

LAMPIRAN

Lampiran 1. Tabel Ringkasan Penelitian Terdahulu

No	Nama Peneliti	Judul Penelitian	Metode Penelitian	Hasil Penelitian
1.	I Wayan Suartina & Anak Agung Ngurah Gede Sadiartha (2019)	<i>The Effect Of Work Motivation On The Employee Performance With Organizational Commitments As Moderation Variables</i>	Pengujian data dalam penelitian ini menggunakan analisis jalur untuk menguji pola keterkaitan	<i>Work Motivation</i> memiliki hubungan positif dengan <i>Employee Performance</i> , <i>Organizational Commitment</i> mampu memoderasi pengaruh <i>Work Motivation</i> terhadap <i>Employee Performance</i>
2.	Abdul Rahman Rahim dan Andi Jam'an	<i>The analysis of influence of motivation and organizational commitment on employees' performance in Telkom Kandatel Gorontalo Province</i>	<i>Multilevel structural equation modeling</i> (MSEM)	<i>Motivation</i> secara signifikan berpengaruh positif terhadap <i>Organizational Commitment</i> , namun tidak berpengaruh terhadap <i>Employee Performance</i> . Sedangkan <i>Organizational</i> secara signifikan berpengaruh positif terhadap <i>Employee Performance</i> dan <i>Motivation</i> berpengaruh positif terhadap <i>Employee Performance</i> melalui mediasi <i>Organizational Commitment</i> .
3	Le Thi Minh Loan (2020)	<i>The influence of organizational commitment on employees' job performance: The mediating role of job satisfaction</i>	<i>PROCESS macro developed SPSS</i>	Terdapat hubungan yang signifikan antar variabel
4	Mojtaba Rafieia, Mohammad Taghi Aminib and Navid Foroozandehc* (2014)	<i>Studying the impact of the organizational commitment on the job performance</i>	Analisis data SEM menggunakan aplikasi <i>Lisrel 8.0</i>	<i>Organizational Commitment</i> berpengaruh pada <i>employee performance</i>
5	Balasundaram Nimalathasan (2011)	<i>Job Satisfaction And Employees' Work Performance: A Case Study Of People's Bank In Jaffna Peninsula, Sri Lanka</i>	Analisis korelasi sederhana	<i>Job Satisfaction</i> berdampak positif terhadap <i>employee performance</i>

No	Nama Peneliti	Judul Penelitian	Metode Penelitian	Hasil Penelitian
6	Sabir Sadiq, Abdulkhaliq Zrar Mohsin Mohammadali (2019)	<i>The Impact of Job Satisfaction on Employees' Performance: A Case Study of Al Hayat Company - Pepsi Employees in Erbil, Kurdistan Region – Iraq</i>	Analisi menggunakan teknik pemodelan persamaan struktural PLS	Job Satisfaction berpengaruh positif terhadap Employee Performance.
7	Mr. K.Nirushan (2017)	<i>Impact Of Organizational Commitment On Employee Performance Special Reference To Banks In Trincomalee District</i>	Analisis univariat dan bivariat digunakan untuk eksplorasi tingkat dan hubungan variabel penelitian	Organizational Commitment berpengaruh pada Employee Performance.
8	Ch. Platisa*, P. Reklitisb, S. Zimerasc (2015)	<i>Relation between job satisfaction and job performance in healthcare services</i>	Analisis statistik Multivariant	Terdapat hubungan yang significant antara kepuasan kerja dengan kinerja pekerjaan
9	Azman Ismail dan Mohd Ridwan Abd Razak (2016)	<i>Effect of Job Satisfaction on Organizational Commitment</i>	Analisis menggunakan SmartPLS	Job Satisfaction secara positif berpengaruh dengan Organizational Commitment
10	Hussein Isse Hassan Abdirahman, Iliyasa Shiyabade Najeemdeen, Bello Taofik Abidemi and Roshidah Binti Ahmad (2020)	<i>The Relationship between Job Satisfaction, Work-Life Balance and Organizational Commitment on Employee Performance</i>	Analisis dianalisis menggunakan SPSS.	Semua variabel bebas Work-life Balance, Job Satisfaction dan Organizational) berpengaruh positif terhadap variabel terikat (Employee Performance)
11	Suharto, Suyanto, Nedi Hendri (2019)	<i>The Impact of Organizational Commitment on Job Performance</i>	Analisis data menggunakan SEM (Structural Equation Modeling)	Organizational Commitment berpengaruh positif terhadap Employee Performance
12	Mohammed Inuwa (2016)	<i>Job Satisfaction and Employee Performance: An Empirical Approach</i>	SPSS	Job Satisfaction secara signifikan berpengaruh terhadap employee performance
13	Wageeh Nafei (2015)	<i>The Effects of Psychological Capital on Employee Attitudes and Employee Performance: A Study on Teaching Hospitals in Egypt</i>	Peneliti menggunakan metode (1) Alpha Correlation Coefficient (ACC), (2) Multiple Regression Analysis	Terdapat hubungan yang positif antara keseluruhan variabel

			(MRA), dan (3) pengujian statistik hipotesis yang meliputi uji F dan uji T, dengan aplikasi SPSS	
14	<i>Edna Rabenu1 & Eyal Yaniv2 & Dov Elizur (2017)</i>	<i>The Relationship Between Psychological Capital, Job Satisfaction and Understanding of Organizational Work Environment</i>	Analisis korelasi dan regresi menggunakan SPSS versi 16	Terdapat hubungan statistik yang signifikan antara lingkungan kerja organisasi, modal psikologis dan kepuasan kerja.
15	<i>Jacob Cherian & Jolly Jacob (2013)</i>	<i>Impact of Self Efficacy on Motivation and Performance of Employees</i>	Menggunakan teknik <i>Structural Equation Modeling</i> yang merupakan teknik berbasis statistik	Seluruh variable saling berpengaruh positif
16	<i>Esther T. Canrinus & Michelle Helms-Lorenz & Douwe Beijaard & Jaap Buitink & Adriaan Hofman (2012)</i>	<i>Self-efficacy, job satisfaction, motivation and commitment: Exploring the relationships between indicators of teachers' professional identity</i>	Pemodelan persamaan struktural, menggunakan paket statistik LISREL	Ada hubungan yang relevan antara kepuasan kerja, self-efficacy, komitmen pekerjaan dan perubahan tingkat motivasi.

Lampiran 2. Definisi Operasional Variabel

2.1 Tabel Detail Operasional Variabel

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
Work Motivation (Ansyari & Kasmir, 2018).	Need for Achievement	keinginan untuk melakukan sesuatu yang jauh lebih baik dari sebelumnya (McClelland & Boyatzis, 2016)	I often set goals that are very difficult to reach (Ansyari & Kasmir, 2018). Saya sering menetapkan tujuan yang sangat sulit dicapai	Saya memiliki target pekerjaan yang luar biasa
			I feel any job done should be done thoroughly if you do it at all (Ansyari & Kasmir, 2018). Saya merasa pekerjaan apa pun yang diselesaikan harus dilakukan dengan seksama jika Anda melakukannya sama sekali	Saya selalu mengerjakan seluruh pekerjaan yang menjadi tanggungjawab saya.
			Even when I am feeling ill, I will continue working if it is important (Ansyari & Kasmir, 2018). Bahkan ketika saya merasa sakit, saya akan terus bekerja jika itu penting	Saya akan tetap berusaha menyelesaikan tugas saya dirumah, meskipun saya dalam keadaan kurang sehat sebagai bentuk rasa tanggungjawab saya.
			I enjoy challenging work (Ansyari & Kasmir, 2018). Saya menikmati pekerjaan yang menantang	Saya akan berusaha meningkatkan prestasi kerja saya
			I continuously look for ways of doing things better and faster (Ansyari & Kasmir, 2018). Saya terus mencari cara untuk melakukan sesuatu dengan lebih baik dan lebih cepat	Saya selalu ingin meningkatkan prestasi kerja menjadi yang terbaik
			I am somewhat of a perfectionist and like to have things done just right (Ansyari & Kasmir, 2018). Saya agak perfeksionis dan suka melakukan sesuatu dengan benar	Saya suka berkompetensi dengan rekan kerja saya

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			It is important to me to seek feedback on how well I am performing (Ansyari & Kasmir, 2018). Penting bagi saya untuk mencari umpan balik tentang seberapa baik kinerja saya	Saya menyukai pekerjaan yang menantang
			I would work just as hard whether or not I had to earn a living (Ansyari & Kasmir, 2018). Saya akan bekerja sama kerasnya apakah saya harus mencari nafkah atau tidak	Saya suka melakukan pekerjaan dengan baik
			I will not be satisfied until I am the best in my field of work (Ansyari & Kasmir, 2018). Saya tidak akan puas sampai saya menjadi yang terbaik di bidang pekerjaan saya	Saya akan tetap bekerja dengan baik (tanpa pamrih) meskipun beberapa rekan yang lain bermalas-malasan
			I enjoy competing with others (Ansyari & Kasmir, 2018). Saya menikmati berkompetisi dengan orang lain	Saya suka menerima kritik atas penampilan saya
	Need for Affiliation	Kebutuhan untuk disukai, mengembangkan dan memelihara persahabatan dengan orang lain. (McClelland & Boyatzis, 2016)	People like to tell me their problems because they know I will help them (Ansyari & Kasmir, 2018). Orang-orang suka menceritakan masalah mereka kepada saya karena mereka tahu saya akan membantu mereka	Saya terbiasa menjadi tempat curhat bagi teman saya
			I feel uneasy when I have to tell others what to do (Ansyari & Kasmir, 2018). Saya merasa tidak nyaman ketika saya harus memberi tahu orang lain apa yang harus dilakukan	Saya tidak nyaman ketika harus meminta bantuan orang lain
			I spend a lot of time visiting with friends and family (Ansyari & Kasmir, 2018). Saya menghabiskan banyak waktu untuk mengunjungi teman dan keluarga	Saya suka berkunjung untuk mempererat jalinan silaturahmi dengan keluarga serta teman-teman saya

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			I choose hobbies that I can share with other people (Ansyari & Kasmir, 2018). Saya memilih hobi yang bisa saya bagi dengan orang lain	Saya memiliki kegemaran yang sama dengan teman saya
			I am uncomfortable in situations that involve conflict with others (Ansyari & Kasmir, 2018). Saya merasa tidak nyaman dalam situasi yang melibatkan konflik dengan orang lain	Saya menghindari konflik dengan rekan kerja saya
			I prefer to eat lunch on a regular basis with a group of people, rather than by myself (Ansyari & Kasmir, 2018). Saya lebih suka makan siang secara teratur dengan sekelompok orang, daripada sendirian	Saya menyukai makan bersama teman-teman saya
			I am uncomfortable complaining if I receive bad service in a restaurant (Ansyari & Kasmir, 2018). Saya tidak nyaman mengeluh jika saya menerima pelayanan yang buruk di restoran	Saya tidak suka mengeluh
			I seldom try to draw attention to myself (Ansyari & Kasmir, 2018). Saya jarang mencoba menarik perhatian pada diri saya sendiri	Saya tidak suka menonjol dibanding orang lain
			Being well liked by others is very important to me (Ansyari & Kasmir, 2018). Menjadi disukai oleh orang lain sangat penting bagi saya	Saya suka jika orang lain peduli dengan saya
			I don't like to have the responsibility for directing the work of others (Ansyari & Kasmir, 2018). Saya tidak suka memiliki tanggung jawab untuk mengarahkan pekerjaan orang lain	Saya tidak suka ditunjuk menjadi pemimpin dalam sebuah kelompok

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
	Need for Power	Keinginan untuk memiliki kekuasaan/menjadi pemimpin dalam sebuah tim. Keinginan untuk memiliki kekuasaan/menjadi pemimpin dalam sebuah tim. (McClelland & Boyatzis, 2016)	When standing in line, I don't let others get in front of me (Ansyari & Kasmir, 2018). Saat mengantre, saya tidak membiarkan orang lain berada di depan saya	Bagi saya bekerja dengan baik adalah hal yang sangat utama
			I often take new employees under my wing and mentor them (Ansyari & Kasmir, 2018). Saya sering mengambil karyawan baru di bawah sayap saya dan membimbing mereka	Saya suka merekrut karyawan baru untuk bekerja dalam tim yang saya pimpin
			Possessions that are impressive to others are important to me (Ansyari & Kasmir, 2018). Harta milik yang mengesankan bagi orang lain penting bagi saya	Penting bagi saya untuk mendapatkan posisi yang strategis yang diidamkan banyak orang
			I am quite effective in getting others to agree with me (Ansyari & Kasmir, 2018). Saya cukup efektif dalam membuat orang lain setuju dengan saya	Mudah bagi saya untuk mempengaruhi orang lain
			I feel confident when directing the work of others (Ansyari & Kasmir, 2018). Saya merasa percaya diri saat mengarahkan pekerjaan orang lain	Saya suka memberikan arahan pekerjaan pada rekan kerja saya

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			I enjoy opportunities to influence others (Ansyari & Kasmir, 2018). Saya menikmati kesempatan untuk mempengaruhi orang lain	Saya suka mempengaruhi orang lain
			Job titles have meaning and significance (Ansyari & Kasmir, 2018). Judul pekerjaan memiliki arti dan makna	Saya rela bekerja dengan giat agar memperoleh kenaikan pangkat yang lebih tinggi
			In an argument, I can usually win others over to my side (Ansyari & Kasmir, 2018). Dalam sebuah argumen, saya biasanya dapat memenangkan orang lain untuk mendukung saya	Saya suka menjadi pemimpin dalam sebuah tim
			I enjoy the opportunity to exercise control over an organization or group (Ansyari & Kasmir, 2018). Saya menikmati kesempatan untuk mengontrol organisasi atau kelompok	Saya suka diberi tanggungjawab untuk memimpin sebuah tim kerja
			Opportunities to become widely known are important to me (Ansyari & Kasmir, 2018). Peluang untuk dikenal luas penting bagi saya	Saya melihat jabatan sebagai puncak karir sehingga perlu di perjuangkan
Organizational Commitment, (Allen & Meyer, 2004)	affective commitment	Komitmen afektif berkaitan erat dengan keterkaitan emosional pada organisasi. (Meyer et al., 2004)	1. I would be very happy to spend the rest of my career with this organization (Allen & Meyer 2004). 1. Saya akan sangat senang menghabiskan sisa karir saya dengan organisasi ini	Saya suka menjalani pekerjaan saya hingga pensiun

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			2. I enjoy discussing my organization with people outside it (Allen & Meyer 2004). 2. Saya senang mendiskusikan organisasi saya dengan orang-orang di luarnya	Saya suka menceritakan kondisi kantor saya dengan orang lain
			3. I really feel as if this organization's problems are my own (Allen & Meyer 2004). 3. Saya merasa seolah-olah masalah organisasi ini adalah masalah saya sendiri	Saya memiliki ikatan batin emosional dengan kantor tempat saya bekerja
			4. I think that I could easily become as attached to another organization as I am to this one (R) (Allen & Meyer 2004). 4. Saya pikir saya bisa dengan mudah menjadi terikat pada organisasi lain seperti saya pada organisasi ini (kanan)	Saya dapat dengan mudah melupakan ikatan emosional dengan kantor lama saya untuk lebih menyukai kantor baru saya (-)
			5. I do not feel like part of the family at my organization (R) (Allen & Meyer 2004). 5. Saya tidak merasa seperti bagian dari keluarga di organisasi saya (kanan)	Saya merasa bukan bagian dari keluarga di kantor tempat saya bekerja (-)
			6. I do not feel emotionally attached to this organization (R) (Allen & Meyer 2004). 6. Saya tidak merasa terikat secara emosional dengan organisasi ini (kanan)	Saya tidak memiliki ikatan emosional dengan kantor saya (-)
			7. This organization has a great deal of personal meaning for me (Allen & Meyer 2004). 7. Organisasi ini memiliki banyak arti pribadi bagi saya	Kantor ini memiliki banyak arti bagi saya

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			8. I do not feel a strong sense of belonging to my organization (R) (Allen & Meyer 2004). 8. Saya tidak merasa memiliki organisasi yang kuat (R)	Saya tidak merasa ikut memiliki kantor tempat saya bekerja (-)
	Continuance Commitment	Komitmen kontinuitas terjadi bila seseorang karyawan tetap bekerja di suatu perusahaan karena khawatir akan mengalami kerugian jika dirinya keluar. (Meyer et al., 2004)	1. I am not a afraid of what might happen if I quit my job with out having another one lined up (R) (Allen & Meyer 2004). 1. Saya tidak takut dengan apa yang mungkin terjadi jika saya keluar dari pekerjaan tanpa harus mengantre (kanan)	Saya tidak takut jika suatu saat saya keluar dari pekerjaan saya (-)
			2. It would be very hard for me to leave my organization right now, even if I wanted to (Allen & Meyer 2004). 2. Akan sangat sulit bagi saya untuk meninggalkan organisasi saya sekarang, bahkan jika saya menginginkannya	Akan sangat sulit bagi saya untuk meninggalkan kantor saya
			3. Too much in my life would be distrupred if I decided I wanted to leave my organization now (Allen & Meyer 2004). 3. Terlalu banyak dalam hidup saya yang akan terganggu jika saya memutuskan untuk meninggalkan organisasi saya sekarang	Terlalu banyak resiko yang saya hadapi jika saya keluar dari pekerjaan saya saat ini
			4. It wouldn't bee too cosrly for me to leave my organization now (R) (Allen & Meyer 2004). 4. Tidaklah terlalu mahal bagi saya untuk meninggalkan organisasi saya sekarang (kanan)	Mudah bagi saya jika harus keluar dari pekerjaan saya saat ini juga (-)

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			5. Right now, staying with my organization to consider leaving this organization (Allen & Meyer 2004). 5. Saat ini, tetapkanlah bersama organisasi saya untuk mempertimbangkan meninggalkan organisasi ini	Saya akan berpikir panjang jika harus meninggalkan pekerjaan saya saat ini
			6. I feel that I have too few options to consider leaving this organization (Allen & Meyer 2004). 6. Saya merasa bahwa saya memiliki terlalu sedikit pilihan untuk mempertimbangkan keluar dari organisasi ini	Saya tidak memiliki pilihan pekerjaan lain jika saya harus keluar dari pekerjaan saya saat ini
			7. One of the few serious consequences of leaving this organization would be the scarcity of available alternatives (Allen & Meyer 2004). 7. Salah satu dari sedikit konsekuensi serius dari meninggalkan organisasi ini adalah kelangkaan alternatif yang tersedia	Jika saya meninggalkan kantor tempat bekerja saya saat ini, akan terlalu banyak konsekuensinya
			6. One of the major reasons I continue to work for this organization is that leaving would require considerable personal sacrifice another organization may not match the overall benefits I have here (Allen & Meyer 2004). 6. Salah satu alasan utama saya terus bekerja untuk organisasi ini adalah bahwa keluarnya akan membutuhkan pengorbanan pribadi	Salah satu alasan saya tetap bertahan pada pekerjaan saya adalah karena kantor lain tidak akan memberikankesejahteraan yang lebih baik dari kantor saya

			yang cukup besar. Organisasi lain mungkin tidak memberikan manfaat keseluruhan yang saya miliki di sini	
	Normative Commitment	kewajiban moral yang dimiliki karyawan untuk tetap bekerja diperusahaan tersebut. (Meyer et al., 2004)	1. I think that people this days move from company to company too often (Allen & Meyer 2004). 1. Saya pikir orang-orang sekarang ini terlalu sering berpindah dari satu perusahaan ke perusahaan lain	Saya pikir saat ini orang banyak yang berpindah-pindah dari satu kantor/pekerjaan ke kantor pekerjaan lain
			2. I do not believe that a person must be a loyal to his or her organization (R) (Allen & Meyer 2004). 2. Saya tidak percaya bahwa seseorang harus setia pada organisasinya (R)	Saya rasa sebagai seorang karyawan kita tidak harus setia pada kantor (-)
			3. Jumping for organization to organization does not seem at all unetgical to me (R) (Allen & Meyer 2004). 3. Melompat dari organisasi ke organisasi sama sekali tidak menarik bagi saya (R)	Saya tidak suka berpindah pindah kantor/pekerjaan (-)
			4. One of the major reasons I continue to work for this organization is that I believe that loyalty is important and therefore feel a sense of moral obligation to remain (Allen & Meyer 2004). 4. Salah satu alasan utama saya terus bekerja untuk organisasi ini adalah karena saya percaya bahwa loyalitas itu penting dan oleh karena itu saya merasakan kewajiban moral untuk tetap	Saya tidak akan meninggalkan kantor saya sekarang karena saya memiliki tanggung jawab pada kantor saya

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			5. if I got another offer for a better job elsewhere I would not feel it was right to leave my organization (Allen & Meyer 2004). 5. Jika saya mendapat tawaran lain untuk pekerjaan yang lebih baik di tempat lain, saya tidak akan merasa benar untuk meninggalkan organisasi saya	Saya tidak akan meninggalkan pekerjaan saya meskipun ada tawaran pekerjaan yang lebih baik
			6. I was taught to beilive in the value of remaining loyal to one organization (Allen & Meyer 2004). 6. Saya diajar untuk bersikap cerdas dalam nilai tetap setia pada satu organisasi	Saya akan setia pada kantor tempat saya bekerja
			7. Things were better in the days when people stayed with one organization for most of their careers (Allen & Meyer 2004). 7. Segala sesuatunya lebih baik pada hari-hari ketika orang-orang tinggal dengan satu organisasi selama sebagian besar karir mereka	Sesuatu akan menjadi baik jika semua orang bekerja dalam satu kantor demi karir mereka
			8.I do not think that wanting to be a company man or company woman is sensible anymore (R) (Allen & Meyer 2004). 8. Saya tidak berpikir bahwa ingin menjadi seorang pria atau wanita perusahaan adalah hal yang bijaksana lagi (R)	Saya merasa tidak ada perbedaan perlakuan antara karyawan wanita ataupun pria di kantor saya bekerja

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
Job Satisfaction (Lee et al., 2017)	Salary and welfare	Rasa puas akan kesejahteraan dan pendapatan yang diterima. (Lee et al., 2017)	A1 I feel satisfied about the welfare of the company in the same industry. (Lee at. all, 2017). A1 Saya merasa puas tentang kesejahteraan perusahaan di industri yang sama.	Saya merasa puas dengan kesejahteraan yang diberikan kantor kepada saya saat ini.
			A13 I feel my work has been duly rewarded. (Lee at. all, 2017). A13 Saya merasa pekerjaan saya telah dihargai dengan semestinya.	Saya merasa pekerjaan saya sudah dihargai dengan baik.
			A24 The moment I think about the salary the organization pays me, I feel I am not adequately valued. (R) (Lee at. all, 2017). A24 Saat saya memikirkan tentang gaji yang dibayarkan organisasi kepada saya, saya merasa saya tidak dihargai secara memadai. (R)	Saat saya memikirkan gaji yang sudah diberikan kantor, saya merasa tidak sesuai dengan harapan saya. (-)
			A26 Welfare and benefits in our unit are fair. (Lee at. all, 2017). A26 Kesejahteraan dan keuntungan di unit kita adil.	Kesejahteraan yang ada di kantor saya dapat dilakukan secara adil
			A29 The salary system of the company can stimulate me to work hard. (Lee at. all, 2017). A29 Sistem penggajian perusahaan dapat mendorong saya untuk bekerja keras.	Sistem gaji kantor dapat memotivasi saya untuk bekerja keras.
			A32 I feel satisfied about my opportunity for a pay rise. (Lee at. all, 2017). A32 Saya merasa puas dengan kesempatan saya untuk menaikkan gaji.	Saya merasa puas dengan kesempatan yang ada untuk mendapatkan pendapatan lebih

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
	Work itself	Kepuasan akan pekerjaan yang dimiliki saat ini (Lee et al., 2017)	A3 I feel fulfilled and proud of the work I am engaged in. (Lee at. all, 2017). A3 Saya merasa puas dan bangga dengan pekerjaan yang saya lakukan.	Saya merasa puas dengan pekerjaan yang saya lakukan saat ini.
			A9 I sometimes feel that my work is meaningless. (R) (Lee at. all, 2017). A9 Terkadang saya merasa pekerjaan saya tidak berarti. (R)	Saya merasa bahwa pekerjaan yang saya lakukan sia-sia.
			A14 I can derive pleasure from my job. (Lee at. all, 2017). A14 Saya bisa menikmati pekerjaan saya.	Saya merasa mendapatkan kesenangan dengan pekerjaan saya saat ini.
			A23 My job can make me happy. (Lee at. all, 2017). A23 Pekerjaan saya bisa membuat saya bahagia.	Saya bahagia dengan pekerjaan saat ini.
			A33 My work supplies me with a stable job. (Lee at. all, 2017). A33 Pekerjaan saya memberi saya pekerjaan yang stabil.	Saya menyukai pekerjaan yang saya lakukan saat ini.
			A35 I like my current job very much. (Lee at. all, 2017). A35 Saya sangat menyukai pekerjaan saya saat ini.	Pekerjaan saya memberikan penghasilan yang stabil untuk kehidupan saya.
	Leader behavior	Adanya keluasan dalam memiliki sosok panutan pemimpin idaman (Lee et al., 2017)	A4 My superior is very capable. (Lee at. all, 2017). A4 Atasan saya sangat mumpuni.	Atasan saya pandai dalam melakukan pekerjaannya.
			A5 My superior has no interest in his subordinates. (R) (Lee at. all, 2017). A5 Atasan saya tidak tertarik pada bawahannya. (R)	Atasan saya tidak memahami sikap bawahannya (-)

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			A11 I like my superior. (Lee at. all, 2017). A11 Saya suka atasan saya.	Saya menyukai atasan saya karena dapat membantu saya untuk menyelesaikan pekerjaannya.
			A15 My superior is fair to subordinates. (Lee at. all, 2017). A15 Atasan saya adil terhadap bawahan.	Atasan saya bersikap adil terhadap semua bawahannya
			A21 My superior is seldom considerate to subordinates. (R) (Lee at. all, 2017). A21 Atasan saya jarang memperhatikan bawahan. (R)	Atasan saya jarang memperhatikan bawahannya, apabila sudah melakukan pekerjaan dengan baik. (-)
			A22 My superior seldom makes wrong decisions. (Lee at. all, 2017). A22 Atasan saya jarang membuat keputusan yang salah.	Atasan saya selalu benar dalam mengambil keputusan terhadap pekerjaannya.
	Personal growth	Kesempatan pada masa depan pekerjaan dan peningkatan pengetahuan (Lee et al., 2017)	A6 As long as I do a good job, I will have promotion prospects. (Lee at. all, 2017). A6 Selama saya melakukan pekerjaan dengan baik, saya akan memiliki prospek promosi.	Selama saya melakukan pekerjaan dengan baik, saya memiliki peluang untuk dipromosikan jabatannya.
			A10 I can improve ability during the training process of the company. (Lee at. all, 2017). A10 Saya dapat meningkatkan kemampuan selama proses pelatihan di perusahaan.	Kemampuan bekerja saya semakin meningkat ketika kantor selalu memberikan pelatihan
			A16 I feel satisfied with my promotion opportunity. (Lee at. all, 2017). A16 Saya merasa puas dengan peluang promosi saya.	Saya merasa puas dengan peluang promosi kerja saya.

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			A17 I can constantly get new knowledge and experience from my work. (Lee at. all, 2017). A17 Saya selalu bisa mendapatkan pengetahuan dan pengalaman baru dari pekerjaan saya.	Saya selalu mendapatkan pengetahuan dari pekerjaan yang saya lakukan.
			A34 I am willing to accept difficult work and challenges. (Lee at. all, 2017). A34 Saya bersedia menerima pekerjaan dan tantangan yang sulit.	Saya bersedia menerima pekerjaan yang sulit.
	Interpersonal relationships	Memiliki hubungan antar rekan kerja dengan baik (Lee et al., 2017)	A7 I feel very happy working with my colleagues. (Lee at. all, 2017). A7 Saya merasa sangat senang bekerja dengan kolega saya.	Saya merasa senang dapat bekerja dengan rekan-rekan saya.
			A12 There is a lot of responsibility shirking and bickering in the workplace. (R) (Lee at. all, 2017). J12 Ada banyak tanggung jawab yang melalaikan dan bertengkar di tempat kerja. (R)	Saya memiliki tanggung jawab yang besar dalam mengatasi permasalahan di tempat kerja.
			A18 I am satisfied with the way in which colleagues deal with each other in the company. (Lee at. all, 2017). A18 Saya puas dengan cara kolega berurusan dengan satu sama lain di perusahaan.	Saya merasa puas dengan cara rekan kerja yang saling berhubungan dengan baik di perusahaan.
			A20 When pressures and difficulties arise in my work, my colleagues can offer me help and support. (Lee at. all, 2017). A20 Ketika tekanan dan kesulitan muncul dalam pekerjaan saya, kolega saya dapat menawarkan saya bantuan dan dukungan.	Ketika kesulitan muncul dalam pekerjaan saya, rekan kerja saya selalu memberi dukungan.

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			A27 Due to the limited capacity of my colleagues, I have to make more efforts in my work (R). (Lee at. all, 2017). A27 Karena keterbatasan kapasitas kolega saya, saya harus lebih berupaya dalam pekerjaan saya (R).	Karena kapasitas karyawan yang terbatas di kantor, saya harus bekerja keras dalam pekerjaan saya. (-)
			A30 My role in the team can be recognized and have a positive influence. (Lee at. all, 2017). A30 Peran saya dalam tim dapat dikenali dan memiliki pengaruh positif.	Peran yang saya lakukan kepada tim memiliki pengaruh yang positif terhadap rekan kerja saya.
	Job competence	Kompetensi yang dimiliki seseorang berpengaruh pada ketahanan dalam tekanan pekerjaan (Lee et al., 2017)	A8 While doing my job well, I have a lot of time to communicate with my relatives and friends. (Lee at. all, 2017). A8 Saat melakukan pekerjaan dengan baik, saya memiliki banyak waktu untuk berkomunikasi dengan kerabat dan teman.	Saat melakukan pekerjaan dengan baik, saya meluangkan waktu untuk berkomunikasi dengan teman kerja saya.
			A19 My work pressure makes me have no time to do what I want. (Lee at. all, 2017). A19 Tekanan pekerjaan membuat saya tidak punya waktu untuk melakukan apa yang saya inginkan.	Akibat tekanan pekerjaan, membuat saya tidak dapat melakukan apa yang saya inginkan.
			A25 The operation procedure of the company has made me very exhausted (Lee at. all, 2017). A25 Prosedur operasi perusahaan telah membuat saya sangat lelah	Prosedur kinerja di kantor saya, membuat saya lelah dalam bekerja.

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			A28 My workload constantly surpasses my endurance (R). (Lee at. all, 2017). A28 Beban kerja saya terus-menerus melebihi daya tahan saya (R).	Beban kerja yang saya lakukan sudah melewati kemampuan kerja saya. (-)
			A31 The rules and regulations in our work unit make it difficult for one to do a good job (R) (Lee at. all, 2017). A31 Aturan dan regulasi di unit kerja kita mempersulit seseorang untuk melakukan pekerjaan dengan baik (R)	Peraturan kerja di kantor saya menyulitkan seseorang untuk melakukan pekerjaan dengan baik. (-)
Employee Performance (Pradhan & Jena, 2017)	Task Performance	Seorang karyawan yang memiliki dan mempertahankan standar kerja yang tinggi (Pradhan & Jena, 2017)	TP9: I use to maintain high standard of work. (Pradhan & Jena, 2017). TP9: Saya gunakan untuk mempertahankan standar kerja yang tinggi.	Saya mampu menyelesaikan pekerjaan yang lebih baik dari standar yang ditetapkan
			TP14: I am capable of handling my assignments without much supervision. (Pradhan & Jena, 2017). TP14: Saya mampu menangani tugas saya tanpa banyak pengawasan.	Saya dapat menyelesaikan setiap pekerjaan dengan teliti tanpa pengawasan
			TP11: I am very passionate about my work. (Pradhan & Jena, 2017). TP11: Saya sangat bersemangat dengan pekerjaan saya.	Saya sangat bersemangat dalam bekerja
			TP10: I know I can handle multiple assignments for achieving organizational goals. (Pradhan & Jena, 2017). TP10: Saya tahu saya dapat menangani banyak tugas untuk mencapai tujuan organisasi.	Rencana pekerjaan yang saya buat selalu sesuai dengan tujuan organisasi.

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			TP8: I use to complete my assignments on time. (Pradhan & Jena, 2017). TP8: Saya gunakan untuk menyelesaikan tugas tepat waktu.	Saya mampu menyelesaikan pekerjaan yang menjadi tanggung jawab saya sesuai dengan waktu yang ditentukan.
			TP12: My colleagues believe I am a high performer in my organization (Pradhan & Jena, 2017). TP12: Rekan-rekan saya yakin bahwa saya berkinerja tinggi di organisasi saya	Rekan kerja saya merespon baik atas kinerja saya dalam menangani kasus dengan cepat.
	Adaptive Performance	Memperbarui pengetahuan yang dapat beradaptasi dengan perubahan pekerjaan. (Pradhan & Jena, 2017).	AP11: I use to perform well to mobilize collective intelligence for effective team work. (Pradhan & Jena, 2017). AP11: Saya dulu bekerja dengan baik untuk memobilisasi kecerdasan kolektif untuk kerja tim yang efektif.	Gagasan yang saya berikan selalu berdampak positif bagi tim saya
			AP3: I could manage change in my job very well whenever the situation demands. (Pradhan & Jena, 2017). AP3: Saya dapat mengelola perubahan dalam pekerjaan saya dengan sangat baik kapan pun situasinya menuntut.	Saya cekatan dalam menghadapi perubahan organisasi
			AP9: I can handle effectively my work team in the face of change. (Pradhan & Jena, 2017). AP9: Saya dapat menangani tim kerja saya secara efektif dalam menghadapi perubahan.	Saya mampu memimpin tim saya untuk dapat beradaptasi dalam mengatasi perubahan

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			AP6: I always believe that mutual understanding can lead to a viable solution in organization. (Pradhan & Jena, 2017). AP6: Saya selalu percaya bahwa saling pengertian dapat menghasilkan solusi yang layak dalam organisasi.	Saling pengertian dalam tim adalah hal penting bagi saya
			AP8: I use to lose my temper when faced with criticism from my team members. (R) (Pradhan & Jena, 2017). AP8: Saya sering kehilangan kesabaran ketika menghadapi kritik dari anggota tim saya. (R)	Saya tidak suka dikritik oleh tim kerja saya (-)
			AP2: I am very comfortable with job flexibility (Pradhan & Jena, 2017). AP2: Saya sangat nyaman dengan fleksibilitas pekerjaan	Saya merasa nyaman dengan fleksibilitas pekerjaan saya
			AP12: I use to cope well with organizational changes from time to time. (Pradhan & Jena, 2017). AP12: Saya biasa mengatasi perubahan organisasi dari waktu ke waktu.	Saya mudah beradaptasi dengan perubahan organisasi
	Contextual Performance	Memberikan arahan pada rekan kerja baru di luar bidang pekerjaan yang dilakukannya (Pradhan & Jena, 2017)	CP5: I used to extend help to my co-workers when asked or needed (Pradhan & Jena, 2017). CP5: Saya biasa memberikan bantuan kepada rekan kerja saya ketika diminta atau dibutuhkan	Saya terbiasa memberikan bantuan terhadap rekan kerja saya, saat dibutuhkan
			CP1: I love to handle extra responsibilities (Pradhan & Jena, 2017). CP1: Saya senang menangani tanggung jawab ekstra	Saya suka mendapatkan tanggungjawab yang besar

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			CP8: I extend my sympathy and empathy to my co-workers when they are in trouble (Pradhan & Jena, 2017). CP8: Saya menyampaikan simpati dan empati saya kepada rekan kerja ketika mereka dalam masalah	Saya turut bersimpati ketika rekan kerja saya tertimpa musibah
			CP4: I actively participate in group discussions and work meetings (Pradhan & Jena, 2017). CP4: Saya berpartisipasi aktif dalam diskusi kelompok dan rapat kerja	Saya aktif berpartisipasi dalam berdiskusi
			CP7: I use to praise my co-workers for their good work (Pradhan & Jena, 2017). CP7: Saya dulu memuji rekan kerja saya atas kerja bagus mereka	Saya akan memuji hasil kerja rekan saya atas prestasi kerjanya
			CP2: I derive lot of satisfaction nurturing others in organization (Pradhan & Jena, 2017). CP2: Saya memperoleh banyak kepuasan dalam membina orang lain dalam organisasi	Saya merasa puas jika berhasil membina rekan kerja saya
			CP3: I use to share knowledge and ideas among my team members (Pradhan & Jena, 2017). CP3: Saya biasa berbagi pengetahuan dan ide di antara anggota tim saya	Saya suka berbagi ilmu pengetahuan kepada rekan kerja saya
			CP6: I use to maintain good coordination among fellow workers (Pradhan & Jena, 2017). CP6: Saya dulu menjaga koordinasi yang baik antar sesama pekerja	Saya selalu menjaga hubungan dengan rekan kerja saya

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			CP10: I use to guide new colleagues beyond my job purview (Pradhan & Jena, 2017). CP10: Saya biasa membimbing kolega baru di luar bidang pekerjaan saya	Saya terbiasa memberikan pengarahan pada orang lain diluar tupoksi saya
			CP11: I communicate effectively with my colleagues for problem solving and decision making. (Pradhan & Jena, 2017). CP11: Saya berkomunikasi secara efektif dengan kolega saya untuk pemecahan masalah dan pengambilan keputusan.	Untuk menyelesaikan suatu masalah saya selalu melakukan diskusi dengan tim
Psychological Capital (Nafei, 2015)	self-efficacy	Kemampuan untuk memobilisasi motivasi, kognitifKemampuan untuk memobilisasi motivasi, kognitif sumber daya, dan tindakan yang diperlukan untuk berhasil melaksanakan tugas tertentu dalam konteks tertentu.(Stajkovic & Luthans, 1998)	1. I feel confident analyzing a long-term problem to find a solution. (Luthans, 2015). 1. Saya merasa percaya diri menganalisis masalah jangka panjang untuk menemukan solusi.	1. Saya percaya diri dalam menganalisa masalah yang akan datang untuk menemukan solusinya
			2. I feel confident in representing my performance in meetings with instructors/faculty. (Luthans, 2015). 2. Saya merasa percaya diri dalam mewakili kinerja saya dalam pertemuan dengan instruktur / fakultas.	2. Saya percaya diri dalam mewakili rapat antar bidang di instansi saya

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			3. I feel confident contributing to discussions during class instruction. (Luthans, 2015). 3. Saya merasa percaya diri berkontribusi pada diskusi selama pengajaran kelas.	3. Saya percaya diri untuk berkontribusi dalam rapat diskusi
			4. I feel confident helping to set targets/goals for myself. (Luthans, 2015). 4. Saya merasa percaya diri membantu menetapkan target / tujuan untuk diri saya sendiri.	4. Saya percaya diri dalam menetapkan target untuk pekerjaan saya
			5. I feel confident contacting people outside the class (e.g., other instructors (Luthans, 2015). 5. Saya merasa percaya diri menghubungi orang di luar kelas (misalnya, instruktur lain	5. Saya percaya diri untuk menjadi penghubung antar unit kerja
			6. I feel confident presenting information to a group of colleagues. (Luthans, 2015). 6. Saya merasa percaya diri menyajikan informasi kepada sekelompok kolega.	6. Saya percaya diri dapat mempresentasikan program kerja pada stakeholder/kolega saya
	hope	Keyakinan untuk menentukan tujuan yang penting (Çetin, 2011)	7. If I should find myself in a jam, I could think of many ways to get out of it. (Luthans, 2015). 7. Jika saya menemukan diri saya dalam kemacetan, saya bisa memikirkan banyak cara untuk keluar dari situ.	7. Saya mampu menyelesaikan masalah yang rumit

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			8. At the present time, I am energetically pursuing my training goals. (Luthans, 2015). 8. Saat ini, saya dengan penuh semangat mengejar tujuan pelatihan saya.	8. saya sangat bersemangat dalam bekerja
			9. There are lots of ways around any problem. (Luthans, 2015). 9. Ada banyak cara untuk mengatasi masalah apa pun.	9. Menurut saya semua masalah ada solusinya
			10. Right now I see myself as being pretty successful in training. (Luthans, 2015). 10. Saat ini saya melihat diri saya cukup berhasil dalam pelatihan.	10. Saya merasa cukup berhasil dalam pekerjaan
			11. I can think of many ways to reach my current aviation training goals. (Luthans, 2015). 11. Saya dapat memikirkan banyak cara untuk mencapai tujuan pelatihan penerbangan saya saat ini.	11. Saya memiliki banyak kreatifitas dalam bekerja
			12. At this time, I am meeting the goals that I have set for myself. (Luthans, 2015). 12. Saat ini, saya memenuhi tujuan yang telah saya tetapkan untuk diri saya sendiri.	12. Saya memiliki tujuan hidup yang telah saya tetapkan
	resilience	Kemampuan untuk menyelesaikan dan menghadapi keadaan ketika menghadapi situasi yang kurang baik (Luthans, 2002)	13. When I have a setback in class/in the flight simulator/flying, I have trouble recovering from it, moving on.(R) (Luthans, 2015). 13. Ketika saya mengalami kemunduran di kelas / dalam simulator penerbangan / terbang, saya kesulitan memulihkan diri, melanjutkan.	13. Sulit bagi saya untuk bangkit dari kegagalan (-)

Variabel	Dimensi	Definisi Operasional	Indikator	Butir Pertanyaan Kuesioner
			14. I usually manage difficulties one way or another during training. (Luthans, 2015). 14. Saya biasanya mengatasi kesulitan dengan satu atau lain cara selama pelatihan.	14. Saya membutuhkan beberapa cara untuk mencari solusi dalam mengatasi kesulitan (-)
			15. If I have to, I can be "on my own," so to speak, when flying. (R) (Luthans, 2015). 15. Jika harus, saya bisa "sendirian", bisa dikatakan, saat terbang.	15. Saya suka dengan bekerja sendiri (-)
			16. I usually take stressful flight situations in stride. (Luthans, 2015). 16. Saya biasanya menghadapi situasi penerbangan yang penuh tekanan dengan tenang.	16. Saya terbiasa menghadapi tekanan pekerjaan dengan tenang
			17. I can get through difficult times in training because I've experienced difficulty before. (Luthans, 2015). 17. Saya bisa melewati masa-masa sulit dalam pelatihan karena saya pernah mengalami kesulitan sebelumnya.	17. Saya sudah teruji dalam menghadapi kesulitan
			18. I feel I can handle many things at a time during flight situations. (Luthans, 2015). 18. Saya merasa saya bisa menangani banyak hal pada satu waktu selama situasi penerbangan.	18. Saya terbiasa menangani banyak pekerjaan
	optimism	Ekspetasi positif tentang masa depan (Luthans et al., 2010)	19. When things are uncertain for me in class/in flight simulator/in the air, I usually expect the best. (Luthans, 2015). 19.	19. Dalam menghadapi situasi yang tidak pasti, saya tetap optimis mendapatkan yang terbaik

			Ketika hal-hal tidak pasti bagi saya di kelas / dalam simulator penerbangan / di udara, saya biasanya mengharapkan yang terbaik.	
			20. If something can go wrong for me training-wise, it will. (Luthans, 2015). 20. Jika ada yang tidak beres bagi saya dari segi pelatihan, itu akan terjadi.	20. Saya memiliki kemampuan dalam memprediksi suatu keberhasilan maupun kegagalan dalam pekerjaan
			21. I always look on the bright side of things regarding my training process. (Luthans, 2015). 21. Saya selalu melihat sisi baiknya tentang proses pelatihan saya.	21. Saya selalu berfikir positif dengan pekerjaan saya
			22. I'm optimistic about what will happen to me in the future as it pertains to flying. (Luthans, 2015). 22. Saya optimis tentang apa yang akan terjadi pada saya di masa depan terkait dengan penerbangan.	22. Saya optimis dengan pekerjaan saya
			23. As a trainee, things never work out the way I want them to. (R) (Luthans, 2015). 23. Sebagai trainee, banyak hal tidak pernah berjalan seperti yang saya inginkan.	23. Sebagai seorang karyawan, saya merasa banyak hal yang tidak sesuai dengan harapan (-)
			24. I approach pilot training as if "every cloud has a silver lining." (Luthans, 2015). 24. Saya mendekati pelatihan pilot seolah-olah "setiap awan memiliki lapisan perak."	24. Saya merasa optimis dengan jenjang karir pada pekerjaan saya.

A. Tabel Kisi-Kisi Instrumen Penelitian (Kuisisioner Penelitian)

Variabel Penelitian	Dimensi	No Item
Work Motivation (Kasmir et al., 2018)	Need for Achievement	1,2,3,4,5,6,7,8,9,10
	Need for Affiliation	11,12,13,14,15,16,17,18,19,20
	Need for Power	21,21,22,23,24,25,26,27,28,29,30
Organizational Commitment, (Allen & Meyer, 2004)	Affective commitment	31,32,33,34,35,36,37,38
	Continuance Commitment	39,40,41,42,43,44,45,46
	Normative Commitment	47,48,49,50,51,52,53,54
Job Satisfaction (Lee et al., 2017)	Salary and welfare	55,56,57,58,59,60
	Work itself	61,62,63,64,65,66
	Leader behavior	67,68,69,70,71,72
	Personal growth	73,74,75,76,77,78
	Interpersonal relationships	79,79,80,81,82,83
	Job competence	84,85,86,87,88
Employee Performance (Pradhan & Jena, 2017)	Task Performance	89,90,91,92,93,94
	Adaptive Performance	95,96,97,98,99,100,101
	Contextual Performance	102,103,103,104,105,106,107,108,109,110,111
Psychological Capital (Nafei, 2015)	Self-efficacy	112,113,114,115,116,117
	Hope	118,119,120,121,122,123
	Resilience	124,125,126,127,128,129
	Optimism	131,132,133,134,135

Teknik pembuatan skala dalam penelitian ini termasuk dalam skala *Likert* yaitu berhubungan dengan pernyataan tentang sikap seseorang terhadap sesuatu yang terdiri dari 4 tingkatan : 1. Skor 4 untuk jawaban Sangat Setuju (SS). 2. Skor 3 untuk jawaban Setuju (S). 3. Skor 2 untuk jawaban Tidak Setuju (TS). 4. Skor 1 untuk jawaban Sangat Tidak Setuju (STS) (Brenneman, 2005).

B. Penjabaran Instrumen Kuisioner

Work Motivation (Ansyari & Kasmir, 2018).				
No	Dimension	Original	Translate	Context
1	Need for Achievement	I often set goals that are very difficult to reach	Saya sering menetapkan tujuan yang sangat sulit dicapai	Saya memiliki target pekerjaan yang luar biasa
2		I feel any job done should be done thoroughly if you do it at all	Saya merasa pekerjaan apa pun yang diselesaikan harus dilakukan dengan seksama jika Anda melakukannya sama sekali	Saya selalu mengerjakan seluruh pekerjaan yang menjadi tanggungjawab saya.
3		Even when I am feeling ill, I will continue working if it is important	Bahkan ketika saya merasa sakit, saya akan terus bekerja jika itu penting	Saya akan tetap berusaha menyelesaikan tugas saya dirumah, meskipun saya dalam keadaan kurang sehat sebagai bentuk rasa tanggungjawab saya.
4		I enjoy challenging work	Saya menikmati pekerjaan yang menantang	Saya akan berusaha meningkatkan prestasi kerja saya
5		I continuously look for ways of doing things better and faster	Saya terus mencari cara untuk melakukan sesuatu dengan lebih baik dan lebih cepat	Saya selalu ingin meningkatkan prestasi kerja menjadi yang terbaik
6		I am somewhat of a perfectionist and like to have things done just right	Saya agak perfeksionis dan suka melakukan sesuatu dengan benar	Saya suka berkompetensi dengan rekan kerja saya
7		It is important to me to seek feedback on how well I am performing	Penting bagi saya untuk mencari umpan balik tentang seberapa baik kinerja saya	Saya menyukai pekerjaan yang menantang
8		I would work just as hard whether or not I had to earn a living	Saya akan bekerja sama kerasnya apakah saya harus mencari nafkah atau tidak	Saya suka melakukan pekerjaan dengan sempurna
9		I will not be satisfied until I am the best in my field of work	Saya tidak akan puas sampai saya menjadi yang terbaik di bidang pekerjaan saya	Saya akan tetap bekerja dengan baik (tanpa pamrih) meskipun beberapa rekan yang lain bermalas-malasan
10		I enjoy competing with others	Saya menikmati berkompetisi dengan orang lain	Saya suka menerima kritik atas penampilan saya

No	Dimension	Original	Translate	Context
11	Need for Affiliation	People like to tell me their problems because they know I will help them	Orang-orang suka menceritakan masalah mereka kepada saya karena mereka tahu saya akan membantu mereka	Saya terbiasa menjadi tempat curhat bagi teman saya
12		I feel uneasy when I have to tell others what to do	Saya merasa tidak nyaman ketika saya harus memberi tahu orang lain apa yang harus dilakukan	Saya tidak nyaman ketika harus meminta bantuan orang lain
13		I spend a lot of time visiting with friends and family	Saya menghabiskan banyak waktu untuk mengunjungi teman dan keluarga	Saya suka berkunjung untuk mempererat jalinan silaturahmi dengan keluarga serta teman-teman saya
14		I choose hobbies that I can share with other people	Saya memilih hobi yang bisa saya bagi dengan orang lain	Saya memiliki kegemaran yang sama dengan teman saya
15		I am uncomfortable in situations that involve conflict with others	Saya merasa tidak nyaman dalam situasi yang melibatkan konflik dengan orang lain	Saya menghindari konflik dengan rekan kerja saya
16		I prefer to eat lunch on a regular basis with a group of people, rather than by myself	Saya lebih suka makan siang secara teratur dengan sekelompok orang, daripada sendirian	Saya menyukai makan bersama teman-teman saya
17		I am uncomfortable complaining if I receive bad service in a restaurant	Saya tidak nyaman mengeluh jika saya menerima pelayanan yang buruk di restoran	Saya tidak suka mengeluh
18		I seldom try to draw attention to myself	Saya jarang mencoba menarik perhatian pada diri saya sendiri	Saya tidak suka menonjol dibanding orang lain
19		Being well liked by others is very important to me	Menjadi disukai oleh orang lain sangat penting bagi saya	Saya suka jika orang lain akrab dengan saya
20		I don't like to have the responsibility for directing the work of others	Saya tidak suka memiliki tanggung jawab untuk mengarahkan pekerjaan orang lain	Saya tidak suka ditunjuk menjadi pemimpin dalam sebuah kelompok

No	Dimension	Original	Translate	Context
21	Need for Power	When standing in line, I don't let others get in front of me	Saat mengantre, saya tidak membiarkan orang lain berada di depan saya	Bagi saya bekerja dengan baik adalah hal yang sangat utama
22		I often take new employees under my wing and mentor them	Saya sering mengambil karyawan baru di bawah sayap saya dan membimbing mereka	Saya suka merekrut karyawan baru untuk bekerja dalam tim yang saya pimpin
23		Possessions that are impressive to others are important to me	Harta milik yang mengesankan bagi orang lain penting bagi saya	Penting bagi saya untuk mendapatkan posisi yang strategis yang diidamkan banyak orang
24		I am quite effective in getting others to agree with me	Saya cukup efektif dalam membuat orang lain setuju dengan saya	Mudah bagi saya untuk mempengaruhi orang lain
25		I feel confident when directing the work of others	Saya merasa percaya diri saat mengarahkan pekerjaan orang lain	Saya suka memberikan arahan pekerjaan pada rekan kerja saya
26		I enjoy opportunities to influence others	Saya menikmati kesempatan untuk mempengaruhi orang lain	Saya suka mempengaruhi orang lain
27		Job titles have meaning and significance	Judul pekerjaan memiliki arti dan makna	Saya rela bekerja dengan giat agar memperoleh kenaikan pangkat yang lebih tinggi
28		In an argument, I can usually win others over to my side	Dalam sebuah argumen, saya biasanya dapat memenangkan orang lain untuk mendukung saya	Saya suka menjadi pemimpin dalam sebuah tim
29		I enjoy the opportunity to exercise control over an organization or group	Saya menikmati kesempatan untuk mengontrol organisasi atau kelompok	Saya suka diberi tanggungjawab untuk memimpin sebuah tim kerja
30		Opportunities to become widely known are important to me	Peluang untuk dikenal luas penting bagi saya	Saya melihat jabatan sebagai puncak karir sehingga perlu di perjuangkan

Organizational Commitment, (Allen & Meyer, 2004)				
No	Dimension	Original	Translate	Context
31	affective commitment	1. I would be very happy to spend the rest of my career with this organization	1. Saya akan sangat senang menghabiskan sisa karir saya dengan organisasi ini	Saya suka menjalani pekerjaan saya hingga pensiun
32		2. I enjoy discussing my organization with people outside it	2. Saya senang mendiskusikan organisasi saya dengan orang-orang di luarnya	Saya suka menceritakan kondisi kantor saya dengan orang lain
33		3. I really feel as if this organization's problems are my own	3. Saya merasa seolah-olah masalah organisasi ini adalah masalah saya sendiri	Saya memiliki ikatan batin emosional dengan kantor tempat saya bekerja
34		4. I think that I could easily become as attached to another organization as I am to this one (R)	4. Saya pikir saya bisa dengan mudah menjadi terikat pada organisasi lain seperti saya pada organisasi ini (kanan)	Saya dapat dengan mudah melupakan ikatan emosional dengan kantor lama saya untuk lebih menyukai kantor baru saya (-)
35		5. I do not feel like part of the family at my organization (R)	5. Saya tidak merasa seperti bagian dari keluarga di organisasi saya (kanan)	Saya merasa bukan bagian dari keluarga di kantor tempat saya bekerja (-)
36		6. I do not feel emotionally attached to this organization (R)	6. Saya tidak merasa terikat secara emosional dengan organisasi ini (kanan)	Saya tidak memiliki ikatan emosional dengan kantor saya (-)
37		7. This organization has a great deal of personal meaning for me	7. Organisasi ini memiliki banyak arti pribadi bagi saya	Kantor ini memiliki banyak arti bagi saya
38		8. I do not feel a strong sense of belonging to my organization (R)	8. Saya tidak merasa memiliki organisasi yang kuat (R)	Saya tidak merasa ikut memiliki kantor tempat saya bekerja (-)
39	Continuance Commitment	1. I am not afraid of what might happen if I quit my job with out having another one lined up (R)	1. Saya tidak takut dengan apa yang mungkin terjadi jika saya keluar dari pekerjaan tanpa harus mengantre (kanan)	Saya tidak takut jika suatu saat saya keluar dari pekerjaan saya (-)
40		2. It would be very hard for me to leave my organization right now, even if I wanted to	2. Akan sangat sulit bagi saya untuk meninggalkan organisasi saya sekarang, bahkan jika saya menginginkannya	Akan sangat sulit bagi saya untuk meninggalkan kantor saya

No	Dimension	Original	Translate	Context
41		3. Too much in my life would be disrupted if I decided I wanted to leave my organization now	3. Terlalu banyak dalam hidup saya yang akan terganggu jika saya memutuskan untuk meninggalkan organisasi saya sekarang	Terlalu banyak resiko yang saya hadapi jika saya keluar dari pekerjaan saya saat ini
42		4. It wouldn't be too costly for me to leave my organization now (R)	4. Tidaklah terlalu mahal bagi saya untuk meninggalkan organisasi saya sekarang (kanan)	Mudah bagi saya jika harus keluar dari pekerjaan saya saat ini juga (-)
43		5. Right now, staying with my organization to consider leaving this organization	5. Saat ini, tetaplah bersama organisasi saya untuk mempertimbangkan meninggalkan organisasi ini	Saya akan berpikir panjang jika harus meninggalkan pekerjaan saya saat ini
44		6. I feel that I have too few options to consider leaving this organization	6. Saya merasa bahwa saya memiliki terlalu sedikit pilihan untuk mempertimbangkan keluar dari organisasi ini	Saya tidak memiliki pilihan pekerjaan lain jika saya harus keluar dari pekerjaan saya saat ini
45		7. One of the few serious consequences of leaving this organization would be the scarcity of available alternatives	7. Salah satu dari sedikit konsekuensi serius dari meninggalkan organisasi ini adalah kelangkaan alternatif yang tersedia	Jika saya meninggalkan kantor tempat bekerja saya saat ini, akan terlalu banyak konsekuensinya
46		6. One of the major reasons I continue to work for this organization is that leaving would require considerable personal sacrifice another organization may not match the overall benefits I have here	6. Salah satu alasan utama saya terus bekerja untuk organisasi ini adalah bahwa keluarnya akan membutuhkan pengorbanan pribadi yang cukup besar. Organisasi lain mungkin tidak memberikan manfaat keseluruhan yang saya miliki di sini	Salah satu alasan saya tetap bertahan pada pekerjaan saya adalah karena kantor lain tidak akan memberikan kesejahteraan yang lebih baik dari kantor saya
47	Normative Commitment	1. I think that people these days move from company to company too often	1. Saya pikir orang-orang sekarang ini terlalu sering berpindah dari satu perusahaan ke perusahaan lain	Saya pikir saat ini orang banyak yang berpindah-pindah dari satu kantor/pekerjaan ke kantor/pekerjaan lain

No	Dimension	Original	Translate	Context
48		2. I do not believe that a person must be a loyal to his or her organization (R)	2. Saya tidak percaya bahwa seseorang harus setia pada organisasinya (R)	Saya rasa sebagai seorang karyawan kita tidak harus setia pada kantor (-)
49		3. Jumping for organization to organization does not seem at all unetgical to me (R)	3. Melompat dari organisasi ke organisasi sama sekali tidak menarik bagi saya (R)	Saya tidak suka berpindah pindah kantor/pekerjaan (-)
50		4. One of the major reasons I continue to work for this organization is that I believe that loyalty is important and therefore feel a sense of moral obligation to remain	4. Salah satu alasan utama saya terus bekerja untuk organisasi ini adalah karena saya percaya bahwa loyalitas itu penting dan oleh karena itu saya merasakan kewajiban moral untuk tetap	Saya tidak akan meninggalkan kantor saya sekarang karena saya memiliki tanggung jawab pada kantor saya
51		5. if I got another offer for a better job elsewhere I would not feel it was right to leave my organization	5. Jika saya mendapat tawaran lain untuk pekerjaan yang lebih baik di tempat lain, saya tidak akan merasa benar untuk meninggalkan organisasi saya	Saya tidak akan meninggalkan pekerjaan saya meskipun ada tawaran pekerjaan yang lebih baik
52		6. I was taught to beilive in the value of remaining loyal to one organization	6. Saya diajar untuk bersikap cerdas dalam nilai tetap setia pada satu organisasi	Saya akan setia pada kantor tempat saya bekerja
53		7. Things were better in the days when people stayed with one organization for most of their careers	7. Segala sesuatunya lebih baik pada hari-hari ketika orang-orang tinggal dengan satu organisasi selama sebagian besar karir mereka	Sesuatu akan menjadi baik jika semua orang bekerja dalam satu kantor demi karir mereka
54		8. I do not think that wanting to be a company man or company woman is sensible anymore (R)	8. Saya tidak berpikir bahwa ingin menjadi seorang pria atau wanita perusahaan adalah hal yang bijaksana lagi (R)	Saya merasa tidak ada perbedaan perlakuan antara karyawan wanita ataupun pria di kantor saya bekerja

Job Satisfaction (Lee et al., 2017)				
No	Dimension	Original	Translate	Contex
55	Salary and welfare	A1 I feel satisfied about the welfare of the company in the same industry.	A1 Saya merasa puas tentang kesejahteraan perusahaan di industri yang sama.	Saya merasa puas dengan kesejahteraan yang diberikan kantor kepada saya saat ini.
56		A13 I feel my work has been duly rewarded.	A13 Saya merasa pekerjaan saya telah dihargai dengan semestinya.	Saya merasa pekerjaan saya sudah dihargai dengan baik.
57		A24 The moment I think about the salary the organization pays me, I feel I am not adequately valued. (R)	A24 Saat saya memikirkan tentang gaji yang dibayarkan organisasi kepada saya, saya merasa saya tidak dihargai secara memadai. (R)	Saat saya memikirkan gaji yang sudah diberikan kantor, saya merasa tidak sesuai dengan harapan saya. (-)
58		A26 Welfare and benefits in our unit are fair.	A26 Kesejahteraan dan keuntungan di unit kita adil.	Kesejahteraan yang ada di kantor saya dapat dilakukan secara adil
59		A29 The salary system of the company can stimulate me to work hard.	A29 Sistem penggajian perusahaan dapat mendorong saya untuk bekerja keras.	Sistem gaji kantor dapat memotivasi saya untuk bekerja keras.
60		A32 I feel satisfied about my opportunity for a pay rise.	A32 Saya merasa puas dengan kesempatan saya untuk menaikkan gaji.	Saya merasa puas dengan kesempatan yang ada untuk mendapatkan pendapatan lebih
61	Work itself	A3 I feel fulfilled and proud of the work I am engaged in.	A3 Saya merasa puas dan bangga dengan pekerjaan yang saya lakukan.	Saya merasa puas dengan pekerjaan yang saya lakukan saat ini.
62		A9 I sometimes feel that my work is meaningless. (R)	A9 Terkadang saya merasa pekerjaan saya tidak berarti. (R)	Saya merasa bahwa pekerjaan yang saya lakukan sia-sia.
63		A14 I can derive pleasure from my job.	A14 Saya bisa menikmati pekerjaan saya.	Saya merasa mendapatkan kesenangan dengan pekerjaan saya saat ini.
64		A23 My job can make me happy.	A23 Pekerjaan saya bisa membuat saya bahagia.	Saya bahagia dengan pekerjaan saat ini.
65		A33 My work supplies me with a stable job.	A33 Pekerjaan saya memberi saya pekerjaan yang stabil.	Saya menyukai pekerjaan yang saya lakukan saat ini.
66		A35 I like my current job very much.	A35 Saya sangat menyukai pekerjaan saya saat ini.	Pekerjaan saya memberikan penghasilan yang stabil untuk kehidupan saya.

No	Dimension	Original	Translate	Contex
67	Leader behavior	A4 My superior is very capable.	A4 Atasan saya sangat mumpuni.	Atasan saya pandai dalam melakukan pekerjaannya.
68		A5 My superior has no interest in his subordinates. (R)	A5 Atasan saya tidak tertarik pada bawahannya. (R)	Atasan saya tidak memahami sikap bawahannya (-)
69		A11 I like my superior.	A11 Saya suka atasan saya.	Saya menyukai atasan saya karena dapat membantu saya untuk menyelesaikan pekerjaannya.
70		A15 My superior is fair to subordinates.	A15 Atasan saya adil terhadap bawahan.	Atasan saya bersikap adil terhadap semua bawahannya
71		A21 My superior is seldom considerate to subordinates. (R)	A21 Atasan saya jarang memperhatikan bawahan. (R)	Atasan saya jarang memperhatikan bawahannya, apabila sudah melakukan pekerjaan dengan baik. (-)
72		A22 My superior seldom makes wrong decisions.	A22 Atasan saya jarang membuat keputusan yang salah.	Atasan saya selalu benar dalam mengambil keputusan terhadap pekerjaannya.
73	Personal growth	A6 As long as I do a good job, I will have promotion prospects.	A6 Selama saya melakukan pekerjaan dengan baik, saya akan memiliki prospek promosi.	Selama saya melakukan pekerjaan dengan baik, saya memiliki peluang untuk dipromosikan jabatannya.
74		A10 I can improve ability during the training process of the company.	A10 Saya dapat meningkatkan kemampuan selama proses pelatihan di perusahaan.	Kemampuan bekerja saya semakin meningkat ketika kantor selalu memberikan pelatihan
75		A16 I feel satisfied with my promotion opportunity.	A16 Saya merasa puas dengan peluang promosi saya.	Saya merasa puas dengan peluang promosi kerja saya.
76		A17 I can constantly get new knowledge and experience from my work.	A17 Saya selalu bisa mendapatkan pengetahuan dan pengalaman baru dari pekerjaan saya.	Saya selalu mendapatkan pengetahuan dari pekerjaan yang saya lakukan.
77		A34 I am willing to accept difficult work and challenges.	A34 Saya bersedia menerima pekerjaan dan tantangan yang sulit.	Saya bersedia menerima pekerjaan yang sulit.
78	Interpersonal relationships	A7 I feel very happy working with my colleagues.	A7 Saya merasa sangat senang bekerja dengan kolega saya.	Saya merasa senang dapat bekerja dengan rekan-rekan saya.

No	Dimension	Original	Translate	Contex
79		A12 There is a lot of responsibility shirking and bickering in the workplace. (R)	J12 Ada banyak tanggung jawab yang melalaikan dan bertengkar di tempat kerja. (R)	Saya memiliki tanggung jawab yang besar dalam mengatasi permasalahan di tempat kerja.
80		A18 I am satisfied with the way in which colleagues deal with each other in the company.	A18 Saya puas dengan cara kolega berurusan dengan satu sama lain di perusahaan.	Saya merasa puas dengan cara rekan kerja yang saling berhubungan dengan baik di perusahaan.
81		A20 When pressures and difficulties arise in my work, my colleagues can offer me help and support.	A20 Ketika tekanan dan kesulitan muncul dalam pekerjaan saya, kolega saya dapat menawarkan saya bantuan dan dukungan.	Ketika kesulitan muncul dalam pekerjaan saya, rekan kerja saya selalu memberi dukungan.
82		A27 Due to the limited capacity of my colleagues, I have to make more efforts in my work (R).	A27 Karena keterbatasan kapasitas kolega saya, saya harus lebih berupaya dalam pekerjaan saya (R).	Karena kapasitas karyawan yang terbatas di kantor, saya harus bekerja keras dalam pekerjaan saya. (-)
83		A30 My role in the team can be recognized and have a positive influence.	A30 Peran saya dalam tim dapat dikenali dan memiliki pengaruh positif.	Peran yang saya lakukan kepada tim memiliki pengaruh yang positif terhadap rekan kerja saya.
84	Job competence	A8 While doing my job well, I have a lot of time to communicate with my relatives and friends.	A8 Saat melakukan pekerjaan dengan baik, saya memiliki banyak waktu untuk berkomunikasi dengan kerabat dan teman.	Saat melakukan pekerjaan dengan baik, saya meluangkan waktu untuk berkomunikasi dengan teman kerja saya.
85		A19 My work pressure makes me have no time to do what I want.	A19 Tekanan pekerjaan membuat saya tidak punya waktu untuk melakukan apa yang saya inginkan.	Akibat tekanan pekerjaan, membuat saya tidak dapat melakukan apa yang saya inginkan.
86		A25 The operation procedure of the company has made me very exhausted	A25 Prosedur operasi perusahaan telah membuat saya sangat lelah	Prosedur kinerja di kantor saya, membuat saya lelah dalam bekerja.
87		A28 My workload constantly surpasses my endurance (R).	A28 Beban kerja saya terus-menerus melebihi daya tahan saya (R).	Beban kerja yang saya lakukan sudah melewati kemampuan kerja saya. (-)
88		A31 The rules and regulations in our work unit make it difficult for one to do a good job (R)	A31 Aturan dan regulasi di unit kerja kita mempersulit seseorang untuk melakukan pekerjaan dengan baik (R)	Peraturan kerja di kantor saya menyulitkan seseorang untuk melakukan pekerjaan dengan baik. (-)

Employee Performance (Pradhan & Jena, 2017)				
No	Dimension	Original	Translate	Contex
89	Task Performance	TP9: I use to maintain high standard of work.	TP9: Saya gunakan untuk mempertahankan standar kerja yang tinggi.	Saya mampu menyelesaikan pekerjaan yang lebih baik dari standar yang ditetapkan
90		TP14: I am capable of handling my assignments without much supervision.	TP14: Saya mampu menangani tugas saya tanpa banyak pengawasan.	Saya dapat menyelesaikan setiap pekerjaan dengan teliti tanpa pengawasan
91		TP11: I am very passionate about my work.	TP11: Saya sangat bersemangat dengan pekerjaan saya.	Saya sangat bersemangat dalam bekerja
92		TP10: I know I can handle multiple assignments for achieving organizational goals.	TP10: Saya tahu saya dapat menangani banyak tugas untuk mencapai tujuan organisasi.	Rencana pekerjaan yang saya buat selalu sesuai dengan tujuan organisasi.
93		TP8: I use to complete my assignments on time.	TP8: Saya gunakan untuk menyelesaikan tugas tepat waktu.	Saya mampu menyelesaikan pekerjaan yang menjadi tanggung jawab saya sesuai dengan waktu yang ditentukan.
94		TP12: My colleagues believe I am a high performer in my organization	TP12: Rekan-rekan saya yakin bahwa saya berkinerja tinggi di organisasi saya	Rekan kerja saya merespon baik atas kinerja saya dalam menangani kasus dengan cepat.
95	Adaptive Performance	AP11: I use to perform well to mobilize collective intelligence for effective team work.	AP11: Saya dulu bekerja dengan baik untuk memobilisasi kecerdasan kolektif untuk kerja tim yang efektif.	Gagasan yang saya berikan selalu berdampak positif bagi tim saya
96		AP3: I could manage change in my job very well whenever the situation demands.	AP3: Saya dapat mengelola perubahan dalam pekerjaan saya dengan sangat baik kapan pun situasinya menuntut.	Saya cekatan dalam menghadapi perubahan organisasi
97		AP9: I can handle effectively my work team in the face of change.	AP9: Saya dapat menangani tim kerja saya secara efektif dalam menghadapi perubahan.	Saya mampu memimpin tim saya untuk dapat beradaptasi dalam mengatasi perubahan
98		AP6: I always believe that mutual understanding can lead to a viable solution in organization.	AP6: Saya selalu percaya bahwa saling pengertian dapat menghasilkan solusi yang layak dalam organisasi.	Saling pengertian dalam tim adalah hal penting bagi saya

No	Dimension	Original	Translate	Contex
99		AP8: I use to lose my temper when faced with criticism from my team members. (R)	AP8: Saya sering kehilangan kesabaran ketika menghadapi kritik dari anggota tim saya. (R)	Saya tidak suka dikritik oleh tim kerja saya (-)
100		AP2: I am very comfortable with job flexibility	AP2: Saya sangat nyaman dengan fleksibilitas pekerjaan	Saya merasa nyaman dengan fleksibilitas pekerjaan saya
101		AP12: I use to cope well with organizational changes from time to time.	AP12: Saya biasa mengatasi perubahan organisasi dari waktu ke waktu.	Saya mudah beradaptasi dengan perubahan organisasi
102	Contextual Performance	CP5: I used to extend help to my co-workers when asked or needed	CP5: Saya biasa memberikan bantuan kepada rekan kerja saya ketika diminta atau dibutuhkan	Saya terbiasa memberikan bantuan terhadap rekan kerja saya, saat dibutuhkan
103		CP1: I love to handle extra responsibilities	CP1: Saya senang menangani tanggung jawab ekstra	Saya suka mendapatkan tanggungjawab yang besar
104		CP8: I extend my sympathy and empathy to my co-workers when they are in trouble	CP8: Saya menyampaikan simpati dan empati saya kepada rekan kerja ketika mereka dalam masalah	Saya turut bersimpati ketika rekan kerja saya tertimpa musibah
105		CP4: I actively participate in group discussions and work meetings	CP4: Saya berpartisipasi aktif dalam diskusi kelompok dan rapat kerja	Saya aktif dalam berdiskusi
106		CP7: I use to praise my co-workers for their good work	CP7: Saya dulu memuji rekan kerja saya atas kerja bagus mereka	Saya akan memuji hasil kerja rekan saya atas prestasi kerjanya
107		CP2: I derive lot of satisfaction nurturing others in organization	CP2: Saya memperoleh banyak kepuasan dalam membina orang lain dalam organisasi	Saya merasa puas jika berhasil membina rekan kerja saya
108		CP3: I use to share knowledge and ideas among my team members	CP3: Saya biasa berbagi pengetahuan dan ide di antara anggota tim saya	Saya suka berbagi ilmu pengetahuan kepada rekan kerja saya
109		CP6: I use to maintain good coordination among fellow workers	CP6: Saya dulu menjaga koordinasi yang baik antar sesama pekerja	Saya selalu menjaga hubungan dengan rekan kerja saya
110		CP10: I use to guide new colleagues beyond my job purview	CP10: Saya biasa membimbing kolega baru di luar bidang pekerjaan saya	Saya terbiasa memberikan pengarahan pada orang lain diluar tupoksi saya

No	Dimension	Original	Translate	Contex
111		CP11: I communicate effectively with my colleagues for problem solving and decision making.	CP11: Saya berkomunikasi secara efektif dengan kolega saya untuk pemecahan masalah dan pengambilan keputusan.	Untuk menyelesaikan suatu masalah saya selalu melakukan diskusi dengan tim

Psychological Capital (Nafei, 2015)				
No	Dimension	Original	Translate	Contex
112	self-efficacy	1. I feel confident analyzing a long-term problem to find a solution.	1. Saya merasa percaya diri menganalisis masalah jangka panjang untuk menemukan solusi.	1. Saya percaya diri dalam menganalisa masalah yang akan datang untuk menemukan solusinya
113		2. I feel confident in representing my performance in meetings with instructors/faculty.	2. Saya merasa percaya diri dalam mewakili kinerja saya dalam pertemuan dengan instruktur / fakultas.	2. Saya percaya diri dalam mewakili rapat antar bidang di instansi saya
114		3. I feel confident contributing to discussions during class instruction.	3. Saya merasa percaya diri berkontribusi pada diskusi selama pengajaran kelas.	3. Saya percaya diri untuk berkontribusi dalam rapat diskusi
115		4. I feel confident helping to set targets/goals for myself.	4. Saya merasa percaya diri membantu menetapkan target / tujuan untuk diri saya sendiri.	4. Saya percaya diri dalam menetapkan target untuk pekerjaan saya
116		5. I feel confident contacting people outside the class (e.g., other instructors)	5. Saya merasa percaya diri menghubungi orang di luar kelas (misalnya, instruktur lain)	5. Saya percaya diri untuk menjadi penghubung antar unit kerja
117		6. I feel confident presenting information to a group of colleagues.	6. Saya merasa percaya diri menyajikan informasi kepada sekelompok kolega.	6. Saya percaya diri dapat mempresentasikan program kerja pada stakeholder/kolega saya
118	hope	7. If I should find myself in a jam, I could think of many ways to get out of it.	7. Jika saya menemukan diri saya dalam kemacetan, saya bisa memikirkan banyak cara untuk keluar dari situ.	7. Saya mampu menyelesaikan masalah yang rumit
119		8. At the present time, I am energetically pursuing my training goals.	8. Saat ini, saya dengan penuh semangat mengejar tujuan pelatihan saya.	8. saya sangat bersemangat dalam bekerja
120		9. There are lots of ways around any problem.	9. Ada banyak cara untuk mengatasi masalah apa pun.	9. Menurut saya semua masalah ada solusinya
121		10. Right now I see myself as being pretty successful in training.	10. Saat ini saya melihat diri saya cukup berhasil dalam pelatihan.	10. Saya merasa cukup berhasil dalam pekerjaan

No	Dimension	Original	Translate	Contex
122		11. I can think of many ways to reach my current aviation training goals.	11. Saya dapat memikirkan banyak cara untuk mencapai tujuan pelatihan penerbangan saya saat ini.	11. Saya memiliki banyak kreatifitas dalam bekerja
123		12. At this time, I am meeting the goals that I have set for myself.	12. Saat ini, saya memenuhi tujuan yang telah saya tetapkan untuk diri saya sendiri.	12. Saya memiliki tujuan hidup yang telah saya tetapkan
124	resilience	13. When I have a setback in class/in the flight simulator/flying, I have trouble recovering from it, moving on.(R)	13. Ketika saya mengalami kemunduran di kelas / dalam simulator penerbangan / terbang, saya kesulitan memulihkan diri, melanjutkan.	13. Sulit bagi saya untuk bangkit dari kegagalan (-)
125		14. I usually manage difficulties one way or another during training.	14. Saya biasanya mengatasi kesulitan dengan satu atau lain cara selama pelatihan.	14. Saya membutuhkan beberapa cara untuk mencari solusi dalam mengatasi kesulitan (-)
126		15. If I have to, I can be "on my own," so to speak, when flying. (R)	15. Jika harus, saya bisa "sendirian", bisa dikatakan, saat terbang.	15. Saya suka dengan bekerja sendiri (-)
127		16. I usually take stressful flight situations in stride.	16. Saya biasanya menghadapi situasi penerbangan yang penuh tekanan dengan tenang.	16. Saya terbiasa menghadapi tekanan pekerjaan dengan tenang
128		17. I can get through difficult times in training because I've experienced difficulty before.	17. Saya bisa melewati masa-masa sulit dalam pelatihan karena saya pernah mengalami kesulitan sebelumnya.	17. Saya sudah teruji dalam menghadapi kesulitan
129		18. I feel I can handle many things at a time during flight situations.	18. Saya merasa saya bisa menangani banyak hal pada satu waktu selama situasi penerbangan.	18.Saya terbiasa menangani banyak pekerjaan
130	optimism	19. When things are uncertain for me in class/in flight simulator/in the air, I usually expect the best.	19. Ketika hal-hal tidak pasti bagi saya di kelas / dalam simulator penerbangan / di udara, saya biasanya mengharapkan yang terbaik.	19. Dalam menghadapi situasi yang tidak pasti, saya tetap optimis mendapatkan yang terbaik
131		20. If something can go wrong for me training-wise, it will.	20. Jika ada yang tidak beres bagi saya dari segi pelatihan, itu akan terjadi.	20. Saya memilik kemampuan dalam memprediksi suatu keberhasilan maupun kegagalan dalam pekerjaan
132		21. I always look on the bright side of things regarding my training process.	21. Saya selalu melihat sisi baiknya tentang proses pelatihan saya.	21. Saya selalu berfikir positif dengan pekerjaan saya

No	Dimension	Original	Translate	Contex
133		22. I'm optimistic about what will happen to me in the future as it pertains to flying.	22. Saya optimis tentang apa yang akan terjadi pada saya di masa depan terkait dengan penerbangan.	22. Saya optimis dengan pekerjaan saya
134		23. As a trainee, things never work out the way I want them to. (R)	23. Sebagai trainee, banyak hal tidak pernah berjalan seperti yang saya inginkan.	23. Sebagai seorang karyawan, saya merasa banyak hal yang tidak sesuai dengan harapan (-)
135		24. I approach pilot training as if "every cloud has a silver lining."	24. Saya mendekati pelatihan pilot seolah-olah "setiap awan memiliki lapisan perak."	24. Saya merasa optimis dengan jenjang karir pada pekerjaan saya.

Lampiran 3. Kuesioner Penelitian

A. Kuisisioner Pretest

KUISISIONER SURVEY

A. IDENTITAS RESPONDEN

(Berilah ceklist/ pada salah satu pilihan berikut ini)

1. Jenis kelamin : a. Laki-laki b. Perempuan
2. Masa kerja : (Pilih salah satu di bawah ini)
 - a. Kurang dari 5 tahun c. 11 - 15 tahun
 - b. 5 - 10 tahun d. Lebih dari 16 tahun
3. Pendidikan terakhir : (Pilih salah satu di bawah ini)
 - a. SMP d. S1
 - b. SMA/D1 e. S2
 - c. D3 f. S3
4. Usia saat ini : (Pilih salah satu di bawah ini)
 - a. Kurang dari 25 tahun d. 41 thn – 50 tahun
 - b. 25 thn – 30 tahun e. Lebih dari 50 tahun
 - c. 31 thn – 40 tahun
5. Jabatan pekerjaan saat ini: : (Pilih salah satu di bawah ini)
 - a. Fungsional d. Administrasi
 - b. Analisis c. Pengelola

B. PETUNJUK PENGISIAN

1. Silakan tentukan pendapat setuju atau ketidaksetujuan Anda terhadap pernyataan-pernyataan berikut.
2. Berikan tanda silang terhadap jawaban yang Anda anggap paling benar.
 - 1 = Sangat Tidak Setuju
 - 2 = Tidak Setuju
 - 3 = Setuju
 - 4 = Sangat Setuju

No	Pernyataan Kuisisioner	Jawaban			
		1	2	3	4
1	Saya memiliki target pekerjaan yang luar biasa				
2	Saya selalu mengerjakan seluruh pekerjaan yang menjadi tanggungjawab saya.				
3	Saya akan tetap berusaha menyelesaikan tugas saya dirumah, meskipun saya dalam keadaan kurang sehat sebagai bentuk rasa tanggungjawab saya.				

No	Pernyataan Kuesioner	1	2	3	4
4	Saya akan berusaha meningkatkan prestasi kerja saya				
5	Saya selalu ingin meningkatkan prestasi kerja menjadi yang terbaik				
6	Saya suka berkompetisi dengan rekan kerja saya				
7	Saya menyukai pekerjaan yang menantang				
8	Saya suka melakukan pekerjaan dengan sempurna				
9	Saya akan tetap bekerja dengan baik (tanpa pamrih) meskipun beberapa rekan yang lain bermalas-malasan				
10	Saya suka menerima kritik atas penampilan saya				
11	Saya terbiasa menjadi tempat curhat bagi teman saya				
12	Saya tidak nyaman ketika harus meminta bantuan orang lain				
13	Saya suka berkunjung untuk mempererat jalinan silaturahmi dengan keluarga serta teman-teman saya				
14	Saya memiliki kegemaran yang sama dengan teman saya				
15	Saya menghindari konflik dengan rekan kerja saya				
16	Saya menyukai makan bersama teman-teman saya				
17	Saya tidak suka mengeluh				
18	Saya tidak suka menonjol dibanding orang lain				
19	Saya suka jika orang lain peduli dengan saya				
20	Saya tidak suka ditunjuk menjadi pemimpin dalam sebuah kelompok				
21	Bagi saya bekerja dengan baik adalah hal yang sangat utama				
22	Saya suka merekrut karyawan baru untuk bekerja dalam tim yang saya pimpin				
23	Penting bagi saya untuk mendapatkan posisi yang strategis yang diidamkan banyak orang				
24	Mudah bagi saya untuk mempengaruhi orang lain				

No	Pernyataan Kuesioner	1	2	3	4
25	Saya suka memberikan arahan pekerjaan pada rekan kerja saya				
26	Saya suka mempengaruhi orang lain				
27	Saya rela bekerja dengan giat agar memperoleh kenaikan pangkat yang lebih tinggi				
28	Saya suka menjadi pemimpin dalam sebuah tim				
29	Saya suka diberi tanggungjawab untuk memimpin sebuah tim kerja				
30	Saya melihat jabatan sebagai puncak karir sehingga perlu di perjuangkan				
31	Saya suka menjalani pekerjaan saya hingga pensiun				
32	Saya suka menceritakan kondisi kantor saya dengan orang lain				
33	Saya memiliki ikatan batin emosional dengan kantor tempat saya bekerja				
34	Saya dapat dengan mudah melupakan ikatan emosional dengan kantor lama saya untuk lebih menyukai kantor baru saya (-)				
35	Saya merasa bukan bagian dari keluarga di kantor tempat saya bekerja (-)				
36	Saya tidak memiliki ikatan emosional dengan kantor saya (-)				
37	Kantor ini memiliki banyak arti bagi saya				
38	Saya tidak merasa ikut memiliki kantor tempat saya bekerja (-)				
39	Saya tidak takut jika suatu saat saya keluar dari pekerjaan saya (-)				
40	Akan sangat sulit bagi saya untuk meninggalkan kantor saya				
41	Terlalu banyak resiko yang saya hadapi jika saya keluar dari pekerjaan saya saat ini				
42	Mudah bagi saya jika harus keluar dari pekerjaan saya saat ini juga (-)				
43	Saya akan berpikir panjang jika harus meninggalkan pekerjaan saya saat ini				
44	Saya tidak memiliki pilihan pekerjaan lain jika saya harus keluar dari pekerjaan saya saat ini				
45	Jika saya meninggalkan kantor tempat bekerja saya saat ini, akan terlalu banyak konsekuensinya				

No	Pernyataan Kuesioner	1	2	3	4
46	Salah satu alasan saya tetap bertahan pada pekerjaan saya adalah karena kantor lain tidak akan memberikankesejahteraan yang lebih baik dari kantor saya				
47	Saya pikir saat ini orang banyak yang berpindah-pindah dari satu kantor/pekerjaan ke kantor pekerjaan lain				
48	Saya rasa sebagai seorang karyawan kita tidak harus setia pada kantor (-)				
49	Saya tidak suka berpindah pindah kantor/pekerjaan (-)				
50	Saya tidak akan meninggalkan kantor saya sekarang karena saya memiliki tanggung jawab pada kantor saya				
51	Saya tidak akan meninggalkan pekerjaan saya meskipun ada tawaran pekerjaan yang lebih baik				
52	Saya akan setia pada kantor tempat saya bekerja				
53	Sesuatu akan menjadi baik jika semua orang bekerja dalam satu kantor demi karir mereka				
54	Saya merasa tidak ada perbedaan perlakuan antara karyawan wanita ataupun pria di kantor saya bekerja				
55	Saya merasa puas dengan kesejahteraan yang diberikan kantor kepada saya saat ini.				
56	Saya merasa pekerjaan saya sudah dihargai dengan baik.				
57	Saat saya memikirkan gaji yang sudah diberikan kantor, saya merasa tidak sesuai dengan harapan saya. (-)				
58	Kesejahteraan yang ada di kantor saya dapat dilakukan secara adil				
59	Sistem gaji kantor dapat memotivasi saya untuk bekerja keras.				
60	Saya merasa puas dengan kesempatan yang ada untuk mendapatkan pendapatan lebih				
61	Saya merasa puas dengan pekerjaan yang saya lakukan saat ini.				
62	Saya merasa bahwa pekerjaan yang saya lakukan sia-sia.				
63	Saya merasa mendapatkan kesenangan dengan pekerjaan saya saat ini.				
64	Saya bahagia dengan pekerjaan saat ini.				
65	Saya menyukai pekerjaan yang saya lakukan saat ini.				

No	Pernyataan Kuesioner	1	2	3	4
66	Pekerjaan saya memberikan penghasilan yang stabil untuk kehidupan saya.				
67	Atasan saya pandai dalam melakukan pekerjaannya.				
68	Atasan saya tidak memahami sikap bawahannya (-)				
69	Saya menyukai atasan saya karena dapat membantu saya untuk menyelesaikan pekerjaannya.				
70	Atasan saya bersikap adil terhadap semua bawahannya				
71	Atasan saya jarang memperhatikan bawahannya, apabila sudah melakukan pekerjaan dengan baik. (-)				
72	Atasan saya selalu benar dalam mengambil keputusan terhadap pekerjaannya.				
73	Selama saya melakukan pekerjaan dengan baik, saya memiliki peluang untuk dipromosikan jabatannya.				
74	Kemampuan bekerja saya semakin meningkat ketika kantor selalu memberikan pelatihan				
75	Saya merasa puas dengan peluang promosi kerja saya.				
76	Saya selalu mendapatkan pengetahuan dari pekerjaan yang saya lakukan.				
77	Saya bersedia menerima pekerjaan yang sulit.				
78	Saya merasa senang dapat bekerja dengan rekan-rekan saya.				
79	Saya memiliki tanggung jawab yang besar dalam mengatasi permasalahan di tempat kerja.				
80	Saya merasa puas dengan cara rekan kerja yang saling berhubungan dengan baik di perusahaan.				
81	Ketika kesulitan muncul dalam pekerjaan saya, rekan kerja saya selalu memberi dukungan.				
82	Karena kapasitas karyawan yang terbatas di kantor, saya harus bekerja keras dalam pekerjaan saya. (-)				
83	Peran yang saya lakukan kepada tim memiliki pengaruh yang positif terhadap rekan kerja saya.				
84	Saat melakukan pekerjaan dengan baik, saya meluangkan waktu untuk berkomunikasi dengan teman kerja saya.				
85	Akibat tekanan pekerjaan, membuat saya tidak dapat melakukan apa yang saya inginkan.				
86	Prosedur kinerja di kantor saya, membuat saya lelah dalam bekerja.				

No	Pernyataan Kuesioner	1	2	3	4
87	Beban kerja yang saya lakukan sudah melewati kemampuan kerja saya. (-)				
88	Peraturan kerja di kantor saya menyulitkan seseorang untuk melakukan pekerjaan dengan baik. (-)				
89	Saya mampu menyelesaikan pekerjaan yang lebih baik dari standar yang ditetapkan				
90	Saya dapat menyelesaikan setiap pekerjaan dengan teliti tanpa pengawasan				
91	Saya sangat bersemangat dalam bekerja				
92	Rencana pekerjaan yang saya buat selalu sesuai dengan tujuan organisasi.				
93	Saya mampu menyelesaikan pekerjaan yang menjadi tanggung jawab saya sesuai dengan waktu yang ditentukan.				
94	Rekan kerja saya merespon baik atas kinerja saya dalam menangani kasus dengan cepat.				
95	Gagasan yang saya berikan selalu berdampak positif bagi tim saya				
96	Saya cekatan dalam menghadapi perubahan organisasi				
97	Saya mampu memimpin tim saya untuk dapat beradaptasi dalam mengatasi perubahan				
98	Salang pengertian dalam tim adalah hal penting bagi saya				
99	Saya tidak suka dikritik oleh tim kerja saya (-)				
100	Saya merasa nyaman dengan fleksibilitas pekerjaan saya				
101	Saya mudah beradaptasi dengan perubahan organisasi				
102	Saya terbiasa memberikan bantuan terhadap rekan kerja saya, saat dibutuhkan				
103	Saya suka mendapatkan tanggungjawab yang besar				
104	Saya turut bersimpati ketika rekan kerja saya tertimpa musibah				
105	Saya aktif dalam berdiskusi				
106	Saya akan memuji hasil kerja rekan saya atas prestasi kerjanya				
107	Saya merasa puas jika berhasil membina rekan kerja saya				

No	Pernyataan Kuesioner	1	2	3	4
108	Saya suka berbagi ilmu pengetahuan kepada rekan kerja saya				
109	Saya selalu menjaga hubungan dengan rekan kerja saya				
110	Saya terbiasa memberikan pengarahan pada orang lain diluar tupoksi saya				
111	Untuk menyelesaikan suatu masalah saya selalu melakukan diskusi dengan tim				
112	Saya percaya diri dalam menganalisa masalah yang akan datang untuk menemukan solusinya				
113	Saya percaya diri dalam mewakili rapat antar bidang di instansi saya				
114	Saya percaya diri untuk berkontribusi dalam rapat diskusi				
115	Saya percaya diri dalam menetapkan target untuk pekerjaan saya				
116	Saya percaya diri untuk menjadi penghubung antar unit kerja				
117	6. Saya percaya diri dapat mempresentasikan program kerja pada stakeholder/kolega saya				
118	7. Saya mampu menyelesaikan masalah yang rumit				
119	8. saya sangat bersemangat dalam bekerja				
120	9. Menurut saya semua masalah ada solusinya				
121	10. Saya merasa cukup berhasil dalam pekerjaan				
122	11. Saya memiliki banyak kreatifitas dalam bekerja				
123	12. Saya memiliki tujuan hidup yang telah saya tetapkan				
124	13. Sulit bagi saya untuk bangkit dari kegagalan (-)				
125	14. Saya membutuhkan beberapa cara untuk mencari solusi dalam mengatasi kesulitan (-)				
126	15. Saya suka dengan bekerja sendiri (-)				
127	16. Saya terbiasa menghadapi tekanan pekerjaan dengan tenang				
128	17. Saya sudah teruji dalam menghadapi kesulitan				

No	Pernyataan Kuesioner	1	2	3	4
129	18.Saya terbiasa menangani banyak pekerjaan				
130	19. Dalam menghadapi situasi yang tidak pasti, saya tetap optimis mendapatkan yang terbaik				
131	20. Saya memilik kemampuan dalam memprediksi suatu keberhasilan mapun kegagalan dalam pekerjaan				
132	21. Saya selalu berfikir positif dengan pekerjaan saya				
133	22. Saya optimis dengan pekerjaan saya				
134	23. Sebagai seorang karyawan, saya merasa banyak hal yang tidak sesuai dengan harapan (-)				
135	24. Saya merasa optimis dengan jenjang karir pada pekerjaan saya.				

-----TERIMA KASIH-----

B. Tabel Ringkasan Kaiser-Meyer-Olkin (KMO)

Variabel Penelitian	Dimensi	No item	Kaiser-Meyer-Olkin (KMO)
Work Motivation (Ansyari & Kasmir, 2018).	Need for Achievement	1	0.674
		2	
		3	
		4	
		5	
		6	
		7	
		8	
		9	
		10	
	Need for Affiliation	11	0.765
		12	
		13	
		14	
		15	
		16	
		17	
		18	
		19	
		20	

Variabel Penelitian	Dimensi	No item	Kaiser-Meyer-Olkin (KMO)
	Need for Power	21	0.673
		22	
		23	
		24	
		25	
		26	
		27	
		28	
		29	
		30	
Organizational Commitment, (Allen & Meyer, 2004)	affective commitment	31	0.704
		32	
		33	
		34	
		35	
		36	
		37	
		38	
	Continuance Commitment	39	0.757
		40	
		41	
		42	
		43	
		44	
		45	
		46	
	Normative Commitment	47	0.562
		48	
		49	
		50	
		51	
		52	
		53	
		54	
Job Satisfaction (Lee et al., 2017)	Salary and welfare	55	0.702
		56	
		57	
		58	
		59	
		60	

Variabel Penelitian	Dimensi	No item	Kaiser-Meyer-Olkin (KMO)
	Work itself	61	0.638
		62	
		63	
		64	
		65	
		66	
	Leader behavior	67	0.741
		68	
		69	
		70	
		71	
		72	
	Personal growth	73	0.604
		74	
		75	
		76	
		77	
	Interpersonal relationships	78	0.68
		79	
		80	
		81	
		82	
		83	
	Job competence	84	0.664
		85	
		86	
		87	
		88	
Employee Performance (Pradhan & Jena, 2017)	Task Performance	89	0.686
		90	
		91	
		92	
		93	
		94	
	Adaptive Performance	95	0.557
		96	
		97	
		98	
		99	
		100	
		101	

		102	
		103	
		104	
		105	
		106	
	Contextual Performance	107	0.694
		108	
		109	
		110	
		111	
		112	
		113	
Psychological Capital (Nafei, 2015)	self-efficacy	114	0.867
		115	
		116	
		117	
		118	
		119	
	hope	120	0.886
		121	
		122	
		123	
		124	
		125	
	resilience	126	0.809
		127	
		128	
		129	
		130	
		131	
	optimism	132	0.824
		133	
		134	
		135	

Teknik pembuatan skala dalam penelitian ini termasuk dalam skala *Likert* yaitu berhubungan dengan pernyataan tentang sikap seseorang terhadap sesuatu yang terdiri dari 4 tingkatan : 1. Skor 4 untuk jawaban Sangat Setuju (SS). 2. Skor 3 untuk jawaban Setuju (S). 3. Skor 2 untuk jawaban Tidak Setuju (TS). 4. Skor 1 untuk jawaban Sangat Tidak Setuju (STS) (Brenneman, 2005).

C. Kuisiener Pasca Pretest yang sudah Uji Validitas dan Realibilitas SPSS

KUISIONER SURVEY

A. IDENTITAS RESPONDEN

(Berilah ceklist/ v pada salah satu pilihan berikut ini)

1. Jenis kelamin : a. Laki-laki b. Perempuan
2. Masa kerja : (Pilih salah satu di bawah ini)
a. Kurang dari 5 tahun c. 11 - 15 tahun
b. 5 - 10 tahun d. Lebih dari 16 tahun
3. Pendidikan terakhir : (Pilih salah satu di bawah ini)
a. SMP d. S1
b. SMA/D1 e. S2
c. D3 f. S3
4. Usia saat ini : (Pilih salah satu di bawah ini)
a. Kurang dari 25 tahun d. 41 thn – 50 tahun
b. 25 thn – 30 tahun e. Lebih dari 50 tahun
c. 31 thn – 40 tahun
5. Jabatan pekerjaan saat ini: : (Pilih salah satu di bawah ini)
a. Fungsional d. Administrasi
b. Analis c. Pengelola

B. PETUNJUK PENGISIAN

1. Silakan tentukan pendapat setuju atau ketidaksetujuan Anda terhadap pernyataan-pernyataan berikut.
2. Berikan tanda silang terhadap jawaban yang Anda anggap paling benar.
1 = Sangat Tidak Setuju
2 = Tidak Setuju
3 = Setuju
4 = Sangat Setuju

Butir Pertanyaan

No	Pertanyaan	Pilihan Jawaban			
		1	2	3	4
1	Saya memiliki target pekerjaan yang luar biasa				
2	Saya selalu mengerjakan seluruh pekerjaan yang menjadi tanggungjawab saya.				
3	Saya akan berusaha meningkatkan prestasi kerja saya				
4	Saya suka melakukan pekerjaan dengan sempurna				
5	Saya terbiasa menjadi tempat curhat bagi teman saya				
6	Saya suka berkunjung untuk mempererat jalinan silaturahmi dengan keluarga serta teman-teman saya				
7	Saya menyukai makan bersama teman-teman saya				
8	Saya tidak suka menonjol dibanding orang lain				
9	Saya suka jika orang lain peduli dengan saya				
10	Saya suka merekrut karyawan baru untuk bekerja dalam tim yang saya pimpin				
11	Penting bagi saya untuk mendapatkan posisi yang strategis yang diidamkan banyak orang				
12	Saya suka mempengaruhi orang lain				
13	Saya rela bekerja dengan giat agar memperoleh kenaikan pangkat yang lebih tinggi				
14	Saya suka menjalani pekerjaan saya hingga pensiun				
15	Saya memiliki ikatan batin emosional dengan kantor tempat saya bekerja				
16	Saya dapat dengan mudah melupakan ikatan emosional dengan kantor lama saya untuk lebih menyukai kantor baru saya (-)				
17	Saya tidak memiliki ikatan emosional dengan kantor saya (-)				
18	Akan sangat sulit bagi saya untuk meninggalkan kantor saya				
19	Terlalu banyak resiko yang saya hadapi jika saya keluar dari pekerjaan saya saat ini				
20	Saya akan berpikir panjang jika harus meninggalkan pekerjaan saya saat ini				
21	Saya tidak memiliki pilihan pekerjaan lain jika saya harus keluar dari pekerjaan saya saat ini				
22	Jika saya meninggalkan kantor tempat bekerja saya saat ini, akan terlalu banyak konsekuensinya				
23	Saya tidak suka berpindah pindah kantor/pekerjaan (-)				
24	Saya tidak akan meninggalkan pekerjaan saya meskipun ada tawaran pekerjaan yang lebih baik				
25	Saya akan setia pada kantor tempat saya bekerja				
26	Saya merasa tidak ada perbedaan perlakuan antara karyawan wanita ataupun pria di kantor saya bekerja				
27	Saya merasa puas dengan kesejahteraan yang diberikan kantor kepada saya saat ini.				

No	Pertanyaan	1	2	3	4
28	Saya merasa pekerjaan saya sudah dihargai dengan baik.				
29	Kesejahteraan yang ada di kantor saya dapat dilakukan secara adil				
30	Saya merasa puas dengan kesempatan yang ada untuk mendapatkan pendapatan lebih				
31	Saya merasa puas dengan pekerjaan yang saya lakukan saat ini.				
32	Saya merasa mendapatkan kesenangan dengan pekerjaan saya saat ini.				
33	Saya bahagia dengan pekerjaan saat ini.				
34	Pekerjaan saya memberikan penghasilan yang stabil untuk kehidupan saya.				
35	Atasan saya pandai dalam melakukan pekerjaannya.				
36	Saya menyukai atasan saya karena dapat membantu saya untuk menyelesaikan pekerjaannya.				
37	Atasan saya bersikap adil terhadap semua bawahannya				
38	Saya merasa puas dengan peluang promosi kerja saya.				
39	Saya selalu mendapatkan pengetahuan dari pekerjaan yang saya lakukan.				
40	Saya bersedia menerima pekerjaan yang sulit.				
41	Saya merasa senang dapat bekerja dengan rekan-rekan saya.				
42	Saya merasa puas dengan cara rekan kerja yang saling berhubungan dengan baik di perusahaan.				
43	Karena kapasitas karyawan yang terbatas di kantor, saya harus bekerja keras dalam pekerjaan saya. (-)				
44	Peran yang saya lakukan kepada tim memiliki pengaruh yang positif terhadap rekan kerja saya.				
45	Saat melakukan pekerjaan dengan baik, saya meluangkan waktu untuk berkomunikasi dengan teman kerja saya.				
46	Akibat tekanan pekerjaan, membuat saya tidak dapat melakukan apa yang saya inginkan.				
47	Prosedur kinerja di kantor saya, membuat saya lelah dalam bekerja.				
48	Saya mampu menyelesaikan pekerjaan yang lebih baik dari standar yang ditetapkan				
49	Saya dapat menyelesaikan setiap pekerjaan dengan teliti tanpa pengawasan				
50	Saya sangat bersemangat dalam bekerja				
51	Saya mampu menyelesaikan pekerjaan yang menjadi tanggung jawab saya sesuai dengan waktu yang ditentukan.				
52	Saya cekatan dalam menghadapi perubahan organisasi				
53	Saling pengertian dalam tim adalah hal penting bagi saya				
54	Saya tidak suka dikritik oleh tim kerja saya (-)				

No	Pertanyaan	1	2	3	4
55	Saya terbiasa memberikan bantuan terhadap rekan kerja saya, saat dibutuhkan				
56	Saya suka mendapatkan tanggungjawab yang besar				
57	Saya suka memuji hasil kerja rekan saya atas prestasi kerjanya				
58	Saya merasa puas jika berhasil membina rekan kerja saya				
59	Saya suka berbagi ilmu pengetahuan kepada rekan kerja saya				
60	Saya terbiasa memberikan pengarahan pada orang lain diluar tupoksi saya				
61	Saya percaya diri dalam menganalisa masalah yang akan datang untuk menemukan solusinya				
62	Saya percaya diri dalam mewakili rapat antar bidang di instansi saya				
63	Saya percaya diri untuk berkontribusi dalam rapat diskusi				
64	Saya percaya diri dalam menetapkan target untuk pekerjaan saya				
65	Saya percaya diri untuk menjadi penghubung antar unit kerja				
66	Saya percaya diri dapat mempresentasikan program kerja pada stakeholder/kolega saya				
67	Saya mampu menyelesaikan masalah yang rumit				
68	saya sangat bersemangat dalam bekerja				
69	Menurut saya semua masalah ada solusinya				
70	Saya merasa cukup berhasil dalam pekerjaan				
71	Saya memiliki banyak kreatifitas dalam bekerja				
72	Saya memiliki tujuan hidup yang telah saya tetapkan				
73	Saya terbiasa menghadapi tekanan pekerjaan dengan tenang				
74	Saya sudah teruji dalam menghadapi kesulitan				
75	Saya terbiasa menangani banyak pekerjaan				
76	Dalam menghadapi situasi yang tidak pasti, saya tetap optimis mendapatkan yang terbaik				
77	Saya memiliki kemampuan dalam memprediksi suatu keberhasilan maupun kegagalan dalam pekerjaan				
78	Saya selalu berfikir positif dengan pekerjaan saya				
79	Saya optimis dengan pekerjaan saya				
80	Saya merasa optimis dengan jenjang karir pada pekerjaan saya.				

-----TERIMA KASIH-----

D. Tabel Ringkasan Alpha Chonbach's

Variabel Penelitian	Dimensi	No item	Kaiser-Meyer-Olkin (KMO)	Alpha Chonbach's
Work Motivation (Ansyari & Kasmir, 2018).	Need for Achievement	1	0.674	0.764
		2		
		4		
		8		
	Need for Affiliation	11	0.765	0.757
		13		
		16		
		18		
		19		
	Need for Power	22	0.673	0.753
		23		
		26		
		27		
Organizational Commitment, (Allen & Meyer, 2004)	affective commitment	31	0.704	0.657
		33		
		34		
		36		
	Continuance Commitment	40	0.757	0.853
		41		
		43		
		44		
		45		
	Normative Commitment	49	0.562	0.612
		51		
		52		
		54		
Job Satisfaction (Lee et al., 2017)	Salary and welfare	55	0.702	0.769
		56		
		58		
		60		
	Work itself	61	0.638	0.748
		63		
		64		
		66		
	Leader behavior	67	0.741	0.882
		69		
		70		

Variabel Penelitian	Dimensi	No item	Kaiser-Meyer-Olkin (KMO)	Alpha Chonbach's
	Personal growth	75	0.604	0.640
		76		
		77		
	Interpersonal relationships	78	0.68	0.669
		80		
		82		
		83		
	Job competence	84	0.664	0.669
		85		
		86		
Employee Performance (Pradhan & Jena, 2017)	Task Performance	89	0.686	0.786
		90		
		91		
		93		
	Adaptive Performance	96	0.557	0.697
		98		
		99		
	Contextual Performance	102	0.694	0.819
		103		
		106		
		107		
		108		
Psychological Capital (Nafei, 2015)	self-efficacy	110	0.771	0.867
		112		
		113		
		114		
		115		
	hope	116	0.698	0.886
		117		
		118		
		119		
		120		
	resilience	121	0.716	0.809
		122		
		123		
		127		
	optimism	128	0.782	0.824
		129		
		130		
		131		
		132		
		133		
		134		
		135		

Teknik pembuatan skala dalam penelitian ini termasuk dalam skala *Likert* yaitu berhubungan dengan pernyataan tentang sikap seseorang terhadap sesuatu yang terdiri dari 4 tingkatan : 1. Skor 4 untuk jawaban Sangat Setuju (SS). 2. Skor 3 untuk jawaban Setuju (S). 3. Skor 2 untuk jawaban Tidak Setuju (TS). 4. Skor 1 untuk jawaban Sangat Tidak Setuju (STS) (Brenneman, 2005). Untuk hasil uji validitas dan reliabilitas diatas dengan menghilangkan pertanyaan no. 10, 15, 21, 22, 28, 39,41, 43, 48, 88, 89, 98, 99 sehingga didapatkan 13 pertanyaan kuisisioner yang telah dinyatakan valid dan reliabel dan dari hasil uji ini akan dilakukan numurasi ulang sesuai urutan pertanyaan instrument kuisisioner (Lampiran 6 diatas).

Lampiran 4. Data Karakteristik Responden

A. Karakteristik Responden

Tabel. 4.1 Karakteristik Responden Berdasarkan Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	57	51.8	51.8	51.8
	Perempuan	53	48.2	48.2	100.0
	Total	110	100.0	100.0	

Sumber Data diolah 2021

Pada tabel di atas terlihat bahwa mayoritas responden berjenis kelamin laki-laki yaitu 57 orang (51,8%) dan responden yang berjenis kelamin perempuan sebanyak 53 orang (48,2%) orang dari keseluruhan responden.

Tabel. 4.2 Karakteristik Responden Berdasarkan Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 5 tahun	5	5.5	5.5	5.5
	5 - 10 tahun	12	11.0	11.0	16.5
	11 - 15 tahun	32	28.2	28.2	44.7
	16 - 20 tahun	35	32.7	32.7	77.4
	> 20 tahun	26	23.6	23.6	100.0
	Total	110	100.0	100.0	

Sumber Data diolah 2021

Berdasarkan tabel di atas, terlihat bahwa responden yang memiliki masa kerja terbanyak yaitu 16 – 20 tahun sebanyak 35 orang (32,7%), masa kerja 11 – 15 tahun sebanyak 32 orang (28,2%), masa kerja kurang dari 5 tahun sebanyak 5 orang (5,5%) dan responden yang memiliki masa kerja lebih dari 20 tahun sebanyak 26 orang (23,6%).

Tabel. 4.3 Karakteristik Responden Berdasarkan Latar Belakang Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA/D1	18	16.4	16.4	16.4
	D3	4	3.6	3.6	20.0
	S1	59	53.6	53.6	73.6
	S2	26	23.6	23.6	97.2
	S3	3	2.8	2.8	100.0
	Total	110	100.0	100.0	

Sumber Data diolah 2021

Berdasarkan tabel di atas, terlihat responden dengan latar belakang pendidikan SLTA/D1 sebanyak 18 orang (16,4%), D3 sebanyak 4 orang (3,6%), S1 sebanyak 59 orang responden (53,6%), S2 sebanyak 26 orang (23,6%) dan yang sudah mengambil pendidikan S3 sebanyak 3 orang (2,8%).

Tabel. 4.4 Karakteristik Responden Berdasarkan Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 25 Tahun	2	1.8	1.8	1.8
25 - 30 Tahun	4	3.6	3.6	5.4
31 - 40 Tahun	28	25.5	25.5	30.9
41 - 50 Tahun	44	40.0	40.0	70.9
> 50 Tahun	32	29.1	29.1	100.0
Total	110	100.0	100.0	

Sumber Data diolah 2021

Berdasarkan tabel di atas, terlihat responden dengan usia 41 – 50 tahun sebanyak 44 orang (40,0%), kurang dari 25 tahun sebanyak 2 orang (1,8%), usia 25 – 30 tahun sebanyak 4 orang responden (3,6%), usia 31 – 40 tahun sebanyak 28 orang (25,5%) dan yang sudah berusia di atas 50 tahun sebanyak 32 orang (29,1%).

Tabel. 4.5 Karakteristik Responden Berdasarkan Jabatan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Fungsional	14	12.8	12.8	12.8
Analisis	33	30.0	30.0	42.8
Pengelola	32	29.1	29.1	71.9
Administrasi	31	28.1	28.1	100.0
Total	110	100.0	100.0	

Sumber Data diolah 2021

Berdasarkan tabel di atas, terlihat responden dengan jabatan analisis sebanyak 33 orang (30,0%), jabatan fungsional sebanyak 14 orang (12,8%), jabatan pengelola sebanyak 32 orang responden (29,1%) dan jabatan administrasi sebanyak 31 orang (28,1%).

Tabel. 4.6 Hasil Ouput Excel Responden Variabel Work Motivation

No	Nama	Work Motivation												
		WM1	WM2	WM4	WM8	WM11	WM13	WM16	WM18	WM19	WM22	WM23	WM26	WM27
1	Astuti	4	3	3	3	3	3	3	3	3	3	2	3	
2	Kiki	3	4	4	3	3	3	3	4	3	3	2	1	2
3	A. Samba Purnama	3	4	3	4	2	2	2	2	3	1	2	2	2
4	Agus Hindradi Putranto, A.Md	3	4	3	3	2	3	3	2	4	2	2	2	2
5	Nurfida	3	4	4	4	3	3	3	3	3	3	2	3	3
6	Murwani Santoso	3	3	3	3	2	3	3	3	3	2	3	1	3
7	Rizal	4	4	4	4	4	4	4	4	4	4	4	4	4
8	Ade yulianti	4	4	4	4	3	4	4	4	4	3	1	1	1
9	Peni Andayani	3	4	4	3	3	3	3	3	4	2	2	2	2
10	Novia Pristiani	4	4	4	4	3	4	4	1	4	4	3	3	3
11	Andi Marwanto	3	4	4	3	2	3	3	3	3	2	3	1	3
12	Dyah Permatasari	3	3	4	3	3	3	3	3	3	3	3	3	3
13	Elsi Eka Rahmawati	3	4	4	3	3	4	4	3	4	3	3	2	3
14	Ani Rumanti	4	4	4	4	3	2	2	4	4	4	3	3	3
15	Sugeng Riyadi	4	4	4	4	4	4	4	3	4	4	4	4	4
16	Hestiana Dewi	3	4	4	4	3	3	3	3	3	3	3	3	3
17	Ayi Mustofa	3	4	4	4	2	3	3	3	3	2	3	3	3
18	Budi Wiharto	4	4	4	4	1	2	2	4	3	3	1	1	2
19	Rosyad	3	4	4	3	3	3	3	3	3	3	3	3	3
20	Rina Imayanti	3	4	4	4	3	4	4	3	3	2	2	3	2
21	Jim Bar Pen	4	4	4	4	3	4	4	3	2	4	4	3	4
22	Fitriana	3	3	3	3	2	3	3	3	2	2	2	1	2
23	cicilia Devita Andini	4	4	4	4	3	3	2	2	3	4	4	4	3
24	Sit Rahayu	3	4	4	4	3	3	4	4	4	3	2	2	2
25	Nilam Rahmawan	3	4	4	3	4	4	3	3	3	4	3	3	2
26	Amas Muda Siregar	3	3	3	3	3	3	4	3	4	3	3	2	3
27	Murjijanto	3	4	4	4	3	3	3	3	4	3	4	4	3
28	Untung	4	4	4	4	4	4	4	4	4	4	4	4	4
29	arie tristiani	3	4	4	3	3	3	3	3	3	2	2	2	3
30	Anggiat Tambunan	3	3	3	3	3	3	2	2	3	2	2	2	2
31	Endang Setyowati	2	3	3	1	1	3	3	3	3	1	1	1	1
32	Suwandi	4	4	4	4	3	4	3	3	4	4	2	2	3
33	Ni Gusti Ayu PS	4	4	4	4	4	3	3	3	3	3	2	3	3
34	Sri HY	3	4	4	3	3	3	4	3	3	2	2	3	2
35	Fonda Ambita Sari	4	4	4	4	3	4	4	4	4	4	3	3	3
36	U.wismono	3	3	3	3	3	3	3	3	3	3	3	3	3
37	Kodni Efsandia	4	4	4	4	3	4	3	1	4	3	4	3	3
38	D. Pangarso	4	3	3	4	3	3	3	3	3	3	3	2	2
39	Agus Riyanto	3	4	4	4	3	4	3	3	3	3	3	2	4
40	Halimah	3	4	4	4	3	3	3	2	3	3	2	3	3
41	Rahmayanti	3	4	4	4	3	3	4	3	4	3	4	3	4
42	Minarni Dewi	4	4	4	4	3	4	3	2	2	3	2	4	2
43	Mugiasih Rahayu	4	4	4	4	4	4	4	4	4	4	4	3	4
44	Ayudya Parama Dewi	3	3	3	3	3	3	3	3	3	2	3	3	2
45	Uce Veriyanti	3	4	4	3	2	2	4	3	3	3	2	3	3
46	Bella	3	4	3	3	4	3	3	4	3	3	2	3	3
47	Wiwik Styowati Hamidatin	4	4	4	4	2	3	4	4	4	2	1	1	3
48	Kukuh Pramono	3	4	4	4	4	4	3	3	3	3	3	3	3
49	Rizal Alfian	4	4	4	4	4	4	4	4	4	4	4	4	4
50	Wariyem	4	4	3	3	3	3	3	3	3	3	3	2	3
51	Anissa Rahmayanti	3	4	4	4	3	3	4	3	4	3	4	3	4
52	Namik	3	4	4	4	3	4	4	3	4	3	3	2	2
53	Fathmuryati H	4	4	4	4	2	3	3	3	3	3	3	3	3

Tabel. 4.7 Hasil Ouput Excel Responden Variabel Organizational Commitment

No	Nama	Organizational Commitment												
		OC1	OC3	OC4	OC6	OC10	OC11	OC13	OC14	OC15	OC19	OC21	OC22	OC24
1	Astuti	3	3	1	3	3	4	4	4	4	4	4	4	3
2	Kiki	3	2	2	3	3	3	3	2	3	2	3	3	3
3	A. Samba Purnama	4	4	4	2	3	4	4	2	3	2	3	4	3
4	Agus Hindradi Putranto, A.Md	3	3	2	3	2	3	4	4	4	2	4	4	3
5	Nurfida	4	3	3	4	4	4	3	4	3	3	3	3	3
6	Murwani Santoso	3	3	2	4	2	3	3	2	2	2	2	3	3
7	Rizal	4	4	1	1	4	4	4	4	4	1	4	4	4
8	Ade yulianti	4	4	2	2	4	3	4	4	4	1	4	4	4
9	Peni Andayani	3	3	3	3	3	2	3	2	3	2	3	3	3
10	Novia Pristiani	4	4	2	4	3	2	2	2	2	2	3	4	4
11	Andi Marwanto	3	3	3	3	3	3	3	4	3	2	3	3	3
12	Dyah Permatasari	3	3	3	3	2	3	3	2	3	2	3	3	3
13	Elsi Eka Rahmawati	3	3	3	4	3	3	4	3	3	2	4	4	3
14	Ani Rumanti	4	3	2	3	3	2	3	1	2	3	2	3	4
15	Sugeng Riyadi	3	3	2	2	3	2	2	2	2	3	2	3	4
16	Hestiana Dewi	4	3	2	3	3	3	3	3	3	2	3	4	4
17	Ayi Mustofa	4	4	1	2	3	4	4	3	3	2	3	4	4
18	Budi Wiharto	4	3	3	4	2	1	1	1	1	2	2	4	2
19	Rosyad	3	3	3	3	3	3	3	3	3	3	3	3	3
20	Rina Imayanti	3	3	1	3	3	3	3	2	3	3	2	3	3
21	Jim Bar Pen	4	4	3	4	4	4	4	2	3	2	3	4	4
22	Fitriana	3	3	3	3	3	2	2	2	2	2	2	3	2
23	icilia Devita Andini	4	4	3	4	3	4	4	2	4	2	3	4	4
24	Sit Rahayu	3	3	2	3	3	3	3	2	3	2	4	4	4
25	Nilam Rahmawan	3	3	2	3	3	3	3	2	3	2	2	3	3
26	Amas Muda Siregar	4	4	2	3	4	3	4	4	4	1	3	3	4
27	Murjiyanto	3	3	3	4	3	3	3	3	2	3	1	3	3
28	Untung	4	4	1	1	4	4	4	4	4	1	4	4	4
29	arie trisiani	3	3	2	3	3	3	2	2	3	2	2	2	2
30	Anggiat Tambunan	3	3	3	2	3	3	3	3	3	2	3	3	3
31	Endang Setyowati	3	2	3	3	3	3	1	1	3	2	3	3	2
32	Suwandi	4	4	3	3	3	3	4	3	3	3	2	4	4
33	Ni Gusti Ayu PS	4	4	2	3	2	3	3	3	2	3	2	3	3
34	Sri HY	3	3	3	3	2	2	2	2	2	2	2	3	3
35	Fonda Ambita Sari	4	4	4	4	4	4	4	2	3	2	3	4	4
36	U.wismono	3	3	2	4	3	3	3	3	3	2	3	3	3
37	Kodni Efsandia	4	4	1	4	3	3	3	3	3	2	2	3	3
38	D. Pangarso	3	3	3	3	2	1	2	2	3	2	2	3	3
39	Agus Riyanto	3	4	3	2	3	2	2	2	3	2	2	4	4
40	Halimah	3	3	2	3	3	3	4	4	4	2	3	4	4
41	Rahmayanti	4	3	3	4	4	4	4	3	4	2	2	3	4
42	Minarni Dewi	4	3	3	2	3	3	3	3	3	3	3	3	2
43	Mugiasih Rahayu	4	4	1	1	4	4	4	4	4	1	4	4	4
44	Ayudya Parama Dewi	3	3	3	3	2	3	3	2	3	2	3	3	3
45	Uce Veriyanti	3	3	3	3	2	3	3	2	3	3	3	3	3
46	Bella	3	3	3	3	3	3	4	3	3	2	2	3	3
47	Wiwik Styowati Hamidatin	4	3	3	3	3	2	3	1	2	4	2	4	2
48	Kukuh Pramono	4	3	3	3	3	3	3	3	3	2	2	3	3
49	Rizal Alfian	4	4	1	4	1	1	1	1	4	1	1	4	4
50	Wariyem	4	3	2	3	2	3	3	3	4	1	4	4	3
51	Anissa Rahmayanti	4	3	3	4	4	4	4	3	4	2	2	3	4
52	Nanik	3	3	2	2	3	2	3	2	2	2	3	3	2
53	Fathnuryati H	4	3	2	3	2	2	4	3	4	3	3	3	3
54	Ani	3	3	2	2	3	2	3	2	2	2	3	3	2
55	Harun Al Rosyid	4	4	2	3	3	3	3	2	3	3	3	2	3
56	Dhany Hamiddan Khoir	3	3	4	4	2	1	2	2	2	2	3	4	3
57	Wiwik kristiyani	3	3	3	3	2	3	3	3	3	3	2	3	2
58	Redy W Utomo	4	4	2	3	3	2	2	2	2	3	2	3	3
59	Achyar	4	4	3	4	3	2	3	3	3	1	2	4	4
60	Budy Suprpto	3	3	2	3	2	3	4	3	4	2	4	3	3
61	Wahyu Maliki	4	4	4	4	4	4	4	2	3	1	4	4	4
62	Iin Sulistyarini	3	3	3	3	3	4	4	4	4	3	4	4	3
63	Yoto	3	3	3	2	3	3	3	3	3	2	3	3	3
64	Vicky ayu	4	4	3	4	4	4	4	3	4	1	3	3	3
65	Heri Fitriano	4	4	3	4	4	4	4	4	4	2	2	4	2
66	Deni Teguh IP	3	3	3	3	3	3	3	2	3	2	2	3	2
67	Aqsya Riani	3	3	2	4	3	3	3	2	3	2	3	3	3
68	mino finta	3	3	2	3	3	3	3	3	3	2	3	3	4
69	Kartini haryani	4	3	2	3	3	2	3	1	3	2	2	3	2
70	Ria Komalayanti	2	2	3	3	2	2	3	2	2	4	3	4	4
71	Tanto	3	3	3	3	3	3	3	2	3	3	2	3	3
72	Kurnia	3	4	2	3	2	3	3	3	3	2	3	3	4
73	Devi	3	3	3	3	3	3	3	3	3	2	2	3	3
74	Ase supriyatna	4	3	3	4	2	3	3	2	2	3	3	2	4
75	Suryani Sinulingga	3	3	4	4	3	3	3	2	2	2	2	3	3

No	Nama	Organizational Commitment												
		OC1	OC3	OC4	OC6	OC10	OC11	OC13	OC14	OC15	OC19	OC21	OC22	OC24
76	Irwan	4	4	3	3	3	3	3	2	2	3	3	3	
77	Deny Ardiyansyah	3	3	3	3	3	3	3	3	3	1	2	3	4
78	Heryanto	4	4	4	4	2	2	2	1	1	2	2	2	4
79	Hari	2	2	2	2	2	1	1	2	2	1	3	4	
80	Widyowati	4	3	3	3	2	2	3	3	3	2	3	3	
81	Yanti	3	3	4	3	3	4	3	3	3	3	3	3	
82	Sari	4	3	4	4	4	4	3	4	3	3	4	3	
83	Lusiana	3	3	4	3	3	3	4	4	3	4	3	3	
84	Hanzah	4	4	4	3	3	4	4	3	3	4	3	3	
85	Sri	4	3	4	3	4	4	4	4	4	4	3	3	
86	Priyanti	3	3	4	3	4	3	3	3	4	2	3	3	
87	Fitri	4	3	2	1	4	3	3	4	3	1	3	3	
88	Kurniawan	3	3	4	4	3	3	3	3	3	2	3	3	
89	Eno	4	4	4	4	3	3	3	3	3	4	3	3	
90	Nila	3	3	4	3	3	3	3	3	3	4	3	3	
91	Ferri	4	4	3	4	4	3	3	3	3	4	3	3	
92	Ida	3	3	3	3	3	3	3	3	3	3	3	3	
93	Udin	3	3	4	4	1	3	3	3	3	4	3	3	
94	Dwi T	4	3	4	4	3	3	3	3	3	3	3	3	
95	Jp	4	4	4	4	4	4	4	4	4	1	4	4	
96	tomi	3	3	3	3	3	3	3	3	3	3	3	3	
97	MSan	3	3	3	3	3	3	3	3	3	3	3	3	
98	Heydir	3	3	3	3	3	3	3	3	3	3	3	3	
99	Okey	4	4	4	4	4	4	4	4	4	4	4	4	
100	Yono	3	3	3	3	3	3	3	3	3	3	3	3	
101	Jaya	3	3	4	4	3	3	3	3	3	4	3	3	
102	Didik	4	4	4	4	3	3	3	3	3	4	3	3	
103	Tutie	3	3	2	2	3	2	3	1	2	3	2	2	
104	Maulana	4	4	3	3	3	3	3	3	3	2	3	3	
105	Sadri	3	3	4	2	3	3	3	2	2	4	3	3	
106	Nana	4	4	4	4	4	4	4	4	4	1	4	4	
107	Ibra	3	3	1	2	3	3	3	3	3	2	4	3	
108	Yusuf	3	3	4	4	3	3	3	3	3	4	3	3	
109	Supriyanto	4	4	4	4	4	4	4	4	4	4	4	4	
110	Rosi	4	4	4	4	4	4	4	4	4	4	4	4	

Tabel. 4.8 Hasil Ouput Excel Responden Variabel Job Satisfaction

No	Nama	Joba Satisfaction																				
		JS1	JS2	JS4	JS6	JS7	JS9	JS10	JS12	JS13	JS15	JS16	JS21	JS22	JS23	JS24	JS26	JS28	JS29	JS30	JS31	JS32
1	Astuti	3	3	3	3	4	3	4	4	3	3	4	3	3	4	3	4	1	3	3	2	1
2	Kiki	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	1	1
3	A. Samba Purnama	4	4	3	3	4	4	4	4	3	3	3	3	3	3	4	3	2	3	3	2	3
4	Agus Hindradi Putranto, A.Md	2	3	3	2	3	4	3	3	3	3	3	3	3	3	4	2	2	3	3	2	3
5	Nurfida	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	2	3	3	2	2	
6	Murwani Santoso	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2
7	Rizal	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	1	4	4	4	4	
8	Ade yulianti	4	3	3	3	4	3	3	4	3	1	2	3	4	3	4	4	2	4	4	3	3
9	Peni Andayani	3	4	3	3	2	2	2	3	3	3	2	3	3	3	3	2	3	3	3	2	2
10	Novia Pristiani	3	4	2	4	4	4	4	4	4	3	3	4	3	4	3	1	4	4	1	1	
11	Andi Marwanto	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	1	3	3	2	2	
12	Dyah Permatasari	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	2	2	
13	Elsi Eka Rahmawati	3	3	3	3	3	3	3	3	4	3	3	3	4	3	3	3	3	3	1	1	
14	Ani Rumanti	3	3	2	2	3	3	3	3	2	2	3	3	3	3	4	1	4	4	1	1	
15	Sugeng Riyadi	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	2	3	4	2	2	
16	Hestiana Dewi	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	1	2	
17	Ayi Mustofa	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	1	4	4	1	3
18	Budi Wiharto	4	2	3	3	3	4	4	3	3	3	3	3	4	4	4	1	3	3	3	1	
19	Rosyad	3	3	3	4	2	3	3	2	3	3	3	3	3	4	4	1	3	3	3	3	
20	Rina Imayanti	3	3	3	3	3	4	4	3	3	4	4	4	4	3	4	3	2	4	4	2	2
21	Jim Bar Pen	1	3	1	3	4	4	4	2	4	4	3	1	4	4	4	4	1	4	4	4	2
22	Fitriana	3	3	3	3	3	3	3	3	2	2	3	2	3	3	3	2	3	3	2	3	
23	cicilia Devita Andini	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	2	3	3	2	2
24	Sit Rahayu	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	1	1	
25	Nilam Rahmawan	3	2	3	3	3	3	3	3	3	3	3	3	4	3	3	2	3	3	2	2	
26	Amas Muda Siregar	4	3	4	4	3	3	4	4	3	3	4	4	4	4	4	1	3	3	3	3	
27	Murjiyanto	2	3	2	3	3	3	3	3	2	3	4	3	3	3	3	4	2	4	4	3	2
28	Untung	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	1	4	4	4	4	
29	arie tristiani	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	
30	Anggiat Tambunan	3	3	3	3	3	3	4	3	3	4	3	3	4	3	4	3	2	4	4	2	2

Tabel. 4.9 Hasil Ouput Excel Responden Variabel Employee Performance

No	Nama	Employee Performance												
		EP1	EP2	EP3	EP5	EP8	EP10	EP11	EP14	EP15	EP18	EP19	EP20	EP22
1	Astuti	3	4	3	3	3	3	4	4	4	3	3	3	3
2	Kiki	3	3	3	3	3	3	4	3	3	3	3	3	3
3	A. Samba Purnama	3	4	3	3	2	4	2	3	3	3	3	3	3
4	Agus Hindradi Putranto, A.Md	3	4	3	3	3	3	3	3	3	3	3	3	4
5	Nurfida	3	3	3	3	3	3	3	3	3	3	3	3	3
6	Murwani Santoso	3	3	3	3	3	3	3	3	3	3	3	3	2
7	Rizal	4	4	4	4	4	4	1	4	4	4	4	4	4
8	Ade yulianti	3	4	4	4	4	4	1	4	3	3	3	3	3
9	Peni Andayani	3	3	3	3	3	4	2	3	3	4	4	4	2
10	Novia Pristiani	4	4	3	4	4	4	3	4	4	4	4	4	4
11	Andi Marwanto	3	3	3	3	3	3	3	3	3	2	3	3	2
12	Dyah Permatasari	3	3	3	3	3	3	3	3	3	3	3	3	3
13	Elsi Eka Rahmawati	3	2	3	3	3	4	3	3	3	3	3	3	1
14	Ani Rumanti	3	3	4	4	3	4	4	3	3	3	4	4	3
15	Sugeng Riyadi	3	3	3	3	3	4	3	4	3	4	4	4	3
16	Hestiana Dewi	3	3	3	3	3	3	3	3	3	3	3	3	2
17	Avi Mustofa	4	4	4	4	4	4	3	3	4	3	4	4	3
18	Budi Wiharto	3	4	4	4	3	4	4	3	2	3	3	4	2
19	Rossyad	3	4	4	4	3	4	3	3	3	3	3	4	2
20	Rina Imayanti	3	2	3	4	3	4	3	4	3	3	4	4	2
21	Jim Bar Pen	4	3	4	4	4	4	4	4	4	4	4	4	1
22	Fitriana	3	3	3	3	3	3	3	3	3	3	3	3	2
23	cicilia Devita Andini	4	4	4	4	4	4	4	4	4	3	3	4	3
24	Sit Rahayu	3	3	3	3	3	3	3	3	3	3	3	3	3
25	Nilam Rahmawan	3	3	3	4	3	4	3	4	3	4	3	4	2
26	Amas Muda Siregar	4	4	4	4	4	4	2	4	3	4	3	3	3
27	Murjiyanto	4	4	4	4	4	4	1	4	4	4	4	4	4
28	Untung	4	4	4	4	4	4	1	4	4	4	4	4	4
29	arie tristiani	3	3	3	3	3	3	4	3	3	3	3	3	1
30	Anggiat Tambunan	3	4	3	4	3	4	3	4	3	3	4	3	2
31	Endang Setyowati	3	2	3	3	2	4	4	3	3	3	2	3	2
32	Suwandi	3	3	3	3	3	4	3	3	3	3	3	3	2
33	Ni Gusti Ayu PS	3	2	4	4	3	3	3	4	3	3	4	4	2
34	Sri HY	3	3	3	3	3	3	3	3	3	3	3	3	3
35	Fonda Ambita Sari	4	4	4	4	4	4	3	4	3	4	4	4	3
36	Uwismono	3	3	3	3	3	3	2	3	3	3	3	3	3
37	Kodni Efsandia	4	3	3	4	3	4	3	3	3	3	4	4	3
38	D. Pangarso	3	3	3	3	3	3	3	3	3	3	3	3	3
39	Agus Riyanto	3	4	4	4	4	4	2	4	3	3	4	4	3
40	Halimah	4	4	3	4	4	4	3	3	3	3	3	4	4
41	Rahmayanti	4	4	4	4	3	4	3	4	3	4	4	4	3
42	Minarni Dewi	3	3	3	3	3	3	3	3	3	3	3	3	3
43	Mugiasih Rahayu	4	4	4	4	4	4	4	4	3	4	4	4	1
44	Ayudya Parama Dewi	3	2	3	3	3	3	3	3	3	3	3	3	3
45	Uce Veriyanti	3	3	3	3	3	4	3	3	3	4	4	4	3
46	Bella	3	3	3	4	3	4	4	4	3	4	3	3	2
47	Wiwik Styowati Hamidatin	3	3	3	3	3	4	3	3	2	3	3	3	2
48	Kukuh Pramono	3	3	3	3	3	3	3	3	3	3	3	4	3
49	Rizal Alfian	4	4	4	4	4	4	4	4	4	4	4	4	4
50	Wariyem	3	3	4	3	3	3	2	3	3	3	3	3	3
51	Anissa Rahmayanti	4	4	4	4	3	4	3	4	3	4	4	4	3
52	Nantik	3	3	3	3	3	3	3	3	3	3	3	4	3
53	Fathmuryati H	4	4	4	4	3	3	2	3	3	3	4	4	3
54	Ani	3	3	3	3	3	4	3	3	3	3	3	4	3
55	Harun Al Rosyid	4	3	4	3	4	4	3	4	4	4	3	4	2
56	Dhany Hamiddan Khoir	3	3	3	3	3	4	3	4	3	4	4	3	3
57	Wiwik kristiyani	3	3	3	3	3	3	2	3	3	3	3	3	3
58	Redy W Utomo	3	3	3	3	3	3	2	3	3	3	3	3	2
59	Achyar	3	3	3	3	3	3	4	4	3	2	3	3	2
60	Budy Suprpto	3	3	3	3	3	3	4	3	3	3	3	3	2
61	Wahyu Maliki	3	3	3	3	3	3	4	4	3	4	4	4	3
62	Iin Sulistyarini	3	3	3	3	3	3	3	3	3	3	3	3	2
63	Yoto	3	3	3	3	3	4	4	4	3	3	3	3	3
64	Vicky ayu	4	3	3	4	4	4	4	2	2	3	3	4	3
65	Heri Fitriano	4	3	4	4	4	4	3	4	3	4	4	4	3
66	Deni Teguh IP	3	3	3	3	3	3	3	4	4	4	4	4	3
67	Aqsva Riani	3	3	3	3	3	3	4	3	3	3	3	4	3
68	mino finta	3	3	3	3	3	3	2	3	3	3	4	4	3
69	Karini baryani	3	3	3	3	3	3	3	3	3	4	4	4	3
70	Ria Komalayanti	2	4	3	3	3	3	2	3	3	3	3	3	1
71	Tanto	3	3	3	3	3	3	3	3	3	3	3	3	2
72	Kurnia	3	3	3	3	3	4	3	3	4	3	3	3	2
73	Devi	3	3	3	3	3	3	3	3	3	3	3	3	3
74	Ase supriyatna	4	3	3	3	3	4	3	4	3	3	3	4	4
75	Suryani Sinulingga	3	3	4	4	3	3	3	3	3	3	4	4	2
76	Irwan	4	3	4	4	3	4	4	4	3	4	4	4	3
77	Deny Ardiansyah	2	2	3	3	3	4	4	4	3	3	4	4	1
78	Heryanto	4	4	4	4	4	4	2	3	3	2	4	4	4
79	Hari	4	4	4	4	1	3	4	3	3	2	2	3	3
80	Widyowati	3	3	2	3	2	3	1	3	1	3	3	3	3
81	Yanti	3	3	3	3	3	3	2	3	3	4	4	3	3
82	Sari	3	3	3	3	3	3	1	3	4	4	4	3	1
83	Lusiana	3	3	3	3	3	3	3	4	3	3	3	3	4
84	Hanzah	3	4	4	4	3	3	4	3	3	4	3	3	3
85	Sri	3	3	3	3	3	3	2	3	3	3	3	3	4
86	Priyanti	3	3	3	3	4	3	4	3	3	3	3	3	4
87	Fitri	3	3	3	3	3	3	4	3	3	3	3	3	3
88	Kurniawan	3	4	3	3	3	3	4	4	4	3	4	4	3
89	Eno	3	3	3	3	3	3	4	3	3	3	3	3	3
90	Nilu	3	3	3	3	3	3	2	3	3	3	3	3	3
91	Ferri	4	4	3	3	3	3	4	4	3	4	4	4	3
92	Ida	3	3	3	3	3	3	4	3	3	3	3	3	3
93	Udin	3	3	3	3	3	3	4	3	3	3	3	3	3
94	Dwi T	3	3	4	3	3	3	3	3	3	3	3	3	3
95	Jp	4	4	4	4	4	4	4	4	4	4	4	4	4
96	tomi	3	3	3	3	3	3	3	3	3	3	3	3	3
97	MSan	3	3	3	3	3	3	2	3	3	3	3	3	3
98	Heydir	3	3	3	3	3	3	4	3	3	3	3	3	3
99	Okey	4	4	4	4	4	4	4	4	4	4	4	4	4
100	Yono	3	3	3	3	3	3	4	3	3	3	3	3	3
101	Jaya	3	3	3	3	3	3	4	3	3	3	3	3	4
102	Didik	3	4	3	4	3	4	4	4	3	4	4	4	4
103	Tutek	4	4	3	3	4	4	3	4	3	3	3	3	3
104	Maulana	4	4	3	3	4	4	4	4	3	3	3	3	3
105	Sadri	3	3	3	3	3	3	4	3	3	3	3	3	1
106	Nana	4	4	4	4	4	4	4	4	3	3	3	3	3
107	Ibra	3	3	3	3	3	3	2	3	3	3	3	3	1
108	Yusuf	3	3	3	3	3	3	3	3	3	3	3	3	3
109	Supriyanto	4	4	4	4	4	4	4	4	4	4	4	4	4
110	Rosi	4	4	4	4	4	4	4	4	4	4	4	4	4

Tabel. 4.10 Hasil Ouput Excel Responden Variabel Psychological Capital

No	Nama	Psychological Capital																			
		PC1	PC2	PC3	PC4	PC5	PC6	PC7	PC8	PC9	PC10	PC11	PC12	PC16	PC17	PC18	PC19	PC20	PC21	PC22	PC24
1	Astuti	4	3	3	4	3	4	3	3	3	3	3	4	3	3	3	3	3	3	3	3
2	Kiki	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3
3	A. Samba Purnama	3	2	2	3	2	2	3	4	4	3	3	4	3	3	3	3	3	4	3	2
4	Agus Hindradi Putranto, A.Md	4	3	3	3	3	3	4	3	3	4	3	4	4	3	3	4	2	3	3	2
5	Nurrida	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3
6	Murwani Santoso	3	3	2	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3
7	Rizal	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
8	Ade sullivan	4	4	4	4	3	3	3	3	3	3	3	4	3	3	4	3	3	3	3	3
9	Peni Andayani	2	2	2	3	2	2	2	3	4	3	3	3	2	2	3	3	3	3	3	2
10	Novia Pristiani	4	3	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4
11	Andi Marwanto	3	3	3	3	3	3	3	3	3	3	3	3	2	2	2	2	2	3	3	3
12	Dyah Permatasari	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
13	Elsi Eka Rahmawati	3	2	3	2	3	2	2	4	3	3	3	3	3	2	3	2	3	2	3	3
14	Ani Rumanti	3	3	4	4	3	3	4	4	4	3	4	3	4	4	4	4	3	4	4	4
15	Sugeng Riyadi	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	4	4
16	Hestiana Dewi	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
17	Ayi Mustofa	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
18	Budi Wiharto	4	4	4	4	2	4	3	4	4	4	4	4	4	1	2	3	1	4	4	4
19	Rossyad	4	4	3	4	3	3	3	4	4	3	3	3	3	3	3	3	3	3	3	3
20	Rina Imayanti	3	4	3	4	3	4	3	4	3	3	3	4	3	4	3	4	4	4	3	3
21	Jim Bar Pen	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	2
22	Fitriana	3	2	2	2	3	2	3	2	3	3	2	3	2	2	2	2	2	2	3	3
23	icilia Devita Andini	4	3	3	3	3	3	3	3	4	3	3	3	3	4	4	4	4	4	4	4
24	Sit Rahayu	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3
25	Nilam Rahmawan	3	2	3	3	3	2	3	4	3	3	4	3	3	3	3	2	3	3	3	3
26	Amas Muda Siregar	4	4	4	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3
27	Murjiyanto	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
28	Untung	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
29	arie tristian	3	2	2	3	2	3	2	3	3	3	3	3	2	3	3	3	3	3	3	3
30	Anggiat Tambunan	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3
31	Endang Setyowati	2	2	2	3	2	2	2	3	4	2	2	4	2	2	2	2	3	3	3	3
32	Suwandi	3	2	2	3	3	3	2	3	3	3	3	3	3	2	3	3	3	3	3	3
33	Ni Gusti Ayu PS	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
34	Sri HY	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
35	Fonda Ambita Sari	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
36	U.lwismono	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
37	Kodni Efsandia	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
38	D. Pangarso	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3
39	Agus Riyanto	3	2	2	2	3	2	4	4	3	4	3	4	3	3	2	4	4	3	3	4
40	Halimah	4	4	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4
41	Rahmuyanti	3	3	3	3	3	3	3	4	4	3	4	3	4	3	3	3	3	3	4	4
42	Minarni Dewi	4	4	3	3	4	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3
43	Mugiasih Rahayu	4	4	4	4	4	4	1	4	4	4	4	4	4	1	1	4	1	4	4	4
44	Ayudya Parama Dewi	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3
45	Uce Veriyanti	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3
46	Bella	1	2	2	2	3	1	2	3	3	3	3	3	2	2	3	2	2	2	2	2
47	Wiwik Styowati Hamidatin	2	2	3	2	3	2	3	2	3	4	3	3	4	2	3	2	3	3	3	3
48	Kukah Pramono	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4
49	Rizal Alfian	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
50	Warisem	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
51	Anissa Rahmuyanti	3	3	3	3	3	3	3	4	4	4	3	4	3	3	3	3	3	3	4	4
52	Namik	3	3	3	3	3	3	4	3	4	3	3	4	4	4	4	3	3	3	3	2
53	Fathuryati H	3	3	3	3	3	3	3	4	4	3	3	4	4	3	3	3	3	3	4	4
54	Ani	3	3	3	3	3	3	4	3	4	3	3	4	4	4	4	3	3	3	3	2
55	Harun Al Rossyd	4	3	3	3	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4
56	Dhany Hamiddan Khoir	3	3	4	3	3	4	3	4	4	4	3	3	3	3	3	3	3	3	4	4
57	Wiwik kristiyani	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
58	Redy W Utomo	3	3	2	2	3	2	2	3	3	3	3	3	3	2	2	2	2	2	3	2
59	Achyar	3	3	3	3	3	3	3	3	3	2	3	3	3	3	2	2	2	2	3	2
60	Budy Supranto	4	3	3	3	3	3	4	3	4	3	3	3	3	3	3	3	3	3	3	3
61	Wahyu Maliki	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
62	lin Sulistyarni	2	2	2	3	2	3	2	3	3	3	3	3	3	3	3	2	3	3	3	3
63	Yoto	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
64	Vicky ayu	4	3	3	4	3	2	2	4	4	4	3	4	3	3	3	3	2	3	4	4
65	Heri Fitriono	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	3	3
66	Deni Teguh IP	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	3	2
67	Agnya Riani	3	3	3	4	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4
68	mino finta	3	2	3	3	3	2	3	3	3	3	3	3	3	3	3	2	3	3	3	3
69	Kartini haryani	3	3	2	2	3	2	3	3	3	2	3	2	2	4	3	3	3	3	3	2
70	Ria Komalayani	3	1	1	1	2	1	1	3	2	2	2	2	2	1	2	1	2	2	2	2
71	Tanto	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
72	Kurnia	3	3	3	4	3	3	3	3	4	3	3	3	3	3	4	3	4	3	4	4
73	Devi	3	3	3	5	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
74	Ase supriyatna	4	3	3	4	4	4	3	4	4	3	3	3	2	3	3	3	3	3	4	3
75	Suryani Simulingga	4	3	3	3	4	3	3	3	4	3	3	4	3	3	3	3	3	3	3	3
76	Irwan	4	4	4	4	4	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4
77	Deny Ardiansyah	3	2	2	2	2	2	2	3	4	2	2	3	2	2	2	2	2	2	3	3
78	Heryanto	4	4	4	4	3	3	3	3	3	3	4	4	4	4	4	4	3	4	3	3
79	Hari	4	3	4	3	3	4	3	4	2	3	2	4	3	4	2	2	2	3	1	2
80	Widyowati	2	2	2	2	2	2	3	3	3	3	3	3	2	2	2	2	2	3	3	3
81	Yanti	3	3	3	3	3	4	3	3	3	4	3	3	3	2	2	3	4	3	3	3
82	Sari	3	2	4	3	3	2	2	3	3	3	2	4	2	3	3	2	2	3	3	3
83	Lusiana	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	4
84	Hanzah	4	3	3	3	3	3	3	4	3	3	3	3	3	4	4	3	4	3	4	3
85	Sri	3	4	3	3	3	3	3	3	4	3	3	3	3	3	3	3	4	3	3	3
86	Priyanti	3	3	3	4	3	4	3	3												

Lampiran 5 Analisa data Statistik Hasil Pretest

A. Hasil Output SPSS Uji Validitas dan Realibilitas

```

FACTOR
/VARIABLES WM1 WM2 WM3 WM4 WM5 WM6 WM7 WM8 WM9 WM10
/MISSING LISTWISE
/ANALYSIS WM1 WM2 WM3 WM4 WM5 WM6 WM7 WM8 WM9 WM10
/PRINT INITIAL CORRELATION KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		WM1	WM2	WM3	WM4	WM5	WM6	WM7	WM8	WM9	WM10
Correlatio n	WM1	1.000	.349	.124	.556	-.108	.069	.463	.402	.202	.430
	WM2	.349	1.000	.128	.351	-.095	.031	.204	.650	.089	.109
	WM3	.124	.128	1.000	.146	-.062	.411	.012	.091	.116	-.042
	WM4	.556	.351	.146	1.000	-.054	.140	.233	.539	-.020	.217
	WM5	-.108	-.095	-.062	-.054	1.000	.161	-.032	-.055	.359	.109
	WM6	.069	.031	.411	.140	.161	1.000	.341	.135	.248	-.184
	WM7	.463	.204	.012	.233	-.032	.341	1.000	.314	.059	.261
	WM8	.402	.650	.091	.539	-.055	.135	.314	1.000	.137	.010
	WM9	.202	.089	.116	-.020	.359	.248	.059	.137	1.000	.361
	WM10	.430	.109	-.042	.217	.109	-.184	.261	.010	.361	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.505	
Bartlett's Test of Sphericity	Approx. Chi-Square	76.193
df	45	
Sig.	.003	

Anti-image Matrices

		WM1	WM2	WM3	WM4	WM5	WM6	WM7	WM8	WM9	WM10
Anti-image Covariance	WM1	.459	-.047	-.061	-.202	.102	.069	-.183	.005	-.111	-.085
	WM2	-.047	.546	-.069	.045	.028	.019	.026	-.263	.029	-.058
	WM3	-.061	-.069	.750	-.011	.109	-.265	.143	.020	.002	-.034
	WM4	-.202	.045	-.011	.476	-.047	-.118	.127	-.195	.185	-.130
	WM5	.102	.028	.109	-.047	.799	-.084	.017	.013	-.202	-.049
	WM6	.069	.019	-.265	-.118	-.084	.503	-.265	.054	-.197	.219
	WM7	-.183	.026	.143	.127	.017	-.265	.539	-.121	.164	-.181
	WM8	.005	-.263	.020	-.195	.013	.054	-.121	.388	-.130	.150
	WM9	-.111	.029	.002	.185	-.202	-.197	.164	-.130	.564	-.245
	WM10	-.085	-.058	-.034	-.130	-.049	.219	-.181	.150	-.245	

	WM10	-.085	-.058	-.034	-.130	-.049	.219	-.181	.150	-.245	.524
Anti-image	WM1	.695 ^a	-.094	-.104	-.432	.168	.144	-.367	.012	-.218	-.173
Correlation	WM2	-.094	.669 ^a	-.107	.088	.043	.035	.049	-.570	.053	-.108
	WM3	-.104	-.107	.469 ^a	-.018	.141	-.431	.224	.037	.003	-.055
	WM4	-.432	.088	-.018	.546 ^a	-.076	-.242	.251	-.454	.356	-.261
	WM5	.168	.043	.141	-.076	.537 ^a	-.133	.026	.024	-.301	-.075
	WM6	.144	.035	-.431	-.242	-.133	.339 ^a	-.509	.123	-.370	.427
	WM7	-.367	.049	.224	.251	.026	-.509	.433 ^a	-.263	.297	-.341
	WM8	.012	-.570	.037	-.454	.024	.123	-.263	.559 ^a	-.278	.333
	WM9	-.218	.053	.003	.356	-.301	-.370	.297	-.278	.344 ^a	-.450
	WM10	-.173	-.108	-.055	-.261	-.075	.427	-.341	.333	-.450	.401 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WM1	1.000	.755
WM2	1.000	.732
WM3	1.000	.523
WM4	1.000	.571
WM5	1.000	.668
WM6	1.000	.828
WM7	1.000	.597
WM8	1.000	.826
WM9	1.000	.729
WM10	1.000	.784

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	2.908	29.078	29.078	2.908	29.078	29.078
2	1.594	15.936	45.013	1.594	15.936	45.013
3	1.468	14.684	59.697	1.468	14.684	59.697
4	1.042	10.417	70.114	1.042	10.417	70.114
5	.910	9.103	79.217			
6	.719	7.188	86.405			
7	.512	5.117	91.522			
8	.362	3.617	95.139			
9	.313	3.130	98.269			
10	.173	1.731	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component			
	1	2	3	4
WM1	.786	-.053	-.249	-.269
WM2	.657	-.282	.069	.464
WM3	.267	.230	.611	-.159
WM4	.721	-.225	.014	.016
WM5	-.032	.697	-.135	.403
WM6	.307	.492	.673	-.196
WM7	.594	.085	-.010	-.486
WM8	.751	-.246	.151	.422
WM9	.305	.735	-.190	.244
WM10	.402	.269	-.705	-.230

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

FACTOR

```

/VARIABLES WM1 WM2 WM4 WM5 WM8
/MISSING LISTWISE
/ANALYSIS WM1 WM2 WM4 WM5 WM8
/PRINT INITIAL CORRELATION KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Correlation Matrix

		WM1	WM2	WM4	WM5	WM8
Correlation	WM1	1.000	.349	.556	-.108	.402
	WM2	.349	1.000	.351	-.095	.650
	WM4	.556	.351	1.000	-.054	.539
	WM5	-.108	-.095	-.054	1.000	-.055
	WM8	.402	.650	.539	-.055	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.675
Bartlett's Test of Sphericity	Approx. Chi-Square	35.026
	df	10
	Sig.	.000

Anti-image Matrices

		WM1	WM2	WM4	WM5	WM8
Anti-image Covariance	WM1	.658	-.081	-.271	.065	-.022
	WM2	-.081	.563	.035	.050	-.294
	WM4	-.271	.035	.569	-.007	-.193
	WM5	.065	.050	-.007	.984	-.017
	WM8	-.022	-.294	-.193	-.017	.466
Anti-image Correlation	WM1	.731 ^a	-.133	-.443	.080	-.040
	WM2	-.133	.656 ^a	.061	.067	-.574
	WM4	-.443	.061	.681 ^a	-.009	-.375
	WM5	.080	.067	-.009	.697 ^a	-.024
	WM8	-.040	-.574	-.375	-.024	.651 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WM1	1.000	.531
WM2	1.000	.569
WM4	1.000	.613
WM5	1.000	.027
WM8	1.000	.706

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	2.446	48.922	48.922	2.446	48.922	48.922
2	.990	19.795	68.717			
3	.802	16.038	84.755			
4	.470	9.399	94.154			
5	.292	5.846	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
WM1	.729
WM2	.754
WM4	.783
WM5	-.166
WM8	.840

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

```
FACTOR
/VARIABLES WM1 WM2 WM4 WM8
/MISSING LISTWISE
/ANALYSIS WM1 WM2 WM4 WM8
/PRINT INITIAL CORRELATION KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix

		WM1	WM2	WM4	WM8
Correlation	WM1	1.000	.349	.556	.402
	WM2	.349	1.000	.351	.650
	WM4	.556	.351	1.000	.539
	WM8	.402	.650	.539	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.674
Bartlett's Test of Sphericity	Approx. Chi-Square	35.022
	df	6
	Sig.	.000

Anti-image Matrices

		WM1	WM2	WM4	WM8
Anti-image Covariance	WM1	.663	-.085	-.273	-.021
	WM2	-.085	.566	.035	-.294
	WM4	-.273	.035	.569	-.193
	WM8	-.021	-.294	-.193	.466
Anti-image Correlation	WM1	.731 ^a	-.140	-.444	-.038
	WM2	-.140	.655 ^a	.062	-.573
	WM4	-.444	.062	.679 ^a	-.375
	WM8	-.038	-.573	-.375	.650 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WM1	1.000	.529
WM2	1.000	.569
WM4	1.000	.619
WM8	1.000	.713

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	2.430	60.744	60.744	2.430	60.744	60.744
2	.802	20.057	80.800			
3	.475	11.886	92.686			
4	.293	7.314	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
WM1	.727
WM2	.754
WM4	.787
WM8	.844

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

```
RELIABILITY
/VARIABLES=WM1 WM2 WM4 WM8
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL MEANS.
```

Reliability Scale: ALL VARIABLES

Case Processing Summary

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.764	.783	4

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.733	3.500	3.867	.367	1.105	.027	4

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
WM1	11.4333	.944	.527	.337	.760
WM2	11.0667	1.306	.547	.434	.726
WM4	11.1000	1.197	.624	.431	.686
WM8	11.2000	1.062	.640	.534	.666

FACTOR

```

/VARIABLES WM11 WM12 WM13 WM14 WM15 WM16 WM17 WM18 WM19 WM20
/MISSING LISTWISE
/ANALYSIS WM11 WM12 WM13 WM14 WM15 WM16 WM17 WM18 WM19 WM20
/PRINT INITIAL CORRELATION KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

	WM11	WM12	WM13	WM14	WM15	WM16	WM17	WM18	WM19	WM20
Correlation	1.000	.221	.366	.173	.016	.444	.094	.357	.591	.218
WM11										
WM12	.221	1.000	-.113	.260	.315	.202	.202	.000	.000	.022
WM13	.366	-.113	1.000	.161	.049	.166	.077	.347	.333	.438
WM14	.173	.260	.161	1.000	.573	.322	-.202	.332	.419	.154
WM15	.016	.315	.049	.573	1.000	.116	.033	.031	.233	.038
WM16	.444	.202	.166	.322	.116	1.000	.271	.405	.478	.233
WM17	.094	.202	.077	-.202	.033	.271	1.000	.152	.085	.372
WM18	.357	.000	.347	.332	.031	.405	.152	1.000	.382	.719
WM19	.591	.000	.333	.419	.233	.478	.085	.382	1.000	.259
WM20	.218	.022	.438	.154	.038	.233	.372	.719	.259	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.597
Bartlett's Test of Sphericity	Approx. Chi-Square	91.823
	df	45
	Sig.	.000

Anti-image Matrices

		WM11	WM12	WM13	WM14	WM15	WM16	WM17	WM18	WM19	WM20
Anti-image Covariance	WM11	.468	-.219	-.163	.091	.063	-.085	.059	-.073	-.237	.049
	WM12	-.219	.652	.147	-.137	-.115	-.046	-.149	.066	.181	-.030
	WM13	-.163	.147	.673	-.042	-.023	.022	.020	.048	-.012	-.162
	WM14	.091	-.137	-.042	.403	-.246	-.099	.209	-.094	-.120	.008
	WM15	.063	-.115	-.023	-.246	.573	.063	-.104	.063	-.067	-.002
	WM16	-.085	-.046	.022	-.099	.063	.586	-.187	-.103	-.099	.074
	WM17	.059	-.149	.020	.209	-.104	-.187	.604	.052	-.056	-.168
	WM18	-.073	.066	.048	-.094	.063	-.103	.052	.352	.005	-.239
	WM19	-.237	.181	-.012	-.120	-.067	-.099	-.056	.005	.451	-.012
	WM20	.049	-.030	-.162	.008	-.002	.074	-.168	-.239	-.012	.351
Anti-image Correlation	WM11	.591 ^a	-.396	-.291	.209	.122	-.163	.112	-.179	-.517	.120
	WM12	-.396	.378 ^a	.222	-.268	-.189	-.074	-.238	.138	.334	-.062
	WM13	-.291	.222	.704 ^a	-.081	-.037	.035	.031	.098	-.021	-.333
	WM14	.209	-.268	-.081	.548 ^a	-.512	-.204	.423	-.249	-.281	.022
	WM15	.122	-.189	-.037	-.512	.560 ^a	.109	-.177	.141	-.132	-.005
	WM16	-.163	-.074	.035	-.204	.109	.750 ^a	-.315	-.227	-.193	.162
	WM17	.112	-.238	.031	.423	-.177	-.315	.387 ^a	.113	-.107	-.366
	WM18	-.179	.138	.098	-.249	.141	-.227	.113	.644 ^a	.013	-.679
	WM19	-.517	.334	-.021	-.281	-.132	-.193	-.107	.013	.684 ^a	-.029
	WM20	.120	-.062	-.333	.022	-.005	.162	-.366	-.679	-.029	.581 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WM11	1.000	.780
WM12	1.000	.698
WM13	1.000	.521
WM14	1.000	.844
WM15	1.000	.759
WM16	1.000	.618
WM17	1.000	.787

WM18	1.000	.733
WM19	1.000	.726
WM20	1.000	.878

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	3.276	32.763	32.763	3.276	32.763	32.763
2	1.693	16.935	49.698	1.693	16.935	49.698
3	1.281	12.808	62.506	1.281	12.808	62.506
4	1.093	10.927	73.433	1.093	10.927	73.433
5	.761	7.608	81.041			
6	.705	7.049	88.090			
7	.483	4.828	92.918			
8	.301	3.013	95.932			
9	.225	2.251	98.183			
10	.182	1.817	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component			
	1	2	3	4
WM11	.670	-.052	-.055	-.571
WM12	.238	.512	.611	-.073
WM13	.547	-.324	-.319	.119
WM14	.556	.631	-.266	.256
WM15	.324	.719	.057	.364
WM16	.675	.065	.196	-.347
WM17	.286	-.315	.776	.055
WM18	.742	-.302	-.076	.292
WM19	.740	.094	-.255	-.324
WM20	.649	-.451	.132	.485

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

FACTOR

```

/VARIABLES WM11 WM13 WM14 WM15 WM16 WM18 WM19 WM20
/MISSING LISTWISE
/ANALYSIS WM11 WM13 WM14 WM15 WM16 WM18 WM19 WM20
/PRINT INITIAL CORRELATION KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		WM11	WM13	WM14	WM15	WM16	WM18	WM19	WM20
Correlation	WM11	1.000	.366	.173	.016	.444	.357	.591	.218
	WM13	.366	1.000	.161	.049	.166	.347	.333	.438
	WM14	.173	.161	1.000	.573	.322	.332	.419	.154
	WM15	.016	.049	.573	1.000	.116	.031	.233	.038
	WM16	.444	.166	.322	.116	1.000	.405	.478	.233
	WM18	.357	.347	.332	.031	.405	1.000	.382	.719
	WM19	.591	.333	.419	.233	.478	.382	1.000	.259
	WM20	.218	.438	.154	.038	.233	.719	.259	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.678
Bartlett's Test of Sphericity Approx. Chi-Square	72.025
df	28
Sig.	.000

Anti-image Matrices

		WM11	WM13	WM14	WM15	WM16	WM18	WM19	WM20
Anti-image Covariance	WM11	.555	-.145	.062	.034	-.132	-.064	-.236	.059
	WM13	-.145	.713	-.037	.018	.062	.029	-.061	-.175
	WM14	.062	-.037	.509	-.318	-.068	-.133	-.110	.085
	WM15	.034	.018	-.318	.628	.012	.103	-.048	-.062
	WM16	-.132	.062	-.068	.012	.668	-.089	-.117	.014
	WM18	-.064	.029	-.133	.103	-.089	.367	-.014	-.266
	WM19	-.236	-.061	-.110	-.048	-.117	-.014	.508	-.010
	WM20	.059	-.175	.085	-.062	.014	-.266	-.010	.416
Anti-image Correlation	WM11	.718 ^a	-.230	.117	.058	-.216	-.141	-.444	.122
	WM13	-.230	.771 ^a	-.062	.027	.090	.057	-.102	-.320
	WM14	.117	-.062	.604 ^a	-.562	-.117	-.307	-.216	.184
	WM15	.058	.027	-.562	.508 ^a	.019	.215	-.084	-.121
	WM16	-.216	.090	-.117	.019	.847 ^a	-.181	-.201	.027
	WM18	-.141	.057	-.307	.215	-.181	.642 ^a	-.032	-.681
	WM19	-.444	-.102	-.216	-.084	-.201	-.032	.789 ^a	-.023
	WM20	.122	-.320	.184	-.121	.027	-.681	-.023	.589 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WM11	1.000	.767
WM13	1.000	.444
WM14	1.000	.792
WM15	1.000	.809
WM16	1.000	.566
WM18	1.000	.769
WM19	1.000	.730
WM20	1.000	.863

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	3.187	39.835	39.835	3.187	39.835	39.835
2	1.466	18.321	58.156	1.466	18.321	58.156
3	1.087	13.588	71.744	1.087	13.588	71.744
4	.801	10.007	81.751			
5	.489	6.107	87.858			
6	.409	5.114	92.972			
7	.359	4.482	97.454			
8	.204	2.546	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
WM11	.669	-.147	-.545
WM13	.574	-.306	.144
WM14	.577	.644	.214
WM15	.306	.794	.291
WM16	.655	.071	-.363
WM18	.755	-.305	.326
WM19	.761	.154	-.356
WM20	.636	-.430	.523

Extraction Method: Principal Component Analysis.

a. 3 components extracted.


```

FACTOR
/VARIABLES WM11 WM13 WM16 WM18 WM19 WM20
/MISSING LISTWISE
/ANALYSIS WM11 WM13 WM16 WM18 WM19 WM20
/PRINT INITIAL CORRELATION KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		WM11	WM13	WM16	WM18	WM19	WM20
Correlation	WM11	1.000	.366	.444	.357	.591	.218
	WM13	.366	1.000	.166	.347	.333	.438
	WM16	.444	.166	1.000	.405	.478	.233
	WM18	.357	.347	.405	1.000	.382	.719
	WM19	.591	.333	.478	.382	1.000	.259
	WM20	.218	.438	.233	.719	.259	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.716
Bartlett's Test of Sphericity	Approx. Chi-Square
	54.010
	df
	15
	Sig.
	.000

Anti-image Matrices

		WM11	WM13	WM16	WM18	WM19	WM20
Anti-image Covariance	WM11	.576	-.145	-.125	-.059	-.236	.054
	WM13	-.145	.716	.058	.022	-.080	-.175
	WM16	-.125	.058	.679	-.119	-.160	.027
	WM18	-.059	.022	-.119	.407	-.046	-.279
	WM19	-.236	-.080	-.160	-.046	.570	.006
	WM20	.054	-.175	.027	-.279	.006	.431
	Anti-image Correlation	WM11	.749 ^a	-.226	-.199	-.121	-.411
WM13		-.226	.770 ^a	.083	.041	-.125	-.315
WM16		-.199	.083	.801 ^a	-.227	-.257	.049
WM18		-.121	.041	-.227	.673 ^a	-.095	-.668
WM19		-.411	-.125	-.257	-.095	.776 ^a	.013
WM20		.108	-.315	.049	-.668	.013	.611 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WM11	1.000	.706
WM13	1.000	.444
WM16	1.000	.579
WM18	1.000	.758
WM19	1.000	.718
WM20	1.000	.864

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	2.927	48.777	48.777	2.927	48.777	48.777
2	1.141	19.024	67.801	1.141	19.024	67.801
3	.797	13.288	81.089			
4	.489	8.143	89.232			
5	.406	6.759	95.991			
6	.241	4.009	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
WM11	.713	.444
WM13	.615	-.256
WM16	.647	.400
WM18	.781	-.384
WM19	.733	.426
WM20	.689	-.624

Extraction Method: Principal Component Analysis.
a. 2 components extracted.

FACTOR

```

/VARIABLES WM11 WM13 WM16 WM18 WM19
/MISSING LISTWISE
/ANALYSIS WM11 WM13 WM16 WM18 WM19
/PRINT INITIAL CORRELATION KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		WM11	WM13	WM16	WM18	WM19
Correlation	WM11	1.000	.366	.444	.357	.591
	WM13	.366	1.000	.166	.347	.333
	WM16	.444	.166	1.000	.405	.478
	WM18	.357	.347	.405	1.000	.382
	WM19	.591	.333	.478	.382	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.765
Bartlett's Test of Sphericity	Approx. Chi-Square	32.393
	df	10
	Sig.	.000

Anti-image Matrices

		WM11	WM13	WM16	WM18	WM19
Anti-image Covariance	WM11	.582	-.138	-.130	-.044	-.239
	WM13	-.138	.795	.076	-.183	-.086
	WM16	-.130	.076	.681	-.184	-.161
	WM18	-.044	-.183	-.184	.734	-.075
	WM19	-.239	-.086	-.161	-.075	.570
Anti-image Correlation	WM11	.756 ^a	-.203	-.206	-.067	-.415
	WM13	-.203	.757 ^a	.104	-.240	-.128
	WM16	-.206	.104	.767 ^a	-.261	-.258
	WM18	-.067	-.240	-.261	.795 ^a	-.116
	WM19	-.415	-.128	-.258	-.116	.756 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WM11	1.000	.627
WM13	1.000	.336
WM16	1.000	.498
WM18	1.000	.468
WM19	1.000	.642

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	2.571	51.419	51.419	2.571	51.419	51.419
2	.849	16.981	68.400			
3	.697	13.942	82.342			
4	.478	9.555	91.897			
5	.405	8.103	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
WM11	.792
WM13	.580
WM16	.705
WM18	.684
WM19	.801

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

RELIABILITY

```

/VARIABLES=WM11 WM13 WM16 WM18 WM19
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
    
```

**Reliability
Scale: ALL VARIABLES**

Case Processing Summary

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

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

Reliability Statistics

	Cronbach's Alpha Based on Standardized Items		N of Items
Cronbach's Alpha	.757	.759	5

Inter-Item Covariance Matrix

	WM11	WM13	WM16	WM18	WM19
WM11	.409	.147	.175	.152	.216
WM13	.147	.395	.064	.145	.120
WM16	.175	.064	.378	.166	.168
WM18	.152	.145	.166	.441	.145
WM19	.216	.120	.168	.145	.326

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.353	3.200	3.467	.267	1.083	.014	5

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
WM11	13.5000	3.155	.607	.418	.682
WM13	13.3000	3.597	.399	.205	.757
WM16	13.4000	3.421	.503	.319	.720
WM18	13.5667	3.289	.504	.266	.721
WM19	13.3000	3.321	.623	.430	.681

FACTOR

```

/VARIABLES WM21 WM22 WM23 WM24 WM25 WM26 WM27 WM28 WM29 WM30
/MISSING LISTWISE
/ANALYSIS WM21 WM22 WM23 WM24 WM25 WM26 WM27 WM28 WM29 WM30
/PRINT INITIAL CORRELATION KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

	WM21	WM22	WM23	WM24	WM25	WM26	WM27	WM28	WM29	WM30
Correlation WM21	1.000	.092	.177	.248	.057	.109	.037	.136	.308	.148
WM22	.092	1.000	.614	.261	.572	.497	.266	.668	.696	.676
WM23	.177	.614	1.000	.278	.424	.432	.309	.541	.564	.588
WM24	.248	.261	.278	1.000	.402	.363	-.043	.596	.507	.418
WM25	.057	.572	.424	.402	1.000	.507	.340	.755	.608	.631
WM26	.109	.497	.432	.363	.507	1.000	.545	.603	.471	.453
WM27	.037	.266	.309	-.043	.340	.545	1.000	.342	.260	.328
WM28	.136	.668	.541	.596	.755	.603	.342	1.000	.834	.779
WM29	.308	.696	.564	.507	.608	.471	.260	.834	1.000	.856
WM30	.148	.676	.588	.418	.631	.453	.328	.779	.856	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.833
Bartlett's Test of Sphericity	Approx. Chi-Square
	164.669
	df
	45
	Sig.
	.000

Anti-image Matrices

	WM21	WM22	WM23	WM24	WM25	WM26	WM27	WM28	WM29	WM30
Anti-image WM21	.772	.051	-.071	-.113	.001	-.016	-.044	.075	-.134	.074
Covariance WM22	.051	.371	-.144	.108	-.051	-.087	.079	-.019	-.056	-.019
WM23	-.071	-.144	.542	-.021	.027	-.029	-.055	-.006	.008	-.063
WM24	-.113	.108	-.021	.492	.004	-.104	.204	-.106	-.007	-.002
WM25	.001	-.051	.027	.004	.401	-.014	-.034	-.107	.035	-.041
WM26	-.016	-.087	-.029	-.104	-.014	.454	-.245	-.049	.018	.032
WM27	-.044	.079	-.055	.204	-.034	-.245	.570	-.033	.021	-.050
WM28	.075	-.019	-.006	-.106	-.107	-.049	-.033	.151	-.068	-.010
WM29	-.134	-.056	.008	-.007	.035	.018	.021	-.068	.151	-.102
WM30	.074	-.019	-.063	-.002	-.041	.032	-.050	-.010	-.102	.219
Anti-image Correlation WM21	.461 ^a	.096	-.109	-.184	.002	-.027	-.066	.220	-.392	.181
WM22	.096	.881 ^a	-.322	.254	-.133	-.212	.171	-.080	-.235	-.067
WM23	-.109	-.322	.919 ^a	-.041	.057	-.059	-.099	-.021	.028	-.184
WM24	-.184	.254	-.041	.742 ^a	.009	-.221	.385	-.386	-.026	-.005
WM25	.002	-.133	.057	.009	.904 ^a	-.033	-.070	-.433	.144	-.139

WM26	-.027	-.212	-.059	-.221	-.033	.835 ^a	-.481	-.188	.068	.101
WM27	-.066	.171	-.099	.385	-.070	-.481	.653 ^a	-.112	.070	-.140
WM28	.220	-.080	-.021	-.386	-.433	-.188	-.112	.843 ^a	-.448	-.053
WM29	-.392	-.235	.028	-.026	.144	.068	.070	-.448	.810 ^a	-.563
WM30	.181	-.067	-.184	-.005	-.139	.101	-.140	-.053	-.563	.874 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WM21	1.000	.350
WM22	1.000	.639
WM23	1.000	.504
WM24	1.000	.621
WM25	1.000	.619
WM26	1.000	.593
WM27	1.000	.671
WM28	1.000	.851
WM29	1.000	.837
WM30	1.000	.760

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	5.205	52.052	52.052	5.205	52.052	52.052
2	1.240	12.400	64.453	1.240	12.400	64.453
3	.948	9.476	73.929			
4	.808	8.079	82.007			
5	.539	5.387	87.394			
6	.411	4.107	91.501			
7	.375	3.745	95.247			
8	.231	2.306	97.553			
9	.154	1.541	99.093			
10	.091	.907	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
WM21	.238	.542
WM22	.794	-.092
WM23	.707	-.070
WM24	.565	.549
WM25	.782	-.089
WM26	.699	-.323
WM27	.450	-.685
WM28	.920	.065
WM29	.890	.210
WM30	.870	.045

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES WM22 WM23 WM24 WM25 WM26 WM27 WM28 WM29 WM30
/MISSING LISTWISE
/ANALYSIS WM22 WM23 WM24 WM25 WM26 WM27 WM28 WM29 WM30
/PRINT INITIAL CORRELATION KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		WM22	WM23	WM24	WM25	WM26	WM27	WM28	WM29	WM30
Correlation	WM22	1.000	.614	.261	.572	.497	.266	.668	.696	.676
	WM23	.614	1.000	.278	.424	.432	.309	.541	.564	.588
	WM24	.261	.278	1.000	.402	.363	-.043	.596	.507	.418
	WM25	.572	.424	.402	1.000	.507	.340	.755	.608	.631
	WM26	.497	.432	.363	.507	1.000	.545	.603	.471	.453
	WM27	.266	.309	-.043	.340	.545	1.000	.342	.260	.328
	WM28	.668	.541	.596	.755	.603	.342	1.000	.834	.779
	WM29	.696	.564	.507	.608	.471	.260	.834	1.000	.856
	WM30	.676	.588	.418	.631	.453	.328	.779	.856	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.853
Bartlett's Test of Approx. Chi-Square	160.35
Sphericity	4
df	36
Sig.	.000

Anti-image Matrices

		WM22	WM23	WM24	WM25	WM26	WM27	WM28	WM29	WM30
Anti-image Covariance	WM22	.374	-.143	.121	-.052	-.087	.083	-.025	-.056	-.025
	WM23	-.143	.548	-.033	.027	-.031	-.060	.001	-.005	-.059
	WM24	.121	-.033	.510	.004	-.110	.205	-.103	-.033	.010
	WM25	-.052	.027	.004	.401	-.014	-.034	-.112	.042	-.043
	WM26	-.087	-.031	-.110	-.014	.454	-.247	-.050	.018	.034
	WM27	.083	-.060	.205	-.034	-.247	.572	-.030	.015	-.047
	WM28	-.025	.001	-.103	-.112	-.050	-.030	.159	-.068	-.018
	WM29	-.056	-.005	-.033	.042	.018	.015	-.068	.179	-.109
	WM30	-.025	-.059	.010	-.043	.034	-.047	-.018	-.109	.226
Anti-image Correlation	WM22	.881 ^a	-.315	.277	-.134	-.210	.179	-.104	-.216	-.086
	WM23	-.315	.926 ^a	-.063	.058	-.062	-.107	.003	-.017	-.168
	WM24	.277	-.063	.744 ^a	.010	-.230	.380	-.361	-.108	.030
	WM25	-.134	.058	.010	.898 ^a	-.033	-.070	-.444	.157	-.142
	WM26	-.210	-.062	-.230	-.033	.832 ^a	-.484	-.187	.062	.108
	WM27	.179	-.107	.380	-.070	-.484	.656 ^a	-.100	.048	-.131
	WM28	-.104	.003	-.361	-.444	-.187	-.100	.861 ^a	-.403	-.096
	WM29	-.216	-.017	-.108	.157	.062	.048	-.403	.852 ^a	-.544
	WM30	-.086	-.168	.030	-.142	.108	-.131	-.096	-.544	.886 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WM22	1.000	.638
WM23	1.000	.507
WM24	1.000	.633
WM25	1.000	.620
WM26	1.000	.626
WM27	1.000	.834
WM28	1.000	.870

WM29	1.000	.823
WM30	1.000	.770

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	5.159	57.321	57.321	5.159	57.321	57.321
2	1.164	12.928	70.249	1.164	12.928	70.249
3	.811	9.011	79.261			
4	.561	6.232	85.492			
5	.436	4.845	90.338			
6	.378	4.196	94.534			
7	.231	2.562	97.096			
8	.155	1.723	98.819			
9	.106	1.181	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
WM22	.798	.029
WM23	.705	.099
WM24	.557	-.567
WM25	.788	-.006
WM26	.702	.366
WM27	.454	.793
WM28	.923	-.135
WM29	.885	-.202
WM30	.872	-.098

Extraction Method: Principal Component Analysis.
a. 2 components extracted.

FACTOR

```

/VARIABLES WM22 WM23 WM26 WM27
/MISSING LISTWISE
/ANALYSIS WM22 WM23 WM26 WM27
/PRINT INITIAL CORRELATION KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		WM22	WM23	WM26	WM27
Correlation	WM22	1.000	.614	.497	.266
	WM23	.614	1.000	.432	.309
	WM26	.497	.432	1.000	.545
	WM27	.266	.309	.545	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.673
Bartlett's Test of Sphericity	Approx. Chi-Square	31.068
	df	6
	Sig.	.000

Anti-image Matrices

		WM22	WM23	WM26	WM27
Anti-image Covariance	WM22	.555	-.294	-.177	.041
	WM23	-.294	.594	-.062	-.075
	WM26	-.177	-.062	.563	-.297
	WM27	.041	-.075	-.297	.693
Anti-image Correlation	WM22	.654 ^a	-.513	-.316	.065
	WM23	-.513	.696 ^a	-.107	-.116
	WM26	-.316	-.107	.684 ^a	-.475
	WM27	.065	-.116	-.475	.655 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WM22	1.000	.625
WM23	1.000	.606
WM26	1.000	.665
WM27	1.000	.446

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	2.341	58.525	58.525	2.341	58.525	58.525

2	.863	21.567	80.092		
3	.453	11.314	91.406		
4	.344	8.594	100.000		

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
WM22	.791
WM23	.778
WM26	.815
WM27	.668

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

```
RELIABILITY
/VARIABLES=WM22 WM23 WM26 WM27
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.753	.761	4

Inter-Item Covariance Matrix

	WM22	WM23	WM26	WM27
WM22	.783	.545	.538	.283
WM23	.545	1.007	.531	.372
WM26	.538	.531	1.499	.802
WM27	.283	.372	.802	1.444

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2.692	2.533	2.900	.367	1.145	.026	4

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
WM22	7.8667	7.361	.569	.445	.695
WM23	8.1667	6.971	.547	.406	.698
WM26	8.2333	5.633	.644	.437	.639
WM27	8.0333	6.516	.475	.307	.743

FACTOR

```

/VARIABLES OC1 OC2 OC3 OC4 OC5 OC6 OC7 OC8
/MISSING LISTWISE
/ANALYSIS OC1 OC2 OC3 OC4 OC5 OC6 OC7 OC8
/PRINT INITIAL CORRELATION KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

	OC1	OC2	OC3	OC4	OC5	OC6	OC7	OC8
Correlation OC1	1.000	.256	.456	.374	.347	.380	.422	.202
OC2	.256	1.000	.149	.350	.059	-.088	-.096	.409
OC3	.456	.149	1.000	.331	.150	.221	.148	.114
OC4	.374	.350	.331	1.000	.212	.327	-.005	.486
OC5	.347	.059	.150	.212	1.000	.342	.160	-.196
OC6	.380	-.088	.221	.327	.342	1.000	.404	.093
OC7	.422	-.096	.148	-.005	.160	.404	1.000	-.357
OC8	.202	.409	.114	.486	-.196	.093	-.357	1.000

Inverse of Correlation Matrix

	OC1	OC2	OC3	OC4	OC5	OC6	OC7	OC8
OC1	2.116	-.197	-.601	-.047	-.608	.003	-.988	-.729
OC2	-.197	1.399	-.027	-.258	-.194	.452	-.120	-.526
OC3	-.601	-.027	1.335	-.308	.125	-.091	.145	.215
OC4	-.047	-.258	-.308	1.741	-.326	-.309	-.039	-.745
OC5	-.608	-.194	.125	-.326	1.542	-.515	.491	.873
OC6	.003	.452	-.091	-.309	-.515	1.686	-.741	-.548
OC7	-.988	-.120	.145	-.039	.491	-.741	2.010	1.134
OC8	-.729	-.526	.215	-.745	.873	-.548	1.134	2.327

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.536
Bartlett's Test of Sphericity	Approx. Chi-Square
	58.030
	df
	28
	Sig.
	.001

Anti-image Matrices

		OC1	OC2	OC3	OC4	OC5	OC6	OC7	OC8
Anti-image Covariance	OC1	.472	-.066	-.213	-.013	-.186	.001	-.232	-.148
	OC2	-.066	.715	-.015	-.106	-.090	.191	-.043	-.162
	OC3	-.213	-.015	.749	-.132	.061	-.040	.054	.069
	OC4	-.013	-.106	-.132	.574	-.121	-.105	-.011	-.184
	OC5	-.186	-.090	.061	-.121	.649	-.198	.159	.243
	OC6	.001	.191	-.040	-.105	-.198	.593	-.219	-.140
	OC7	-.232	-.043	.054	-.011	.159	-.219	.497	.243
	OC8	-.148	-.162	.069	-.184	.243	-.140	.243	.430
Anti-image Correlation	OC1	.602 ^a	-.114	-.357	-.024	-.337	.002	-.479	-.329
	OC2	-.114	.628 ^a	-.020	-.165	-.132	.294	-.071	-.292
	OC3	-.357	-.020	.688 ^a	-.202	.087	-.060	.088	.122
	OC4	-.024	-.165	-.202	.732 ^a	-.199	-.180	-.021	-.370
	OC5	-.337	-.132	.087	-.199	.395 ^a	-.319	.279	.461
	OC6	.002	.294	-.060	-.180	-.319	.563 ^a	-.402	-.277
	OC7	-.479	-.071	.088	-.021	.279	-.402	.410 ^a	.525
	OC8	-.329	-.292	.122	-.370	.461	-.277	.525	.410 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC1	1.000	.674
OC2	1.000	.485
OC3	1.000	.376
OC4	1.000	.650
OC5	1.000	.366
OC6	1.000	.524
OC7	1.000	.626
OC8	1.000	.745

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	2.581	32.268	32.268	2.581	32.268	32.268
2	1.865	23.318	55.586	1.865	23.318	55.586
3	.876	10.954	66.540			
4	.859	10.740	77.280			
5	.744	9.299	86.579			
6	.462	5.775	92.354			
7	.411	5.140	97.494			
8	.200	2.506	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
OC1	.809	-.139
OC2	.401	.570
OC3	.613	-.006
OC4	.711	.381
OC5	.473	-.377
OC6	.624	-.367
OC7	.373	-.698
OC8	.363	.783

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES OC1 OC2 OC3 OC4 OC6
/MISSING LISTWISE
/ANALYSIS OC1 OC2 OC3 OC4 OC6
/PRINT INITIAL CORRELATION KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		OC1	OC2	OC3	OC4	OC6
Correlation	OC1	1.000	.256	.456	.374	.380
	OC2	.256	1.000	.149	.350	-.088
	OC3	.456	.149	1.000	.331	.221
	OC4	.374	.350	.331	1.000	.327
	OC6	.380	-.088	.221	.327	1.000

Inverse of Correlation Matrix

	OC1	OC2	OC3	OC4	OC6
OC1	1.536	-.303	-.505	-.155	-.447
OC2	-.303	1.267	.018	-.457	.372
OC3	-.505	.018	1.313	-.246	-.017
OC4	-.155	-.457	-.246	1.428	-.393
OC6	-.447	.372	-.017	-.393	

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.622
Bartlett's Test of Sphericity	Approx. Chi-Square	22.861
	df	10
	Sig.	.011

Anti-image Matrices

		OC1	OC2	OC3	OC4	OC6
Anti-image Covariance	OC1	.651	-.156	-.251	-.071	-.218
	OC2	-.156	.789	.011	-.253	.220
	OC3	-.251	.011	.762	-.131	-.010
	OC4	-.071	-.253	-.131	.700	-.207
	OC6	-.218	.220	-.010	-.207	.749

Anti-image Correlation	OC1	.664 ^a	-.217	-.356	-.105	-.312
	OC2	-.217	.471 ^a	.014	-.340	.286
	OC3	-.356	.014	.709 ^a	-.180	-.013
	OC4	-.105	-.340	-.180	.666 ^a	-.285
	OC6	-.312	.286	-.013	-.285	.541 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC1	1.000	.632
OC2	1.000	.845
OC3	1.000	.476
OC4	1.000	.577
OC6	1.000	.733

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	2.162	43.233	43.233	2.162	43.233	43.233
2	1.101	22.017	65.250	1.101	22.017	65.250
3	.755	15.092	80.342			
4	.572	11.441	91.783			
5	.411	8.217	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
OC1	.791	-.085
OC2	.444	.805
OC3	.686	-.069
OC4	.742	.163
OC6	.564	-.643

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

```

FACTOR
/VARIABLES OC1 OC3 OC4 OC6
/MISSING LISTWISE
/ANALYSIS OC1 OC3 OC4 OC6
/PRINT INITIAL CORRELATION KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		OC1	OC3	OC4	OC6
Correlation	OC1	1.000	.456	.374	.380
	OC3	.456	1.000	.331	.221
	OC4	.374	.331	1.000	.327
	OC6	.380	.221	.327	1.000

Inverse of Correlation Matrix

	OC1	OC3	OC4	OC6
OC1	1.463	-.501	-.264	-.358
OC3	-.501	1.313	-.239	-.022
OC4	-.264	-.239	1.263	-.259
OC6	-.358	-.022	-.259	1.226

MO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.704
Bartlett's Test of Sphericity	Approx. Chi-Square	16.788
	df	6
	Sig.	.010

Anti-image Matrices

		OC1	OC3	OC4	OC6
Anti-image Covariance	OC1	.683	-.261	-.143	-.200
	OC3	-.261	.762	-.144	-.014
	OC4	-.143	-.144	.792	-.168
	OC6	-.200	-.014	-.168	.816
Anti-image Correlation	OC1	.672 ^a	-.362	-.194	-.267
	OC3	-.362	.689 ^a	-.186	-.017
	OC4	-.194	-.186	.754 ^a	-.209
	OC6	-.267	-.017	-.209	.722 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC1	1.000	.629
OC3	1.000	.496
OC4	1.000	.499
OC6	1.000	.428

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	2.051	51.283	51.283	2.051	51.283	51.283
2	.786	19.657	70.939			
3	.660	16.491	87.430			
4	.503	12.570	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
OC1	.793
OC3	.704
OC4	.707
OC6	.654

Extraction Method: Principal

Component Analysis.

a. 1 components extracted.

RELIABILITY

```

/VARIABLES=OC1 OC3 OC4 OC6
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
    
```

Factor Analysis

Correlation Matrix

		OC1	OC3	OC4	OC6
Correlation	OC1	1.000	.456	.374	.380
	OC3	.456	1.000	.331	.221
	OC4	.374	.331	1.000	.327
	OC6	.380	.221	.327	1.000

Inverse of Correlation Matrix

	OC1	OC3	OC4	OC6
OC1	1.463	-.501	-.264	-.358
OC3	-.501	1.313	-.239	-.022
OC4	-.264	-.239	1.263	-.259
OC6	-.358	-.022	-.259	1.226

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.704
Bartlett's Test of Sphericity	Approx. Chi-Square
	16.788
	df
	6
	Sig.
	.010

Anti-image Matrices

		OC1	OC3	OC4	OC6
Anti-image Covariance	OC1	.683	-.261	-.143	-.200
	OC3	-.261	.762	-.144	-.014
	OC4	-.143	-.144	.792	-.168
	OC6	-.200	-.014	-.168	.816
Anti-image Correlation	OC1	.672 ^a	-.362	-.194	-.267
	OC3	-.362	.689 ^a	-.186	-.017
	OC4	-.194	-.186	.754 ^a	-.209
	OC6	-.267	-.017	-.209	.722 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC1	1.000	.629
OC3	1.000	.496
OC4	1.000	.499
OC6	1.000	.428

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	2.051	51.283	51.283	2.051	51.283	51.283
2	.786	19.657	70.939			
3	.660	16.491	87.430			
4	.503	12.570	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
OC1	.793
OC3	.704
OC4	.707
OC6	.654

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

```
RELIABILITY
/VARIABLES=OC1 OC3 OC4 OC6
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

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

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

Reliability Statistics

	Cronbach's Alpha Based on Standardized Items	N of Items
Cronbach's Alpha	.657	4

Inter-Item Covariance Matrix

	OC1	OC3	OC4	OC6
OC1	.792	.217	.344	.354
OC3	.217	.286	.183	.124
OC4	.344	.183	1.068	.354
OC6	.354	.124	.354	1.099

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2.625	1.967	3.300	1.333	1.678	.378	4

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
OC1	7.5333	3.775	.529	.317	.525
OC3	7.2000	5.062	.435	.238	.623
OC4	8.5333	3.568	.451	.208	.585
OC6	8.2333	3.633	.416	.184	.614

FACTOR

```

/VARIABLES OC9 OC10 OC11 OC12 OC13 OC14 OC15 OC16
/MISSING LISTWISE
/ANALYSIS OC9 OC10 OC11 OC12 OC13 OC14 OC15 OC16
/PRINT INITIAL CORRELATION KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

	OC9	OC10	OC11	OC12	OC13	OC14	OC15	OC16
Correlation OC9	1.000	-.305	-.236	.511	-.371	-.206	-.385	-.047
OC10	-.305	1.000	.506	.011	.448	.311	.405	.188
OC11	-.236	.506	1.000	.097	.608	.468	.623	.195
OC12	.511	.011	.097	1.000	-.088	.118	-.015	.099
OC13	-.371	.448	.608	-.088	1.000	.610	.876	.234
OC14	-.206	.311	.468	.118	.610	1.000	.756	.350
OC15	-.385	.405	.623	-.015	.876	.756	1.000	.228
OC16	-.047	.188	.195	.099	.234	.350	.228	1.000

Inverse of Correlation Matrix

	OC9	OC10	OC11	OC12	OC13	OC14	OC15	OC16
OC9	1.775	.350	.022	-.908	-.202	-.110	.770	.014
OC10	.350	1.485	-.536	-.161	-.450	-.059	.324	-.089
OC11	.022	-.536	1.937	-.240	-.357	.056	-.708	-.027
OC12	-.908	-.161	-.240	1.556	.460	-.201	-.343	-.079
OC13	-.202	-.450	-.357	.460	4.868	.607	-4.329	-.266
OC14	-.110	-.059	.056	-.201	.607	2.694	-2.510	-.498
OC15	.770	.324	-.708	-.343	-4.329	-2.510	7.199	.399
OC16	.014	-.089	-.027	-.079	-.266	-.498	.399	1.176

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.729
Bartlett's Test of Sphericity	Approx. Chi-Square
	102.363
	df
	28
	Sig.
	.000

Anti-image Matrices

		OC9	OC10	OC11	OC12	OC13	OC14	OC15	OC16
Anti-image Covariance	OC9	.563	.133	.006	-.329	-.023	-.023	.060	.007
	OC10	.133	.673	-.186	-.070	-.062	-.015	.030	-.051
	OC11	.006	-.186	.516	-.080	-.038	.011	-.051	-.012
	OC12	-.329	-.070	-.080	.643	.061	-.048	-.031	-.043
	OC13	-.023	-.062	-.038	.061	.205	.046	-.124	-.047
	OC14	-.023	-.015	.011	-.048	.046	.371	-.129	-.157
	OC15	.060	.030	-.051	-.031	-.124	-.129	.139	.047
	OC16	.007	-.051	-.012	-.043	-.047	-.157	.047	.850
Anti-image Correlation	OC9	.650 ^a	.215	.012	-.546	-.069	-.050	.215	.010
	OC10	.215	.808 ^a	-.316	-.106	-.167	-.030	.099	-.068
	OC11	.012	-.316	.887 ^a	-.138	-.116	.024	-.190	-.018
	OC12	-.546	-.106	-.138	.443 ^a	.167	-.098	-.102	-.059
	OC13	-.069	-.167	-.116	.167	.746 ^a	.168	-.731	-.111
	OC14	-.050	-.030	.024	-.098	.168	.764 ^a	-.570	-.280
	OC15	.215	.099	-.190	-.102	-.731	-.570	.681 ^a	.137
	OC16	.010	-.068	-.018	-.059	-.111	-.280	.137	.727 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC9	1.000	.763
OC10	1.000	.391
OC11	1.000	.604
OC12	1.000	.794
OC13	1.000	.789
OC14	1.000	.665
OC15	1.000	.840
OC16	1.000	.244

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	3.585	44.809	44.809	3.585	44.809	44.809
2	1.504	18.804	63.613	1.504	18.804	63.613
3	.885	11.068	74.680			
4	.790	9.881	84.561			
5	.443	5.532	90.094			
6	.389	4.859	94.953			
7	.316	3.946	98.899			
8	.088	1.101	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
OC9	-.486	.726
OC10	.625	-.019
OC11	.763	.146
OC12	-.051	.890
OC13	.887	-.041
OC14	.778	.245
OC15	.916	.025
OC16	.376	.320

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES OC9 OC10 OC11 OC13 OC14 OC15 OC16
/MISSING LISTWISE
/ANALYSIS OC9 OC10 OC11 OC13 OC14 OC15 OC16
/PRINT INITIAL CORRELATION KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		OC9	OC10	OC11	OC13	OC14	OC15	OC16
Correlation	OC9	1.000	-.305	-.236	-.371	-.206	-.385	-.047
	OC10	-.305	1.000	.506	.448	.311	.405	.188
	OC11	-.236	.506	1.000	.608	.468	.623	.195
	OC13	-.371	.448	.608	1.000	.610	.876	.234
	OC14	-.206	.311	.468	.610	1.000	.756	.350
	OC15	-.385	.405	.623	.876	.756	1.000	.228
	OC16	-.047	.188	.195	.234	.350	.228	1.000

Inverse of Correlation Matrix

	OC9	OC10	OC11	OC13	OC14	OC15	OC16
OC9	1.245	.256	-.118	.066	-.227	.570	-.032
OC10	.256	1.468	-.561	-.402	-.080	.288	-.098
OC11	-.118	-.561	1.900	-.286	.024	-.761	-.039
OC13	.066	-.402	-.286	4.732	.667	-4.227	-.243
OC14	-.227	-.080	.024	.667	2.668	-2.554	-.509
OC15	.570	.288	-.761	-4.227	-2.554	7.123	.382
OC16	-.032	-.098	-.039	-.243	-.509	.382	1.172

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.760
Bartlett's Test of Sphericity	Approx. Chi-Square	92.284
	df	21
	Sig.	.000

Anti-image Matrices

		OC9	OC10	OC11	OC13	OC14	OC15	OC16
Anti-image Covariance	OC9	.803	.140	-.050	.011	-.068	.064	-.022
	OC10	.140	.681	-.201	-.058	-.020	.028	-.057
	OC11	-.050	-.201	.526	-.032	.005	-.056	-.018
	OC13	.011	-.058	-.032	.211	.053	-.125	-.044
	OC14	-.068	-.020	.005	.053	.375	-.134	-.163
	OC15	.064	.028	-.056	-.125	-.134	.140	.046
	OC16	-.022	-.057	-.018	-.044	-.163	.046	.853
Anti-image Correlation	OC9	.834 ^a	.189	-.077	.027	-.125	.191	-.027
	OC10	.189	.819 ^a	-.336	-.152	-.040	.089	-.074
	OC11	-.077	-.336	.886 ^a	-.096	.011	-.207	-.026
	OC13	.027	-.152	-.096	.757 ^a	.188	-.728	-.103
	OC14	-.125	-.040	.011	.188	.748 ^a	-.586	-.288
	OC15	.191	.089	-.207	-.728	-.586	.681 ^a	.132
	OC16	-.027	-.074	-.026	-.103	-.288	.132	.721 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC9	1.000	.557
OC10	1.000	.437
OC11	1.000	.590
OC13	1.000	.789
OC14	1.000	.698
OC15	1.000	.840
OC16	1.000	.687

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	3.583	51.185	51.185	3.583	51.185	51.185
2	1.013	14.478	65.663	1.013	14.478	65.663
3	.799	11.415	77.078			
4	.751	10.730	87.808			
5	.428	6.118	93.926			
6	.335	4.792	98.718			
7	.090	1.282	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
OC9	-.477	.574
OC10	.625	-.215
OC11	.766	-.060
OC13	.886	-.054
OC14	.781	.297
OC15	.916	-.010
OC16	.379	.737

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES OC10 OC11 OC13 OC14 OC15
/MISSING LISTWISE
/ANALYSIS OC10 OC11 OC13 OC14 OC15
/PRINT INITIAL CORRELATION KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		OC10	OC11	OC13	OC14	OC15
Correlation	OC10	1.000	.506	.448	.311	.405
	OC11	.506	1.000	.608	.468	.623
	OC13	.448	.608	1.000	.610	.876
	OC14	.311	.468	.610	1.000	.756
	OC15	.405	.623	.876	.756	1.000

Inverse of Correlation Matrix

	OC10	OC11	OC13	OC14	OC15
OC10	1.409	-.540	-.434	-.073	.202
OC11	-.540	1.888	-.289	-.016	-.693
OC13	-.434	-.289	4.679	.573	-4.176
OC14	-.073	-.016	.573	2.401	-2.276
OC15	.202	-.693	-4.176	-2.276	6.728

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.757
Bartlett's Test of Sphericity	Approx. Chi-Square	84.653
	df	10
	Sig.	.000

Anti-image Matrices

		OC10	OC11	OC13	OC14	OC15
Anti-image Covariance	OC10	.710	-.203	-.066	-.022	.021
	OC11	-.203	.530	-.033	-.003	-.055
	OC13	-.066	-.033	.214	.051	-.133
	OC14	-.022	-.003	.051	.417	-.141
	OC15	.021	-.055	-.133	-.141	.149
Anti-image Correlation	OC10	.833 ^a	-.331	-.169	-.040	.066
	OC11	-.331	.887 ^a	-.097	-.007	-.194
	OC13	-.169	-.097	.733 ^a	.171	-.744
	OC14	-.040	-.007	.171	.782 ^a	-.566
	OC15	.066	-.194	-.744	-.566	.673 ^a

a. Measures of Sampling Adequacy(MSA)

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.290	65.804	65.804	3.290	65.804	65.804
2	.797	15.941	81.745			
3	.450	8.999	90.743			
4	.369	7.372	98.115			
5	.094	1.885	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
OC10	.620
OC11	.788
OC13	.895
OC14	.790
OC15	.927

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

Communalities

	Initial	Extraction
OC10	1.000	.385
OC11	1.000	.621
OC13	1.000	.801
OC14	1.000	.623
OC15	1.000	.860

Extraction Method: Principal
Component Analysis.

```
RELIABILITY
/VARIABLES=OC10 OC11 OC13 OC14 OC15
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.853	.865	5

Inter-Item Covariance Matrix

	OC10	OC11	OC13	OC14	OC15
OC10	.510	.352	.214	.241	.241
OC11	.352	.947	.395	.494	.506
OC13	.214	.395	.447	.443	.489
OC14	.241	.494	.443	1.178	.684
OC15	.241	.506	.489	.684	.695

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.007	2.800	3.367	.567	1.202	.062	5

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
OC10	12.2333	9.289	.481	.290	.864
OC11	12.1667	7.454	.658	.470	.827
OC13	11.6667	8.368	.796	.786	.803
OC14	12.2000	6.993	.649	.583	.838
OC15	11.8667	7.361	.848	.851	.775

FACTOR

```

/VARIABLES OC17 OC18 OC19 OC20 OC21 OC22 OC23 OC24
/MISSING LISTWISE
/ANALYSIS OC17 OC18 OC19 OC20 OC21 OC22 OC23 OC24
/PRINT INITIAL CORRELATION KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

	OC17	OC18	OC19	OC20	OC21	OC22	OC23	OC24
Correlation OC17	1.000	.044	.099	-.027	-.296	-.116	.099	-.210
OC18	.044	1.000	.207	-.032	.156	.057	-.169	.020
OC19	.099	.207	1.000	.309	.235	.412	.214	.169
OC20	-.027	-.032	.309	1.000	.473	.697	-.026	.194
OC21	-.296	.156	.235	.473	1.000	.448	.447	.456
OC22	-.116	.057	.412	.697	.448	1.000	.028	.128
OC23	.099	-.169	.214	-.026	.447	.028	1.000	.551
OC24	-.210	.020	.169	.194	.456	.128	.551	1.000

Inverse of Correlation Matrix

	OC17	OC18	OC19	OC20	OC21	OC22	OC23	OC24
OC17	1.506	-.398	-.065	-.683	.903	.253	-.926	.535
OC18	-.398	1.402	-.385	.640	-.794	-.044	.896	-.298
OC19	-.065	-.385	1.405	-.228	.250	-.506	-.468	.010
OC20	-.683	.640	-.228	2.715	-1.200	-1.335	1.191	-.585

OC21	.903	-.794	.250	-1.200	2.688	-.285	-1.532	.053
OC22	.253	-.044	-.506	-1.335	-.285	2.267	-.038	.260
OC23	-.926	.896	-.468	1.191	-1.532	-.038	2.693	-1.147
OC24	.535	-.298	.010	-.585	.053	.260	-1.147	1.806

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.449
Bartlett's Test of Sphericity	Approx. Chi-Square
	67.723
	df
	28
	Sig.
	.000

Anti-image Matrices

		OC17	OC18	OC19	OC20	OC21	OC22	OC23	OC24
Anti-image Covariance	OC17	.664	-.188	-.031	-.167	.223	.074	-.228	.197
	OC18	-.188	.713	-.195	.168	-.211	-.014	.237	-.118
	OC19	-.031	-.195	.712	-.060	.066	-.159	-.124	.004
	OC20	-.167	.168	-.060	.368	-.164	-.217	.163	-.119
	OC21	.223	-.211	.066	-.164	.372	-.047	-.212	.011
	OC22	.074	-.014	-.159	-.217	-.047	.441	-.006	.064
	OC23	-.228	.237	-.124	.163	-.212	-.006	.371	-.236
	OC24	.197	-.118	.004	-.119	.011	.064	-.236	.554
Anti-image Correlation	OC17	.187 ^a	-.274	-.045	-.338	.449	.137	-.460	.324
	OC18	-.274	.132 ^a	-.274	.328	-.409	-.025	.461	-.187
	OC19	-.045	-.274	.645 ^a	-.117	.129	-.284	-.241	.006
	OC20	-.338	.328	-.117	.461 ^a	-.444	-.538	.441	-.264
	OC21	.449	-.409	.129	-.444	.520 ^a	-.115	-.569	.024
	OC22	.137	-.025	-.284	-.538	-.115	.680 ^a	-.015	.129
	OC23	-.460	.461	-.241	.441	-.569	-.015	.317 ^a	-.520
	OC24	.324	-.187	.006	-.264	.024	.129	-.520	.562 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC17	1.000	.850
OC18	1.000	.940
OC19	1.000	.632
OC20	1.000	.823
OC21	1.000	.753
OC22	1.000	.823
OC23	1.000	.888
OC24	1.000	.725

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	2.659	33.239	33.239	2.659	33.239	33.239
2	1.518	18.979	52.219	1.518	18.979	52.219
3	1.195	14.939	67.158	1.195	14.939	67.158
4	1.061	13.268	80.426	1.061	13.268	80.426
5	.638	7.977	88.403			
6	.477	5.964	94.367			
7	.301	3.763	98.130			
8	.150	1.870	100.000			

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	2.659	33.239	33.239	2.659	33.239	33.239
2	1.518	18.979	52.219	1.518	18.979	52.219
3	1.195	14.939	67.158	1.195	14.939	67.158
4	1.061	13.268	80.426	1.061	13.268	80.426
5	.638	7.977	88.403			
6	.477	5.964	94.367			
7	.301	3.763	98.130			
8	.150	1.870	100.000			

Extraction Method: Principal Component Analysis.

FACTOR

```

/VARIABLES OC19 OC21 OC22 OC24
/MISSING LISTWISE
/ANALYSIS OC19 OC21 OC22 OC24
/PRINT INITIAL CORRELATION KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		OC19	OC21	OC22	OC24
Correlation	OC19	1.000	.235	.412	.169
	OC21	.235	1.000	.448	.456
	OC22	.412	.448	1.000	.128
	OC24	.169	.456	.128	1.000

Inverse of Correlation Matrix

	OC19	OC21	OC22	OC24
OC19	1.225	-.006	-.484	-.142
OC21	-.006	1.567	-.618	-.634
OC22	-.484	-.618	1.453	.178
OC24	-.142	-.634	.178	1.290

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.562
Bartlett's Test of Sphericity	Approx. Chi-Square	17.933
	df	6
	Sig.	.006

Anti-image Matrices

		OC19	OC21	OC22	OC24
Anti-image Covariance	OC19	.816	-.003	-.272	-.090
	OC21	-.003	.638	-.271	-.314
	OC22	-.272	-.271	.688	.095
	OC24	-.090	-.314	.095	.775
Anti-image Correlation	OC19	.637 ^a	-.005	-.363	-.113
	OC21	-.005	.558 ^a	-.410	-.446
	OC22	-.363	-.410	.550 ^a	.130
	OC24	-.113	-.446	.130	.525 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
OC19	1.000	.397
OC21	1.000	.639
OC22	1.000	.544
OC24	1.000	.360

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	1.941	48.521	48.521	1.941	48.521	48.521
2	.987	24.683	73.204			
3	.676	16.910	90.113			
4	.395	9.887	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
OC19	.630
OC21	.799
OC22	.738
OC24	.600

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

FACTOR

```

/VARIABLES JS1 JS2 JS3 JS4 JS5 JS6
/MISSING LISTWISE
/ANALYSIS JS1 JS2 JS3 JS4 JS5 JS6
/PRINT INITIAL CORRELATION DET KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

		JS1	JS2	JS3	JS4	JS5	JS6
Correlation	JS1	1.000	.749	-.430	.655	.339	.388
	JS2	.749	1.000	-.162	.494	.126	.300
	JS3	-.430	-.162	1.000	-.293	.151	-.084
	JS4	.655	.494	-.293	1.000	.339	.300
	JS5	.339	.126	.151	.339	1.000	.390
	JS6	.388	.300	-.084	.300	.390	1.000

a. Determinant = .097

Inverse of Correlation Matrix

	JS1	JS2	JS3	JS4	JS5	JS6
JS1	4.497	-2.517	1.410	-.876	-1.047	-.200
JS2	-2.517	2.797	-.807	-.171	.749	-.172
JS3	1.410	-.807	1.639	.178	-.706	.054
JS4	-.876	-.171	.178	1.824	-.321	-.016
JS5	-1.047	.749	-.706	-.321	1.641	-.421
JS6	-.200	-.172	.054	-.016	-.421	1.303

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.586
Bartlett's Test of Sphericity	Approx. Chi-Square
	61.119
	df
	15
	Sig.
	.000

Anti-image Matrices

		JS1	JS2	JS3	JS4	JS5	JS6
Anti-image Covariance	JS1	.222	-.200	.191	-.107	-.142	-.034
	JS2	-.200	.358	-.176	-.033	.163	-.047
	JS3	.191	-.176	.610	.060	-.262	.025
	JS4	-.107	-.033	.060	.548	-.107	-.007
	JS5	-.142	.163	-.262	-.107	.610	-.197
	JS6	-.034	-.047	.025	-.007	-.197	.768
Anti-image Correlation	JS1	.585 ^a	-.710	.519	-.306	-.385	-.083
	JS2	-.710	.545 ^a	-.377	-.076	.350	-.090
	JS3	.519	-.377	.349 ^a	.103	-.430	.037
	JS4	-.306	-.076	.103	.870 ^a	-.185	-.010
	JS5	-.385	.350	-.430	-.185	.423 ^a	-.288
	JS6	-.083	-.090	.037	-.010	-.288	.831 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS1	1.000	.873
JS2	1.000	.613
JS3	1.000	.669
JS4	1.000	.639
JS5	1.000	.747
JS6	1.000	.511

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	2.799	46.650	46.650	2.799	46.650	46.650
2	1.252	20.865	67.516	1.252	20.865	67.516
3	.753	12.545	80.060			
4	.651	10.854	90.914			
5	.407	6.777	97.692			
6	.138	2.308	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
JS1	.921	-.155
JS2	.769	-.148
JS3	-.407	.710
JS4	.798	-.047
JS5	.469	.726
JS6	.580	.417

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES JS1 JS2 JS4 JS6
/MISSING LISTWISE
/ANALYSIS JS1 JS2 JS4 JS6
/PRINT INITIAL CORRELATION DET KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

		JS1	JS2	JS4	JS6
Correlation	JS1	1.000	.749	.655	.388
	JS2	.749	1.000	.494	.300
	JS4	.655	.494	1.000	.300
	JS6	.388	.300	.300	1.000

a. Determinant = .212

Inverse of Correlation Matrix

	JS1	JS2	JS4	JS6
JS1	3.139	-1.690	-1.109	-.377
JS2	-1.690	2.279	-.010	-.026
JS4	-1.109	-.010	1.760	-.094
JS6	-.377	-.026	-.094	1.182

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.702
Bartlett's Test of Sphericity	Approx. Chi-Square
	41.634
	df
	6
	Sig.
	.000

Anti-image Matrices

		JS1	JS2	JS4	JS6
Anti-image Covariance	JS1	.319	-.236	-.201	-.102
	JS2	-.236	.439	-.002	-.010
	JS4	-.201	-.002	.568	-.045
	JS6	-.102	-.010	-.045	.846
Anti-image Correlation	JS1	.633 ^a	-.632	-.472	-.196
	JS2	-.632	.691 ^a	-.005	-.016
	JS4	-.472	-.005	.771 ^a	-.065
	JS6	-.196	-.016	-.065	.885 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS1	1.000	.840
JS2	1.000	.701
JS4	1.000	.630
JS6	1.000	.321

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	2.491	62.278	62.278	2.491	62.278	62.278
2	.783	19.579	81.856			
3	.515	12.867	94.724			
4	.211	5.276	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
JS1	.916
JS2	.837
JS4	.794
JS6	.566

Extraction Method:

Principal Component Analysis.

a. 1 components extracted.

RELIABILITY

```

/VARIABLES=JS1 JS2 JS4 JS6
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
    
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

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

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

Reliability Statistics

	Cronbach's Alpha Based on Standardized Items	N of Items
Cronbach's Alpha	.769	.787
		4

Inter-Item Covariance Matrix

	JS1	JS2	JS4	JS6
JS1	.300	.303	.197	.152
JS2	.303	.547	.200	.159
JS4	.197	.200	.300	.117
JS6	.152	.159	.117	.510

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.117	3.067	3.200	.133	1.043	.003	4

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
JS1	9.3667	2.309	.783	.681	.618
JS2	9.4000	2.041	.626	.561	.684
JS4	9.3667	2.585	.583	.432	.712
JS6	9.2667	2.547	.375	.154	.824

FACTOR

```

/VARIABLES JS7 JS8 JS9 JS10 JS11 JS12
/MISSING LISTWISE
/ANALYSIS JS7 JS8 JS9 JS10 JS11 JS12
/PRINT INITIAL CORRELATION DET KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

		JS7	JS8	JS9	JS10	JS11	JS12
Correlation	JS7	1.000	-.169	.320	.301	-.017	.359
	JS8	-.169	1.000	.244	.150	-.376	.267
	JS9	.320	.244	1.000	.873	-.507	.427
	JS10	.301	.150	.873	1.000	-.610	.490
	JS11	-.017	-.376	-.507	-.610	1.000	-.499
	JS12	.359	.267	.427	.490	-.499	1.000

a. Determinant = .056

Inverse of Correlation Matrix

	JS7	JS8	JS9	JS10	JS11	JS12
JS7	1.425	.375	-.479	-.008	-.377	-.591
JS8	.375	1.398	-.802	.822	.457	-.339
JS9	-.479	-.802	4.733	-4.201	-.352	.244
JS10	-.008	.822	-4.201	5.618	1.362	-.492
JS11	-.377	.457	-.352	1.362	2.086	.538
JS12	-.591	-.339	.244	-.492	.538	1.708

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.636
Bartlett's Test of Sphericity	Approx. Chi-Square
	75.443
	df
	15
	Sig.
	.000

Anti-image Matrices

		JS7	JS8	JS9	JS10	JS11	JS12
Anti-image Covariance	JS7	.702	.188	-.071	-.001	-.127	-.243
	JS8	.188	.715	-.121	.105	.157	-.142
	JS9	-.071	-.121	.211	-.158	-.036	.030
	JS10	-.001	.105	-.158	.178	.116	-.051
	JS11	-.127	.157	-.036	.116	.479	.151
	JS12	-.243	-.142	.030	-.051	.151	.586
	Anti-image Correlation	JS7	.543 ^a	.266	-.184	-.003	-.219
JS8		.266	.463 ^a	-.312	.293	.268	-.220
JS9		-.184	-.312	.626 ^a	-.815	-.112	.086
JS10		-.003	.293	-.815	.614 ^a	.398	-.159
JS11		-.219	.268	-.112	.398	.733 ^a	.285
JS12		-.379	-.220	.086	-.159	.285	.740 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS7	1.000	.742
JS8	1.000	.678
JS9	1.000	.760
JS10	1.000	.814
JS11	1.000	.707
JS12	1.000	.536

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	2.962	49.364	49.364	2.962	49.364	49.364
2	1.275	21.246	70.610	1.275	21.246	70.610
3	.761	12.676	83.286			
4	.558	9.299	92.585			
5	.343	5.718	98.303			
6	.102	1.697	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
JS7	.385	.771
JS8	.388	-.726
JS9	.865	.108
JS10	.893	.127
JS11	-.764	.350
JS12	.729	.062

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES JS7 JS9 JS10 JS11 JS12
/MISSING LISTWISE
/ANALYSIS JS7 JS9 JS10 JS11 JS12
/PRINT INITIAL CORRELATION DET KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

		JS7	JS9	JS10	JS11	JS12
Correlation	JS7	1.000	.320	.301	-.017	.359
	JS9	.320	1.000	.873	-.507	.427
	JS10	.301	.873	1.000	-.610	.490
	JS11	-.017	-.507	-.610	1.000	-.499
	JS12	.359	.427	.490	-.499	1.000

a. Determinant = .078

Inverse of Correlation Matrix

	JS7	JS9	JS10	JS11	JS12
JS7	1.325	-.264	-.229	-.500	-.500
JS9	-.264	4.273	-3.730	-.090	.050
JS10	-.229	-3.730	5.134	1.093	-.293
JS11	-.500	-.090	1.093	1.936	.649
JS12	-.500	.050	-.293	.649	1.625

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.678
Bartlett's Test of Sphericity	Approx. Chi-Square	67.530
	df	10
	Sig.	.000

Anti-image Matrices

		JS7	JS9	JS10	JS11	JS12
Anti-image Covariance	JS7	.755	-.047	-.034	-.195	-.232
	JS9	-.047	.234	-.170	-.011	.007
	JS10	-.034	-.170	.195	.110	-.035
	JS11	-.195	-.011	.110	.517	.206
	JS12	-.232	.007	-.035	.206	.615
Anti-image Correlation	JS7	.580 ^a	-.111	-.088	-.312	-.341
	JS9	-.111	.668 ^a	-.796	-.031	.019
	JS10	-.088	-.796	.655 ^a	.347	-.101
	JS11	-.312	-.031	.347	.714 ^a	.366
	JS12	-.341	.019	-.101	.366	.754 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS7	1.000	.198
JS9	1.000	.761
JS10	1.000	.835
JS11	1.000	.541
JS12	1.000	.525

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	2.860	57.195	57.195	2.860	57.195	57.195
2	.998	19.955	77.151			
3	.680	13.603	90.753			
4	.346	6.915	97.669			
5	.117	2.331	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
JS7	.445
JS9	.872
JS10	.914
JS11	-.736
JS12	.724

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

```

FACTOR
/VARIABLES JS7 JS9 JS10 JS12
/MISSING LISTWISE
/ANALYSIS JS7 JS9 JS10 JS12
/PRINT INITIAL CORRELATION DET KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

		JS7	JS9	JS10	JS12
Correlation	JS7	1.000	.320	.301	.359
	JS9	.320	1.000	.873	.427
	JS10	.301	.873	1.000	.490
	JS12	.359	.427	.490	1.000

a. Determinant = .151

Inverse of Correlation Matrix

	JS7	JS9	JS10	JS12
JS7	1.195	-.287	.053	-.333
JS9	-.287	4.269	-3.679	.080
JS10	.053	-3.679	4.518	-.659
JS12	-.333	.080	-.659	1.408

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.638
Bartlett's Test of Sphericity	Approx. Chi-Square	50.654
	df	6
	Sig.	.000

Anti-image Matrices

		JS7	JS9	JS10	JS12
Anti-image Covariance	JS7	.836	-.056	.010	-.198
	JS9	-.056	.234	-.191	.013
	JS10	.010	-.191	.221	-.104
	JS12	-.198	.013	-.104	.710
Anti-image Correlation	JS7	.796 ^a	-.127	.023	-.257
	JS9	-.127	.593 ^a	-.838	.033
	JS10	.023	-.838	.586 ^a	-.261
	JS12	-.257	.033	-.261	.803 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS7	1.000	.321
JS9	1.000	.789
JS10	1.000	.815
JS12	1.000	.510

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	2.435	60.881	60.881	2.435	60.881	60.881
2	.841	21.017	81.898			
3	.601	15.025	96.924			
4	.123	3.076	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
JS7	.567
JS9	.888
JS10	.903
JS12	.714

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

RELIABILITY

```

/VARIABLES=JS7 JS9 JS10 JS12
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
    
```


Reliability

Scale: ALL VARIABLES

Case Processing Summary

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.748	.774	4

Inter-Item Covariance Matrix

	JS7	JS9	JS10	JS12
JS7	.478	.110	.106	.161
JS9	.110	.248	.221	.138
JS10	.106	.221	.257	.161
JS12	.161	.138	.161	.420

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.275	3.067	3.467	.400	1.130	.036	4

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
JS7	10.0333	1.964	.389	.164	.793
JS9	9.7000	2.010	.664	.766	.638
JS10	9.6333	1.964	.685	.779	.625
JS12	9.9333	1.857	.521	.290	.705

```

FACTOR
/VARIABLES JS13 JS14 JS15 JS16 JS17 JS18
/MISSING LISTWISE
/ANALYSIS JS13 JS14 JS15 JS16 JS17 JS18
/PRINT INITIAL CORRELATION DET KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Correlation Matrix^a

		JS13	JS14	JS15	JS16	JS17	JS18
Correlation	JS13	1.000	-.242	.737	.705	-.321	.349
	JS14	-.242	1.000	-.381	-.358	.571	.156
	JS15	.737	-.381	1.000	.800	-.454	.430
	JS16	.705	-.358	.800	1.000	-.243	.404
	JS17	-.321	.571	-.454	-.243	1.000	.031
	JS18	.349	.156	.430	.404	.031	1.000

a. Determinant = .046

Inverse of Correlation Matrix

	JS13	JS14	JS15	JS16	JS17	JS18
JS13	2.430	-.281	-1.078	-.903	.231	.018
JS14	-.281	1.833	.137	.742	-.879	-.520
JS15	-1.078	.137	4.266	-2.080	1.029	-.671
JS16	-.903	.742	-2.080	3.488	-.801	-.292
JS17	.231	-.879	1.029	-.801	1.853	-.120
JS18	.018	-.520	-.671	-.292	-.120	1.485

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.716
Bartlett's Test of Sphericity	Approx. Chi-Square
	80.302
	df
	15
	Sig.
	.000

Anti-image Matrices

		JS13	JS14	JS15	JS16	JS17	JS18
Anti-image	JS13	.411	-.063	-.104	-.107	.051	.005
Covariance	JS14	-.063	.545	.017	.116	-.259	-.191
	JS15	-.104	.017	.234	-.140	.130	-.106
	JS16	-.107	.116	-.140	.287	-.124	-.056
	JS17	.051	-.259	.130	-.124	.540	-.044
	JS18	.005	-.191	-.106	-.056	-.044	.673

Anti-image	JS13	.848 ^a	-.133	-.335	-.310	.109	.010
Correlation	JS14	-.133	.612 ^a	.049	.293	-.477	-.315
	JS15	-.335	.049	.738 ^a	-.539	.366	-.267
	JS16	-.310	.293	-.539	.716 ^a	-.315	-.128
	JS17	.109	-.477	.366	-.315	.593 ^a	-.072
	JS18	.010	-.315	-.267	-.128	-.072	.721 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities		
	Initial	Extraction
JS13	1.000	.729
JS14	1.000	.775
JS15	1.000	.870
JS16	1.000	.794
JS17	1.000	.699
JS18	1.000	.689

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	3.112	51.864	51.864	3.112	51.864	51.864
2	1.445	24.081	75.945	1.445	24.081	75.945
3	.579	9.648	85.593			
4	.457	7.619	93.213			
5	.253	4.211	97.424			
6	.155	2.576	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix ^a		
	Component	
	1	2
JS13	.834	.183
JS14	-.530	.703
JS15	.928	.095
JS16	.870	.193
JS17	-.564	.617
JS18	.446	.700

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES JS13 JS15 JS16
/MISSING LISTWISE
/ANALYSIS JS13 JS15 JS16
/PRINT INITIAL CORRELATION DET KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

		JS13	JS15	JS16
Correlation	JS13	1.000	.737	.705
	JS15	.737	1.000	.800
	JS16	.705	.800	1.000

a. Determinant = .152

Inverse of Correlation Matrix

	JS13	JS15	JS16
JS13	2.380	-1.141	-.765
JS15	-1.141	3.319	-1.850
JS16	-.765	-1.850	3.018

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.741
Bartlett's Test of Sphericity	Approx. Chi-Square	51.255
	df	3
	Sig.	.000

Anti-image Matrices

		JS13	JS15	JS16
Anti-image Covariance	JS13	.420	-.144	-.107
	JS15	-.144	.301	-.185
	JS16	-.107	-.185	.331
Anti-image Correlation	JS13	.808 ^a	-.406	-.286
	JS15	-.406	.700 ^a	-.584
	JS16	-.286	-.584	.729 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS13	1.000	.792
JS15	1.000	.863
JS16	1.000	.840

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	2.495	83.157	83.157	2.495	83.157	83.157
2	.308	10.270	93.426			
3	.197	6.574	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
JS13	.890
JS15	.929
JS16	.917

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

RELIABILITY

```

/VARIABLES=JS13 JS15 JS16
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
    
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

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

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

Reliability Statistics

	Cronbach's Alpha Based on Standardized Items	N of Items
Cronbach's Alpha	.882	3

Inter-Item Covariance Matrix

	JS13	JS15	JS16
JS13	.282	.316	.322
JS15	.316	.654	.556
JS16	.322	.556	.740

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.089	2.967	3.167	.200	1.067	.011	3

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
JS13	6.1000	2.507	.759	.580	.888
JS15	6.3000	1.666	.836	.699	.773
JS16	6.1333	1.568	.815	.669	.806

FACTOR

```

/VARIABLES JS19 JS20 JS21 JS22 JS23
/MISSING LISTWISE
/ANALYSIS JS19 JS20 JS21 JS22 JS23
/PRINT INITIAL CORRELATION DET KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

		JS19	JS20	JS21	JS22	JS23
Correlation	JS19	1.000	-.282	.013	-.071	-.136
	JS20	-.282	1.000	.022	-.124	.184
	JS21	.013	.022	1.000	.565	.341
	JS22	-.071	-.124	.565	1.000	.279
	JS23	-.136	.184	.341	.279	1.000

a. Determinant = .493

Inverse of Correlation Matrix

	JS19	JS20	JS21	JS22	JS23
JS19	1.119	.324	-.157	.181	.095
JS20	.324	1.170	-.127	.299	-.212
JS21	-.157	-.127	1.579	-.834	-.303
JS22	.181	.299	-.834	1.572	-.185
JS23	.095	-.212	-.303	-.185	1.207

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.546
Bartlett's Test of Sphericity	Approx. Chi-Square	18.718
	df	10
	Sig.	.044

Anti-image Matrices

		JS19	JS20	JS21	JS22	JS23
Anti-image Covariance	JS19	.893	.247	-.089	.103	.071
	JS20	.247	.854	-.069	.162	-.150
	JS21	-.089	-.069	.633	-.336	-.159
	JS22	.103	.162	-.336	.636	-.098
	JS23	.071	-.150	-.159	-.098	.828
Anti-image Correlation	JS19	.464 ^a	.283	-.118	.137	.082
	JS20	.283	.433 ^a	-.093	.220	-.178
	JS21	-.118	-.093	.554 ^a	-.529	-.220
	JS22	.137	.220	-.529	.533 ^a	-.134
	JS23	.082	-.178	-.220	-.134	.702 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS19	1.000	.541
JS20	1.000	.664
JS21	1.000	.727
JS22	1.000	.720
JS23	1.000	.516

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	1.823	36.451	36.451	1.823	36.451	36.451
2	1.344	26.887	63.338	1.344	26.887	63.338
3	.796	15.918	79.256			
4	.645	12.894	92.150			
5	.392	7.850	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
JS19	-.210	.705
JS20	.126	-.805
JS21	.824	.219
JS22	.793	.300
JS23	.674	-.250

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES JS21 JS22 JS23
/MISSING LISTWISE
/ANALYSIS JS21 JS22 JS23
/PRINT INITIAL CORRELATION DET KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Correlation Matrix^a

		JS21	JS22	JS23
Correlation	JS21	1.000	.565	.341
	JS22	.565	1.000	.279
	JS23	.341	.279	1.000

a. Determinant = .595

Inverse of Correlation Matrix

	JS21	JS22	JS23
JS21	1.551	-.790	-.308
JS22	-.790	1.487	-.146
JS23	-.308	-.146	1.146

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.604
Bartlett's Test of Sphericity	Approx. Chi-Square	14.124
	df	3
	Sig.	.003

Anti-image Matrices

		JS21	JS22	JS23
Anti-image Covariance	JS21	.645	-.343	-.173
	JS22	-.343	.673	-.086
	JS23	-.173	-.086	.873
Anti-image Correlation	JS21	.573 ^a	-.520	-.231
	JS22	-.520	.584 ^a	-.112
	JS23	-.231	-.112	.746 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS21	1.000	.719
JS22	1.000	.671
JS23	1.000	.414

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	1.804	60.135	60.135	1.804	60.135	60.135
2	.765	25.510	85.645			
3	.431	14.355	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
JS21	.848
JS22	.819
JS23	.644

Extraction Method:

Principal Component

Analysis.

a. 1 components
extracted.

```
RELIABILITY
/VARIABLES=JS21 JS22 JS23
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
```

**Reliability
Scale: ALL VARIABLES**

Case Processing Summary

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.640	.662	3

Inter-Item Covariance Matrix

	JS21	JS22	JS23
JS21	.585	.231	.205
JS22	.231	.286	.117
JS23	.205	.117	.616

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.133	3.033	3.300	.267	1.088	.021	3

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
JS21	6.3667	1.137	.534	.355	.413
JS22	6.1000	1.610	.513	.327	.508
JS23	6.3333	1.333	.355	.127	.693

FACTOR

```

/VARIABLES JS24 JS25 JS26 JS27 JS28 JS29
/MISSING LISTWISE
/ANALYSIS JS24 JS25 JS26 JS27 JS28 JS29
/PRINT INITIAL CORRELATION DET KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

		JS24	JS25	JS26	JS27	JS28	JS29
Correlation	JS24	1.000	-.277	.636	.162	.288	.679
	JS25	-.277	1.000	-.163	-.054	-.331	-.055
	JS26	.636	-.163	1.000	.236	.181	.510
	JS27	.162	-.054	.236	1.000	.610	.026
	JS28	.288	-.331	.181	.610	1.000	.109
	JS29	.679	-.055	.510	.026	.109	1.000

a. Determinant = .134

Inverse of Correlation Matrix

	JS24	JS25	JS26	JS27	JS28	JS29
JS24	2.658	.397	-.923	.066	-.369	-1.274
JS25	.397	1.261	.085	-.322	.515	-.292
JS26	-.923	.085	1.812	-.422	.257	-.310
JS27	.066	-.322	-.422	1.767	-1.152	.232
JS28	-.369	.515	.257	-1.152	1.936	-.033
JS29	-1.274	-.292	-.310	.232	-.033	2.005

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.606
Bartlett's Test of Sphericity	Approx. Chi-Square
	52.629
	df
	15
	Sig.
	.000

Anti-image Matrices

		JS24	JS25	JS26	JS27	JS28	JS29
Anti-image Covariance	JS24	.376	.119	-.192	.014	-.072	-.239
	JS25	.119	.793	.037	-.145	.211	-.115
	JS26	-.192	.037	.552	-.132	.073	-.085
	JS27	.014	-.145	-.132	.566	-.337	.065
	JS28	-.072	.211	.073	-.337	.517	-.008
	JS29	-.239	-.115	-.085	.065	-.008	.499
Anti-image Correlation	JS24	.654 ^a	.217	-.421	.031	-.162	-.552
	JS25	.217	.477 ^a	.056	-.216	.330	-.184
	JS26	-.421	.056	.735 ^a	-.236	.137	-.163
	JS27	.031	-.216	-.236	.475 ^a	-.623	.123
	JS28	-.162	.330	.137	-.623	.529 ^a	-.017
	JS29	-.552	-.184	-.163	.123	-.017	.660 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS24	1.000	.829
JS25	1.000	.225
JS26	1.000	.667
JS27	1.000	.696
JS28	1.000	.815
JS29	1.000	.754

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	2.533	42.216	42.216	2.533	42.216	42.216
2	1.453	24.215	66.430	1.453	24.215	66.430
3	.956	15.926	82.356			
4	.512	8.529	90.885			
5	.294	4.898	95.782			
6	.253	4.218	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
JS24	.860	-.299
JS25	-.403	-.251
JS26	.772	-.267
JS27	.464	.693
JS28	.573	.697
JS29	.701	-.512

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES JS24 JS26 JS28 JS29
/MISSING LISTWISE
/ANALYSIS JS24 JS26 JS28 JS29
/PRINT INITIAL CORRELATION DET KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Correlation Matrix^a

		JS24	JS26	JS28	JS29
Correlation	JS24	1.000	.636	.288	.679
	JS26	.636	1.000	.181	.510
	JS28	.288	.181	1.000	.109
	JS29	.679	.510	.109	1.000

a. Determinant = .284

Inverse of Correlation Matrix

	JS24	JS26	JS28	JS29
JS24	2.516	-.910	-.429	-1.198
JS26	-.910	1.711	-.020	-.253
JS28	-.429	-.020	1.107	.182
JS29	-1.198	-.253	.182	1.923

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.680
Bartlett's Test of Sphericity	Approx. Chi-Square
	33.754
	df
	6
	Sig.
	.000

Anti-image Matrices

		JS24	JS26	JS28	JS29
Anti-image Covariance	JS24	.398	-.211	-.154	-.248
	JS26	-.211	.584	-.011	-.077
	JS28	-.154	-.011	.903	.085
	JS29	-.248	-.077	.085	.520
Anti-image Correlation	JS24	.631 ^a	-.439	-.257	-.545
	JS26	-.439	.767 ^a	-.015	-.140
	JS28	-.257	-.015	.609 ^a	.125
	JS29	-.545	-.140	.125	.689 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS24	1.000	.823
JS26	1.000	.664
JS28	1.000	.145
JS29	1.000	.675

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	2.307	57.669	57.669	2.307	57.669	57.669
2	.935	23.366	81.035			
3	.489	12.223	93.259			
4	.270	6.741	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
JS24	.907
JS26	.815
JS28	.381
JS29	.821

Extraction Method:
Principal Component
Analysis.

a. 1 components

extracted.

RELIABILITY

```

/VARIABLES=JS24 JS26 JS28 JS29
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
    
```

**Reliability
Scale: ALL VARIABLES**

Case Processing Summary

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.669	.728	4

Inter-Item Covariance Matrix

	JS24	JS26	JS28	JS29
JS24	.326	.285	.152	.214
JS26	.285	.616	.131	.221
JS28	.152	.131	.852	.055
JS29	.214	.221	.055	.303

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.208	2.900	3.467	.567	1.195	.055	4

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
JS24	9.3667	2.585	.708	.602	.472
JS26	9.5667	2.323	.532	.416	.543
JS28	9.9333	2.685	.223	.097	.804
JS29	9.6333	2.930	.519	.480	.581

FACTOR

```

/VARIABLES JS30 JS31 JS32 JS33 JS34
/MISSING LISTWISE
/ANALYSIS JS30 JS31 JS32 JS33 JS34
/PRINT INITIAL CORRELATION DET KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

		JS30	JS31	JS32	JS33	JS34
Correlation	JS30	1.000	.384	.421	-.175	-.261
	JS31	.384	1.000	.445	-.471	-.385
	JS32	.421	.445	1.000	-.519	-.140
	JS33	-.175	-.471	-.519	1.000	.329
	JS34	-.261	-.385	-.140	.329	1.000

a. Determinant = .314

Inverse of Correlation Matrix

	JS30	JS31	JS32	JS33	JS34
JS30	1.365	-.315	-.539	-.271	.248
JS31	-.315	1.589	-.310	.417	.349
JS32	-.539	-.310	1.708	.732	-.261
JS33	-.271	.417	.732	1.644	-.349
JS34	.248	.349	-.261	-.349	1.277

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.671
Bartlett's Test of Sphericity	Approx. Chi-Square	30.671
	df	10
	Sig.	.001

Anti-image Matrices

		JS30	JS31	JS32	JS33	JS34
Anti-image Covariance	JS30	.733	-.145	-.231	-.121	.142
	JS31	-.145	.629	-.114	.160	.172
	JS32	-.231	-.114	.586	.261	-.120
	JS33	-.121	.160	.261	.608	-.166
	JS34	.142	.172	-.120	-.166	.783
Anti-image Correlation	JS30	.639 ^a	-.214	-.353	-.181	.188
	JS31	-.214	.775 ^a	-.188	.258	.245
	JS32	-.353	-.188	.635 ^a	.437	-.177
	JS33	-.181	.258	.437	.644 ^a	-.241
	JS34	.188	.245	-.177	-.241	.651 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS30	1.000	.388
JS31	1.000	.626
JS32	1.000	.560
JS33	1.000	.541
JS34	1.000	.321

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	2.437	48.731	48.731	2.437	48.731	48.731
2	.882	17.650	66.380			
3	.828	16.568	82.948			
4	.499	9.978	92.926			
5	.354	7.074	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
JS30	.623
JS31	.791
JS32	.749
JS33	-.736
JS34	-.567

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

FACTOR

```

/VARIABLES JS30 JS31 JS32
/MISSING LISTWISE
/ANALYSIS JS30 JS31 JS32
/PRINT INITIAL CORRELATION DET KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

		JS30	JS31	JS32
Correlation	JS30	1.000	.384	.421
	JS31	.384	1.000	.445
	JS32	.421	.445	1.000

a. Determinant = .621

Inverse of Correlation Matrix

	JS30	JS31	JS32
JS30	1.290	-.316	-.402
JS31	-.316	1.325	-.457
JS32	-.402	-.457	1.372

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.664
Bartlett's Test of Sphericity	Approx. Chi-Square	12.924
	df	3
	Sig.	.005

Anti-image Matrices

		JS30	JS31	JS32
Anti-image Covariance	JS30	.775	-.185	-.227
	JS31	-.185	.755	-.251
	JS32	-.227	-.251	.729
Anti-image Correlation	JS30	.684 ^a	-.242	-.302
	JS31	-.242	.666 ^a	-.339
	JS32	-.302	-.339	.645 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
JS30	1.000	.583
JS31	1.000	.608
JS32	1.000	.643

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	1.833	61.113	61.113	1.833	61.113	61.113
2	.619	20.640	81.753			
3	.547	18.247	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
JS30	.763
JS31	.780
JS32	.802

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

RELIABILITY

```

/VARIABLES=JS30 JS31 JS32
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
    
```

Reliability Scale: ALL VARIABLES

Case Processing Summary

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.669	.682	3

Inter-Item Covariance Matrix

	JS30	JS31	JS32
JS30	.351	.195	.224
JS31	.195	.740	.345
JS32	.224	.345	.810

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2.711	2.467	3.167	.700	1.284	.156	3

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
JS30	4.9667	2.240	.473	.225	.616
JS31	5.6667	1.609	.495	.245	.557
JS32	5.6333	1.482	.519	.271	.528

RELIABILITY

```

/VARIABLES=OC19 OC21 OC22 OC24
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.

```

**Reliability
Scale: ALL VARIABLES**

Case Processing Summary

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.612	.640	4

Inter-Item Covariance Matrix

	OC19	OC21	OC22	OC24
OC19	.947	.193	.223	.152
OC21	.193	.714	.210	.355
OC22	.223	.210	.309	.066
OC24	.152	.355	.066	.852

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.058	2.867	3.367	.500	1.174	.053	4

Item-Total Statistics

	Scale Mean if Deleted	Scale Variance if Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Deleted
OC19	9.3667	3.137	.329	.184	.604
OC21	9.3333	2.989	.519	.362	.442
OC22	8.8667	3.913	.454	.312	.537
OC24	9.1333	3.223	.345	.225	.583

FACTOR

```

/VARIABLES EP1 EP2 EP3 EP4 EP5 EP6
/MISSING LISTWISE
/ANALYSIS EP1 EP2 EP3 EP4 EP5 EP6
/PRINT INITIAL CORRELATION SIG KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		EP1	EP2	EP3	EP4	EP5	EP6
Correlation	EP1	1.000	.569	.469	-.052	.442	.375
	EP2	.569	1.000	.391	-.131	.322	.396
	EP3	.469	.391	1.000	.279	.707	-.098
	EP4	-.052	-.131	.279	1.000	.355	-.558
	EP5	.442	.322	.707	.355	1.000	-.243
	EP6	.375	.396	-.098	-.558	-.243	1.000
Sig. (1-tailed)	EP1		.001	.005	.392	.007	.021
	EP2	.001		.016	.245	.041	.015
	EP3	.005	.016		.068	.000	.303
	EP4	.392	.245	.068		.027	.001
	EP5	.007	.041	.000	.027		.098
	EP6	.021	.015	.303	.001	.098	

Inverse of Correlation Matrix

	EP1	EP2	EP3	EP4	EP5	EP6
EP1	2.039	-.505	-.351	-.075	-.658	-.801
EP2	-.505	1.726	-.328	.080	-.262	-.545
EP3	-.351	-.328	2.219	-.211	-1.217	.066
EP4	-.075	.080	-.211	1.596	-.212	.815
EP5	-.658	-.262	-1.217	-.212	2.484	.716
EP6	-.801	-.545	.066	.815	.716	2.152

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.697
Bartlett's Test of Sphericity	Approx. Chi-Square	63.132
	df	15
	Sig.	.000

Anti-image Matrices

		EP1	EP2	EP3	EP4	EP5	EP6
Anti-image Covariance	EP1	.490	-.143	-.078	-.023	-.130	-.183
	EP2	-.143	.579	-.086	.029	-.061	-.147
	EP3	-.078	-.086	.451	-.060	-.221	.014
	EP4	-.023	.029	-.060	.627	-.053	.237
	EP5	-.130	-.061	-.221	-.053	.403	.134
	EP6	-.183	-.147	.014	.237	.134	.465
Anti-image Correlation	EP1	.726 ^a	-.269	-.165	-.042	-.292	-.383
	EP2	-.269	.791 ^a	-.168	.048	-.126	-.283
	EP3	-.165	-.168	.740 ^a	-.112	-.518	.030
	EP4	-.042	.048	-.112	.707 ^a	-.106	.440
	EP5	-.292	-.126	-.518	-.106	.673 ^a	.310
	EP6	-.383	-.283	.030	.440	.310	.567 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
EP1	1.000	.736
EP2	1.000	.687
EP3	1.000	.761
EP4	1.000	.687
EP5	1.000	.796
EP6	1.000	.813

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	2.503	41.722	41.722	2.503	41.722	41.722
2	1.978	32.966	74.688	1.978	32.966	74.688
3	.504	8.400	83.087			
4	.434	7.233	90.321			
5	.331	5.509	95.829			
6	.250	4.171	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
EP1	.782	.353
EP2	.697	.448
EP3	.836	-.249
EP4	.215	-.801
EP5	.805	-.386
EP6	.115	.895

Extraction Method:
Principal Component
Analysis.

a. 2 components
extracted.

FACTOR

```

/VARIABLES EP1 EP2 EP3 EP4 EP5
/MISSING LISTWISE
/ANALYSIS EP1 EP2 EP3 EP4 EP5
/PRINT INITIAL CORRELATION SIG KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		EP1	EP2	EP3	EP4	EP5
Correlation	EP1	1.000	.569	.469	-.052	.442
	EP2	.569	1.000	.391	-.131	.322
	EP3	.469	.391	1.000	.279	.707
	EP4	-.052	-.131	.279	1.000	.355
	EP5	.442	.322	.707	.355	1.000
Sig. (1-tailed)	EP1		.001	.005	.392	.007
	EP2	.001		.016	.245	.041
	EP3	.005	.016		.068	.000
	EP4	.392	.245	.068		.027
	EP5	.007	.041	.000	.027	

Inverse of Correlation Matrix

	EP1	EP2	EP3	EP4	EP5
EP1	1.740	-.707	-.326	.229	-.391
EP2	-.707	1.588	-.312	.286	-.080
EP3	-.326	-.312	2.217	-.236	-1.239
EP4	.229	.286	-.236	1.287	-.483
EP5	-.391	-.080	-1.239	-.483	2.246

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.696
Bartlett's Test of Sphericity	Approx. Chi-Square	43.632
	df	10
	Sig.	.000

Anti-image Matrices

		EP1	EP2	EP3	EP4	EP5
Anti-image Covariance	EP1	.575	-.256	-.085	.102	-.100
	EP2	-.256	.630	-.089	.140	-.023
	EP3	-.085	-.089	.451	-.083	-.249
	EP4	.102	.140	-.083	.777	-.167
	EP5	-.100	-.023	-.249	-.167	.445
Anti-image Correlation	EP1	.732 ^a	-.426	-.166	.153	-.198
	EP2	-.426	.705 ^a	-.166	.200	-.043
	EP3	-.166	-.166	.713 ^a	-.140	-.555
	EP4	.153	.200	-.140	.578 ^a	-.284
	EP5	-.198	-.043	-.555	-.284	.683 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
EP1	1.000	.727
EP2	1.000	.727
EP3	1.000	.764
EP4	1.000	.795
EP5	1.000	.786

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	2.498	49.966	49.966	2.498	49.966	49.966
2	1.301	26.023	75.989	1.301	26.023	75.989
3	.498	9.952	85.941			
4	.418	8.353	94.294			
5	.285	5.706	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
EP1	.754	-.399
EP2	.663	-.535
EP3	.852	.198
EP4	.271	.849
EP5	.831	.309

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES EP1 EP2 EP3 EP5
/MISSING LISTWISE
/ANALYSIS EP1 EP2 EP3 EP5
/PRINT INITIAL CORRELATION SIG KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		EP1	EP2	EP3	EP5
Correlation	EP1	1.000	.569	.469	.442
	EP2	.569	1.000	.391	.322
	EP3	.469	.391	1.000	.707
	EP5	.442	.322	.707	1.000
Sig. (1-tailed)	EP1		.001	.005	.007
	EP2	.001		.016	.041
	EP3	.005	.016		.000
	EP5	.007	.041	.000	

Inverse of Correlation Matrix

	EP1	EP2	EP3	EP5
EP1	1.700	-.758	-.284	-.306
EP2	-.758	1.524	-.259	.027
EP3	-.284	-.259	2.173	-1.328
EP5	-.306	.027	-1.328	2.065

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.686
Bartlett's Test of Sphericity	Approx. Chi-Square	37.410
	df	6
	Sig.	.000

Anti-image Matrices

		EP1	EP2	EP3	EP5
Anti-image Covariance	EP1	.588	-.293	-.077	-.087
	EP2	-.293	.656	-.078	.009
	EP3	-.077	-.078	.460	-.296
	EP5	-.087	.009	-.296	.484
Anti-image Correlation	EP1	.732 ^a	-.471	-.148	-.163
	EP2	-.471	.705 ^a	-.142	.015
	EP3	-.148	-.142	.667 ^a	-.627
	EP5	-.163	.015	-.627	.656 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
EP1	1.000	.621
EP2	1.000	.502
EP3	1.000	.693
EP5	1.000	.640

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	2.456	61.393	61.393	2.456	61.393	61.393
2	.837	20.935	82.328			
3	.419	10.477	92.805			
4	.288	7.195	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
EP1	.788
EP2	.709
EP3	.832
EP5	.800

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

RELIABILITY

```

/VARIABLES=EP1 EP2 EP3 EP5
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
    
```


Reliability

Scale: ALL VARIABLES

Case Processing Summary

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.786	.789	4

Inter-Item Covariance Matrix

	EP1	EP2	EP3	EP5
EP1	.189	.129	.103	.092
EP2	.129	.271	.103	.080
EP3	.103	.103	.259	.172
EP5	.092	.080	.172	.230

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.258	3.067	3.500	.433	1.141	.039	4

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
EP1	9.9000	1.472	.615	.412	.726
EP2	9.9667	1.413	.505	.344	.781
EP3	9.5333	1.292	.656	.540	.699
EP5	9.7000	1.390	.610	.516	.725

```

FACTOR
/VARIABLES EP7 EP8 EP9 EP10 EP11 EP12 EP13
/MISSING LISTWISE
/ANALYSIS EP7 EP8 EP9 EP10 EP11 EP12 EP13
/PRINT INITIAL CORRELATION SIG KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Inverse of Correlation Matrix

	EP7	EP8	EP9	EP10	EP11	EP12	EP13
EP7	1.255	.156	-.220	-.260	-.390	.469	-.301
EP8	.156	2.174	-.105	-1.591	-.036	-.029	-.082
EP9	-.220	-.105	1.278	.326	-.548	-.010	.146
EP10	-.260	-1.591	.326	2.313	-.352	.015	.024
EP11	-.390	-.036	-.548	-.352	2.924	-1.970	-.299
EP12	.469	-.029	-.010	.015	-1.970	2.503	.104
EP13	-.301	-.082	.146	.024	-.299	.104	1.148

Correlation Matrix

	EP7	EP8	EP9	EP10	EP11	EP12	EP13	
Correlation	EP7	1.000	.063	.180	.154	.175	-.061	.292
	EP8	.063	1.000	-.001	.730	.243	.182	.119
	EP9	.180	-.001	1.000	-.064	.391	.279	-.002
	EP10	.154	.730	-.064	1.000	.277	.186	.135
	EP11	.175	.243	.391	.277	1.000	.749	.200
	EP12	-.061	.182	.279	.186	.749	1.000	.061
	EP13	.292	.119	-.002	.135	.200	.061	1.000
Sig. (1-tailed)	EP7		.371	.171	.208	.178	.373	.059
	EP8	.371		.498	.000	.098	.168	.265
	EP9	.171	.498		.369	.016	.068	.496
	EP10	.208	.000	.369		.069	.163	.239
	EP11	.178	.098	.016	.069		.000	.145
	EP12	.373	.168	.068	.163	.000		.373
	EP13	.059	.265	.496	.239	.145	.373	

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.551
Bartlett's Test of Sphericity	Approx. Chi-Square
	56.214
	df
	21
	Sig.
	.000

Anti-image Matrices

		EP7	EP8	EP9	EP10	EP11	EP12	EP13
Anti-image Covariance	EP7	.797	.057	-.137	-.090	-.106	.149	-.209
	EP8	.057	.460	-.038	-.316	-.006	-.005	-.033
	EP9	-.137	-.038	.783	.110	-.147	-.003	.099
	EP10	-.090	-.316	.110	.432	-.052	.003	.009
	EP11	-.106	-.006	-.147	-.052	.342	-.269	-.089
	EP12	.149	-.005	-.003	.003	-.269	.400	.036
	EP13	-.209	-.033	.099	.009	-.089	.036	.871
Anti-image Correlation	EP7	.431 ^a	.095	-.174	-.153	-.204	.265	-.251
	EP8	.095	.553 ^a	-.063	-.709	-.014	-.013	-.052
	EP9	-.174	-.063	.618 ^a	.190	-.284	-.005	.120
	EP10	-.153	-.709	.190	.543 ^a	-.135	.006	.015
	EP11	-.204	-.014	-.284	-.135	.569 ^a	-.728	-.163
	EP12	.265	-.013	-.005	.006	-.728	.541 ^a	.062
	EP13	-.251	-.052	.120	.015	-.163	.062	.593 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
EP7	1.000	.718
EP8	1.000	.820
EP9	1.000	.532
EP10	1.000	.849
EP11	1.000	.845
EP12	1.000	.802
EP13	1.000	.549

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	2.368	33.822	33.822	2.368	33.822	33.822
2	1.509	21.562	55.384	1.509	21.562	55.384
3	1.239	17.694	73.078	1.239	17.694	73.078
4	.845	12.066	85.144			
5	.579	8.271	93.415			
6	.257	3.666	97.081			
7	.204	2.919	100.000			

Extraction Method: Principal Component Analysis.

FACTOR

```

/VARIABLES EP8 EP9 EP10 EP11 EP12 EP13
/MISSING LISTWISE
/ANALYSIS EP8 EP9 EP10 EP11 EP12 EP13
/PRINT INITIAL CORRELATION SIG KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Component Matrix^a

	Component		
	1	2	3
EP7	.300	.059	.791
EP8	.631	.613	-.213
EP9	.390	-.599	.144
EP10	.650	.638	-.141
EP11	.831	-.389	-.060
EP12	.708	-.438	-.330
EP13	.336	.143	.644

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Correlation Matrix

		EP8	EP9	EP10	EP11	EP12	EP13
Correlation	EP8	1.000	-.001	.730	.243	.182	.119
	EP9	-.001	1.000	-.064	.391	.279	-.002
	EP10	.730	-.064	1.000	.277	.186	.135
	EP11	.243	.391	.277	1.000	.749	.200
	EP12	.182	.279	.186	.749	1.000	.061
	EP13	.119	-.002	.135	.200	.061	1.000
	Sig. (1-tailed)	EP8		.498	.000	.098	.168
	EP9	.498		.369	.016	.068	.496
	EP10	.000	.369		.069	.163	.239
	EP11	.098	.016	.069		.000	.145
	EP12	.168	.068	.163	.000		.373
	EP13	.265	.496	.239	.145	.373	

Inverse of Correlation Matrix

	EP8	EP9	EP10	EP11	EP12	EP13
EP8	2.155	-.078	-1.558	.013	-.088	-.044
EP9	-.078	1.239	.280	-.617	.073	.093
EP10	-1.558	.280	2.259	-.433	.112	-.039
EP11	.013	-.617	-.433	2.802	-1.824	-.392
EP12	-.088	.073	.112	-1.824	2.327	.217
EP13	-.044	.093	-.039	-.392	.217	1.076

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.560
--	------

Bartlett's Test of Sphericity	Approx. Chi-Square	51.000
	df	15
	Sig.	.000

Anti-image Matrices

		EP8	EP9	EP10	EP11	EP12	EP13
Anti-image Covariance	EP8	.464	-.029	-.320	.002	-.018	-.019
	EP9	-.029	.807	.100	-.178	.025	.070
	EP10	-.320	.100	.443	-.068	.021	-.016
	EP11	.002	-.178	-.068	.357	-.280	-.130
	EP12	-.018	.025	.021	-.280	.430	.087
	EP13	-.019	.070	-.016	-.130	.087	.930
Anti-image Correlation	EP8	.559 ^a	-.048	-.706	.005	-.039	-.029
	EP9	-.048	.613 ^a	.168	-.331	.043	.080
	EP10	-.706	.168	.543 ^a	-.172	.049	-.025
	EP11	.005	-.331	-.172	.559 ^a	-.714	-.226
	EP12	-.039	.043	.049	-.714	.570 ^a	.137
	EP13	-.029	.080	-.025	-.226	.137	.495 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
EP8	1.000	.806
EP9	1.000	.506
EP10	1.000	.839
EP11	1.000	.844
EP12	1.000	.734
EP13	1.000	.096

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	2.316	38.607	38.607	2.316	38.607	38.607
2	1.508	25.140	63.747	1.508	25.140	63.747
3	.963	16.050	79.796			
4	.725	12.083	91.879			
5	.275	4.579	96.459			
6	.212	3.541	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
EP8	.643	-.626
EP9	.375	.604
EP10	.649	-.647
EP11	.836	.381
EP12	.749	.417
EP13	.286	-.121

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES EP8 EP9 EP10 EP11 EP12
/MISSING LISTWISE
/ANALYSIS EP8 EP9 EP10 EP11 EP12
/PRINT INITIAL CORRELATION SIG KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		EP8	EP9	EP10	EP11	EP12
Correlation	EP8	1.000	-.001	.730	.243	.182
	EP9	-.001	1.000	-.064	.391	.279
	EP10	.730	-.064	1.000	.277	.186
	EP11	.243	.391	.277	1.000	.749
	EP12	.182	.279	.186	.749	1.000
Sig. (1-tailed)	EP8		.498	.000	.098	.168

EP9	.498		.369	.016	.068
EP10	.000	.369		.069	.163
EP11	.098	.016	.069		.000
EP12	.168	.068	.163	.000	

Inverse of Correlation Matrix

	EP8	EP9	EP10	EP11	EP12
EP8	2.153	-.074	-1.560	-.003	-.079
EP9	-.074	1.231	.284	-.583	.054
EP10	-1.560	.284	2.257	-.447	.120
EP11	-.003	-.583	-.447	2.659	-1.745
EP12	-.079	.054	.120	-1.745	2.284

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.566
Bartlett's Test of Sphericity	Approx. Chi-Square	49.715
	df	10
	Sig.	.000

Anti-image Matrices

		EP8	EP9	EP10	EP11	EP12
Anti-image Covariance	EP8	.464	-.028	-.321	-.001	-.016
	EP9	-.028	.812	.102	-.178	.019
	EP10	-.321	.102	.443	-.074	.023
	EP11	-.001	-.178	-.074	.376	-.287
	EP12	-.016	.019	.023	-.287	.438
Anti-image Correlation	EP8	.553 ^a	-.046	-.708	-.001	-.036
	EP9	-.046	.634 ^a	.170	-.322	.032
	EP10	-.708	.170	.534 ^a	-.182	.053
	EP11	-.001	-.322	-.182	.571 ^a	-.708
	EP12	-.036	.032	.053	-.708	.582 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
EP8	1.000	.829
EP9	1.000	.504
EP10	1.000	.858
EP11	1.000	.836
EP12	1.000	.744

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	2.268	45.370	45.370	2.268	45.370	45.370
2	1.503	30.054	75.424	1.503	30.054	75.424
3	.729	14.583	90.007			
4	.278	5.555	95.562			
5	.222	4.438	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
EP8	.640	-.648
EP9	.394	.590
EP10	.643	-.666
EP11	.837	.368
EP12	.767	.395

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES EP8 EP10 EP11 EP12
/MISSING LISTWISE
/ANALYSIS EP8 EP10 EP11 EP12
/PRINT INITIAL CORRELATION SIG KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		EP8	EP10	EP11	EP12
Correlation	EP8	1.000	.730	.243	.182
	EP10	.730	1.000	.277	.186
	EP11	.243	.277	1.000	.749
	EP12	.182	.186	.749	1.000
Sig. (1-tailed)	EP8		.000	.098	.168
	EP10	.000		.069	.163
	EP11	.098	.069		.000
	EP12	.168	.163	.000	

Inverse of Correlation Matrix

	EP8	EP10	EP11	EP12
EP8	2.149	-1.543	-.038	-.076
EP10	-1.543	2.192	-.312	.107
EP11	-.038	-.312	2.383	-1.720
EP12	-.076	.107	-1.720	2.281

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.547
Bartlett's Test of Sphericity	Approx. Chi-Square
	df
	Sig.
	44.761
	6
	.000

Anti-image Matrices

		EP8	EP10	EP11	EP12
Anti-image Covariance	EP8	.465	-.328	-.007	-.015
	EP10	-.328	.456	-.060	.021
	EP11	-.007	-.060	.420	-.316
	EP12	-.015	.021	-.316	.438
Anti-image Correlation	EP8	.552 ^a	-.711	-.017	-.034
	EP10	-.711	.550 ^a	-.137	.048
	EP11	-.017	-.137	.553 ^a	-.737
	EP12	-.034	.048	-.737	.534 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
EP8	1.000	.865
EP10	1.000	.864
EP11	1.000	.873
EP12	1.000	.881

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	2.185	54.613	54.613	2.185	54.613	54.613
2	1.298	32.458	87.070	1.298	32.458	87.070
3	.278	6.945	94.016			
4	.239	5.984	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
EP8	.724	.583
EP10	.739	.564
EP11	.774	-.523
EP12	.717	-.606

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES EP8 EP10 EP11
/MISSING LISTWISE
/ANALYSIS EP8 EP10 EP11
/PRINT INITIAL CORRELATION SIG KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		EP8	EP10	EP11
Correlation	EP8	1.000	.730	.243
	EP10	.730	1.000	.277
	EP11	.243	.277	1.000
Sig. (1-tailed)	EP8		.000	.098
	EP10	.000		.069
	EP11	.098	.069	

Inverse of Correlation Matrix

	EP8	EP10	EP11

EP8	2.146	-1.539	-.095
EP10	-1.539	2.187	-.231
EP11	-.095	-.231	1.087

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.557
Bartlett's Test of Sphericity	Approx. Chi-Square
	df
	Sig.
	22.911
	3
	.000

Anti-image Matrices

		EP8	EP10	EP11
Anti-image Covariance	EP8	.466	-.328	-.041
	EP10	-.328	.457	-.097
	EP11	-.041	-.097	.920
Anti-image Correlation	EP8	.538 ^a	-.710	-.062
	EP10	-.710	.536 ^a	-.150
	EP11	-.062	-.150	.837 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
EP8	1.000	.792
EP10	1.000	.812
EP11	1.000	.278

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	1.883	62.754	62.754	1.883	62.754	62.754
2	.848	28.260	91.014			
3	.270	8.986	100.000			

Extraction Method: Principal Component Analysis.

```
RELIABILITY
/VARIABLES=EP8 EP10 EP11
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
```

**Reliability
Scale: ALL VARIABLES**

Case Processing Summary

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.697	.682	3

Inter-Item Covariance Matrix

	EP8	EP10	EP11
EP8	1.344	.823	.159
EP10	.823	.947	.152
EP11	.159	.152	.317

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.189	3.033	3.400	.367	1.121	.036	3

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
EP8	6.5333	1.568	.676	.534	.387
EP10	6.4333	1.978	.712	.543	.321
EP11	6.1667	3.937	.278	.080	.836

FACTOR

```

/VARIABLES EP14 EP15 EP16 EP17 EP18 EP19 EP20 EP21 EP22 EP23
/MISSING LISTWISE
/ANALYSIS EP14 EP15 EP16 EP17 EP18 EP19 EP20 EP21 EP22 EP23
/PRINT INITIAL CORRELATION SIG KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		EP14	EP15	EP16	EP17	EP18	EP19	EP20	EP21	EP22	EP23
Correlation	EP14	1.000	.817	-.160	.135	.518	.457	.667	.260	.349	.109
	EP15	.817	1.000	-.040	.271	.695	.346	.667	.490	.200	.212
	EP16	-.160	-.040	1.000	.533	.039	-.266	.095	.050	.033	-.292
	EP17	.135	.271	.533	1.000	.261	-.163	.107	.000	-.221	.000
	EP18	.518	.695	.039	.261	1.000	.349	.728	.281	.241	.211
	EP19	.457	.346	-.266	-.163	.349	1.000	.447	-.005	.106	.325
	EP20	.667	.667	.095	.107	.728	.447	1.000	.109	.534	.187
	EP21	.260	.490	.050	.000	.281	-.005	.109	1.000	.031	.288
	EP22	.349	.200	.033	-.221	.241	.106	.534	.031	1.000	-.098
	EP23	.109	.212	-.292	.000	.211	.325	.187	.288	-.098	1.000
Sig. (1-tailed)	EP14		.000	.199	.238	.002	.006	.000	.082	.029	.282
	EP15	.000		.417	.074	.000	.030	.000	.003	.145	.130
	EP16	.199	.417		.001	.420	.077	.308	.396	.432	.059
	EP17	.238	.074	.001		.082	.194	.286	.500	.120	.500
	EP18	.002	.000	.420	.082		.030	.000	.066	.100	.131
	EP19	.006	.030	.077	.194	.030		.007	.490	.289	.040
	EP20	.000	.000	.308	.286	.000	.007		.283	.001	.161
	EP21	.082	.003	.396	.500	.066	.490	.283		.435	.061
	EP22	.029	.145	.432	.120	.100	.289	.001	.435		.303
	EP23	.282	.130	.059	.500	.131	.040	.161	.061	.303	

Inverse of Correlation Matrix

	EP14	EP15	EP16	EP17	EP18	EP19	EP20	EP21	EP22	EP23
EP14	4.933	-3.425	1.221	-.914	1.363	-.941	-1.350	-.108	-.711	.774
EP15	-3.425	6.769	.691	-1.000	-1.251	.222	-1.679	-2.044	.871	.322
EP16	1.221	.691	2.660	-1.826	.774	-.166	-1.839	-1.103	-.106	1.039
EP17	-.914	-1.000	-1.826	2.700	-.889	.672	1.230	1.138	.553	-.755
EP18	1.363	-1.251	.774	-.889	3.205	-.358	-2.285	-.543	.091	.374
EP19	-.941	.222	-.166	.672	-.358	1.805	-.299	.425	.429	-.527
EP20	-1.350	-1.679	-1.839	1.230	-2.285	-.299	5.680	1.661	-1.475	-1.139
EP21	-.108	-2.044	-1.103	1.138	-.543	.425	1.661	2.325	-.228	-.902
EP22	-.711	.871	-.106	.553	.091	.429	-1.475	-.228	1.951	.236
EP23	.774	.322	1.039	-.755	.374	-.527	-1.139	-.902	.236	1.738

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.538
Bartlett's Test of Sphericity	Approx. Chi-Square	142.552
	df	45
	Sig.	.000

Anti-image Matrices

		EP1 4	EP1 5	EP1 6	EP1 7	EP1 EP18	EP1 9	EP20	EP21	EP22	EP2 3
Anti-image Covariance	EP14	.203	-.103	.093	-.069	.086	-.106	-.048	-.009	-.074	.090
	EP15	-.103	.148	.038	-.055	-.058	.018	-.044	-.130	.066	.027
	EP16	.093	.038	.376	-.254	.091	-.035	-.122	-.178	-.020	.225
	EP17	-.069	-.055	-.254	.370	-.103	.138	.080	.181	.105	-.161
	EP18	.086	-.058	.091	-.103	.312	-.062	-.126	-.073	.015	.067
	EP19	-.106	.018	-.035	.138	-.062	.554	-.029	.101	.122	-.168
	EP20	-.048	-.044	-.122	.080	-.126	-.029	.176	.126	-.133	-.115
	EP21	-.009	-.130	-.178	.181	-.073	.101	.126	.430	-.050	-.223
	EP22	-.074	.066	-.020	.105	.015	.122	-.133	-.050	.513	.070
	EP23	.090	.027	.225	-.161	.067	-.168	-.115	-.223	.070	.575
Anti-image Correlation	EP14	.663 ^a	-.593	.337	-.250	.343	-.315	-.255	-.032	-.229	.264
	EP15	-.593	.698 ^a	.163	-.234	-.269	.063	-.271	-.515	.240	.094
	EP16	.337	.163	.265 ^a	-.681	.265	-.076	-.473	-.444	-.047	.483
	EP17	-.250	-.234	-.681	.298 ^a	-.302	.304	.314	.454	.241	-.348
	EP18	.343	-.269	.265	-.302	.695 ^a	-.149	-.536	-.199	.036	.159
	EP19	-.315	.063	-.076	.304	-.149	.675 ^a	-.093	.207	.229	-.298
	EP20	-.255	-.271	-.473	.314	-.536	-.093	.604 ^a	.457	-.443	-.362
	EP21	-.032	-.515	-.444	.454	-.199	.207	.457	.292 ^a	-.107	-.449
	EP22	-.229	.240	-.047	.241	.036	.229	-.443	-.107	.563 ^a	.128
	EP23	.264	.094	.483	-.348	.159	-.298	-.362	-.449	.128	.319 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
EP14	1.000	.731
EP15	1.000	.848
EP16	1.000	.748
EP17	1.000	.755
EP18	1.000	.696
EP19	1.000	.517
EP20	1.000	.845
EP21	1.000	.416
EP22	1.000	.691
EP23	1.000	.623

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	3.711	37.109	37.109	3.711	37.109	37.109
2	1.789	17.888	54.998	1.789	17.888	54.998
3	1.369	13.693	68.691	1.369	13.693	68.691
4	.995	9.951	78.642			
5	.735	7.354	85.996			
6	.530	5.305	91.301			
7	.453	4.528	95.829			
8	.230	2.300	98.128			
9	.097	.971	99.099			
10	.090	.901	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
EP14	.849	-.036	-.097
EP15	.894	.140	.170
EP16	-.067	.854	-.120
EP17	.163	.804	.286
EP18	.814	.178	.042
EP19	.556	-.455	.001
EP20	.864	.076	-.305
EP21	.400	.068	.502
EP22	.418	-.077	-.715
EP23	.328	-.371	.615

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

```

FACTOR
/VARIABLES EP14 EP15 EP18 EP19 EP20 EP22
/MISSING LISTWISE
/ANALYSIS EP14 EP15 EP18 EP19 EP20 EP22
/PRINT INITIAL CORRELATION SIG KMO INV AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix

		EP14	EP15	EP18	EP19	EP20	EP22
Correlation	EP14	1.000	.817	.518	.457	.667	.349
	EP15	.817	1.000	.695	.346	.667	.200
	EP18	.518	.695	1.000	.349	.728	.241
	EP19	.457	.346	.349	1.000	.447	.106
	EP20	.667	.667	.728	.447	1.000	.534
	EP22	.349	.200	.241	.106	.534	1.000
Sig. (1-tailed)	EP14		.000	.002	.006	.000	.029
	EP15	.000		.000	.030	.000	.145
	EP18	.002	.000		.030	.000	.100
	EP19	.006	.030	.030		.007	.289
	EP20	.000	.000	.000	.007		.001
	EP22	.029	.145	.100	.289	.001	

Inverse of Correlation Matrix

	EP14	EP15	EP18	EP19	EP20	EP22
EP14	4.135	-3.258	1.010	-.754	-.660	-.605
EP15	-3.258	4.792	-1.691	.534	-.442	.768
EP18	1.010	-1.691	2.881	-.148	-1.688	.208
EP19	-.754	.534	-.148	1.429	-.569	.345
EP20	-.660	-.442	-1.688	-.569	3.914	-1.304
EP22	-.605	.768	.208	.345	-1.304	1.668

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.694
Bartlett's Test of Sphericity	Approx. Chi-Square
	95.016
	df
	15
	Sig.
	.000

Anti-image Matrices

		EP14	EP15	EP18	EP19	EP20	EP22
Anti-image Covariance	EP14	.242	-.164	.085	-.128	-.041	-.088
	EP15	-.164	.209	-.122	.078	-.024	.096
	EP18	.085	-.122	.347	-.036	-.150	.043
	EP19	-.128	.078	-.036	.700	-.102	.145
	EP20	-.041	-.024	-.150	-.102	.255	-.200
	EP22	-.088	.096	.043	.145	-.200	.599
Anti-image Correlation	EP14	.682 ^a	-.732	.293	-.310	-.164	-.230
	EP15	-.732	.669 ^a	-.455	.204	-.102	.272
	EP18	.293	-.455	.723 ^a	-.073	-.503	.095
	EP19	-.310	.204	-.073	.725 ^a	-.240	.224
	EP20	-.164	-.102	-.503	-.240	.758 ^a	-.511
	EP22	-.230	.272	.095	.224	-.511	.536 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
EP14	1.000	.740
EP15	1.000	.744
EP18	1.000	.649
EP19	1.000	.325
EP20	1.000	.809
EP22	1.000	.233

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	3.500	58.334	58.334	3.500	58.334	58.334
2	.951	15.847	74.181			
3	.733	12.217	86.398			
4	.520	8.659	95.057			
5	.181	3.023	98.080			
6	.115	1.920	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
EP14	.860
EP15	.862
EP18	.806
EP19	.570
EP20	.899
EP22	.483

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

RELIABILITY

/VARIABLES=EP14 EP15 EP18 EP19 EP20 EP22

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=COV

/SUMMARY=TOTAL MEANS.

**Reliability
Scale: ALL VARIABLES**

Case Processing Summary

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

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

Reliability Statistics

	Cronbach's Alpha Based on Standardized Items	N of Items
Cronbach's Alpha	.819	.844
		6

Inter-Item Covariance Matrix

	EP14	EP15	EP18	EP19	EP20	EP22
EP14	.189	.154	.101	.143	.159	.080
EP15	.154	.189	.136	.108	.159	.046
EP18	.101	.136	.202	.113	.179	.057
EP19	.143	.108	.113	.516	.176	.040
EP20	.159	.159	.179	.176	.300	.155
EP22	.080	.046	.057	.040	.155	.282

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.128	2.967	3.267	.300	1.101	.010	6

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
EP14	15.6333	3.826	.750	.758	.764
EP15	15.6333	3.895	.703	.791	.772
EP18	15.5000	3.914	.659	.653	.779
EP19	15.8000	3.614	.424	.300	.848
EP20	15.6667	3.333	.828	.745	.734
EP22	15.6000	4.248	.347	.401	.839

FACTOR

```

/VARIABLES PC1 PC2 PC3 PC4 PC5 PC6
/MISSING LISTWISE
/ANALYSIS PC1 PC2 PC3 PC4 PC5 PC6
/PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

		PC1	PC2	PC3	PC4	PC5	PC6
Correlation	PC1	1.000	.678	.399	.342	.573	.367
	PC2	.678	1.000	.598	.427	.572	.488
	PC3	.399	.598	1.000	.694	.439	.628
	PC4	.342	.427	.694	1.000	.531	.539
	PC5	.573	.572	.439	.531	1.000	.585
	PC6	.367	.488	.628	.539	.585	1.000

	PC6	.367	.488	.628	.539	.585	1.000
Sig. (1-tailed)	PC1		.000	.014	.032	.000	.023
	PC2	.000		.000	.009	.000	.003
	PC3	.014	.000		.000	.008	.000
	PC4	.032	.009	.000		.001	.001
	PC5	.000	.000	.008	.001		.000
	PC6	.023	.003	.000	.001	.000	

a. Determinant = .044

Inverse of Correlation Matrix

	PC1	PC2	PC3	PC4	PC5	PC6
PC1	2.057	-1.121	.030	.019	-.641	.138
PC2	-1.121	2.566	-1.045	.311	-.496	-.064
PC3	.030	-1.045	2.894	-1.392	.581	-.908
PC4	.019	.311	-1.392	2.256	-.735	-.071
PC5	-.641	-.496	.581	-.735	2.261	-.814
PC6	.138	-.064	-.908	-.071	-.814	2.065

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.771
Bartlett's Test of Sphericity	Approx. Chi-Square
	81.484
	df
	15
	Sig.
	.000

Anti-image Matrices

		PC1	PC2	PC3	PC4	PC5	PC6
Anti-image Covariance	PC1	.486	-.212	.005	.004	-.138	.033
	PC2	-.212	.390	-.141	.054	-.085	-.012
	PC3	.005	-.141	.346	-.213	.089	-.152
	PC4	.004	.054	-.213	.443	-.144	-.015
	PC5	-.138	-.085	.089	-.144	.442	-.174
	PC6	.033	-.012	-.152	-.015	-.174	.484
Anti-image Correlation	PC1	.783 ^a	-.488	.012	.009	-.297	.067
	PC2	-.488	.779 ^a	-.383	.129	-.206	-.028
	PC3	.012	-.383	.714 ^a	-.545	.227	-.371
	PC4	.009	.129	-.545	.763 ^a	-.326	-.033
	PC5	-.297	-.206	.227	-.326	.774 ^a	-.377
	PC6	.067	-.028	-.371	-.033	-.377	.830 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
PC1	1.000	.507
PC2	1.000	.654
PC3	1.000	.658
PC4	1.000	.575
PC5	1.000	.629
PC6	1.000	.603

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	3.626	60.433	60.433	3.626	60.433	60.433
2	.897	14.947	75.380			
3	.545	9.087	84.467			
4	.452	7.525	91.992			
5	.287	4.790	96.782			
6	.193	3.218	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
PC1	.712
PC2	.809
PC3	.811
PC4	.759
PC5	.793
PC6	.776

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

	PC1	PC2	PC3	PC4	PC5	PC6

Reproduced Correlation	PC1	.507 ^a	.576	.578	.540	.565	.553
	PC2	.576	.654 ^a	.656	.614	.641	.628
	PC3	.578	.656	.658 ^a	.615	.643	.629
	PC4	.540	.614	.615	.575 ^a	.602	.589
	PC5	.565	.641	.643	.602	.629 ^a	.616
	PC6	.553	.628	.629	.589	.616	.603 ^a
	Residual ^b	PC1		.102	-.179	-.198	.008
PC2			.102	-.058	-.187	-.070	-.139
PC3			-.179	-.058	.079	-.205	-.001
PC4			-.198	-.187	.079	-.070	-.050
PC5			.008	-.070	-.205	-.070	-.031
PC6			-.186	-.139	-.001	-.050	-.031

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 11 (73.0%) nonredundant residuals with absolute values greater than 0.05.

RELIABILITY

```

/VARIABLES=PC1 PC2 PC3 PC4 PC5 PC6
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
    
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.867	.868	6

Inter-Item Covariance Matrix

	PC1	PC2	PC3	PC4	PC5	PC6
PC1	.202	.191	.122	.078	.147	.094
PC2	.191	.392	.254	.136	.205	.175
PC3	.122	.254	.461	.239	.170	.244
PC4	.078	.136	.239	.257	.154	.156
PC5	.147	.205	.170	.154	.326	.191
PC6	.094	.175	.244	.156	.191	.326

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.567	3.467	3.733	.267	1.077	.008	6

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
PC1	17.6667	5.609	.593	.514	.857
PC2	17.8333	4.764	.702	.610	.837
PC3	17.8333	4.557	.710	.654	.837
PC4	17.8667	5.292	.654	.557	.847
PC5	17.8667	5.016	.677	.558	.842
PC6	17.9333	5.030	.671	.516	.843

FACTOR

```

/VARIABLES PC7 PC8 PC9 PC10 PC11 PC12
/MISSING LISTWISE
/ANALYSIS PC7 PC8 PC9 PC10 PC11 PC12
/PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

	PC7	PC8	PC9	PC10	PC11	PC12
Correlation PC7	1.000	.600	.477	.573	.602	.601
PC8	.600	1.000	.359	.549	.374	.704

	PC9	.477	.359	1.000	.327	.670	.582
	PC10	.573	.549	.327	1.000	.722	.652
	PC11	.602	.374	.670	.722	1.000	.749
	PC12	.601	.704	.582	.652	.749	1.000
Sig. (1-tailed)	PC7		.000	.004	.000	.000	.000
	PC8	.000		.026	.001	.021	.000
	PC9	.004	.026		.039	.000	.000
	PC10	.000	.001	.039		.000	.000
	PC11	.000	.021	.000	.000		.000
	PC12	.000	.000	.000	.000	.000	

a. Determinant = .016

Inverse of Correlation Matrix

	PC7	PC8	PC9	PC10	PC11	PC12
PC7	2.145	-1.017	-.180	-.160	-.912	.318
PC8	-1.017	3.224	-.493	-1.195	2.374	-2.371
PC9	-.180	-.493	2.277	1.121	-1.922	-.160
PC10	-.160	-1.195	1.121	3.151	-2.640	.210
PC11	-.912	2.374	-1.922	-2.640	5.851	-2.666
PC12	.318	-2.371	-.160	.210	-2.666	4.431

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.698
Bartlett's Test of Sphericity	Approx. Chi-Square
	108.663
	df
	15
	Sig.
	.000

Anti-image Matrices

		PC7	PC8	PC9	PC10	PC11	PC12
Anti-image Covariance	PC7	.466	-.147	-.037	-.024	-.073	.033
	PC8	-.147	.310	-.067	-.118	.126	-.166
	PC9	-.037	-.067	.439	.156	-.144	-.016
	PC10	-.024	-.118	.156	.317	-.143	.015
	PC11	-.073	.126	-.144	-.143	.171	-.103
	PC12	.033	-.166	-.016	.015	-.103	.226
Anti-image Correlation	PC7	.874 ^a	-.387	-.081	-.061	-.257	.103
	PC8	-.387	.584 ^a	-.182	-.375	.546	-.627
	PC9	-.081	-.182	.717 ^a	.419	-.527	-.051
	PC10	-.061	-.375	.419	.706 ^a	-.615	.056
	PC11	-.257	.546	-.527	-.615	.611 ^a	-.524
	PC12	.103	-.627	-.051	.056	-.524	.226

	PC12	.103	-.627	-.051	.056	-.524	.761 ^a
--	------	------	-------	-------	------	-------	-------------------

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
PC7	1.000	.640
PC8	1.000	.548
PC9	1.000	.490
PC10	1.000	.643
PC11	1.000	.745
PC12	1.000	.806

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	3.872	64.527	64.527	3.872	64.527	64.527
2	.794	13.240	77.767			
3	.592	9.863	87.630			
4	.430	7.162	94.792			
5	.222	3.698	98.490			
6	.091	1.510	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
PC7	.800
PC8	.741
PC9	.700
PC10	.802
PC11	.863
PC12	.898

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reproduced Correlations

	PC7	PC8	PC9	PC10	PC11	PC12
PC7	.640 ^a	.592	.560	.641	.690	.718

Reproduced Correlation	PC8	.592	.548 ^a	.518	.594	.639	.665
	PC9	.560	.518	.490 ^a	.561	.604	.629
	PC10	.641	.594	.561	.643 ^a	.692	.720
	PC11	.690	.639	.604	.692	.745 ^a	.775
	PC12	.718	.665	.629	.720	.775	.806 ^a
Residual ^b	PC7		.008	-.083	-.068	-.089	-.117
	PC8	.008		-.159	-.045	-.265	.039
	PC9	-.083	-.159		-.234	.066	-.047
	PC10	-.068	-.045	-.234		.030	-.068
	PC11	-.089	-.265	.066	.030		-.026
	PC12	-.117	.039	-.047	-.068	-.026	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 9 (60.0%) nonredundant residuals with absolute values greater than 0.05.

```
RELIABILITY
/VARIABLES=PC7 PC8 PC9 PC10 PC11 PC12
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
```

Reliability Scale: ALL VARIABLES

Case Processing Summary

	N	%
Ca Valid	30	100.0
se Excluded ^a	0	.0
s Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.886	.888	6

nter-Item Covariance Matrix

	PC7	PC8	PC9	PC10	PC11	PC12
PC7	.424	.217	.193	.190	.221	.224
PC8	.217	.309	.124	.155	.117	.224
PC9	.193	.124	.386	.103	.234	.207
PC10	.190	.155	.103	.259	.207	.190
PC11	.221	.117	.234	.207	.317	.241
PC12	.224	.224	.207	.190	.241	.328

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	N of Items
Item Means	3.489	3.300	3.63	.333	1.101	6

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
PC7	17.6333	5.206	.703	.534	.866
PC8	17.3000	5.734	.629	.690	.876
PC9	17.3333	5.609	.586	.561	.885
PC10	17.4333	5.771	.692	.683	.868
PC11	17.5333	5.361	.783	.829	.852
PC12	17.4333	5.220	.831	.774	.844

FACTOR

```

/VARIABLES PC13 PC14 PC15 PC16 PC17 PC18
/MISSING LISTWISE
/ANALYSIS PC13 PC14 PC15 PC16 PC17 PC18
/PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```


Correlation Matrix^a

		PC13	PC14	PC15	PC16	PC17	PC18
Correlation	PC13	1.000	.538	-.075	.522	.323	.121
	PC14	.538	1.000	.316	.183	.058	.041
	PC15	-.075	.316	1.000	-.197	-.119	-.098
	PC16	.522	.183	-.197	1.000	.581	.604
	PC17	.323	.058	-.119	.581	1.000	.581
	PC18	.121	.041	-.098	.604	.581	1.000
Sig. (1-tailed)	PC13		.001	.347	.002	.041	.262
	PC14	.001		.044	.166	.381	.416
	PC15	.347	.044		.148	.266	.303
	PC16	.002	.166	.148		.000	.000
	PC17	.041	.381	.266	.000		.000
	PC18	.262	.416	.303	.000	.000	

a. Determinant = .131

Inverse of Correlation Matrix

	PC13	PC14	PC15	PC16	PC17	PC18
PC13	2.228	-1.107	.325	-1.087	-.384	.687
PC14	-1.107	1.760	-.608	.127	.231	-.208
PC15	.325	-.608	1.253	.212	-.049	.009
PC16	-1.087	.127	.212	2.519	-.448	-1.115
PC17	-.384	.231	-.049	-.448	1.795	-.739
PC18	.687	-.208	.009	-1.115	-.739	2.029

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.587
Bartlett's Test of Sphericity	Approx. Chi-Square
	53.170
	df
	15
	Sig.
	.000

Anti-image Matrices

		PC13	PC14	PC15	PC16	PC17	PC18
Anti-image Covariance	PC13	.449	-.283	.116	-.194	-.096	.152
	PC14	-.283	.568	-.276	.029	.073	-.058
	PC15	.116	-.276	.798	.067	-.022	.004
	PC16	-.194	.029	.067	.397	-.099	-.218

	PC17	-.096	.073	-.022	-.099	.557	-.203
	PC18	.152	-.058	.004	-.218	-.203	.493
Anti-image Correlation	PC13	.494 ^a	-.559	.194	-.459	-.192	.323
	PC14	-.559	.455 ^a	-.409	.060	.130	-.110
	PC15	.194	-.409	.433 ^a	.119	-.033	.006
	PC16	-.459	.060	.119	.670 ^a	-.211	-.493
	PC17	-.192	.130	-.033	-.211	.762 ^a	-.387
	PC18	.323	-.110	.006	-.493	-.387	.588 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
PC13	1.000	.674
PC14	1.000	.826
PC15	1.000	.421
PC16	1.000	.789
PC17	1.000	.669
PC18	1.000	.633

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	2.518	41.965	41.965	2.518	41.965	41.965
2	1.494	24.893	66.858	1.494	24.893	66.858
3	.945	15.753	82.611			
4	.453	7.548	90.159			
5	.371	6.182	96.341			
6	.220	3.659	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
PC13	.662	.485
PC14	.353	.838
PC15	-.182	.622
PC16	.883	-.096

PC17	.784	-.231
PC18	.726	-.326

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		PC13	PC14	PC15	PC16	PC17	PC18
Reproduced Correlation	PC13	.674 ^a	.640	.181	.538	.407	.322
	PC14	.640	.826 ^a	.457	.231	.083	-.017
	PC15	.181	.457	.421 ^a	-.221	-.287	-.335
	PC16	.538	.231	-.221	.789 ^a	.715	.672
	PC17	.407	.083	-.287	.715	.669 ^a	.645
	PC18	.322	-.017	-.335	.672	.645	.633 ^a
Residual ^b	PC13		-.102	-.256	-.016	-.084	-.201
	PC14	-.102		-.141	-.047	-.025	.058
	PC15	-.256	-.141		.024	.168	.237
	PC16	-.016	-.047	.024		-.134	-.068
	PC17	-.084	-.025	.168	-.134		-.064
	PC18	-.201	.058	.237	-.068	-.064	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 11 (73.0%) nonredundant residuals with absolute values greater than 0.05.

FACTOR

```

/VARIABLES PC16 PC17 PC18
/MISSING LISTWISE
/ANALYSIS PC16 PC17 PC18
/PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

		PC16	PC17	PC18
Correlation	PC16	1.000	.581	.604
	PC17	.581	1.000	.581
	PC18	.604	.581	1.000

Sig. (1-tailed)	PC16		.000	.000
	PC17	.000		.000
	PC18	.000	.000	

a. Determinant = .368

Inverse of Correlation Matrix

	PC16	PC17	PC18
PC16	1.802	-.626	-.725
PC17	-.626	1.727	-.624
PC18	-.725	-.624	1.801

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.716
Bartlett's Test of Sphericity	Approx. Chi-Square
	27.181
	df
	3
	Sig.
	.000

Anti-image Matrices

		PC16	PC17	PC18
Anti-image Covariance	PC16	.555	-.201	-.223
	PC17	-.201	.579	-.201
	PC18	-.223	-.201	.555
Anti-image Correlation	PC16	.709 ^a	-.355	-.403
	PC17	-.355	.729 ^a	-.354
	PC18	-.403	-.354	.710 ^a

a. Measures of Sampling Adequacy(MSA)

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.178	72.586	72.586	2.178	72.586	72.586
2	.427	14.223	86.809			
3	.396	13.191	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
PC16	.856
PC17	.844
PC18	.856

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

Reproduced Correlations

		PC16	PC17	PC18
Reproduced Correlation	PC16	.732 ^a	.723	.732
	PC17	.723	.713 ^a	.722
	PC18	.732	.722	.732 ^a
Residual ^b	PC16		-.141	-.128
	PC17	-.141		-.142
	PC18	-.128	-.142	

Extraction Method: Principal Component Analysis.

- a. Reproduced communalities
 - b. Residuals are computed between observed and reproduced correlations.
- There are 3 (100.0%) nonredundant residuals with absolute values greater than 0.05.

```
RELIABILITY
/VARIABLES=PC16 PC17 PC18
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.809	.811	3

Inter-Item Covariance Matrix

	PC16	PC17	PC18
PC16	.351	.224	.241
PC17	.224	.424	.255
PC18	.241	.255	.455

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.289	3.167	3.400	.233	1.074	.014	3

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
PC16	6.7000	1.390	.667	.445	.734
PC17	6.5667	1.289	.648	.421	.749
PC18	6.4667	1.223	.666	.445	.733

FACTOR

```

/VARIABLES PC19 PC20 PC21 PC22 PC23 PC24
/MISSING LISTWISE
/ANALYSIS PC19 PC20 PC21 PC22 PC23 PC24
/PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Correlation Matrix^a

		PC19	PC20	PC21	PC22	PC23	PC24
Correlation	PC19	1.000	.411	.664	.477	-.245	.507
	PC20	.411	1.000	.439	.404	-.334	.682
	PC21	.664	.439	1.000	.428	-.100	.488
	PC22	.477	.404	.428	1.000	.103	.472
	PC23	-.245	-.334	-.100	.103	1.000	-.245
	PC24	.507	.682	.488	.472	-.245	1.000
Sig. (1-tailed)	PC19		.012	.000	.004	.096	.002
	PC20	.012		.008	.013	.036	.000
	PC21	.000	.008		.009	.300	.003
	PC22	.004	.013	.009		.294	.004
	PC23	.096	.036	.300	.294		.096
	PC24	.002	.000	.003	.004	.096	

a. Determinant = .105

Inverse of Correlation Matrix

	PC19	PC20	PC21	PC22	PC23	PC24
PC19	2.192	.178	-1.095	-.541	.463	-.329
PC20	.178	2.112	-.318	-.334	.482	-1.098
PC21	-1.095	-.318	1.980	-.072	-.223	-.215
PC22	-.541	-.334	-.072	1.649	-.511	-.367
PC23	.463	.482	-.223	-.511	1.333	.113
PC24	-.329	-1.098	-.215	-.367	.113	2.221

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.729
Bartlett's Test of Sphericity	Approx. Chi-Square
	58.855
	df
	15
	Sig.
	.000

Anti-image Matrices

		PC19	PC20	PC21	PC22	PC23	PC24
Anti-image Covariance	PC19	.456	.038	-.252	-.149	.158	-.068
	PC20	.038	.474	-.076	-.096	.171	-.234
	PC21	-.252	-.076	.505	-.022	-.084	-.049
	PC22	-.149	-.096	-.022	.606	-.233	-.100
	PC23	.158	.171	-.084	-.233	.750	.038
	PC24	-.068	-.234	-.049	-.100	.038	.450
Anti-image Correlation	PC19	.715 ^a	.082	-.526	-.284	.271	-.149
	PC20	.082	.732 ^a	-.156	-.179	.288	-.507
	PC21	-.526	-.156	.763 ^a	-.040	-.137	-.102
	PC22	-.284	-.179	-.040	.749 ^a	-.345	-.192
	PC23	.271	.288	-.137	-.345	.458 ^a	.066
	PC24	-.149	-.507	-.102	-.192	.066	.790 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
PC19	1.000	.641
PC20	1.000	.665
PC21	1.000	.632
PC22	1.000	.701
PC23	1.000	.873
PC24	1.000	.689

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	3.065	51.091	51.091	3.065	51.091	51.091
2	1.135	18.913	70.005	1.135	18.913	70.005
3	.727	12.125	82.129			
4	.479	7.979	90.108			
5	.328	5.472	95.580			
6	.265	4.420	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
PC19	.797	.073
PC20	.778	-.245
PC21	.770	.195
PC22	.668	.505
PC23	-.322	.877
PC24	.825	-.088

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

Reproduced Correlations

		PC19	PC20	PC21	PC22	PC23	PC24
Reproduced Correlation	PC19	.641 ^a	.602	.629	.570	-.193	.652
	PC20	.602	.665 ^a	.551	.396	-.465	.663
	PC21	.629	.551	.632 ^a	.613	-.077	.619
	PC22	.570	.396	.613	.701 ^a	.227	.507
	PC23	-.193	-.465	-.077	.227	.873 ^a	-.343
	PC24	.652	.663	.619	.507	-.343	.689 ^a
Residual ^b	PC19		-.191	.035	-.093	-.052	-.145
	PC20	-.191		-.112	.008	.132	.018
	PC21	.035	-.112		-.186	-.023	-.131
	PC22	-.093	.008	-.186		-.124	-.035
	PC23	-.052	.132	-.023	-.124		.098
	PC24	-.145	.018	-.131	-.035	.098	

Extraction Method: Principal Component Analysis.

- a. Reproduced communalities
- b. Residuals are computed between observed and reproduced correlations. There are 10 (66.0%) nonredundant residuals with absolute values greater than 0.05.

FACTOR

```

/VARIABLES PC19 PC20 PC21 PC22 PC24
/MISSING LISTWISE
/ANALYSIS PC19 PC20 PC21 PC22 PC24
/PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

Factor Analysis

Correlation Matrix^a

		PC19	PC20	PC21	PC22	PC24
Correlation	PC19	1.000	.411	.664	.477	.507
	PC20	.411	1.000	.439	.404	.682
	PC21	.664	.439	1.000	.428	.488
	PC22	.477	.404	.428	1.000	.472
	PC24	.507	.682	.488	.472	1.000
Sig. (1-tailed)	PC19		.012	.000	.004	.002
	PC20	.012		.008	.013	.000
	PC21	.000	.008		.009	.003
	PC22	.004	.013	.009		.004
	PC24	.002	.000	.003	.004	

a. Determinant = .141

Inverse of Correlation Matrix

	PC19	PC20	PC21	PC22	PC24
PC19	2.032	.010	-1.018	-.363	-.369
PC20	.010	1.937	-.238	-.149	-1.139
PC21	-1.018	-.238	1.943	-.157	-.196
PC22	-.363	-.149	-.157	1.453	-.324
PC24	-.369	-1.139	-.196	-.324	2.212

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.782
Bartlett's Test of Sphericity	Approx. Chi-Square	51.993
	df	10
	Sig.	.000

Anti-image Matrices

		PC19	PC20	PC21	PC22	PC24
Anti-image Covariance	PC19	.492	.003	-.258	-.123	-.082
	PC20	.003	.516	-.063	-.053	-.266
	PC21	-.258	-.063	.515	-.056	-.046
	PC22	-.123	-.053	-.056	.688	-.101
	PC24	-.082	-.266	-.046	-.101	.452
Anti-image Correlation	PC19	.764 ^a	.005	-.512	-.211	-.174
	PC20	.005	.752 ^a	-.122	-.089	-.550
	PC21	-.512	-.122	.781 ^a	-.094	-.095
	PC22	-.211	-.089	-.094	.895 ^a	-.180
	PC24	-.174	-.550	-.095	-.180	.759 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
PC19	1.000	.631
PC20	1.000	.577
PC21	1.000	.614
PC22	1.000	.499
PC24	1.000	.673

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	2.995	59.894	59.894	2.995	59.894	59.894
2	.759	15.177	75.071			
3	.606	12.112	87.182			
4	.344	6.870	94.053			
5	.297	5.947	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
PC19	.795
PC20	.760
PC21	.784
PC22	.706
PC24	.820

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

Reproduced Correlations

		PC19	PC20	PC21	PC22	PC24
Reproduced Correlation	PC19	.631 ^a	.604	.623	.561	.652
	PC20	.604	.577 ^a	.596	.536	.623
	PC21	.623	.596	.614 ^a	.553	.643
	PC22	.561	.536	.553	.499 ^a	.579
	PC24	.652	.623	.643	.579	.673 ^a
Residual ^b	PC19		-.193	.041	-.084	-.145
	PC20	-.193		-.156	-.132	.058
	PC21	.041	-.156		-.126	-.155
	PC22	-.084	-.132	-.126		-.107
	PC24	-.145	.058	-.155	-.107	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 9 (90.0%) nonredundant residuals with absolute values greater than 0.05.

RELIABILITY

```

/VARIABLES=PC19 PC20 PC21 PC22 PC24
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=COV
/SUMMARY=TOTAL MEANS.
    
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.824	.832	5

Inter-Item Covariance Matrix

	PC19	PC20	PC21	PC22	PC24
PC19	.323	.130	.176	.122	.218
PC20	.130	.309	.114	.101	.287
PC21	.176	.114	.217	.090	.172
PC22	.122	.101	.090	.202	.161
PC24	.218	.287	.172	.161	.575

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.540	3.333	3.733	.400	1.120	.034	5

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
PC19	14.1333	3.154	.640	.508	.782
PC20	14.3333	3.195	.636	.484	.784
PC21	14.0000	3.448	.637	.485	.788
PC22	13.9667	3.620	.553	.312	.809
PC24	14.3667	2.516	.698	.548	.776

B. Hasil Confirmatory Factor Analysis

Variable	Indikator	Component					Keterangan
		1	2	3	4	5	
Motivasi Kerja	WM1	0.695					valid
	WM2	0.669					valid
	WM3	0.469					invalid
	WM4	0.546					valid
	WM5	0.537					valid
	WM6	0.339					invalid (componen matrix nilai minus)
	WM7	0.443					invalid
	WM8	0.559					valid
	WM9	0.322					invalid
	WM10	0.401					invalid
	WM11	0.591					valid
	WM12	0.378					invalid
	WM13	0.704					valid
	WM14	0.548					invalid (Componen Matrix lebih dari 1
	WM15	0.560					invalid (Componen Matrix lebih dari 1
	WM16	0.750					valid
	WM17	0.387					invalid
	WM18	0.644					valid
	WM19	0.684					valid
	WM20	0.581					invalid (Componen Matrix lebih dari 1

Variable	Indikator	Component					Keterangan
		1	2	3	4	5	
	WM21	0.461					invalid
	WM22	0.881					valid
	WM23	0.919					valid
	WM24	0.742					invalid (Componen Matrix lebih dari 1
	WM25	0.904					invalid (Componen Matrix lebih dari 1
	WM26	0.835					valid
	WM27	0.653					valid
	WM28	0.843					invalid (Componen Matrix lebih dari 1
	WM29	0.810					invalid (Componen Matrix lebih dari 1
	WM30	0.874					invalid (Componen Matrix lebih dari 1

Variable	Indikator	Component					Keterangan
		1	2	3	4	5	
Komitmen Organisasional	OC1		0.602				valid
	OC2		0.628				invalid (Componen Matrix lebih dari 1)
	OC3		0.688				valid
	OC4		0.732				valid
	OC5		0.395				invalid
	OC6		0.563				valid
	OC7		0.410				invalid
	OC8		0.410				invalid
	OC9		0.650				invalid (Componen Matrix lebih dari 1)
	OC10		0.808				valid
	OC11		0.887				valid
	OC12		0.443				invalid
	OC13		0.746				valid
	OC14		0.764				valid
	OC15		0.681				valid
	OC16		0.727				invalid (Componen Matrix lebih dari 1)
	OC17		0.187				invalid
	OC18		0.132				invalid
	OC19		0.645				valid
	OC20		0.461				invalid
	OC21		0.520				valid
	OC22		0.680				valid
	OC23		0.317				invalid
	OC24		0.562				valid

Variable	Indikator	Component					Keterangan
		1	2	3	4	5	
Kepuasan Kerja	JS1			0.585			valid
	JS2			0.545			valid
	JS3			0.349			invalid
	JS4			0.87			valid
	JS5			0.423			invalid
	JS6			0.831			valid
	JS7			0.543			valid
	JS8			0.463			invalid
	JS9			0.626			valid
	JS10			0.614			valid
	JS11			0.733			invalid (componen matrix nilai minus)
	JS12			0.740			invalid (Componen Matrix lebih dari 1)
	JS13			0.848			valid
	JS14			0.612			invalid (Componen Matrix lebih dari 1)
	JS15			0.738			valid
	JS16			0.716			valid
	JS17			0.593			invalid (Componen Matrix lebih dari 1)
	JS18			0.721			invalid (Componen Matrix lebih dari 1)
	JS19			0.464			invalid
	JS20			0.433			invalid
	JS21			0.554			valid
	JS22			0.533			valid
	JS23			0.702			valid

Variable	Indikator	Component					Keterangan
		1	2	3	4	5	
	JS24			0.654			valid
	JS25			0.477			invalid (Componen Matrix lebih dari 1)
	JS26			0.735			valid
	JS27			0.475			invalid (Componen Matrix lebih dari 1)
	JS28			0.529			valid
	JS29			0.660			valid
	JS30			0.639			valid
	JS31			0.775			valid
	JS32			0.635			valid
	JS33			0.644			invalid (componen matrix nilai minus)
	JS34			0.651			invalid (componen matrix nilai minus)
	EP1				0.726		valid
Kinerja Karyawan	EP2				0.791		valid
	EP3				0.74		valid
	EP4				0.707		invalid (Componen Matrix lebih dari 1)
	EP5				0.673		valid
	EP6				0.567		invalid (Componen Matrix lebih dari 1)

Variable	Indikator	Component					Keterangan
		1	2	3	4	5	
	EP7				0.431		invalid
	EP8				0.553		valid
	EP9				0.618		invalid (Componen Matrix lebih dari 1
	EP10				0.543		valid
	EP11				0.569		valid
	EP12				0.541		invalid (Componen Matrix lebih dari 1
	EP13				0.593		invalid (Componen Matrix lebih dari 1
	EP14				0.663		valid
	EP15				0.698		valid
	EP16				0.265		invalid
	EP17				0.298		invalid
	EP18				0.695		valid
	EP19				0.675		valid
	EP20				0.604		valid
	EP21				0.292		invalid
	EP22				0.563		valid
	EP23				0.319		invalid

Variable	Indikator	Component					Keterangan
		1	2	3	4	5	
Psychological Capital	PC1					0.783	valid
	PC2					0.779	valid
	PC3					0.714	valid
	PC4					0.763	valid
	PC5					0.774	valid
	PC6					0.830	valid
	PC7					0.874	valid
	PC8					0.584	valid
	PC9					0.717	valid
	PC10					0.706	valid
	PC11					0.611	valid
	PC12					0.761	valid
	PC13					0.494	invalid
	PC14					0.455	invalid
	PC15					0.433	invalid
	PC16					0.670	valid
	PC17					0.762	valid
	PC18					0.588	valid
	PC19					0.715	valid
	PC20					0.732	valid
	PC21					0.763	valid
	PC22					0.749	valid
	PC23					0.458	invalid
	PC24					0.790	valid

C. Tabel Ringkasan Hasil Uji Reliabilitas

Variabel	Alpha Cronbach's	Nilai Seharusnya	Keterangan
Motivasi Kerja:			
Need for Achievement (WM1, WM2, WM4, WM8)	0.764	> 0,600	Reliabilitas baik
Need for Affiliation (WM11, WM13, WM16, WM19)	0.757	> 0,600	Reliabilitas baik
Need for Power (WM22, WM23, WM26, WM27)	0.753	> 0,600	Reliabilitas baik

Variabel	Alpha Cronbach's	Nilai Seharusnya	Keterangan
Komitmen Organisasional:			
Affective Commitment (OC1,OC3,OC4,OC6)	0.657	> 0,600	Reliabilitas baik
Continuance Commitment (OC10,OC11,OC13,OC14,OC15)	0.853	> 0,600	Reliabilitas baik
Normative Commitment (OC19,OC21,OC22,OC24)	0.612	> 0,600	Reliabilitas baik
Kepuasan Kerja:			
Salary and welfare (JS1,JS2,JS4,JS6)	0.769	> 0,602	Reliabilitas baik
Work itself (JS7,JS9,JS10,JS12)	0.748	> 0,603	Reliabilitas baik
Leader behavior (JS13,JS15,JS16)	0.882	> 0,604	Reliabilitas baik
Personal growth (JS21,JS22,JS23)	0.640	> 0,605	Reliabilitas baik
Interpersonal relationships (JS24,JS26,JS28,JS29)	0.669	> 0,606	Reliabilitas baik
Job competence (JS30,JS31,JS32)	0.669	> 0,607	Reliabilitas baik
Kinerja Karyawan:			
Task Performance (EP1,EP2,EP3,EP5)	0.786	> 0,609	Reliabilitas baik
Adaptive Performance (EP8,EP10,EP11)	0.697	> 0,610	Reliabilitas baik
Contextual Performance (EP14,EP15,EP18,EP19,EP20,EP21)	0.819	> 0,611	Reliabilitas baik
Psychological Capital			
self-efficacy (PC1,PC2,PC3,PC4,PC5,PC6)	0.867	> 0,613	Reliabilitas baik

Variabel	Alpha Cronbach's	Nilai Seharusnya	Keterangan
hope (PC7,PC8,PC9,PC10,PC11,PC12)	0.886	> 0,614	Reliabilitas baik
resilience (PC16,PC17,PC18)	0.809	> 0,615	Reliabilitas baik
optimism (PC19,PC20,PC21,PC22,PC24)	0.824	> 0,616	Reliabilitas baik

Lampiran 6 Hasil Pengolahan

6.1. Pengukuran Outer model

Tabel. 6.1. Ringkasan Outer Loadings (Mean, STDEV, T-Values)

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
EP1 <- EP	0.750	0.755	0.052	14.504	0.000
EP10 <- EP	0.715	0.712	0.058	12.259	0.000
EP14 <- EP	0.675	0.671	0.072	9.345	0.000
EP18 <- EP	0.645	0.638	0.077	8.432	0.000
EP19 <- EP	0.698	0.698	0.056	12.542	0.000
EP20 <- EP	0.772	0.771	0.045	17.266	0.000
EP3 <- EP	0.755	0.756	0.052	14.518	0.000
EP5 <- EP	0.822	0.822	0.039	21.282	0.000
EP8 <- EP	0.715	0.718	0.052	13.753	0.000
JS * PC <- JS*PC	1.644	1.569	0.271	6.060	0.000
JS10 <- JS	0.864	0.865	0.026	33.443	0.000
JS12 <- JS	0.714	0.709	0.064	11.193	0.000
JS13 <- JS	0.784	0.778	0.050	15.807	0.000
JS15 <- JS	0.808	0.809	0.059	13.583	0.000
JS16 <- JS	0.737	0.728	0.066	11.177	0.000
JS2 <- JS	0.740	0.737	0.056	13.231	0.000
JS21 <- JS	0.773	0.764	0.079	9.838	0.000
JS22 <- JS	0.748	0.741	0.058	12.818	0.000
JS6 <- JS	0.741	0.741	0.064	11.485	0.000
JS7 <- JS	0.726	0.731	0.048	15.080	0.000
JS9 <- JS	0.834	0.835	0.039	21.654	0.000
OC1 <- OC	0.790	0.793	0.047	16.647	0.000
OC10 <- OC	0.711	0.691	0.082	8.653	0.000
OC11 <- OC	0.701	0.681	0.098	7.153	0.000
OC13 <- OC	0.695	0.678	0.102	6.821	0.000
OC3 <- OC	0.806	0.811	0.040	20.130	0.000
PC1 <- PC	0.738	0.737	0.045	16.367	0.000
PC10 <- PC	0.716	0.717	0.054	13.362	0.000
PC11 <- PC	0.732	0.731	0.059	12.465	0.000
PC16 <- PC	0.741	0.735	0.058	12.844	0.000
PC19 <- PC	0.781	0.780	0.052	15.034	0.000
PC2 <- PC	0.824	0.818	0.036	22.627	0.000
PC21 <- PC	0.764	0.758	0.054	14.051	0.000

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
PC22 <- PC	0.751	0.753	0.050	15.096	0.000
PC3 <- PC	0.813	0.811	0.045	18.230	0.000
PC4 <- PC	0.835	0.831	0.032	26.020	0.000
PC5 <- PC	0.799	0.801	0.051	15.595	0.000
PC6 <- PC	0.835	0.831	0.040	21.115	0.000
WM22 <- WM	0.738	0.733	0.070	10.514	0.000
WM23 <- WM	0.892	0.891	0.024	37.374	0.000
WM26 <- WM	0.772	0.770	0.062	12.377	0.000
WM27 <- WM	0.827	0.829	0.034	23.982	0.000

6.2. Uji Reliabilitas

Tabel. 6.2. Hasil Uji Reliabilitas – Composite Reliability

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
EP	0.890	0.897	0.910	0.532
JS	0.932	0.936	0.941	0.595
JS*PC	1.000	1.000	1.000	1.000
OC	0.807	0.841	0.859	0.551
PC	0.941	0.942	0.949	0.606
WM	0.823	0.834	0.883	0.655

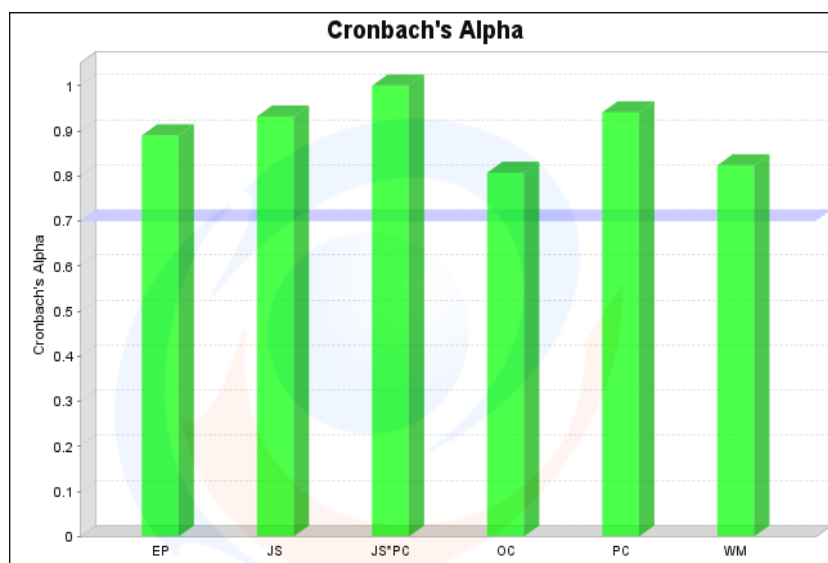
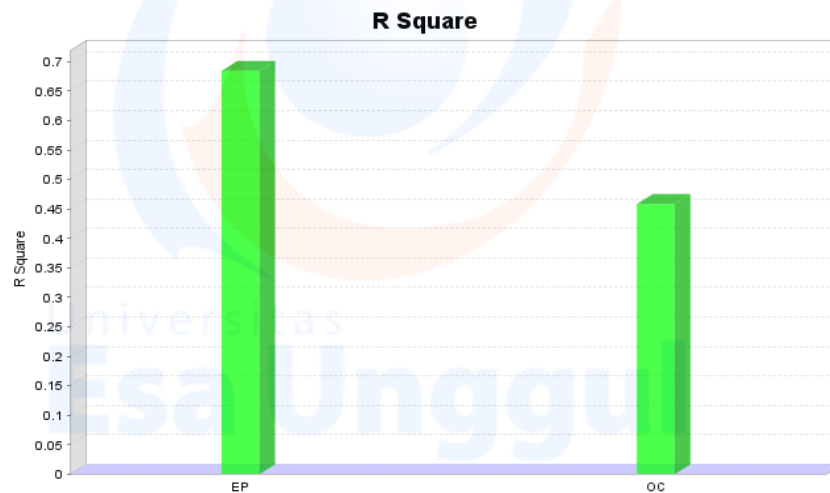
Sumber: Data SmartPLS, 2021

6.3. Uji Discriminant Validity

Tabel. 6.3. Hasil Discriminant Validity

	EP	JS	JS*PC	OC	PC	WM
EP1	0.750	0.533	0.087	0.553	0.689	0.550
EP10	0.715	0.372	0.086	0.335	0.450	0.265
EP14	0.675	0.523	0.121	0.390	0.417	0.382
EP18	0.645	0.360	0.201	0.419	0.401	0.425
EP19	0.698	0.410	0.124	0.344	0.473	0.442
EP20	0.772	0.397	0.139	0.291	0.566	0.470
EP3	0.755	0.504	0.152	0.414	0.603	0.460
EP5	0.822	0.526	0.180	0.422	0.632	0.404
EP8	0.715	0.536	0.153	0.543	0.599	0.536
JS * PC	0.188	-0.025	1.000	-0.011	0.051	-0.043
JS10	0.599	0.864	-0.102	0.623	0.578	0.415
JS12	0.484	0.714	-0.132	0.514	0.405	0.329
JS13	0.448	0.784	-0.010	0.476	0.433	0.346
JS15	0.463	0.808	-0.014	0.413	0.455	0.440
JS16	0.434	0.737	-0.080	0.378	0.383	0.358
JS2	0.420	0.740	0.120	0.481	0.440	0.357
JS21	0.376	0.773	-0.055	0.422	0.428	0.387
JS22	0.589	0.748	-0.149	0.548	0.532	0.346
JS6	0.486	0.741	0.260	0.487	0.402	0.356
JS7	0.487	0.726	0.071	0.530	0.508	0.409
JS9	0.583	0.834	-0.077	0.571	0.654	0.451
OC1	0.485	0.553	-0.029	0.790	0.434	0.346
OC10	0.384	0.367	-0.017	0.711	0.253	0.292
OC11	0.247	0.383	0.007	0.701	0.255	0.324
OC13	0.273	0.363	-0.004	0.695	0.208	0.248
OC3	0.604	0.637	0.004	0.806	0.547	0.498
PC1	0.537	0.434	0.167	0.345	0.738	0.394
PC10	0.550	0.503	0.052	0.390	0.716	0.438
PC11	0.611	0.544	0.066	0.486	0.732	0.513
PC16	0.532	0.419	0.086	0.253	0.741	0.424
PC19	0.608	0.553	-0.075	0.416	0.781	0.477
PC2	0.532	0.458	0.011	0.366	0.824	0.459
PC21	0.624	0.450	0.068	0.363	0.764	0.443
PC22	0.696	0.565	0.025	0.547	0.751	0.492
PC3	0.573	0.422	0.011	0.317	0.813	0.465
PC4	0.526	0.447	-0.046	0.373	0.835	0.432
PC5	0.643	0.516	0.107	0.447	0.799	0.614
PC6	0.522	0.478	-0.001	0.259	0.835	0.460
WM22	0.496	0.423	-0.080	0.284	0.500	0.738
WM23	0.523	0.409	-0.086	0.413	0.513	0.892
WM26	0.433	0.323	-0.029	0.351	0.513	0.772
WM27	0.519	0.440	0.045	0.488	0.450	0.827

Sumber Data SmartPLS 2021



6.4. Inner Model

Evaluasi *Goodness of Fit Model* menggunakan nilai *predictive relevance* (Q^2) dengan menggunakan rumus:

$$\begin{aligned}
 Q^2 &= 1 - (1-R_1^2)(1-R_2^2) \\
 &= 1 - (1-0,684^2)(1-0,459^2) \\
 &= 1 - (0,468)(0,210) \\
 &= 1 - 0,902 \\
 &= 0,902 \\
 &= 90,2 \%
 \end{aligned}$$

Tuntutan

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Lampiran 8. Artikel Jurnal

4/2/2021

Gmail - [JMTT] Submission Acknowledgement



Windu <windua2003@gmail.com>

[JMTT] Submission Acknowledgement

1 message

Prof. Dr. Badri Munir Sukoco <jmtt@feb.unair.ac.id>

Fri, Apr 2, 2021 at 9:08 AM

To: Windu Astuti <windua2003@gmail.com>

Windu Astuti:

Thank you for submitting the manuscript, "THE ROLE OF MODERATING PSYCHOLOGY CAPITAL, MEDIATING ORGANIZATIONAL COMMITMENT TO THE RELATIONSHIP BETWEEN WORK MOTIVATION, JOB SATISFACTION AND EMPLOYEE PERFORMANCE" to Jurnal Manajemen Teori dan Terapan. With the online journal management system that we are using, you will be able to track its progress through the editorial process by logging in to the journal web site:

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Prof. Dr. Badri Munir Sukoco
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THE ROLE OF MODERATING PSYCHOLOGY CAPITAL, MEDIATING ORGANIZATIONAL COMMITMENT TO THE RELATIONSHIP BETWEEN WORK MOTIVATION, JOB SATISFACTION AND EMPLOYEE PERFORMANCE

ABSTRACT

This study aims to determine the effect of work motivation, organizational commitment, and job satisfaction on employee performance, the effect of organizational commitment which mediates the relationship between work motivation on employee performance and job satisfaction on employee performance and psychological capital which moderates the relationship between job satisfaction and employee performance. The object of this research is the employees of the state civil apparatus who work in government agencies in the education sector of the Directorate of Senior High Schools in Jakarta. This study uses a quantitative approach with a questionnaire measuring instrument, the number of samples is 110 respondents using saturated sampling technique. Previously tested the validity and reliability of 135 statement items. Data analysis used the Structural Equation Modeling (SEM) method to test the suitability of the model in this study with the help of the SmartPLS application. 3. The results of this study conclude that work motivation, organizational commitment, and job satisfaction affect employee performance, organizational commitment can mediate the relationship between job satisfaction and employee performance but cannot mediate the relationship between work motivation and employee performance, and psychological capital can moderate the relationship between job satisfaction. with employee performance.

Keywords : work motivation, organizational commitment, job satisfaction, employee performance, and psychological capital.

JEL Classification : G3, J5,M12

INTRODUCTION

The current pandemic situation has disturbed a person's psychological condition, and affects the crisis, uncertainty, and loss of control, resulting in stress. An employee who has a psychological condition can certainly interfere with his performance. Avey et al, (2011) explained that ethics, behavior, and employee performance are influenced by the psychological capital owned by each individual, a good condition of psychological capital can suppress feelings of anxiety and stress in employees to increase work motivation. Psychological capital is closely related to the mood a person feels, psychologically an employee has the awareness and willingness to contribute to building and advancing the company where he works (Amalia, 2018). So that in carrying out their duties an employee will need good psychological capital so that they can do their job optimally to produce maximum performance (Santos et al., 2018).

Various strategies are used by organizations to be able to continue to exist and compete in any situation and condition, but the basic key to being able to compete is human resources (employees). Employees are the most important factor for organizations because they function as executors (movers and shakers) of activity processes in the organization to produce the desired targets (Inuwa, 2016). The existence and morale of employees cannot be separated from the big

role of leaders in providing motivation, direction, and communication (Kotur & Anbazhagan, 2014).

Excellent service quality will be realized from employee loyalty to the company based on employee satisfaction that arises as a result of the employee management system through conducive working conditions, good communication, and the welfare felt by employees (Noah & Steve, 2018). The degree of fulfillment of an employee's duties is an employee's work performance, where an employee can be declared satisfied with his job if he already has good feelings from doing his job (Saari & Judge, 2004). Low employee satisfaction can have an impact on low performance and can affect discipline and result in high turnover, while high employee job satisfaction can have a positive impact on their performance, behavior, and organization (Kalkavan & Katrinli, 2014). The foundation of employee performance is strongly influenced by the contribution of all employees, by consciously doing their work to help the organization achieve its goals which are described in individual behavior according to the workload responsibilities of each individual (Rahman et al., 2013). Various policies have been carried out by the organization to overcome pandemic conditions to achieve organizational goals, one of which is by implementing a work schedule of 25% work from the office and 75% work from home, as well as the creation and development of various applications as tools to support work.

Based on the research of Suartina & Sadiartha (2019), the variables of organizational commitment and work motivation are stated to influence employee performance variables, as well as organizational commitment variables as mediating the relationship between motivation and employee (Rahim & Jam'an, 2018). Meanwhile, the results of research conducted by Inuwa (2016) explained that employee job satisfaction affects the performance produced by employees. Several studies have stated that employee performance and job satisfaction are influenced by psychological capital owned by employees (Nafei, 2015), where self-efficacy which is one of the four dimensions in psychological capital influences employee motivation and performance (Cherian & Jacob, 2013). However, it is very important to add job satisfaction as an influence on organizational commitment and psychological capital, so that the addition of these variables will have a lot of influence on improving employee performance.

Based on the explanation of the description, the purpose of this study is to see the extent to which (1) the influence of the relationship between work motivation variables on employee performance variables, (2) the influence of organizational commitment variables on performance variables, (3) the influence of job satisfaction variables on performance variables, employees, (4) the influence of work motivation variables on employee performance variables is mediated by organizational commitment variables, (5) the influence of organizational commitment variables as a mediating variable on the correlation between job satisfaction variables and employee performance following previous research suggestions conducted by Rahim & Jam'an (2018), and (6) the influence of Psychological Capital which moderates the relationship between job satisfaction and employee performance (Nafei, 2015).

LITERATURE REVIEW AND HYPOTHESES

Work Motivation

One of the supporters in improving employee performance is the employee's motivation. Work motivation lies between the needs, encouragement, and goals it does to the organization to achieve good employee performance (Stoyanov, 2017). Although work motivation has been widely used as a variable in measuring the effect on employee performance, the results are varied, this is very possible because the object of research and research locations are different. Suharto et al, (2019) explained that the formation of employee work motivation when experiencing the conditions and situations they face.

Referring to the 3 need theories initiated by McClelland & Boyatzis (2016), humans have 3 other needs, namely the need for achievement, affiliation, and power. The need for achievement is the desire to try to achieve something much better. The need for affiliation is the desire to be liked, to build and maintain friendships. The need for power is the desire to have power/become a leader. Motivation is one of the trigger factors for employees to work hard, loyal, and enthusiastically in generating high productivity (Heidjraachman et al., 2015).

Organizational Commitment

With this pandemic condition, it is expected that all employees of the High School Directorate will still have a high organizational commitment to carry out their obligations following the job descriptions that have been given. According to Luthans' explanation, organizational commitment is a reflection of the loyal attitude of an employee in an organizational body through a continuous process, where it encourages the tendency of organizational members to have a caring attitude towards the success and progress of their organization (Fauzi et al., 2016). This commitment can be characterized by 3 factors, including the belief in a strong goal; the totality to strive as a member of the organization; and the determination to maintain the membership system in an organization (Hashish, 2015). Jatmiko (2015) explains that organizational commitment is a global picture of an organization that is not only seen from a solid point of view on the level of job satisfaction. An employee will try to maintain his membership in an organization and side with that organization as a form of organizational commitment that employees have (Darman, 2015).

Based on Robbins & Judge (2014), an employee's sense of alignment with organizational goals and a desire to survive as part of the organization is known as organizational commitment. Organizational commitment has three components, namely: an affective commitment that occurs when employees want to maintain their membership in the organization; sustainability commitment that arises when employees try to stay in the organization, because they need wages and other benefits, or because employees do not get other jobs; as well as normative commitment that arises from within employees with the awareness to remain a member of the organization (Jabri & Ghazzawi, 2019).

Job Satisfaction

In essence, an employee will make a big contribution when he feels comfortable with his current job. Job satisfaction is one of the main factors that is believed to be able to influence the ups and downs of employee motivation and morale at work which can result in a decrease in employee performance (Loan, 2020). An employee can feel satisfied at work if he has achieved the target he wants (Lee et al., 2017). Job satisfaction is the employee's perception of the good and bad results of their work for the company (Luthans 2015) and job satisfaction is an important attitude of employees that is often studied in the field of organizational behavior. Employees are the main resource that runs the operational wheels of an organization (Muda et al., 2014). Inuwa (2016) further explains that employee job satisfaction has an impact on employee performance, this gives a signal that employee satisfaction tends to have a good level of performance. Job satisfaction is a complex and multidimensional thing, this can be seen in various ways by different individuals, job satisfaction is usually very closely related to motivation even though the scope of the connection is still unclear (Aziri, 2011).

Job satisfaction is a feeling of satisfaction that is felt by a person at work as a form of a combination of the psychological environment and the physiological conditions he experiences (Abdirahman et al., 2020). Furthermore, it is explained that a person will feel the job satisfaction he gets with a different level of feeling, with the fulfillment of job satisfaction it is hoped that employees can work comfortably (Noah & Steve, 2018).

Employee Performance

Performance is the extent to which an employee contributes to the goals of the work unit and their competence as a result of their behavior and the application of skills, abilities, and knowledge (Rahim & Jam'an, 2018). Luthans (2015) argues that performance is defined as a result of quantity or quality which is a form of results/services provided by someone. According to Pradhan & Jena (2017), performance is a multi-component concept of a person at a fundamental level distinguished through the work process which includes the involvement of one's behavior. Employee performance refers to behaviors, actions, and outcomes accessible to workers that contribute to organizational goals (Viswesvaran & Ones, 2000).

There are three dimensions of the conceptual framework on performance, namely task performance or performance on a task, contextual performance or performance in a context, and counterproductive work behavior (Koopmans et al., 2012). Task performance is defined as individual behavior in carrying out the main task or technical task of the job (Campbell, 2011). The behavior used to explain task performance consists of the quantity and quality of work, work skills, and work knowledge, Task performance has a high value if an employee has and maintains high work standards, Contextual performance is owned by someone to update knowledge that can adapt to job changes, and counterproductive is the ability of a person to provide direction to new colleagues outside the field of work they do (Pradhan & Jena, 2017). Koopmans et al. (2012) explained that counterproductive behavior includes behaviors such as absenteeism,

absenteeism, theft, and abuse of authority. In-depth research was also conducted by Springer & Lichtanski (2011) on performance to gain a better understanding of significant variants.

Psychological Capital

Psychology is an important asset that both leaders and subordinates need to have to increase work commitment and organizational performance (Hsu et al., (2019). Psychological capital is considered a person's psychological state, is temporary and this situation can be changed and developed in a person at any time. during his life (Setar et al., 2015). According to Seligman & Csikszentmihalyi (2010), psychological capital adheres to the basic premise of positive psychology, which seeks to encourage and develop positive qualities in individuals. Psychological capital has a basic premise of positive psychology which also seeks to encourage developing positive qualities in a person (Setar et al., 2015).

According to Luthans et al. (2007), the psychological development of an employee is influenced by self-confidence in solving work challenges, optimism, and persistence in achieving goals always has positive expectations and has strong resilience when experiencing problems to achieve success. The results of the research by Avey et al. (2011) found that employee performance had a positive relationship to psychological capital. Psychological capital has a sizeable positive effect on the results desired by organizations. Over time psychological capital can change, employees who show an increase/decrease in psychological capital will also show an increase/decrease in their performance (Luthans et al., 2010).

The Relationship Between Work Motivation And Employee Performance Variables

Research from Suartina & Sadiartha (2019) explains that work motivation variables have a positive influence on improving employee performance. This finding is in line with Loan, (2020) which states that the work motivation variable also has a positive impact on employee performance, which means that the higher the level of work motivation of an employee, the positive impact on the employee's performance. It can be interpreted that work motivation has a significant and positive effect on increasing employee performance variables. However, these studies contradict Rahim & Jam'an (2018) which shows that the work motivation variable does not have a major influence on employee performance so that leaders are expected to be able to pay more attention, guidance, and welfare to their employees. From the literature mentioned above, the first hypothesis proposed is:

H1: Work motivation influences employee performance variables

The Relationship Between Variable Organizational Commitment And Employee Performance Variables

Other studies show that the variable organizational commitment is used as a parameter in seeing important behaviors such as employee performance, discipline, and turnover. The influence of the organizational commitment variable on employee performance has been proven by Jaman et al., (2018) which explains that the organizational commitment variable influences the performance improvement variable. This means that the better the organizational commitment variable will have an impact on the tougher performance of the employees. Likewise, the research results of Rafiei et al., (2014) stated that affective commitment, commitment sustainability variables, and normative commitment variables can have a positive influence on improving employee performance. Research from Rahim & Jam'an (2018) also states that organizational commitment affects employee performance variables, this is in line with (Loan, 2020) which shows that organizational commitment has a positive influence on employee performance variables, this means the higher the level of commitment, it can improve employee performance. Referring to the description above, the following hypothesis is proposed:

H2: The organizational commitment variable influences the employee performance variable

The Relationship Between Job Satisfaction Variables And Employee Performance Variables

Performance is evidence of individual success, and employee performance is a multidimensional structure (Sadiq & Mohsin (2019). An employee can be declared satisfied with his job if he already has a collection of good feelings from doing his job (Saari & Judge, 2004). According to research Balasundaram & Nimalathasan (2011) states that job satisfaction variables have a positive effect on employee performance variables, and job satisfaction variables have a significant positive effect on employee performance (Sadiq & Mohsin, (2019). Platis et al., (2015). also argue that job satisfaction variables positive effect on performance variables and the most important parameter of job satisfaction in employees is from the leadership. The research results of Abdirahman et al. (2020) and (Ismail et al., 2016) both prove that job satisfaction variables are related to performance variables. based on this, it can be developed into the following hypothesis:

H3: Job satisfaction variables affect employee performance variables

The Relationship between Work Motivation Variables on Employee Performance Variables mediated by the Organizational Commitment Variable

A person's work motivation can increase if an employee is highly committed to the organization to produce a good performance. This is stated in Suartina & Sadiartha (2019) research that motivation has a significant positive effect on improving employee performance and organizational commitment can be a mediation between the two. According to Rahim & Jam'an (2018) research, work motivation

affects employee performance mediated by organizational commitment. These results indicate that there is sufficient evidence that the variable organizational commitment can mediate the relationship between employee work motivation and employee performance. Rahim & Jam'an (2018) found that predictions of organizational commitment include age, participation in decision making, and job satisfaction. This means that the organizational commitment variable can mediate perfectly in the relationship between work motivation variables and employee performance variables. Based on the foregoing, the fourth hypothesis that can be proposed is:

H4: Organizational commitment mediates the relationship between work motivation variables and employee performance variables

The Relationship of Job Satisfaction Variables to Employee Performance Variables mediated by the Organizational Commitment Variable

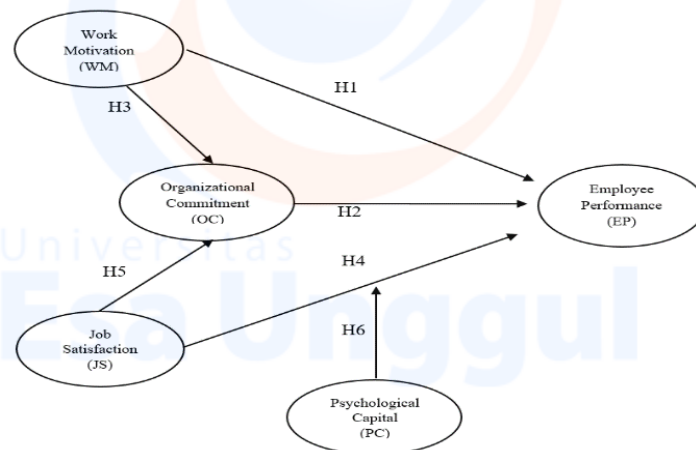
Several studies related to job satisfaction have been carried out, including the variable job satisfaction which has a positive effect on organizational commitment variables (Ismail et al., 2016). Organizational commitment also has a relationship with employee performance. Employees who are satisfied with their work and have a high commitment to their organization will produce high performance. The organizational commitment variable is useful as a crucial behavioral measure, as stated by Wagiman & Sutanto (2019) which proves that organizational commitment is influenced by job satisfaction and employee performance. Organizations need to increase employee commitment to increase their job satisfaction and work performance (Loan, 2020). Job satisfaction affects organizational commitment, according to Meria & Amalia (2018). So it is assumed that to increase job satisfaction variables and employee performance variables the implication is to increase organizational commitment. From the things as above, the fifth hypothesis can be developed as follows:

H5: Variable organizational commitment can mediate the relationship between job satisfaction variables and employee performance variables

The Relationship Between Job Satisfaction Variables and Employee Performance Variables as moderated by Psychological Capital

A study conducted by Nafei, (2015) proves that psychological capital can have an influence on employee performance by developing self-efficiency, optimism, hope, and resilience/resilience in employees. Psychological capital is the most influential way to achieve employee performance (Rabenu, s., 2017 and Santos et al., 2018). Luthans & Avelio (2017) conducted a study to analyze how 4 dimensions in psychological capital, namely hope, resilience, optimism, and efficacy individually and as a higher composite structure factor predict job performance and satisfaction, and the results of this study indicate that the composite factor can be a better predictor of performance and satisfaction. Employees who are more hopeful, optimistic, effective, and resilient may be more likely to overcome problems from the type of dynamic global environmental context that most organizations face today the better if it is supported by psychological capital.

Figure 1. Conceptual Model



METHODS

Based on this research, we chose a research location in a government agency engaged in education, namely the Directorate of Senior High School which is a unit of work at the Ministry of Education and Culture in Jakarta. The location was chosen as the object of research, because the High School Directorate is one of the work units that implement the Corruption Free Zone Integrity Zone program which is the embodiment of the bureaucratic program that has long been launched by the government, meaning that employees have committed to work and contribute to producing the objective output. agencies by improving the performance of each. The population of this research is 110 employees of the Directorate of Senior High School with the status of state civil servants (ASN) using saturated sampling techniques/census, this is because all members of the population are used as samples (Sugiyo et al., 2018).

The variables used in this study include work motivation (WM), Organizational Commitment (OC), Job Satisfaction (JP), Employee Performance (EP), and Psychological Capital (PC). The Work Motivation (WM) variable uses an instrument developed by Anysari & Kasmir (2018) which consists of 34 statement items from 3 dimensions, namely need for achievement, need for affiliation, and need for power. The Organizational Commitment (OC) variable was measured using a questionnaire developed in Allen & Meyer's, 1990, research, which included 24 statement items from 3 dimensions, namely Effective Commitment, Continue Commitment, and Normative Commitment. In measuring Job Satisfaction (JP) the instrument used for measurement uses instruments from Lee et al. (2017) which includes 34 statements consisting of 6 dimensions, namely; Salary and Welfare, Work Itself, Leader Behavior, Personal Growth, Interpersonal Relationship, and Job Competence. Employee Performance (EP) is measured through a questionnaire developed by (Pradhan & Jena, 2017) measured in 23 statement items and consists of 3 dimensions, namely task performance, adaptive performance, and contextual performance. Meanwhile, the last variable Psychological Capital (PC), the instrument used in the study, used instruments from Nafei, (2015). Consists of 24 statement items and consists of 4 dimensions including (1) self-efficacy, resilience,

hope, and optimism. The assessment of the instrument of this study is by calculating the Likert scale (Brenneman, 2005) which centers on four alternative answers, including starting from the lowest level, namely STS (strongly disagree), then TS (disagree), S (agree), and levels. the last is strongly agree (SS).

Before the research, the instrument is distributed, first a research instrument test is carried out which aims to control, calibrate, and ensure that the research instrument is valid. The value of validity and reliability can show whether a research instrument is good or bad (Hair et al., 2014). This becomes the basis for whether the instrument is feasible or not used by employees who work at the Directorate of Senior High School in Jakarta. The instrument was tested on 30 respondents outside of the real research sample population. The results of the validity and reliability test on 135 statement items, which were declared valid and reliable, were 80 statements with a KMO or Kaiser-Meyer-Olkin value greater than 0.500 and a Cronbach's Alpha value > 0.600 (Appendix 3).

The research data analysis method is quantitative from the results of the questionnaire of respondents and is tested by the Structural Equation Modeling (SEM) method or the Analysis of Moment Structures using the SmartPLS version 3 application. In addition to testing the validity and reliability of a model, SEM analysis also aims to test its suitability. models in research using the Analysis of Moment Structures. SEM is also able to explain the complex relationship between variables and explain the direct/indirect effect between one / several variables with one / several other variables using confirmatory factor analysis / CFA (Hair et al., 2014).

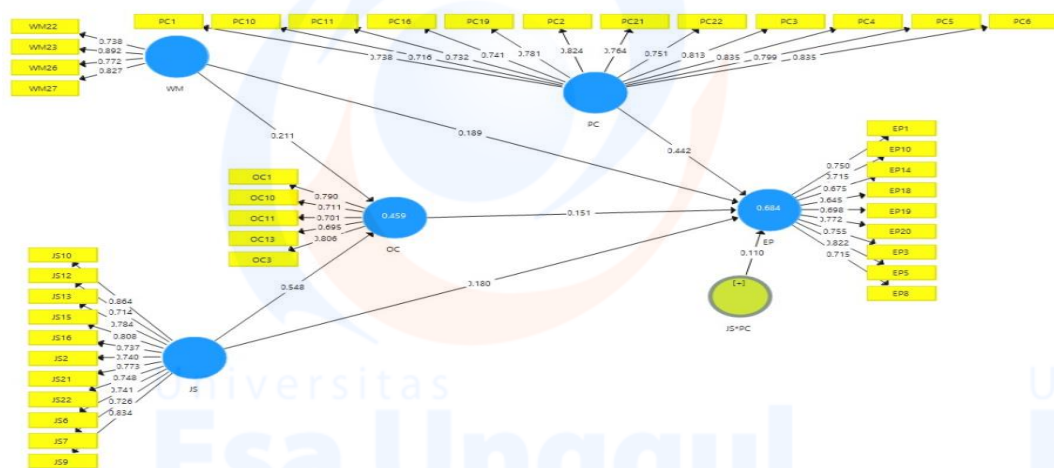
RESULTS AND DISCUSSION

Based on the results of a study of 110 state civil servants who worked in government agencies of the Directorate of Senior High School in Jakarta in January 2021, it was shown that the male respondents were 57 people (51.8%), with a working period of approximately 16 to 20 years. as many as 35 people (32.7%), respondents with the most undergraduate education background (53.6%), the most respondents were aged between 41 to 50 years, namely 44 people (40.0%), and respondents with analyst positions. namely 33 people (30.0%). (Attachment 4). Furthermore, the discussion of the results of data analysis begins with explaining the descriptive statistical analysis of the respondents and data analysis. The analysis carried out in this study includes several stages, including (1) by first evaluating or evaluating the measurement model (Outer model), evaluating the structural model (Inner Model), and testing the hypothesis. In data analysis techniques, the Smart Partial Least Square (SmartPLS) software is used because it is suitable in estimating (path model) or latent construct path analysis which does not require large sampling (Sataloff et al., 2019).

According to Jogiyanto, before testing the hypothesis, a model measurement test is first carried out to estimate indicators and latent variables (Sataloff et al., 2019). These tests include construct validity (including convergent validity and discriminant validity) and construct reliability tests. Convergent validity (convergent validity) is done by looking at the loading factor and the average extracted variance (AVE). A measurement is called convergent validity if it meets the

requirements for a loading factor value greater than 0.7 (loading factor > 0.7) and an AVE greater than 0.5 (AVE > 0.5) (Sataloff et al., 2019). Meanwhile, to determine the discriminant validity, the method used is cross-loading on each variable, which can be said to have discriminant validity if it has a cross-loading value \geq of 0.7 (Sataloff et al., 2019). The validity and reliability of the test can be done by designing an external model or measuring the model. A valid indicator value indicator has a loading factor greater than 0.5 (Original Sample value) and has a P-value (probability) smaller than 0.05. The loading factor and t statistics of the first experimental results are based on SmartPLS output before eliminating the loading factor which has a value less than 0.5, namely for the Work Motivation (WM) variable it can be seen that 9 items of statements are invalid, in the Job Satisfaction (JS) variable there are 10 statement items. invalid, the Organizational Commitment (OC) variable can be seen that there are 8 invalid statement items, and the Psychological Capital (PC) variable can be seen 8 invalid statement items and the Employee Performance (EP) variable can be seen that there are four items that do not pass validity test. Some items that do not pass the validity test are then eliminated until they are valid. Based on this, the model explanation is as follows:

Figure 2 Model of Causal Relationships Between Variables



The results of reliability testing were carried out using internal consistency, where the reliability of the research instrument was tested using the Cronbach's Alpha method and composite reliability. Based on Hair et al. (2014), a construct can be categorized as good and reliable if its Cronbach alpha value and composite reliability are \geq 0.6. (Attachment 5). The results of the composite reliability and Cronbach Alpha test results for the latent variables of Organizational Commitment, Work Motivation, Job Satisfaction, Psychological Capital, and Employee Performance above a value of 0.7. Meanwhile, the AVE value for each of the latent variables of Job Satisfaction, Work Motivation, Employee Performance, Organizational Commitment, Psychological Capital is above the value of 0.5 and has met the requirements for testing.

The discriminant validity test can be measured by comparing the score value of the cross-loading factor, where the value of the loading score on the intended construct must be greater than the loading value of other constructs (Appendix 5).

The correlation coefficient for all indicators is greater than the value of the correlation coefficient for other indicators, such as the correlation between the Employee Performance (EP1) indicator and its construct Employee Performance (EP), which is 0.750 higher than the value for the construct of Job Satisfaction (JS) 0.533, with the value of the Organizational Commitment construct. (OC) 0.550, with the constructed value of Work Motivation (WM) of 0.553 and the constructed value of Psychological Capital (PC) 0.689. Based on the results of this analysis, a conclusion is conical that each indicator contained in the block is a construct that has good discriminant validity.

To see the relationship between constructs, it is necessary to look at the significant value and value (R-square) of the research model.

Table. 1 Result of R Square

Table. 1	R Square	R Square Adjusted
EP	0.684	0.669
OC	0.459	0.448

Data Sources for SmartPLS 2021

The output of SmartPLS shows that the R square value of Organizational Commitment is 0.459, meaning that the construct variables of Work Motivation and Job Satisfaction can explain the Organizational Commitment variable by 45.9%. The R-square value of Employee Performance has a score of 0.684 which means that the Employee Performance construct variable can be explained by the variability of the Work Motivation, Job Satisfaction, and Organizational Commitment constructs of 68.4% while 31.6% is explained by other variables that are outside the model. The greater the value of the R-square, the greater the independent variable can explain the dependent variable, this indicates that the better the structural equation is. Apart from calculating the R-square value, the inner model measurement can also be seen using the Goodness of Fit Model method using predictive relevance (Q2). Based on the results of the analysis, the score of predictive relevance in this study was 90.2%, which means that the model can explain the phenomenon under study. Based on these results, it can be concluded that the model has a good predictive value and can be used for hypothesis testing.

To find out the goodness of the model, it is used by measuring R Square as the absolute value of the individual contribution of each latent predictor variable to the R Square value of the latent variable. Effect sizes are grouped into 3 categories, namely weak (0.02), moderate (0.15), and strong (0.35) (Masydzulhak et al., 2016). The results of the R Square output are as follows:

Table. 2 Summary Results of R Square

Variable	R-Square	Kategori
Work Motivation dan Job Satisfaction → Employee Performance	0,459	Very Strong
Work Motivation, Job Satisfaction dan Organizational Commitment → Employee Performance	0,684	Very Strong

Sumber hasil olah data 2021

From the table, it is concluded that the contribution of the Work Motivation and Job Satisfaction variables to the Organizational Commitment, as well as the contribution of the Work Motivation, Job Satisfaction, and Organizational Commitment variables to the category of Employee Performance, is very strong.

Table. 3.1 Summary of Path Coefficients. Result of Inter-Variable Influence Test

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P- Values
JS -> EP	0.180	0.183	0.089	2.013	0.045
JS -> OC	0.548	0.556	0.074	7.415	0.000
JS*PC -> EP	0.110	0.099	0.045	2.453	0.015
OC -> EP	0.151	0.148	0.068	2.217	0.027
PC -> EP	0.442	0.450	0.092	4.800	0.000
WM -> EP	0.189	0.187	0.066	2.839	0.005
WM -> OC	0.211	0.221	0.097	2.164	0.031

Data Sources for SmartPLS 2021

Tabel. 3.2 Summary of Indirect Effect Result of Inter-Variable Influence Test

DataSources for SmartPLS 2021

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P-Values
JS -> EP	0.083	0.083	0.041	2.037	0.042
JS -> OC					
JS*PC -> EP					
OC -> EP					
PC -> EP					
WM -> EP	0.032	0.032	0.022	1.456	0.146
WM -> OC					

Table. 4 Hypothesis Research Test Results

Hypothesis	T Statistics	p values	Conclusion
H1: Work motivation affects employee performance	2,839 > 1,659)	0,005 < 0,05	Hypothesis accepted
H2: Organizational commitment affects employee performance	2,217 > 1,659	0,027 < 0,05	Hypothesis accepted
H3: Job satisfaction affects employee performance	2,013 > 1,659	0,045 < 0,05	Hypothesis accepted
H4: Organizational commitment mediates the relationship between work motivation and employee performance	1,456 < 1,659	0,146 > 0,05	Hypothesis rejected
H5: Organizational commitment mediates the relationship between job satisfaction and employee performance	2,037 > 1,659	0,042 < 0,05	Hypothesis accepted
H6: Psychological Capital moderates the relationship between job satisfaction and employee performance.	2,453 > 1,659	0,015 < 0,05	Hypothesis accepted

Source of SmartPLS 2021 Data

In making a decision, the hypothesis is accepted if the Path Coefficient output shows the value of t statistics \geq t table (1.659) and a significance value at P-value < 0.05 . Based on the table above for analysis 1, namely Work Motivation has a significant effect on Employee Performance, the hypothesis is accepted, because the t statistics value is $2.839 > 1.659$ or P values $0.005 < 0.05$. The second hypothesis is also accepted because the value of t statistics is $2.013 > 1.659$ or P values $0.045 < 0.05$, which means that there is a significant relationship between Job Satisfaction and Employee Performance. Analysis on hypothesis 3 is accepted, where Organizational Commitment has a significant effect on Employee Performance. This can be seen from the Path Coefficient output obtained by the t statistics value of $2.217 > 1.659$ or P values $0.027 < 0.05$. Whereas for the fourth hypothesis, the effect of Organizational Commitment mediation on the effect of Work Motivation on Employee Performance is not significant, because the results of the Indirect Effect output obtained by the value of t statistics $1.456 < 1.659$ or P values $0.146 > 0.05$, so the hypothesis is rejected. For the 5th analysis, the effect of Organizational Commitment mediation on the effect of Job Satisfaction on Employee Performance is significant, because the Indirect Effect output obtained by t statistics is $2.037 > 1.659$ or P values $0.042 < 0.05$, so the hypothesis is accepted. And for the last hypothesis, the moderating effect of Psychological Capital on the effect of Job Satisfaction on Employee Performance is significant, because it is seen from

the Path Coefficient output that the t statistics value is $2.453 > 1.659$ or P-value $0.015 < 0.05$, so the hypothesis is accepted.

DISCUSSION

This study intends to exploit the influence of job satisfaction, organizational commitment, and work motivation on employee performance mediated by organizational commitment and moderated by psychological capital. In this test, it has been stated that Work Motivation affects Employee Performance, according to Jatmiko (2015) research which explains that performance is the result of an employee's work output with the ability, experience, and length of work, employee performance is closely related to the support of work motivation. Research from Loan (2020) explains that the work motivation variable has a positive influence on employee performance variables, which means that the higher the employee work motivation variable in the organization, the higher the employee's performance. This is in line with the research of Suharto et al. (2019) which shows that work motivation variables have a positive effect on employee performance variables, as well as research by Suartina & Sadiartha (2019) which proves that there is a positive influence between work motivation and employee performance. Good employee motivation due to encouragement from superiors, good working conditions, and adequate financial benefits. These results illustrate that the employees of the Directorate of Senior High School have good work motivation and have an impact on improving employee performance. It is suspected that employees love the institution where they work and are satisfied with the awards given to them by the institution. Therefore organizations must pay attention to and implement Work Motivation properly. It is intended that through good Work Motivation it is hoped that it can achieve a higher level of Employee Performance. Providing motivation from the company in accordance with the needs of employees who will foster employee commitment to the company, so as to produce optimal performance for the company (Rahim & Jam'an, 2018).

The results of statistical tests also show that the Organizational Commitment variable has a positive influence on the Employee Performance variable. Organizational commitment is the relative strength employees have in identifying their involvement as part of the organization. Organizational commitment affects employee performance, many studies show that organizational commitment can be used as a measuring tool to see some employee performance behavior, discipline, and turnover. Employees who are involved in work will not want to leave the organization and become the basic capital to encourage high productivity. The effect of organizational commitment on performance has been proven based on the findings of a search conducted by Jaman et al. (2018) stated that organizational commitment has a positive effect on improving performance. This means that good organizational commitment will encourage employees to work optimally. Similarly, research by Rafiei et al. (2014) explains that affective commitment, ongoing commitment, and normative commitment have a positive effect on improving employee performance. The research results of Rahim & Jam'an, (2018) state that organizational commitment affects employee performance, in line with Loan (2020), that Organizational Commitment has a

positive effect on employee performance. The better the Organizational Commitment in an organization that is given to its employees, the better the Employee Performance will be. In other words, when employees feel Organizational Commitment for all their work achievements, it will certainly make these employees have high performance and be beneficial for the progress of the organization. This study shows that the employees of the SMA Directorate have a good commitment to the institution. Organizational commitment has been built for a long time to illustrate that the hearts and souls of employees have become one with the institution.

Based on the results of statistical tests, it is known that Job Satisfaction affects Employee Performance. The results of this study are following the research of Nimalathasan & Balasundaram (2011) and the research of Sadiq & Mohsin (2019), that job satisfaction has a positive influence on employee performance. Platis et al. (2015) examined the relationship between job satisfaction and the job profession in the nursing profession and found evidence that job satisfaction influences performance. They also found that the most important parameter of job satisfaction in health workers was that of managers. The results of research by Abdirahman et al. (2020) proves that job satisfaction has a positive relationship with employee performance, this explains that increasing employee job satisfaction standards will also increase employee performance. The relationship between employee job satisfaction can affect improving employee performance according to research conducted by Ismail (2016). High school directorate employees have high satisfaction with what they receive from the institution. With high satisfaction, the employees will give all their abilities to improve the performance of the institution.

From the results of statistical testing, it can be seen that the results of the output (original sample) have a positive effect between Work Motivation on Employee Performance and are not mediated by the Organizational Commitment variable. This is also evidenced by Masydzulhak et al. (2016) that Organizational Commitment does not succeed in mediating Work Motivation on Employee Performance. However, it is different from Suartina & Sadiartha (2019) research which proves that work motivation has a significant effect on improving employee performance and organizational commitment can be a mediation between the two. Likewise, Rahim & Jam'an (2018) research concludes that if the motivation variable has a significant effect on employee performance variables through the organizational commitment variable, the better an employee's organizational commitment will increase his work motivation/motivation, thereby increasing employee performance. Even though employees who work in the SMA Directorate have high work motivation, if it is mediated by the organizational commitment it does not affect their performance, so even without mediation by organizational commitment, performance will still increase. This difference can occur when viewed from the long service age of the majority of employees so that organizational commitment has been built for a long time. This finding is very unique considering that this study proves that work motivation affects Organizational Commitment. This could be possible because Organizational Commitment cannot mediate the effect of Work Motivation on Employee Performance. Work Motivation

has a positive effect on Employee Performance without the need to be mediated by other variables, in this case, the Organizational Commitment variable.

The results of statistical testing show that the output (original sample) of the effect of Job Satisfaction on Employee Performance is mediated by the Organizational Commitment variable which shows that there is a positive influence on the Organizational Commitment variable which mediates the effect of Job Satisfaction on Employee Performance. This is following Ismail (2016) research, which proves organizational commitment has a relationship with employee performance. Employees who are satisfied with their work and have a high commitment to the organization will improve the performance of an employee. Following research conducted by Wagiman & Sutanto (2019), it proves that organizational commitment is influenced by job satisfaction variables and employee performance variables. Job satisfaction also affects organizational commitment, this is evidenced by Meria & Amalia (2018) which states that there is a significant influence on the relationship between Job Satisfaction and Employee Performance variables mediated by Organizational Commitment. If the Job Satisfaction felt by employees is stable and increasing, it will have an impact on increasing Employee Performance. For Organizational Commitment, it turns out that after being tested, it can moderate the effect of Job Satisfaction on Employee Performance. High school directorate employees have high satisfaction with what they receive from the institution. With this high satisfaction, organizational commitment is formed which then has an impact on improving performance. Building organizational commitment cannot be obtained in a short time. Employee organizational commitment will grow slowly when employees have adequate job satisfaction.

Based on the results of statistical testing, it can be seen that the output (original sample) of the effect of Job Satisfaction on Employee Performance is moderated by the Psychological Capital variable, which shows a positive relationship. This is in line with research by Nafei (2015) which proves that Psychological Capital can have an influence on employee performance by developing self-efficiency, optimism, hope, and resilience/resilience in employees. Rabenu et al. (2017) stated that if someone's Psychological Capital can be managed properly, it will have a positive effect on their performance. Santos et al. (2018) expressed his opinion that in carrying out his duties an employee will need good Psychological Capital so that he can do his job optimally to produce maximum performance. High school directorate employees have high satisfaction with what they expect from the institution for the life of themselves and their families. This high job satisfaction affects improving employee performance. Variable Psychological Capital will have a strong influence on employee job satisfaction on employee performance. With a good psychological mental condition employees can increase the effect of job satisfaction on employee performance.

CONCLUSION

Based on the results of this study, it is concluded that Work Motivation, Job Satisfaction, and Organizational Commitment have a direct effect on Employee Performance. Organizational Commitment is unable to mediate the relationship

between Work Motivation and Employee Performance, but Organizational Commitment can mediate the relationship between Job Satisfaction and Employee Performance. has been awake for a long time. For the last hypothesis, Psychological Capital can moderate the relationship between Job Satisfaction and Employee Performance. This provides a new view that the model compiled in this study can be used as a basis for predicting the effect of the relationship between Work Motivation and Job Satisfaction with Employee Performance mediated by the Organizational Commitment variable. The model being tested also involves the Psychological Capital variable which acts as a moderating variable for the effect of Job Satisfaction on Employee Performance. Thus the results of this study can be a reference for further research in identifying other factors that affect the Employee Performance variable outside the Work Motivation and Job Satisfaction variables and also the Organizational Commitment variable as a mediating variable and the Psychological Capital variable which acts as a moderating variable to create a new model better.

The implication of this research is expected to be useful for the Directorate of Senior High School, especially for the Administration Subdivision, which can be used as an illustration of how the human resources that are owned by each employee who works with Work Motivation, Organizational Commitment, Job Satisfaction, and Psychological Capacity will affect Employees. Performance. Where in this study Work Motivation has a direct effect on Employee Performance without having to be mediated by the Organizational Commitment owned by the employee.

The limitation of this study is considering that future studies can expand the model to predict the effect of certain variables on Employee Performance variables. The addition of variables that can affect Employee Performance is very possible because it is seen from the calculation of the R-square value where there are still potential variables outside the model that affect Employee Performance. The addition of another variable as a mediator/moderator might increase the relationship between work motivation and employee performance to replace the organizational commitment variable that did not have a significant effect in this study.

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Lampiran 9. Sekilas Biodata Penulis



Windu Astuti, dilahirkan di Jakarta, 21 Januari 1976. Sebagai anak pertama dari 4 bersaudara dari pasangan Bapak Alm Heri Susilo dan Ibu Palupi Anjarwani. Penulis sejak usia pendidikan Sekolah Dasar sudah dibentuk dan dituntut untuk menjadi pribadi yang mandiri, bertanggung jawab dan mengayomi.

Penulis pernah menempuh pendidikan di SD Negeri Telu 1 Purwokerto, dan melanjutkan ke jenjang SMP di SMP Negeri 7 Purwokerto kemudian SMA di SMA Negeri 4 Purwokerto. Gelar sarjana diperoleh penulis dari Jurusan Teknik Komputer, Fakultas Ilmu Komputer, Universitas Gunadarma Depok.

Sejak duduk dibangku SMP penulis telah terbiasa aktif dalam kegiatan-kegiatan dan organisasi baik di sekolah maupun dilingkungan tempat tinggal, sebagai pengurus OSIS dan Karang Taruna Remaja. Saat ini pun penulis tercatat sebagai salah satu anggota Esa Unggul Silahaturahmi Mahasiswa dan Alumni (ESUMMI).

Penulis bekerja sebagai Analis Sarana Prasarana Pendidikan sekaligus menjadi Subkordinator Bidang di Direktorat Sekolah Menengah Atas, Kementerian Pendidikan dan Kebudayaan Jakarta. Sebagai salah satu tuntutan pekerjaan dalam melaksanakan tugas mengelola karyawan dan didukung oleh minat penulis dalam organisasi mendorong penulis untuk meningkatkan kompetensi dan pengetahuan akan manajemen sumber daya manusia dengan melanjutkan pendidikan ke jenjang pada program studi Magister Manajemen di Fakultas Ekonomi dan Bisnis di Universitas Esa Unggul dan telah menulis tugas akhir dengan Judul **“Pengaruh Motivasi Kerja, Kepuasan Kerja, terhadap Kinerja Karyawan yang dimediasi oleh Komitmen Organisasi dan dimoderasi oleh Psychological Capital pada Organisasi Pemerintahan”**.

Dengan mengucap syukur ke hadirat Allah SWT, penulis berharap agar tulisan/tugas akhir ini dapat memberikan manfaat bagi banyak pihak dan kontribusi positif pada bidang keilmuan, khususnya manajemen.