

Lampiran 1: Kuisisioner Pretest

UNIVERSITAS ESA UNGGUL CITRA RAYA

Fakultas Ekonomi dan Bisnis

Program Studi Magister Manajemen

KUISISIONER PRETEST

Responden Yth,

Saya mahasiswi pascasarjana Program Studi Magister Manajemen, Fakultas Ekonomi Universitas Esa Unggul. Saya sedang meneliti tentang kantor asuransi untuk menyelesaikan tesis. maka dari itu kami meminta kesediaan saudara/I untuk pengisian kuisisioner ini. **Semua jawaban benar, tidak ada jawaban yang salah**, pernyataan dan daya responden hanya akan digunakan untuk keperluan penelitian dan sangat dijaga kerahsiannya. Terima kasih atas bantuan dan kerjasanya.

Atas kesediaan dan partisipasi saudara/I kami ucapkan terima kasih

Hormat Saya,

Fina Mirri Barlian Isa

A. IDENTITAS RESPONDEN

1. Jenis Kelamin : (Lingkari salah satu dibawah ini)

Pria

Wanita

**Lampiran 1:
Kuisisioner Pretest**

2. Status pekerjaan

: (Lingkari salah satu dibawah ini)

 Karyawan Tetap Karyawan Kontrak

3. Masa kerja

: (Lingkari salah satu dibawah ini)

 1-3 tahun 11-15 tahun 4-5 tahun >15 tahun 6-10 tahun

4. Pendidikan terakhir

: (Lingkari salah satu dibawah ini)

 SMA/ sederajat S2 Diploma S3 S1

5. Usia saat ini

: (Lingkari salah satu dibawah ini)

< 20 thn

41 thn - 50thn

21 thn - 30 thn

> 50 thn

31 thn - 40 thn

B. PETUNJUK PENGISIAN

1. Silakan tentukan pendapat setuju maupun ketidaksetujuan anda terhadap pernyataan-pernyataan berikut.
2. silang (X) jawaban yang anda anggap paling tepat.
 1. Sangat tidak setuju
 2. Tidak setuju
 3. Kurang setuju
 4. Setuju
 5. Sangat setuju

No	Pertanyaan	JAWABAN				
		Sangat Tidak Setuju	Tidak Setuju	Kurang Setuju	Setuju	Sangat Setuju
1	Atasan saya bisa di percaya dalam segala hal terkait pekerjaan					
2	Atasan saya membuat saya bangga menjadi rekan kerjanya					

No	Pertanyaan	JAWABAN				
		Sangat Tidak Setuju	Tidak Setuju	Kurang Setuju	Setuju	Sangat Setuju
3	Saya menaruh rasa hormat kepada atasan saya					
4	Didalam benak saya, atasan adalah simbol kesuksesan dan prestasi					
5	Atasan saya dapat menjelaskan tujuan organisasi dengan cara yang mudah di pahami					
6	Atasan saya memberikan pandangan yang mendorong saya untuk sukses dalam bekerja					
7	Atasan saya mempunyai cara untuk membuat saya mengeluarkan kemampuan terbaik saya dalam bekerja					
8	Atasan saya menyuruh bawahannya menggunakan SOP, untuk memudahkan bawahannya menyelesaikan pekerjaan					
9	Ide-ide dari atasan saya, membuat saya memikirkan kembali beberapa ide saya yang saya pikir sudah sempurna					
10	Atasan saya membuat saya mampu berpikir tentang pemecahan masalah lama dengan cara pandang yang baru					
11	Atasan membantu saya mengenai aspek-aspek kunci dari suatu masalah pekerjaan yang rumit					
12	Atasan saya memberikan alasan yang rasional untuk mengubah cara pandang saya terhadap suatu masalah terkait pekerjaan					

No	Pertanyaan	JAWABAN				
		Sangat Tidak Setuju	Tidak Setuju	Kurang Setuju	Setuju	Sangat Setuju
13	Atasan saya memberikan perhatian khusus kepada bawahan yang tampaknya membutuhkan perhatian dalam menyelesaikan pekerjaannya					
14	Atasan saya tetap mempertahankan peringkat grading bawahannya, jika kinerja bawahannya tidak meningkat					
15	Atasan saya mengetahui jenis pelatihan yang perlu diikuti bawahannya untuk menguasai pekerjaan					
16	Atasan saya mengenal dengan setiap individu bawahannya					
17	Saya berusaha untuk bekerja lebih baik dari rekan kerja saya					
18	Saya senang bekerja dengan tantangan yang baru					
19	Saya senang memecahkan banyak masalah rumit dalam bekerja					
20	Saya senang melaksanakan banyak pekerjaan yang menantang					
21	Saya mengembangkan banyak cara yang lebih baik untuk menyelesaikan pekerjaan saya					
22	saya mempengaruhi bawahan untuk mengubah sikap menjadi karyawan yang lebih baik					
23	Saya senang berinteraksi dengan banyak rekan kerja kantor					

No	Pertanyaan	JAWABAN				
		Sangat Tidak Setuju	Tidak Setuju	Kurang Setuju	Setuju	Sangat Setuju
24	saya senang mempengaruhi rekan kerja saya					
25	Saya selalu mendapatkan akses terhadap informasi terbaru					
26	Saya mendapatkan pengaruh dari pesaing					
27	Saya ingin banyak orang menyukai dan mengerti saya					
28	Saya Ingin lingkungan kerja dapat menerima dan mengenal saya					
29	Saya ingin menjadi anggota komunitas di perusahaan					
30	Saya senang menjaga hubungan harmonis dan menghindari konflik dengan rekan kerja					
31	Saya senang berpartisipasi dalam kegiatan sosial					
32	Saya Selalu ingin memiliki pekerjaan yang aman					
33	Saya ingin aman dari pemecatan					
34	saya ingin memiliki perlindungan asuransi kesehatan dan kecelakaan kerja					
35	Saya ingin aman dari kondisi bahaya (kebakaran dan gempa bumi)					
36	Saya ingin bekerja sesuai dengan regulasi					

No	Pertanyaan	JAWABAN				
		Sangat Tidak Setuju	Tidak Setuju	Kurang Setuju	Setuju	Sangat Setuju
37	Saya ingin memiliki mobil dan rumah yang nyaman					
38	Saya ingin bekerja dibidang dan lokasi yang sesuai					
39	Saya ingin memperoleh pendidikan yang tinggi					
40	Saya ingin memiliki anggota dari asosiasi broker					
41	Saya ingin memiliki hak istimewa daro group lippo					
42	Saya mampu menyelesaikan pekerjaan yang lebih baik dari standar					
43	Saya dapat menyelesaikan setiap pekerjaan dengan teliti dan rapi sesuai dengan tujuan organisasi					
44	Pekerjaan yang saya selesaikan mempunyai mamfaat bagi organisasi					
45	Perencanaan pekerjaan yang saya buat selalu tepat dan sesuai dengan tujuan organisasi					
46	Saya tidak pernah disalahkan oleh atasan saya akan hasil pekerjaan yang saya peroleh					
47	Saya mampu menyelesaikan pekerjaan yang menjadi tanggung jawab saya sesuai dengan waktu yang ditentukan					

No	Pertanyaan	JAWABAN				
		Sangat Tidak Setuju	Tidak Setuju	Kurang Setuju	Setuju	Sangat Setuju
48	Saya mampu memberikan ide-ide atau gagasan yang dapat berdampak positif bagi organisasi					
49	Saya mampu melakukan tindakan-tindakan untuk menyelesaikan permasalahan pada setiap permasalahan dalam pekerjaan					
50	Saya mempunyai keterampilan yang baik terkait dengan pekerjaan saya					
51	Saya mempunyai kemampuan yang baik terkait dengan pekerjaan saya					
52	Saya mampu memberdayakan potensi yang ada di perusahaan agar mencapai hasil yang maksimal					
53	Saya mengutamakan bekerjasama dengan rekan kerja dalam menyelesaikan pekerjaan					
54	Saya sering melakukan koordinasi dengan rekan kerja dalam menyelesaikan tugas secara bersama-sama					
55	Saya mampu berkomunikasi dengan baik kepada atasan saya, rekan kerja, bahkan staff pendukung di dalam perusahaan					
56	Saya senang menciptakan lingkungan pekerjaan yang kondusif, terlebih pada saat pelaksanaan tugas perusahaan					

SELESAI

Terima kasih atas partisipasi saudara dalam mengisi kuesioner ini

Lampiran 2 :
Tabulasi Data Kuesioner Pretest

No. sp	Cara Kepentingan Transmisional										Metafast										Kuerip Karawan																			
	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
1	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
2	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
3	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
4	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
5	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
6	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
7	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
8	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
10	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
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14	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
15	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
16	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
17	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
18	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
19	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
20	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
21	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
22	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
23	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
24	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
25	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
26	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
27	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
28	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
29	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9
30	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9

HASIL UJI PRETEST VALIDITAS GAYA KEPEMIMPINAN TRANSFORMASIONAL

FACTOR

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/VARIABLES GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT7 GKT8 GKT9 GKT10 GKT11 GKT12
GKT13 GKT14 GKT15 GKT16
/MISSING LISTWISE
/ANALYSIS GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT7 GKT8 GKT9 GKT10 GKT11 GKT12
GKT13 GKT14 GKT15 GKT16
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.
    
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Factor Analysis

Correlation Matrix^a

		GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT7	GKT8	GKT9	GKT10	GKT11	GKT12	GKT13	GKT14	GKT15	GKT16
Correlations	GKT1	1,000	,349	,363	,757	,535	,522	,281	,487	,338	,459	,248	,564	,499	,415	,300	,300
	GKT2	,349	1,000	,355	,433	,568	,614	,337	,434	,372	,527	,307	,359	,351	,280	,473	,374
	GKT3	,363	,355	1,000	,370	,413	,475	,382	,443	,382	,448	,191	,522	,239	,233	,172	,306
	GKT4	,757	,433	,370	1,000	,367	,589	,179	,388	,591	,415	,284	,542	,439	,312	,440	,637
	GKT5	,535	,568	,413	,367	1,000	,314	,473	,348	,539	,509	,368	,474	,285	,545	,130	,260
	GKT6	,522	,614	,475	,589	,314	1,000	,377	,812	,372	,891	,303	,488	,218	,229	,408	,328
	GKT7	,281	,337	,382	,179	,478	,377	1,000	,191	,585	,585	,001	,397	-.031	,370	,245	,245
	GKT8	,487	,434	,443	,388	,366	,612	,191	1,000	,422	,571	,658	,463	,692	,352	,171	,171
	GKT9	,338	,372	,382	,591	,509	,372	,585	,422	1,000	,494	,432	,429	,140	,317	,212	,388
	GKT10	,459	,527	,448	,415	,508	,891	,585	,571	,494	1,000	,465	,643	,582	,489	,141	,405
	GKT11	,248	,307	,191	,284	,384	,383	,001	,650	,432	,485	1,000	,488	,689	,358	,380	,181
	GKT12	,564	,359	,522	,542	,474	,488	,397	,483	,429	,643	,489	1,000	,374	,245	,311	,493
	GKT13	,499	,351	,239	,439	,205	,218	-.031	,890	,140	,582	,686	,374	1,000	,284	,388	,599
	GKT14	,415	,280	,233	,312	,545	,328	,373	,352	,517	,499	,358	,345	,284	1,000	,385	,510
	GKT15	,300	,473	,172	,440	,130	,408	,245	,171	,212	,141	,068	,411	,389	,380	1,000	,459
	GKT16	,300	,374	,306	,637	,260	,328	,245	,171	,388	,405	,161	,493	,599	,510	,499	1,000
Sig. (1-tailed)	GKT1		,001	,001	,000	,001	,002	,002	,003	,002	,005	,000	,001	,003	,011	,002	,002
	GKT2	,001		,027	,006	,001	,008	,034	,009	,021	,001	,048	,028	,029	,005	,004	,021
	GKT3	,004	,027		,015	,012	,004	,002	,007	,016	,007	,158	,082	,185	,138	,182	,017
	GKT4	,000	,000	,005		,029	,009	,172	,017	,000	,011	,064	,061	,045	,002	,007	,000
	GKT5	,001	,001	,012	,029		,048	,004	,023	,002	,017	,004	,007	,000	,247	,083	,083
	GKT6	,002	,000	,004	,000	,046		,000	,000	,021	,000	,052	,083	,126	,113	,013	,029
	GKT7	,082	,034	,052	,172	,004	,028		,158	,000	,000	,379	,015	,438	,022	,086	,094
	GKT8	,003	,009	,007	,017	,022	,088	,188		,010	,000	,008	,089	,288	,029	,183	,183
	GKT9	,082	,021	,018	,000	,002	,021	,089	,010		,003	,008	,089	,290	,002	,131	,017
	GKT10	,005	,001	,007	,011	,002	,088	,088	,000	,003		,003	,088	,378	,003	,229	,013
	GKT11	,083	,049	,155	,064	,017	,062	,375	,000	,009	,003		,003	,380	,020	,376	,198
	GKT12	,001	,028	,002	,001	,004	,003	,015	,005	,009	,000	,000		,021	,031	,012	,003
	GKT13	,003	,029	,105	,000	,057	,128	,438	,240	,230	,316	,368	,021		,084	,023	,000
	GKT14	,011	,050	,108	,002	,001	,113	,022	,028	,002	,003	,028	,031	,064		,328	,002
	GKT15	,082	,034	,182	,007	,247	,013	,084	,181	,131	,228	,378	,012	,023	,328		,005
	GKT16	,082	,021	,017	,000	,083	,028	,085	,183	,017	,012	,198	,083	,080	,002	,005	

a. Determinant = 2.89E-068

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,582
Bartlett's Test of Sphericity	Approx. Chi-Square	291,270
	df	120
	Sig.	,000

Anti-Image Matrices

		DKT1	DKT2	DKT3	DKT4	DKT5	DKT6	DKT7	DKT8	DKT9	DKT10	DKT11	DKT12	DKT13	DKT14	DKT15	DKT16
Average Correlation	DKT1	.900	.303	-.021	-.085	-.862	.357	.069	-.184	-.301	-.058	.088	.026	-.396	.067	-.088	.257
	DKT2	.303	.313	-.004	.081	-.136	-.028	.019	-.014	-.304	-.047	-.014	.079	-.828	.058	-.127	-.008
	DKT3	-.021	-.004	.313	.082	-.888	-.393	.069	-.041	-.125	.058	.117	-.127	.879	-.048	.080	-.127
	DKT4	-.085	.081	.082	.087	-.814	-.074	.068	.038	-.380	.048	.039	-.049	.848	-.077	.045	-.076
	DKT5	-.862	-.136	-.888	-.014	.283	.031	-.079	.047	.034	.006	-.072	-.010	-.828	-.084	.068	.089
	DKT6	.357	-.028	-.393	-.074	.831	.105	-.052	-.040	.880	-.072	-.088	.880	-.896	.085	-.072	.881
	DKT7	.069	.019	.069	.088	-.079	-.052	.165	.014	-.142	-.008	.121	-.071	.857	-.080	-.039	-.041
	DKT8	-.184	-.014	-.041	.038	.847	-.388	.014	.253	-.807	.038	-.119	-.817	.878	-.088	.045	-.037
	DKT9	-.301	-.304	-.125	-.080	.834	.868	-.142	-.087	.196	-.318	-.114	.879	-.831	.043	-.063	.847
	DKT10	-.058	-.047	.058	.049	.896	-.072	-.089	.035	-.318	.104	-.029	-.077	.501	-.078	.189	-.078
	DKT11	.088	-.014	.117	.030	-.872	-.308	.121	-.119	-.114	-.028	.242	-.082	.805	-.021	-.022	-.816
	DKT12	.026	.079	-.127	-.089	-.810	.868	-.071	-.017	.379	-.077	-.082	.171	-.103	.896	-.183	.862
	DKT13	-.396	-.058	.079	.088	-.836	-.388	.067	.078	-.831	.101	.065	-.183	.296	-.083	.067	-.145
	DKT14	.067	.058	-.041	-.077	-.894	.881	-.081	-.089	.843	-.378	-.021	.896	-.893	.312	-.041	.883
	DKT15	-.896	-.127	.088	.045	.896	-.072	-.039	.045	-.803	.108	-.022	-.183	.897	-.041	.313	-.187
	DKT16	.257	-.008	-.127	-.076	.889	.881	-.041	-.087	.847	-.078	-.018	.882	-.148	.003	-.187	.280
Average Correlation	DKT1	.704 ^a	.311	-.068	-.812	-.288	.408	.042	-.475	-.803	-.819	.318	.143	-.810	.278	-.467	.284
	DKT2	.311	.813 ^a	-.014	.088	-.487	-.111	.078	-.081	-.817	-.288	-.082	.339	-.190	.188	-.485	-.825
	DKT3	-.068	-.014	.813 ^a	.881	-.287	-.513	.483	-.147	-.505	.323	.425	-.350	.280	-.127	.287	-.887
	DKT4	-.085	.081	.082	.810 ^a	-.888	-.778	.825	.257	-.812	.314	.218	-.584	.422	-.471	.274	-.878
	DKT5	-.862	-.136	-.887	-.088	.758 ^a	.178	-.337	.178	.145	.838	-.275	-.844	-.124	-.282	.223	.280
	DKT6	.357	-.028	-.393	-.074	.878	.581 ^a	-.383	-.488	.815	-.887	-.039	.484	-.485	.888	-.388	.889
	DKT7	.069	.019	.069	.088	-.079	-.052	.165	.014	-.142	-.008	.121	-.071	.857	-.080	-.039	-.041
	DKT8	-.184	-.014	-.041	.038	.847	-.388	.014	.253	-.807	.038	-.119	-.817	.878	-.088	.045	-.037
	DKT9	-.301	-.304	-.125	-.080	.834	.868	-.142	-.087	.196	-.318	-.114	.879	-.831	.043	-.063	.847
	DKT10	-.058	-.047	.058	.049	.896	-.072	-.089	.035	-.318	.104	-.029	-.077	.501	-.078	.189	-.078
	DKT11	.088	-.014	.117	.030	-.872	-.308	.121	-.119	-.114	-.028	.242	-.082	.805	-.021	-.022	-.816
	DKT12	.026	.079	-.127	-.089	-.810	.868	-.071	-.017	.379	-.077	-.082	.171	-.103	.896	-.183	.862
	DKT13	-.396	-.058	.079	.088	-.836	-.388	.067	.078	-.831	.101	.065	-.183	.296	-.083	.067	-.145
	DKT14	.067	.058	-.041	-.077	-.894	.881	-.081	-.089	.843	-.378	-.021	.896	-.893	.312	-.041	.883
	DKT15	-.896	-.127	.088	.045	.896	-.072	-.039	.045	-.803	.108	-.022	-.183	.897	-.041	.313	-.187
	DKT16	.257	-.008	-.127	-.076	.889	.881	-.041	-.087	.847	-.078	-.018	.882	-.148	.003	-.187	.280
Average Correlation	DKT1	.811	.813 ^a	-.014	.088	-.487	-.111	.078	-.081	-.817	-.288	-.082	.339	-.190	.188	-.485	-.825
	DKT2	-.888	-.314	.813 ^a	.881	-.287	-.513	.483	-.147	-.505	.323	.425	-.350	.280	-.127	.287	-.887
	DKT3	-.512	.808	.881	.810 ^a	-.888	-.778	.825	.257	-.812	.314	.218	-.584	.422	-.471	.274	-.878
	DKT4	-.288	-.487	-.287	-.088	.758 ^a	.178	-.337	.178	.145	.838	-.275	-.844	-.124	-.282	.223	.280
	DKT5	.408	-.111	-.513	-.370	.878	.581 ^a	-.383	-.488	.815	-.887	-.039	.484	-.485	.888	-.388	.889
	DKT6	.842	.878	.483	.825	-.337	-.383	.480 ^a	.842	-.728	-.083	.888	-.388	.238	-.247	-.188	-.210
	DKT7	-.475	-.081	-.147	.257	.878	-.408	.882	.724 ^a	-.832	.213	-.482	-.882	.285	-.318	.181	-.830
	DKT8	-.803	-.817	-.888	-.812	.845	.815	-.728	-.882	.888 ^a	-.118	-.828	.432	-.130	.172	-.018	.238
	DKT9	-.419	-.288	.323	.814	.836	-.887	-.083	.213	-.118	.879 ^a	-.128	-.877	.873	-.428	.885	-.841
	DKT10	.318	-.852	.425	.210	-.375	-.038	.888	-.882	-.828	-.128	.888 ^a	-.485	.818	-.077	-.078	-.873
	DKT11	.143	.338	-.888	-.884	-.844	.884	-.388	-.883	.432	-.877	-.485	.870 ^a	-.485	.818	-.443	.338
	DKT12	-.410	-.190	.288	.422	-.524	-.485	.238	.285	-.130	.873	.018	-.485	.888 ^a	-.304	.318	-.891
	DKT13	.278	.188	-.127	-.471	-.382	.488	-.247	-.318	.172	-.428	-.077	.418	-.304	.841 ^a	-.132	.813
	DKT14	-.487	-.488	.287	.274	.323	-.388	-.188	.181	-.818	.885	-.078	-.443	.318	-.132	.888 ^a	-.428
	DKT15	.284	-.825	-.087	-.878	.280	.888	-.218	-.030	.238	-.841	-.073	.338	-.891	.813	-.428	.888 ^a

a. Measure of Sampling Adequacy (MSA)

Communalities

	Initial	Extraction
GKT1	1,000	,711
GKT2	1,000	,582
GKT3	1,000	,402
GKT4	1,000	,728
GKT5	1,000	,603
GKT6	1,000	,797
GKT7	1,000	,896
GKT8	1,000	,823
GKT9	1,000	,655
GKT10	1,000	,773
GKT11	1,000	,799
GKT12	1,000	,597
GKT13	1,000	,724
GKT14	1,000	,770
GKT15	1,000	,682
GKT16	1,000	,711

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component			
	1	2	3	4
GKT1	,789	,286	-,067	,058
GKT2	,703	,063	-,199	-,213
GKT3	,591	-,108	-,094	-,178
GKT4	,761	,337	,001	,187
GKT5	,684	-,194	,309	,038
GKT6	,732	-,079	-,428	-,268
GKT7	,532	-,302	,425	-,584
GKT8	,656	-,398	-,426	,230
GKT9	,706	-,209	,334	,007
GKT10	,773	-,397	-,012	-,135
GKT11	,523	-,427	-,226	,540
GKT12	,767	-,001	-,096	,023
GKT13	,455	,680	,064	,225
GKT14	,625	-,078	,518	,325
GKT15	,489	,518	-,256	-,331
GKT16	,651	,484	,215	,080

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

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FACTOR
/VARIABLES GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT7 GKT8 GKT9 GKT10 GKT11 GKT12
GKT14 GKT15 GKT16
/MISSING LISTWISE
/ANALYSIS GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT7 GKT8 GKT9 GKT10 GKT11 GKT12
GKT14 GKT15 GKT16
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.
    
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Factor Analysis

Correlation Matrix^a

	GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT7	GKT8	GKT9	GKT10	GKT11	GKT12	GKT14	GKT15	GKT16	
Correlation	GKT1	1,000	,548	,363	,757	,535	,522	,261	,487	,508	,459	,248	,584	,415	,588	,593
	GKT2	,548	1,000	,355	,433	,588	,814	,337	,434	,372	,527	,307	,359	,286	,473	,374
	GKT3	,363	,355	1,000	,278	,413	,475	,302	,443	,392	,448	,191	,322	,233	,172	,388
	GKT4	,757	,433	,278	1,000	,367	,589	,179	,388	,581	,415	,284	,542	,512	,448	,837
	GKT5	,535	,588	,413	,367	1,000	,314	,470	,366	,509	,506	,388	,474	,545	,138	,269
	GKT6	,522	,814	,475	,589	,314	1,000	,377	,612	,372	,591	,303	,486	,228	,488	,326
	GKT7	,261	,337	,302	,179	,470	,377	1,000	,191	,585	,585	,081	,387	,378	,345	,245
	GKT8	,487	,434	,443	,388	,366	,812	,191	1,000	,422	,571	,650	,463	,382	,171	,171
	GKT9	,508	,372	,392	,581	,589	,372	,585	,422	1,000	,494	,432	,429	,517	,212	,389
	GKT10	,459	,527	,448	,415	,584	,591	,585	,571	,494	1,000	,485	,643	,484	,541	,485
	GKT11	,248	,307	,191	,284	,388	,393	,391	,650	,432	,485	1,000	,489	,358	,468	,181
	GKT12	,584	,359	,522	,543	,474	,498	,397	,483	,429	,643	,489	1,000	,345	,411	,493
	GKT14	,415	,286	,233	,512	,545	,228	,370	,352	,517	,499	,358	,345	1,000	,885	,518
	GKT15	,588	,473	,172	,448	,133	,489	,245	,171	,212	,141	,068	,411	,385	1,000	,459
	GKT16	,593	,374	,388	,837	,283	,325	,245	,171	,388	,405	,161	,493	,518	,459	1,000
Sig. (1-tailed)	GKT1		,001	,024	,008	,001	,002	,003	,002	,005	,005	,001	,011	,011	,002	,002
	GKT2	,001		,027	,008	,001	,000	,034	,008	,021	,001	,048	,026	,056	,004	,021
	GKT3	,024	,027		,075	,012	,004	,052	,007	,016	,007	,165	,062	,188	,182	,017
	GKT4	,000	,008	,076		,023	,000	,172	,017	,000	,011	,064	,001	,082	,007	,000
	GKT5	,001	,001	,012	,023		,046	,004	,023	,002	,002	,017	,064	,001	,247	,002
	GKT6	,002	,000	,004	,008	,046		,020	,000	,021	,000	,052	,003	,113	,013	,038
	GKT7	,082	,094	,052	,172	,094	,020		,156	,000	,000	,375	,015	,022	,048	,008
	GKT8	,003	,008	,067	,017	,023	,000	,158		,010	,000	,000	,065	,008	,183	,183
	GKT9	,002	,021	,016	,008	,002	,021	,000	,010		,003	,009	,068	,082	,131	,017
	GKT10	,005	,001	,007	,011	,002	,000	,000	,000	,003		,003	,000	,063	,229	,013
	GKT11	,093	,049	,155	,084	,017	,052	,375	,000	,008	,003		,069	,028	,376	,188
	GKT12	,001	,026	,082	,001	,004	,003	,015	,005	,009	,000	,003		,031	,012	,003
	GKT14	,011	,058	,108	,002	,001	,113	,022	,028	,002	,003	,026	,031		,328	,002
	GKT15	,002	,004	,182	,007	,247	,013	,096	,183	,131	,229	,376	,012	,328		,005
	GKT16	,002	,021	,017	,008	,003	,039	,095	,182	,017	,013	,188	,003	,002	,005	

a. Determinant = 8,15E-088

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,655
Bartlett's Test of Sphericity	Approx. Chi-Square	267,550
	df	105
	Sig.	,000

Anti-image Matrices

	GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT7	GKT8	GKT9	GKT10	GKT11	GKT12	GKT14	GKT15	GKT16	
Anti-image Covariance	GKT1	.228	-.028	.086	-.084	-.088	.046	.034	-.182	-.013	-.048	.084	-.012	.049	-.090	.019
	GKT2	-.020	.325	.012	.018	-.151	-.050	.033	.001	-.011	-.042	-.014	.077	.048	-.124	-.055
	GKT3	.006	.012	.335	.007	-.088	-.088	.066	-.073	-.127	.058	.124	-.135	-.018	.065	-.146
	GKT4	-.084	.018	.007	.105	-.007	-.085	.071	.027	-.090	.047	.036	-.088	-.075	.031	-.081
	GKT5	-.090	-.151	-.085	-.007	.288	.027	-.078	.062	.031	.028	-.072	-.028	-.188	.089	.061
	GKT6	.046	-.050	-.088	-.088	.027	.138	-.045	-.082	.067	-.084	-.038	.060	.079	-.084	.079
	GKT7	.034	.033	.006	.071	-.078	-.049	.208	-.091	-.147	-.045	.128	-.068	-.050	-.088	-.022
	GKT8	-.182	.001	-.073	.027	.062	-.092	-.001	.275	.001	.013	-.131	.013	-.077	.024	.052
	GKT9	-.013	-.011	-.127	-.090	.031	.007	-.147	.001	.199	-.068	-.116	.088	.037	.009	.058
	GKT10	-.048	-.042	.058	.047	.028	-.084	-.045	.013	-.009	.155	-.022	-.078	-.073	.127	-.067
	GKT11	.084	-.014	.124	.036	-.072	-.006	.128	-.131	-.116	-.032	.242	-.102	-.022	-.026	-.021
	GKT12	-.012	.077	-.135	-.065	-.028	.060	-.068	.013	.088	-.078	-.102	.216	.088	-.027	.023
	GKT14	.049	.048	-.018	-.075	-.188	.078	-.050	-.077	.037	-.073	-.022	.080	.044	-.014	-.071
	GKT15	-.090	-.124	.005	.031	.068	-.094	-.068	.024	.009	.127	-.028	-.097	-.014	-.048	-.102
	GKT16	.019	-.055	-.146	-.081	.081	.079	-.022	.052	.050	-.087	-.021	.023	-.071	-.102	.068
Anti-image Correlation	GKT1	.762 ^a	-.074	.021	-.010	-.052	.260	.158	-.010	-.062	-.248	.057	-.050	.175	-.021	.078
	GKT2	-.074	.892 ^a	.039	.009	-.493	-.237	.128	.004	-.043	-.167	-.050	.088	.138	-.070	-.174
	GKT3	.021	.038	.526 ^a	.015	-.278	-.458	.064	-.239	-.062	.221	.435	-.052	-.053	.190	-.454
	GKT4	-.010	.009	.015	.578 ^a	-.048	.713	.482	.158	-.020	.008	.224	-.480	-.098	.163	-.448
	GKT5	-.052	-.493	-.278	-.048	.725 ^a	.136	-.320	.222	.131	.131	-.275	-.113	-.038	.278	.271
	GKT6	.260	-.237	-.458	-.013	.136	.608 ^a	-.291	-.019	.406	-.571	-.035	.051	.059	-.292	.085
	GKT7	.158	.128	.064	.002	-.028	-.291	.512 ^a	-.088	-.724	-.248	.572	-.023	-.188	-.255	-.088
	GKT8	-.010	.004	-.239	.158	.222	-.019	-.006	.770 ^a	.005	.064	-.538	.055	-.251	.077	.168
	GKT9	-.062	-.043	-.492	-.020	.131	.406	-.724	.005	.608 ^a	-.068	-.528	.023	.141	.033	.202
	GKT10	-.248	-.167	.221	.066	.131	-.571	-.248	.004	-.050	.720 ^a	-.168	-.434	-.015	.545	-.007
	GKT11	.057	-.050	.435	.224	-.278	-.030	.072	-.588	-.528	-.168	.531 ^a	-.446	-.075	-.088	-.077
	GKT12	-.050	.088	-.052	-.480	-.113	.351	-.023	.055	.423	-.434	-.446	.688 ^a	.029	-.054	.088
	GKT14	.175	.138	-.053	-.098	-.038	.059	-.188	-.251	.141	-.015	-.075	.026	.727 ^a	-.040	-.217
	GKT15	-.021	-.070	.190	.163	.078	-.292	-.255	.077	.033	.545	-.088	-.054	-.040	.573 ^a	-.012
	GKT16	.078	-.174	-.454	-.449	.071	.085	-.088	.188	.202	-.067	-.077	.088	-.217	-.012	.834 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
GKT1	1,000	,725
GKT2	1,000	,588
GKT3	1,000	,457
GKT4	1,000	,834
GKT5	1,000	,619
GKT6	1,000	,783
GKT7	1,000	,855
GKT8	1,000	,814
GKT9	1,000	,656
GKT10	1,000	,761
GKT11	1,000	,802
GKT12	1,000	,593
GKT14	1,000	,781
GKT15	1,000	,727
GKT16	1,000	,695

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	6,798	45,320	45,320	6,798	45,320	45,320
2	1,532	10,215	55,535	1,532	10,215	55,535
3	1,247	8,312	63,848	1,247	8,312	63,848
4	1,112	7,414	71,261	1,112	7,414	71,261
5	,837	5,577	76,838			
6	,711	4,741	81,579			
7	,648	4,317	85,896			
8	,604	4,025	89,921			
9	,491	3,271	93,192			
10	,371	2,471	95,664			
11	,249	1,661	97,325			
12	,153	1,018	98,343			
13	,130	,869	99,213			
14	,077	,511	99,723			
15	,042	,277	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component			
	1	2	3	4
GKT1	,775	,315	-,051	-,152
GKT2	,698	,126	-,168	,237
GKT3	,593	-,093	-,088	,299
GKT4	,748	,378	,013	-,362
GKT5	,685	-,262	,279	,050
GKT6	,740	,070	-,387	,285
GKT7	,552	-,146	,486	,541
GKT8	,674	-,355	-,470	-,112
GKT9	,719	-,152	,331	-,081
GKT10	,794	-,303	-,013	,196
GKT11	,537	-,499	-,318	-,404
GKT12	,763	,010	-,099	,005
GKT14	,624	-,161	,470	-,381
GKT15	,473	,674	-,166	,145
GKT16	,625	,448	,234	-,221

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

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FACTOR
/VARIABLES GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT8 GKT9 GKT10 GKT11 GKT12 GKT14
GKT15 GKT16
/MISSING LISTWISE
/ANALYSIS GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT8 GKT9 GKT10 GKT11 GKT12 GKT14
GKT15 GKT16
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.
    
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Factor Analysis

Correlation Matrix^a

	GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT8	GKT9	GKT10	GKT11	GKT12	GKT14	GKT15	GKT16	
Correlation	GKT1	1,000	,549	,383	,757	,535	,522	,497	,598	,418	,248	,584	,415	,598	,500
	GKT2	,549	1,000	,355	,433	,368	,614	,434	,373	,527	,307	,359	,298	,473	,374
	GKT3	,363	,355	1,000	,370	,413	,475	,443	,392	,448	,191	,522	,233	,172	,386
	GKT4	,757	,433	,279	1,000	,367	,589	,388	,581	,415	,284	,542	,512	,446	,637
	GKT5	,535	,568	,413	,367	1,000	,314	,368	,589	,588	,386	,474	,545	,138	,260
	GKT6	,522	,614	,475	,589	,314	1,000	,612	,372	,681	,303	,496	,238	,488	,326
	GKT8	,487	,434	,443	,388	,366	,612	1,000	,425	,571	,650	,463	,352	,171	,171
	GKT9	,506	,372	,392	,581	,509	,372	,422	1,000	,484	,432	,429	,517	,212	,388
	GKT10	,489	,527	,448	,415	,500	,691	,571	,494	1,000	,485	,643	,499	,141	,405
	GKT11	,248	,307	,191	,384	,388	,303	,659	,432	,485	1,000	,489	,358	,388	,161
	GKT12	,584	,359	,522	,542	,474	,496	,463	,428	,489	,489	1,000	,345	,411	,463
	GKT14	,415	,298	,233	,512	,545	,228	,352	,517	,488	,358	,345	1,000	,885	,518
	GKT15	,500	,473	,172	,446	,130	,408	,171	,212	,141	,560	,411	,885	1,000	,459
	GKT16	,500	,374	,386	,637	,280	,326	,171	,388	,485	,161	,493	,519	,459	1,000
Sig. (1-tailed)	GKT1		,001	,024	,000	,001	,002	,003	,002	,005	,093	,001	,011	,002	,002
	GKT2	,001		,027	,008	,001	,000	,008	,021	,001	,049	,026	,058	,004	,031
	GKT3	,024	,027		,075	,012	,004	,007	,018	,007	,155	,002	,108	,182	,017
	GKT4	,000	,008	,019		,023	,000	,017	,008	,011	,064	,001	,002	,007	,000
	GKT5	,001	,001	,012	,023		,046	,023	,002	,002	,017	,004	,001	,247	,083
	GKT6	,002	,000	,004	,000	,046		,003	,021	,004	,052	,003	,113	,013	,039
	GKT8	,003	,008	,007	,017	,023	,000		,018	,000	,000	,005	,028	,183	,183
	GKT9	,002	,021	,018	,000	,002	,021	,018		,003	,009	,009	,002	,131	,017
	GKT10	,005	,001	,007	,011	,002	,000	,003	,003		,003	,000	,003	,229	,013
	GKT11	,093	,049	,155	,084	,017	,052	,003	,008	,003		,003	,028	,076	,188
	GKT12	,001	,028	,002	,001	,004	,003	,005	,008	,000	,003		,031	,012	,003
	GKT14	,011	,058	,188	,002	,001	,113	,028	,002	,003	,026	,001		,328	,002
	GKT15	,002	,004	,182	,007	,247	,013	,183	,131	,329	,078	,012	,328		,005
	GKT16	,002	,021	,017	,000	,083	,039	,183	,017	,013	,198	,003	,002	,005	

^a Detakmat= 4.88E-005

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,675
Bartlett's Test of Sphericity	Approx. Chi-Square	234,307
	df	91
	Sig.	,000

Anti-image Matrices

	GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT8	GKT9	GKT10	GKT11	GKT12	GKT14	GKT15	GKT16	
Anti-image Covariance	GKT1	.234	-.027	-.012	-.101	-.068	.061	-.105	.024	-.043	.095	-.001	.001	-.007	.023
	GKT2	-.027	.331	-.004	.008	-.158	-.047	.001	.027	-.030	-.002	.008	.037	-.123	-.053
	GKT3	-.012	-.004	.368	.006	-.164	-.095	-.093	-.143	.087	-.111	-.133	.008	.119	-.157
	GKT4	-.101	.009	.096	.137	.028	-.099	.030	-.107	.080	-.016	-.067	-.079	.076	-.090
	GKT5	-.068	-.156	-.064	.029	.321	.019	.004	-.056	.013	-.040	-.047	-.145	.074	.081
	GKT6	.061	-.047	-.095	-.088	.016	.191	-.068	.074	-.110	.039	.004	.075	-.094	.082
	GKT8	-.105	.001	-.083	.036	.049	-.089	.275	.000	.014	-.103	.014	-.003	.025	.053
	GKT9	.024	.027	-.143	-.107	-.056	.074	.005	.018	-.091	-.078	.002	.003	-.090	.072
	GKT10	-.043	-.030	.087	.086	.013	-.113	.014	-.091	.165	-.007	-.152	-.003	.128	-.077
	GKT11	.095	-.052	.111	-.016	-.040	.039	-.193	-.078	-.007	.009	-.008	.014	.020	-.011
	GKT12	-.001	.100	-.133	-.067	-.067	.054	.014	.002	-.112	-.060	.245	.005	-.140	.017
	GKT14	.001	.057	.006	-.079	-.145	.075	-.093	.003	-.093	.014	.005	.356	-.034	-.079
	GKT15	-.007	-.123	.119	.076	.074	-.094	.025	-.090	.128	.026	-.143	-.034	.072	-.118
	GKT16	.023	-.053	-.157	-.086	.001	.002	.053	.072	-.077	-.011	.017	-.079	-.118	.210
Anti-image Correlation	GKT1	.788 ^a	-.097	-.030	-.562	-.322	.324	-.414	.076	-.218	.329	-.003	.211	-.294	.099
	GKT2	-.097	.881 ^a	-.010	.042	-.481	-.210	.005	.073	-.161	-.162	.303	.188	-.351	-.164
	GKT3	-.030	-.010	.931 ^a	.016	-.181	-.395	-.254	-.366	.345	.207	-.438	.017	.314	-.454
	GKT4	-.562	.042	.016	.001 ^a	.138	-.003	.183	-.448	.073	-.072	-.367	-.355	.338	-.406
	GKT5	-.322	-.001	-.181	.138	.743 ^a	.047	.232	-.153	.056	-.118	-.241	-.428	.214	.267
	GKT6	.324	-.210	-.395	.003	.047	.601 ^a	-.335	.295	-.095	.168	.303	.323	-.396	.377
	GKT8	-.414	.005	-.254	.183	.232	-.335	.738 ^a	.001	.064	-.015	.006	-.258	.078	.180
	GKT9	.076	.073	-.366	-.448	-.153	.295	.001	.764 ^a	-.348	-.202	.298	.007	-.227	.200
	GKT10	-.218	-.161	.345	.073	.005	-.005	.004	-.345	.022 ^a	-.029	-.001	-.381	.014	-.341
	GKT11	.329	-.152	.207	-.072	-.118	.188	-.015	-.202	-.020	.005 ^a	-.336	.040	.072	-.032
	GKT12	-.003	.303	-.436	-.367	-.241	.283	.006	.290	-.061	-.236	.004 ^a	.200	-.477	.063
	GKT14	.211	.166	.017	-.365	-.428	.323	-.258	.007	-.381	.040	.008	.710 ^a	-.003	-.230
	GKT15	-.294	-.351	.314	.338	.214	-.398	.078	-.227	.014	.072	-.477	-.003	.011 ^a	-.347
	GKT16	.099	-.164	-.454	-.466	.267	.377	.180	.300	-.341	-.032	.003	-.238	-.347	.000 ^a

^a Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
GKT1	1,000	,707
GKT2	1,000	,572
GKT3	1,000	,400
GKT4	1,000	,751
GKT5	1,000	,568
GKT6	1,000	,781
GKT8	1,000	,738
GKT9	1,000	,607
GKT10	1,000	,702
GKT11	1,000	,618
GKT12	1,000	,590
GKT14	1,000	,784
GKT15	1,000	,735
GKT16	1,000	,695

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	6,528	46,626	46,626	6,528	46,626	46,626
2	1,524	10,888	57,514	1,524	10,888	57,514
3	1,196	8,543	66,057	1,196	8,543	66,057
4	,860	6,141	72,197			
5	,827	5,908	78,105			
6	,651	4,647	82,752			
7	,607	4,335	87,087			
8	,491	3,505	90,592			
9	,446	3,183	93,775			
10	,320	2,283	96,058			
11	,241	1,724	97,782			
12	,141	1,009	98,791			
13	,120	,860	99,652			
14	,049	,348	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
GKT1	,788	,291	,042
GKT2	,701	,117	-,259
GKT3	,592	-,094	-,201
GKT4	,768	,347	,203
GKT5	,674	-,241	,237
GKT6	,741	,050	-,479
GKT8	,690	-,406	-,313
GKT9	,700	-,125	,319
GKT10	,778	-,291	-,105
GKT11	,557	-,554	-,024
GKT12	,764	-,002	-,081
GKT14	,619	-,147	,616
GKT15	,475	,667	-,255
GKT16	,632	,445	,312

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

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FACTOR
/VARIABLES GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT8 GKT9 GKT10 GKT11 GKT12 GKT14
GKT15
/MISSING LISTWISE
/ANALYSIS GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT8 GKT9 GKT10 GKT11 GKT12 GKT14
GKT15
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.
    
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Factor Analysis

Correlation Matrix^a

	GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT8	GKT9	GKT10	GKT11	GKT12	GKT14	GKT15	
Correlation	GKT1	1,000	,549	,363	,757	,535	,521	,487	,508	,459	,248	,564	,415	,500
	GKT2	,549	1,000	,355	,433	,589	,514	,434	,372	,527	,307	,358	,296	,473
	GKT3	,363	,355	1,000	,276	,413	,475	,443	,392	,448	,191	,522	,233	,172
	GKT4	,757	,433	,276	1,000	,387	,589	,388	,581	,415	,284	,542	,512	,448
	GKT5	,535	,589	,413	,387	1,000	,314	,368	,509	,509	,388	,474	,545	,130
	GKT6	,521	,514	,475	,589	,314	1,000	,612	,372	,691	,303	,496	,228	,408
	GKT8	,487	,434	,443	,388	,368	,612	1,000	,422	,571	,650	,493	,382	,171
	GKT9	,508	,372	,392	,581	,509	,372	,422	1,000	,484	,432	,429	,517	,212
	GKT10	,459	,527	,448	,415	,509	,691	,571	,484	1,000	,485	,643	,499	,141
	GKT11	,248	,307	,191	,284	,388	,303	,650	,432	,485	1,000	,489	,398	,360
	GKT12	,564	,358	,522	,542	,474	,496	,463	,429	,643	,489	1,000	,345	,411
	GKT14	,415	,296	,233	,512	,545	,228	,352	,517	,499	,358	,345	1,000	,385
	GKT15	,500	,473	,172	,448	,130	,408	,171	,212	,141	,360	,411	,385	1,000
Sig. (1-tailed)	GKT1		,001	,024	,000	,001	,002	,003	,002	,005	,093	,001	,011	,002
	GKT2	,001		,027	,006	,001	,000	,008	,021	,001	,049	,026	,058	,004
	GKT3	,024	,027		,075	,012	,004	,007	,016	,007	,155	,002	,108	,182
	GKT4	,000	,008	,075		,023	,000	,017	,000	,011	,084	,001	,002	,007
	GKT5	,001	,001	,012	,023		,046	,023	,002	,002	,017	,004	,001	,247
	GKT6	,002	,000	,024	,008	,046		,000	,021	,000	,052	,003	,113	,013
	GKT8	,003	,008	,007	,017	,023	,000		,010	,000	,000	,005	,029	,183
	GKT9	,002	,021	,016	,000	,002	,021	,010		,003	,009	,009	,002	,131
	GKT10	,005	,001	,007	,011	,002	,000	,000	,003		,003	,000	,003	,229
	GKT11	,093	,049	,155	,084	,017	,052	,000	,009	,003		,003	,026	,376
	GKT12	,001	,026	,002	,001	,004	,003	,005	,009	,000	,003		,031	,012
	GKT14	,011	,058	,108	,002	,001	,113	,029	,002	,003	,026	,031		,328
	GKT15	,002	,004	,182	,007	,247	,013	,183	,131	,229	,376	,012	,328	

a. Determinant = .030

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,673
Bartlett's Test of Sphericity	Approx. Chi-Square	209,755
	df	78
	Sig.	,000

Anti-image Matrices

	GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT8	GKT9	GKT10	GKT11	GKT12	GKT14	GKT15	
Anti-image Covariance	GKT1	,235	-,024	-1,545E-5	-,120	-,102	,084	-,113	,019	-,042	,087	-,002	,071	-,088
	GKT2	-,024	,348	-,039	-,010	-,157	-,040	,011	,042	-,059	-,056	,106	,048	-,187
	GKT3	-1,545E-5	-,039	,487	,076	-,030	-,079	-,073	-,140	,069	,133	-,157	-,045	,085
	GKT4	-,120	-,010	,076	,176	,074	-,109	,069	-,113	,098	-,025	-,079	-,140	,058
	GKT5	-,102	-,157	-,030	,074	,343	-,014	,061	-,084	,040	-,040	-,077	-,141	,128
	GKT6	,084	-,040	-,079	-,109	-,014	,176	-,099	,067	-,118	,049	,058	,118	-,083
	GKT8	-,113	,011	-,073	,069	,061	-,099	,285	-,013	,031	-,186	,012	-,073	,053
	GKT9	,019	,042	-,140	-,113	-,084	,067	-,013	,436	-,088	-,079	,092	,023	-,074
	GKT10	-,042	-,059	,069	,060	,040	-,118	,021	-,086	,187	-,011	-,122	-,135	,126
	GKT11	,087	-,056	,133	-,025	-,040	,049	-,186	-,079	-,011	,359	-,099	,012	,025
	GKT12	-,002	,106	-,157	-,079	-,077	,058	,012	,092	-,122	-,088	,242	,095	-,156
	GKT14	,071	,048	-,045	-,140	-,141	,118	-,073	,023	-,135	,012	,095	,078	-,077
	GKT15	-,088	-,187	,085	,058	-,128	-,083	,053	-,074	,126	,025	-,156	-,077	,423
Anti-image Correlation	GKT1	,742 ^a	-,094	-4,564E-5	-,592	-,398	,316	-,438	,060	-,203	,333	-,008	,239	-,243
	GKT2	-,094	,779 ^a	-,086	-,540	-,460	-,182	,035	,110	-,234	-,159	,369	,133	-,442
	GKT3	-4,564E-5	-,086	,706 ^a	,280	-,074	-,271	-,197	-,304	,227	-,317	-,458	-,105	,187
	GKT4	-,592	-,040	,260	,597 ^a	,301	-,620	,307	-,409	,498	-,088	-,382	-,543	,212
	GKT5	-,398	-,460	-,074	,301	,714 ^a	-,056	,186	-,216	,158	-,114	-,267	-,390	,315
	GKT6	,316	-,182	-,271	-,620	-,056	,630 ^a	-,443	,242	-,851	,184	,261	,460	-,305
	GKT8	-,438	,035	-,187	,307	,198	-,443	,713 ^a	-,037	,138	-,819	,845	-,224	,153
	GKT9	,060	,110	-,304	-,409	-,216	,242	-,837	,793 ^a	-,301	-,199	,283	,057	-,172
	GKT10	-,203	-,234	,227	,498	-,158	-,851	,136	-,301	,636 ^a	-,043	-,575	-,507	,448
	GKT11	,333	-,159	,317	-,088	-,114	,184	-,819	-,199	-,043	,673 ^a	-,338	,034	,065
	GKT12	-,008	,369	-,458	-,382	-,267	,281	,845	,283	-,575	-,335	,653 ^a	,313	-,486
	GKT14	,239	,133	-,185	-,543	-,390	,460	-,224	,057	-,507	,034	,313	,604 ^a	-,193
	GKT15	-,243	-,442	,187	,212	,335	-,385	,163	-,172	,448	,065	-,486	-,193	,516 ^a

^a Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
GKT1	1,000	,772
GKT2	1,000	,569
GKT3	1,000	,449
GKT4	1,000	,752
GKT5	1,000	,605
GKT6	1,000	,777
GKT8	1,000	,712
GKT9	1,000	,631
GKT10	1,000	,720
GKT11	1,000	,615
GKT12	1,000	,593
GKT14	1,000	,753
GKT15	1,000	,744

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6,170	47,458	47,458	6,170	47,458	47,458
2	1,412	10,862	58,320	1,412	10,862	58,320
3	1,110	8,542	66,862	1,110	8,542	66,862
4	,854	6,569	73,431			
5	,752	5,785	79,215			
6	,650	5,003	84,219			
7	,549	4,220	88,438			
8	,454	3,491	91,930			
9	,411	3,161	95,091			
10	,263	2,019	97,110			
11	,194	1,494	98,604			
12	,124	,951	99,556			
13	,058	,444	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
GKT1	,782	,326	,232
GKT2	,706	,247	-,098
GKT3	,590	-,054	-,313
GKT4	,746	,294	,331
GKT5	,690	-,232	,275
GKT6	,754	,232	-,394
GKT8	,719	-,250	-,364
GKT9	,703	-,173	,328
GKT10	,787	-,239	-,207
GKT11	,580	-,501	-,167
GKT12	,759	,020	-,126
GKT14	,603	-,328	,531
GKT15	,452	,734	-,002

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

FACTOR

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/VARIABLES GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT8 GKT9 GKT10 GKT11 GKT12 GKT14
/MISSING LISTWISE
/ANALYSIS GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT8 GKT9 GKT10 GKT11 GKT12 GKT14
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Factor Analysis

Correlation Matrix^a

	GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT8	GKT9	GKT10	GKT11	GKT12	GKT14	
Correlation	GKT1	1,000	,549	,363	,757	,535	,522	,487	,508	,459	,248	,564	,415
	GKT2	,549	1,000	,355	,433	,568	,614	,434	,372	,527	,307	,359	,296
	GKT3	,363	,355	1,000	,270	,413	,475	,443	,392	,448	,191	,522	,233
	GKT4	,757	,433	,270	1,000	,367	,569	,388	,581	,415	,284	,542	,512
	GKT5	,535	,568	,413	,367	1,000	,314	,366	,509	,509	,386	,474	,545
	GKT6	,522	,614	,475	,589	,314	1,000	,612	,372	,691	,303	,496	,228
	GKT8	,487	,434	,443	,388	,365	,612	1,000	,422	,571	,650	,463	,352
	GKT9	,508	,372	,392	,581	,509	,372	,422	1,000	,494	,432	,429	,517
	GKT10	,459	,527	,448	,415	,509	,691	,571	,494	1,000	,485	,643	,498
	GKT11	,248	,307	,191	,284	,386	,303	,650	,432	,485	1,000	,489	,258
	GKT12	,564	,359	,522	,542	,474	,496	,463	,429	,643	,489	1,000	,345
	GKT14	,415	,296	,233	,512	,545	,228	,352	,517	,498	,358	,345	1,000
Sig. (1-tailed)	GKT1		,001	,024	,000	,001	,002	,003	,002	,005	,093	,001	,011
	GKT2	,001		,027	,008	,001	,000	,008	,021	,001	,049	,026	,056
	GKT3	,024	,027		,075	,012	,004	,007	,016	,007	,155	,002	,108
	GKT4	,000	,008	,075		,023	,000	,017	,000	,011	,064	,001	,002
	GKT5	,001	,001	,012	,023		,048	,023	,002	,002	,017	,004	,001
	GKT6	,002	,000	,004	,000	,048		,000	,021	,000	,052	,003	,113
	GKT8	,003	,008	,007	,017	,023	,000		,010	,000	,000	,005	,028
	GKT9	,002	,021	,016	,000	,002	,021	,010		,003	,009	,009	,002
	GKT10	,005	,001	,007	,011	,002	,000	,000	,003		,003	,000	,003
	GKT11	,093	,049	,155	,064	,017	,052	,000	,009	,003		,003	,026
	GKT12	,001	,026	,002	,001	,004	,003	,005	,009	,000	,003		,031
	GKT14	,011	,056	,108	,002	,001	,113	,028	,002	,003	,026	,031	

a. Determinant = .000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,725
Bartlett's Test of Sphericity	Approx. Chi-Square	191,895
	df	66
	Sig.	,000

Anti-Image Matrices

	GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT8	GKT9	GKT10	GKT11	GKT12	GKT14		
Anti-Image Covariance	GKT1	,256	-,080	,020	-,123	-,092	,056	-,114	,004	-,021	,112	-,048	,062	
	GKT2	-,080	,422	-,007	,017	-,149	-,098	,041	,017	-,014	-,057	,072	,022	
	GKT3	,020	-,007	,505	,070	-,066	-,071	-,089	-,134	,056	,133	-,171	-,032	
	GKT4	-,123	,017	,070	,184	,067	-,112	,086	-,111	,096	-,030	-,079	-,141	
	GKT5	-,092	-,149	-,066	,067	,387	,014	,052	-,071	,003	-,054	-,044	-,137	
	GKT6	,056	-,098	-,071	-,112	,014	,194	-,100	,080	-,129	,080	,039	,118	
	GKT8	-,114	,041	-,089	,066	,052	-,100	,291	-,004	,020	-,207	,042	-,088	
	GKT9	,004	,017	-,134	-,111	-,071	,060	-,004	,449	-,082	-,077	,088	,010	
	GKT10	-,021	-,014	,056	,096	,003	-,129	,020	-,082	,235	-,024	-,125	-,145	
	GKT11	,112	-,057	,133	-,030	-,054	,060	-,207	-,077	-,024	,361	-,118	,018	
	GKT12	-,048	,072	-,171	-,079	-,044	,039	,042	,088	-,125	-,118	,317	,090	
	GKT14	,062	,022	-,032	-,141	-,137	,118	-,068	,010	-,145	,018	,090	,393	
	Anti-Image Correlation	GKT1	,755*	-,243	,056	-,568	-,291	,291	-,417	,013	-,085	,367	-,174	,196
		GKT2	-,243	,848*	-,016	,062	-,369	-,348	,116	,038	-,045	-,146	,196	,054
GKT3		,056	-,016	,741*	,229	-,148	-,228	-,233	-,281	,163	,311	-,428	-,072	
GKT4		-,568	,062	,229	,615*	,250	-,596	,284	-,387	,461	-,115	-,327	-,523	
GKT5		-,291	-,369	-,148	,250	,817*	,052	,195	-,171	,009	-,144	-,127	-,352	
GKT6		,291	-,348	-,228	-,596	,052	,653*	-,421	,202	-,604	,225	,159	,429	
GKT8		-,417	,116	-,233	,284	,195	-,421	,719*	-,011	,076	-,638	,138	-,200	
GKT9		,013	,038	-,281	-,387	-,171	,202	-,011	,837*	-,254	-,181	,232	,025	
GKT10		-,085	-,045	,163	,461	,009	-,604	,076	-,254	,731*	-,081	-,457	-,479	
GKT11		,367	-,146	,311	-,115	-,144	,225	-,638	-,191	-,081	,654*	-,348	,047	
GKT12		-,174	,196	-,428	-,327	-,127	,159	,138	,232	-,457	-,348	,753*	,256	
GKT14		,196	,054	-,072	-,523	-,352	,429	-,200	,025	-,479	,047	,256	,652*	

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
GKT1	1,000	,774
GKT2	1,000	,561
GKT3	1,000	,473
GKT4	1,000	,752
GKT5	1,000	,583
GKT6	1,000	,820
GKT8	1,000	,730
GKT9	1,000	,629
GKT10	1,000	,700
GKT11	1,000	,820
GKT12	1,000	,582
GKT14	1,000	,739

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	5,994	49,951	49,951	5,994	49,951	49,951
2	1,110	9,254	59,204	1,110	9,254	59,204
3	1,059	8,826	68,030	1,059	8,826	68,030
4	,824	6,868	74,898			
5	,751	6,261	81,159			
6	,563	4,692	85,851			
7	,549	4,571	90,422			
8	,441	3,674	94,096			
9	,286	2,386	96,482			
10	,215	1,795	98,277			
11	,135	1,122	99,399			
12	,072	,601	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
GKT1	,767	,237	-,361
GKT2	,691	-,095	-,273
GKT3	,596	-,312	-,141
GKT4	,733	,335	-,319
GKT5	,703	,273	,115
GKT6	,745	-,389	-,336
GKT8	,730	-,367	,248
GKT9	,710	,327	,136
GKT10	,803	-,209	,109
GKT11	,597	-,175	,658
GKT12	,752	-,126	,027
GKT14	,618	,527	,282

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

FACTOR

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/VARIABLES GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT8 GKT9 GKT10 GKT11 GKT12
/MISSING LISTWISE
/ANALYSIS GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT8 GKT9 GKT10 GKT11 GKT12
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Factor Analysis

Correlation Matrix^a

		GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT8	GKT9	GKT10	GKT11	GKT12
Correlation	GKT1	1,000	,549	,363	,757	,535	,522	,487	,508	,459	,248	,564
	GKT2	,549	1,000	,355	,433	,568	,614	,434	,372	,527	,307	,359
	GKT3	,363	,355	1,000	,270	,413	,475	,443	,392	,448	,191	,522
	GKT4	,757	,433	,270	1,000	,367	,589	,388	,581	,415	,284	,542
	GKT5	,535	,568	,413	,367	1,000	,314	,366	,509	,509	,386	,474
	GKT6	,522	,614	,475	,589	,314	1,000	,612	,372	,691	,303	,496
	GKT8	,487	,434	,443	,388	,366	,612	1,000	,422	,571	,650	,463
	GKT9	,508	,372	,392	,581	,509	,372	,422	1,000	,494	,432	,429
	GKT10	,459	,527	,448	,415	,509	,691	,571	,494	1,000	,485	,643
	GKT11	,248	,307	,191	,284	,386	,303	,650	,432	,485	1,000	,489
	GKT12	,564	,359	,522	,542	,474	,496	,463	,429	,643	,489	1,000
	Sig. (1-tailed)	GKT1		,001	,024	,000	,001	,002	,003	,002	,005	,093	,001
GKT2		,001		,027	,008	,001	,000	,008	,021	,001	,049	,026
GKT3		,024	,027		,075	,012	,004	,007	,016	,007	,155	,002
GKT4		,000	,008	,075		,023	,000	,017	,000	,011	,064	,001
GKT5		,001	,001	,012	,023		,046	,023	,002	,002	,017	,004
GKT6		,002	,000	,004	,000	,046		,000	,021	,000	,052	,003
GKT8		,003	,008	,007	,017	,023	,000		,010	,000	,000	,005
GKT9		,002	,021	,016	,000	,002	,021	,010		,003	,009	,009
GKT10		,005	,001	,007	,011	,002	,000	,000	,003		,003	,000
GKT11		,093	,049	,155	,064	,017	,052	,000	,009	,003		,003
GKT12		,001	,026	,002	,001	,004	,003	,005	,009	,000	,003	

a. Determinant = ,001

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,757
Bartlett's Test of Sphericity	Approx. Chi-Square	171,637
	df	55
	Sig.	,000

Anti-image Matrices

		GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT8	GKT9	GKT10	GKT11	GKT12
Anti-image Covariance	GKT1	,266	-,087	,026	-,144	-,083	,047	-,112	,003	,003	,113	-,071
	GKT2	-,087	,423	-,005	,035	-,162	-,130	,046	,016	-,008	-,058	,072
	GKT3	,026	-,005	,507	,081	-,088	-,076	-,099	-,134	,058	,135	-,176
	GKT4	-,144	,035	,081	,253	,028	-,118	,060	-,148	,078	-,032	-,069
	GKT5	-,083	-,162	-,088	,028	,442	,078	,034	-,077	-,071	-,055	-,016
	GKT6	,047	-,130	-,076	-,118	,078	,237	-,102	,069	-,135	,067	,016
	GKT8	-,112	,046	-,099	,060	,034	-,102	,304	-,002	-,007	-,213	,064
	GKT9	,003	,016	-,134	-,148	-,077	,069	-,002	,449	-,102	-,078	,091
	GKT10	,003	-,008	,058	,078	-,071	-,135	-,007	-,102	,304	-,022	-,127
	GKT11	,113	-,058	,135	-,032	-,055	,067	-,213	-,078	-,022	,362	-,131
	GKT12	-,071	,072	-,176	-,069	-,016	,016	,064	,091	-,127	-,131	,339
	Anti-image Correlation	GKT1	,764 ^a	-,259	,072	-,557	-,242	,188	-,393	,008	,010	,366	-,236
GKT2		-,259	,822 ^a	-,012	,105	-,374	-,411	,130	,037	-,022	-,149	,189
GKT3		,072	-,012	,731 ^a	,225	-,186	-,219	-,253	-,280	,147	,316	-,425
GKT4		-,557	,105	,225	,702 ^a	,083	-,483	,215	-,439	,281	-,106	-,234
GKT5		-,242	-,374	-,186	,083	,838 ^a	,240	,092	-,173	-,195	-,136	-,040
GKT6		,188	-,411	-,219	-,483	,240	,718 ^a	-,379	,212	-,502	,227	,056
GKT8		-,393	,130	-,253	,215	,092	-,379	,732 ^a	-,008	-,023	-,642	,200
GKT9		,008	,037	-,280	-,439	-,173	,212	-,008	,801 ^a	-,276	-,193	,234
GKT10		,010	-,022	,147	,281	-,195	-,502	-,023	-,276	,818 ^a	-,066	-,384
GKT11		,366	-,149	,316	-,106	-,136	,227	-,642	-,193	-,066	,832 ^a	-,373
GKT12		-,236	,189	-,425	-,234	-,040	,056	,200	,234	-,394	-,373	,779 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
GKT1	1,000	,789
GKT2	1,000	,527
GKT3	1,000	,377
GKT4	1,000	,733
GKT5	1,000	,474
GKT6	1,000	,598
GKT8	1,000	,712
GKT9	1,000	,490
GKT10	1,000	,684
GKT11	1,000	,754
GKT12	1,000	,589

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	5,656	51,414	51,414	5,656	51,414	51,414
2	1,072	9,750	61,164	1,072	9,750	61,164
3	,884	8,040	69,204			
4	,815	7,410	76,614			
5	,751	6,826	83,440			
6	,552	5,017	88,457			
7	,489	4,442	92,899			
8	,312	2,839	95,738			
9	,224	2,039	97,777			
10	,140	1,275	99,053			
11	,104	,947	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
GKT1	,770	-,443
GKT2	,703	-,179
GKT3	,611	,058
GKT4	,723	-,459
GKT5	,686	-,059
GKT6	,771	-,065
GKT8	,740	,406
GKT9	,696	-,078
GKT10	,800	,211
GKT11	,595	,633
GKT12	,763	,083

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

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/VARIABLES GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT8 GKT9 GKT10 GKT12
/MISSING LISTWISE
/ANALYSIS GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT8 GKT9 GKT10 GKT12
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Factor Analysis

Correlation Matrix^a

	GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT8	GKT9	GKT10	GKT12	
Correlation	GKT1	1,000	,549	,363	,757	,535	,522	,487	,508	,459	,564
	GKT2	,549	1,000	,355	,433	,568	,614	,434	,372	,527	,359
	GKT3	,363	,355	1,000	,270	,413	,475	,443	,392	,448	,522
	GKT4	,757	,433	,270	1,000	,367	,589	,388	,581	,415	,542
	GKT5	,535	,568	,413	,367	1,000	,314	,366	,509	,509	,474
	GKT6	,522	,614	,475	,589	,314	1,000	,612	,372	,691	,496
	GKT8	,487	,434	,443	,388	,366	,612	1,000	,422	,571	,463
	GKT9	,508	,372	,392	,581	,509	,372	,422	1,000	,494	,429
	GKT10	,459	,527	,448	,415	,509	,691	,571	,494	1,000	,643
	GKT12	,564	,359	,522	,542	,474	,496	,463	,429	,643	1,000
Sig. (1-tailed)	GKT1		,001	,024	,000	,001	,002	,003	,002	,005	,001
	GKT2	,001		,027	,008	,001	,000	,008	,021	,001	,026
	GKT3	,024	,027		,075	,012	,004	,007	,016	,007	,002
	GKT4	,000	,008	,075		,023	,000	,017	,000	,011	,001
	GKT5	,001	,001	,012	,023		,046	,023	,002	,002	,004
	GKT6	,002	,000	,004	,000	,046		,000	,021	,000	,003
	GKT8	,003	,008	,007	,017	,023	,000		,010	,000	,005
	GKT9	,002	,021	,016	,000	,002	,021	,010		,003	,009
	GKT10	,005	,001	,007	,011	,002	,000	,000	,003		,000
	GKT12	,001	,026	,002	,001	,004	,003	,005	,009	,000	

a. Determinant= .003

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,790
Bartlett's Test of Sphericity	Approx. Chi-Square	148,712
	df	45
	Sig.	,000

Anti-image Matrices

	GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT8	GKT9	GKT10	GKT12		
Anti-image Covariance	GKT1	,307	-,081	-,021	-,157	-,077	,032	-,088	,032	,011	-,040	
	GKT2	-,081	,433	,019	,030	-,178	-,129	,021	,004	-,012	,060	
	GKT3	-,021	,019	,563	,104	-,077	-,118	-,037	-,121	,074	-,164	
	GKT4	-,157	,030	,104	,256	,024	-,120	,070	-,163	,077	-,094	
	GKT5	-,077	-,178	-,077	,024	,450	,094	,003	-,094	-,076	-,042	
	GKT6	,032	-,129	-,118	-,120	,094	,250	-,112	,091	-,139	,049	
	GKT8	-,088	,021	-,037	,070	,003	-,112	,517	-,085	-,034	-,025	
	GKT9	,032	,004	-,121	-,163	-,094	,091	-,085	,467	-,111	,076	
	GKT10	,011	-,012	,074	,077	-,076	-,139	-,034	-,111	,306	-,157	
	GKT12	-,040	,060	-,164	-,094	-,042	,049	-,025	,076	-,157	,394	
	Anti-image Correlation	GKT1	,840 ^a	-,222	-,050	-,560	-,208	,116	-,222	,086	,037	-,116
		GKT2	-,222	,837 ^a	,038	,091	-,403	-,392	,045	,009	-,032	,146
GKT3		-,050	,038	,789 ^a	,274	-,152	-,315	-,088	-,235	,177	-,348	
GKT4		-,560	,091	,274	,684 ^a	,069	-,474	,192	-,471	,277	-,297	
GKT5		-,208	-,403	-,152	,069	,823 ^a	,281	,006	-,205	-,206	-,099	
GKT6		,116	-,392	-,315	-,474	,281	,716 ^a	-,312	,267	-,501	,156	
GKT8		-,222	,045	-,088	,192	,006	-,312	,897 ^a	-,172	-,086	-,056	
GKT9		,086	,009	-,235	-,471	-,205	,267	-,172	,776 ^a	-,295	,177	
GKT10		,037	-,032	,177	,277	-,206	-,501	-,086	-,295	,786 ^a	-,452	
GKT12		-,116	,146	-,348	-,297	-,099	,156	-,056	,177	-,452	,816 ^a	

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
GKT1	1,000	,627
GKT2	1,000	,510
GKT3	1,000	,395
GKT4	1,000	,545
GKT5	1,000	,470
GKT6	1,000	,617
GKT8	1,000	,504
GKT9	1,000	,477
GKT10	1,000	,631
GKT12	1,000	,570

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5,347	53,467	53,467	5,347	53,467	53,467
2	,952	9,517	62,984			
3	,820	8,204	71,188			
4	,757	7,566	78,754			
5	,571	5,710	84,463			
6	,531	5,313	89,777			
7	,459	4,595	94,372			
8	,242	2,422	96,793			
9	,207	2,071	98,864			
10	,114	1,136	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component 1
GKT1	,792
GKT2	,714
GKT3	,628
GKT4	,738
GKT5	,686
GKT6	,786
GKT8	,710
GKT9	,690
GKT10	,794
GKT12	,755

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,456
Bartlett's Test of Sphericity	Approx. Chi-Square	526,148
	df	300
	Sig.	,000

Antisepa Mekan

	Antisepa1	Antisepa2	Antisepa3	Antisepa4	Antisepa5	Antisepa6	Antisepa7	Antisepa8	Antisepa9	Antisepa10	Antisepa11	Antisepa12	Antisepa13	Antisepa14	Antisepa15	Antisepa16	Antisepa17	Antisepa18	Antisepa19	Antisepa20	Antisepa21	Antisepa22	Antisepa23	Antisepa24	Antisepa25	Antisepa26	Antisepa27	Antisepa28	Antisepa29	Antisepa30					
Antisepa1	100																																		
Antisepa2	25	100																																	
Antisepa3	25	25	100																																
Antisepa4	25	25	25	100																															
Antisepa5	25	25	25	25	100																														
Antisepa6	25	25	25	25	25	100																													
Antisepa7	25	25	25	25	25	25	100																												
Antisepa8	25	25	25	25	25	25	25	100																											
Antisepa9	25	25	25	25	25	25	25	25	100																										
Antisepa10	25	25	25	25	25	25	25	25	25	100																									
Antisepa11	25	25	25	25	25	25	25	25	25	25	100																								
Antisepa12	25	25	25	25	25	25	25	25	25	25	25	100																							
Antisepa13	25	25	25	25	25	25	25	25	25	25	25	25	100																						
Antisepa14	25	25	25	25	25	25	25	25	25	25	25	25	25	100																					
Antisepa15	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100																				
Antisepa16	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100																			
Antisepa17	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100																		
Antisepa18	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100																	
Antisepa19	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100																
Antisepa20	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100															
Antisepa21	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100														
Antisepa22	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100													
Antisepa23	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100												
Antisepa24	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100											
Antisepa25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100										
Antisepa26	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100									
Antisepa27	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100								
Antisepa28	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100							
Antisepa29	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100						
Antisepa30	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	100					

1. Kaiser-Meyer-Olkin (KMO)

Communalities

	Initial	Extraction
Motivasi1	1,000	,673
Motivasi2	1,000	,819
Motivasi3	1,000	,744
Motivasi4	1,000	,695
Motivasi5	1,000	,698
Motivasi6	1,000	,838
Motivasi7	1,000	,750
Motivasi8	1,000	,753
Motivasi9	1,000	,752
Motivasi10	1,000	,653
Motivasi11	1,000	,742
Motivasi12	1,000	,873
Motivasi13	1,000	,743
Motivasi14	1,000	,873
Motivasi15	1,000	,737
Motivasi16	1,000	,892
Motivasi17	1,000	,604
Motivasi18	1,000	,789
Motivasi19	1,000	,682
Motivasi20	1,000	,639
Motivasi21	1,000	,825
Motivasi22	1,000	,759
Motivasi23	1,000	,792
Motivasi24	1,000	,776
Motivasi25	1,000	,885

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Total	Initial Eigenvalues			Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %	
1	7,289	29,158	29,158	7,289	29,158	29,158	
2	3,622	14,488	43,646	3,622	14,488	43,646	
3	2,200	8,798	52,444	2,200	8,798	52,444	
4	1,817	7,266	59,710	1,817	7,266	59,710	
5	1,632	6,528	66,239	1,632	6,528	66,239	
6	1,341	5,364	71,602	1,341	5,364	71,602	
7	1,086	4,342	75,945	1,086	4,342	75,945	
8	,901	3,604	79,548				
9	,864	3,456	83,004				
10	,736	2,945	85,949				
11	,696	2,783	88,732				
12	,567	2,270	91,002				
13	,561	2,245	93,247				
14	,385	1,539	94,786				
15	,318	1,272	96,058				
16	,287	1,147	97,205				
17	,192	,767	97,972				
18	,155	,619	98,591				
19	,103	,413	99,004				
20	,077	,308	99,312				
21	,069	,276	99,588				
22	,043	,173	99,761				
23	,039	,156	99,917				
24	,013	,053	99,970				
25	,007	,030	100,000				

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component						
	1	2	3	4	5	6	7
Motivasi1	,609	,299	-,165	,263	,313	,132	-,040
Motivasi2	,765	,194	-,329	-,031	,261	,072	-,117
Motivasi3	,770	,217	-,134	-,142	,109	,090	-,215
Motivasi4	,769	,188	-,242	-,028	-,008	-,087	,026
Motivasi5	,652	,146	-,329	-,133	-,028	,230	,439
Motivasi6	,433	,454	-,548	,206	-,235	,046	,210
Motivasi7	,673	-,121	,034	,070	,308	-,419	-,078
Motivasi8	-,106	,675	,455	,052	,208	,004	,181
Motivasi9	,310	,589	-,287	-,085	-,049	,455	-,098
Motivasi10	-,302	,678	,096	,100	,136	-,058	,248
Motivasi11	,637	,162	,240	,189	-,377	-,179	,204
Motivasi12	,709	-,067	,345	-,163	-,446	-,125	,073
Motivasi13	,590	,136	,036	-,173	-,487	-,305	,124
Motivasi14	,645	-,038	,102	-,419	,329	-,401	-,016
Motivasi15	,748	-,254	,082	-,253	,172	-,117	,000
Motivasi16	,360	-,648	-,016	-,371	-,112	,416	,135
Motivasi17	,250	-,635	,005	-,071	-,282	,198	,118
Motivasi18	,320	-,606	,056	-,007	,513	,043	,229
Motivasi19	,334	-,461	-,055	,521	,260	,111	,067
Motivasi20	,541	-,188	-,251	-,003	-,181	,121	-,448
Motivasi21	,535	-,066	,428	,402	,088	,326	,273
Motivasi22	,298	-,275	,420	,554	-,194	,114	-,247
Motivasi23	,745	,135	,239	,376	-,046	-,132	-,024
Motivasi24	,336	,444	,469	-,107	,002	,249	-,426
Motivasi25	,178	,243	,624	-,522	,141	,326	,082

Extraction Method: Principal Component Analysis.
a. 7 components extracted.

FACTOR

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/VARIABLES Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi6
Motivasi7 Motivasi9
Motivasi10 Motivasi11 Motivasi12 Motivasi13 Motivasi14 Motivasi15
Motivasi16 Motivasi17 Motivasi18
Motivasi19 Motivasi20 Motivasi21 Motivasi22 Motivasi23 Motivasi24
Motivasi25
/MISSING LISTWISE
/ANALYSIS Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi6
Motivasi7 Motivasi9
Motivasi10 Motivasi11 Motivasi12 Motivasi13 Motivasi14 Motivasi15
Motivasi16 Motivasi17 Motivasi18
Motivasi19 Motivasi20 Motivasi21 Motivasi22 Motivasi23 Motivasi24
Motivasi25
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Arti-Simpel Motivasi

	Motivasi1	Motivasi2	Motivasi3	Motivasi4	Motivasi5	Motivasi6	Motivasi7	Motivasi9	Motivasi10	Motivasi11	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi16	Motivasi17	Motivasi18	Motivasi19	Motivasi20	Motivasi21	Motivasi22	Motivasi23	Motivasi24	Motivasi25	
Unggul1	341	238	261	262	218	255	268	261	274	231	227	269	283	232	211	238	269	214	218	211	231	231	236	231	236
Unggul2	388	307	221	222	212	222	212	228	221	228	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul3	309	302	281	227	212	212	228	211	261	212	211	221	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul4	241	227	217	215	211	217	268	211	222	222	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul5	325	219	226	224	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul6	255	262	224	214	214	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul7	266	212	226	222	224	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul8	311	229	245	229	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul9	214	208	211	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul10	322	229	211	222	222	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul11	277	228	212	212	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul12	306	219	214	212	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul13	224	219	226	228	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul14	224	219	226	228	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul15	224	219	226	228	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul16	224	219	226	228	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul17	224	219	226	228	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul18	224	219	226	228	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul19	224	219	226	228	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul20	224	219	226	228	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul21	224	219	226	228	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul22	224	219	226	228	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul23	224	219	226	228	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul24	224	219	226	228	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	
Unggul25	224	219	226	228	212	212	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	

Communalities

	Initial	Extraction
Motivasi1	1,000	,679
Motivasi2	1,000	,821
Motivasi3	1,000	,737
Motivasi4	1,000	,704
Motivasi5	1,000	,708
Motivasi6	1,000	,837
Motivasi7	1,000	,751
Motivasi9	1,000	,754
Motivasi10	1,000	,671
Motivasi11	1,000	,735
Motivasi12	1,000	,874
Motivasi13	1,000	,741
Motivasi14	1,000	,878
Motivasi15	1,000	,739
Motivasi16	1,000	,907
Motivasi17	1,000	,639
Motivasi18	1,000	,804
Motivasi19	1,000	,681
Motivasi20	1,000	,668
Motivasi21	1,000	,806
Motivasi22	1,000	,754
Motivasi23	1,000	,782
Motivasi24	1,000	,789
Motivasi25	1,000	,888

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	7,280	30,334	30,334	7,280	30,334	30,334
2	3,277	13,654	43,989	3,277	13,654	43,989
3	2,003	8,346	52,334	2,003	8,346	52,334
4	1,813	7,553	59,887	1,813	7,553	59,887
5	1,574	6,558	66,445	1,574	6,558	66,445
6	1,341	5,587	72,032	1,341	5,587	72,032
7	1,056	4,398	76,430	1,056	4,398	76,430
8	,899	3,745	80,175			
9	,864	3,600	83,774			
10	,721	3,006	86,780			
11	,656	2,732	89,513			
12	,564	2,350	91,863			
13	,486	2,026	93,889			
14	,369	1,536	95,425			
15	,294	1,223	96,648			
16	,220	,916	97,564			
17	,155	,646	98,210			
18	,127	,528	98,738			
19	,098	,408	99,146			
20	,077	,320	99,466			
21	,060	,250	99,716			
22	,042	,173	99,889			
23	,014	,060	99,949			
24	,012	,051	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component						
	1	2	3	4	5	6	7
Motivasi1	,613	,302	-,195	,230	,321	,133	-,014
Motivasi2	,766	,231	-,336	-,077	,203	,072	-,125
Motivasi3	,771	,240	-,076	-,151	,118	,091	-,184
Motivasi4	,772	,206	-,225	-,051	-,072	-,088	-,018
Motivasi5	,553	,195	-,293	-,161	-,124	,228	,431
Motivasi6	,436	,560	-,415	,187	-,290	,045	,201
Motivasi7	,672	-,161	-,083	,039	,285	-,418	-,093
Motivasi9	,317	,634	-,148	-,089	-,053	,455	-,104
Motivasi10	-,290	,634	,164	,115	,211	-,057	,310
Motivasi11	,641	,112	,296	,241	-,314	-,180	,186
Motivasi12	,709	-,107	,439	-,093	-,370	-,125	,082
Motivasi13	,590	,154	,188	-,123	-,457	-,306	,126
Motivasi14	,645	-,071	,071	-,434	,321	-,400	,020
Motivasi15	,745	-,285	,008	-,268	,130	-,117	-,024
Motivasi16	,350	-,634	-,089	-,385	-,223	,413	,070
Motivasi17	,241	-,626	-,074	-,073	-,374	,195	,028
Motivasi18	,311	-,631	-,162	-,062	,450	,043	,272
Motivasi19	,327	-,463	-,248	,476	,229	,111	,083
Motivasi20	,535	-,121	-,217	-,012	-,220	,121	-,507
Motivasi21	,539	-,183	,299	,421	,154	,327	,292
Motivasi22	,296	-,340	,358	,602	-,061	,115	-,208
Motivasi23	,750	,059	,198	,399	,023	-,132	-,011
Motivasi24	,345	,363	,572	-,042	,188	,252	-,331
Motivasi25	,186	,107	,656	-,468	,249	,328	,151

Extraction Method: Principal Component Analysis.

a. 7 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,528
Bartlett's Test of Sphericity	Approx. Chi-Square	433,508
	df	253
	Sig.	,000

Average Matrix

	Waktu	Waktu2	Waktu3	Waktu4	Waktu5	Waktu6	Waktu7	Waktu8	Waktu9	Waktu10	Waktu11	Waktu12	Waktu13	Waktu14	Waktu15	Waktu16	Waktu17	Waktu18	Waktu19	Waktu20	Waktu21	Waktu22	Waktu23	Waktu24	Waktu25				
Average Diagonal	Waktu1	.81	-.32	.31	.30	-.19	.37	-.31	-.14	-.07	.30	-.34	-.23	-.23	.39	-.19	-.39	.30	-.20	.19	.14	.17	.14	.17	-.05	.24	.17	-.05	.24
	Waktu2	-.41	.81	-.18	-.17	.17	-.14	-.12	-.19	.14	-.11	.35	.19	.14	.30	-.16	-.19	.19	.19	.19	.19	.19	.19	.19	.19	.19	.19	.19	.19
	Waktu3	.14	-.18	.81	-.18	-.18	.20	-.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu4	.30	-.17	.17	.81	-.18	.17	-.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu5	-.19	-.14	-.18	-.18	.81	-.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu6	.37	-.14	.14	.14	-.14	.81	-.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu7	-.14	-.14	.14	.14	.14	-.14	.81	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu8	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu9	-.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu10	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu11	-.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu12	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu13	-.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu15	-.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu16	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu17	-.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu18	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu19	-.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu20	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14	.14
	Waktu21	-.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14	.14
	Waktu22	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14	.14
	Waktu23	-.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14	.14	.14
	Waktu24	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14	.14
	Waktu25	-.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.14	.81	.14	.14

1. Measure of Sampling Adequacy

Communalities

	Initial	Extraction
Motivasi1	1,000	,676
Motivasi2	1,000	,841
Motivasi3	1,000	,736
Motivasi4	1,000	,730
Motivasi5	1,000	,698
Motivasi7	1,000	,750
Motivasi9	1,000	,746
Motivasi10	1,000	,670
Motivasi11	1,000	,777
Motivasi12	1,000	,875
Motivasi13	1,000	,692
Motivasi14	1,000	,876
Motivasi15	1,000	,740
Motivasi16	1,000	,903
Motivasi17	1,000	,645
Motivasi18	1,000	,831
Motivasi19	1,000	,676
Motivasi20	1,000	,693
Motivasi21	1,000	,809
Motivasi22	1,000	,751
Motivasi23	1,000	,784
Motivasi24	1,000	,794
Motivasi25	1,000	,912

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	7,118	30,948	30,948	7,118	30,948	30,948
2	3,035	13,197	44,145	3,035	13,197	44,145
3	1,895	8,240	52,384	1,895	8,240	52,384
4	1,762	7,661	60,045	1,762	7,661	60,045
5	1,452	6,312	66,357	1,452	6,312	66,357
6	1,337	5,812	72,168	1,337	5,812	72,168
7	1,008	4,382	76,551	1,008	4,382	76,551
8	,898	3,906	80,457			
9	,859	3,733	84,190			
10	,716	3,115	87,305			
11	,575	2,500	89,805			
12	,559	2,428	92,234			
13	,456	1,982	94,215			
14	,328	1,426	95,642			
15	,281	1,220	96,861			
16	,164	,714	97,575			
17	,155	,673	98,248			
18	,127	,551	98,799			
19	,095	,414	99,214			
20	,069	,301	99,515			
21	,060	,259	99,774			
22	,040	,172	99,946			
23	,012	,054	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component						
	1	2	3	4	5	6	7
Motivasi1	,592	,300	-,150	-,418	,147	,129	,028
Motivasi2	,752	,242	-,412	-,193	,003	,096	-,032
Motivasi3	,762	,286	-,209	,005	,028	,104	-,134
Motivasi4	,755	,206	-,245	-,068	-,211	-,046	,080
Motivasi5	,528	,149	-,306	,065	-,095	,234	,485
Motivasi7	,684	-,113	-,115	-,179	,144	-,434	-,125
Motivasi9	,278	,610	-,217	-,021	-,105	,487	-,034
Motivasi10	-,318	,639	,110	-,143	,179	-,086	,298
Motivasi11	,636	,154	,399	-,007	-,304	-,144	,277
Motivasi12	,721	-,019	,386	,371	-,215	-,109	,098
Motivasi13	,572	,155	,185	,339	-,328	-,282	,074
Motivasi14	,661	,026	-,226	,268	,329	-,452	-,057
Motivasi15	,765	-,214	-,142	,190	,162	-,143	-,075
Motivasi16	,381	-,616	-,164	,424	-,019	,408	,073
Motivasi17	,267	-,634	,023	,208	-,263	,227	,084
Motivasi18	,341	-,615	-,175	-,086	,525	-,045	,141
Motivasi19	,340	-,498	,027	-,533	,128	,097	,045
Motivasi20	,531	-,141	-,155	-,013	-,299	,180	-,495
Motivasi21	,549	-,136	,456	-,257	,251	,282	,269
Motivasi22	,316	-,300	,630	-,326	-,051	,126	-,202
Motivasi23	,748	,106	,334	-,290	-,053	-,122	-,019
Motivasi24	,347	,491	,376	,147	,271	,224	-,383
Motivasi25	,204	,253	,281	,580	,582	,227	,008

Extraction Method: Principal Component Analysis.

a. 7 components extracted.

FACTOR

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/VARIABLES Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi7
Motivasi9 Motivasi10
    Motivasi11 Motivasi12 Motivasi13 Motivasi14 Motivasi15 Motivasi16
Motivasi17 Motivasi18 Motivasi19
    Motivasi20 Motivasi21 Motivasi22 Motivasi23 Motivasi24
/MISSING LISTWISE
/ANALYSIS Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi7
Motivasi9 Motivasi10
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/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Factor Analysis

Correlation Matrix^a

	Wkuat1	Wkuat2	Wkuat3	Wkuat4	Wkuat5	Wkuat6	Wkuat7	Wkuat8	Wkuat9	Wkuat10	Wkuat11	Wkuat12	Wkuat13	Wkuat14	Wkuat15	Wkuat16	Wkuat17	Wkuat18	Wkuat19	Wkuat20	Wkuat21	Wkuat22	Wkuat23	Wkuat24	
Constant	Wkuat1	1,000	.719	.457	.565	.299	.490	.472	.591	.593	.452	.593	.333	.344	.339	.329	.179	.215	.234	.419	.117	.442	.442	.394	.394
	Wkuat2	.719	1,000	.594	.719	.449	.415	.442	-.115	.212	.361	.296	.366	.511	.194	.385	.198	.219	.349	.241	.507	.449	.449	.394	.394
	Wkuat3	.457	.594	1,000	.779	.489	.361	.390	-.124	.327	.423	.463	.393	.462	.191	-.262	.267	.124	.341	.295	.154	.494	.494	.394	.394
	Wkuat4	.565	.719	.779	1,000	.547	.419	.294	-.127	.377	.444	.444	.403	.463	.194	.194	.273	.366	.189	.428	.297	.500	.494	.494	.394
	Wkuat5	.299	.449	.489	.547	1,000	.396	.299	-.271	.291	.279	.293	.328	.229	.299	.125	.125	.154	.197	.211	-.008	.347	.347	.347	.347
	Wkuat6	.490	.415	.361	.419	.396	1,000	.415	-.129	.349	.352	.328	.394	.419	.299	.117	.207	.241	.214	.291	.291	.291	.291	.291	.291
	Wkuat7	.472	.591	.390	.294	.399	.415	1,000	.179	.294	.375	.179	-.262	.194	.339	-.226	-.264	.173	.234	.379	.146	.127	.127	.127	.127
	Wkuat8	.593	.212	.327	-.115	.219	.1000	-.044	-.211	-.185	-.151	-.309	-.363	-.438	-.344	-.193	-.193	-.193	-.193	-.193	-.193	-.193	-.193	-.193	-.193
	Wkuat9	.593	.333	.393	.444	.299	.393	.377	1,000	.542	.463	.229	.307	.366	.194	.200	.000	.000	.247	.464	.200	.347	.347	.347	.347
	Wkuat10	.452	.361	.463	.444	.219	.315	.415	.542	1,000	.372	.408	.343	.299	.224	.369	.115	.219	.369	.262	.362	.362	.362	.362	.362
	Wkuat11	.593	.333	.393	.444	.299	.393	.377	.463	.372	1,000	.367	.408	.125	.194	-.008	-.004	.122	.139	.397	.397	.397	.397	.397	.397
	Wkuat12	.333	.366	.393	.489	.319	.499	.415	-.151	.321	.499	.367	1,000	.419	.225	.302	.438	.009	.257	.364	.409	.409	.409	.409	.409
	Wkuat13	.344	.366	.391	.494	.229	.494	.419	-.191	.307	.543	.408	.419	1,000	.430	.317	.425	.234	.447	.366	.446	.446	.446	.446	.446
	Wkuat14	.339	.391	.492	.519	.229	.492	.419	-.191	.307	.543	.408	.419	1,000	.430	.317	.425	.234	.447	.366	.446	.446	.446	.446	.446
	Wkuat15	.339	.391	.492	.519	.229	.492	.419	-.191	.307	.543	.408	.419	1,000	.430	.317	.425	.234	.447	.366	.446	.446	.446	.446	.446
	Wkuat16	.329	.391	.492	.519	.229	.492	.419	-.191	.307	.543	.408	.419	1,000	.430	.317	.425	.234	.447	.366	.446	.446	.446	.446	.446
	Wkuat17	.479	.591	.390	.294	.399	.415	1,000	.179	.294	.375	.179	-.262	.194	.339	-.226	-.264	.173	.234	.379	.146	.127	.127	.127	.127
	Wkuat18	.299	.449	.489	.547	1,000	.396	.299	-.271	.291	.279	.293	.328	.229	.299	.125	.125	.154	.197	.211	-.008	.347	.347	.347	.347
	Wkuat19	.490	.415	.361	.419	.396	1,000	.415	-.129	.349	.352	.328	.394	.419	.299	.117	.207	.241	.214	.291	.291	.291	.291	.291	.291
	Wkuat20	.472	.591	.390	.294	.399	.415	1,000	.179	.294	.375	.179	-.262	.194	.339	-.226	-.264	.173	.234	.379	.146	.127	.127	.127	.127
	Wkuat21	.593	.212	.327	-.115	.219	.1000	-.044	-.211	-.185	-.151	-.309	-.363	-.438	-.344	-.193	-.193	-.193	-.193	-.193	-.193	-.193	-.193	-.193	-.193
	Wkuat22	.593	.333	.393	.444	.299	.393	.377	1,000	.542	.463	.229	.307	.366	.194	.200	.000	.000	.247	.464	.200	.347	.347	.347	.347
	Wkuat23	.452	.361	.463	.444	.219	.315	.415	.542	1,000	.372	.408	.343	.299	.224	.369	.115	.219	.369	.262	.362	.362	.362	.362	.362
	Wkuat24	.593	.333	.393	.444	.299	.393	.377	.463	.372	1,000	.367	.408	.125	.194	-.008	-.004	.122	.139	.397	.397	.397	.397	.397	.397
	Wkuat25	.333	.366	.393	.489	.319	.499	.415	-.151	.321	.499	.367	1,000	.419	.225	.302	.438	.009	.257	.364	.409	.409	.409	.409	.409
	Wkuat26	.344	.366	.391	.494	.229	.494	.419	-.191	.307	.543	.408	.419	1,000	.430	.317	.425	.234	.447	.366	.446	.446	.446	.446	.446
	Wkuat27	.339	.391	.492	.519	.229	.492	.419	-.191	.307	.543	.408	.419	1,000	.430	.317	.425	.234	.447	.366	.446	.446	.446	.446	.446
	Wkuat28	.339	.391	.492	.519	.229	.492	.419	-.191	.307	.543	.408	.419	1,000	.430	.317	.425	.234	.447	.366	.446	.446	.446	.446	.446
	Wkuat29	.329	.391	.492	.519	.229	.492	.419	-.191	.307	.543	.408	.419	1,000	.430	.317	.425	.234	.447	.366	.446	.446	.446	.446	.446
	Wkuat30	.479	.591	.390	.294	.399	.415	1,000	.179	.294	.375	.179	-.262	.194	.339	-.226	-.264	.173	.234	.379	.146	.127	.127	.127	.127
	Wkuat31	.299	.449	.489	.547	1,000	.396	.299	-.271	.291	.279	.293	.328	.229	.299	.125	.125	.154	.197	.211	-.008	.347	.347	.347	.347
	Wkuat32	.490	.415	.361	.419	.396	1,000	.415	-.129	.349	.352	.328	.394	.419	.299	.117	.207	.241	.214	.291	.291	.291	.291	.291	.291
	Wkuat33	.472	.591	.390	.294	.399	.415	1,000	.179	.294	.375	.179	-.262	.194	.339	-.226	-.264	.173	.234	.379	.146	.127	.127	.127	.127
	Wkuat34	.593	.212	.327	-.115	.219	.1000	-.044	-.211	-.185	-.151	-.309	-.363	-.438	-.344	-.193	-.193	-.193	-.193	-.193	-.193	-.193	-.193	-.193	-.193
	Wkuat35	.593	.333	.393	.444	.299	.393	.377	1,000	.542	.463	.229	.307	.366	.194	.200	.000	.000	.247	.464	.200	.347	.347	.347	.347
	Wkuat36	.452	.361	.463	.444	.219	.315	.415	.542	1,000	.372	.408	.343	.299	.224	.369	.115	.219	.369	.262	.362	.362	.362	.362	.362
	Wkuat37	.593	.333	.393	.444	.299	.393	.377	.463	.372	1,000	.367	.408	.125	.194	-.008	-.004	.122	.139	.397	.397	.397	.397	.397	.397
	Wkuat38	.333	.366	.393	.489	.319	.499	.415	-.151	.321	.499	.367	1,000	.419	.225	.302	.438	.009	.257	.364	.409	.409	.409	.409	.409
	Wkuat39	.344	.366	.391	.494	.229	.494	.419	-.191	.307	.543	.408	.419	1,000	.430	.317	.425	.234	.447	.366	.446	.446	.446	.446	.446
	Wkuat40	.339	.391	.492	.519	.229	.492	.419	-.191	.307	.543	.408	.419	1,000	.430	.317	.425	.234	.447	.366	.446	.446	.446	.446	.446
	Wkuat41	.339	.391	.492	.519	.229	.492	.419	-.191	.307	.543	.408	.419	1,000	.430	.317	.425	.234	.447	.366	.446	.446	.446	.446	.446
	Wkuat42	.329	.391	.492	.519	.229	.492	.419	-.191	.307	.543	.408	.419	1,000	.430	.317	.425	.234	.447	.366	.446	.446	.446	.446	.446
	Wkuat43	.479	.591	.390	.294	.399	.415	1,000	.179	.294	.375	.179	-.262	.194	.339	-.226	-.264	.173	.234	.379	.146	.127	.127	.127	.127
	Wkuat44	.299	.449	.489	.547	1,000	.396	.299	-.271	.291	.279	.293	.328	.229	.299	.125	.125	.154	.197	.211	-.008	.347	.347	.347	.347
	Wkuat45	.490	.415	.361	.419	.396	1,000	.415	-.129	.349	.352	.328	.394	.419	.299	.117	.207	.241	.214	.291	.291	.291	.291	.291	.291
	Wkuat46	.472	.591	.390	.294	.399	.415	1,000	.179	.294	.375	.179	-.262	.194	.339	-.226	-.264	.173	.234	.379	.146	.127	.127	.127	.127
	Wkuat47	.593	.212	.327	-.115	.219	.1000	-.044	-.211	-.185	-.151	-.309	-.363	-.438	-.344	-.193	-.193	-.193	-.193	-.193	-.193	-.193	-.193	-.193	-.193
	Wkuat48	.593	.333	.393	.444	.299	.393	.377	1,000	.542	.463	.229	.307	.366	.194	.200	.000	.000	.247	.464	.200	.347	.347	.347	.347
	Wkuat49	.452	.361	.463	.444	.219	.315	.415	.542	1,000	.372	.408	.343	.299	.224	.369	.115	.219	.369	.262	.362	.362	.362	.362	.362
	Wkuat50	.593	.33																						

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7,082	32,193	32,193	7,082	32,193	32,193
2	2,996	13,617	45,810	2,996	13,617	45,810
3	1,879	8,539	54,349	1,879	8,539	54,349
4	1,638	7,444	61,793	1,638	7,444	61,793
5	1,352	6,147	67,940	1,352	6,147	67,940
6	1,008	4,583	72,523	1,008	4,583	72,523
7	,956	4,347	76,870			
8	,859	3,903	80,773			
9	,832	3,782	84,555			
10	,628	2,853	87,408			
11	,572	2,601	90,009			
12	,549	2,494	92,503			
13	,436	1,983	94,486			
14	,326	1,483	95,970			
15	,264	1,199	97,169			
16	,164	,745	97,914			
17	,153	,694	98,608			
18	,111	,505	99,113			
19	,070	,318	99,431			
20	,061	,278	99,709			
21	,051	,233	99,942			
22	,013	,058	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component					
	1	2	3	4	5	6
Motivasi1	,596	,333	-,032	,432	,093	,010
Motivasi2	,756	,276	-,337	,231	,111	-,030
Motivasi3	,758	,293	-,202	,055	,091	-,129
Motivasi4	,758	,234	-,197	-,017	,054	,106
Motivasi5	,527	,160	-,307	-,022	,255	,488
Motivasi7	,690	-,088	-,060	,184	-,436	-,121
Motivasi9	,272	,614	-,197	,042	,490	-,045
Motivasi10	-,325	,631	,142	,160	-,143	,289
Motivasi11	,637	,164	,414	-,263	-,036	,284
Motivasi12	,716	-,039	,287	-,511	-,070	,094
Motivasi13	,570	,152	,117	-,533	-,179	,081
Motivasi14	,656	,013	-,302	-,066	-,560	-,070
Motivasi15	,762	-,223	-,200	-,051	-,201	-,080
Motivasi16	,380	-,640	-,289	-,257	,353	,052
Motivasi17	,274	-,631	-,026	-,277	,287	,076
Motivasi18	,342	-,624	-,188	,393	-,220	,122
Motivasi19	,351	-,467	,155	,529	,098	,063
Motivasi20	,537	-,118	-,128	-,090	,287	-,477
Motivasi21	,543	-,154	,480	,301	,179	,255
Motivasi22	,320	-,295	,692	,136	,144	-,201
Motivasi23	,750	,123	,410	,123	-,078	-,006
Motivasi24	,331	,450	,302	-,044	,069	-,415

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

FACTOR

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/VARIABLES Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi7
Motivasi9 Motivasi10
    Motivasi11 Motivasi12 Motivasi13 Motivasi14 Motivasi15 Motivasi16
Motivasi17 Motivasi18 Motivasi20
    Motivasi21 Motivasi22 Motivasi23
/MISSING LISTWISE
/ANALYSIS Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi7
Motivasi9 Motivasi10
    Motivasi11 Motivasi12 Motivasi13 Motivasi14 Motivasi15 Motivasi16
Motivasi17 Motivasi18 Motivasi20
    Motivasi21 Motivasi22 Motivasi23
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.
    
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Factor Analysis

Correlation Matrix^a

	Motivasi1	Motivasi2	Motivasi3	Motivasi4	Motivasi5	Motivasi7	Motivasi9	Motivasi10	Motivasi11	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi16	Motivasi17	Motivasi18	Motivasi20	Motivasi21	Motivasi22	Motivasi23
Motivasi1	1.000	.718	.457	.340	.398	.498	.473	.381	.358	.152	.193	.333	.344	-.099	.339	.155	.234	.419	.537	.442
Motivasi2	.718	1.000	.884	.778	.445	.478	.442	-.115	.312	.388	.288	.489	.511	.184	.385	.185	.348	.241	.387	.448
Motivasi3	.457	.884	1.000	.778	.498	.398	.388	-.234	.327	.423	.483	.523	.402	.359	-.382	.387	.348	.288	.374	.488
Motivasi4	.340	.778	.778	1.000	.547	.418	.384	.137	.317	.444	.371	.493	.318	.188	.370	.388	.428	.287	.380	.318
Motivasi5	.398	.445	.498	.547	1.000	.248	.308	-.071	.391	.275	.381	.338	.228	.288	.123	-.135	.147	.257	.388	.381
Motivasi7	.498	.478	.388	.418	.348	1.000	.313	-.338	.388	.388	.388	.388	.318	.088	.117	.317	.314	.231	.387	.338
Motivasi9	.473	.442	.388	.384	.338	.313	1.000	.178	.338	.078	.188	-.012	.184	-.038	-.238	-.354	.234	.378	.348	.127
Motivasi10	.381	.312	-.115	-.137	.178	.188	.188	1.000	.648	-.212	-.188	-.091	.188	-.083	-.488	-.348	-.302	.188	.338	-.058
Motivasi11	.358	.312	.327	.313	.381	.388	.384	.648	1.000	.742	.482	.325	.357	.088	.184	.038	.247	.484	.380	.053
Motivasi12	.152	.388	.423	.444	.318	.388	.078	-.212	.742	1.000	.872	.488	.842	.388	.324	.888	.313	.383	.282	.558
Motivasi13	.193	.288	.483	.371	.288	.328	.188	-.181	.482	.872	1.000	.381	.418	.132	.184	-.838	.222	.123	.381	.317
Motivasi14	.333	.488	.583	.481	.328	.488	.072	.181	.312	.418	.381	1.000	.618	.223	.333	.418	.257	.384	.388	.387
Motivasi15	.344	.311	.482	.378	.228	.418	.184	.381	.357	.543	.408	.618	1.000	.432	.317	.428	.447	.388	.348	.458
Motivasi16	-.099	.184	.185	.188	.248	.088	-.038	-.043	.888	.388	.332	.213	.432	1.000	.842	.482	.383	.247	.140	.838
Motivasi17	.339	.388	-.052	.378	.122	.117	-.238	-.488	.184	.324	.184	.832	.317	.842	1.000	.288	.234	.138	.222	.244
Motivasi18	.248	.188	.287	.388	.128	.227	.284	.348	.838	.088	-.088	.438	.418	.482	.388	1.000	.388	.388	.387	.118
Motivasi20	.234	.348	.348	.428	.187	.314	.284	-.312	.347	.383	.222	.257	.447	.383	.214	.888	1.000	.128	.142	.388
Motivasi21	.419	.341	.388	.287	.217	.318	.078	.188	.488	.383	.138	.384	.388	.247	.138	.388	.138	1.000	.888	.823
Motivasi22	.537	.380	.154	.388	-.038	.188	-.148	-.338	.388	-.382	.387	-.028	.388	.188	.222	.187	-.142	.488	1.000	.418
Motivasi23	.442	.448	.488	.318	.341	.338	.127	-.388	.388	.558	.387	.458	.324	.384	.718	.388	.523	.478	.388	1.000
Sig. (1-tailed)			.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
Motivasi1	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
Motivasi2	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
Motivasi3	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
Motivasi4	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
Motivasi5	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
Motivasi7	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
Motivasi9	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
Motivasi10	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
Motivasi11	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
Motivasi12	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
Motivasi13	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
Motivasi14	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
Motivasi15	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
Motivasi16	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
Motivasi17	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
Motivasi18	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
Motivasi20	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
Motivasi21	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
Motivasi22	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
Motivasi23	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000

a. Diagonal elements are 1.00000.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,610
Bartlett's Test of Sphericity	Approx. Chi-Square	345,948
	df	190
	Sig.	,000

Anti-image Matrices

	Motivasi1	Motivasi2	Motivasi3	Motivasi4	Motivasi5	Motivasi7	Motivasi8	Motivasi9	Motivasi10	Motivasi11	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi16	Motivasi17	Motivasi18	Motivasi20	Motivasi21	Motivasi22	Motivasi23	
Motivasi1	1,000																					
Motivasi2	,394	1,000																				
Motivasi3	,397	,379	1,000																			
Motivasi4	,382	,346	,335	1,000																		
Motivasi5	,394	,354	,333	,318	1,000																	
Motivasi7	,376	,348	,344	,378	,371	1,000																
Motivasi8	,382	,327	,331	,322	,321	,224	1,000															
Motivasi9	,381	,344	,367	,384	,375	,353	,368	1,000														
Motivasi10	,374	,338	,362	,377	,373	,338	,348	,287	1,000													
Motivasi11	,372	,348	,338	,363	,372	,368	,373	,371	,381	1,000												
Motivasi12	,386	,347	,359	,388	,387	,371	,387	,371	,388	,393	1,000											
Motivasi13	,382	,348	,338	,322	,320	,368	,378	,323	,354	,388	,383	1,000										
Motivasi14	,346	,336	,338	,345	,320	,311	,372	,325	,325	,381	,328	,360	1,000									
Motivasi15	,383	,378	,377	,348	,338	,381	,378	,373	,327	,324	,328	,322	,332	1,000								
Motivasi16	,328	,318	,309	,328	,378	,384	,328	,328	,328	,328	,328	,328	,328	,328	1,000							
Motivasi17	,382	,371	,381	,357	,344	,332	,341	,322	,352	,362	,368	,382	,385	,373	,288	1,000						
Motivasi18	,371	,343	,356	,371	,387	,382	,388	,328	,382	,382	,382	,382	,382	,382	,382	,382	1,000					
Motivasi20	,388	,368	,382	,382	,378	,328	,328	,382	,382	,382	,382	,382	,382	,382	,382	,382	,382	1,000				
Motivasi21	,377	,358	,358	,344	,381	,381	,378	,381	,381	,381	,381	,381	,381	,381	,381	,381	,381	,381	1,000			
Motivasi22	,378	,338	,385	,388	,328	,312	,334	,318	,312	,312	,312	,312	,312	,312	,312	,312	,312	,312	,312	1,000		
Motivasi23	,384	,372	,372	,384	,388	,382	,378	,378	,381	,378	,387	,388	,388	,388	,388	,388	,388	,388	,388	,388	1,000	
Motivasi1	,382																					
Motivasi2	,378	,382																				
Motivasi3	,378	,378	,382																			
Motivasi4	,378	,378	,378	,382																		
Motivasi5	,378	,378	,378	,378	,382																	
Motivasi7	,378	,378	,378	,378	,378	,382																
Motivasi8	,378	,378	,378	,378	,378	,378	,382															
Motivasi9	,378	,378	,378	,378	,378	,378	,378	,382														
Motivasi10	,378	,378	,378	,378	,378	,378	,378	,378	,382													
Motivasi11	,378	,378	,378	,378	,378	,378	,378	,378	,378	,382												
Motivasi12	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,382											
Motivasi13	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,382										
Motivasi14	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,382									
Motivasi15	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,382								
Motivasi16	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,382							
Motivasi17	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,382						
Motivasi18	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,382					
Motivasi20	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,382				
Motivasi21	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,382			
Motivasi22	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,382		
Motivasi23	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,378	,382	

4. Measure of Sampling Adequacy (MSA)

Communalities

	Initial	Extraction
Motivasi1	1,000	,740
Motivasi2	1,000	,829
Motivasi3	1,000	,704
Motivasi4	1,000	,698
Motivasi5	1,000	,471
Motivasi7	1,000	,723
Motivasi8	1,000	,722
Motivasi10	1,000	,588
Motivasi11	1,000	,730
Motivasi12	1,000	,851
Motivasi13	1,000	,713
Motivasi14	1,000	,839
Motivasi15	1,000	,715
Motivasi16	1,000	,853
Motivasi17	1,000	,639
Motivasi18	1,000	,742
Motivasi20	1,000	,407
Motivasi21	1,000	,738
Motivasi22	1,000	,735
Motivasi23	1,000	,726

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	6,874	34,372	34,372	6,874	34,372	34,372
2	2,704	13,520	47,891	2,704	13,520	47,891
3	1,807	9,037	56,929	1,807	9,037	56,929
4	1,445	7,225	64,154	1,445	7,225	64,154
5	1,333	6,666	70,819	1,333	6,666	70,819
6	,980	4,898	75,717			
7	,877	4,384	80,102			
8	,633	3,166	83,268			
9	,602	3,008	86,276			
10	,572	2,860	89,136			
11	,519	2,594	91,730			
12	,477	2,387	94,117			
13	,277	1,384	95,501			
14	,255	1,275	96,777			
15	,214	1,071	97,848			
16	,137	,685	98,533			
17	,120	,602	99,135			
18	,080	,401	99,536			
19	,067	,337	99,873			
20	,025	,127	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component				
	1	2	3	4	5
Motivasi1	,593	,368	-,050	,426	,261
Motivasi2	,759	,327	-,329	,123	,149
Motivasi3	,758	,291	-,194	-,012	,081
Motivasi4	,767	,276	-,132	-,126	,012
Motivasi5	,534	,196	-,268	-,189	,199
Motivasi7	,693	-,063	-,046	,360	-,326
Motivasi9	,275	,612	-,178	-,166	,462
Motivasi10	-,336	,653	,148	,057	-,152
Motivasi11	,649	,124	,519	-,153	-,031
Motivasi12	,717	-,134	,346	-,404	-,191
Motivasi13	,582	,082	,217	-,459	-,331
Motivasi14	,667	-,025	-,279	,157	-,539
Motivasi15	,766	-,218	-,190	,026	-,210
Motivasi16	,389	-,678	-,312	-,243	,295
Motivasi17	,274	-,666	-,050	-,268	,215
Motivasi18	,334	-,553	-,264	,500	-,073
Motivasi20	,534	-,119	-,145	-,211	,206
Motivasi21	,529	-,131	,453	,344	,343
Motivasi22	,298	-,329	,636	,250	,266
Motivasi23	,729	,143	,403	,088	-,063

Extraction Method: Principal Component Analysis.

a. 5 components extracted.

FACTOR

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/VARIABLES Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi7
Motivasi9 Motivasi10
    Motivasi11 Motivasi12 Motivasi13 Motivasi14 Motivasi15 Motivasi16
Motivasi18 Motivasi20 Motivasi21
    Motivasi23
/MISSING LISTWISE
/ANALYSIS Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi7
Motivasi9 Motivasi10
    Motivasi11 Motivasi12 Motivasi13 Motivasi14 Motivasi15 Motivasi16
Motivasi18 Motivasi20 Motivasi21
    Motivasi23
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.
    
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Factor Analysis

Correlation Matrix^a

	Motivasi1	Motivasi2	Motivasi3	Motivasi4	Motivasi5	Motivasi7	Motivasi9	Motivasi10	Motivasi11	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi16	Motivasi18	Motivasi20	Motivasi21	Motivasi23	
Correlation	Motivasi1	1,000	,719	,457	,360	,298	,468	,472	,091	,399	,152	,183	,313	,344	-,309	,178	,224	,418	,442
	Motivasi2	,719	1,000	,804	,718	,448	,478	,442	-,115	,312	,380	,286	,489	,511	,184	,189	,348	,241	,448
	Motivasi3	,457	,804	1,000	,778	,468	,291	,259	-,234	,327	,428	,483	,583	,482	,181	,397	,345	,296	,498
	Motivasi4	,360	,718	,778	1,000	,547	,418	,294	-,137	,817	,444	,391	,483	,516	,188	,388	,428	,297	,518
	Motivasi5	,298	,448	,468	,547	1,000	,248	,228	-,871	,291	,275	,287	,328	,220	,295	,128	,167	,217	,241
	Motivasi7	,468	,478	,291	,418	,248	1,000	,811	-,328	,384	,355	,328	,388	,398	,327	,314	,321	,321	,328
	Motivasi9	,472	,442	,360	,294	,228	,811	1,000	,178	,294	,575	,190	-,092	,184	-,835	-,284	,224	,878	,127
	Motivasi10	,091	-,115	-,234	-,137	-,371	-,328	,178	1,000	-,848	-,212	-,185	-,151	-,331	-,583	-,348	-,322	-,158	-,458
	Motivasi11	,399	,312	,327	,517	,281	,388	,294	-,848	1,000	,742	,452	,325	,267	,360	,388	,247	,484	,552
	Motivasi12	,152	,380	,423	,444	,278	,328	,875	-,212	,742	1,000	,672	,486	,543	,388	,388	,313	,383	,458
	Motivasi13	,183	,286	,483	,311	,283	,228	,158	-,128	,452	,672	1,000	,381	,436	,132	-,358	,222	,153	,517
	Motivasi14	,313	,489	,583	,483	,328	,878	-,812	-,151	,325	,456	,381	1,000	,870	,223	,438	,257	,894	,267
	Motivasi15	,344	,511	,482	,518	,228	,818	,104	-,321	,357	,543	,436	,870	1,000	,832	,425	,447	,388	,458
	Motivasi16	-,309	,184	,151	,188	,395	,398	-,835	-,583	,286	,380	,132	,223	,432	,180	,482	,363	,247	,624
	Motivasi18	,178	,189	,397	,388	,125	,227	-,284	-,348	,688	-,688	,436	,425	,482	,1,800	,898	,388	,388	,118
	Motivasi20	,224	,249	,345	,428	,167	,314	,234	-,132	,247	,313	,222	,287	,447	,383	,388	,1,800	,128	,388
	Motivasi21	,418	,241	,295	,297	,217	,228	,878	-,158	,484	,383	,138	,084	-,388	,247	,288	,528	,1,800	,523
	Motivasi23	,442	,448	,488	,518	,341	,528	,127	-,658	,552	,580	,217	,387	,485	,324	,118	,388	,523	1,000
Fig. 1 (cont.)	Motivasi1	,080	,088	,825	,855	,803	,804	,816	,822	,812	,153	,096	,011	,888	,178	,507	,811	,807	
	Motivasi2	,080	,080	,803	,807	,804	,807	,873	,847	,825	,665	,063	,062	,183	,163	,828	,898	,807	
	Motivasi3	,085	,080	,808	,803	,818	,828	,807	,836	,810	,814	,082	,084	,213	,304	,831	,857	,803	
	Motivasi4	,025	,080	,800	,801	,811	,854	,228	,881	,887	,822	,083	,082	,284	,384	,828	,877	,802	
	Motivasi5	,085	,087	,802	,801	,806	,838	,258	,887	,871	,885	,038	,121	,888	,284	,188	,124	,833	
	Motivasi7	,083	,084	,818	,811	,805	,472	,838	,823	,827	,838	,080	,080	,381	,828	,848	,837	,801	
	Motivasi9	,084	,087	,828	,804	,838	,472	,172	,138	,388	,214	,815	,283	,428	,378	,507	,358	,352	
	Motivasi10	,385	,273	,187	,235	,355	,838	,172		,488	,130	,290	,213	,317	,380	,818	,837	,215	,387
	Motivasi11	,822	,847	,838	,882	,887	,828	,138	,488		,888	,888	,840	,817	,877	,888	,894	,803	,801
	Motivasi12	,212	,825	,810	,887	,871	,827	,348	,138	,888		,888	,885	,881	,828	,321	,848	,818	,801
	Motivasi13	,153	,885	,814	,822	,885	,838	,214	,288	,888		,888	,888	,244	,381	,128	,241	,802	
	Motivasi14	,038	,882	,882	,883	,838	,803	,478	,213	,848	,888	,888		,888	,118	,888	,888	,328	,823
	Motivasi15	,031	,882	,884	,882	,121	,808	,251	,837	,827	,881	,888	,888		,888	,818	,807	,823	,808
	Motivasi16	,480	,183	,213	,284	,358	,303	,428	,838	,377	,828	,244	,118	,388		,884	,824	,884	,451
	Motivasi18	,178	,183	,384	,384	,254	,838	,878	,838	,898	,321	,381	,888	,810	,384		,303	,881	,382
	Motivasi20	,187	,828	,831	,888	,198	,348	,107	,837	,834	,848	,130	,885	,387	,824	,383		,351	,817
	Motivasi21	,811	,888	,887	,877	,124	,837	,358	,218	,883	,818	,241	,300	,823	,384	,381	,251		,882
	Motivasi23	,887	,887	,883	,882	,833	,803	,252	,387	,881	,881	,882	,823	,388	,811	,282	,817		,882

a. Determinant = 9,91E-081

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,636
Bartlett's Test of Sphericity	Approx. Chi-Square	306,436
	df	153
	Sig.	,000

Anti-image Matrices

	Motivasi1	Motivasi2	Motivasi3	Motivasi4	Motivasi5	Motivasi7	Motivasi9	Motivasi10	Motivasi11	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi16	Motivasi18	Motivasi20	Motivasi21	Motivasi23	
Anti-image Covariance	Motivasi1	1,20	-.000	,018	,078	-.021	-.012	-.028	,057	-.086	,074	-.073	-.037	-.087	,084	,011	-.058	,038	-.054
	Motivasi2	-.060	,362	-.048	-.048	,003	-.079	-.027	-.018	,054	-.053	,081	,043	,048	-.023	-.039	,078	,074	-.082
	Motivasi3	,016	-.046	,157	-.021	-.026	,069	-.038	-.101	-.001	-.038	-.082	-.006	,087	,048	-.001	-.008	-.008	-.017
	Motivasi4	,075	-.069	,039	-.127	-.062	,019	,058	-.017	-.086	,062	-.034	-.027	-.008	,024	,017	-.068	-.026	-.081
	Motivasi5	-.021	,023	-.028	-.082	,438	-.069	-.124	-.057	,024	-.085	-.021	,008	-.124	-.181	-.038	-.027	,023	-.083
	Motivasi7	-.012	-.028	,018	,018	-.066	,227	,037	,058	-.089	,058	-.019	-.128	-.082	,086	,081	-.023	-.082	-.054
	Motivasi9	-.028	-.027	-.028	,028	-.124	,017	,061	-.028	-.082	,021	-.025	,028	-.021	,082	,114	-.118	,012	,048
	Motivasi10	-.017	-.018	,023	-.017	-.087	,158	-.058	,039	,041	-.021	,021	-.107	-.021	,151	,065	-.048	-.048	-.048
	Motivasi11	-.080	,024	,028	-.088	,024	-.082	-.052	,041	,152	-.181	,058	,028	,046	,034	-.018	,038	,028	-.082
	Motivasi12	,074	-.083	-.026	,062	-.085	,018	,038	-.021	-.181	,170	-.108	,043	-.034	-.037	,048	-.038	-.047	-.023
	Motivasi13	-.023	,081	-.038	-.024	-.021	-.010	-.025	,021	,088	-.180	,028	,028	-.048	,081	,017	,008	,118	-.088
	Motivasi14	-.027	,043	-.082	-.027	,085	-.128	,028	-.107	,088	-.045	,028	,121	-.028	-.042	-.128	,028	,128	-.028
	Motivasi15	-.087	,018	,028	-.058	,124	-.082	-.070	,046	-.034	-.048	-.018	,178	-.084	-.025	-.018	-.021	-.021	-.082
	Motivasi16	,084	-.022	,037	,024	-.181	,088	,022	,151	,024	-.021	,081	-.042	-.084	,245	-.022	-.114	-.017	-.086
	Motivasi18	,011	-.038	,048	,027	-.038	,081	-.114	,088	-.028	,048	-.027	-.128	-.023	,082	,028	,028	-.088	-.024
	Motivasi20	-.080	-.028	-.020	-.088	-.127	-.023	-.118	,048	,028	-.021	-.089	,028	-.018	-.114	,025	,011	,118	-.142
	Motivasi21	-.085	,074	-.082	-.028	,023	-.082	,012	-.048	-.088	-.047	,118	,108	-.021	-.027	-.088	,118	,284	-.086
	Motivasi23	-.084	-.082	-.017	-.081	-.082	-.024	,058	-.048	-.082	-.023	-.088	,028	,012	,085	-.024	-.142	-.028	-.018
Anti-image Correlation	Motivasi1	,596*	-.178	,115	,084	-.081	-.079	-.119	-.181	-.074	,025	-.238	-.218	-.037	,024	,048	-.145	-.042	-.021
	Motivasi2	-.178	,800*	-.428	-.588	,175	-.263	-.141	-.082	,488	-.284	,207	,118	,088	-.188	-.214	,224	,483	-.083
	Motivasi3	,115	-.428	,748*	-.218	-.288	-.228	-.021	-.021	-.188	-.428	,044	,260	,188	-.018	-.018	-.034	-.028	-.028
	Motivasi4	,084	-.588	-.218	,828*	-.284	,188	-.288	-.084	-.043	,022	-.158	-.161	-.018	,185	,188	-.052	-.198	-.083
	Motivasi5	-.081	,175	-.288	-.284	,882*	-.210	-.300	-.178	,083	-.024	,018	,288	-.088	-.085	-.202	,084	-.188	-.188
	Motivasi7	-.079	-.263	,248	,188	-.210	,828*	,118	,057	-.028	,115	-.038	-.088	-.028	,454	,205	-.071	-.244	-.188
	Motivasi9	-.119	-.141	-.128	,288	-.282	,118	,828*	-.127	-.180	,131	-.088	,113	-.128	,088	,269	-.228	,022	-.172
	Motivasi10	-.181	-.082	,028	-.084	-.178	,087	-.127	,888*	,188	-.188	,082	-.188	,028	,181	,121	-.121	-.121	-.142
	Motivasi11	-.074	,088	,228	-.042	-.088	-.018	-.068	-.188	,888*	-.184	,248	,025	-.021	,178	-.038	-.047	-.021	-.088
	Motivasi12	,028	-.024	-.011	,022	-.024	,112	,027	-.188	-.184	,878*	-.020	-.218	-.188	-.224	,228	-.028	-.288	-.121
	Motivasi13	-.288	,207	-.188	-.158	-.082	-.088	-.082	,288	-.085	,888*	,107	-.148	,088	,078	,207	,074	-.228	-.228
	Motivasi14	-.218	,218	-.428	-.182	,015	-.081	,113	-.288	,081	-.028	,107	,888*	-.023	-.181	-.407	,088	-.021	-.112
	Motivasi15	-.027	,085	,044	-.218	,288	-.288	-.288	-.188	,023	-.188	-.148	,073	,888*	-.244	-.228	-.048	-.111	-.028
	Motivasi16	,024	-.158	,228	,188	-.488	,414	,088	,028	-.224	,088	-.188	-.244	-.018	-.188	-.228	-.228	-.228	-.221
	Motivasi18	,248	-.214	,198	,188	-.088	-.288	-.188	-.028	,228	,073	-.427	-.228	-.188	,888*	,018	-.284	-.088	-.088
	Motivasi20	-.245	,224	-.018	-.282	,283	-.071	-.228	,121	-.147	-.198	,207	,088	-.048	-.038	,088	,888*	,017	-.288
	Motivasi21	-.442	,082	-.424	-.198	,084	-.244	,022	-.151	-.081	-.288	,074	,021	-.111	-.282	-.284	-.217	,488*	-.288
	Motivasi23	-.081	-.012	-.078	-.081	-.188	-.188	-.188	-.147	,088	-.121	-.288	,113	,088	-.027	-.088	-.088	-.288	-.088*

4. Measures of Sampling Adequacy (KMO)

Communalities

	Initial	Extraction
Motivasi1	1,000	,810
Motivasi2	1,000	,850
Motivasi3	1,000	,749
Motivasi4	1,000	,728
Motivasi5	1,000	,446
Motivasi7	1,000	,729
Motivasi9	1,000	,714
Motivasi10	1,000	,661
Motivasi11	1,000	,759
Motivasi12	1,000	,854
Motivasi13	1,000	,697
Motivasi14	1,000	,818
Motivasi15	1,000	,700
Motivasi16	1,000	,840
Motivasi18	1,000	,766
Motivasi20	1,000	,446
Motivasi21	1,000	,866
Motivasi23	1,000	,697

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	6,740	37,446	37,446	6,740	37,446	37,446
2	2,298	12,767	50,214	2,298	12,767	50,214
3	1,584	8,802	59,016	1,584	8,802	59,016
4	1,334	7,408	66,424	1,334	7,408	66,424
5	1,172	6,512	72,936	1,172	6,512	72,936
6	,933	5,184	78,120			
7	,747	4,152	82,272			
8	,603	3,353	85,624			
9	,574	3,190	88,814			
10	,520	2,889	91,703			
11	,386	2,142	93,845			
12	,282	1,568	95,413			
13	,256	1,421	96,834			
14	,213	1,182	98,016			
15	,138	,767	98,783			
16	,120	,668	99,451			
17	,068	,379	99,829			
18	,031	,171	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component				
	1	2	3	4	5
Motivasi1	,605	,360	,323	,397	,229
Motivasi2	,778	,258	,417	,012	-,062
Motivasi3	,775	,204	,251	-,167	-,123
Motivasi4	,782	,224	,112	-,178	-,148
Motivasi5	,549	,165	,219	-,247	,095
Motivasi7	,695	-,173	,035	,404	-,227
Motivasi9	,307	,609	,312	-,289	,260
Motivasi10	-,302	,677	-,101	,304	-,093
Motivasi11	,642	,190	-,520	,046	,195
Motivasi12	,704	-,088	-,561	-,189	-,003
Motivasi13	,585	,097	-,476	-,222	-,263
Motivasi14	,682	-,204	,086	,212	-,509
Motivasi15	,765	-,315	,013	,060	-,109
Motivasi16	,357	-,664	,146	-,391	,310
Motivasi18	,313	-,662	,286	,374	,084
Motivasi20	,528	-,135	,103	-,366	,072
Motivasi21	,508	-,076	-,198	,339	,669
Motivasi23	,725	,158	-,318	,195	,089

Extraction Method: Principal Component Analysis.

a. 5 components extracted.

FACTOR

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/VARIABLES Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi7
Motivasi9 Motivasi11
Motivasi12 Motivasi13 Motivasi14 Motivasi15 Motivasi16 Motivasi18
Motivasi20 Motivasi23
/MISSING LISTWISE
/ANALYSIS Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi7
Motivasi9 Motivasi11
Motivasi12 Motivasi13 Motivasi14 Motivasi15 Motivasi16 Motivasi18
Motivasi20 Motivasi23
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.
    
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Correlation Matrix^a

	Motivasi1	Motivasi2	Motivasi3	Motivasi4	Motivasi5	Motivasi7	Motivasi8	Motivasi11	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi16	Motivasi18	Motivasi20	Motivasi23	
Covarian	Motivasi1	1,000	,718	,457	,283	,298	,488	,472	,388	,152	,163	,333	,344	-,089	,176	,234	,442
	Motivasi2	,718	1,000	,904	,718	,446	,478	,442	,312	,380	,298	,488	,511	,184	,188	,349	,448
	Motivasi3	,457	,904	1,000	,778	,486	,381	,350	,327	,433	,403	,583	,482	,351	,267	,345	,486
	Motivasi4	,283	,718	,778	1,000	,547	,418	,384	,517	,444	,371	,493	,518	,189	,268	,428	,515
	Motivasi5	,298	,446	,486	,547	1,000	,246	,336	,281	,375	,283	,328	,228	,285	,125	,167	,341
	Motivasi7	,488	,478	,381	,418	,246	1,000	,813	,388	,355	,328	,458	,418	,389	,327	,314	,530
	Motivasi8	,472	,442	,350	,384	,336	,813	1,000	,284	,375	,158	-,812	,104	-,825	-,264	,234	,127
	Motivasi11	,388	,312	,327	,517	,281	,388	,284	1,000	,742	,452	,325	,357	,080	,000	,247	,553
	Motivasi12	,152	,380	,423	,444	,275	,385	,375	,742	1,000	,672	,456	,543	,260	,088	,313	,590
	Motivasi13	,333	,288	,403	,371	,383	,328	,350	,452	,672	1,000	,381	,436	,132	-,058	,222	,517
	Motivasi14	,344	,486	,503	,483	,328	,658	-,812	,325	,456	,381	1,000	,818	,223	,438	,257	,367
	Motivasi15	,344	,511	,482	,518	,220	,618	,104	,387	,438	,438	,818	1,000	,432	,425	,447	,455
	Motivasi16	-,089	,184	,151	,188	,295	,688	-,835	,088	,350	,132	,323	,432	1,000	,482	,383	,824
	Motivasi18	,176	,188	,267	,266	,125	,327	-,284	,488	,438	-,058	,436	,425	,482	1,000	,088	,110
	Motivasi20	,234	,349	,345	,428	,167	,314	,234	,247	,313	,222	,357	,447	,383	,088	1,000	,388
	Motivasi23	,442	,448	,486	,515	,341	,530	,127	,553	,590	,517	,387	,455	,824	,110	,388	1,000
Sig (1-tailed)	Motivasi1		,000	,000	,028	,028	,003	,004	,022	,212	,153	,036	-,031	,483	,176	,187	,007
	Motivasi2	,000		,000	,000	,007	,044	,037	,047	,055	,033	,002	,183	,163	,028	,007	,007
	Motivasi3	,000	,000		,000	,003	,018	,029	,038	,010	,014	,002	,004	,213	,304	,031	,003
	Motivasi4	,028	,000	,000		,001	,011	,084	,062	,037	,022	,033	,002	,284	,364	,088	,002
	Motivasi5	,028	,007	,003	,001		,085	,035	,067	,071	,068	,038	,121	,055	,254	,182	,033
	Motivasi7	,000	,004	,016	,011	,085		,472	,023	,327	,038	,080	,088	,381	,038	,048	,001
	Motivasi8	,004	,007	,028	,084	,035	,472		,138	,346	,214	,475	,293	,428	,078	,187	,252
	Motivasi11	,022	,047	,026	,082	,067	,023	,336		,080	,088	,140	,027	,377	,500	,084	,001
	Motivasi12	,212	,025	,010	,087	,071	,027	,346	,088		,088	,080	,001	,029	,321	,048	,001
	Motivasi13	,153	,055	,014	,023	,065	,038	,214	,088	,080		,019	,008	,244	,381	,138	,002
	Motivasi14	,036	,003	,002	,003	,038	,008	,475	,048	,086	,018		,000	,118	,008	,085	,023
	Motivasi15	,031	,002	,004	,002	,121	,008	,293	,027	,031	,008	,080		,089	,010	,067	,006
	Motivasi16	,488	,183	,213	,284	,056	,381	,428	,377	,329	,244	,118	,008		,004	,024	,451
	Motivasi18	,176	,183	,264	,264	,254	,039	,375	,588	,321	,381	,088	,018	,084		,383	,282
	Motivasi20	,234	,349	,331	,428	,190	,048	,107	,084	,048	,128	,085	,007	,024	,303		,017
	Motivasi23	,442	,448	,486	,515	,333	,081	,252	,081	,081	,002	,023	,006	,451	,282	,017	

a. Determinant=1,03E-008

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,688
Bartlett's Test of Sphericity	Approx. Chi-Square	262,293
	df	120
	Sig.	,000

Anti-image Matrices

	Motivasi1	Motivasi2	Motivasi3	Motivasi4	Motivasi5	Motivasi7	Motivasi9	Motivasi11	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi18	Motivasi19	Motivasi20	Motivasi23
Anti-image Covariance																
Motivasi1	.174	-.101	.010	-.068	-.030	-.018	-.043	-.103	-.083	-.049	-.024	-.030	-.006	-.011	-.024	-.083
Motivasi2	-.181	.107	-.052	-.069	.033	-.027	-.040	.073	-.056	.040	.020	.024	-.006	-.023	.029	.032
Motivasi3	.010	-.052	.230	-.055	.002	.024	-.026	.000	-.013	-.009	-.044	.015	-.009	.013	.023	-.045
Motivasi4	-.068	-.069	-.055	.133	-.100	.033	.051	-.084	.002	-.020	-.028	-.071	.037	.034	-.088	-.020
Motivasi5	-.030	.033	.002	-.108	.444	-.048	-.153	.024	-.006	-.033	-.044	.129	-.178	-.022	.101	-.076
Motivasi7	-.018	-.027	.024	-.033	-.049	.348	.096	-.035	.034	-.064	-.144	-.115	.043	.032	-.058	-.079
Motivasi9	-.043	-.040	-.026	.051	-.153	.066	.499	-.048	.032	-.039	.036	-.083	.036	.140	-.121	.071
Motivasi11	-.103	.073	.000	-.064	.034	-.035	-.048	.157	-.112	.065	.034	.054	.026	-.020	.037	.012
Motivasi12	.083	-.056	-.013	-.062	-.006	.034	.032	-.112	.121	-.100	-.051	-.048	-.001	.047	-.007	-.054
Motivasi13	-.049	.044	-.026	-.023	-.033	-.004	-.028	.085	-.000	.425	-.026	-.035	.028	.075	.038	-.057
Motivasi14	-.024	.020	-.044	-.028	-.044	-.144	.036	.034	-.051	-.039	.352	-.021	.078	-.190	-.012	.180
Motivasi15	-.030	.024	.015	-.071	.329	-.115	-.083	.084	-.048	-.035	-.021	.287	-.087	-.080	.003	.086
Motivasi16	.006	-.006	-.009	.007	-.179	.043	.036	.028	-.001	.038	.076	-.087	.003	-.159	-.108	.116
Motivasi18	-.011	-.023	.013	-.014	-.022	.032	.140	-.029	.007	.075	-.130	-.040	-.156	.329	.003	-.085
Motivasi19	-.024	.029	.023	-.068	.151	-.058	-.122	.007	-.007	.039	-.012	.083	-.168	.043	.042	-.123
Motivasi20	-.083	.032	-.045	-.028	-.076	-.079	.071	.012	-.054	-.057	.100	-.088	.114	-.085	-.123	.083
Anti-image Correlation																
Motivasi1	.548 [*]	-.142	.049	-.067	-.037	-.067	-.152	-.023	-.072	-.180	-.098	-.138	.025	-.039	-.077	-.250
Motivasi2	-.142	.687 [*]	-.333	-.585	-.359	-.137	-.176	.584	-.507	.207	.102	.139	-.031	-.106	.122	.187
Motivasi3	.049	-.333	.811 [*]	-.311	.005	.088	-.090	.168	-.076	-.082	-.158	.088	-.031	.042	.068	-.159
Motivasi4	-.068	-.585	-.311	.635 [*]	-.413	.153	.304	-.049	.060	-.082	-.131	-.364	.178	.144	-.208	-.089
Motivasi5	-.030	.033	.005	-.413	.664 [*]	-.124	-.335	.129	-.025	-.076	-.111	.381	-.443	-.080	.007	-.189
Motivasi7	-.018	-.027	.000	.153	-.124	.819 [*]	.237	-.100	.167	-.010	-.411	-.383	.121	.083	-.114	-.222
Motivasi9	-.043	-.040	-.026	-.024	-.335	.237	.624 [*]	-.177	.105	-.083	.073	-.225	.093	.092	-.242	.170
Motivasi11	-.103	.073	.000	-.064	.129	-.158	-.177	.819 [*]	-.006	.261	.143	.253	.108	-.111	.128	.040
Motivasi12	.083	-.056	-.013	.060	-.025	.167	.135	-.006	.575 [*]	-.442	-.245	-.280	-.250	.288	-.028	-.258
Motivasi13	-.049	.044	-.026	-.022	-.076	-.018	-.093	.261	-.442	.811 [*]	-.068	-.099	.078	.176	.088	-.145
Motivasi14	-.024	.020	-.044	-.028	-.044	-.111	-.411	.073	.143	-.245	.814 [*]	-.088	.185	-.238	-.027	.279
Motivasi15	-.030	.024	.015	-.071	.301	-.083	-.225	.282	-.280	-.099	-.098	.800 [*]	-.268	-.258	.007	-.019
Motivasi16	.006	-.006	-.009	.007	-.143	.127	.093	.188	-.283	.079	.166	-.299	.688 [*]	-.482	-.425	.318
Motivasi18	-.011	-.023	.013	-.014	-.020	.083	.312	-.111	.206	.178	-.338	-.258	-.402	.592 [*]	.132	-.165
Motivasi19	-.024	.029	.023	-.068	.007	-.079	-.122	.007	-.007	.039	-.012	.083	-.168	.043	.042	-.123
Motivasi20	-.083	.032	-.045	-.028	-.076	-.079	.071	.012	-.054	-.057	.100	-.088	.114	-.085	-.123	.083
Motivasi23	-.250	.187	-.159	-.088	-.189	-.222	.170	.048	-.338	-.145	.219	-.098	.318	-.185	-.278	.816 [*]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Motivasi1	1,000	,707
Motivasi2	1,000	,847
Motivasi3	1,000	,713
Motivasi4	1,000	,693
Motivasi5	1,000	,491
Motivasi7	1,000	,762
Motivasi9	1,000	,693
Motivasi11	1,000	,673
Motivasi12	1,000	,865
Motivasi13	1,000	,651
Motivasi14	1,000	,688
Motivasi15	1,000	,714
Motivasi16	1,000	,869
Motivasi18	1,000	,769
Motivasi20	1,000	,400
Motivasi23	1,000	,647

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	6,437	40,232	40,232	6,437	40,232	40,232
2	1,963	12,268	52,500	1,963	12,268	52,500
3	1,565	9,780	62,280	1,565	9,780	62,280
4	1,218	7,615	69,895	1,218	7,615	69,895
5	,923	5,766	75,661			
6	,787	4,920	80,581			
7	,651	4,071	84,652			
8	,571	3,568	88,219			
9	,500	3,128	91,347			
10	,332	2,076	93,423			
11	,322	2,013	95,436			
12	,245	1,534	96,970			
13	,182	1,138	98,109			
14	,140	,874	98,983			
15	,125	,782	99,765			
16	,038	,235	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component			
	1	2	3	4
Motivasi1	,610	-,309	,378	-,312
Motivasi2	,796	-,249	,386	-,036
Motivasi3	,784	-,235	,193	,079
Motivasi4	,797	-,213	,055	,091
Motivasi5	,558	-,171	,181	,344
Motivasi7	,687	,236	,080	-,477
Motivasi9	,333	-,668	,239	,280
Motivasi11	,634	-,132	-,499	-,061
Motivasi12	,697	,148	-,576	,161
Motivasi13	,601	-,035	-,535	,052
Motivasi14	,702	,348	,093	-,256
Motivasi15	,755	,378	,034	-,007
Motivasi16	,320	,575	,144	,644
Motivasi18	,281	,725	,397	-,083
Motivasi20	,527	,073	,043	,339
Motivasi23	,718	-,081	-,281	-,214

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

FACTOR

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/VARIABLES Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi7
Motivasi9 Motivasi11
Motivasi12 Motivasi13 Motivasi14 Motivasi15 Motivasi18 Motivasi20
Motivasi23
/MISSING LISTWISE
/ANALYSIS Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi7
Motivasi9 Motivasi11
Motivasi12 Motivasi13 Motivasi14 Motivasi15 Motivasi18 Motivasi20
Motivasi23
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.
    
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Factor Analysis

	Motivasi1	Motivasi2	Motivasi3	Motivasi4	Motivasi5	Motivasi7	Motivasi9	Motivasi11	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi18	Motivasi20	Motivasi23	
Correlation	Motivasi1	1.000	.718	.457	.390	.296	.490	.472	.369	.152	.163	.333	.344	.175	.234	.442
	Motivasi2	.718	1.000	.804	.718	.448	.479	.442	.312	.300	.298	.496	.511	.195	.349	.448
	Motivasi3	.457	.804	1.000	.778	.466	.391	.350	.227	.423	.463	.503	.482	.397	.345	.486
	Motivasi4	.390	.718	.778	1.000	.547	.418	.284	.517	.444	.371	.493	.518	.395	.428	.515
	Motivasi5	.296	.448	.466	.547	1.000	.245	.336	.281	.275	.283	.328	.220	.125	.167	.341
	Motivasi7	.490	.479	.391	.418	.245	1.000	.013	.368	.355	.328	.658	.618	.327	.314	.533
	Motivasi9	.472	.442	.350	.284	.336	.013	1.000	.284	.075	.158	-.012	.164	-.284	.234	.127
	Motivasi11	.369	.312	.227	.517	.281	.368	.284	1.000	.742	.452	.325	.287	.393	.247	.553
	Motivasi12	.152	.300	.423	.444	.275	.355	.075	.742	1.000	.672	.456	.543	.889	.313	.559
	Motivasi13	.163	.298	.463	.371	.283	.328	.150	.452	.672	1.000	.391	.438	-.959	.222	.517
	Motivasi14	.333	.496	.503	.493	.328	.658	-.012	.325	.456	.391	1.000	.610	.436	.257	.367
	Motivasi15	.344	.511	.482	.519	.220	.618	.164	.393	.543	.438	.610	1.000	.425	.447	.455
	Motivasi18	.175	.195	.397	.396	.125	.327	-.284	.889	.888	-.959	.436	.425	1.000	.096	.118
	Motivasi20	.234	.349	.345	.428	.167	.314	.234	.247	.313	.222	.257	.447	.399	1.000	.389
	Motivasi23	.442	.448	.486	.515	.341	.533	.127	.553	.550	.517	.367	.455	.110	.388	1.000
Sig. (1-tailed)	Motivasi1		.000	.000	.025	.058	.003	.004	.212	.163	.036	.031	.178	.107	.007	
	Motivasi2	.000		.000	.000	.007	.004	.007	.047	.026	.055	.003	.002	.193	.029	.007
	Motivasi3	.000	.000		.000	.003	.016	.029	.039	.010	.014	.002	.004	.394	.031	.003
	Motivasi4	.025	.000	.000		.001	.011	.064	.002	.007	.022	.003	.002	.384	.006	.002
	Motivasi5	.055	.007	.003	.001		.095	.036	.007	.071	.068	.038	.121	.254	.190	.033
	Motivasi7	.003	.004	.016	.011	.006		.472	.023	.027	.038	.000	.000	.039	.046	.001
	Motivasi9	.004	.007	.029	.004	.038	.472		.139	.346	.214	.475	.263	.079	.107	.252
	Motivasi11	.022	.047	.039	.002	.067	.023	.139		.000	.000	.040	.027	.593	.094	.001
	Motivasi12	.163	.026	.018	.007	.071	.027	.346	.000		.000	.006	.001	.321	.046	.001
	Motivasi13	.163	.026	.014	.022	.065	.039	.214	.000	.000		.019	.008	.381	.120	.002
	Motivasi14	.033	.003	.002	.003	.038	.003	.475	.040	.006	.019		.000	.399	.095	.023
	Motivasi15	.031	.002	.004	.002	.121	.000	.293	.027	.001	.000	.000		.310	.007	.000
	Motivasi18	.175	.195	.384	.394	.254	.039	.079	.588	.321	.381	.099	.018		.303	.282
	Motivasi20	.234	.349	.345	.428	.167	.314	.234	.247	.313	.222	.257	.447	.399	1.000	.389
	Motivasi23	.442	.448	.486	.515	.341	.533	.127	.553	.550	.517	.367	.455	.110	.388	1.000

a. Determinant = 2.93E-005

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.691
Bartlett's Test of Sphericity	Approx. Chi-Square	242,647
	df	105
	Sig.	.000

Anti-Image Matrices

	Motivasi1	Motivasi2	Motivasi3	Motivasi4	Motivasi5	Motivasi7	Motivasi9	Motivasi11	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi18	Motivasi20	Motivasi23	
Anti-Image Covariance	Motivasi1	,174	-,102	,010	,068	-,333	-,017	-,044	-,105	,062	-,000	-,025	-,031	-,010	-,025	-,072
	Motivasi2	-,102	,107	-,053	-,071	,338	-,026	-,040	,975	,064	,047	,025	-,030	-,030	,032	-,038
	Motivasi3	,010	-,053	,231	-,058	-,303	,028	-,029	,331	-,015	-,025	-,044	,013	,011	,023	-,047
	Motivasi4	,068	-,071	-,055	,137	-,105	,030	,049	-,101	,077	-,023	-,039	-,069	,062	-,077	-,038
	Motivasi5	-,333	,038	-,063	-,105	,552	-,035	-,158	,259	-,049	-,014	-,013	,118	-,147	,089	-,027
	Motivasi7	-,017	-,026	,026	,038	-,026	,254	,060	-,039	,048	-,007	-,181	-,114	,062	-,034	-,106
	Motivasi9	-,044	-,040	-,029	,049	-,188	,283	,473	-,052	,043	-,032	,023	-,068	,168	-,125	,003
	Motivasi11	-,105	,038	,031	-,101	,059	-,039	-,052	,159	-,119	,064	,030	,065	-,021	,062	,004
	Motivasi12	,062	-,064	-,015	,037	-,040	,048	,043	-,119	,132	-,105	-,044	-,074	,026	-,062	-,043
	Motivasi13	-,025	,047	-,025	-,023	-,024	-,087	-,032	,064	-,185	,027	-,037	-,038	,105	,084	-,074
	Motivasi14	-,025	,022	-,044	-,038	-,013	-,161	,023	,030	,044	-,033	,066	-,065	-,124	,031	,090
	Motivasi15	-,031	,025	,013	-,068	,116	-,114	-,088	,065	-,074	-,036	-,035	,069	-,164	-,056	,026
	Motivasi18	-,031	-,030	,011	,062	-,147	,062	,188	-,021	,028	,105	-,124	-,164	,011	-,028	-,019
	Motivasi20	-,025	,032	,023	-,077	,088	-,034	-,126	,062	-,052	,064	,031	-,058	-,028	,081	-,085
	Motivasi23	-,072	,038	-,047	-,038	-,027	-,185	,065	,064	-,042	-,074	,080	,028	-,019	-,085	,406
Anti-Image Correlation	Motivasi1	,533 ^a	-,742	,090	,069	-,107	-,070	-,105	-,030	,066	-,183	-,138	-,032	-,074	-,212	
	Motivasi2	-,742	,854 ^a	-,334	-,084	,186	-,134	-,177	,071	-,048	,220	,110	-,136	-,129	,123	,163
	Motivasi3	,090	-,334	,811 ^a	-,311	-,009	,081	-,087	,180	-,088	-,080	-,153	,065	,032	,068	-,154
	Motivasi4	,069	-,084	-,311	,823 ^a	-,392	,138	,182	-,091	,072	-,096	-,170	-,318	,235	-,235	-,153
	Motivasi5	-,107	,186	-,009	-,392	,732 ^a	-,079	-,329	,188	-,189	-,050	-,028	,288	-,277	,147	-,057
	Motivasi7	-,070	-,134	,081	,138	-,079	,807 ^a	,228	-,165	,214	-,018	-,448	-,348	,146	-,070	-,277
	Motivasi9	-,105	-,177	-,087	,182	-,329	,229	,816 ^a	-,189	,178	-,070	,050	-,208	,063	-,225	,148
	Motivasi11	-,030	,071	,180	-,081	,188	-,165	-,188	,502 ^a	-,018	,245	,125	,265	-,075	,181	,015
	Motivasi12	,066	-,040	-,089	,072	-,180	,214	,170	-,018	,544 ^a	-,042	-,280	-,367	,101	-,176	-,182
	Motivasi13	-,183	,220	-,080	-,096	-,090	-,076	-,245	-,442	,069 ^a	-,084	-,083	,084	-,083	,224	,121
	Motivasi14	-,183	,110	-,153	-,178	-,028	-,446	,056	-,125	-,288	-,084	,844 ^a	-,016	-,287	,083	,233
	Motivasi15	-,138	,136	,090	-,318	,280	-,348	-,206	,295	-,367	-,083	-,016	,781 ^a	-,013	-,123	,074
	Motivasi18	-,032	-,129	,032	,235	-,277	,145	,383	-,075	,181	,224	-,287	-,413	,013 ^a	-,047	-,043
	Motivasi20	-,074	,120	,059	-,265	-,147	-,078	-,225	,191	-,178	,121	,063	-,123	-,047	,814 ^a	-,164
	Motivasi23	-,212	,163	-,194	-,163	-,057	-,207	,148	-,192	-,177	,233	,074	-,043	-,044	,889 ^a	

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Motivasi1	1,000	,603
Motivasi2	1,000	,845
Motivasi3	1,000	,709
Motivasi4	1,000	,687
Motivasi5	1,000	,394
Motivasi7	1,000	,646
Motivasi9	1,000	,700
Motivasi11	1,000	,657
Motivasi12	1,000	,838
Motivasi13	1,000	,651
Motivasi14	1,000	,697
Motivasi15	1,000	,692
Motivasi18	1,000	,713
Motivasi20	1,000	,266
Motivasi23	1,000	,593

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	6,351	42,338	42,338	6,351	42,338	42,338
2	1,789	11,925	54,263	1,789	11,925	54,263
3	1,551	10,342	64,606	1,551	10,342	64,606
4	,931	6,210	70,815			
5	,871	5,807	76,622			
6	,663	4,421	81,043			
7	,617	4,116	85,159			
8	,571	3,805	88,964			
9	,491	3,271	92,235			
10	,332	2,212	94,447			
11	,259	1,728	96,175			
12	,223	1,487	97,662			
13	,182	1,214	98,876			
14	,131	,872	99,749			
15	,038	,251	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
Motivasi1	,621	-,276	,375
Motivasi2	,801	-,277	,355
Motivasi3	,789	-,248	,156
Motivasi4	,805	-,196	,027
Motivasi5	,552	-,282	,100
Motivasi7	,692	,361	,194
Motivasi9	,343	-,757	,096
Motivasi11	,642	-,014	-,495
Motivasi12	,689	,196	-,570
Motivasi13	,604	,058	-,533
Motivasi14	,699	,415	,190
Motivasi15	,742	,366	,088
Motivasi18	,256	,634	,496
Motivasi20	,516	-,022	,000
Motivasi23	,729	,053	-,244

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

FACTOR

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/VARIABLES Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi7
Motivasi9 Motivasi11
Motivasi12 Motivasi13 Motivasi14 Motivasi15 Motivasi20 Motivasi23
/MISSING LISTWISE
/ANALYSIS Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi5 Motivasi7
Motivasi9 Motivasi11
Motivasi12 Motivasi13 Motivasi14 Motivasi15 Motivasi20 Motivasi23
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Factor Analysis

Correlation Matrix^a

	Motivasi1	Motivasi2	Motivasi3	Motivasi4	Motivasi5	Motivasi7	Motivasi9	Motivasi11	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi20	Motivasi23	
Correlation	Motivasi1	1,000	,718	,457	,393	,299	,490	,472	,369	,152	,193	,333	,344	,234	,442
	Motivasi2	,718	1,000	,804	,719	,440	,479	,442	,312	,388	,298	,488	,511	,349	,448
	Motivasi3	,457	,804	1,000	,778	,498	,291	,350	,327	,423	,493	,482	,482	,345	,486
	Motivasi4	,393	,719	,778	1,000	,547	,418	,384	,517	,444	,371	,493	,519	,428	,515
	Motivasi5	,299	,440	,498	,547	1,000	,248	,336	,281	,275	,283	,328	,220	,167	,341
	Motivasi7	,490	,479	,391	,418	,248	1,000	,013	,366	,355	,328	,658	,618	,314	,530
	Motivasi9	,472	,442	,358	,384	,330	,013	1,000	,204	,078	,158	-,012	,104	,234	,127
	Motivasi11	,369	,312	,327	,517	,291	,266	,204	1,000	,742	,452	,325	,267	,247	,563
	Motivasi12	,152	,388	,423	,444	,275	,355	,075	,742	1,000	,672	,458	,543	,313	,558
	Motivasi13	,193	,298	,493	,371	,283	,328	,150	,452	,672	1,000	,381	,436	,222	,517
	Motivasi14	,333	,488	,593	,493	,328	,658	,012	,325	,456	,381	1,000	,610	,257	,367
	Motivasi15	,344	,511	,482	,519	,220	,618	,104	,307	,543	,438	,610	1,000	,447	,455
	Motivasi20	,234	,349	,341	,428	,167	,314	,234	,247	,313	,222	,257	,447	1,000	,389
	Motivasi23	,442	,448	,488	,515	,341	,530	,127	,563	,558	,517	,367	,455	,389	1,000
Sig. (1-tailed)	Motivasi1		,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
	Motivasi2			,000	,000	,000	,004	,007	,047	,026	,055	,003	,002	,029	,007
	Motivasi3				,000	,003	,016	,029	,039	,010	,014	,002	,004	,031	,003
	Motivasi4					,001	,011	,064	,002	,007	,022	,003	,002	,009	,002
	Motivasi5						,095	,095	,067	,071	,095	,038	,121	,190	,033
	Motivasi7							,472	,023	,027	,038	,000	,000	,046	,001
	Motivasi9								,346	,139	,214	,475	,293	,107	,262
	Motivasi11									,000	,000	,040	,027	,064	,001
	Motivasi12										,000	,000	,001	,046	,001
	Motivasi13											,000	,000	,120	,002
	Motivasi14												,000	,085	,029
	Motivasi15													,007	,006
	Motivasi20														,017
	Motivasi23														

^a Determinant = 5,53E-025

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,706
Bartlett's Test of Sphericity	Approx. Chi-Square	230,383
	df	91
	Sig.	,000

Anti-image Matrices

	Motvasi1	Motvasi2	Motvasi3	Motvasi4	Motvasi5	Motvasi7	Motvasi9	Motvasi11	Motvasi12	Motvasi13	Motvasi14	Motvasi15	Motvasi20	Motvasi23	
Anti-image Covariance	Motvasi1	,175	-,104	,010	,094	-,039	-,017	-,048	-,106	,084	-,050	-,031	-,041	-,026	-,073
	Motvasi2	-,104	,109	-,063	-,072	,032	-,023	-,034	,075	-,065	,057	,016	,018	,031	,039
	Motvasi3	,010	-,063	,231	-,090	-9,714E-5	,025	-,039	,031	-,016	-,029	-,045	,020	,023	-,047
	Motvasi4	,094	-,072	-,060	,145	-,100	,024	,032	-,104	,079	-,040	-,026	-,062	-,078	-,036
	Motvasi5	-,039	,032	-9,714E-5	-,100	,598	-,019	-,144	,057	-,045	,007	-,057	,090	,088	-,035
	Motvasi7	-,017	-,023	,025	,024	-,019	,361	,065	-,038	,044	-,021	-,162	-,116	-,031	-,105
	Motvasi9	-,048	-,034	-,039	,032	-,144	,095	,554	-,052	,039	-,096	,066	-,027	-,136	,065
	Motvasi11	-,106	,075	,031	-,104	,057	-,039	-,052	,190	-,119	,072	,027	,071	,061	,033
	Motvasi12	,084	-,095	-,016	,079	-,045	,044	,039	-,119	,134	-,117	-,041	-,090	-,051	-,042
	Motvasi13	-,050	,057	-,029	-,040	,007	-,021	-,086	,072	-,117	,449	-,009	,004	,074	-,074
	Motvasi14	-,031	,016	-,045	-,026	-,057	-,162	,066	,027	-,041	-,009	,369	-,059	,026	,093
	Motvasi15	-,041	,018	,020	-,062	,060	-,116	-,027	,071	-,060	,004	-,059	,373	-,078	,024
	Motvasi20	-,026	,031	,023	-,078	,068	-,031	-,136	,091	-,051	,074	,026	-,078	,663	-,096
	Motvasi23	-,073	,038	-,047	-,036	-,035	-,105	,065	,003	-,042	-,074	,093	,024	-,066	,407
Anti-image Correlation	Motvasi1	,524 ^a	-,753	,051	,590	-,121	-,066	-,154	-,635	,613	-,190	-,117	-,162	-,076	-,274
	Motvasi2	-,753	,657 ^a	-,333	-,575	,126	-,118	-,139	,567	-,534	,259	,077	,091	,115	,179
	Motvasi3	,051	-,333	,909 ^a	-,328	,000	,097	-,106	,163	-,082	-,090	-,150	,099	,060	-,153
	Motvasi4	,590	-,575	-,328	,638 ^a	-,339	,106	,114	-,895	,568	-,157	-,110	-,289	-,251	-,148
	Motvasi5	-,121	,126	,000	-,339	,817 ^a	-,041	-,251	,185	-,159	,013	-,117	,190	,139	-,071
	Motvasi7	-,066	-,118	,067	,106	-,041	,827 ^a	-,169	-,157	,202	-,053	-,427	-,317	-,063	-,274
	Motvasi9	-,154	-,139	-,106	,114	-,251	,189	,707 ^a	-,174	,143	-,173	,187	-,090	-,224	,179
	Motvasi11	-,635	,567	,163	-,895	,185	-,157	-,174	,504 ^a	-,617	,270	,108	,290	,168	,012
	Motvasi12	,613	-,534	-,092	,599	-,159	,202	,143	-,817	,549 ^a	-,479	-,180	-,390	-,173	-,179
	Motvasi13	-,180	,259	-,090	-,157	,013	-,053	-,173	-,270	-,479	,791 ^a	-,021	,010	,136	-,172
	Motvasi14	-,117	,077	-,150	-,110	-,117	-,427	,187	,108	-,180	-,021	,855 ^a	-,154	,051	,231
	Motvasi15	-,162	,091	,069	-,289	,190	-,317	-,060	,290	-,360	,010	-,154	,846 ^a	-,156	,062
	Motvasi20	-,076	,115	,060	-,251	,139	-,063	-,224	,189	-,173	,136	,051	-,156	,812 ^a	-,166
	Motvasi23	-,274	,179	-,153	-,148	-,071	-,274	-,179	,012	-,179	-,172	,231	,062	-,166	,867 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Motvasi1	1,000	,603
Motvasi2	1,000	,847
Motvasi3	1,000	,708
Motvasi4	1,000	,685
Motvasi5	1,000	,443
Motvasi7	1,000	,750
Motvasi9	1,000	,702
Motvasi11	1,000	,690
Motvasi12	1,000	,858
Motvasi13	1,000	,637
Motvasi14	1,000	,709
Motvasi15	1,000	,691
Motvasi20	1,000	,271
Motvasi23	1,000	,590

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	6,296	44,969	44,969	6,296	44,969	44,969
2	1,669	11,920	56,889	1,669	11,920	56,889
3	1,219	8,707	65,595	1,219	8,707	65,595
4	,925	6,606	72,201			
5	,868	6,198	78,399			
6	,641	4,576	82,976			
7	,578	4,129	87,105			
8	,543	3,875	90,980			
9	,336	2,397	93,377			
10	,295	2,105	95,481			
11	,251	1,792	97,273			
12	,211	1,505	98,778			
13	,132	,945	99,724			
14	,039	,276	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
Motivasi1	,621	,444	-,143
Motivasi2	,802	,427	-,147
Motivasi3	,793	,280	-,019
Motivasi4	,810	,159	,052
Motivasi5	,553	,298	,220
Motivasi7	,682	-,191	-,497
Motivasi9	,360	,656	,376
Motivasi11	,650	-,289	,430
Motivasi12	,692	-,503	,355
Motivasi13	,613	-,381	,340
Motivasi14	,685	-,222	-,436
Motivasi15	,730	-,241	-,317
Motivasi20	,517	,007	-,062
Motivasi23	,732	-,199	,124

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

FACTOR

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/VARIABLES Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi7 Motivasi9
Motivasi11 Motivasi12
Motivasi13 Motivasi14 Motivasi15 Motivasi20 Motivasi23
/MISSING LISTWISE
/ANALYSIS Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi7 Motivasi9
Motivasi11 Motivasi12
Motivasi13 Motivasi14 Motivasi15 Motivasi20 Motivasi23
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Factor Analysis

Correlation Matrix^a

	Motivasi1	Motivasi2	Motivasi3	Motivasi4	Motivasi7	Motivasi9	Motivasi11	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi20	Motivasi23	
Correlation	Motivasi1	1,000	,718	,457	,360	,490	,472	,369	,152	,193	,333	,344	,234	,442
	Motivasi2	,718	1,000	,804	,718	,479	,442	,312	,390	,298	,486	,511	,349	,448
	Motivasi3	,457	,804	1,000	,778	,391	,350	,327	,423	,493	,503	,482	,345	,498
	Motivasi4	,360	,718	,778	1,000	,418	,284	,517	,444	,371	,493	,518	,428	,515
	Motivasi7	,490	,479	,391	,418	1,000	,013	,366	,395	,328	,658	,618	,314	,530
	Motivasi9	,472	,442	,350	,284	,013	1,000	,204	,075	,150	-,012	,104	,234	,127
	Motivasi11	,369	,312	,327	,517	,388	,294	1,000	,742	,452	,325	,357	,247	,553
	Motivasi12	,152	,360	,423	,444	,395	,075	,742	1,000	,672	,456	,543	,313	,550
	Motivasi13	,193	,298	,493	,371	,329	,150	,452	,672	1,000	,381	,436	,222	,517
	Motivasi14	,333	,486	,503	,493	,658	-,012	,325	,456	,381	1,000	,610	,257	,367
	Motivasi15	,344	,511	,482	,519	,618	,194	,357	,543	,436	,610	1,000	,447	,455
	Motivasi20	,234	,349	,345	,428	,314	,234	,247	,313	,222	,257	,447	1,000	,389
	Motivasi23	,442	,448	,496	,515	,530	,127	,553	,550	,517	,367	,455	,389	1,000
Sig. (1-tailed)	Motivasi1		,000	,006	,025	,003	,004	,022	,212	,153	,036	,031	,107	,007
	Motivasi2	,000		,000	,000	,004	,007	,025	,055	,003	,002	,029	,007	,007
	Motivasi3	,006	,000		,000	,016	,029	,036	,018	,014	,002	,004	,031	,003
	Motivasi4	,025	,000	,000		,011	,004	,002	,007	,022	,003	,002	,009	,002
	Motivasi7	,003	,004	,016	,011		,472	,023	,027	,038	,000	,000	,046	,001
	Motivasi9	,004	,007	,029	,064	,472		,139	,348	,214	,475	,293	,107	,252
	Motivasi11	,022	,047	,039	,002	,023	,139		,009	,006	,040	,027	,004	,001
	Motivasi12	,212	,029	,010	,007	,027	,346	,000		,000	,000	,001	,046	,001
	Motivasi13	,153	,055	,014	,022	,039	,214	,006	,000		,019	,008	,120	,002
	Motivasi14	,036	,003	,002	,003	,000	,475	,040	,006	,019		,000	,005	,023
	Motivasi15	,031	,002	,004	,002	,000	,293	,027	,001	,008	,000		,007	,008
	Motivasi20	,107	,029	,031	,009	,046	,107	,004	,046	,120	,005	,007		,017
	Motivasi23	,007	,007	,003	,002	,001	,252	,001	,001	,002	,023	,006	,017	

a. Determinant = 9,29E-005

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,701
Bartlett's Test of Sphericity	Approx. Chi-Square	221,382
	df	78
	Sig.	,000

Anti-image Matrices

	Motivasi1	Motivasi2	Motivasi3	Motivasi4	Motivasi7	Motivasi9	Motivasi11	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi20	Motivasi23	
Anti-image Covariance	Motivasi1	,177	-,105	,010	,100	-,018	-,062	-,107	,094	-,051	-,036	-,037	-,021	-,077
	Motivasi2	-,105	,111	-,054	-,077	-,023	-,039	,076	-,065	,058	,020	,014	,027	,040
	Motivasi3	,010	-,054	,231	-,068	,025	-,041	,033	-,017	-,029	-,046	,021	,024	-,047
	Motivasi4	,100	-,077	-,068	,164	,024	,010	-,111	,083	-,044	-,041	-,056	-,073	-,047
	Motivasi7	-,018	-,023	,025	,024	,362	,088	-,037	,044	-,021	-,166	-,118	-,029	-,107
	Motivasi9	-,062	-,039	-,041	,010	,088	,591	-,042	,031	-,091	,080	-,006	-,125	,082
	Motivasi11	-,107	,076	,033	-,111	-,037	-,042	,166	-,122	,074	,034	,067	,056	,007
	Motivasi12	,094	-,065	-,017	,083	,044	,031	-,122	,137	-,120	-,048	-,078	-,047	-,046
	Motivasi13	-,051	,058	-,029	-,044	-,021	-,091	,074	-,120	,449	-,008	,003	,074	-,074
	Motivasi14	-,036	,020	-,046	-,041	-,166	,080	,034	-,048	-,008	,404	-,053	,036	,091
	Motivasi15	-,037	,014	,021	-,056	-,118	-,008	,067	-,078	,003	-,053	,066	-,066	,031
	Motivasi20	-,021	,027	,024	-,073	-,029	-,125	,056	-,047	,074	,036	-,086	,076	-,083
	Motivasi23	-,077	,040	-,047	-,047	-,107	,082	,007	-,046	-,074	,091	,031	-,083	,408
	Anti-image Correlation	Motivasi1	,516 ^a	-,749	,051	,588	-,072	-,192	-,628	,605	-,180	-,133	-,143	-,060	-,285
Motivasi2		-,749	,661 ^a	-,335	-,570	-,114	-,112	,568	-,525	,258	,093	,069	,099	,190
Motivasi3		,051	-,335	,895 ^a	-,349	,087	-,111	,166	-,093	-,090	-,151	,071	,061	-,154
Motivasi4		,588	-,570	-,349	,838 ^a	,098	,031	-,673	,563	-,162	-,160	-,221	-,219	-,183
Motivasi7		-,072	-,114	,087	,098	,824 ^a	,185	-,152	,198	-,052	-,435	-,316	-,058	-,278
Motivasi9		-,192	-,112	-,111	,031	,185	,755 ^a	-,134	,108	-,176	,164	-,013	-,197	,167
Motivasi11		-,628	,568	,166	-,673	-,152	-,134	,507 ^a	-,812	,272	,133	,265	,167	,026
Motivasi12		,605	-,525	-,093	,563	,198	,108	-,812	,548 ^a	-,483	-,202	-,340	-,154	-,193
Motivasi13		-,180	,258	-,090	-,162	-,052	-,176	,272	-,483	,781 ^a	-,019	,008	,135	-,171
Motivasi14		-,133	,093	-,151	-,160	-,435	,164	,133	-,202	-,019	,845 ^a	-,135	,069	,214
Motivasi15		-,143	,069	,071	-,221	-,316	-,013	,265	-,340	,008	-,135	,863 ^a	-,188	,077
Motivasi20		-,060	,099	,061	-,219	-,058	-,197	,167	-,154	,135	,069	-,188	,838 ^a	-,158
Motivasi23		-,285	,190	-,154	-,183	-,278	,167	,026	-,193	-,171	,224	,077	-,158	,857 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Motivasi1	1,000	,640
Motivasi2	1,000	,860
Motivasi3	1,000	,698
Motivasi4	1,000	,658
Motivasi7	1,000	,734
Motivasi9	1,000	,754
Motivasi11	1,000	,708
Motivasi12	1,000	,859
Motivasi13	1,000	,634
Motivasi14	1,000	,739
Motivasi15	1,000	,678
Motivasi20	1,000	,281
Motivasi23	1,000	,594

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6,026	46,357	46,357	6,026	46,357	46,357
2	1,617	12,435	58,793	1,617	12,435	58,793
3	1,196	9,203	67,995	1,196	9,203	67,995
4	,871	6,701	74,696			
5	,807	6,206	80,902			
6	,625	4,806	85,708			
7	,544	4,188	89,896			
8	,353	2,716	92,612			
9	,322	2,476	95,088			
10	,251	1,932	97,020			
11	,212	1,631	98,651			
12	,135	1,036	99,687			
13	,041	,313	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
Motivasi1	,621	,502	-,043
Motivasi2	,797	,465	-,095
Motivasi3	,784	,288	-,015
Motivasi4	,797	,149	,033
Motivasi7	,695	-,128	-,485
Motivasi9	,342	,651	,462
Motivasi11	,656	-,291	,439
Motivasi12	,702	-,507	,330
Motivasi13	,617	-,394	,313
Motivasi14	,689	-,192	-,477
Motivasi15	,747	-,180	-,298
Motivasi20	,527	,058	,005
Motivasi23	,736	-,182	,138

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

FACTOR

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/VARIABLES Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi7 Motivasi9
Motivasi12 Motivasi13
Motivasi14 Motivasi15 Motivasi20 Motivasi23
/MISSING LISTWISE
/ANALYSIS Motivasi1 Motivasi2 Motivasi3 Motivasi4 Motivasi7 Motivasi9
Motivasi12 Motivasi13
Motivasi14 Motivasi15 Motivasi20 Motivasi23
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Factor Analysis

Correlation Matrix^a

	Motivasi1	Motivasi2	Motivasi3	Motivasi4	Motivasi7	Motivasi9	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi20	Motivasi23	
Correlation	Motivasi1	1,000	,718	,457	,360	,490	,472	,152	,193	,333	,344	,234	,442
	Motivasi2	,718	1,000	,804	,718	,479	,442	,298	,486	,511	,349	,448	
	Motivasi3	,457	,804	1,000	,778	,391	,350	,423	,403	,503	,482	,345	,486
	Motivasi4	,360	,718	,778	1,000	,419	,284	,444	,371	,493	,519	,428	,515
	Motivasi7	,490	,479	,391	,419	1,000	,013	,355	,328	,658	,618	,314	,530
	Motivasi9	,472	,442	,350	,284	,013	1,000	,075	,150	-,012	,104	,234	,127
	Motivasi12	,152	,298	,423	,444	,355	,075	1,000	,672	,456	,543	,313	,550
	Motivasi13	,193	,298	,403	,371	,328	,150	,672	1,000	,381	,436	,222	,517
	Motivasi14	,333	,486	,503	,493	,658	-,012	,456	,381	1,000	,610	,257	,367
	Motivasi15	,344	,511	,482	,519	,618	,104	,543	,436	,610	1,000	,447	,455
	Motivasi20	,234	,349	,345	,428	,314	,234	,313	,222	,257	,447	1,000	,389
	Motivasi23	,442	,448	,486	,515	,530	,127	,550	,517	,367	,455	,389	1,000
Sig. (1-tailed)	Motivasi1		,000	,006	,025	,003	,004	,212	,153	,036	,031	,107	,007
	Motivasi2	,000		,000	,000	,004	,007	,025	,055	,003	,002	,029	,007
	Motivasi3	,006	,000		,000	,016	,029	,010	,014	,002	,004	,031	,003
	Motivasi4	,025	,000	,000		,011	,004	,007	,022	,003	,002	,009	,002
	Motivasi7	,003	,004	,016	,011		,472	,027	,038	,000	,000	,048	,001
	Motivasi9	,004	,007	,029	,084	,472		,348	,214	,475	,293	,107	,252
	Motivasi12	,212	,025	,010	,007	,027	,348		,000	,006	,001	,046	,001
	Motivasi13	,153	,055	,014	,022	,038	,214	,000		,019	,008	,120	,002
	Motivasi14	,036	,003	,002	,003	,000	,475	,006	,019		,000	,085	,023
	Motivasi15	,031	,002	,004	,002	,000	,293	,001	,008	,000		,007	,006
	Motivasi20	,107	,029	,031	,009	,048	,107	,048	,120	,085	,007		,017
	Motivasi23	,007	,007	,003	,002	,001	,252	,001	,002	,023	,006	,017	

a. Determinant = ,001

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,823
Bartlett's Test of Sphericity	Approx. Chi-Square	181,021
	df	66
	Sig.	,000

Anti-image Matrices

	Motvasi1	Motvasi2	Motvasi3	Motvasi4	Motvasi7	Motvasi9	Motvasi12	Motvasi13	Motvasi14	Motvasi15	Motvasi20	Motvasi23	
Anti-Image Covariance	Motvasi1	,292	-,134	,053	,085	-,071	-,190	,072	-,005	-,022	,011	,027	-,120
	Motvasi2	-,134	,161	-,102	-,070	-,009	-,014	-,038	,037	,006	-,025	,002	,054
	Motvasi3	,053	-,102	,297	-,087	,034	-,034	,022	-,048	-,055	,009	,014	-,050
	Motvasi4	,085	-,070	-,087	,300	-,002	-,034	,005	,011	-,034	-,021	-,066	-,079
	Motvasi7	-,071	-,009	,034	-,002	,370	,079	,050	-,005	-,165	-,113	-,017	-,108
	Motvasi9	-,190	-,014	-,034	-,034	,079	,602	,000	-,079	,092	,012	-,116	,085
	Motvasi12	,072	-,038	,022	,005	,050	,000	,402	-,206	-,066	-,091	-,017	-,120
	Motvasi13	-,005	,037	-,048	,011	-,005	-,079	-,206	,485	-,026	-,031	,055	-,063
	Motvasi14	-,022	,006	-,055	-,034	-,165	,092	-,066	-,026	,412	-,074	,025	,092
	Motvasi15	,011	-,025	,009	-,021	-,113	,012	-,091	-,031	-,074	,416	-,131	,030
	Motvasi20	,027	,002	,014	-,066	-,017	-,116	-,017	,055	,025	-,131	,695	-,088
	Motvasi23	-,120	,054	-,050	-,079	-,108	,085	-,120	-,083	,092	,030	-,088	,410
	Anti-Image Correlation	Motvasi1	,685 ^a	-,617	,203	,288	-,217	-,358	,211	-,012	-,064	,031	,059	-,346
Motvasi2		-,617	,786 ^a	-,523	-,317	-,035	-,045	-,149	,133	,023	-,098	,007	,212
Motvasi3		,203	-,523	,847 ^a	-,324	,115	-,091	,072	-,142	-,177	,028	,034	-,160
Motvasi4		,288	-,317	-,324	,881 ^a	-,006	-,080	,016	,029	-,096	-,060	-,145	-,224
Motvasi7		-,217	-,035	,115	-,006	,832 ^a	,168	,130	-,011	-,424	-,289	-,034	-,277
Motvasi9		-,358	-,045	-,091	-,080	,168	,715 ^a	-,001	-,146	,185	,023	-,179	,172
Motvasi12		,211	-,149	,072	,016	,130	-,001	,810 ^a	-,467	-,163	-,222	-,032	-,296
Motvasi13		-,012	,133	-,142	,029	-,011	-,146	-,467	,834 ^a	-,058	-,089	,095	-,185
Motvasi14		-,064	,023	-,177	-,096	-,424	,185	-,163	-,058	,855 ^a	-,178	,047	,223
Motvasi15		,031	-,098	,028	-,060	-,289	,023	-,222	-,069	-,178	,910 ^a	-,244	,073
Motvasi20		,059	,007	,034	-,145	-,034	-,179	-,032	,095	,047	-,244	,683 ^a	-,165
Motvasi23		-,346	,212	-,160	-,224	-,277	,172	-,296	-,185	,223	,073	-,165	,804 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Motvasi1	1,000	,703
Motvasi2	1,000	,855
Motvasi3	1,000	,711
Motvasi4	1,000	,658
Motvasi7	1,000	,793
Motvasi9	1,000	,749
Motvasi12	1,000	,796
Motvasi13	1,000	,728
Motvasi14	1,000	,733
Motvasi15	1,000	,671
Motvasi20	1,000	,311
Motvasi23	1,000	,572

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	5,643	47,026	47,026	5,643	47,026	47,026
2	1,568	13,064	60,090	1,568	13,064	60,090
3	1,069	8,911	69,001	1,069	8,911	69,001
4	,828	6,901	75,901			
5	,795	6,624	82,526			
6	,599	4,988	87,514			
7	,357	2,977	90,491			
8	,322	2,684	93,175			
9	,302	2,514	95,690			
10	,224	1,866	97,556			
11	,194	1,617	99,172			
12	,099	,828	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
Motivasi1	,627	,497	-,253
Motivasi2	,822	,411	-,103
Motivasi3	,805	,237	,081
Motivasi4	,796	,131	,086
Motivasi7	,704	-,216	-,501
Motivasi9	,346	,711	,352
Motivasi12	,660	-,449	,398
Motivasi13	,604	-,374	,473
Motivasi14	,702	-,293	-,392
Motivasi15	,759	-,263	-,159
Motivasi20	,537	,024	,150
Motivasi23	,722	-,170	,149

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

FACTOR

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/VARIABLES Motivasi2 Motivasi3 Motivasi4 Motivasi7 Motivasi9 Motivasi12
Motivasi13 Motivasi14
Motivasi15 Motivasi20 Motivasi23
/MISSING LISTWISE
/ANALYSIS Motivasi2 Motivasi3 Motivasi4 Motivasi7 Motivasi9 Motivasi12
Motivasi13 Motivasi14
Motivasi15 Motivasi20 Motivasi23
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Factor Analysis

Correlation Matrix^a

	Motivasi2	Motivasi3	Motivasi4	Motivasi7	Motivasi9	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi20	Motivasi23	
Correlation	Motivasi2	1,000	,804	,718	,479	,442	,360	,298	,486	,511	,349	,448
	Motivasi3	,804	1,000	,778	,391	,350	,423	,403	,503	,482	,345	,486
	Motivasi4	,718	,778	1,000	,418	,284	,444	,371	,493	,519	,428	,515
	Motivasi7	,479	,391	,418	1,000	,013	,365	,328	,658	,618	,314	,530
	Motivasi9	,442	,350	,284	,013	1,000	,075	,150	-,012	,104	,234	,127
	Motivasi12	,360	,423	,444	,355	,075	1,000	,672	,456	,543	,313	,550
	Motivasi13	,298	,403	,371	,328	,150	,672	1,000	,381	,436	,222	,517
	Motivasi14	,486	,503	,493	,658	-,012	,456	,381	1,000	,610	,257	,367
	Motivasi15	,511	,482	,519	,618	,104	,543	,436	,610	1,000	,447	,455
	Motivasi20	,349	,345	,428	,314	,234	,313	,222	,257	,447	1,000	,389
	Motivasi23	,448	,486	,515	,530	,127	,550	,517	,367	,455	,389	1,000
Sig. (1-tailed)	Motivasi2		,000	,000	,004	,007	,025	,055	,003	,002	,029	,007
	Motivasi3	,000		,000	,016	,029	,010	,014	,002	,004	,031	,003
	Motivasi4	,000	,000		,011	,064	,007	,022	,003	,002	,009	,002
	Motivasi7	,004	,016	,011		,472	,027	,038	,000	,000	,046	,001
	Motivasi9	,007	,029	,064	,472		,346	,214	,475	,293	,107	,252
	Motivasi12	,025	,010	,007	,027	,346		,000	,006	,001	,046	,001
	Motivasi13	,055	,014	,022	,038	,214	,000		,019	,008	,120	,002
	Motivasi14	,003	,002	,003	,000	,475	,006	,019		,000	,085	,023
	Motivasi15	,002	,004	,002	,000	,293	,001	,008	,000		,007	,006
	Motivasi20	,029	,031	,009	,046	,107	,046	,120	,085	,007		,017
	Motivasi23	,007	,003	,002	,001	,252	,001	,002	,023	,006	,017	

a. Determinant = ,002

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,844
Bartlett's Test of Sphericity	Approx. Chi-Square	153,377
	df	55
	Sig.	,000

Anti-image Matrices

	Motivasi2	Motivasi3	Motivasi4	Motivasi7	Motivasi9	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi20	Motivasi23	
Anti-image Covariance	Motivasi2	,260	-,131	-,054	-,070	-,153	-,008	,057	-,007	-,033	,023	-,001
	Motivasi3	-,131	,248	-,116	,052	-,008	,010	-,050	-,054	,007	,009	-,033
	Motivasi4	-,054	-,116	,327	,022	,012	-,018	,014	-,030	-,027	-,081	-,054
	Motivasi7	-,070	,052	,022	,389	,062	,075	-,006	-,180	-,116	-,011	-,164
	Motivasi9	-,153	-,008	,012	,052	,890	,044	-,093	,093	,020	-,118	,031
	Motivasi12	-,008	,010	-,018	,075	,044	,421	-,215	-,064	-,098	-,024	-,108
	Motivasi13	,057	-,050	,014	-,006	-,093	-,215	,485	-,027	-,031	,056	-,096
	Motivasi14	-,007	-,054	-,030	-,180	,093	-,064	-,027	,413	-,073	,028	,094
	Motivasi15	-,033	,007	-,027	-,116	,020	-,098	-,031	-,073	,416	-,133	,039
	Motivasi20	,023	,009	-,081	-,011	-,118	-,024	,056	,028	-,133	,697	-,088
	Motivasi23	-,001	-,033	-,054	-,164	,031	-,108	-,096	,094	,039	-,088	,465
	Anti-image Correlation	Motivasi2	,834 ^a	-,517	-,185	-,220	-,362	-,024	,160	-,022	-,101	,055	-,002
Motivasi3		-,517	,838 ^a	-,408	,167	-,020	,031	-,143	-,168	,022	,022	-,098
Motivasi4		-,185	-,408	,909 ^a	,080	,025	-,048	,034	-,081	-,072	-,170	-,139
Motivasi7		-,220	,167	,080	,780 ^a	,100	,184	-,015	-,449	-,289	-,022	-,385
Motivasi9		-,362	-,020	,025	,100	,881 ^a	,082	-,161	,174	,037	-,170	,056
Motivasi12		-,024	,031	-,048	,184	,082	,830 ^a	-,475	-,153	-,234	-,045	-,243
Motivasi13		,160	-,143	,034	-,015	-,161	-,475	,819 ^a	-,059	-,069	,095	-,202
Motivasi14		-,022	-,168	-,081	-,449	,174	-,153	-,059	,848 ^a	-,177	,051	,215
Motivasi15		-,101	,022	-,072	-,289	,037	-,234	-,089	-,177	,903 ^a	-,247	,089
Motivasi20		,055	,022	-,170	-,022	-,170	-,045	,095	,051	-,247	,877 ^a	-,154
Motivasi23		-,002	-,098	-,139	-,385	,055	-,243	-,202	,215	,089	-,154	,852 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Motivasi2	1,000	,830
Motivasi3	1,000	,774
Motivasi4	1,000	,733
Motivasi7	1,000	,741
Motivasi9	1,000	,721
Motivasi12	1,000	,793
Motivasi13	1,000	,798
Motivasi14	1,000	,744
Motivasi15	1,000	,676
Motivasi20	1,000	,318
Motivasi23	1,000	,602

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	5,300	48,185	48,185	5,300	48,185	48,185
2	1,405	12,772	60,956	1,405	12,772	60,956
3	1,027	9,332	70,288	1,027	9,332	70,288
4	,817	7,429	77,717			
5	,610	5,543	83,260			
6	,565	5,135	88,395			
7	,353	3,208	91,602			
8	,304	2,761	94,364			
9	,248	2,252	96,615			
10	,221	2,007	98,622			
11	,152	1,378	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
Motivasi2	,788	,415	-,195
Motivasi3	,804	,350	-,072
Motivasi4	,807	,273	-,085
Motivasi7	,695	-,320	-,395
Motivasi9	,304	,751	,253
Motivasi12	,695	-,325	,453
Motivasi13	,629	-,276	,572
Motivasi14	,715	-,305	-,375
Motivasi15	,774	-,228	-,157
Motivasi20	,547	,132	,037
Motivasi23	,721	-,157	,240

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

FACTOR

```

/VARIABLES Motivasi2 Motivasi3 Motivasi4 Motivasi7 Motivasi12 Motivasi13
Motivasi14 Motivasi15
  Motivasi20 Motivasi23
/MISSING LISTWISE
/ANALYSIS Motivasi2 Motivasi3 Motivasi4 Motivasi7 Motivasi12 Motivasi13
Motivasi14 Motivasi15
  Motivasi20 Motivasi23
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Factor Analysis

		Correlation Matrix ^a									
		Motivasi2	Motivasi3	Motivasi4	Motivasi7	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi20	Motivasi23
Correlation	Motivasi2	1,000	,804	,718	,479	,360	,298	,486	,511	,349	,448
	Motivasi3	,804	1,000	,778	,391	,423	,403	,503	,482	,345	,486
	Motivasi4	,718	,778	1,000	,418	,444	,371	,493	,519	,428	,515
	Motivasi7	,479	,391	,418	1,000	,355	,328	,658	,618	,314	,530
	Motivasi12	,360	,423	,444	,355	1,000	,672	,456	,543	,313	,550
	Motivasi13	,298	,403	,371	,328	,672	1,000	,381	,436	,222	,517
	Motivasi14	,486	,503	,493	,658	,456	,381	1,000	,610	,257	,367
	Motivasi15	,511	,482	,519	,618	,543	,436	,610	1,000	,447	,455
	Motivasi20	,349	,345	,428	,314	,313	,222	,257	,447	1,000	,389
	Motivasi23	,448	,486	,515	,530	,550	,517	,367	,455	,389	1,000
Sig. (1-tailed)	Motivasi2		,000	,000	,004	,025	,055	,003	,002	,029	,007
	Motivasi3	,000		,000	,016	,010	,014	,002	,004	,031	,003
	Motivasi4	,000	,000		,011	,007	,022	,003	,002	,009	,002
	Motivasi7	,004	,016	,011		,027	,038	,000	,000	,046	,001
	Motivasi12	,025	,010	,007	,027		,000	,006	,001	,046	,001
	Motivasi13	,055	,014	,022	,038	,000		,019	,008	,120	,002
	Motivasi14	,003	,002	,003	,000	,006	,019		,000	,085	,023
	Motivasi15	,002	,004	,002	,000	,001	,008	,000		,007	,006
	Motivasi20	,029	,031	,009	,046	,046	,120	,085	,007		,017
	Motivasi23	,007	,003	,002	,001	,001	,002	,023	,006	,017	

a. Determinant= ,003

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,850
Bartlett's Test of Sphericity	Approx. Chi-Square	146,267
	df	45
	Sig.	,000

Anti-image Matrices

	Motivasi2	Motivasi3	Motivasi4	Motivasi7	Motivasi12	Motivasi13	Motivasi14	Motivasi15	Motivasi20	Motivasi23	
Anti-image Covariance	Motivasi2	,300	-,153	-,059	-,068	,002	,043	,016	-,033	-,003	,007
	Motivasi3	-,153	,248	-,116	,053	,010	-,052	-,054	,007	,008	-,033
	Motivasi4	-,059	-,116	,328	,021	-,019	,016	-,032	-,027	-,081	-,055
	Motivasi7	-,068	,053	,021	,393	,072	,001	-,195	-,119	-,003	-,168
	Motivasi12	,002	,010	-,019	,072	,424	-,216	-,072	-,100	-,018	-,111
	Motivasi13	,043	-,052	,016	,001	-,216	,498	-,015	-,029	,042	-,095
	Motivasi14	,016	-,054	-,032	-,195	-,072	-,015	,426	-,078	,046	,093
	Motivasi15	-,033	,007	-,027	-,119	-,100	-,029	-,078	,416	-,134	,039
	Motivasi20	-,003	,008	-,081	-,003	-,018	,042	,046	-,134	,718	-,085
	Motivasi23	,007	-,033	-,055	-,168	-,111	-,095	,093	-,039	-,085	,467
	Anti-image Correlation	Motivasi2	,854 ^a	-,563	-,188	-,199	,006	,110	,045	-,094	-,007	,019
Motivasi3		-,563	,819 ^a	-,408	,170	,032	-,148	-,167	,023	,019	-,097
Motivasi4		-,188	-,408	,906 ^a	,058	-,050	,039	-,087	-,073	-,168	-,141
Motivasi7		-,199	,170	,058	,776 ^a	,178	,002	-,476	-,295	-,005	-,393
Motivasi12		,006	,032	-,050	,178	,831 ^a	-,470	-,170	-,238	-,032	-,249
Motivasi13		,110	-,148	,039	,002	-,470	,840 ^a	-,032	-,064	,070	-,196
Motivasi14		,045	-,167	-,087	-,476	-,170	-,032	,847 ^a	-,186	,083	,208
Motivasi15		-,094	,023	-,073	-,295	-,238	-,064	-,186	,901 ^a	-,244	,088
Motivasi20		-,007	,019	-,168	-,005	-,032	,070	,083	-,244	,898 ^a	-,147
Motivasi23		,019	-,097	-,141	-,393	-,249	-,196	,208	,088	-,147	,852 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Motivasi2	1,000	,814
Motivasi3	1,000	,783
Motivasi4	1,000	,765
Motivasi7	1,000	,503
Motivasi12	1,000	,745
Motivasi13	1,000	,715
Motivasi14	1,000	,531
Motivasi15	1,000	,622
Motivasi20	1,000	,301
Motivasi23	1,000	,580

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	5,225	52,249	52,249	5,225	52,249	52,249
2	1,134	11,344	63,592	1,134	11,344	63,592
3	,927	9,269	72,861			
4	,814	8,145	81,006			
5	,569	5,687	86,693			
6	,354	3,536	90,228			
7	,330	3,300	93,529			
8	,270	2,700	96,229			
9	,221	2,207	98,436			
10	,156	1,564	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
Motivasi2	,772	-,467
Motivasi3	,794	-,391
Motivasi4	,801	-,350
Motivasi7	,707	,049
Motivasi12	,703	,501
Motivasi13	,631	,563
Motivasi14	,729	,017
Motivasi15	,782	,101
Motivasi20	,541	-,090
Motivasi23	,726	,230

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES Motivasi2 Motivasi3 Motivasi4 Motivasi7 Motivasi12 Motivasi14
Motivasi15 Motivasi20
Motivasi23
/MISSING LISTWISE
/ANALYSIS Motivasi2 Motivasi3 Motivasi4 Motivasi7 Motivasi12 Motivasi14
Motivasi15 Motivasi20
Motivasi23
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Factor Analysis

Correlation Matrix^a

	Motivasi2	Motivasi3	Motivasi4	Motivasi7	Motivasi12	Motivasi14	Motivasi15	Motivasi20	Motivasi23	
Correlation	Motivasi2	1,000	,804	,718	,479	,360	,486	,511	,349	,448
	Motivasi3	,804	1,000	,778	,391	,423	,503	,482	,345	,486
	Motivasi4	,718	,778	1,000	,418	,444	,493	,519	,428	,515
	Motivasi7	,479	,391	,418	1,000	,355	,658	,618	,314	,530
	Motivasi12	,360	,423	,444	,355	1,000	,456	,543	,313	,550
	Motivasi14	,486	,503	,493	,658	,456	1,000	,610	,257	,367
	Motivasi15	,511	,482	,519	,618	,543	,610	1,000	,447	,455
	Motivasi20	,349	,345	,428	,314	,313	,257	,447	1,000	,389
	Motivasi23	,448	,486	,515	,530	,550	,367	,455	,389	1,000
Sig. (1-tailed)	Motivasi2		,000	,000	,004	,025	,003	,002	,029	,007
	Motivasi3	,000		,000	,016	,010	,002	,004	,031	,003
	Motivasi4	,000	,000		,011	,007	,003	,002	,009	,002
	Motivasi7	,004	,016	,011		,027	,000	,000	,046	,001
	Motivasi12	,025	,010	,007	,027		,006	,001	,046	,001
	Motivasi14	,003	,002	,003	,000	,006		,000	,085	,023
	Motivasi15	,002	,004	,002	,000	,001	,000		,007	,006
	Motivasi20	,029	,031	,009	,046	,046	,085	,007		,017
	Motivasi23	,007	,003	,002	,001	,001	,023	,006	,017	

a. Determinant = ,006

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,839
Bartlett's Test of Sphericity	Approx. Chi-Square	130,694
	df	36
	Sig.	,000

Anti-image Matrices

		Motivasi2	Motivasi3	Motivasi4	Motivasi7	Motivasi12	Motivasi14	Motivasi15	Motivasi20	Motivasi23
Anti-image Covariance	Motivasi2	,303	-,154	-,061	-,069	,027	,018	-,031	-,007	,016
	Motivasi3	-,154	,253	-,117	,054	-,016	-,057	,005	,013	-,046
	Motivasi4	-,061	-,117	,328	,021	-,015	-,032	-,026	-,083	-,054
	Motivasi7	-,069	,054	,021	,393	,093	-,195	-,120	-,003	-,175
	Motivasi12	,027	-,016	-,015	,093	,544	-,101	-,145	,001	-,202
	Motivasi14	,018	-,057	-,032	-,195	-,101	,427	-,080	,048	,094
	Motivasi15	-,031	,005	-,026	-,120	-,145	-,080	,418	-,132	,035
	Motivasi20	-,007	,013	-,083	-,003	,001	,048	-,132	,722	-,081
	Motivasi23	,016	-,046	-,054	-,175	-,202	,094	,035	-,081	,485
Anti-image Correlation	Motivasi2	,853 ^a	-,556	-,194	-,200	,066	,049	-,088	-,015	,042
	Motivasi3	-,556	,814 ^a	-,407	,172	-,043	-,174	,014	,030	-,130
	Motivasi4	-,194	-,407	,902 ^a	,058	-,036	-,086	-,071	-,171	-,136
	Motivasi7	-,200	,172	,058	,761 ^a	,202	-,476	-,295	-,005	-,400
	Motivasi12	,066	-,043	-,036	,202	,819 ^a	-,210	-,304	,001	-,394
	Motivasi14	,049	-,174	-,086	-,476	-,210	,831 ^a	-,189	,086	,206
	Motivasi15	-,088	,014	-,071	-,295	-,304	-,189	,884 ^a	-,241	,077
	Motivasi20	-,015	,030	-,171	-,005	,001	,086	-,241	,901 ^a	-,136
	Motivasi23	,042	-,130	-,136	-,400	-,394	,206	,077	-,136	,809 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Motivasi2	1,000	,813
Motivasi3	1,000	,876
Motivasi4	1,000	,819
Motivasi7	1,000	,694
Motivasi12	1,000	,510
Motivasi14	1,000	,626
Motivasi15	1,000	,711
Motivasi20	1,000	,309
Motivasi23	1,000	,524

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	4,879	54,209	54,209	4,879	54,209	54,209
2	1,004	11,152	65,361	1,004	11,152	65,361
3	,847	9,413	74,774			
4	,705	7,836	82,610			
5	,561	6,236	88,846			
6	,350	3,886	92,732			
7	,272	3,027	95,760			
8	,221	2,456	98,216			
9	,161	1,784	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
Motivasi2	,796	-,423
Motivasi3	,805	-,477
Motivasi4	,817	-,390
Motivasi7	,720	,419
Motivasi12	,663	,266
Motivasi14	,736	,292
Motivasi15	,785	,309
Motivasi20	,556	,018
Motivasi23	,711	,134

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES Motivasi2 Motivasi3 Motivasi4 Motivasi12 Motivasi14 Motivasi15
Motivasi20 Motivasi23
/MISSING LISTWISE
/ANALYSIS Motivasi2 Motivasi3 Motivasi4 Motivasi12 Motivasi14 Motivasi15
Motivasi20 Motivasi23
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Factor Analysis

Correlation Matrix^a

		Motivasi2	Motivasi3	Motivasi4	Motivasi12	Motivasi14	Motivasi15	Motivasi20	Motivasi23
Correlation	Motivasi2	1,000	,804	,718	,360	,486	,511	,349	,448
	Motivasi3	,804	1,000	,778	,423	,503	,482	,345	,486
	Motivasi4	,718	,778	1,000	,444	,493	,519	,428	,515
	Motivasi12	,360	,423	,444	1,000	,456	,543	,313	,550
	Motivasi14	,486	,503	,493	,456	1,000	,610	,257	,367
	Motivasi15	,511	,482	,519	,543	,610	1,000	,447	,455
	Motivasi20	,349	,345	,428	,313	,257	,447	1,000	,389
	Motivasi23	,448	,486	,515	,550	,367	,455	,389	1,000
	Sig. (1-tailed)	Motivasi2		,000	,000	,025	,003	,002	,029	,007
Motivasi3		,000		,000	,010	,002	,004	,031	,003
Motivasi4		,000	,000		,007	,003	,002	,009	,002
Motivasi12		,025	,010	,007		,006	,001	,046	,001
Motivasi14		,003	,002	,003	,006		,000	,085	,023
Motivasi15		,002	,004	,002	,001	,000		,007	,006
Motivasi20		,029	,031	,009	,046	,085	,007		,017
Motivasi23		,007	,003	,002	,001	,023	,006	,017	

a. Determinant = ,014

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,864
Bartlett's Test of Sphericity	Approx. Chi-Square	108,577
	df	28
	Sig.	,000

Anti-image Matrices

		Motivasi2	Motivasi3	Motivasi4	Motivasi12	Motivasi14	Motivasi15	Motivasi20	Motivasi23
Anti-image Covariance	Motivasi2	,316	-,155	-,060	,047	-,023	-,060	-,008	-,018
	Motivasi3	-,155	,261	-,124	-,031	-,040	,024	,014	-,026
	Motivasi4	-,060	-,124	,329	-,021	-,028	-,022	-,083	-,054
	Motivasi12	,047	-,031	-,021	,567	-,074	-,133	,001	-,200
	Motivasi14	-,023	-,040	-,028	-,074	,552	-,197	,060	,011
	Motivasi15	-,060	,024	-,022	-,133	-,197	,458	-,146	-,024
	Motivasi20	-,008	,014	-,083	,001	,060	-,146	,722	-,097
	Motivasi23	-,018	-,026	-,054	-,200	,011	-,024	-,097	,578
Anti-image Correlation	Motivasi2	,851 ^a	-,540	-,187	,111	-,054	-,157	-,016	-,043
	Motivasi3	-,540	,820 ^a	-,424	-,080	-,106	,069	,031	-,068
	Motivasi4	-,187	-,424	,895 ^a	-,049	-,066	-,056	-,171	-,123
	Motivasi12	,111	-,080	-,049	,861 ^a	-,132	-,261	,002	-,349
	Motivasi14	-,054	-,106	-,066	-,132	,884 ^a	-,392	,095	,019
	Motivasi15	-,157	,069	-,056	-,261	-,392	,851 ^a	-,254	-,047
	Motivasi20	-,016	,031	-,171	,002	,095	-,254	,881 ^a	-,151
	Motivasi23	-,043	-,068	-,123	-,349	,019	-,047	-,151	,899 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Motivasi2	1,000	,655
Motivasi3	1,000	,696
Motivasi4	1,000	,710
Motivasi12	1,000	,460
Motivasi14	1,000	,496
Motivasi15	1,000	,589
Motivasi20	1,000	,322
Motivasi23	1,000	,493

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4,420	55,256	55,256	4,420	55,256	55,256
2	,930	11,624	66,879			
3	,784	9,800	76,679			
4	,672	8,401	85,080			
5	,406	5,077	90,158			
6	,347	4,334	94,492			
7	,267	3,335	97,826			
8	,174	2,174	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component 1
Motivasi2	,809
Motivasi3	,834
Motivasi4	,842
Motivasi12	,678
Motivasi14	,704
Motivasi15	,767
Motivasi20	,567
Motivasi23	,702

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

HASIL UJI PRETEST VALIDITAS KINERJA KARYAWAN

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FACTOR
/VARIABLES KK1 KK2 KK3 KK4 KK5 KK6 KK7 KK8 KK9 KK10 KK11 KK12 KK13 KK14
KK15
/MISSING LISTWISE
/ANALYSIS KK1 KK2 KK3 KK4 KK5 KK6 KK7 KK8 KK9 KK10 KK11 KK12 KK13 KK14 KK15
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.
    
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Factor Analysis

Correlation Matrix^a

	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14	
Correlation	KK1	1.000	.889	-.215	-.877	.324	.382	.198	.088	-.218	.181	-.238	-.018	.183	-.886
	KK2	.889	1.000	-.344	-.842	.238	.235	.139	-.073	.164	.229	-.272	-.037	.184	-.186
	KK3	-.215	-.344	1.000	.612	-.179	.146	.022	.187	-.871	.227	.183	-.087	.886	-.178
	KK4	-.877	-.842	.612	1.000	-.137	.308	.218	.151	-.982	.268	.486	.018	.243	.493
	KK5	.324	.238	-.179	-.137	1.000	.481	.227	.391	.338	.225	.245	.389	.243	.843
	KK6	.382	.235	-.146	-.137	.481	1.000	.719	.588	.245	.382	.495	.478	.418	.431
	KK7	.198	.139	.022	-.215	.227	.719	1.000	.438	.120	.195	.429	.497	.435	.382
	KK8	.088	-.073	.187	.151	.381	.588	.438	1.000	.838	.588	.341	.183	-.982	.219
	KK9	-.218	.181	-.238	-.018	.225	.225	.120	.838	1.000	.235	-.047	.018	-.041	.811
	KK10	.181	.229	.227	.268	.326	.382	.199	.594	.719	1.000	.118	-.012	-.026	.188
	KK11	-.238	-.272	.183	.486	.245	.496	.829	.343	-.847	.118	1.000	.337	.886	.548
	KK12	-.018	-.037	-.087	.886	.389	.478	.897	.158	.818	-.012	.337	1.000	.838	.186
	KK13	.183	.184	.038	.243	.243	.418	.838	-.032	-.381	-.028	.886	.838	1.000	.116
	KK14	-.086	-.198	.178	.483	.143	.421	.382	.219	.811	.188	.548	.188	.116	1.000
Sig. (1-tailed)	KK1		.000	.132	.343	.841	.028	.147	.384	.135	.173	.183	.488	.283	.381
	KK2	.000		.011	.412	.188	.188	.348	.358	.183	.115	.073	.422	.188	.187
	KK3	.182	.031		.882	.172	.228	.853	.287	.388	.114	.188	.324	.982	.173
	KK4	.343	.412	.032		.236	.035	.127	.213	.487	.077	.087	.488	.886	.883
	KK5	.841	.189	.173	.316		.884	.114	.018	.834	.848	.098	.017	.348	.412
	KK6	.828	.188	.228	.836	.884		.000	.081	.888	.818	.083	.083	.815	.888
	KK7	.147	.246	.483	.127	.114	.000		.028	.383	.151	.089	.083	.888	.816
	KK8	.284	.258	.287	.213	.818	.081	.088		.888	.888	.032	.288	.315	.123
	KK9	.133	.193	.355	.487	.134	.099	.283	.088		.888	.483	.488	.375	.477
	KK10	.178	.115	.114	.377	.848	.019	.151	.088	.888		.287	.474	.448	.171
	KK11	.183	.073	.188	.887	.888	.089	.089	.032	.482	.287		.034	.347	.881
	KK12	.488	.422	.324	.488	.817	.884	.888	.288	.488	.474	.034		.881	.288
	KK13	.283	.188	.038	.888	.888	.812	.888	.315	.375	.448	.887	.081		.271
	KK14	.381	.187	.173	.883	.412	.089	.818	.123	.477	.171	.881	.288	.271	

^a Determinant = .038

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.629
Bartlett's Test of Sphericity	Approx. Chi-Square	212,889
	df	91
	Sig.	.000

Anti-image Matrices

	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14	
Anti-image Covariance	KK1	.199	-.120	.091	-.011	-.088	-.059	-.018	.005	-.023	.006	.075	.022	.077	-.039
	KK2	-.120	.101	-.113	.054	.034	-.007	-.028	.000	-.022	-.007	-.018	.028	-.054	.077
	KK3	.091	-.113	.415	-.202	-.055	.055	-.108	.120	-.041	-.007	-.048	.048	-.059	-.089
	KK4	-.011	.054	-.202	.391	.016	-.034	.007	.045	-.019	-.058	-.084	.127	-.143	-.089
	KK5	-.088	.034	-.055	.010	.022	-.028	.118	-.039	-.037	-.016	-.088	.122	-.078	.071
	KK6	-.059	-.007	.055	-.034	-.028	.187	-.045	-.096	.008	-.051	-.072	-.034	-.078	-.009
	KK7	-.018	-.029	.059	.007	.118	-.045	.345	.093	.043	.006	-.054	-.084	-.093	-.078
	KK8	.005	.060	-.108	.045	-.039	-.096	-.093	.211	-.125	-.012	.002	.045	.095	.076
	KK9	-.023	-.022	.120	-.019	-.037	.009	.043	-.125	.248	-.158	.022	-.028	-.036	-.039
	KK10	.006	-.057	-.041	-.058	-.018	-.051	.009	-.013	-.158	.305	.034	.022	.051	-.030
	KK11	.075	-.019	-.007	-.094	-.096	-.072	-.054	.002	.022	.034	.008	-.078	.142	.107
	KK12	.022	.039	-.040	.127	-.122	-.054	-.094	.045	-.029	.022	-.078	.428	-.143	.064
	KK13	.077	-.054	.045	-.143	-.078	-.078	-.093	.005	-.039	.051	.142	-.143	.378	.012
	KK14	-.039	.077	-.059	.088	.071	-.089	-.078	.078	-.039	-.030	-.167	.099	.012	.496
Anti-image Correlation	KK1	.826*	-.760	.317	-.044	-.272	-.338	-.065	.029	-.114	.294	.354	.084	.309	-.134
	KK2	-.760	.888*	-.453	.224	.128	-.044	-.128	.337	-.115	-.288	-.078	.111	-.228	.201
	KK3	.317	-.453	.834*	-.502	-.118	.232	.155	-.305	.401	-.115	.018	-.114	.116	-.131
	KK4	-.044	.224	-.502	.801*	.022	-.128	.032	.157	-.061	-.167	-.248	.311	-.373	.152
	KK5	-.272	.128	-.119	.022	.751*	-.085	.273	.118	-.104	-.045	-.229	-.288	-.172	.140
	KK6	-.338	-.044	.232	-.128	-.085	.741*	-.177	-.482	.310	-.213	-.274	-.192	-.292	-.222
	KK7	-.065	-.128	.155	.022	.273	-.177	.784*	-.345	.141	.018	-.152	-.228	-.258	-.109
	KK8	.029	.337	-.365	.157	-.118	-.482	-.345	.883*	-.548	-.051	.007	.158	.303	.234
	KK9	-.115	-.115	.401	-.081	-.104	.318	.147	-.548	.832*	-.572	.072	-.091	-.114	-.110
	KK10	.294	-.288	-.115	-.167	-.045	-.213	.018	-.091	-.573	.899*	.108	.088	.151	-.078
	KK11	.309	-.078	-.019	-.248	-.223	-.274	-.152	.007	.072	.158	.712*	-.193	.381	-.268
	KK12	.084	.111	-.114	.311	-.248	-.192	-.220	.190	-.091	.060	-.193	.862*	-.355	.143
	KK13	.309	-.258	-.116	-.373	-.172	-.292	-.258	.300	-.118	-.151	.381	-.355	.881*	.027
	KK14	-.134	.201	-.131	-.152	.148	-.222	-.188	.234	-.110	-.078	-.248	.143	.027	.728*

a. Measures of Sampling Adequacy (MSA)

Communalities

	Initial	Extraction
KK1	1,000	,829
KK2	1,000	,907
KK3	1,000	,724
KK4	1,000	,740
KK5	1,000	,460
KK6	1,000	,824
KK7	1,000	,674
KK8	1,000	,814
KK9	1,000	,829
KK10	1,000	,768
KK11	1,000	,702
KK12	1,000	,734
KK13	1,000	,620
KK14	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	4,161	29,719	29,719	4,161	29,719	29,719
2	2,450	17,502	47,221	2,450	17,502	47,221
3	1,950	13,930	61,151	1,950	13,930	61,151
4	1,669	11,920	73,071	1,669	11,920	73,071
5	,895	6,392	79,462			
6	,804	5,744	85,207			
7	,530	3,785	88,992			
8	,388	2,773	91,764			
9	,331	2,366	94,131			
10	,230	1,645	95,776			
11	,222	1,585	97,361			
12	,203	1,450	98,811			
13	,089	,638	99,449			
14	,077	,551	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component			
	1	2	3	4
KK1	,310	,762	,350	,175
KK2	,241	,781	,393	,293
KK3	,309	,118	-,013	,784
KK4	,484	-,337	-,085	,620
KK5	,610	,245	,077	-,148
KK6	,888	-,030	,169	-,080
KK7	,729	-,177	,274	-,190
KK8	,679	,078	-,531	-,257
KK9	,449	,465	-,556	-,318
KK10	,590	,357	-,540	,019
KK11	,564	-,602	-,104	,109
KK12	,491	-,255	,469	-,455
KK13	,407	-,121	,653	-,117
KK14	,499	-,499	-,127	,297

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

FACTOR

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/VARIABLES KK1 KK2 KK4 KK5 KK6 KK7 KK8 KK9 KK10 KK11 KK12 KK13 KK14
/MISSING LISTWISE
/ANALYSIS KK1 KK2 KK4 KK5 KK6 KK7 KK8 KK9 KK10 KK11 KK12 KK13 KK14
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Correlation Matrix^a

	KK1	KK2	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14	
Correlation	KK1	1,000	,858	-,077	,324	,352	,198	,056	,210	,181	-,238	-,016	,103	-,099
	KK2	,858	1,000	-,042	,233	,235	,130	-,073	,164	,226	-,272	-,037	,184	-,190
	KK4	-,077	-,042	1,000	,137	,338	,215	,151	-,002	,266	,446	,010	,263	,493
	KK5	,324	,233	,137	1,000	,481	,227	,391	,338	,325	,245	,389	,243	,843
	KK6	,352	,235	,338	,481	1,000	,719	,566	,246	,382	,496	,476	,410	,431
	KK7	,198	,130	,215	,227	,719	1,000	,435	,120	,195	,429	,497	,435	,392
	KK8	,056	-,073	,151	,391	,566	,435	1,000	,639	,596	,343	,159	-,092	,219
	KK9	,210	,164	-,002	,338	,246	,120	,639	1,000	,735	-,047	,010	-,061	,011
	KK10	,181	,226	,266	,325	,382	,195	,596	,735	1,000	,118	-,012	-,026	,180
	KK11	-,238	-,272	,446	,245	,496	,429	,343	-,047	,118	1,000	,337	,065	,546
	KK12	-,016	-,037	,010	,389	,476	,497	,159	,010	-,012	,337	1,000	,538	,106
	KK13	,103	,184	,263	,243	,410	,435	-,092	-,061	-,026	,065	,538	1,000	,116
	KK14	-,099	-,190	,493	,043	,431	,392	,219	,011	,180	,546	,106	,116	1,000
Sig. (1-tailed)	KK1		,000	,343	,041	,028	,147	,384	,133	,170	,103	,466	,293	,301
	KK2		,000	,412	,108	,108	,246	,350	,193	,115	,073	,422	,166	,157
	KK4		,343	,412		,235	,035	,127	,213	,497	,077	,007	,480	,080
	KK5		,041	,108		,235	,035	,127	,213	,497	,077	,007	,480	,080
	KK6		,028	,108		,035	,004	,000	,001	,095	,019	,003	,004	,012
	KK7		,147	,246		,127	,114	,000	,008	,263	,151	,009	,003	,008
	KK8		,384	,350		,213	,016	,001	,008	,000	,000	,032	,200	,315
	KK9		,133	,193		,034	,095	,000	,000	,000	,000	,032	,200	,315
	KK10		,170	,115		,077	,040	,019	,151	,000	,000	,034	,474	,446
	KK11		,103	,073		,097	,096	,003	,009	,032	,402	,034	,474	,446
	KK12		,466	,422		,480	,017	,004	,003	,200	,480	,474	,034	,001
	KK13		,293	,166		,080	,098	,012	,008	,315	,375	,446	,367	,001
	KK14		,301	,157		,080	,412	,003	,016	,123	,477	,171	,001	,288

a. Determinant = ,000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,656
Bartlett's Test of Sphericity	Approx. Chi-Square	194,933
	df	78
	Sig.	,000

Anti-image Matrices

	KK1	KK2	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14	
Anti-image Covariance	KK1	,169	-,143	,085	-,078	-,067	-,021	,016	-,040	,071	,077	,027	,076	-,035
	KK2	-,143	,198	-,081	,024	,013	-,016	,044	,019	-,087	-,026	,019	-,053	,078
	KK4	,005	-,001	,523	-,023	-,004	,048	-,012	,070	-,105	-,131	,141	-,164	-,131
	KK5	-,078	,024	-,023	,530	-,019	,129	-,063	-,024	-,024	-,100	-,132	-,072	,065
	KK6	-,067	,013	-,004	-,019	,198	-,058	-,086	,080	-,048	-,075	-,050	-,091	-,063
	KK7	-,021	-,016	,048	,129	-,058	,353	-,092	,030	,012	-,054	-,081	-,103	-,073
	KK8	,016	,044	-,012	-,063	-,086	-,092	,243	-,126	-,027	,080	,038	,113	,071
	KK9	-,040	,019	,070	-,024	,060	,036	-,126	,296	-,175	,028	-,018	-,081	-,025
	KK10	,071	-,087	-,185	-,024	-,048	,012	-,027	-,175	,308	,033	,017	,057	-,037
	KK11	,077	-,026	-,131	-,100	-,075	-,054	,080	,029	,033	,370	-,078	,145	-,188
	KK12	,027	,019	,141	-,132	-,050	-,081	,038	-,018	,017	-,078	,432	-,141	,081
	KK13	,076	-,053	-,184	-,072	-,091	-,183	,113	-,081	,057	,145	-,141	,383	,019
	KK14	-,035	,078	-,131	,065	-,063	-,073	,071	-,025	-,037	-,189	,061	,019	,506
	Anti-image Correlation	KK1	,895*	-,798	,018	-,261	-,369	-,086	,077	-,178	,311	,308	,099	,288	-,120
KK2		-,798	,536*	-,085	,074	,070	-,083	,207	,081	-,381	-,087	,067	-,198	,256
KK4		,018	-,005	,817*	-,044	-,011	,114	-,032	,178	-,281	-,287	,206	-,367	-,255
KK5		-,261	,074	-,044	,747*	-,059	,288	-,175	-,081	-,059	-,226	-,277	-,168	,126
KK6		-,369	,070	-,011	-,059	,764*	-,221	-,439	,248	-,193	-,278	-,171	-,333	-,188
KK7		-,086	-,083	,114	,288	-,221	,781*	-,314	,084	,037	-,151	-,208	-,281	-,173
KK8		,077	,207	-,032	-,175	-,439	-,314	,676*	-,469	-,108	,080	,117	,370	,202
KK9		-,178	,081	,178	-,061	,248	,094	-,469	,618*	-,578	,086	-,050	-,181	-,064
KK10		,311	-,381	-,281	-,059	-,193	,037	-,100	-,578	,655*	,088	,048	,167	-,094
KK11		,308	-,087	-,287	-,226	-,278	-,151	,080	,086	,098	,681*	-,196	,388	-,253
KK12		,088	,087	,288	-,277	-,171	-,208	,117	-,080	,048	-,188	,708*	-,347	,130
KK13		,288	-,198	-,367	-,168	-,330	-,281	,370	-,181	,167	,386	-,347	,473*	,043
KK14		-,120	,258	-,255	,126	-,199	-,173	,282	-,064	-,094	-,253	,130	,043	,740*

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
KK1	1,000	,877
KK2	1,000	,911
KK4	1,000	,677
KK5	1,000	,507
KK6	1,000	,832
KK7	1,000	,657
KK8	1,000	,824
KK9	1,000	,811
KK10	1,000	,767
KK11	1,000	,695
KK12	1,000	,833
KK13	1,000	,619
KK14	1,000	,716

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	4,090	31,458	31,458	4,090	31,458	31,458
2	2,443	18,792	50,250	2,443	18,792	50,250
3	1,950	15,001	65,251	1,950	15,001	65,251
4	1,243	9,560	74,812	1,243	9,560	74,812
5	,843	6,486	81,297			
6	,749	5,763	87,060			
7	,434	3,338	90,398			
8	,367	2,820	93,217			
9	,238	1,829	95,047			
10	,223	1,714	96,761			
11	,215	1,654	98,415			
12	,125	,963	99,379			
13	,081	,621	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component			
	1	2	3	4
KK1	,291	,757	,351	,311
KK2	,210	,765	,395	,353
KK4	,447	-,368	-,078	,579
KK5	,609	,257	,076	-,255
KK6	,896	-,013	,167	,040
KK7	,746	-,154	,271	-,047
KK8	,688	,098	-,534	-,236
KK9	,464	,489	-,560	-,206
KK10	,581	,361	-,541	,080
KK11	,563	-,601	-,103	,076
KK12	,518	-,225	,465	-,546
KK13	,418	-,107	,651	-,091
KK14	,494	-,506	-,124	,447

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

FACTOR

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/VARIABLES KK2 KK4 KK5 KK6 KK7 KK8 KK9 KK10 KK11 KK12 KK14
/MISSING LISTWISE
/ANALYSIS KK2 KK4 KK5 KK6 KK7 KK8 KK9 KK10 KK11 KK12 KK14
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Factor Analysis

Correlation Matrix^a

		KK2	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK14	
Correlation	KK2	1,000	-,042	,233	,235	,130	-,073	,164	,226	-,272	-,037	-,190	
	KK4	-,042	1,000	,137	,336	,215	,151	-,002	,266	,446	,010	,493	
	KK5	,233	,137	1,000	,481	,227	,391	,338	,325	,245	,389	,043	
	KK6	,235	,336	,481	1,000	,719	,566	,246	,382	,496	,476	,431	
	KK7	,130	,215	,227	,719	1,000	,435	,120	,195	,429	,497	,392	
	KK8	-,073	,151	,391	,566	,435	1,000	,639	,596	,343	,159	,219	
	KK9	,164	-,002	,338	,246	,120	,639	1,000	,735	-,047	,010	,011	
	KK10	,226	,266	,325	,382	,195	,596	,735	1,000	,118	-,012	,180	
	KK11	-,272	,446	,245	,496	,429	,343	-,047	,118	1,000	,337	,546	
	KK12	-,037	,010	,389	,476	,497	,159	,010	-,012	,337	1,000	,106	
	KK14	-,190	,493	,043	,431	,392	,219	,011	,180	,546	,106	1,000	
	Sig. (1-tailed)	KK2		,412	,108	,106	,246	,350	,193	,115	,073	,422	,157
		KK4	,412		,235	,035	,127	,213	,497	,077	,007	,480	,003
KK5		,108	,235		,004	,114	,016	,034	,040	,096	,017	,412	
KK6		,106	,035	,004		,000	,001	,095	,019	,003	,004	,009	
KK7		,246	,127	,114	,000		,008	,263	,151	,009	,003	,016	
KK8		,350	,213	,016	,001	,008		,000	,000	,032	,200	,123	
KK9		,193	,497	,034	,095	,263	,000		,000	,402	,480	,477	
KK10		,115	,077	,040	,019	,151	,000	,000		,267	,474	,171	
KK11		,073	,007	,096	,003	,009	,032	,402	,267		,034	,001	
KK12		,422	,480	,017	,004	,003	,200	,480	,474	,034		,288	
KK14		,157	,003	,412	,009	,016	,123	,477	,171	,001	,288		

a. Determinant = ,004

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,692
Bartlett's Test of Sphericity	Approx. Chi-Square	135,564
	df	55
	Sig.	,000

Anti-image Matrices

		KK2	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK14	
Anti-image Covariance	KK2	,525	,028	-,124	-,142	-,093	,174	-,038	-,086	,123	,155	,132	
	KK4	,028	,617	-,049	-,044	,006	,053	,063	-,125	-,117	,094	-,137	
	KK5	-,124	-,049	,573	-,076	,128	-,065	-,054	,014	-,071	-,177	,058	
	KK6	-,142	-,044	-,076	,244	-,111	-,103	,048	-,021	-,038	-,097	-,089	
	KK7	-,093	,006	,128	-,111	,383	-,077	,016	,034	-,020	-,154	-,075	
	KK8	,174	,053	-,055	-,103	-,077	,282	-,133	-,054	-,058	,114	,075	
	KK9	-,038	,063	-,054	,048	,016	-,133	,311	-,182	,078	-,038	-,031	
	KK10	-,086	-,125	,014	-,021	,034	-,054	-,182	,345	-,010	,023	-,028	
	KK11	,123	-,117	-,071	-,038	-,020	-,058	,078	-,010	,456	-,062	-,132	
	KK12	,155	,094	-,177	-,097	-,154	,114	-,038	,023	-,062	,518	,100	
	KK14	,132	-,137	,058	-,089	-,075	,075	-,031	-,028	-,132	,100	,517	
	Anti-image Correlation	KK2	,308 ^a	,048	-,225	-,397	-,207	,452	-,093	-,203	,250	,298	,254
		KK4	,048	,728 ^a	-,082	-,114	,013	,126	,143	-,272	-,221	,167	-,243
		KK5	-,225	-,082	,732 ^a	-,203	,273	-,138	-,127	,031	-,138	-,325	,107
KK6		-,397	-,114	-,203	,755 ^a	-,364	-,391	,174	-,071	-,115	-,274	-,252	
KK7		-,207	,013	,273	-,364	,757 ^a	-,235	,046	,092	-,049	-,346	-,169	
KK8		,452	,126	-,138	-,391	-,235	,664 ^a	-,449	-,173	-,162	,298	,197	
KK9		-,093	,143	-,127	,174	,046	-,449	,644 ^a	-,556	,208	-,095	-,077	
KK10		-,203	-,272	,031	-,071	,092	-,173	-,556	,740 ^a	-,024	,054	-,067	
KK11		,250	-,221	-,138	-,115	-,049	-,162	,208	-,024	,811 ^a	-,128	-,271	
KK12		,298	,167	-,325	-,274	-,346	,298	-,095	,054	-,128	,576 ^a	,193	
KK14		,254	-,243	,107	-,252	-,169	,197	-,077	-,067	-,271	,193	,723 ^a	

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
KK2	1,000	,928
KK4	1,000	,730
KK5	1,000	,518
KK6	1,000	,839
KK7	1,000	,671
KK8	1,000	,824
KK9	1,000	,863
KK10	1,000	,828
KK11	1,000	,732
KK12	1,000	,778
KK14	1,000	,717

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	3,905	35,502	35,502	3,905	35,502	35,502
2	2,045	18,587	54,089	2,045	18,587	54,089
3	1,426	12,968	67,057	1,426	12,968	67,057
4	1,053	9,571	76,628	1,053	9,571	76,628
5	,774	7,039	83,668			
6	,461	4,190	87,858			
7	,429	3,904	91,762			
8	,340	3,093	94,855			
9	,224	2,037	96,893			
10	,203	1,842	98,734			
11	,139	1,266	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component			
	1	2	3	4
KK2	,098	,484	,404	,722
KK4	,463	-,347	-,434	,454
KK5	,579	,259	,338	-,024
KK6	,867	-,080	,244	,148
KK7	,718	-,227	,318	,056
KK8	,749	,313	-,201	-,353
KK9	,488	,722	-,248	-,203
KK10	,611	,565	-,360	,078
KK11	,626	-,555	-,130	-,121
KK12	,475	-,251	,638	-,288
KK14	,537	-,505	-,379	,173

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

FACTOR

```

/VARIABLES KK4 KK5 KK6 KK7 KK8 KK9 KK10 KK11 KK12 KK14
/MISSING LISTWISE
/ANALYSIS KK4 KK5 KK6 KK7 KK8 KK9 KK10 KK11 KK12 KK14
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

```

Factor Analysis

Correlation Matrix^a

	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK14	
Correlation	KK4	1,000	,137	,336	,215	,151	-,002	,266	,446	,010	,493
	KK5	,137	1,000	,481	,227	,391	,338	,325	,245	,389	,043
	KK6	,336	,481	1,000	,719	,566	,246	,382	,496	,476	,431
	KK7	,215	,227	,719	1,000	,435	,120	,195	,429	,497	,392
	KK8	,151	,391	,566	,435	1,000	,639	,596	,343	,159	,219
	KK9	-,002	,338	,246	,120	,639	1,000	,735	-,047	,010	,011
	KK10	,266	,325	,382	,195	,596	,735	1,000	,118	-,012	,180
	KK11	,446	,245	,496	,429	,343	-,047	,118	1,000	,337	,546
	KK12	,010	,389	,476	,497	,159	,010	-,012	,337	1,000	,106
	KK14	,493	,043	,431	,392	,219	,011	,180	,546	,106	1,000
Sig. (1-tailed)	KK4		,235	,035	,127	,213	,497	,077	,007	,480	,003
	KK5	,235		,004	,114	,016	,034	,040	,096	,017	,412
	KK6	,035	,004		,000	,001	,095	,019	,003	,004	,009
	KK7	,127	,114	,000		,008	,263	,151	,009	,003	,016
	KK8	,213	,016	,001	,008		,000	,000	,032	,200	,123
	KK9	,497	,034	,095	,263	,000		,000	,402	,480	,477
	KK10	,077	,040	,019	,151	,000	,000		,267	,474	,171
	KK11	,007	,096	,003	,009	,032	,402	,267		,034	,001
	KK12	,480	,017	,004	,003	,200	,480	,474	,034		,288
	KK14	,003	,412	,009	,016	,123	,477	,171	,001	,288	

a. Determinant= .008

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,740
Bartlett's Test of Sphericity	Approx. Chi-Square	121,412
	df	45
	Sig.	,000

Anti-image Matrices

		KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK14	
Anti-image Covariance	KK4	,618	-,045	-,044	,012	,055	,065	-,126	-,132	,095	-,154	
	KK5	-,045	,604	-,136	,117	-,019	-,067	-,007	-,047	-,162	,101	
	KK6	-,044	-,136	,289	-,169	-,083	,045	-,054	-,007	-,072	-,068	
	KK7	,012	,117	-,169	,400	-,061	,010	,020	,001	-,145	-,058	
	KK8	,055	-,019	-,083	-,061	,354	-,153	-,033	-,132	,086	,042	
	KK9	,065	-,067	,045	,010	-,153	,314	-,198	,094	-,030	-,023	
	KK10	-,126	-,007	-,054	,020	-,033	-,198	,359	,012	,056	-,007	
	KK11	-,132	-,047	-,007	,001	-,132	,094	,012	,487	-,115	-,185	
	KK12	,095	-,162	-,072	-,145	,086	-,030	,056	-,115	,568	,071	
	KK14	-,154	,101	-,068	-,058	,042	-,023	-,007	-,185	,071	,553	
	Anti-image Correlation	KK4	,720 ^a	-,074	-,103	,024	,117	,148	-,268	-,241	,160	-,264
		KK5	-,074	,742 ^a	-,326	,238	-,041	-,153	-,015	-,086	-,277	,174
		KK6	-,103	-,326	,791 ^a	-,496	-,259	,150	-,169	-,017	-,178	-,170
		KK7	,024	,238	-,496	,765 ^a	-,163	,028	,053	,003	-,305	-,124
KK8		,117	-,041	-,259	-,163	,776 ^a	-,457	-,093	-,318	,192	,096	
KK9		,148	-,153	,150	,028	-,457	,622 ^a	-,590	,240	-,071	-,055	
KK10		-,268	-,015	-,169	,053	-,093	-,590	,732 ^a	,028	,123	-,017	
KK11		-,241	-,086	-,017	,003	-,318	,240	,028	,755 ^a	-,219	-,357	
KK12		,160	-,277	-,178	-,305	,192	-,071	,123	-,219	,690 ^a	,127	
KK14		-,264	,174	-,170	-,124	,096	-,055	-,017	-,357	,127	,764 ^a	

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
KK4	1,000	,666
KK5	1,000	,507
KK6	1,000	,793
KK7	1,000	,657
KK8	1,000	,734
KK9	1,000	,853
KK10	1,000	,818
KK11	1,000	,666
KK12	1,000	,771
KK14	1,000	,719

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	3,898	38,983	38,983	3,898	38,983	38,983
2	1,925	19,252	58,235	1,925	19,252	58,235
3	1,359	13,593	71,828	1,359	13,593	71,828
4	,780	7,804	79,633			
5	,527	5,267	84,900			
6	,440	4,403	89,303			
7	,417	4,172	93,475			
8	,263	2,627	96,101			
9	,223	2,231	98,332			
10	,167	1,668	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
KK4	,467	-,321	,587
KK5	,572	,208	-,369
KK6	,863	-,140	-,169
KK7	,717	-,284	-,249
KK8	,751	,412	,026
KK9	,481	,785	,077
KK10	,603	,607	,293
KK11	,638	-,488	,143
KK12	,478	-,298	-,674
KK14	,547	-,445	,471

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

FACTOR

```

/VARIABLES KK4 KK5 KK6 KK7 KK8 KK9 KK11 KK12 KK14
/MISSING LISTWISE
/ANALYSIS KK4 KK5 KK6 KK7 KK8 KK9 KK11 KK12 KK14
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

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Factor Analysis

Correlation Matrix^a

		KK4	KK5	KK6	KK7	KK8	KK9	KK11	KK12	KK14
Correlation	KK4	1,000	,137	,336	,215	,151	-,002	,446	,010	,493
	KK5	,137	1,000	,481	,227	,391	,338	,245	,389	,043
	KK6	,336	,481	1,000	,719	,566	,246	,496	,476	,431
	KK7	,215	,227	,719	1,000	,435	,120	,429	,497	,392
	KK8	,151	,391	,566	,435	1,000	,639	,343	,159	,219
	KK9	-,002	,338	,246	,120	,639	1,000	-,047	,010	,011
	KK11	,446	,245	,496	,429	,343	-,047	1,000	,337	,546
	KK12	,010	,389	,476	,497	,159	,010	,337	1,000	,106
	KK14	,493	,043	,431	,392	,219	,011	,546	,106	1,000
	Sig. (1-tailed)	KK4		,235	,035	,127	,213	,497	,007	,480	,003
KK5		,235		,004	,114	,016	,034	,096	,017	,412
KK6		,035	,004		,000	,001	,095	,003	,004	,009
KK7		,127	,114	,000		,008	,263	,009	,003	,016
KK8		,213	,016	,001	,008		,000	,032	,200	,123
KK9		,497	,034	,095	,263	,000		,402	,480	,477
KK11		,007	,096	,003	,009	,032	,402		,034	,001
KK12		,480	,017	,004	,003	,200	,480	,034		,288
KK14		,003	,412	,009	,016	,123	,477	,001	,288	

a. Determinant= .021

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,712
Bartlett's Test of Sphericity	Approx. Chi-Square	97,291
	df	36
	Sig.	,000

Anti-image Matrices

		KK4	KK5	KK6	KK7	KK8	KK9	KK11	KK12	KK14
Anti-image Covariance	KK4	,666	-,051	-,070	,020	,047	-,007	-,138	,125	-,169
	KK5	-,051	,604	-,141	,118	-,020	-,108	-,047	-,163	,101
	KK6	-,070	-,141	,298	-,171	-,091	,024	-,005	-,066	-,071
	KK7	,020	,118	-,171	,401	-,060	,032	,001	-,151	-,058
	KK8	,047	-,020	-,091	-,060	,358	-,264	-,132	,094	,042
	KK9	-,007	-,108	,024	,032	-,264	,481	,154	,001	-,041
	KK11	-,138	-,047	-,005	,001	-,132	,154	,487	-,119	-,185
	KK12	,125	-,163	-,066	-,151	,094	,001	-,119	,577	,073
	KK14	-,169	,101	-,071	-,058	,042	-,041	-,185	,073	,553
Anti-image Correlation	KK4	,746 ^a	-,081	-,156	,039	,096	-,012	-,242	,202	-,278
	KK5	-,081	,702 ^a	-,334	,239	-,043	-,200	-,086	-,277	,174
	KK6	-,156	-,334	,785 ^a	-,495	-,280	,063	-,013	-,160	-,175
	KK7	,039	,239	-,495	,758 ^a	-,159	,073	,002	-,314	-,123
	KK8	,096	-,043	-,280	-,159	,656 ^a	-,637	-,317	,206	,094
	KK9	-,012	-,200	,063	,073	-,637	,516 ^a	,317	,002	-,080
	KK11	-,242	-,086	-,013	,002	-,317	,317	,733 ^a	-,224	-,357
	KK12	,202	-,277	-,160	-,314	,206	,002	-,224	,688 ^a	,130
	KK14	-,278	,174	-,175	-,123	,094	-,080	-,357	,130	,750 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
KK4	1,000	,652
KK5	1,000	,514
KK6	1,000	,792
KK7	1,000	,657
KK8	1,000	,806
KK9	1,000	,849
KK11	1,000	,663
KK12	1,000	,811
KK14	1,000	,721

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	3,620	40,227	40,227	3,620	40,227	40,227
2	1,639	18,210	58,437	1,639	18,210	58,437
3	1,206	13,398	71,835	1,206	13,398	71,835
4	,780	8,668	80,503			
5	,511	5,682	86,185			
6	,426	4,739	90,923			
7	,402	4,463	95,386			
8	,224	2,489	97,875			
9	,191	2,125	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
KK4	,476	-,495	,426
KK5	,556	,421	-,166
KK6	,882	,047	-,113
KK7	,765	-,064	-,260
KK8	,686	,475	,332
KK9	,348	,727	,447
KK11	,700	-,414	,019
KK12	,546	,056	-,714
KK14	,585	-,531	,311

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

FACTOR

```

/VARIABLES KK4 KK5 KK6 KK7 KK8 KK11 KK12 KK14
/MISSING LISTWISE
/ANALYSIS KK4 KK5 KK6 KK7 KK8 KK11 KK12 KK14
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

```

Factor Analysis

Correlation Matrix^a

		KK4	KK5	KK6	KK7	KK8	KK11	KK12	KK14
Correlation	KK4	1,000	,137	,336	,215	,151	,446	,010	,493
	KK5	,137	1,000	,481	,227	,391	,245	,389	,043
	KK6	,336	,481	1,000	,719	,566	,496	,476	,431
	KK7	,215	,227	,719	1,000	,435	,429	,497	,392
	KK8	,151	,391	,566	,435	1,000	,343	,159	,219
	KK11	,446	,245	,496	,429	,343	1,000	,337	,546
	KK12	,010	,389	,476	,497	,159	,337	1,000	,106
	KK14	,493	,043	,431	,392	,219	,546	,106	1,000
	Sig. (1-tailed)	KK4		,235	,035	,127	,213	,007	,480	,003
KK5		,235		,004	,114	,016	,096	,017	,412
KK6		,035	,004		,000	,001	,003	,004	,009
KK7		,127	,114	,000		,008	,009	,003	,016
KK8		,213	,016	,001	,008		,032	,200	,123
KK11		,007	,096	,003	,009	,032		,034	,001
KK12		,480	,017	,004	,003	,200	,034		,288
KK14		,003	,412	,009	,016	,123	,001	,288	

a. Determinant = .044

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,749
Bartlett's Test of Sphericity	Approx. Chi-Square	79,925
	df	28
	Sig.	,000

Anti-image Matrices

		KK4	KK5	KK6	KK7	KK8	KK11	KK12	KK14
Anti-image Covariance	KK4	,666	-,055	-,070	,021	,073	-,151	,125	-,171
	KK5	-,055	,629	-,142	,131	-,139	-,014	-,170	,096
	KK6	-,070	-,142	,299	-,174	-,132	-,014	-,067	-,070
	KK7	,021	,131	-,174	,404	-,072	-,011	-,152	-,056
	KK8	,073	-,139	-,132	-,072	,602	-,090	,158	,033
	KK11	-,151	-,014	-,014	-,011	-,090	,541	-,133	-,192
	KK12	,125	-,170	-,067	-,152	,158	-,133	,577	,074
	KK14	-,171	,096	-,070	-,056	,033	-,192	,074	,557
Anti-image Correlation	KK4	,738 ^a	-,085	-,156	,040	,115	-,251	,202	-,280
	KK5	-,085	,662 ^a	-,328	,260	-,226	-,024	-,282	,162
	KK6	-,156	-,328	,774 ^a	-,502	-,311	-,035	-,161	-,171
	KK7	,040	,260	-,502	,753 ^a	-,146	-,023	-,315	-,118
	KK8	,115	-,226	-,311	-,146	,756 ^a	-,158	,269	,056
	KK11	-,251	-,024	-,035	-,023	-,158	,819 ^a	-,237	-,351
	KK12	,202	-,282	-,161	-,315	,269	-,237	,665 ^a	,130
	KK14	-,280	,162	-,171	-,118	,056	-,351	,130	,764 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
KK4	1,000	,641
KK5	1,000	,512
KK6	1,000	,800
KK7	1,000	,622
KK8	1,000	,440
KK11	1,000	,630
KK12	1,000	,551
KK14	1,000	,733

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Total	Initial Eigenvalues			Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %	
1	3,535	44,183	44,183	3,535	44,183	44,183	
2	1,394	17,422	61,604	1,394	17,422	61,604	
3	,873	10,917	72,521				
4	,764	9,547	82,068				
5	,511	6,392	88,460				
6	,418	5,221	93,680				
7	,296	3,701	97,381				
8	,210	2,619	100,000				

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
KK4	,499	,626
KK5	,528	-,482
KK6	,881	-,154
KK7	,777	-,135
KK8	,629	-,210
KK11	,734	,302
KK12	,563	-,483
KK14	,612	,599

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES KK4 KK5 KK6 KK7 KK8 KK11 KK12
/MISSING LISTWISE
/ANALYSIS KK4 KK5 KK6 KK7 KK8 KK11 KK12
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

```

Factor Analysis**Correlation Matrix^a**

		KK4	KK5	KK6	KK7	KK8	KK11	KK12
Correlation	KK4	1,000	,137	,336	,215	,151	,446	,010
	KK5	,137	1,000	,481	,227	,391	,245	,389
	KK6	,336	,481	1,000	,719	,566	,496	,476
	KK7	,215	,227	,719	1,000	,435	,429	,497
	KK8	,151	,391	,566	,435	1,000	,343	,159
	KK11	,446	,245	,496	,429	,343	1,000	,337
	KK12	,010	,389	,476	,497	,159	,337	1,000
	Sig. (1-tailed)	KK4		,235	,035	,127	,213	,007	,480
KK5		,235		,004	,114	,016	,096	,017
KK6		,035	,004		,000	,001	,003	,004
KK7		,127	,114	,000		,008	,009	,003
KK8		,213	,016	,001	,008		,032	,200
KK11		,007	,096	,003	,009	,032		,034
KK12		,480	,017	,004	,003	,200	,034	

a. Determinant= .078

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,718
Bartlett's Test of Sphericity	Approx. Chi-Square	65,831
	df	21
	Sig.	,000

Anti-image Matrices

		KK4	KK5	KK6	KK7	KK8	KK11	KK12
Anti-image Covariance	KK4	,722	-,028	-,102	,004	,090	-,260	,163
	KK5	-,028	,646	-,138	,146	-,149	,022	-,191
	KK6	-,102	-,138	,308	-,190	-,132	-,045	-,060
	KK7	,004	,146	-,190	,409	-,070	-,035	-,149
	KK8	,090	-,149	-,132	-,070	,604	-,090	,157
	KK11	-,260	,022	-,045	-,035	-,090	,617	-,124
	KK12	,163	-,191	-,060	-,149	,157	-,124	,587
Anti-image Correlation	KK4	,588 ^a	-,041	-,216	,008	,136	-,389	,250
	KK5	-,041	,667 ^a	-,309	,284	-,239	,035	-,310
	KK6	-,216	-,309	,750 ^a	-,534	-,307	-,103	-,142
	KK7	,008	,284	-,534	,719 ^a	-,141	-,069	-,304
	KK8	,136	-,239	-,307	-,141	,747 ^a	-,147	,264
	KK11	-,389	,035	-,103	-,069	-,147	,798 ^a	-,206
	KK12	,250	-,310	-,142	-,304	,264	-,206	,665 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
KK4	1,000	,812
KK5	1,000	,449
KK6	1,000	,799
KK7	1,000	,624
KK8	1,000	,436
KK11	1,000	,633
KK12	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	3,244	46,343	46,343	3,244	46,343	46,343
2	1,112	15,891	62,234	1,112	15,891	62,234
3	,856	12,231	74,466			
4	,757	10,808	85,273			
5	,508	7,253	92,527			
6	,312	4,453	96,979			
7	,211	3,021	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
KK4	,430	,792
KK5	,594	-,310
KK6	,893	-,039
KK7	,784	-,096
KK8	,659	-,043
KK11	,691	,395
KK12	,618	-,470

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

```

FACTOR
/VARIABLES KK4 KK5 KK7 KK8 KK11 KK12
/MISSING LISTWISE
/ANALYSIS KK4 KK5 KK7 KK8 KK11 KK12
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

```

Factor Analysis

Correlation Matrix^a

		KK4	KK5	KK7	KK8	KK11	KK12
Correlation	KK4	1,000	,137	,215	,151	,446	,010
	KK5	,137	1,000	,227	,391	,245	,389
	KK7	,215	,227	1,000	,435	,429	,497
	KK8	,151	,391	,435	1,000	,343	,159
	KK11	,446	,245	,429	,343	1,000	,337
	KK12	,010	,389	,497	,159	,337	1,000
Sig. (1-tailed)	KK4		,235	,127	,213	,007	,480
	KK5	,235		,114	,016	,096	,017
	KK7	,127	,114		,008	,009	,003
	KK8	,213	,016	,008		,032	,200
	KK11	,007	,096	,009	,032		,034
	KK12	,480	,017	,003	,200	,034	

a. Determinant = .254

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,594
Bartlett's Test of Sphericity	Approx. Chi-Square	35,858
	df	15
	Sig.	,002

Anti-image Matrices

		KK4	KK5	KK7	KK8	KK11	KK12
Anti-image Covariance	KK4	,758	-,086	-,086	,054	-,291	,153
	KK5	-,086	,714	,095	-,254	,002	-,246
	KK7	-,086	,095	,572	-,234	-,088	-,266
	KK8	,054	-,254	-,234	,666	-,122	,148
	KK11	-,291	,002	-,088	-,122	,624	-,137
	KK12	,153	-,246	-,266	,148	-,137	,599
Anti-image Correlation	KK4	,518 ^a	-,117	-,130	,075	-,423	,227
	KK5	-,117	,581 ^a	,148	-,369	,004	-,376
	KK7	-,130	,148	,636 ^a	-,378	-,147	-,454
	KK8	,075	-,369	-,378	,575 ^a	-,189	,234
	KK11	-,423	,004	-,147	-,189	,701 ^a	-,224
	KK12	,227	-,376	-,454	,234	-,224	,516 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
KK4	1,000	,812
KK5	1,000	,472
KK7	1,000	,587
KK8	1,000	,428
KK11	1,000	,678
KK12	1,000	,649

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,514	41,905	41,905	2,514	41,905	41,905
2	1,111	18,512	60,417	1,111	18,512	60,417
3	,855	14,251	74,668			
4	,743	12,379	87,046			
5	,477	7,947	94,994			
6	,300	5,006	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
KK4	,448	,782
KK5	,605	-,326
KK7	,759	-,106
KK8	,652	-,051
KK11	,734	,373
KK12	,639	-,490

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

FACTOR

```

/VARIABLES KK5 KK7 KK8 KK11 KK12
/MISSING LISTWISE
/ANALYSIS KK5 KK7 KK8 KK11 KK12
/PRINT INITIAL CORRELATION SIG DET KMO AIC EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/SAVE BART(ALL)
/METHOD=CORRELATION.

```

Factor Analysis**Correlation Matrix^a**

		KK5	KK7	KK8	KK11	KK12
Correlation	KK5	1,000	,227	,391	,245	,389
	KK7	,227	1,000	,435	,429	,497
	KK8	,391	,435	1,000	,343	,159
	KK11	,245	,429	,343	1,000	,337
	KK12	,389	,497	,159	,337	1,000
Sig. (1-tailed)	KK5		,114	,016	,096	,017
	KK7	,114		,008	,009	,003
	KK8	,016	,008		,032	,200
	KK11	,096	,009	,032		,034
	KK12	,017	,003	,200	,034	

a. Determinant = .335

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,627
Bartlett's Test of Sphericity	Approx. Chi-Square	28,964
	df	10
	Sig.	,001

Anti-image Matrices

		KK5	KK7	KK8	KK11	KK12
Anti-image Covariance	KK5	,724	,088	-,253	-,038	-,244
	KK7	,088	,582	-,233	-,150	-,266
	KK8	-,253	-,233	,670	-,124	,146
	KK11	-,038	-,150	-,124	,760	-,101
	KK12	-,244	-,266	,146	-,101	,631
Anti-image Correlation	KK5	,594 ^a	,135	-,363	-,051	-,361
	KK7	,135	,626 ^a	-,373	-,225	-,439
	KK8	-,363	-,373	,580 ^a	-,174	,224
	KK11	-,051	-,225	-,174	,819 ^a	-,145
	KK12	-,361	-,439	,224	-,145	,576 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
KK5	1,000	,396
KK7	1,000	,596
KK8	1,000	,446
KK11	1,000	,467
KK12	1,000	,483

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,388	47,750	47,750	2,388	47,750	47,750
2	,855	17,107	64,858			
3	,818	16,365	81,222			
4	,610	12,201	93,423			
5	,329	6,577	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component 1
KK5	,629
KK7	,772
KK8	,668
KK11	,683
KK12	,695

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

HASIL UJI PRETEST RELIABILITAS GAYA KEPEMIMPINAN TRANSFORMASIONAL

```
RELIABILITY
/VARIABLES=GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT8 GKT9 GKT10 GKT12
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.
```

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	N of Items
,899	10

HASIL UJI PRETEST RELIABILITAS MOTIVASI

```
RELIABILITY
/VARIABLES=Motivasi2 Motivasi3 Motivasi4 Motivasi12 Motivasi14 Motivasi15
Motivasi20 Motivasi23
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.
```

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	N of Items
,881	8

HASIL UJI PRETEST RELIABILITAS KINERJA KARYAWAN

```
RELIABILITY
/VARIABLES=KK5 KK7 KK8 KK11 KK12
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.
```

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	N of Items
,702	5



RAHASIA

**Program Pascasarjana Magister Manajemen
Fakultas Ekonomi dan Bisnis
Universitas Esa Unggul**

Responden yang terhormat, saya Fina Mirri Barlian Isa mahasiswi Magister Manajemen Universitas Esa Unggul ingin **meneliti Pengaruh gaya kepemimpinan transformasional terhadap kinerja karyawan dengan moderasi motivasi di PT Lippo General Insurance Tbk.**

Mohon Bapak/Ibu/Saudara/I menjawab secara objektif, karena identitas dan jawaban Bapak/Ibu/Saudara/I akan di jaga kerahasiannya. Adapun tujuan dari penelitian ini adalah untuk kebutuhan tesis, sebagai syarat kelulusan dan perolehan gelar sarjana (S2) program Magister Manajemen Universitas Esa Unggul dan tidak dipublikasi secara umum.

Atas kesediaan Bapak/Ibu/Saudara/I dalam menjawab pertanyaan penelitian dibawah ini, saya mengucapkan terima kasih.

Hormat Saya,

Fina Mirri Barlian Isa

A. IDENTITAS RESPONDEN

1. Jenis Kelamin : (Silang salah satu dibawah ini)

Pria

Wanita

2. Status pekerjaan : (Silang salah satu dibawah ini)

Karyawan Tetap

Karyawan Kontrak

3. Masa kerja : (Silang salah satu dibawah ini)

1-3 tahun

11-15 tahun

4-5 tahun

>15 tahun

6-10 tahun

4. Pendidikan terakhir : (Silang salah satu dibawah ini)

SMA/ sederajat

S2

Diploma

S3

S1

5. Usia saat ini : (Silang salah satu dibawah ini)

< 20 thn

41 thn - 50thn

21 thn - 30 thn

> 50 thn

31 thn - 40 thn

B. PETUNJUK PENGISIAN

3. Silakan tentukan pendapat setuju maupun ketidaksetujuan anda terhadap pernyataan-pernyataan berikut.
4. silang (X) jawaban yang anda anggap paling tepat.
6. Sangat tidak setuju
7. Tidak setuju
8. Kurang setuju
9. Setuju
10. Sangat setuju

No	Pertanyaan	JAWABAN				
		Sangat Tidak Setuju	Tidak Setuju	Kurang Setuju	Setuju	Sangat Setuju
	Gaya Kepemimpinan transformasional					
1	Atasan saya bisa di percaya dalam segala hal terkait pekerjaan					

No	Pertanyaan	JAWABAN				
		Sangat Tidak Setuju	Tidak Setuju	Kurang Setuju	Setuju	Sangat Setuju
	Gaya Kepemimpinan transformasional					
2	Atasan saya membuat saya bangga menjadi rekan kerjanya					
3	Saya menaruh rasa hormat kepada atasan saya					
4	Didalam benak saya, atasan adalah simbol kesuksesan dan prestasi					
5	Atasan saya dapat menjelaskan tujuan organisasi dengan cara yang mudah di pahami					
6	Atasan saya memberikan pandangan yang mendorong saya untuk sukses dalam bekerja					
7	Atasan saya menyuruh bawahannya menggunakan SOP, untuk memudahkan bawahannya menyelesaikan pekerjaan					
8	Ide-ide dari atasan saya, membuat saya memikirkan kembali beberapa ide saya yang saya pikir sudah sempurna					
9	Atasan saya membuat saya mampu berpikir tentang pemecahan masalah lama dengan cara pandang yang baru					
10	Atasan saya memberikan alasan yang rasional untuk mengubah cara pandang saya terhadap suatu masalah terkait pekerjaan					
	Motivasi					
1	Saya senang bekerja dengan tantangan yang baru					
2	Saya senang memecahkan banyak masalah rumit dalam bekerja					

No	Pertanyaan	JAWABAN				
		Sangat Tidak Setuju	Tidak Setuju	Kurang Setuju	Setuju	Sangat Setuju
	Motivasi					
3	Saya senang melaksanakan banyak pekerjaan yang menantang					
4	Saya Ingin lingkungan kerja dapat menerima dan mengenal saya					
5	Saya senang menjaga hubungan harmonis dan menghindari konflik dengan rekan kerja					
6	Saya senang berpartisipasi dalam kegiatan sosial					
7	Saya ingin bekerja sesuai dengan regulasi					
8	Saya ingin memperoleh pendidikan yang tinggi					
	Kinerja karyawan					
1	Saya tidak pernah disalahkan oleh atasan saya akan hasil pekerjaan yang saya peroleh					
2	Saya mampu memberikan ide-ide atau gagasan yang dapat berdampak positif bagi organisasi					
3	Saya mampu melakukan tindakan-tindakan untuk menyelesaikan permasalahan pada setiap permasalahan dalam pekerjaan					
4	Saya mampu memberdayakan potensi yang ada di perusahaan agar mencapai hasil yang maksimal					
5	Saya mengutamakan bekerjasama dengan rekan kerja dalam menyelesaikan pekerjaan					

-TERIMA KASIH-

Re sp	Gaya Kepemimpinan Transformatif										Motivasi								Kinerja karyawan						
	GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT7	GKT8	GKT9	GKT10	MOT1	MOT2	MOT3	MOT4	MOT5	MOT6	MOT7	MOT8	Ik1	Ik2	Ik3	Ik4	Ik5		
1	4	4	5	4	4	4	3	4	4	4	5	5	5	4	5	4	4	5	5	5	5	5	3	5	
2	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5	3	5	5	5	5	
3	4	4	4	4	4	5	4	4	5	5	4	4	3	4	4	4	4	4	4	4	4	4	4	4	
4	5	4	4	5	4	5	4	4	4	4	5	5	5	5	5	4	5	5	5	5	5	5	5	4	
5	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	4	4	4	4	4	4	
6	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	4	2	2	2	3	3	
7	4	4	4	3	4	4	4	4	4	4	5	5	5	4	4	4	5	5	4	4	4	4	4	4	
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9	4	4	4	3	4	4	4	4	4	4	3	4	4	4	3	4	4	4	4	4	4	4	2	4	
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12	4	4	4	4	4	4	4	4	4	4	3	3	3	4	4	4	4	4	4	4	4	4	4	2	3
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26	4	4	5	4	4	5	5	5	5	4	5	5	4	4	5	5	4	5	5	4	5	4	4	3	5
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30	3	3	4	3	3	4	4	3	4	4	4	4	4	4	4	5	4	5	4	5	5	5	5	5	

ONEWAY Gaya_Kepemimpinan_Transformasional BY Jenis_kelamin
 /STATISTICS DESCRIPTIVES HOMOGENEITY
 /MISSING ANALYSIS.

Oneway

Descriptives

Gaya_Kepemimpinan_Transformasional

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
laki-laki	57	40,1404	3,70539	,49079	39,1572	41,1235	35,00	49,00
perempuan	63	40,3810	4,08944	,51522	39,3510	41,4109	35,00	50,00
Total	120	40,2667	3,89728	,35577	39,5622	40,9711	35,00	50,00

Test of Homogeneity of Variances

Gaya_Kepemimpinan_Transformasional

Levene Statistic	df1	df2	Sig.
1,015	1	118	,316

ANOVA

Gaya_Kepemimpinan_Transformasional

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1,732	1	1,732	,113	,737
Within Groups	1805,734	118	15,303		
Total	1807,467	119			

ONEWAY Motivasi BY Jenis_kelamin
 /STATISTICS DESCRIPTIVES HOMOGENEITY
 /MISSING ANALYSIS.

Oneway

Descriptives

Motivasi

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
laki-laki	57	34,3860	3,30451	,43769	33,5092	35,2628	29,00	40,00
perempuan	63	34,7937	3,39905	,42824	33,9376	35,6497	29,00	40,00
Total	120	34,6000	3,34664	,30551	33,9951	35,2049	29,00	40,00

Test of Homogeneity of Variances

Motivasi

Levene Statistic	df1	df2	Sig.
,529	1	118	,468

ANOVA

Motivasi

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4,974	1	4,974	,442	,507
Within Groups	1327,826	118	11,253		
Total	1332,800	119			

ONEWAY Kinerja_Karyawan BY Jenis_kelamin
/STATISTICS DESCRIPTIVES HOMOGENEITY
/MISSING ANALYSIS.

Oneway**Descriptives**

Kinerja_Karyawan

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
laki-laki	57	20,5439	2,84774	,37719	19,7883	21,2995	14,00	25,00
perempuan	63	19,8889	3,06968	,38674	19,1158	20,6620	14,00	25,00
Total	120	20,2000	2,97214	,27132	19,6628	20,7372	14,00	25,00

Test of Homogeneity of Variances

Kinerja_Karyawan

Levene Statistic	df1	df2	Sig.
,545	1	118	,462

ANOVA

Kinerja_Karyawan

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	12,837	1	12,837	1,459	,230
Within Groups	1038,363	118	8,800		
Total	1051,200	119			

ONEWAY Gaya_Kepemimpinan_Transformasional BY Pendidikan
 /STATISTICS DESCRIPTIVES HOMOGENEITY
 /MISSING ANALYSIS.

Oneway**Descriptives**

Gaya_Kepemimpinan_Transformasional

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
SMA	8	39,5000	4,65986	1,64751	35,6043	43,3957	35,00	50,00
Diploma	24	40,1250	2,95344	,60287	38,8779	41,3721	36,00	49,00
S1	86	40,2674	3,99242	,43051	39,4115	41,1234	35,00	50,00
S3	2	45,0000	7,07107	5,00000	-18,5310	108,5310	40,00	50,00
Total	120	40,2667	3,89728	,35577	39,5622	40,9711	35,00	50,00

Test of Homogeneity of Variances

Gaya_Kepemimpinan_Transformasional

Levene Statistic	df1	df2	Sig.
1,197	3	116	,314

ANOVA

Gaya_Kepemimpinan_Transformasional

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	49,993	3	16,664	1,100	,352
Within Groups	1757,474	116	15,151		
Total	1807,467	119			

ONEWAY Motivasi BY Pendidikan
 /STATISTICS DESCRIPTIVES HOMOGENEITY
 /MISSING ANALYSIS.

Oneway

Descriptives

Motivasi

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
SMA	8	34,2500	3,37004	1,19149	31,4326	37,0674	31,00	40,00
Diploma	24	35,0000	3,37510	,68894	33,5748	36,4252	29,00	40,00
S1	86	34,4419	3,35929	,36224	33,7216	35,1621	29,00	40,00
S3	2	38,0000	1,41421	1,00000	25,2938	50,7062	37,00	39,00
Total	120	34,6000	3,34664	,30551	33,9951	35,2049	29,00	40,00

Test of Homogeneity of Variances

Motivasi

Levene Statistic	df1	df2	Sig.
1,026	3	116	,384

ANOVA

Motivasi

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	30,091	3	10,030	,893	,447
Within Groups	1302,709	116	11,230		
Total	1332,800	119			

ONEWAY Kinerja_Karyawan BY Pendidikan
 /STATISTICS DESCRIPTIVES HOMOGENEITY
 /MISSING ANALYSIS.

Oneway

Descriptives

Kinerja_Karyawan

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
SMA	8	18,8750	3,68152	1,30161	15,7972	21,9528	14,00	24,00
Diploma	24	19,8750	2,77116	,56566	18,7048	21,0452	15,00	24,00
S1	86	20,3721	2,97458	,32076	19,7343	21,0098	14,00	25,00
S3	2	22,0000	1,41421	1,00000	9,2938	34,7062	21,00	23,00
Total	120	20,2000	2,97214	,27132	19,6628	20,7372	14,00	25,00

Test of Homogeneity of Variances

Kinerja_Karyawan

Levene Statistic	df1	df2	Sig.
1,120	3	116	,344

ANOVA

Kinerja_Karyawan

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	25,607	3	8,536	,965	,412
Within Groups	1025,593	116	8,841		
Total	1051,200	119			

ONEWAY Gaya_Kepemimpinan_Transformasional BY Usia
/STATISTICS DESCRIPTIVES HOMOGENEITY
/MISSING ANALYSIS.

Oneway**Descriptives**

Gaya_Kepemimpinan_Transformasional

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
21 Tahun - 30 Tahun	106	40,3302	4,03962	,39236	39,5522	41,1082	35,00	50,00
31 Tahun - 40 Tahun	12	40,0000	2,73030	,78817	38,2652	41,7348	35,00	45,00
41 Tahun - 50 Tahun	2	38,5000	2,12132	1,50000	19,4407	57,5593	37,00	40,00
Total	120	40,2667	3,89728	,35577	39,5622	40,9711	35,00	50,00

Test of Homogeneity of Variances

Gaya_Kepemimpinan_Transformasional

Levene Statistic	df1	df2	Sig.
1,731	2	117	,182

ANOVA

Gaya_Kepemimpinan_Transformasional

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	7,523	2	3,762	,245	,783
Within Groups	1799,943	117	15,384		
Total	1807,467	119			

ONEWAY Motivasi BY Usia
 /STATISTICS DESCRIPTIVES HOMOGENEITY
 /MISSING ANALYSIS.

Oneway

Descriptives

Motivasi

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
21 Tahun - 30 Tahun	106	34,6415	3,33292	,32372	33,9996	35,2834	29,00	40,00
31 Tahun - 40 Tahun	12	34,2500	3,72034	1,07397	31,8862	36,6138	30,00	40,00
41 Tahun - 50 Tahun	2	34,5000	3,53553	2,50000	2,7345	66,2655	32,00	37,00
Total	120	34,6000	3,34664	,30551	33,9951	35,2049	29,00	40,00

Test of Homogeneity of Variances

Motivasi

Levene Statistic	df1	df2	Sig.
,207	2	117	,813

ANOVA

Motivasi

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1,673	2	,836	,074	,929
Within Groups	1331,127	117	11,377		
Total	1332,800	119			

ONEWAY Kinerja_Karyawan BY Usia
 /STATISTICS DESCRIPTIVES HOMOGENEITY
 /MISSING ANALYSIS.

Oneway

Descriptives

Kinerja_Karyawan

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
21 Tahun - 30 Tahun	106	20,1887	2,94752	,28629	19,6210	20,7563	14,00	25,00
31 Tahun - 40 Tahun	12	19,8333	3,32575	,96006	17,7203	21,9464	14,00	24,00
41 Tahun - 50 Tahun	2	23,0000	,00000	,00000	23,0000	23,0000	23,00	23,00
Total	120	20,2000	2,97214	,27132	19,6628	20,7372	14,00	25,00

Test of Homogeneity of Variances

Kinerja_Karyawan

Levene Statistic	df1	df2	Sig.
1,985	2	117	,142

ANOVA

Kinerja_Karyawan

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	17,307	2	8,653	,979	,379
Within Groups	1033,893	117	8,837		
Total	1051,200	119			

ONEWAY Gaya_Kepemimpinan_Transformasional BY Masa_Kerja
/STATISTICS DESCRIPTIVES HOMOGENEITY
/MISSING ANALYSIS.

Oneway**Descriptives**

Gaya_Kepemimpinan_Transformasional

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1-3 Tahun	81	40,4691	3,88937	,43215	39,6091	41,3291	35,00	50,00
4-5 Tahun	25	40,2400	4,63932	,92786	38,3250	42,1550	35,00	50,00
6-10 Tahun	12	39,2500	2,22077	,64108	37,8390	40,6610	35,00	43,00
>15 Tahun	2	38,5000	2,12132	1,50000	19,4407	57,5593	37,00	40,00
Total	120	40,2667	3,89728	,35577	39,5622	40,9711	35,00	50,00

Test of Homogeneity of Variances

Gaya_Kepemimpinan_Transformasional

Levene Statistic	df1	df2	Sig.
2,253	3	116	,086

ANOVA

Gaya_Kepemimpinan_Transformasional

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	21,984	3	7,328	,476	,700
Within Groups	1785,483	116	15,392		
Total	1807,467	119			

ONEWAY Motivasi BY Masa_Kerja
 /STATISTICS DESCRIPTIVES HOMOGENEITY
 /MISSING ANALYSIS.

Oneway

Descriptives

Motivasi

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1-3 Tahun	81	34,6296	3,44400	,38267	33,8681	35,3912	29,00	40,00
4-5 Tahun	25	34,9200	3,13475	,62695	33,6260	36,2140	30,00	40,00
6-10 Tahun	12	33,7500	3,36087	,97020	31,6146	35,8854	30,00	40,00
>15 Tahun	2	34,5000	3,53553	2,50000	2,7345	66,2655	32,00	37,00
Total	120	34,6000	3,34664	,30551	33,9951	35,2049	29,00	40,00

Test of Homogeneity of Variances

Motivasi

Levene Statistic	df1	df2	Sig.
,429	3	116	,732

ANOVA

Motivasi

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	11,321	3	3,774	,331	,803
Within Groups	1321,479	116	11,392		
Total	1332,800	119			

ONEWAY Kinerja_Karyawan BY Masa_Kerja
 /STATISTICS DESCRIPTIVES HOMOGENEITY
 /MISSING ANALYSIS.

Oneway

Descriptives

Kinerja_Karyawan

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1-3 Tahun	81	20,1605	3,17197	,35244	19,4591	20,8619	14,00	25,00
4-5 Tahun	25	20,6000	2,54951	,50990	19,5476	21,6524	15,00	25,00
6-10 Tahun	12	19,1667	2,28963	,66096	17,7119	20,6214	15,00	24,00
>15 Tahun	2	23,0000	,00000	,00000	23,0000	23,0000	23,00	23,00
Total	120	20,2000	2,97214	,27132	19,6628	20,7372	14,00	25,00

Test of Homogeneity of Variances

Kinerja_Karyawan

Levene Statistic	df1	df2	Sig.
3,192	3	116	,026

ANOVA

Kinerja_Karyawan

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	32,620	3	10,873	1,238	,299
Within Groups	1018,580	116	8,781		
Total	1051,200	119			

ONEWAY Gaya_Kepemimpinan_Transformasional BY Status_Pekerjaan
/STATISTICS DESCRIPTIVES HOMOGENEITY
/MISSING ANALYSIS.

Oneway**Descriptives**

Gaya_Kepemimpinan_Transformasional

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Karyawan Tetap	71	40,1972	3,91926	,46513	39,2695	41,1249	35,00	50,00
Karyawan Kontrak	49	40,3673	3,90349	,55764	39,2461	41,4886	35,00	50,00
Total	120	40,2667	3,89728	,35577	39,5622	40,9711	35,00	50,00

Test of Homogeneity of Variances

Gaya_Kepemimpinan_Transformasional

Levene Statistic	df1	df2	Sig.
,029	1	118	,866

ANOVA

Gaya_Kepemimpinan_Transformasional

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	,839	1	,839	,055	,815
Within Groups	1806,627	118	15,310		
Total	1807,467	119			

ONEWAY Motivasi BY Status_Pekerjaan
 /STATISTICS DESCRIPTIVES HOMOGENEITY
 /MISSING ANALYSIS.

Oneway

Descriptives

Motivasi

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Karyawan Tetap	71	34,2394	3,21365	,38139	33,4788	35,0001	29,00	40,00
Karyawan Kontrak	49	35,1224	3,49781	,49969	34,1178	36,1271	29,00	40,00
Total	120	34,6000	3,34664	,30551	33,9951	35,2049	29,00	40,00

Test of Homogeneity of Variances

Motivasi

Levene Statistic	df1	df2	Sig.
1,359	1	118	,246

ANOVA

Motivasi

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	22,605	1	22,605	2,036	,156
Within Groups	1310,195	118	11,103		
Total	1332,800	119			

ONEWAY Kinerja_Karyawan BY Status_Pekerjaan
 /STATISTICS DESCRIPTIVES HOMOGENEITY
 /MISSING ANALYSIS.

Oneway

Descriptives

Kinerja_Karyawan

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Karyawan Tetap	71	20,1831	2,76875	,32859	19,5277	20,8385	14,00	25,00
Karyawan Kontrak	49	20,2245	3,27405	,46772	19,2841	21,1649	14,00	25,00
Total	120	20,2000	2,97214	,27132	19,6628	20,7372	14,00	25,00

Test of Homogeneity of Variances

Kinerja_Karyawan

Levene Statistic	df1	df2	Sig.
2,650	1	118	,106

ANOVA

Kinerja_Karyawan

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	,050	1	,050	,006	,941
Within Groups	1051,150	118	8,908		
Total	1051,200	119			

Hasil Uji Kuisioner Penelitian

FACTOR

/VARIABLES GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT7 GKT8 GKT9 GKT10

/MISSING LISTWISE

/ANALYSIS GKT1 GKT2 GKT3 GKT4 GKT5 GKT6 GKT7 GKT8 GKT9 GKT10

/PRINT UNIVARIATE INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION

ROTATION

/CRITERIA MINEIGEN(1) ITERATE(25)

/EXTRACTION PC

/CRITERIA ITERATE(25)

/ROTATION VARIMAX

/SAVE BART(ALL)

/METHOD=CORRELATION.

Factor Analysis**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.790
Bartlett's Test of Sphericity	Approx. Chi-Square	687.667
	df	45
	Sig.	.000

Anti-image Matrices

	GKT1	GKT2	GKT3	GKT4	GKT5	GKT6	GKT7	GKT8	GKT9	GKT10
Anti-image Covariance										
GKT1	.307	-.081	-.021	-.157	-.077	.032	-.088	.032	.011	-.040
GKT2	-.081	.433	.019	.030	-.178	-.129	.021	.004	-.012	.060
GKT3	-.021	.019	.563	.104	-.077	-.118	-.037	-.121	.074	-.184
GKT4	-.157	.030	.104	.256	.024	-.120	.070	-.163	.077	-.094
GKT5	-.077	-.178	-.077	.024	.450	.094	.003	-.094	-.076	-.042
GKT6	.032	-.129	-.118	-.120	.094	.250	-.112	.091	-.139	.049
GKT7	-.088	.021	-.037	.070	.003	-.112	.517	-.085	-.034	-.025
GKT8	.032	.004	-.121	-.163	-.094	.091	-.085	.467	-.111	.076
GKT9	.011	-.012	.074	.077	-.076	-.139	-.034	-.111	.306	-.157
GKT10	-.040	.060	-.184	-.094	-.042	.049	-.025	.076	-.157	.394
Anti-image Correlation										
GKT1	.840 ^a	-.222	-.050	-.560	-.208	.116	-.222	.086	.037	-.116
GKT2	-.222	.837 ^a	.038	.091	-.403	-.392	.045	.009	-.032	.146
GKT3	-.050	.038	.789 ^a	.274	-.152	-.315	-.068	-.235	.177	-.348
GKT4	-.560	.091	.274	.684 ^a	.069	-.474	.192	-.471	.277	-.297
GKT5	-.208	-.403	-.152	.069	.823 ^a	.281	.006	-.205	-.206	-.099
GKT6	.116	-.392	-.315	-.474	.281	.716 ^a	-.312	.267	-.501	.156
GKT7	-.222	.045	-.068	.192	.006	-.312	.897 ^a	-.172	-.086	-.056
GKT8	.086	-.009	-.235	-.471	-.205	.267	-.172	.776 ^a	-.295	-.177
GKT9	.037	-.032	.177	.277	-.206	-.501	-.086	-.295	.786 ^a	-.452
GKT10	-.116	.146	-.348	-.297	-.099	.156	-.056	.177	-.452	.816 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
GKT1	.792
GKT2	.714
GKT3	.628
GKT4	.738
GKT5	.686
GKT6	.786
GKT7	.710
GKT8	.690
GKT9	.794
GKT10	.755

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

	Component
	1
GKT1	.792
GKT2	.714
GKT3	.628
GKT4	.738
GKT5	.686
GKT6	.786
GKT7	.710
GKT8	.690
GKT9	.794
GKT10	.755

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

```

FACTOR
/VARIABLES MOV1 MOV2 MOV3 MOV4 MOV5 MOV6 MOV7 MOV8
/MISSING LISTWISE
/ANALYSIS MOV1 MOV2 MOV3 MOV4 MOV5 MOV6 MOV7 MOV8
/PRINT UNIVARIATE INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
ROTATION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/CRITERIA ITERATE(25)
/ROTATION VARIMAX
/SAVE BART(ALL)
/METHOD=CORRELATION.

```

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.864
Bartlett's Test of Sphericity	Approx. Chi-Square	491.791
	df	28
	Sig.	.000

Anti-image Matrices

		MOV1	MOV2	MOV3	MOV4	MOV5	MOV6	MOV7	MOV8
Anti-image Covariance	MOV1	.316	-.155	-.060	.047	-.023	-.060	-.008	-.018
	MOV2	-.155	.261	-.124	-.031	-.040	.024	.014	-.026
	MOV3	-.060	-.124	.329	-.021	-.028	-.022	-.083	-.054
	MOV4	.047	-.031	-.021	.567	-.074	-.133	.001	-.200
	MOV5	-.023	-.040	-.028	-.074	.552	-.197	.060	.011
	MOV6	-.060	.024	-.022	-.133	-.197	.458	-.146	-.024
	MOV7	-.008	.014	-.083	.001	.060	-.146	.722	-.097
	MOV8	-.018	-.026	-.054	-.200	.011	-.024	-.097	.578
Anti-image Correlation	MOV1	.851 ^a	-.540	-.187	.111	-.054	-.157	-.016	-.043
	MOV2	-.540	.820 ^a	-.424	-.080	-.106	.069	.031	-.068
	MOV3	-.187	-.424	.895 ^a	-.049	-.066	-.056	-.171	-.123
	MOV4	.111	-.080	-.049	.861 ^a	-.132	-.261	.002	-.349
	MOV5	-.054	-.106	-.066	-.132	.884 ^a	-.392	.095	.019
	MOV6	-.157	.069	-.056	-.261	-.392	.851 ^a	-.254	-.047
	MOV7	-.016	.031	-.171	.002	.095	-.254	.881 ^a	-.151
	MOV8	-.043	-.068	-.123	-.349	.019	-.047	-.151	.899 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component 1
MOV1	.809
MOV2	.834
MOV3	.842
MOV4	.678
MOV5	.704
MOV6	.767
MOV7	.567
MOV8	.702

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

FACTOR

/VARIABLES KK1 KK2 KK3 KK4 KK5

/MISSING LISTWISE

/ANALYSIS KK1 KK2 KK3 KK4 KK5

/PRINT UNIVARIATE INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION

ROTATION

/CRITERIA MINEIGEN(1) ITERATE(25)

/EXTRACTION PC

/CRITERIA ITERATE(25)

/ROTATION VARIMAX

/SAVE BART(ALL)

/METHOD=CORRELATION.

Factor Analysis**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.627
Bartlett's Test of Sphericity	Approx. Chi-Square	127.333
	df	10
	Sig.	.000

Anti-image Matrices

		KK1	KK2	KK3	KK4	KK5
Anti-image Covariance	KK1	.724	.088	-.253	-.038	-.244
	KK2	.088	.582	-.233	-.150	-.266
	KK3	-.253	-.233	.670	-.124	.146
	KK4	-.038	-.150	-.124	.760	-.101
	KK5	-.244	-.266	.146	-.101	.631
Anti-image Correlation	KK1	.594 ^a	.135	-.363	-.051	-.361
	KK2	.135	.626 ^a	-.373	-.225	-.439
	KK3	-.363	-.373	.580 ^a	-.174	.224
	KK4	-.051	-.225	-.174	.819 ^a	-.145
	KK5	-.361	-.439	.224	-.145	.576 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
KK1	.629
KK2	.772
KK3	.668
KK4	.683
KK5	.695

Extraction Method:
Principal
Component
Analysis.

a. 1 components
extracted.

Tabel 5.14***Statistic Median Split***

		GKT	Motivasi	KK Code
N	Valid	120	120	120
	Missing	0	0	0
Median		.0999206	.2165635	.1904132

Tabel 5.15***Between-Subject Factors***

		Value Label	N
GKT Code	1.00	Baik	61
	2.00	Buruk	59
Motivasi Code	1.00	Tinggi	59
	2.00	Rendah	61

Tests of Between-Subjects Effects

Dependent Variable: KK Code

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	.967 ^a	3	.322	.598	.618	.015	1.794	.171
Intercept	748.044	1	748.044	1388.369	.000	.923	1388.369	1.000
GKT	.044	1	.044	.081	.777	.001	.081	.059
MOT	.392	1	.392	.728	.395	.006	.728	.135
GKT * MOT	.044	1	.044	.081	.777	.001	.081	.059
Error	62.500	116	.539					
Total	2048.000	120						
Corrected Total	63.467	119						

a. R Squared = .015 (Adjusted R Squared = -.010)

b. Computed using alpha = .05

Parameter Estimates

Dependent Variable: KK Code

Parameter	B	Std. Error	t	Sig.	95% Confidence Interval		Partial Eta Squared	Noncent. Parameter	Observed Power ^b
					Lower Bound	Upper Bound			
Intercept	4.250	.184	23.160	.000	3.887	4.613	.822	23.160	1.000
[GKT=4.00]	-.125	.225	-.556	.579	-.570	.320	.003	.556	.086
[GKT=5.00]	0 ^a	.	.	.	.	.	.	.	.
[MOT=4.00]	-.250	.410	-.609	.544	-1.063	.563	.003	.609	.093
[MOT=5.00]	0 ^a	.	.	.	.	.	.	.	.
[GKT=4.00] * [MOT=4.00]	.125	.439	.284	.777	-.745	.995	.001	.284	.059
[GKT=4.00] * [MOT=5.00]	0 ^a	.	.	.	.	.	.	.	.
[GKT=5.00] * [MOT=4.00]	0 ^a	.	.	.	.	.	.	.	.
[GKT=5.00] * [MOT=5.00]	0 ^a	.	.	.	.	.	.	.	.

a. This parameter is set to zero because it is redundant.

b. Computed using alpha = .05

Estimates

Dependent Variable: KK Code

GKT Code	MOT Code	Mean	Std. Error	95% Confidence Interval	
				Lower Bound	Upper Bound
4.00	4.00	4.000	.089	3.824	4.176
	5.00	4.125	.130	3.868	4.382
5.00	4.00	4.000	.367	3.273	4.727
	5.00	4.250	.184	3.887	4.613



