11 | --   | 0.40 |
| TI3 | --   | --   | --   | --   | 0.18 | --   |
| TI4 | --   | --   | --   | --   | --   | --   |

THETA-EPS

|     |      |      |
|-----|------|------|
|     | TI3  | TI4  |
| TI3 | 0.38 | --   |
| TI4 | --   | 0.40 |

THETA-DELTA-EPS

|     |     |       |      |     |     |     |
|-----|-----|-------|------|-----|-----|-----|
|     | KK1 | KK2   | KK3  | KK4 | TI1 | TI2 |
| BO1 | --  | --    | --   | --  | --  | --  |
| BO2 | --  | --    | --   | --  | --  | --  |
| BO3 | --  | --    | --   | --  | --  | --  |
| BO4 | --  | --    | --   | --  | --  | --  |
| BO5 | --  | --    | --   | --  | --  | --  |
| BO6 | --  | --    | --   | --  | --  | --  |
| BO7 | --  | --    | --   | --  | --  | --  |
| BO8 | --  | --    | --   | --  | --  | --  |
| KO1 | --  | -0.09 | --   | --  | --  | --  |
| KO2 | --  | --    | --   | --  | --  | --  |
| KO3 | --  | --    | --   | --  | --  | --  |
| KO4 | --  | --    | 0.10 | --  | --  | --  |
| KO5 | --  | --    | --   | --  | --  | --  |



KO6     - -     - -     - -     - -     - -     - -  
 KO7     0.08    - -     - -     - -     - -     - -

THETA-DELTA-EPS

|     | TI3   | TI4   |
|-----|-------|-------|
| BO1 | - -   | - -   |
| BO2 | - -   | - -   |
| BO3 | - -   | - -   |
| BO4 | - -   | - -   |
| BO5 | - -   | - -   |
| BO6 | - -   | - -   |
| BO7 | - -   | - -   |
| BO8 | -0.12 | - -   |
| KO1 | - -   | - -   |
| KO2 | - -   | - -   |
| KO3 | - -   | - -   |
| KO4 | - -   | - -   |
| KO5 | - -   | - -   |
| KO6 | - -   | -0.11 |
| KO7 | - -   | - -   |

THETA-DELTA

|     | BO1  | BO2  | BO3  | BO4   | BO5  | BO6  |
|-----|------|------|------|-------|------|------|
| BO1 | 0.28 | - -  | - -  | - -   | - -  | - -  |
| BO2 | - -  | 0.65 | - -  | - -   | - -  | - -  |
| BO3 | - -  | - -  | 0.43 | - -   | - -  | - -  |
| BO4 | - -  | - -  | - -  | 0.43  | - -  | - -  |
| BO5 | - -  | - -  | - -  | - -   | 0.28 | - -  |
| BO6 | - -  | - -  | - -  | -0.09 | - -  | 0.38 |
| BO7 | - -  | - -  | - -  | -0.11 | - -  | - -  |
| BO8 | - -  | - -  | - -  | - -   | - -  | - -  |
| KO1 | - -  | - -  | - -  | - -   | - -  | - -  |
| KO2 | - -  | 0.21 | - -  | - -   | - -  | - -  |
| KO3 | - -  | - -  | - -  | - -   | - -  | - -  |
| KO4 | - -  | - -  | - -  | 0.26  | - -  | - -  |
| KO5 | - -  | - -  | - -  | - -   | - -  | - -  |
| KO6 | - -  | - -  | - -  | - -   | - -  | - -  |
| KO7 | - -  | - -  | - -  | 0.12  | - -  | - -  |

THETA-DELTA

|     | BO7  | BO8  | KO1  | KO2  | KO3  | KO4  |
|-----|------|------|------|------|------|------|
| BO7 | 0.41 | - -  | - -  | - -  | - -  | - -  |
| BO8 | - -  | 0.39 | - -  | - -  | - -  | - -  |
| KO1 | - -  | - -  | 0.36 | - -  | - -  | - -  |
| KO2 | - -  | - -  | - -  | 0.42 | - -  | - -  |
| KO3 | - -  | - -  | - -  | - -  | 0.50 | - -  |
| KO4 | - -  | - -  | - -  | - -  | 0.10 | 0.41 |
| KO5 | - -  | - -  | - -  | - -  | - -  | - -  |
| KO6 | - -  | - -  | - -  | - -  | - -  | - -  |
| KO7 | - -  | - -  | - -  | - -  | - -  | - -  |

THETA-DELTA

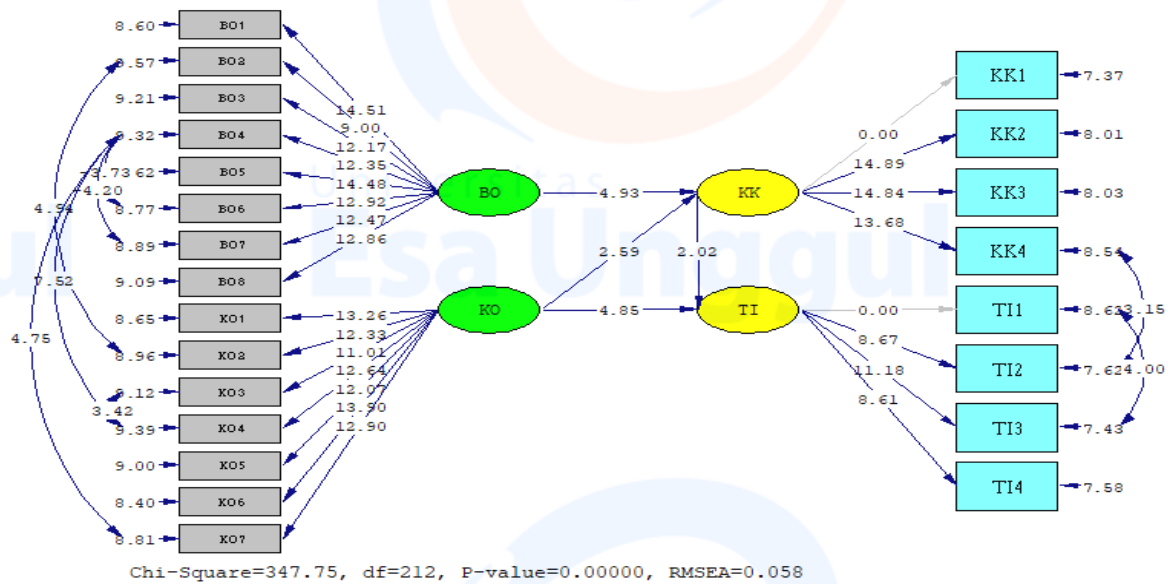
|     | KO5  | KO6  | KO7  |
|-----|------|------|------|
| KO5 | 0.43 | - -  | - -  |
| KO6 | - -  | 0.32 | - -  |
| KO7 | - -  | - -  | 0.38 |

Regression Matrix ETA on KSI (Standardized)

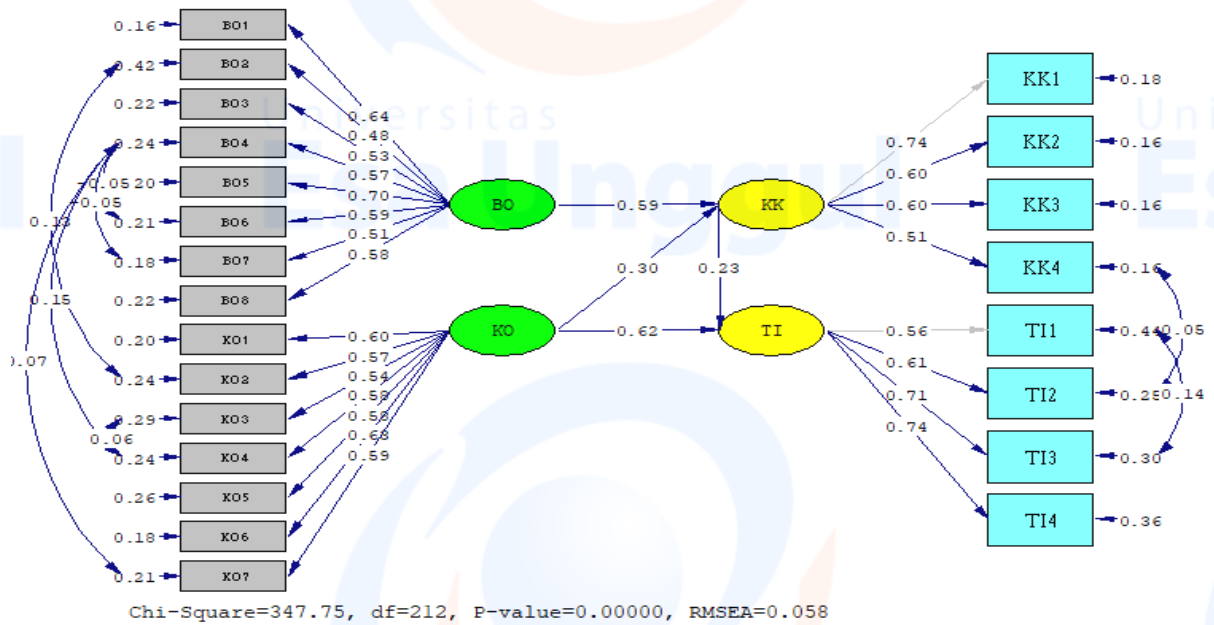
|    | BO   | KO   |
|----|------|------|
| KK | 0.59 | 0.30 |
| TI | 0.14 | 0.70 |

Time used: 0.203 Seconds

Lampiran 9. Path Diagram Standarized Solution



Lampiran 10. Path Diagram ( T Value )



## DAFTAR RIWAYAT HIDUP

### Data Pribadi / *Personal Details*

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### Jenjang pendidikan /*Education Information*

- 
1. 1997–2003 : SDN Karya Bakti II Serpong, Tangerang
  2. 2003–2006 : SMP YP MARKUS Kbn. Nanas, Tangerang
  3. 2006–2009 : SMA YP MARKUS Kbn. Nanas, Tangerang
  4. 2009 –2014 : S1, Universitas 17 Agustus 1945 Sunter, Jakarta Utara
  5. 2015 – 2018 : S2, Universitas Esa Unggul, Jakarta Barat

### Pengalaman Bekerja/*Work Experience*

#### 2009 -2012

PT. Sumber Pangan Utama (Jakarta Utara)  
 Staff Accounting

#### 2013 –2014

PT. Bank Danamon Indonesia, tbk (Jakarta Timur)  
 Admin HRD

#### 2014 – 2016

PT. Asuransi Sinarmas MSIG Life (Jakarta Pusat)  
 HCD Staff

#### 2016 – sekarang

PT. Asurans Multi Artha Guna, tbk (Jakarta Selatan)  
 Recruitment staff