

## Lampiran 1

### INFORMED CONSENT

Kepada Yth

Bapak / Ibu / Saudara (i)

di

Tempat

Sebagai persyaratan tugas akhir mahasiswa S2 program Studi Magister Administrasi Rumah Sakit Fakultas Ilmu- Ilmu Kesehatan Universitas Esa Unggul Jakarta, saya akan melakukan penelitian tentang **“Analisis Pemberdayaan Struktural dan Pemberdayaan Psikologis terhadap Work Engagement dengan Conscientiousness sebagai Variabel Intervening di RS Mata JEC @Kedoya”**.

Untuk keperluan tersebut saya mohon kesediaan Bapak / Ibu / Saudara (i) untuk menjadi responden dalam penelitian ini dan mengisi kuesioner yang telah tersedia dengan kejujuran. Jawaban yang diberikan dijamin kerahasiaannya.

Demikian surat permohonan ini, atas bantuan dan partisipasinya saya sampaikan terima kasih.

Jakarta, November 2023

Peneliti,

Rommi Aderiyansah

20210309132

**Lampiran 2**

**LEMBAR PERSETUJUAN MENJADI RESPONDEN**

Yang bertanda tangan di bawah ini:

Nama (Inisial) :

Alamat :

Dengan ini saya menyatakan bahwa sudah diberikan penjelasan tentang manfaat dan kerugian selama menjadi subjek penelitian dan bersedia mengikuti penelitian tersebut secara suka rela sebagai subjek penelitian.

Demikian pernyataan persetujuan ini saya buat dalam keadaan sadar dan tidak dalam paksaan siapapun dan dapat digunakan sebagaimana mestinya. Atas bantuan dan partisipasinya disampaikan terimakasih.

Peneliti

(Rommi Aderiyansah)

Jakarta, Desember 2023

Responden

(.....)

### Lampiran 3

**KUESIONER PENELITIAN**  
**ANALISIS PEMBERDAYAAN STRUCTURAL DAN PEMBERDAYAAN PSIKOLOGIS**  
**TERHADAP WORK ENGAGEMENT DENGAN CONSCIENTIOUSNESS DI RS MATA**  
**JEC @KEDOYA**

#### I. Identitas Responden

- a. Usia : \_\_\_\_\_ tahun
- b. Jenis Kelamin : (    ) Laki-laki    (    ) Perempuan
- c. Lama Bekerja : \_\_\_\_\_ tahun    \_\_\_\_\_ bulan
- d. Bidang Pelayanan : (    ) Medis    (    ) Non Medis

#### II. Petunjuk Pengisian

Pilihlah pernyataan yang paling sesuai dengan pendapat anda dan apa yang anda rasakan selama bekerja di Rumah Sakit, dengan cara membuat centang atau *check list* (✓) pada salah satu kategori yang berada di sebelah kanan pernyataan.

Kategori:

- SS : Sangat Setuju
- S : Setuju
- TS : Tidak Setuju
- STS : Sangat Tidak Setuju

## Pemberdayaan Struktural

| No                 | Unsur Penelitian  | Pilihan Jawaban |    |   |    |
|--------------------|---|-----------------|----|---|----|
|                    |   | STS             | TS | S | SS |
| Kesempatan         |   |                 |    |   |    |
| 1.                 | Saya menggunakan pengetahuan yang saya miliki dalam melaksanakan pekerjaan saya   |                 |    |   |    |
| 2.                 | Pekerjaan saya memiliki tantangan dalam menyelesaikan pekerjaan   |                 |    |   |    |
| Sumber Daya        |   |                 |    |   |    |
| 3.                 | Saya menyelesaikan pekerjaan dengan tepat waktu   |                 |    |   |    |
| 4.                 | Saya mendapatkan bantuan terkait dengan pekerjaan yang dilakukan ketika saya membutuhkannya                                     |                 |    |   |    |
| Informasi          |   |                 |    |   |    |
| 5.                 | Saya mengetahui informasi mengenai nilai-nilai yang dipegang oleh rumah sakit   |                 |    |   |    |
| Dukungan           |   |                 |    |   |    |
| 6.                 | Saya mendapatkan evaluasi tertentu mengenai hal-hal yang dapat ditingkatkan terkait pekerjaan yang dilakukan                    |                 |    |   |    |
| Kekuasaan Formal   |   |                 |    |   |    |
| 7.                 | Saya mendapatkan pengakuan dari hasil pekerjaan yang telah saya lakukan   |                 |    |   |    |
| Kekuasaan Informal |   |                 |    |   |    |
| 8.                 | Saya yang pertama kali dimintai bantuan jika rekan kerja memiliki masalah terkait pekerjaan                                     |                 |    |   |    |
| 9.                 | Atasan sering meminta bantuan saya untuk mencari ide-ide dari orang-orang professional lainnya di rumah sakit ini selain dokter |                 |    |   |    |

## Pemberdayaan Psikologis

| No                | Unsur Penelitian  | Pilihan Jawaban |    |   |    |
|-------------------|---|-----------------|----|---|----|
|                   |   | STS             | TS | S | SS |
| Makna             |   |                 |    |   |    |
| 1.                | Pekerjaan yang saya lakukan sangat berarti bagi saya  |                 |    |   |    |
| Kompetensi        |   |                 |    |   |    |
| 2.                | Saya sangat yakin akan kemampuan saya dalam menyelesaikan pekerjaan saya                      |                 |    |   |    |
| Penentuan Sendiri |   |                 |    |   |    |
| 3.                | Saya memiliki wewenang penuh dalam menentukan bagaimana saya melakukan pekerjaan saya         |                 |    |   |    |
| 4.                | Saya dapat menentukan sendiri tindakan apa yang akan saya ambil terkait dengan pekerjaan saya |                 |    |   |    |
| Dampak            |   |                 |    |   |    |
| 5.                | Keberadaan saya memberikan dampak sangat besar terhadap apa yang terjadi di unit kerja saya   |                 |    |   |    |

### Work Engagement

| No                           | Unsur Penelitian   | Pilihan Jawaban |    |   |    |
|------------------------------|--|-----------------|----|---|----|
|                              |  | STS             | TS | S | SS |
| <i>Vigor (Semangat)</i>      |  |                 |    |   |    |
| 1.                           | Jika jam kerja di rumah sakit dimulai pukul 08.00 WIB maka saya datang sebelum jam kerja dimulai                                   |                 |    |   |    |
| 2.                           | Saya tetap fokus bekerja secara profesional dan menyelesaikan tanggung jawab dalam pekerjaan saya jika mendapatkan masalah pribadi |                 |    |   |    |
| <i>Dedication (Dedikasi)</i> |  |                 |    |   |    |
| 3.                           | Saya merasa bahwa saya memberikan pengaruh yang baik kepada karyawan yang lain melalui pekerjaan saya                              |                 |    |   |    |
| 4.                           | Saya bangga terhadap pekerjaan saya bila saya selesai tepat pada waktunya  |                 |    |   |    |
| <i>Absorption (Absorpsi)</i> |  |                 |    |   |    |
| 5.                           | Saya akan membantu menyelesaikan pekerjaan rekan tim saya ketika pekerjaan saya telah selesai                                      |                 |    |   |    |

## Conscientiousness

| No   | Unsur Penelitian   | Pilihan Jawaban |    |   |    |
|--|--|-----------------|----|---|----|
|  |  | STS             | TS | S | SS |
| <i>Competence</i> (Kompeten)                                 |  |                 |    |   |    |
| 1.   | Saya seorang pekerja yang dapat diandalkan                     |                 |    |   |    |
| <i>Order</i> (Teratur)                                       |  |                 |    |   |    |
| 2.   | Saya bersemangat dan tepat waktu dalam menyelesaikan pekerjaan |                 |    |   |    |
| <i>Dutifulness</i> (Kepatuhan terhadap Tugas)                |  |                 |    |   |    |
| 3.   | Saya mengerjakan tugas dengan tekun dan cermat                 |                 |    |   |    |
| <i>Achievement-Striving</i> (Pencapaian Prestasi/Kesuksesan) |  |                 |    |   |    |
| 4.   | Saya menyelesaikan tugas dengan tanggung jawab                 |                 |    |   |    |
| <i>Self-Discipline</i> (Disiplin Diri)                       |  |                 |    |   |    |
| 5.   | Saya mempunyai disiplin diri untuk pekerjaan saya              |                 |    |   |    |
| <i>Deliberation</i> (pemikir)                                |  |                 |    |   |    |
| 6.   | Saya lebih berhati-hati dalam mengerjakan sesuatu              |                 |    |   |    |

Validitas

## Factor Analysis

### KMO and Bartlett's Test

|  |                    |         |
|--|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. |                    | .832    |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square | 160.499 |
|  | df                 | 36      |
|  | Sig.               | .000    |

### Anti-image Matrices

|                           |     | PS1               | PS2               | PS3               | PS4               | PS5               | PS6               | PS7   | PS8   | PS9   |
|---------------------------|-----|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------|-------|-------|
| Anti-image<br>Covariance  | PS1 | .368              | -.195             | -.093             | -.066             | .004              | .010              | -.082 | .098  | .009  |
|                           | PS2 | -.195             | .415              | .017              | -.024             | -.069             | -.018             | .104  | -.103 | .001  |
|                           | PS3 | -.093             | .017              | .421              | -.053             | -.067             | -.051             | .001  | -.009 | -.041 |
|                           | PS4 | -.066             | -.024             | -.053             | .263              | -.105             | .051              | -.051 | .063  | -.133 |
|                           | PS5 | .004              | -.069             | -.067             | -.105             | .252              | -.029             | -.109 | -.055 | .094  |
|                           | PS6 | .010              | -.018             | -.051             | .051              | -.029             | .417              | -.085 | -.083 | -.091 |
|                           | PS7 | -.082             | .104              | .001              | -.051             | -.109             | -.085             | .337  | -.067 | .027  |
|                           | PS8 | .098              | -.103             | -.009             | .063              | -.055             | -.083             | -.067 | .280  | -.158 |
|                           | PS9 | .009              | .001              | -.041             | -.133             | .094              | -.091             | .027  | -.158 | .305  |
| Anti-image<br>Correlation | PS1 | .791 <sup>a</sup> | -.497             | -.236             | -.211             | .014              | .026              | -.234 | .305  | .027  |
|                           | PS2 | -.497             | .815 <sup>a</sup> | .040              | -.072             | -.212             | -.043             | .278  | -.301 | .003  |
|                           | PS3 | -.236             | .040              | .943 <sup>a</sup> | -.159             | -.206             | -.121             | .002  | -.027 | -.116 |
|                           | PS4 | -.211             | -.072             | -.159             | .832 <sup>a</sup> | -.406             | .154              | -.172 | .234  | -.471 |
|                           | PS5 | .014              | -.212             | -.206             | -.406             | .838 <sup>a</sup> | -.088             | -.374 | -.207 | .338  |
|                           | PS6 | .026              | -.043             | -.121             | .154              | -.088             | .905 <sup>a</sup> | -.226 | -.242 | -.256 |



|     |       |       |       |       |       |       |                   |                   |                   |
|-----|-------|-------|-------|-------|-------|-------|-------------------|-------------------|-------------------|
| PS7 | -.234 | .278  | .002  | -.172 | -.374 | -.226 | .862 <sup>a</sup> | -.219             | .084              |
| PS8 | .305  | -.301 | -.027 | .234  | -.207 | -.242 | -.219             | .760 <sup>a</sup> | -.541             |
| PS9 | .027  | .003  | -.116 | -.471 | .338  | -.256 | .084              | -.541             | .743 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Communalities**

|     | Initial | Extraction |
|-----|---------|------------|
| PS1 | 1.000   | .804       |
| PS2 | 1.000   | .575       |
| PS3 | 1.000   | .669       |
| PS4 | 1.000   | .766       |
| PS5 | 1.000   | .762       |
| PS6 | 1.000   | .745       |
| PS7 | 1.000   | .647       |
| PS8 | 1.000   | .847       |
| PS9 | 1.000   | .750       |

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         | 5.222               | 58.024        | 58.024       | 5.222                               | 58.024        | 58.024       |
| 2         | 1.343               | 14.925        | 72.949       | 1.343                               | 14.925        | 72.949       |
| 3         | .658                | 7.311         | 80.259       |                                     |               |              |
| 4         | .492                | 5.463         | 85.722       |                                     |               |              |
| 5         | .385                | 4.280         | 90.002       |                                     |               |              |
| 6         | .343                | 3.815         | 93.818       |                                     |               |              |
| 7         | .256                | 2.849         | 96.667       |                                     |               |              |

|   |      |       |         |  |  |
|---|------|-------|---------|--|--|
| 8 | .170 | 1.894 | 98.561  |  |  |
| 9 | .130 | 1.439 | 100.000 |  |  |

Extraction Method: Principal Component Analysis.

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

|     | Component |       |
|-----|-----------|-------|
|     | 1         | 2     |
| PS1 | .669      | -.597 |
| PS2 | .728      | -.212 |
| PS3 | .803      | -.156 |
| PS4 | .837      | -.255 |
| PS5 | .846      | -.215 |
| PS6 | .725      | .469  |
| PS7 | .803      | -.042 |
| PS8 | .713      | .581  |
| PS9 | .709      | .497  |

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

### KMO and Bartlett's Test

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .817               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 69.276             |
|  | df                 |
|  | 10                 |
|  | Sig.               |
|  | .000               |

### Anti-image Matrices

|                        |     | PP1               | PP2               | PP3               | PP4               | PP5               |
|------------------------|-----|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance  | PP1 | .523              | -.116             | .060              | -.051             | -.196             |
|                        | PP2 | -.116             | .415              | -.109             | -.165             | .042              |
|                        | PP3 | .060              | -.109             | .539              | -.125             | -.081             |
|                        | PP4 | -.051             | -.165             | -.125             | .309              | -.132             |
|                        | PP5 | -.196             | .042              | -.081             | -.132             | .456              |
| Anti-image Correlation | PP1 | .824 <sup>a</sup> | -.249             | .112              | -.126             | -.401             |
|                        | PP2 | -.249             | .811 <sup>a</sup> | -.230             | -.461             | .096              |
|                        | PP3 | .112              | -.230             | .862 <sup>a</sup> | -.306             | -.163             |
|                        | PP4 | -.126             | -.461             | -.306             | .797 <sup>a</sup> | -.351             |
|                        | PP5 | -.401             | .096              | -.163             | -.351             | .809 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

### Communalities

|     | Initial | Extraction |
|-----|---------|------------|
| PP1 | 1.000   | .585       |
| PP2 | 1.000   | .694       |
| PP3 | 1.000   | .579       |
| PP4 | 1.000   | .809       |
| PP5 | 1.000   | .658       |

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         | 3.325               | 66.501        | 66.501       | 3.325                               | 66.501        | 66.501       |
| 2         | .668                | 13.359        | 79.860       |                                     |               |              |
| 3         | .462                | 9.244         | 89.105       |                                     |               |              |
| 4         | .326                | 6.518         | 95.623       |                                     |               |              |
| 5         | .219                | 4.377         | 100.000      |                                     |               |              |

Extraction Method: Principal Component Analysis.

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

|     | Component |
|-----|-----------|
|     | 1         |
| PP1 | .765      |
| PP2 | .833      |
| PP3 | .761      |
| PP4 | .899      |
| PP5 | .811      |

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

**KMO and Bartlett's Test**

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .695               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 43.651             |
|  | df                 |
|  | 10                 |
|  | Sig.               |
|  | .000               |

**Anti-image Matrices**

|                        |     | WE1               | WE2               | WE3               | WE4               | WE5               |
|------------------------|-----|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance  | WE1 | .535              | -.265             | .077              | -.015             | -.174             |
|                        | WE2 | -.265             | .488              | -.229             | -.076             | .022              |
|                        | WE3 | .077              | -.229             | .697              | -.155             | .029              |
|                        | WE4 | -.015             | -.076             | -.155             | .545              | -.271             |
|                        | WE5 | -.174             | .022              | .029              | -.271             | .570              |
| Anti-image Correlation | WE1 | .684 <sup>a</sup> | -.517             | .127              | -.027             | -.315             |
|                        | WE2 | -.517             | .680 <sup>a</sup> | -.393             | -.147             | .042              |
|                        | WE3 | .127              | -.393             | .683 <sup>a</sup> | -.252             | .046              |
|                        | WE4 | -.027             | -.147             | -.252             | .734 <sup>a</sup> | -.487             |
|                        | WE5 | -.315             | .042              | .046              | -.487             | .693 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Communalities**

|     | Initial | Extraction |
|-----|---------|------------|
| WE1 | 1.000   | .573       |
| WE2 | 1.000   | .637       |
| WE3 | 1.000   | .369       |
| WE4 | 1.000   | .614       |
| WE5 | 1.000   | .529       |

Extraction Method: Principal Component Analysis.

**Total Variance Explained**

| Component | Initial Eigenvalues |               |              | Extraction Sums of Squared Loadings |               |              |
|-----------|---------------------|---------------|--------------|-------------------------------------|---------------|--------------|
|           | Total               | % of Variance | Cumulative % | Total                               | % of Variance | Cumulative % |
| 1         | 2.721               | 54.428        | 54.428       | 2.721                               | 54.428        | 54.428       |
| 2         | .883                | 17.664        | 72.092       |                                     |               |              |
| 3         | .728                | 14.550        | 86.642       |                                     |               |              |
| 4         | .371                | 7.424         | 94.066       |                                     |               |              |
| 5         | .297                | 5.934         | 100.000      |                                     |               |              |

Extraction Method: Principal Component Analysis.

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

|     | Component |
|-----|-----------|
|     | 1         |
| WE1 | .757      |
| WE2 | .798      |
| WE3 | .607      |
| WE4 | .783      |
| WE5 | .727      |

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

**KMO and Bartlett's Test**

|  |                    |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .692               |
| Bartlett's Test of Sphericity                    | Approx. Chi-Square |
|  | 102.430            |
|  | df                 |
|  | 15                 |
|  | Sig.               |
|  | .000               |

**Anti-image Matrices**

|                        |    | C1                | C2                | C3                | C4                | C5                | C6                |
|------------------------|----|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance  | C1 | .183              | -.177             | -.073             | -.054             | -.093             | .027              |
|                        | C2 | -.177             | .288              | .003              | .095              | .018              | -.002             |
|                        | C3 | -.073             | .003              | .259              | -.163             | .138              | -.145             |
|                        | C4 | -.054             | .095              | -.163             | .377              | -.061             | -.022             |
|                        | C5 | -.093             | .018              | .138              | -.061             | .511              | -.242             |
|                        | C6 | .027              | -.002             | -.145             | -.022             | -.242             | .395              |
| Anti-image Correlation | C1 | .686 <sup>a</sup> | -.773             | -.333             | -.204             | -.303             | .100              |
|                        | C2 | -.773             | .622 <sup>a</sup> | .011              | .288              | .048              | -.007             |
|                        | C3 | -.333             | .011              | .699 <sup>a</sup> | -.520             | .380              | -.453             |
|                        | C4 | -.204             | .288              | -.520             | .766 <sup>a</sup> | -.140             | -.058             |
|                        | C5 | -.303             | .048              | .380              | -.140             | .628 <sup>a</sup> | -.538             |
|                        | C6 | .100              | -.007             | -.453             | -.058             | -.538             | .739 <sup>a</sup> |

a. Measures of Sampling Adequacy(MSA)

**Communalities**

|    | Initial | Extraction |
|----|---------|------------|
| C1 | 1.000   | .914       |
| C2 | 1.000   | .942       |
| C3 | 1.000   | .756       |
| C4 | 1.000   | .774       |
| C5 | 1.000   | .420       |

|    |       |      |
|----|-------|------|
| C6 | 1.000 | .745 |
|----|-------|------|

Extraction Method: Principal Component Analysis.

**Total Variance Explained**

| Component | Initial Eigenvalues |               |              | Extraction Sums of Squared Loadings |               |              |
|-----------|---------------------|---------------|--------------|-------------------------------------|---------------|--------------|
|           | Total               | % of Variance | Cumulative % | Total                               | % of Variance | Cumulative % |
| 1         | 3.548               | 59.127        | 59.127       | 3.548                               | 59.127        | 59.127       |
| 2         | 1.003               | 16.717        | 75.844       | 1.003                               | 16.717        | 75.844       |
| 3         | .809                | 13.482        | 89.326       |                                     |               |              |
| 4         | .356                | 5.931         | 95.258       |                                     |               |              |
| 5         | .170                | 2.832         | 98.090       |                                     |               |              |
| 6         | .115                | 1.910         | 100.000      |                                     |               |              |

Extraction Method: Principal Component Analysis.

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

|    | Component |       |
|----|-----------|-------|
|    | 1         | 2     |
| C1 | .870      | .396  |
| C2 | .677      | .695  |
| C3 | .843      | -.215 |
| C4 | .764      | -.436 |
| C5 | .647      | -.034 |
| C6 | .787      | -.355 |

Extraction Method: Principal Component Analysis.

a. 2 components extracted.



Reliabel

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .901             | 9          |

**Item-Total Statistics**

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| PS1 | 24.47                      | 12.326                         | .610                             | .895                             |
| PS2 | 24.60                      | 11.972                         | .657                             | .892                             |
| PS3 | 24.77                      | 11.909                         | .695                             | .889                             |
| PS4 | 24.77                      | 12.047                         | .752                             | .885                             |
| PS5 | 24.83                      | 12.213                         | .790                             | .884                             |
| PS6 | 24.73                      | 12.823                         | .589                             | .896                             |
| PS7 | 24.83                      | 11.937                         | .756                             | .884                             |
| PS8 | 25.17                      | 11.592                         | .659                             | .893                             |
| PS9 | 25.30                      | 11.872                         | .603                             | .897                             |

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 65.2  |
|       | Excluded <sup>a</sup> | 16 | 34.8  |
|       | Total                 | 46 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .897             | 5          |

### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| PP1 | 11.67                      | 4.092                          | .746                             | .874                             |
| PP2 | 11.73                      | 3.926                          | .837                             | .855                             |
| PP3 | 11.87                      | 4.051                          | .704                             | .883                             |
| PP4 | 11.77                      | 3.909                          | .793                             | .863                             |
| PP5 | 11.77                      | 3.978                          | .663                             | .895                             |

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 65.2  |
|       | Excluded <sup>a</sup> | 16 | 34.8  |
|       | Total                 | 46 | 100.0 |

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 65.2  |
|       | Excluded <sup>a</sup> | 16 | 34.8  |
|       | Total                 | 46 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .848             | 5          |

### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| WE1 | 12.57                      | 2.875                          | .642                             | .821                             |
| WE2 | 12.67                      | 2.782                          | .676                             | .812                             |
| WE3 | 12.73                      | 2.961                          | .788                             | .792                             |
| WE4 | 12.67                      | 2.644                          | .660                             | .820                             |
| WE5 | 12.83                      | 3.109                          | .565                             | .840                             |

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 65.2  |
|       | Excluded <sup>a</sup> | 16 | 34.8  |
|       | Total                 | 46 | 100.0 |

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 65.2  |
|       | Excluded <sup>a</sup> | 16 | 34.8  |
|       | Total                 | 46 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .901             | 6          |

### Item-Total Statistics

|    | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| C1 | 15.9667                    | 4.792                          | .728                             | .883                             |
| C2 | 15.9333                    | 5.030                          | .678                             | .891                             |
| C3 | 15.9000                    | 4.507                          | .779                             | .875                             |
| C4 | 15.8000                    | 4.579                          | .749                             | .880                             |
| C5 | 15.8000                    | 4.924                          | .691                             | .889                             |
| C6 | 15.7667                    | 4.737                          | .756                             | .879                             |

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

|                                |                | Unstandardized<br>Residual |
|--------------------------------|----------------|----------------------------|
| N                              |                | 204                        |
| Normal Parameters <sup>a</sup> | Mean           | .0000000                   |
|                                | Std. Deviation | 1.08140709                 |
| Most Extreme Differences       | Absolute       | .056                       |
|                                | Positive       | .050                       |
|                                | Negative       | -.056                      |
| Kolmogorov-Smirnov Z           |                | .798                       |
| Asymp. Sig. (2-tailed)         |                | .547                       |

a. Test distribution is Normal.

**Regression**

**Variables Entered/Removed<sup>b</sup>**

| Model | Variables Entered   | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1     | Conscientiousness<br>, Pemberdayaan<br>Struktural,<br>Pemberdayaan<br>Psikologis <sup>a</sup> |                   | Enter  |

a. All requested variables entered.

b. Dependent Variable: Work Engagement

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .822 <sup>a</sup> | .675     | .670              | 1.089                      |

a. Predictors: (Constant), Conscientiousness, Pemberdayaan Struktural, Pemberdayaan Psikologis

**ANOVA<sup>b</sup>**

| Model |            | Sum of Squares | df  | Mean Square | F       | Sig.              |
|-------|------------|----------------|-----|-------------|---------|-------------------|
| 1     | Regression | 493.834        | 3   | 164.611     | 138.680 | .000 <sup>a</sup> |
|       | Residual   | 237.397        | 200 | 1.187       |         |                   |
|       | Total      | 731.230        | 203 |             |         |                   |

a. Predictors: (Constant), Conscientiousness, Pemberdayaan Struktural, Pemberdayaan Psikologis

b. Dependent Variable: Work Engagement

**Coefficients<sup>a</sup>**

| Model |                         | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. | Collinearity Statistics |       |
|-------|-------------------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
|       |                         | B                           | Std. Error | Beta                      |        |      | Tolerance               | VIF   |
| 1     | (Constant)              | 4.380                       | .698       |                           | 6.272  | .000 |                         |       |
|       | Pemberdayaan Struktural | .075                        | .021       | .160                      | 3.650  | .000 | .844                    | 1.184 |
|       | Pemberdayaan Psikologis | -.139                       | .040       | -.162                     | -3.490 | .001 | .749                    | 1.334 |
|       | Conscientiousness       | .613                        | .035       | .821                      | 17.458 | .000 | .735                    | 1.361 |

a. Dependent Variable: Work Engagement

**Collinearity Diagnostics<sup>a</sup>**

| Model | Dimensi | Eigenvalue | Condition Index | Variance Proportions |                         |                         |                   |
|-------|---------|------------|-----------------|----------------------|-------------------------|-------------------------|-------------------|
|       |         |            |                 | (Constant)           | Pemberdayaan Struktural | Pemberdayaan Psikologis | Conscientiousness |
| 1     | 1       | 3.966      | 1.000           | .00                  | .00                     | .00                     | .00               |
|       | 2       | .015       | 16.294          | .01                  | .64                     | .44                     | .04               |
|       | 3       | .011       | 19.189          | .13                  | .22                     | .55                     | .48               |
|       | 4       | .009       | 21.454          | .86                  | .14                     | .00                     | .47               |

a. Dependent Variable: Work Engagement

## Frequencies

DESCRIPTIVES VARIABLES=PS1 PS2 PS3 PS4 PS5 PS6 PS7 PS8 PS9 PP1 PP2 PP3 PP4 PP5 WE1 WE2 WE3 WE4 WE5 C1 C2 C3 C4 C5 C6

/STATISTICS=MEAN STDDEV VARIANCE MIN MAX.

## Descriptives

[DataSet0]

[DataSet0]

|   |         | PS8 | PS1 | PS2 | PS3 | PS4 | PS5 | PS6 | PS7 | PS9 | PP1 | PP2 |
|---|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| N | Valid   | 204 | 204 | 204 | 204 | 204 | 204 | 204 | 204 | 204 | 204 | 204 |
|   | Missing | 177 | 177 | 177 | 177 | 177 | 177 | 177 | 177 | 177 | 177 | 177 |

## Frequency Table

### PS1

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 6         | 1.6     | 2.9           | 2.9                |
|         | 3      | 91        | 23.9    | 44.6          | 47.5               |
|         | 4      | 107       | 28.1    | 52.5          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

### PS2

|       |   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 12        | 3.1     | 5.9           | 5.9                |



|         |        |     |       |       |       |
|---------|--------|-----|-------|-------|-------|
|         | 3      | 114 | 29.9  | 55.9  | 61.8  |
|         | 4      | 78  | 20.5  | 38.2  | 100.0 |
|         | Total  | 204 | 53.5  | 100.0 |       |
| Missing | System | 177 | 46.5  |       |       |
| Total   |        | 381 | 100.0 |       |       |

**PS3**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 30        | 7.9     | 14.7          | 14.7               |
|         | 3      | 116       | 30.4    | 56.9          | 71.6               |
|         | 4      | 58        | 15.2    | 28.4          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**PS4**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 24        | 6.3     | 11.8          | 11.8               |
|         | 3      | 134       | 35.2    | 65.7          | 77.5               |
|         | 4      | 46        | 12.1    | 22.5          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**PS5**

|       |   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 24        | 6.3     | 11.8          | 11.8               |
|       | 3 | 144       | 37.8    | 70.6          | 82.4               |

|         |        |     |       |       |       |
|---------|--------|-----|-------|-------|-------|
|         | 4      | 36  | 9.4   | 17.6  | 100.0 |
|         | Total  | 204 | 53.5  | 100.0 |       |
| Missing | System | 177 | 46.5  |       |       |
| Total   |        | 381 | 100.0 |       |       |

**PS6**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 18        | 4.7     | 8.8           | 8.8                |
|         | 3      | 137       | 36.0    | 67.2          | 76.0               |
|         | 4      | 49        | 12.9    | 24.0          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**PS7**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 29        | 7.6     | 14.2          | 14.2               |
|         | 3      | 131       | 34.4    | 64.2          | 78.4               |
|         | 4      | 44        | 11.5    | 21.6          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**PS8**

|       |   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 88        | 23.1    | 43.1          | 43.1               |
|       | 3 | 94        | 24.7    | 46.1          | 89.2               |
|       | 4 | 22        | 5.8     | 10.8          | 100.0              |

|         |        |     |       |       |
|---------|--------|-----|-------|-------|
|         | Total  | 204 | 53.5  | 100.0 |
| Missing | System | 177 | 46.5  |       |
| Total   |        | 381 | 100.0 |       |

**PS9**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 105       | 27.6    | 51.5          | 51.5               |
|         | 3      | 81        | 21.3    | 39.7          | 91.2               |
|         | 4      | 18        | 4.7     | 8.8           | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**PP1**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 27        | 7.1     | 13.2          | 13.2               |
|         | 3      | 151       | 39.6    | 74.0          | 87.3               |
|         | 4      | 26        | 6.8     | 12.7          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**PP2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 33        | 8.7     | 16.2          | 16.2               |
|       | 3     | 143       | 37.5    | 70.1          | 86.3               |
|       | 4     | 28        | 7.3     | 13.7          | 100.0              |
|       | Total | 204       | 53.5    | 100.0         |                    |

|         |        |     |       |  |  |
|---------|--------|-----|-------|--|--|
| Missing | System | 177 | 46.5  |  |  |
| Total   |        | 381 | 100.0 |  |  |

**PP3**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 48        | 12.6    | 23.5          | 23.5               |
|         | 3      | 134       | 35.2    | 65.7          | 89.2               |
|         | 4      | 22        | 5.8     | 10.8          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**PP4**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 52        | 13.6    | 25.5          | 25.5               |
|         | 3      | 127       | 33.3    | 62.3          | 87.7               |
|         | 4      | 25        | 6.6     | 12.3          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**PP5**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 42        | 11.0    | 20.6          | 20.6               |
|         | 3      | 132       | 34.6    | 64.7          | 85.3               |
|         | 4      | 30        | 7.9     | 14.7          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |

**PP5**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 42        | 11.0    | 20.6          | 20.6               |
|         | 3      | 132       | 34.6    | 64.7          | 85.3               |
|         | 4      | 30        | 7.9     | 14.7          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**WE1**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 6         | 1.6     | 2.9           | 2.9                |
|         | 3      | 130       | 34.1    | 63.7          | 66.7               |
|         | 4      | 68        | 17.8    | 33.3          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**WE2**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 24        | 6.3     | 11.8          | 11.8               |
|         | 3      | 115       | 30.2    | 56.4          | 68.1               |
|         | 4      | 65        | 17.1    | 31.9          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**WE3**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 6         | 1.6     | 2.9           | 2.9                |
|         | 3      | 164       | 43.0    | 80.4          | 83.3               |
|         | 4      | 34        | 8.9     | 16.7          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**WE4**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 27        | 7.1     | 13.2          | 13.2               |
|         | 3      | 106       | 27.8    | 52.0          | 65.2               |
|         | 4      | 71        | 18.6    | 34.8          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**WE5**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 31        | 8.1     | 15.2          | 15.2               |
|         | 3      | 146       | 38.3    | 71.6          | 86.8               |
|         | 4      | 27        | 7.1     | 13.2          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**C1**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 40        | 10.5    | 19.6          | 19.6               |
|         | 3      | 136       | 35.7    | 66.7          | 86.3               |
|         | 4      | 28        | 7.3     | 13.7          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**C2**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 22        | 5.8     | 10.8          | 10.8               |
|         | 3      | 154       | 40.4    | 75.5          | 86.3               |
|         | 4      | 28        | 7.3     | 13.7          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**C3**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 30        | 7.9     | 14.7          | 14.7               |
|         | 3      | 130       | 34.1    | 63.7          | 78.4               |
|         | 4      | 44        | 11.5    | 21.6          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**C4**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 24        | 6.3     | 11.8          | 11.8               |
|         | 3      | 121       | 31.8    | 59.3          | 71.1               |
|         | 4      | 59        | 15.5    | 28.9          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**C5**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 6         | 1.6     | 2.9           | 2.9                |
|         | 3      | 148       | 38.8    | 72.5          | 75.5               |
|         | 4      | 50        | 13.1    | 24.5          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |

**C6**

|         |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid   | 2      | 6         | 1.6     | 2.9           | 2.9                |
|         | 3      | 144       | 37.8    | 70.6          | 73.5               |
|         | 4      | 54        | 14.2    | 26.5          | 100.0              |
|         | Total  | 204       | 53.5    | 100.0         |                    |
| Missing | System | 177       | 46.5    |               |                    |
| Total   |        | 381       | 100.0   |               |                    |



**Descriptive Statistics**

|                    | N   | Minimum | Maximum | Mean | Std. Deviation | Variance |
|--------------------|-----|---------|---------|------|----------------|----------|
| PS1                | 204 | 2       | 4       | 3.50 | .557           | .310     |
| PS2                | 204 | 2       | 4       | 3.32 | .582           | .338     |
| PS3                | 204 | 2       | 4       | 3.14 | .644           | .415     |
| PS4                | 204 | 2       | 4       | 3.11 | .577           | .333     |
| PS5                | 204 | 2       | 4       | 3.06 | .540           | .292     |
| PS6                | 204 | 2       | 4       | 3.15 | .554           | .307     |
| PS7                | 204 | 2       | 4       | 3.07 | .595           | .354     |
| PS8                | 204 | 2       | 4       | 2.68 | .661           | .437     |
| PS9                | 204 | 2       | 4       | 2.57 | .650           | .423     |
| PP1                | 204 | 2       | 4       | 3.00 | .511           | .261     |
| PP2                | 204 | 2       | 4       | 2.98 | .548           | .300     |
| PP3                | 204 | 2       | 4       | 2.87 | .573           | .329     |
| PP4                | 204 | 2       | 4       | 2.87 | .601           | .362     |
| PP5                | 204 | 2       | 4       | 2.94 | .593           | .351     |
| WE1                | 204 | 2       | 4       | 3.30 | .521           | .272     |
| WE2                | 204 | 2       | 4       | 3.20 | .631           | .398     |
| WE3                | 204 | 2       | 4       | 3.14 | .422           | .178     |
| WE4                | 204 | 2       | 4       | 3.22 | .660           | .436     |
| WE5                | 204 | 2       | 4       | 2.98 | .534           | .285     |
| C1                 | 204 | 2       | 4       | 2.94 | .576           | .331     |
| C2                 | 204 | 2       | 4       | 3.03 | .495           | .245     |
| C3                 | 204 | 2       | 4       | 3.07 | .600           | .360     |
| C4                 | 204 | 2       | 4       | 3.17 | .616           | .379     |
| C5                 | 204 | 2       | 4       | 3.22 | .479           | .229     |
| C6                 | 204 | 2       | 4       | 3.24 | .490           | .240     |
| Valid N (listwise) | 204 |         |         |      |                |          |

Uji Normalitas

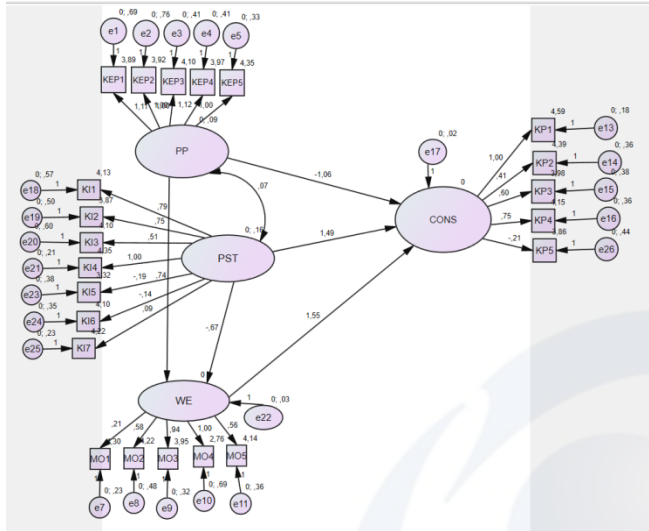
Assessment of normality (Group number 1)

| Variable     | min   | max   | skew  | c.r.   | kurtosis | c.r.   |
|--------------|-------|-------|-------|--------|----------|--------|
| WE5          | 2.000 | 4.000 | .000  | .000   | .517     | 1.508  |
| WE4          | 2.000 | 4.000 | -.281 | -1.636 | -.734    | -2.140 |
| WE3          | 2.000 | 4.000 | .939  | 5.475  | 1.526    | 4.449  |
| WE2          | 2.000 | 4.000 | -.182 | -1.059 | -.575    | -1.676 |
| WE1          | 2.000 | 4.000 | .251  | 1.462  | -.793    | -2.312 |
| C1           | 2.000 | 4.000 | -.006 | -.035  | .043     | .127   |
| C2           | 2.000 | 4.000 | .087  | .509   | 1.066    | 3.108  |
| C3           | 2.000 | 4.000 | -.024 | -.139  | -.199    | -.582  |
| C4           | 2.000 | 4.000 | -.103 | -.603  | -.432    | -1.259 |
| C5           | 2.000 | 4.000 | .593  | 3.458  | -.059    | -.173  |
| C6           | 2.000 | 4.000 | .617  | 3.596  | -.302    | -.880  |
| PP1          | 2.000 | 4.000 | -.008 | -.048  | .849     | 2.475  |
| PP2          | 2.000 | 4.000 | -.016 | -.091  | .343     | 1.000  |
| PP3          | 2.000 | 4.000 | -.002 | -.012  | -.091    | -.266  |
| PP4          | 2.000 | 4.000 | .060  | .348   | -.328    | -.957  |
| PP5          | 2.000 | 4.000 | .015  | .086   | -.164    | -.478  |
| PS1          | 2.000 | 4.000 | -.495 | -2.886 | -.820    | -2.392 |
| PS2          | 2.000 | 4.000 | -.148 | -.864  | -.694    | -2.024 |
| PS3          | 2.000 | 4.000 | -.135 | -.788  | -.566    | -1.650 |
| PS4          | 2.000 | 4.000 | .010  | .060   | -.052    | -.152  |
| PS5          | 2.000 | 4.000 | .070  | .406   | .438     | 1.276  |
| PS6          | 2.000 | 4.000 | .075  | .440   | .033     | .097   |
| PS7          | 2.000 | 4.000 | -.005 | -.030  | -.086    | -.249  |
| PS8          | 2.000 | 4.000 | .421  | 2.452  | -.742    | -2.163 |
| PS9          | 2.000 | 4.000 | .606  | 3.534  | -.637    | -1.858 |
| Multivariate |       |       |       |        | 512.927  | 99.695 |

## ANALISIS DATA AMOS

### Analysis Summary

#### Gambar Amos



#### Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

KEP1  
KEP2  
KEP3  
KEP5  
MO3  
MO2  
MO1  
KP1  
KP2  
KP3  
KP4  
KI4  
KI3  
KI2  
KI1  
MO4  
MO5  
KI5  
KI6

KI7  
KP5  
KEP4  
Unobserved, endogenous variables  
CONS  
WE  
Unobserved, exogenous variables  
e1  
e2  
e3  
e5  
e9  
e8  
e7  
e13  
e14  
e15  
e16  
PST  
e21  
e20  
e19  
e18  
e10  
e11  
e23  
e24  
e25  
e26  
e4  
PP  
e17  
e22

**Variable counts (Group number 1)**

|                                    |    |
|------------------------------------|----|
| Number of variables in your model: | 50 |
| Number of observed variables:      | 22 |
| Number of unobserved variables:    | 28 |
| Number of exogenous variables:     | 26 |
| Number of endogenous variables:    | 24 |

### Parameter Summary (Group number 1)

|           | Weights | Covariances | Variances | Means | Intercepts | Total |
|-----------|---------|-------------|-----------|-------|------------|-------|
| Fixed     | 30      | 0           | 2         | 0     | 0          | 32    |
| Labeled   | 0       | 0           | 0         | 0     | 0          | 0     |
| Unlabeled | 21      | 1           | 24        | 0     | 22         | 68    |
| Total     | 51      | 1           | 26        | 0     | 22         | 100   |

### Notes for Model (Default model)

#### Computation of degrees of freedom (Default model)

Number of distinct sample moments: 275  
Number of distinct parameters to be estimated: 68  
Degrees of freedom (275 - 68): 207

#### Result (Default model)

Minimum was achieved  
Chi-square = 209,576  
Degrees of freedom = 207  
Probability level = ,437

### Estimates (Group number 1 - Default model)

#### Scalar Estimates (Group number 1 - Default model)

#### Maximum Likelihood Estimates

#### Regression Weights: (Group number 1 - Default model)

|      |           | Estimate | S.E. | C.R.   | P    | Label  |
|------|-----------|----------|------|--------|------|--------|
| WE   | <--- PP   | ,736     | ,351 | 2,097  | ,036 | par_20 |
| WE   | <--- PST  | -,672    | ,273 | -2,456 | ,014 | par_21 |
| CONS | <--- PST  | 1,487    | ,573 | 2,594  | ,009 | par_12 |
| CONS | <--- PP   | -1,063   | ,660 | -1,611 | ,107 | par_16 |
| WE   | <--- CONS | 1,552    | ,381 | 4,068  | ***  | par_17 |
| KP1  | <--- CONS | 1,000    |      |        |      |        |
| KP2  | <--- CONS | ,413     | ,182 | 2,275  | ,023 | par_1  |
| KP3  | <--- CONS | ,600     | ,210 | 2,863  | ,004 | par_2  |
| KI4  | <--- PST  | 1,000    |      |        |      |        |
| KI3  | <--- PST  | ,508     | ,195 | 2,598  | ,009 | par_3  |
| KI2  | <--- PST  | ,746     | ,203 | 3,684  | ***  | par_4  |

|      |      |      | Estimate | S.E. | C.R.   | P    | Label  |
|------|------|------|----------|------|--------|------|--------|
| KI1  | <--- | PST  | ,795     | ,217 | 3,670  | ***  | par_5  |
| KI5  | <--- | PST  | -,190    | ,146 | -1,306 | ,191 | par_6  |
| KI6  | <--- | PST  | -,139    | ,139 | -,997  | ,319 | par_7  |
| KI7  | <--- | PST  | ,087     | ,111 | ,789   | ,430 | par_8  |
| MO5  | <--- | WE   | ,563     | ,265 | 2,127  | ,033 | par_9  |
| KEP1 | <--- | PP   | 1,110    | ,331 | 3,356  | ***  | par_10 |
| KEP2 | <--- | PP   | 1,000    |      |        |      |        |
| KEP3 | <--- | PP   | 1,000    |      |        |      |        |
| KEP4 | <--- | PP   | 1,117    | ,287 | 3,896  | ***  | par_11 |
| KEP5 | <--- | PP   | 1,000    |      |        |      |        |
| MO1  | <--- | WE   | ,215     | ,184 | 1,166  | ,243 | par_13 |
| MO2  | <--- | WE   | ,577     | ,295 | 1,957  | ,050 | par_14 |
| MO3  | <--- | WE   | ,940     | ,333 | 2,824  | ,005 | par_15 |
| MO4  | <--- | WE   | 1,000    |      |        |      |        |
| KP5  | <--- | CONS | -,213    | ,181 | -1,176 | ,239 | par_18 |
| KP4  | <--- | CONS | ,747     | ,232 | 3,219  | ,001 | par_19 |

**Standardized Regression Weights: (Group number 1 - Default model)**

|      |      |      | Estimate |
|------|------|------|----------|
| WE   | <--- | PP   | ,746     |
| WE   | <--- | PST  | -,916    |
| CONS | <--- | PST  | 1,619    |
| CONS | <--- | PP   | -,861    |
| CONS | <--- | WE   | 1,239    |
| KP1  | <--- | CONS | ,653     |
| KP2  | <--- | CONS | ,247     |
| KP3  | <--- | CONS | ,338     |
| KI4  | <--- | PST  | ,659     |
| KI3  | <--- | PST  | ,256     |
| KI2  | <--- | PST  | ,392     |
| KI1  | <--- | PST  | ,390     |
| KI5  | <--- | PST  | -,123    |
| KI6  | <--- | PST  | -,094    |
| KI7  | <--- | PST  | ,074     |
| MO5  | <--- | WE   | ,266     |
| KEP1 | <--- | PP   | ,371     |
| KEP2 | <--- | PP   | ,326     |
| KEP3 | <--- | PP   | ,425     |
| KEP4 | <--- | PP   | ,461     |
| KEP5 | <--- | PP   | ,464     |

|     |           | Estimate |
|-----|-----------|----------|
| MO1 | <--- WE   | ,131     |
| MO2 | <--- WE   | ,238     |
| MO3 | <--- WE   | ,441     |
| MO4 | <--- WE   | ,335     |
| KP5 | <--- CONS | -,118    |
| KP4 | <--- CONS | ,417     |

**Intercepts: (Group number 1 - Default model)**

|      | Estimate | S.E. | C.R.    | P   | Label  |
|------|----------|------|---------|-----|--------|
| KEP1 | 3,893    | ,067 | 57,796  | *** | par_23 |
| KEP2 | 3,916    | ,069 | 56,636  | *** | par_24 |
| KEP3 | 4,096    | ,053 | 77,346  | *** | par_25 |
| KEP4 | 3,966    | ,055 | 72,694  | *** | par_26 |
| KEP5 | 4,348    | ,049 | 89,583  | *** | par_27 |
| MO3  | 3,949    | ,047 | 83,483  | *** | par_28 |
| MO2  | 4,225    | ,054 | 78,611  | *** | par_29 |
| MO1  | 4,303    | ,036 | 118,409 | *** | par_30 |
| KP1  | 4,590    | ,043 | 107,752 | *** | par_31 |
| KP2  | 4,388    | ,047 | 94,280  | *** | par_32 |
| KP3  | 3,983    | ,049 | 80,612  | *** | par_33 |
| KP4  | 4,146    | ,050 | 83,242  | *** | par_34 |
| KI4  | 4,348    | ,046 | 94,718  | *** | par_35 |
| KI3  | 4,096    | ,060 | 68,274  | *** | par_36 |
| KI2  | 3,865    | ,058 | 67,031  | *** | par_37 |
| KI1  | 4,129    | ,062 | 66,902  | *** | par_38 |
| MO4  | 2,764    | ,066 | 41,655  | *** | par_39 |
| MO5  | 4,140    | ,047 | 88,172  | *** | par_40 |
| KI5  | 3,320    | ,047 | 71,080  | *** | par_41 |
| KI6  | 4,096    | ,045 | 91,317  | *** | par_42 |
| KI7  | 4,219    | ,036 | 117,745 | *** | par_43 |
| KP5  | 3,860    | ,050 | 76,843  | *** | par_44 |

**Covariances: (Group number 1 - Default model)**

|             | Estimate | S.E. | C.R.  | P   | Label  |
|-------------|----------|------|-------|-----|--------|
| PP <--> PST | ,068     | ,020 | 3,491 | *** | par_22 |

**Correlations: (Group number 1 - Default model)**

|             | Estimate |
|-------------|----------|
| PP <--> PST | ,566     |

**Variances: (Group number 1 - Default model)**

|     | Estimate | S.E. | C.R.  | P   | Label  |
|-----|----------|------|-------|-----|--------|
| PST | ,162     | ,046 | 3,554 | *** | par_45 |
| PP  | ,090     | ,025 | 3,582 | *** | par_46 |
| e22 | ,033     |      |       |     |        |
| e17 | ,020     |      |       |     |        |
| e1  | ,693     | ,084 | 8,285 | *** | par_47 |
| e2  | ,756     | ,085 | 8,879 | *** | par_48 |
| e3  | ,406     | ,049 | 8,330 | *** | par_49 |
| e5  | ,327     | ,041 | 8,005 | *** | par_50 |
| e9  | ,319     | ,046 | 6,897 | *** | par_51 |
| e8  | ,482     | ,055 | 8,791 | *** | par_52 |
| e7  | ,230     | ,025 | 9,229 | *** | par_53 |
| e13 | ,184     | ,042 | 4,395 | *** | par_54 |
| e14 | ,360     | ,040 | 8,969 | *** | par_55 |
| e15 | ,383     | ,045 | 8,512 | *** | par_56 |
| e16 | ,363     | ,046 | 7,881 | *** | par_57 |
| e21 | ,211     | ,039 | 5,420 | *** | par_58 |
| e20 | ,595     | ,066 | 9,051 | *** | par_59 |
| e19 | ,498     | ,059 | 8,472 | *** | par_60 |
| e18 | ,572     | ,067 | 8,484 | *** | par_61 |
| e10 | ,692     | ,082 | 8,487 | *** | par_62 |
| e11 | ,363     | ,042 | 8,626 | *** | par_63 |
| e23 | ,380     | ,041 | 9,330 | *** | par_64 |
| e24 | ,353     | ,038 | 9,363 | *** | par_65 |
| e25 | ,226     | ,024 | 9,380 | *** | par_66 |
| e26 | ,440     | ,047 | 9,314 | *** | par_67 |
| e4  | ,415     | ,055 | 7,494 | *** | par_68 |









|                  | P<br>S<br>T | P<br>P      | W<br>E      | C<br>O<br>N<br>S | K<br>E<br>P<br>4 | K<br>P<br>5 | K<br>I<br>7 | K<br>I<br>6 | K<br>I<br>5 | M<br>O<br>5 | M<br>O<br>4 | K<br>I<br>1 | K<br>I<br>2 | K<br>I<br>3 | K<br>I<br>4 | K<br>P<br>4 | K<br>P<br>3 | K<br>P<br>2 | K<br>P<br>1 | M<br>O<br>1 | M<br>O<br>2 | M<br>O<br>3 | K<br>E<br>P<br>5 | K<br>E<br>P<br>3 | K<br>E<br>P<br>2 | K<br>E<br>P<br>1 |             |
|------------------|-------------|-------------|-------------|------------------|------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------------------|------------------|------------------|------------------|-------------|
|                  | -           |             |             |                  | -                | -           |             |             |             |             |             | -           | -           | -           | -           |             |             |             |             |             |             |             |                  |                  |                  |                  |             |
| M<br>O<br>1      | 0<br>1<br>3 | 0<br>0<br>4 | 0<br>1<br>9 | 0<br>0<br>6      | 0<br>0<br>5      | 0<br>0<br>1 | 0<br>0<br>1 | 0<br>0<br>2 | 0<br>0<br>2 | 0<br>1<br>1 | 0<br>1<br>9 | 0<br>1<br>0 | 0<br>0<br>9 | 0<br>0<br>6 | 0<br>0<br>1 | 0<br>0<br>4 | 0<br>0<br>3 | 0<br>0<br>2 | 0<br>0<br>6 | 0<br>0<br>4 | 0<br>0<br>3 | 0<br>0<br>2 | 0<br>0<br>6      | 0<br>0<br>4      | 0<br>0<br>3      | 0<br>0<br>4      |             |
| M<br>O<br>2      | 0<br>3<br>4 | 0<br>1<br>2 | 0<br>5<br>0 | 0<br>1<br>5      | 0<br>1<br>3      | 0<br>0<br>3 | 0<br>0<br>3 | 0<br>0<br>5 | 0<br>0<br>6 | 0<br>2<br>8 | 0<br>5<br>0 | 0<br>2<br>7 | 0<br>2<br>5 | 0<br>2<br>7 | 0<br>1<br>3 | 0<br>1<br>2 | 0<br>0<br>9 | 0<br>0<br>6 | 0<br>1<br>5 | 0<br>1<br>1 | 0<br>1<br>1 | 0<br>0<br>5 | 0<br>0<br>1      | 0<br>1<br>1      | 0<br>1<br>1      | 0<br>0<br>5      |             |
| M<br>O<br>3      | 0<br>5<br>5 | 0<br>1<br>9 | 0<br>8<br>2 | 0<br>2<br>5      | 0<br>2<br>1      | 0<br>0<br>5 | 0<br>0<br>5 | 0<br>0<br>8 | 0<br>1<br>0 | 0<br>4<br>6 | 0<br>8<br>2 | 0<br>4<br>4 | 0<br>4<br>1 | 0<br>2<br>8 | 0<br>5<br>5 | 0<br>1<br>9 | 0<br>1<br>5 | 0<br>1<br>0 | 0<br>1<br>5 | 0<br>2<br>5 | 0<br>1<br>8 | 0<br>0<br>5 | 0<br>0<br>5      | 0<br>1<br>8      | 0<br>1<br>7      | 0<br>0<br>6      | 0<br>0<br>3 |
| K<br>E<br>P<br>5 | 0<br>6<br>8 | 0<br>9<br>0 | 0<br>2<br>0 | 0<br>3<br>7      | 0<br>0<br>0      | 0<br>0<br>8 | 0<br>0<br>6 | 0<br>0<br>9 | 0<br>1<br>3 | 0<br>1<br>0 | 0<br>2<br>4 | 0<br>5<br>1 | 0<br>5<br>4 | 0<br>3<br>5 | 0<br>6<br>8 | 0<br>2<br>8 | 0<br>2<br>2 | 0<br>1<br>5 | 0<br>3<br>7 | 0<br>0<br>4 | 0<br>1<br>2 | 0<br>1<br>7 | 0<br>0<br>4      | 0<br>1<br>3      | 0<br>1<br>2      | 0<br>1<br>9      | 0<br>0<br>7 |
| K<br>E<br>P<br>3 | 0<br>6<br>3 | 0<br>9<br>8 | 0<br>2<br>0 | 0<br>3<br>7      | 0<br>0<br>0      | 0<br>0<br>8 | 0<br>0<br>6 | 0<br>0<br>9 | 0<br>1<br>3 | 0<br>1<br>0 | 0<br>2<br>4 | 0<br>5<br>1 | 0<br>5<br>4 | 0<br>3<br>5 | 0<br>6<br>8 | 0<br>2<br>8 | 0<br>2<br>2 | 0<br>1<br>5 | 0<br>3<br>7 | 0<br>0<br>4 | 0<br>1<br>2 | 0<br>1<br>7 | 0<br>0<br>4      | 0<br>1<br>3      | 0<br>1<br>2      | 0<br>1<br>9      | 0<br>0<br>6 |
| K<br>E<br>P<br>2 | 0<br>6<br>2 | 0<br>9<br>8 | 0<br>2<br>0 | 0<br>3<br>7      | 0<br>0<br>0      | 0<br>0<br>8 | 0<br>0<br>6 | 0<br>0<br>9 | 0<br>1<br>3 | 0<br>1<br>0 | 0<br>2<br>4 | 0<br>5<br>1 | 0<br>5<br>4 | 0<br>3<br>5 | 0<br>6<br>8 | 0<br>2<br>8 | 0<br>2<br>2 | 0<br>1<br>5 | 0<br>3<br>7 | 0<br>0<br>4 | 0<br>1<br>2 | 0<br>1<br>7 | 0<br>0<br>4      | 0<br>1<br>3      | 0<br>1<br>2      | 0<br>1<br>9      | 0<br>0<br>6 |
| K<br>E<br>P<br>1 | 0<br>7<br>1 | 0<br>0<br>6 | 0<br>2<br>2 | 0<br>4<br>2      | 0<br>1<br>1      | 0<br>0<br>9 | 0<br>0<br>7 | 0<br>0<br>1 | 0<br>1<br>4 | 0<br>1<br>3 | 0<br>2<br>0 | 0<br>6<br>7 | 0<br>5<br>8 | 0<br>3<br>6 | 0<br>7<br>8 | 0<br>3<br>1 | 0<br>2<br>5 | 0<br>1<br>7 | 0<br>4<br>2 | 0<br>0<br>5 | 0<br>1<br>3 | 0<br>2<br>1 | 0<br>0<br>0      | 0<br>1<br>0      | 0<br>2<br>0      | 0<br>0<br>0      | 0<br>0<br>3 |





|                  | P<br>S<br>T      | P<br>P           | W<br>E           | C<br>O<br>N<br>S | K<br>E<br>P<br>4 | K<br>P<br>5      | K<br>I<br>7      | K<br>I<br>6      | K<br>I<br>5      | M<br>O<br>5      | M<br>O<br>4      | K<br>I<br>1      | K<br>I<br>2      | K<br>I<br>3      | K<br>I<br>4      | K<br>P<br>4      | K<br>P<br>3      | K<br>P<br>2      | K<br>P<br>1      | M<br>O<br>1      | M<br>O<br>2      | M<br>O<br>3 | K<br>E<br>P<br>5 | K<br>E<br>P<br>3 | K<br>E<br>P<br>2 | K<br>E<br>P<br>1 |  |  |
|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|-------------|------------------|------------------|------------------|------------------|--|--|
| P<br>3           | 1<br>7<br>6      | 1<br>1<br>4      | 0<br>8<br>3      | 3<br>3<br>8      | 0<br>5<br>3      | ,<br>0<br>4      | ,<br>0<br>3      | ,<br>0<br>1      | ,<br>0<br>0      | 0<br>2<br>2      | 0<br>2<br>8      | 0<br>6<br>8      | 0<br>6<br>9      | 0<br>4<br>5      | 1<br>1<br>6      | 1<br>4<br>1      | ,<br>0<br>0      | ,<br>0<br>8      | ,<br>0<br>3      | 1<br>0<br>0      |                  |             |                  |                  |                  |                  |  |  |
| K<br>P<br>2      | ,<br>1<br>2<br>8 | ,<br>0<br>8<br>3 | ,<br>0<br>6<br>0 | ,<br>2<br>4<br>7 | ,<br>0<br>3<br>8 | ,<br>0<br>2<br>9 | ,<br>0<br>0<br>9 | ,<br>0<br>1<br>2 | ,<br>0<br>1<br>6 | ,<br>0<br>2<br>0 | ,<br>0<br>5<br>0 | ,<br>0<br>5<br>0 | ,<br>0<br>3<br>0 | ,<br>0<br>3<br>5 | ,<br>0<br>3<br>8 | ,<br>1<br>0<br>3 | ,<br>0<br>8<br>3 | ,<br>0<br>0<br>3 | ,<br>0<br>0<br>0 | 1<br>0<br>0      |                  |             |                  |                  |                  |                  |  |  |
| K<br>P<br>1      | ,<br>3<br>3<br>9 | ,<br>2<br>2<br>0 | ,<br>1<br>6<br>0 | ,<br>6<br>5<br>3 | ,<br>1<br>0<br>2 | ,<br>0<br>7<br>5 | ,<br>0<br>2<br>3 | ,<br>0<br>0<br>4 | ,<br>0<br>0<br>2 | ,<br>0<br>4<br>2 | ,<br>0<br>5<br>3 | ,<br>1<br>3<br>2 | ,<br>1<br>3<br>3 | ,<br>0<br>8<br>7 | ,<br>2<br>2<br>4 | ,<br>2<br>7<br>2 | ,<br>2<br>2<br>0 | ,<br>1<br>6<br>1 | ,<br>0<br>0<br>0 | ,<br>0<br>2<br>6 | ,<br>0<br>1<br>0 |             |                  |                  |                  |                  |  |  |
| M<br>O<br>1      | ,<br>0<br>6<br>5 | ,<br>0<br>3<br>0 | ,<br>1<br>3<br>1 | ,<br>0<br>3<br>2 | ,<br>0<br>1<br>4 | ,<br>0<br>0<br>4 | ,<br>0<br>0<br>5 | ,<br>0<br>0<br>6 | ,<br>0<br>0<br>8 | ,<br>0<br>3<br>5 | ,<br>0<br>4<br>4 | ,<br>0<br>2<br>5 | ,<br>0<br>2<br>5 | ,<br>0<br>1<br>7 | ,<br>0<br>4<br>3 | ,<br>0<br>1<br>3 | ,<br>0<br>1<br>1 | ,<br>0<br>0<br>8 | ,<br>0<br>0<br>1 | ,<br>0<br>2<br>0 | ,<br>0<br>1<br>1 |             |                  |                  |                  |                  |  |  |
| M<br>O<br>2      | ,<br>1<br>1<br>8 | ,<br>0<br>5<br>4 | ,<br>2<br>3<br>8 | ,<br>0<br>5<br>8 | ,<br>0<br>2<br>5 | ,<br>0<br>0<br>7 | ,<br>0<br>0<br>9 | ,<br>0<br>1<br>1 | ,<br>0<br>1<br>4 | ,<br>0<br>6<br>3 | ,<br>0<br>8<br>0 | ,<br>0<br>4<br>6 | ,<br>0<br>4<br>6 | ,<br>0<br>3<br>0 | ,<br>0<br>4<br>3 | ,<br>0<br>7<br>8 | ,<br>0<br>2<br>4 | ,<br>0<br>2<br>0 | ,<br>0<br>1<br>4 | ,<br>0<br>3<br>8 | ,<br>0<br>1<br>1 |             |                  |                  |                  |                  |  |  |
| M<br>O<br>3      | ,<br>2<br>1<br>8 | ,<br>1<br>0<br>1 | ,<br>4<br>4<br>1 | ,<br>1<br>0<br>8 | ,<br>0<br>4<br>6 | ,<br>0<br>1<br>3 | ,<br>0<br>1<br>6 | ,<br>0<br>2<br>0 | ,<br>0<br>2<br>7 | ,<br>1<br>1<br>7 | ,<br>1<br>4<br>8 | ,<br>0<br>8<br>5 | ,<br>0<br>8<br>6 | ,<br>0<br>5<br>5 | ,<br>0<br>8<br>5 | ,<br>1<br>4<br>3 | ,<br>0<br>3<br>6 | ,<br>0<br>2<br>7 | ,<br>0<br>2<br>0 | ,<br>0<br>3<br>7 | ,<br>0<br>7<br>0 |             |                  |                  |                  |                  |  |  |
| K<br>E<br>P<br>5 | ,<br>2<br>6<br>3 | ,<br>4<br>6<br>4 | ,<br>1<br>0<br>6 | ,<br>1<br>5<br>7 | ,<br>2<br>1<br>4 | ,<br>0<br>1<br>9 | ,<br>0<br>1<br>9 | ,<br>0<br>2<br>5 | ,<br>0<br>3<br>2 | ,<br>0<br>2<br>8 | ,<br>0<br>3<br>5 | ,<br>1<br>0<br>2 | ,<br>1<br>0<br>3 | ,<br>0<br>6<br>7 | ,<br>0<br>7<br>3 | ,<br>0<br>6<br>5 | ,<br>0<br>5<br>3 | ,<br>0<br>3<br>9 | ,<br>0<br>0<br>2 | ,<br>0<br>1<br>4 | ,<br>0<br>2<br>5 |             |                  |                  |                  |                  |  |  |
| K<br>E<br>P<br>3 | ,<br>2<br>4<br>1 | ,<br>4<br>2<br>5 | ,<br>0<br>9<br>7 | ,<br>1<br>4<br>4 | ,<br>1<br>9<br>6 | ,<br>0<br>1<br>7 | ,<br>0<br>1<br>8 | ,<br>0<br>2<br>3 | ,<br>0<br>3<br>0 | ,<br>0<br>2<br>6 | ,<br>0<br>3<br>2 | ,<br>0<br>9<br>4 | ,<br>0<br>9<br>4 | ,<br>0<br>6<br>2 | ,<br>0<br>5<br>9 | ,<br>1<br>6<br>0 | ,<br>0<br>4<br>8 | ,<br>0<br>3<br>5 | ,<br>0<br>4<br>4 | ,<br>0<br>9<br>3 | ,<br>0<br>1<br>3 |             |                  |                  |                  |                  |  |  |
| K<br>E           | ,<br>1<br>3<br>0 | ,<br>3<br>0<br>1 | ,<br>0<br>1<br>1 | ,<br>1<br>1<br>1 | ,<br>1<br>1<br>1 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>1 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>0 | ,<br>0<br>0<br>0 |             |                  |                  |                  |                  |  |  |





|      | KEP 4 | KEP 5 | KI 7 | KI 6 | KI 5 | MO 5 | MO 4 | KI 1 | KI 2 | KI 3 | KI 4 | KP  |
|------|-------|-------|------|------|------|------|------|------|------|------|------|-----|
| I 6  | ,011  | ,002  | ,002 | ,356 |      |      |      |      |      |      |      |     |
| KI 5 | ,015  | ,003  | ,003 | ,004 | ,386 |      |      |      |      |      |      |     |
| MO 5 | ,013  | ,003  | ,003 | ,005 | ,006 | ,390 |      |      |      |      |      |     |
| MO 4 | ,023  | ,006  | ,005 | ,008 | ,011 | ,049 | ,079 |      |      |      |      |     |
| KI 1 | ,061  | ,013  | ,011 | ,008 | ,025 | ,026 | ,047 | ,064 |      |      |      |     |
| KI 2 | ,057  | ,012  | ,011 | ,007 | ,023 | ,025 | ,044 | ,096 | ,059 |      |      |     |
| KI 3 | ,039  | ,008  | ,007 | ,001 | ,016 | ,017 | ,030 | ,065 | ,061 | ,063 |      |     |
| KI 4 | ,076  | ,017  | ,014 | ,002 | ,031 | ,033 | ,059 | ,129 | ,121 | ,082 | ,037 |     |
| KP   | ,00   | ,00   | ,00  | ,00  | ,00  | ,00  | ,00  | ,00  | ,00  | ,00  | ,00  | ,04 |

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|      | KEP 4 | KEP 5 | KPI 7 | KPI 6 | KPI 5 | MO 5 | MO 4 | KI 1 | KI 2 | KI 3 | KI 4 | KP 4 | KP 3 | MO 1 | MO 2 | MO 3 | KEP 5 | KEP 3 | KEP 2 | KEP 1 |
|------|-------|-------|-------|-------|-------|------|------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|
| M 5  | 2     | 8     | 0     | 2     | 0     | 1    |      |      |      |      |      |      |      |      |      |      |       |       |       |       |
| M 4  |       |       |       |       |       |      | 1    |      |      |      |      |      |      |      |      |      |       |       |       |       |
| KI 1 |       |       |       |       |       |      |      | 1    |      |      |      |      |      |      |      |      |       |       |       |       |
| KI 2 |       |       |       |       |       |      |      |      | 1    |      |      |      |      |      |      |      |       |       |       |       |
| KI 3 |       |       |       |       |       |      |      |      |      | 1    |      |      |      |      |      |      |       |       |       |       |
| KI 4 |       |       |       |       |       |      |      |      |      |      | 1    |      |      |      |      |      |       |       |       |       |
| KP 4 |       |       |       |       |       |      |      |      |      |      |      | 1    |      |      |      |      |       |       |       |       |
| KP 3 |       |       |       |       |       |      |      |      |      |      |      |      |      | 1    |      |      |       |       |       |       |

|      | KEP4 | KP5 | KI7 | KI6 | KI5 | MO5 | MO4 | KI1 | KI2 | KI3 | KI4 | KP4 | KP3 | KP2 | MO1 | MO2 | MO3 | KEP5 | KEP3 | KEP2 | KEP1 |
|------|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|
|      | 0    | -   | -   | 6   | 2   | -   | -   | -   | -   | -   | -   | 0   | 0   | 0   | 1   | 0   | 0   | 0    | 0    | 0    | 0    |
| KP2  | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1   | 0   | 0   | 0   | 0   | 0   | 0    | 0    | 0    | 0    |
|      | 3    | 2   | 0   | 1   | 1   | 1   | 2   | 5   | 5   | 3   | 8   | 0   | 8   | 3   | 0   | 0   | 0   | 0    | 0    | 0    | 0    |
|      | 8    | 9   | 9   | 2   | 6   | 6   | 0   | 0   | 0   | 3   | 5   | 3   | 3   | 0   | 0   | 0   | 0   | 0    | 0    | 0    | 0    |
|      | -    | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | 1    | 0    | 0    | 0    |
| KP1  | 1    | 0   | 0   | 0   | 0   | 0   | 0   | 1   | 1   | 0   | 2   | 2   | 2   | 1   | 0   | 0   | 0   | 0    | 0    | 0    | 0    |
|      | 2    | 7   | 2   | 3   | 4   | 2   | 3   | 2   | 3   | 7   | 4   | 2   | 0   | 1   | 6   | 1   | 0   | 0    | 0    | 0    | 0    |
|      | 7    | 7   | 5   | 2   | 2   | 2   | 3   | 2   | 3   | 7   | 4   | 2   | 0   | 1   | 0   | 0   | 0   | 0    | 0    | 0    | 0    |
|      | -    | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | 1    | 0    | 0    | 0    |
| MO1  | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 0    | 0    | 0    |
|      | 1    | 0   | 0   | 0   | 0   | 3   | 4   | 2   | 2   | 1   | 4   | 1   | 1   | 0   | 2   | 1   | 0   | 0    | 0    | 0    | 0    |
|      | 4    | 4   | 5   | 6   | 8   | 5   | 4   | 5   | 5   | 7   | 3   | 3   | 1   | 8   | 1   | 0   | 0   | 0    | 0    | 0    | 0    |
|      | -    | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | 1    | 0    | 0    | 0    |
| MO2  | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 0    | 0    | 0    |
|      | 2    | 0   | 0   | 1   | 1   | 6   | 8   | 4   | 4   | 3   | 7   | 2   | 2   | 1   | 3   | 3   | 1   | 0    | 0    | 0    | 0    |
|      | 5    | 7   | 9   | 1   | 4   | 3   | 0   | 6   | 6   | 0   | 8   | 4   | 0   | 4   | 8   | 1   | 0   | 0    | 0    | 0    | 0    |
|      | -    | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | 1    | 0    | 0    | 0    |
| MO3  | 0    | 0   | 0   | 0   | 1   | 1   | 0   | 0   | 0   | 0   | 1   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 0    | 0    | 0    |
|      | 4    | 1   | 1   | 2   | 2   | 1   | 4   | 8   | 8   | 5   | 4   | 4   | 3   | 2   | 7   | 5   | 0   | 0    | 0    | 0    | 0    |
|      | 6    | 3   | 6   | 0   | 7   | 7   | 8   | 5   | 5   | 6   | 3   | 5   | 6   | 7   | 0   | 8   | 5   | 0    | 0    | 0    | 0    |
|      | -    | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | 1    | 0    | 0    | 0    |
| KEP5 | 2    | 0   | 0   | 0   | 0   | 0   | 0   | 1   | 1   | 0   | 1   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 0    | 0    | 0    |
|      | 4    | 1   | 1   | 2   | 3   | 8   | 5   | 2   | 3   | 7   | 3   | 5   | 3   | 9   | 2   | 4   | 5   | 0    | 0    | 0    | 0    |
|      | 9    | 9   | 9   | 5   | 2   | 2   | 8   | 5   | 2   | 3   | 7   | 3   | 9   | 2   | 4   | 5   | 7   | 0    | 0    | 0    | 0    |
|      | -    | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | 1    | 0    | 0    | 0    |
| KEP3 | 1    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 0    | 0    | 0    |
|      | 9    | 1   | 1   | 2   | 3   | 6   | 2   | 9   | 9   | 6   | 5   | 6   | 4   | 3   | 9   | 1   | 2   | 4    | 9    | 0    | 0    |
|      | 6    | 7   | 8   | 3   | 0   | 6   | 2   | 4   | 4   | 2   | 9   | 0   | 8   | 5   | 4   | 3   | 3   | 3    | 7    | 0    | 0    |
|      | -    | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -    | 1    | 0    | 0    |
| KEP2 | 1    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 0    | 0    | 0    |
|      | 5    | 1   | 1   | 1   | 2   | 2   | 2   | 7   | 7   | 4   | 2   | 4   | 3   | 2   | 7   | 1   | 1   | 3    | 5    | 3    | 9    |
|      | 0    | 3   | 4   | 7   | 3   | 0   | 5   | 2   | 2   | 7   | 2   | 6   | 7   | 7   | 2   | 8   | 3   | 1    | 9    | 0    | 0    |

|                  |                  |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |                  |                  |                  |                  |
|------------------|------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------------------|------------------|------------------|------------------|
|                  | K<br>E<br>P<br>4 | K<br>P<br>5 | K<br>I<br>7 | K<br>I<br>6 | K<br>I<br>5 | M<br>O<br>5 | M<br>O<br>4 | K<br>I<br>1 | K<br>I<br>2 | K<br>I<br>3 | K<br>I<br>4 | K<br>P<br>4 | K<br>P<br>3 | K<br>P<br>2 | K<br>P<br>1 | M<br>O<br>1 | M<br>O<br>2 | M<br>O<br>3 | K<br>E<br>P<br>5 | K<br>E<br>P<br>3 | K<br>E<br>P<br>2 | K<br>E<br>P<br>1 |
| K<br>E<br>P<br>1 | ,<br>1<br>1      | ,<br>0<br>5 | ,<br>0<br>6 | ,<br>0<br>0 | ,<br>0<br>2 | ,<br>0<br>2 | ,<br>0<br>8 | ,<br>0<br>2 | ,<br>0<br>8 | ,<br>0<br>5 | ,<br>1<br>3 | ,<br>0<br>4 | ,<br>0<br>2 | ,<br>0<br>3 | ,<br>0<br>1 | ,<br>0<br>1 | ,<br>0<br>0 | ,<br>0<br>7 | ,<br>1<br>2      | ,<br>1<br>5      | ,<br>1<br>2      | ,<br>1<br>0      |

**Implied Means (Group number 1 - Default model)**

|  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |
|--|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
|  | K<br>E<br>P<br>4 | K<br>P<br>5      | K<br>I<br>7      | K<br>I<br>6      | K<br>I<br>5      | M<br>O<br>5      | M<br>O<br>4      | K<br>I<br>1      | K<br>I<br>2      | K<br>I<br>3      | K<br>I<br>4      | K<br>P<br>4      | K<br>P<br>3      | K<br>P<br>2      | K<br>P<br>1      | M<br>O<br>1      | M<br>O<br>2      | M<br>O<br>3      | K<br>E<br>P<br>5 | K<br>E<br>P<br>3 | K<br>E<br>P<br>2 | K<br>E<br>P<br>1 |
|  | 3                | 3                | 4                | 4                | 3                | 4                | 2                | 4                | 3                | 4                | 4                | 4                | 3                | 4                | 4                | 4                | 4                | 3                | 4                | 4                | 3                | 3                |
|  | ,<br>9<br>6<br>6 | ,<br>8<br>6<br>0 | ,<br>2<br>1<br>9 | ,<br>0<br>9<br>6 | ,<br>3<br>2<br>0 | ,<br>1<br>4<br>0 | ,<br>7<br>6<br>4 | ,<br>1<br>2<br>9 | ,<br>8<br>6<br>5 | ,<br>0<br>9<br>6 | ,<br>3<br>4<br>8 | ,<br>1<br>4<br>6 | ,<br>9<br>8<br>3 | ,<br>3<br>8<br>8 | ,<br>5<br>9<br>0 | ,<br>3<br>0<br>3 | ,<br>2<br>2<br>5 | ,<br>9<br>4<br>9 | ,<br>3<br>4<br>8 | ,<br>0<br>9<br>6 | ,<br>9<br>1<br>6 | ,<br>8<br>9<br>6 |

**Factor Score Weights (Group number 1 - Default model)**

|             |                  |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |                  |                  |                  |                  |
|-------------|------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------------------|------------------|------------------|------------------|
|             | K<br>E<br>P<br>4 | K<br>P<br>5 | K<br>I<br>7 | K<br>I<br>6 | K<br>I<br>5 | M<br>O<br>5 | M<br>O<br>4 | K<br>I<br>1 | K<br>I<br>2 | K<br>I<br>3 | K<br>I<br>4 | K<br>P<br>4 | K<br>P<br>3 | K<br>P<br>2 | K<br>P<br>1 | M<br>O<br>1 | M<br>O<br>2 | M<br>O<br>3 | K<br>E<br>P<br>5 | K<br>E<br>P<br>3 | K<br>E<br>P<br>2 | K<br>E<br>P<br>1 |
| P<br>S<br>T | ,<br>0<br>8      | ,<br>0<br>9 | ,<br>0<br>2 | ,<br>0<br>2 | ,<br>0<br>8 | ,<br>0<br>4 | ,<br>0<br>3 | ,<br>0<br>7 | ,<br>0<br>8 | ,<br>0<br>5 | ,<br>0<br>8 | ,<br>2<br>6 | ,<br>0<br>3 | ,<br>0<br>3 | ,<br>0<br>2 | ,<br>1<br>2 | ,<br>0<br>0 | ,<br>0<br>3 | ,<br>0<br>8      | ,<br>0<br>5      | ,<br>0<br>4      | ,<br>0<br>4      |
| P<br>P      | ,<br>1<br>3      | ,<br>0<br>2 | ,<br>0<br>7 | ,<br>0<br>7 | ,<br>0<br>9 | ,<br>0<br>9 | ,<br>0<br>7 | ,<br>0<br>5 | ,<br>0<br>7 | ,<br>0<br>5 | ,<br>0<br>4 | ,<br>0<br>8 | ,<br>0<br>6 | ,<br>0<br>5 | ,<br>0<br>1 | ,<br>0<br>1 | ,<br>0<br>4 | ,<br>0<br>5 | ,<br>1<br>7      | ,<br>0<br>4      | ,<br>0<br>0      | ,<br>0<br>1      |
| W<br>E      | ,<br>0<br>2      | ,<br>0<br>7 | ,<br>0<br>1 | ,<br>0<br>1 | ,<br>0<br>4 | ,<br>0<br>0 | ,<br>0<br>5 | ,<br>0<br>8 | ,<br>0<br>1 | ,<br>0<br>4 | ,<br>0<br>1 | ,<br>0<br>2 | ,<br>0<br>2 | ,<br>0<br>1 | ,<br>0<br>6 | ,<br>0<br>7 | ,<br>0<br>4 | ,<br>0<br>4 | ,<br>1<br>7      | ,<br>0<br>3      | ,<br>0<br>6      | ,<br>0<br>9      |
| C<br>O<br>N | ,<br>0<br>1      | ,<br>0<br>0 | ,<br>0<br>0 | ,<br>0<br>0 | ,<br>0<br>0 | ,<br>0<br>2 | ,<br>0<br>2 | ,<br>0<br>2 | ,<br>0<br>2 | ,<br>0<br>1 | ,<br>0<br>9 | ,<br>0<br>1 | ,<br>0<br>8 | ,<br>0<br>6 | ,<br>0<br>0 | ,<br>0<br>1 | ,<br>0<br>1 | ,<br>0<br>4 | ,<br>0<br>1      | ,<br>0<br>1      | ,<br>0<br>0      | ,<br>0<br>0      |

|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
|   | K | K | K | K | M | M | K | K | K | K | K | K | K | M | M | M | K | K | K | K |   |
|   | P | P | I | I | O | O | I | I | I | I | P | P | P | P | O | O | O | P | P | P | P |
|   | 4 | 5 | 7 | 6 | 5 | 4 | 1 | 2 | 3 | 4 | 4 | 3 | 2 | 1 | 1 | 2 | 3 | 5 | 3 | 2 | 1 |
| S | 1 | 2 | 7 | 0 | 2 | 0 | 6 | 8 | 6 | 0 | 6 | 8 | 5 | 6 | 3 | 7 | 2 | 2 | 0 | 5 | 6 |
|   |   | 7 |   | 7 | 9 |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |

**Total Effects (Group number 1 - Default model)**

|      | PST   | PP    | WE    | CONS  |
|------|-------|-------|-------|-------|
| WE   | -,672 | ,736  | ,000  | ,000  |
| CONS | ,445  | ,079  | 1,552 | ,000  |
| KEP4 | ,000  | 1,117 | ,000  | ,000  |
| KP5  | -,095 | -,017 | -,331 | -,213 |
| KI7  | ,087  | ,000  | ,000  | ,000  |
| KI6  | -,139 | ,000  | ,000  | ,000  |
| KI5  | -,190 | ,000  | ,000  | ,000  |
| MO5  | -,378 | ,414  | ,563  | ,000  |
| MO4  | -,672 | ,736  | 1,000 | ,000  |
| KI1  | ,795  | ,000  | ,000  | ,000  |
| KI2  | ,746  | ,000  | ,000  | ,000  |
| KI3  | ,508  | ,000  | ,000  | ,000  |
| KI4  | 1,000 | ,000  | ,000  | ,000  |
| KP4  | ,332  | ,059  | 1,159 | ,747  |
| KP3  | ,267  | ,047  | ,931  | ,600  |
| KP2  | ,184  | ,032  | ,641  | ,413  |
| KP1  | ,445  | ,079  | 1,552 | 1,000 |
| MO1  | -,144 | ,158  | ,215  | ,000  |
| MO2  | -,388 | ,424  | ,577  | ,000  |
| MO3  | -,631 | ,691  | ,940  | ,000  |
| KEP5 | ,000  | 1,000 | ,000  | ,000  |
| KEP3 | ,000  | 1,000 | ,000  | ,000  |
| KEP2 | ,000  | 1,000 | ,000  | ,000  |
| KEP1 | ,000  | 1,110 | ,000  | ,000  |

**Standardized Total Effects (Group number 1 - Default model)**

|      | PST   | PP   | WE    | CONS |
|------|-------|------|-------|------|
| WE   | -,916 | ,746 | ,000  | ,000 |
| CONS | ,484  | ,064 | 1,239 | ,000 |

|      | PST   | PP    | WE    | CONS  |
|------|-------|-------|-------|-------|
| KEP4 | ,000  | ,461  | ,000  | ,000  |
| KP5  | -,057 | -,008 | -,146 | -,118 |
| KI7  | ,074  | ,000  | ,000  | ,000  |
| KI6  | -,094 | ,000  | ,000  | ,000  |
| KI5  | -,123 | ,000  | ,000  | ,000  |
| MO5  | -,244 | ,199  | ,266  | ,000  |
| MO4  | -,306 | ,250  | ,335  | ,000  |
| KI1  | ,390  | ,000  | ,000  | ,000  |
| KI2  | ,392  | ,000  | ,000  | ,000  |
| KI3  | ,256  | ,000  | ,000  | ,000  |
| KI4  | ,659  | ,000  | ,000  | ,000  |
| KP4  | ,202  | ,027  | ,517  | ,417  |
| KP3  | ,163  | ,022  | ,418  | ,338  |
| KP2  | ,119  | ,016  | ,306  | ,247  |
| KP1  | ,316  | ,042  | ,809  | ,653  |
| MO1  | -,120 | ,098  | ,131  | ,000  |
| MO2  | -,218 | ,178  | ,238  | ,000  |
| MO3  | -,404 | ,329  | ,441  | ,000  |
| KEP5 | ,000  | ,464  | ,000  | ,000  |
| KEP3 | ,000  | ,425  | ,000  | ,000  |
| KEP2 | ,000  | ,326  | ,000  | ,000  |
| KEP1 | ,000  | ,371  | ,000  | ,000  |

**Direct Effects (Group number 1 - Default model)**

|      | PST   | PP     | WE    | CONS  |
|------|-------|--------|-------|-------|
| WE   | -,672 | ,736   | ,000  | ,000  |
| CONS | 1,487 | -1,063 | 1,552 | ,000  |
| KEP4 | ,000  | 1,117  | ,000  | ,000  |
| KP5  | ,000  | ,000   | ,000  | -,213 |
| KI7  | ,087  | ,000   | ,000  | ,000  |
| KI6  | -,139 | ,000   | ,000  | ,000  |
| KI5  | -,190 | ,000   | ,000  | ,000  |
| MO5  | ,000  | ,000   | ,563  | ,000  |
| MO4  | ,000  | ,000   | 1,000 | ,000  |
| KI1  | ,795  | ,000   | ,000  | ,000  |
| KI2  | ,746  | ,000   | ,000  | ,000  |
| KI3  | ,508  | ,000   | ,000  | ,000  |
| KI4  | 1,000 | ,000   | ,000  | ,000  |
| KP4  | ,000  | ,000   | ,000  | ,747  |
| KP3  | ,000  | ,000   | ,000  | ,600  |



|      | PST  | PP    | WE   | CONS  |
|------|------|-------|------|-------|
| KP2  | ,000 | ,000  | ,000 | ,413  |
| KP1  | ,000 | ,000  | ,000 | 1,000 |
| MO1  | ,000 | ,000  | ,215 | ,000  |
| MO2  | ,000 | ,000  | ,577 | ,000  |
| MO3  | ,000 | ,000  | ,940 | ,000  |
| KEP5 | ,000 | 1,000 | ,000 | ,000  |
| KEP3 | ,000 | 1,000 | ,000 | ,000  |
| KEP2 | ,000 | 1,000 | ,000 | ,000  |
| KEP1 | ,000 | 1,110 | ,000 | ,000  |

**Standardized Direct Effects (Group number 1 - Default model)**

|      | PST   | PP    | WE    | CONS  |
|------|-------|-------|-------|-------|
| WE   | -,916 | ,746  | ,000  | ,000  |
| CONS | 1,619 | -,861 | 1,239 | ,000  |
| KEP4 | ,000  | ,461  | ,000  | ,000  |
| KP5  | ,000  | ,000  | ,000  | -,118 |
| KI7  | ,074  | ,000  | ,000  | ,000  |
| KI6  | -,094 | ,000  | ,000  | ,000  |
| KI5  | -,123 | ,000  | ,000  | ,000  |
| MO5  | ,000  | ,000  | ,266  | ,000  |
| MO4  | ,000  | ,000  | ,335  | ,000  |
| KI1  | ,390  | ,000  | ,000  | ,000  |
| KI2  | ,392  | ,000  | ,000  | ,000  |
| KI3  | ,256  | ,000  | ,000  | ,000  |
| KI4  | ,659  | ,000  | ,000  | ,000  |
| KP4  | ,000  | ,000  | ,000  | ,417  |
| KP3  | ,000  | ,000  | ,000  | ,338  |
| KP2  | ,000  | ,000  | ,000  | ,247  |
| KP1  | ,000  | ,000  | ,000  | ,653  |
| MO1  | ,000  | ,000  | ,131  | ,000  |
| MO2  | ,000  | ,000  | ,238  | ,000  |
| MO3  | ,000  | ,000  | ,441  | ,000  |
| KEP5 | ,000  | ,464  | ,000  | ,000  |
| KEP3 | ,000  | ,425  | ,000  | ,000  |
| KEP2 | ,000  | ,326  | ,000  | ,000  |
| KEP1 | ,000  | ,371  | ,000  | ,000  |

**Indirect Effects (Group number 1 - Default model)**

|      | PST    | PP    | WE    | CONS |
|------|--------|-------|-------|------|
| WE   | ,000   | ,000  | ,000  | ,000 |
| CONS | -1,042 | 1,141 | ,000  | ,000 |
| KEP4 | ,000   | ,000  | ,000  | ,000 |
| KP5  | -,095  | -,017 | -,331 | ,000 |
| KI7  | ,000   | ,000  | ,000  | ,000 |
| KI6  | ,000   | ,000  | ,000  | ,000 |
| KI5  | ,000   | ,000  | ,000  | ,000 |
| MO5  | -,378  | ,414  | ,000  | ,000 |
| MO4  | -,672  | ,736  | ,000  | ,000 |
| KI1  | ,000   | ,000  | ,000  | ,000 |
| KI2  | ,000   | ,000  | ,000  | ,000 |
| KI3  | ,000   | ,000  | ,000  | ,000 |
| KI4  | ,000   | ,000  | ,000  | ,000 |
| KP4  | ,332   | ,059  | 1,159 | ,000 |
| KP3  | ,267   | ,047  | ,931  | ,000 |
| KP2  | ,184   | ,032  | ,641  | ,000 |
| KP1  | ,445   | ,079  | 1,552 | ,000 |
| MO1  | -,144  | ,158  | ,000  | ,000 |
| MO2  | -,388  | ,424  | ,000  | ,000 |
| MO3  | -,631  | ,691  | ,000  | ,000 |
| KEP5 | ,000   | ,000  | ,000  | ,000 |
| KEP3 | ,000   | ,000  | ,000  | ,000 |
| KEP2 | ,000   | ,000  | ,000  | ,000 |
| KEP1 | ,000   | ,000  | ,000  | ,000 |

**Standardized Indirect Effects (Group number 1 - Default model)**

|      | PST    | PP    | WE    | CONS |
|------|--------|-------|-------|------|
| WE   | ,000   | ,000  | ,000  | ,000 |
| CONS | -1,135 | ,925  | ,000  | ,000 |
| KEP4 | ,000   | ,000  | ,000  | ,000 |
| KP5  | -,057  | -,008 | -,146 | ,000 |
| KI7  | ,000   | ,000  | ,000  | ,000 |
| KI6  | ,000   | ,000  | ,000  | ,000 |
| KI5  | ,000   | ,000  | ,000  | ,000 |
| MO5  | -,244  | ,199  | ,000  | ,000 |
| MO4  | -,306  | ,250  | ,000  | ,000 |
| KI1  | ,000   | ,000  | ,000  | ,000 |
| KI2  | ,000   | ,000  | ,000  | ,000 |
| KI3  | ,000   | ,000  | ,000  | ,000 |
| KI4  | ,000   | ,000  | ,000  | ,000 |

|      | PST   | PP   | WE   | CONS |
|------|-------|------|------|------|
| KP4  | ,202  | ,027 | ,517 | ,000 |
| KP3  | ,163  | ,022 | ,418 | ,000 |
| KP2  | ,119  | ,016 | ,306 | ,000 |
| KP1  | ,316  | ,042 | ,809 | ,000 |
| MO1  | -,120 | ,098 | ,000 | ,000 |
| MO2  | -,218 | ,178 | ,000 | ,000 |
| MO3  | -,404 | ,329 | ,000 | ,000 |
| KEP5 | ,000  | ,000 | ,000 | ,000 |
| KEP3 | ,000  | ,000 | ,000 | ,000 |
| KEP2 | ,000  | ,000 | ,000 | ,000 |
| KEP1 | ,000  | ,000 | ,000 | ,000 |

### Model Fit Summary

#### CMIN

| Model              | NPAR | CMIN    | DF  | P    | CMIN/DF |
|--------------------|------|---------|-----|------|---------|
| Default model      | 68   | 209,576 | 207 | ,437 | 1,012   |
| Saturated model    | 275  | ,000    | 0   |      |         |
| Independence model | 22   | 380,065 | 253 | ,000 | 1,502   |

#### Baseline Comparisons

| Model              | NFI<br>Delta1 | RFI<br>rho1 | IFI<br>Delta2 | TLI<br>rho2 | CFI   |
|--------------------|---------------|-------------|---------------|-------------|-------|
| Default model      | ,449          | ,326        | ,985          | ,975        | ,980  |
| Saturated model    | 1,000         |             | 1,000         |             | 1,000 |
| Independence model | ,000          | ,000        | ,000          | ,000        | ,000  |

#### Parsimony-Adjusted Measures

| Model              | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model      | ,818   | ,367 | ,802 |
| Saturated model    | ,000   | ,000 | ,000 |
| Independence model | 1,000  | ,000 | ,000 |

#### NCP

| Model              | NCP     | LO 90  | HI 90   |
|--------------------|---------|--------|---------|
| Default model      | 2,576   | ,000   | 40,747  |
| Saturated model    | ,000    | ,000   | ,000    |
| Independence model | 127,065 | 78,630 | 183,474 |

**FMIN**

| Model              | FMIN  | F0   | LO 90 | HI 90 |
|--------------------|-------|------|-------|-------|
| Default model      | 1,171 | ,014 | ,000  | ,228  |
| Saturated model    | ,000  | ,000 | ,000  | ,000  |
| Independence model | 2,123 | ,710 | ,439  | 1,025 |

**RMSEA**

| Model              | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model      | ,008  | ,000  | ,033  | 1,000  |
| Independence model | ,053  | ,042  | ,064  | ,320   |

**AIC**

| Model              | AIC     | BCC     | BIC | CAIC |
|--------------------|---------|---------|-----|------|
| Default model      | 345,576 | 365,628 |     |      |
| Saturated model    | 550,000 | 631,090 |     |      |
| Independence model | 424,065 | 430,552 |     |      |

**ECVI**

| Model              | ECVI  | LO 90 | HI 90 | MECVI |
|--------------------|-------|-------|-------|-------|
| Default model      | 1,931 | 1,916 | 2,144 | 2,043 |
| Saturated model    | 3,073 | 3,073 | 3,073 | 3,526 |
| Independence model | 2,369 | 2,098 | 2,684 | 2,405 |

**HOELTER**

| Model              | HOELTER | HOELTER |
|--------------------|---------|---------|
|                    | .05     | .01     |
| Default model      | 207     | 220     |
| Independence model | 138     | 146     |

|                |      |
|----------------|------|
| Minimization:  | ,016 |
| Miscellaneous: | ,952 |
| Bootstrap:     | ,000 |
| Total:         | ,968 |