

LAMPIRAN 1 – KUESIONER

KUESIONER

ANALISIS PENGARUH KOMPENSASI DAN BUDAYA ORGANISASI
TERHADAP TURNOVER INTENTION DENGAN MEDIASI KEPUASAN
KERJA PADA KARYAWAN DI RUMAH SAKIT
MRCCC SILOAM HOSPITALS SEMANGGI

Dengan hormat,

Saya mahasiswa dari Fakultas Magister Management Esa Unggul, mengadakan penelitian tentang Analisis Pengaruh Kompensasi dan Budaya Organisasi terhadap Turnover Intention dengan Mediasi Kepuasan Kerja pada Karyawan di Rumah Sakit MRCCC Siloam Semanggi. Saya sangat mengharapkan bantuan Bapak/Ibu/Saudara bersedia mengisi kuesioner dan menjawab seluruh pernyataan berikut ini dengan sebenar-benarnya.

Pengisian kuesioner ini tidak akan berpengaruh terhadap pekerjaan Bapak/Ibu/Saudara, data yang kami kumpulkan ini hanya untuk kepentingan ilmiah dan kami menjamin kerahasiaan identitas Bapak/Ibu/Saudara. Demikian permohonan kami dan atas kesediaan Bapak/Ibu/Saudara kami ucapkan terima kasih.

Jakarta, Juni 2015

Peneliti

Thomas

DATA RESPONDEN**Petunjuk pengisian:**

Bapak/Ibu/Saudara diminta untuk mengisi kuesioner ini dengan cara mengisi titik-titik atau memberi tanda check (√) pada kolom yang tersedia.

1. Jenis kelamin

Pria

Wanita

2. Usia

3. Pendidikan

SMA

DIII

S1

S2

4. Masa kerja

Petunjuk pengisian:

Mohon bantuan dan kesediaan sejawat untuk mengisi seluruh pertanyaan yang ada. Berilah tanda (√) pada kolom yang tersedia sesuai dengan keadaan sebenarnya dengan alternative jawaban sebagai berikut:

1. **Sangat setuju (SS)**, apabila pernyataan tersebut sangat sesuai dengan pendapat atau kondisi yang dialami.
2. **Setuju (S)**, apabila pernyataan tersebut sesuai dengan pendapat atau kondisi yang dialami
3. **Antara Setuju dan Tidak Setuju**, apabila pernyataan tersebut meragukan dengan pendapat atau kondisi yang dialami
4. **Tidak setuju (TS)**, apabila pernyataan tersebut tidak sesuai dengan pendapat atau kondisi yang dialami.
5. **Sangat tidak setuju (STS)**, apabila pernyataan tersebut sangat tidak sesuai dengan pendapat atau kondisi yang dialami.

No	Pernyataan 1 Kompensasi	Skala				
		1	2	3	4	5
I	Kompensasi Langsung					
1	Gaji yang saya terima sesuai dengan tanggung jawab yang diberikan perusahaan.					
2	Gaji yang diberikan kepada saya sesuai dengan pengalaman yang saya punya.					
3	Gaji yang diberikan kepada saya sesuai dengan masa waktu bekerja yang telah saya lalui.					
4	Saya menerima kenaikan gaji secara berkala setiap tahunnya sesuai dengan tingkat inflasi yang ada.					
5	Saya mendapatkan insentif setiap tahun dari perusahaan.					
6	Insentif yang saya terima sesuai dengan keuntungan yang didapat perusahaan.					

No	Pernyataan 1 Kompensasi	Skala				
		1	2	3	4	5
II	Kompensasi Tak Langsung					
1	Perusahaan memberikan cuti yang cukup					
2	Gaji tetap saya terima pada waktu liburan dan cuti					
3	Asuransi saya sesuai dengan peraturan perusahaan yang berlaku					
4	Asuransi yang saya terima memberi rasa aman.					

No	Pernyataan 2 Budaya Organisasi	Skala				
		1	2	3	4	5
I	Inovasi dan pengambilan resiko					
1	Atasan langsung mendorong saya untuk melakukan gagasan baru dalam pekerjaan					
2	Atasan langsung memberi saya kebebasan dalam bertindak untuk mengambil keputusan					
3	Atasan langsung mendorong saya untuk meningkatkan kreativitas agar pekerjaan dapat diselesaikan dengan cepat					
II	Perhatian terhadap detail pekerjaan					
1	Ketelitian dalam pekerjaan sangat diperlukan					
2	Saya sangat berhati-hati dalam bekerja					
3	Tanggung jawab dalam pekerjaan sangat diperlukan					
III	Orientasi terhadap kelompok					
1	Dalam melaksanakan pekerjaan, saya melakukan koordinasi antar unit					
2	Dalam melaksanakan pekerjaan, saya melakukan koordinasi dengan rekan kerja dan atasan langsung					

No	Pernyataan 2 Budaya Organisasi	Skala				
		1	2	3	4	5
3	Dalam menyelesaikan pekerjaan, saya melakukan sesuai dengan prosedur perusahaan					
IV	Orientasi terhadap karyawan					
1	Atasan langsung memberikan arahan yang jelas mengenai pekerjaan yang harus saya lakukan					
2	Perusahaan memberikan fasilitas dalam menunjang penyelesaian pekerjaan secara optimal					
3	Atasan langsung memberi solusi jika saya menemukan kendala dalam melakukan pekerjaan					

No	Pernyataan 3 Kepuasan Kerja	Skala				
		1	2	3	4	5
I	Pekerjaan itu sendiri					
1	Pekerjaan saya sangat menarik					
2	Saya merasa senang dengan kesempatan untuk belajar hal-hal baru dalam pekerjaan					
3	Saya merasa sesuai dengan tingkat tanggung jawab dalam pekerjaan saya					
II	Kesempatan Promosi					
1	Saya puas dengan tingkat kemajuan saya pada perusahaan ini					
2	Saya puas dengan dasar (patokan) yang digunakan untuk promosi dalam perusahaan					
3	Saya puas dengan kesempatan untuk memperoleh promosi kenaikan jabatan					
III	Pengawasan					
1	Atasan langsung tempat saya bekerja selalu memberikan dukungan terhadap saya					

No	Pernyataan 3 Kepuasan Kerja	Skala				
		1	2	3	4	5
2	Atasan langsung tempat saya bekerja selalu memberikan kebebasan terhadap saya dalam mengambil keputusan yang bertanggung jawab					
3	Atasan langsung tempat saya bekerja tidak pernah mau mendengarkan saya					
IV	Rekan Kerja					
1	Saya puas dengan tim kerja saya					
2	Saya menikmati bekerja dengan teman-teman di sini					
3	Teman-teman kerja saya sangat kooperatif					

No	Pernyataan 4 Turnover Intention	Skala				
		1	2	3	4	5
I	Keinginan untuk pindah					
1	Saya sering berfikir untuk keluar dari pekerjaan saya					
2	Saya berkeinginan untuk meninggalkan perusahaan dalam beberapa bulan mendatang					
3	Segera setelah saya mendapatkan pekerjaan yang lebih baik, saya akan keluar dari perusahaan ini					
4	Saya mungkin tidak mempunyai masa depan yang baik jika saya tetap tinggal di perusahaan ini					

LAMPIRAN 2 – UJI VALIDITAS

Uji Validitas Kompensasi

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,816
Bartlett's Test of Sphericity	Approx. Chi-Square	215,151
	df	45
	Sig.	,000

Communalities

	Initial	Extraction
KL1	1,000	,829
KL2	1,000	,761
KL3	1,000	,825
KL4	1,000	,768
KL5	1,000	,700
KL6	1,000	,752
KTL1	1,000	,749
KTL2	1,000	,558
KTL3	1,000	,613
KTL4	1,000	,860

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
KL1	,860
KL2	,866
KL3	,825
KL4	,730
KL5	,838
KL6	,869

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

Component Matrix^a

	Component
	1
KTL1	,889
KTL2	,757
KTL3	,859
KTL4	,926

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

Uji Validitas Budaya Organisasi

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,869
Bartlett's Test of Sphericity	Approx. Chi-Square	443,243
	df	66
	Sig.	,000

Communalities

	Initial	Extraction
I1	1,000	,848
I2	1,000	,844
I3	1,000	,819
P1	1,000	,866
P2	1,000	,771
P3	1,000	,862
OKE1	1,000	,721
OKE2	1,000	,748
OKE3	1,000	,713
OKA1	1,000	,753
OKA2	1,000	,560
OKA3	1,000	,773

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
I1	,973
I2	,969
I3	,971

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

Component Matrix^a

	Component
	1
P1	,943
P2	,936
P3	,947

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

Component Matrix^a

	Component
	1
OKA1	,939
OKA2	,882
OKA3	,873

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

Component Matrix^a

	Component
	1
OKE1	,914
OKE2	,908
OKE3	,918

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

Uji Validitas Kepuasan Kerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,854
Bartlett's Test of Sphericity	Approx. Chi-Square	380,354
	df	66
	Sig.	,000

Communalities

	Initial	Extraction
PS1	1,000	,903
PS2	1,000	,919
PS3	1,000	,733
KP1	1,000	,914
KP2	1,000	,882
KP3	1,000	,890
PE1	1,000	,878
PE2	1,000	,783
PE3	1,000	,673
R1	1,000	,653
R2	1,000	,632
R3	1,000	,660

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
PS1	,958
PS2	,965
PS3	,911

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

Component Matrix^a

	Component
	1
PE1	,933
PE2	,910
PE3	,809

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

Component Matrix^a

	Component
	1
KP1	,956
KP2	,959
KP3	,948

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

Component Matrix^a

	Component
	1
R1	,918
R2	,877
R3	,843

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

Uji Validitas *Turnover Intention*

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,684
Bartlett's Test of Sphericity	Approx. Chi-Square	48,592
	df	6
	Sig.	,000

Communalities

	Initial	Extraction
TI1	1,000	,779
TI2	1,000	,742
TI3	1,000	,596
TI4	1,000	,550

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
TI1	,882
TI2	,861
TI3	,772
TI4	,742

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

LAMPIRAN 3 – UJI RELIABILITAS

Uji Reliabilitas Kompensasi

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,917	,920	10

Uji Reliabilitas Budaya Organisasi

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,973	,973	12

Uji Reliabilitas Kepuasan Kerja

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,959	,958	12

Uji Reliabilitas *Turnover Intention*

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,802	,831	4

LAMPIRAN 4 – OUTPUT SEM (*STRUCTURAL EQUATION MODELING*)

L I S R E L 8.72

BY

Karl G. Jöreskog & Dag Sörbom

This program is published exclusively by
 Scientific Software International, Inc.
 7383 N. Lincoln Avenue, Suite 100
 Lincolnwood, IL 60712, U.S.A.
 Phone: (800)247-6113, (847)675-0720, Fax: (847)675-2140
 Copyright by Scientific Software International, Inc., 1981-2005
 Use of this program is subject to the terms specified in the
 Universal Copyright Convention.
 Website: www.ssicentral.com

The following lines were read from file E:\Thomas\SEM.spj:

OBSERVED VARIABLES

KL1 KL2 KL3 KL4 KL5 KL6 KTL1 KTL2 KTL3 KTL4 I1 I2 I3 P1 P2 P3
 OKE1 OKE2 OKE3 OKA1 OKA2 OKA3 PS1 PS2 PS3 KP1 KP2 KP3 PE1 PE2
 PE3 R1 R2 R3 TI1 TI2 TI3 TI4
 Correlation Matrix FROM FILE E:\THOMAS\SEM.COR

SAMPLE SIZE 200

LATENT VARIABLES Kompensasi Budaya_Organisasi Kepuasan_Kerja
 Turnover

RELATIONSHIPS

KL1 KL2 KL3 KL4 KL5 KL6 KTL1 KTL2 KTL3 KTL4 = Kompensasi
 I1 I2 I3 P1 P2 P3 OKE1 OKE2 OKE3 OKA1 OKA2 OKA3 =
 Budaya_Organisasi
 PS1 PS2 PS3 KP1 KP2 KP3 PE1 PE2 PE3 R1 R2 R3 = Kepuasan_Kerja
 TI1 TI2 TI3 TI4 = Turnover

Kepuasan_Kerja = Kompensasi Budaya_Organisasi

Turnover = Kepuasan_Kerja Kompensasi Budaya_Organisasi

OPTIONS ME=ML AD=OFF IT=500

Set Error Covariance Between PS2 and PS1 Free
Set Error Covariance Between PS3 and PS1 Free
Set Error Covariance Between KP1 and PS1 Free
Set Error Covariance Between KP1 and PS3 Free
Set Error Covariance Between KP3 and KP1 Free
Set Error Covariance Between KP3 and KP2 Free
Set Error Covariance Between PE1 and PS3 Free
Set Error Covariance Between PE2 and PS3 Free
Set Error Covariance Between PE2 and PE1 Free
Set Error Covariance Between PE3 and KP2 Free
Set Error Covariance Between PE3 and KP3 Free
Set Error Covariance Between R1 and PE3 Free
Set Error Covariance Between R2 and KP2 Free
Set Error Covariance Between R2 and PE3 Free
Set Error Covariance Between R2 and R1 Free
Set Error Covariance Between R3 and PS1 Free
Set Error Covariance Between R3 and PE2 Free
Set Error Covariance Between R3 and PE3 Free
Set Error Covariance Between R3 and R1 Free
Set Error Covariance Between R3 and R2 Free
Set Error Covariance Between TI1 and PE3 Free
Set Error Covariance Between TI2 and R1 Free
Set Error Covariance Between TI2 and R2 Free
Set Error Covariance Between TI3 and KP1 Free
Set Error Covariance Between TI3 and KP3 Free
Set Error Covariance Between TI4 and PE3 Free
Set Error Covariance Between KL1 and R2 Free
Set Error Covariance Between KL2 and KL1 Free
Set Error Covariance Between KL3 and PE3 Free
Set Error Covariance Between KL3 and R2 Free
Set Error Covariance Between KL3 and KL1 Free
Set Error Covariance Between KL4 and KL2 Free
Set Error Covariance Between KL5 and KP2 Free
Set Error Covariance Between KL5 and KL1 Free
Set Error Covariance Between KL5 and KL3 Free
Set Error Covariance Between KL6 and TI2 Free
Set Error Covariance Between KL6 and KL1 Free
Set Error Covariance Between KL6 and KL3 Free
Set Error Covariance Between KTL1 and KL1 Free
Set Error Covariance Between KTL1 and KL2 Free
Set Error Covariance Between KTL1 and KL5 Free
Set Error Covariance Between KTL2 and KL1 Free
Set Error Covariance Between KTL2 and KL5 Free
Set Error Covariance Between KTL2 and KTL1 Free
Set Error Covariance Between KTL3 and KL2 Free
Set Error Covariance Between KTL3 and KL3 Free
Set Error Covariance Between KTL3 and KL4 Free
Set Error Covariance Between KTL3 and KL6 Free

Set Error Covariance Between KTL4 and PE2 Free
 Set Error Covariance Between KTL4 and TI2 Free
 Set Error Covariance Between KTL4 and KL2 Free
 Set Error Covariance Between KTL4 and KL3 Free
 Set Error Covariance Between KTL4 and KL4 Free
 Set Error Covariance Between KTL4 and KL5 Free
 Set Error Covariance Between KTL4 and KL6 Free
 Set Error Covariance Between KTL4 and KTL3 Free
 Set Error Covariance Between I1 and KTL3 Free
 Set Error Covariance Between I2 and PE1 Free
 Set Error Covariance Between I2 and PE2 Free
 Set Error Covariance Between I2 and R3 Free
 Set Error Covariance Between I2 and KL2 Free
 Set Error Covariance Between I2 and I1 Free
 Set Error Covariance Between I3 and R3 Free
 Set Error Covariance Between I3 and I1 Free
 Set Error Covariance Between I3 and I2 Free
 Set Error Covariance Between P2 and I1 Free
 Set Error Covariance Between P2 and I2 Free
 Set Error Covariance Between P2 and I3 Free
 Set Error Covariance Between P2 and P1 Free
 Set Error Covariance Between P3 and KP2 Free
 Set Error Covariance Between P3 and KP3 Free
 Set Error Covariance Between P3 and PE1 Free
 Set Error Covariance Between P3 and PE3 Free
 Set Error Covariance Between P3 and I2 Free
 Set Error Covariance Between P3 and P2 Free
 Set Error Covariance Between OKE1 and R1 Free
 Set Error Covariance Between OKE1 and TI4 Free
 Set Error Covariance Between OKE1 and I1 Free
 Set Error Covariance Between OKE1 and I3 Free
 Set Error Covariance Between OKE1 and P2 Free
 Set Error Covariance Between OKE2 and R1 Free
 Set Error Covariance Between OKE2 and R3 Free
 Set Error Covariance Between OKE2 and TI4 Free
 Set Error Covariance Between OKE2 and I1 Free
 Set Error Covariance Between OKE2 and I2 Free
 Set Error Covariance Between OKE2 and I3 Free
 !Set Error Covariance Between OKE2 and P2 Free
 Set Error Covariance Between OKE3 and KP2 Free
 Set Error Covariance Between OKE3 and I3 Free
 Set Error Covariance Between OKE3 and P1 Free
 Set Error Covariance Between OKE3 and OKE2 Free
 Set Error Covariance Between OKA1 and PE1 Free
 Set Error Covariance Between OKA1 and PE2 Free
 Set Error Covariance Between OKA1 and R3 Free
 Set Error Covariance Between OKA1 and TI4 Free
 Set Error Covariance Between OKA1 and KL5 Free

Set Error Covariance Between OKA1 and I2 Free
 Set Error Covariance Between OKA1 and P3 Free
 Set Error Covariance Between OKA1 and OKE2 Free
 Set Error Covariance Between OKA2 and KP3 Free
 Set Error Covariance Between OKA2 and PE1 Free
 Set Error Covariance Between OKA2 and PE2 Free
 Set Error Covariance Between OKA2 and R1 Free
 Set Error Covariance Between OKA2 and TI4 Free
 Set Error Covariance Between OKA2 and KL2 Free
 Set Error Covariance Between OKA2 and KL5 Free
 Set Error Covariance Between OKA2 and KTL2 Free
 !Set Error Covariance Between OKA2 and KTL3 Free
 Set Error Covariance Between OKA2 and KTL4 Free
 Set Error Covariance Between OKA2 and I2 Free
 Set Error Covariance Between OKA2 and P3 Free
 Set Error Covariance Between OKA2 and OKA1 Free
 Set Error Covariance Between OKA3 and TI4 Free
 Set Error Covariance Between OKA3 and P3 Free
 Set Error Covariance Between OKA3 and OKA1 Free
 Set Error Covariance Between OKA3 and OKA2 Free
 Set Error Covariance Between PE3 and PS2 Free
 Set Error Covariance Between KL5 and KL4 Free
 Set Error Covariance Between P3 and P1 Free
 !Set Error Covariance Between OKA2 and KTL1 Free

PATH DIAGRAM
 END OF PROBLEM

Sample Size = 200

Correlation Matrix

	PS1	PS2	PS3	KP1	KP2	KP3
PS1	1.00					
PS2	0.81	1.00				
PS3	0.79	0.72	1.00			
KP1	0.78	0.70	0.80	1.00		
KP2	0.76	0.74	0.75	0.77	1.00	
KP3	0.75	0.75	0.74	0.76	0.97	1.00
PE1	0.71	0.71	0.68	0.73	0.81	0.80
PE2	0.68	0.69	0.65	0.72	0.79	0.79
PE3	0.50	0.47	0.56	0.54	0.52	0.54
R1	0.51	0.58	0.53	0.58	0.61	0.61
R2	0.65	0.65	0.66	0.68	0.66	0.69

R3	0.37	0.53	0.44	0.52	0.47	0.46
TI1	0.26	0.31	0.41	0.43	0.36	0.35
TI2	0.21	0.26	0.29	0.32	0.29	0.31
TI3	0.27	0.31	0.36	0.39	0.44	0.46
TI4	0.33	0.37	0.41	0.44	0.41	0.40
KL1	0.19	0.26	0.30	0.30	0.30	0.27
KL2	0.20	0.23	0.26	0.34	0.28	0.27
KL3	0.26	0.29	0.29	0.34	0.30	0.28
KL4	0.40	0.40	0.45	0.51	0.47	0.47
KL5	0.36	0.35	0.37	0.44	0.46	0.43
KL6	0.24	0.30	0.34	0.35	0.35	0.35
KTL1	0.37	0.41	0.46	0.46	0.44	0.44
KTL2	0.24	0.28	0.39	0.36	0.37	0.36
KTL3	0.35	0.34	0.46	0.47	0.41	0.39
KTL4	0.38	0.37	0.49	0.51	0.44	0.43
I1	0.52	0.51	0.53	0.58	0.51	0.53
I2	0.48	0.50	0.51	0.55	0.52	0.53
I3	0.46	0.48	0.50	0.55	0.49	0.50
P1	0.46	0.43	0.54	0.55	0.45	0.47
P2	0.44	0.44	0.48	0.49	0.41	0.41
P3	0.50	0.47	0.47	0.55	0.56	0.56
OKE1	0.50	0.49	0.55	0.56	0.54	0.53
OKE2	0.47	0.43	0.49	0.52	0.46	0.46
OKE3	0.48	0.50	0.54	0.56	0.59	0.58
OKA1	0.42	0.43	0.47	0.49	0.47	0.45
OKA2	0.36	0.34	0.45	0.40	0.34	0.33
OKA3	0.46	0.43	0.48	0.48	0.49	0.49

Correlation Matrix

	PE1	PE2	PE3	R1	R2	R3
PE1	1.00					
PE2	0.94	1.00				
PE3	0.61	0.58	1.00			
R1	0.59	0.60	0.58	1.00		
R2	0.65	0.65	0.70	0.76	1.00	
R3	0.42	0.39	0.54	0.74	0.61	1.00
TI1	0.40	0.38	0.42	0.45	0.45	0.38
TI2	0.32	0.32	0.25	0.49	0.48	0.32
TI3	0.46	0.46	0.37	0.43	0.49	0.31
TI4	0.44	0.46	0.17	0.38	0.40	0.20
KL1	0.23	0.27	0.06	0.21	0.14	0.17
KL2	0.21	0.23	0.13	0.28	0.20	0.23
KL3	0.21	0.25	0.04	0.15	0.14	0.10
KL4	0.43	0.44	0.34	0.43	0.44	0.33
KL5	0.34	0.35	0.20	0.31	0.27	0.23
KL6	0.27	0.29	0.16	0.36	0.27	0.31

KTL1	0.43	0.46	0.30	0.36	0.44	0.29
KTL2	0.36	0.39	0.22	0.24	0.31	0.23
KTL3	0.44	0.47	0.30	0.26	0.40	0.19
KTL4	0.47	0.52	0.33	0.33	0.42	0.24
I1	0.53	0.51	0.46	0.51	0.58	0.45
I2	0.48	0.48	0.39	0.52	0.58	0.51
I3	0.51	0.49	0.46	0.52	0.59	0.54
P1	0.50	0.49	0.40	0.43	0.57	0.41
P2	0.48	0.46	0.33	0.42	0.53	0.39
P3	0.47	0.48	0.30	0.51	0.59	0.49
OKE1	0.60	0.59	0.41	0.57	0.61	0.51
OKE2	0.54	0.52	0.32	0.36	0.52	0.28
OKE3	0.59	0.59	0.39	0.44	0.56	0.39
OKA1	0.54	0.54	0.34	0.40	0.48	0.30
OKA2	0.46	0.46	0.32	0.26	0.47	0.26
OKA3	0.51	0.53	0.39	0.43	0.49	0.32

Correlation Matrix

	TI1	TI2	TI3	TI4	KL1	KL2
TI1	1.00					
TI2	0.72	1.00				
TI3	0.70	0.74	1.00			
TI4	0.52	0.49	0.53	1.00		
KL1	0.28	0.22	0.23	0.29	1.00	
KL2	0.30	0.28	0.28	0.37	0.60	1.00
KL3	0.24	0.22	0.21	0.43	0.57	0.52
KL4	0.40	0.33	0.38	0.43	0.49	0.66
KL5	0.24	0.22	0.28	0.35	0.64	0.54
KL6	0.35	0.36	0.29	0.41	0.64	0.53
KTL1	0.42	0.35	0.44	0.46	0.31	0.36
KTL2	0.22	0.13	0.26	0.38	0.22	0.33
KTL3	0.38	0.23	0.36	0.46	0.47	0.43
KTL4	0.39	0.25	0.39	0.49	0.49	0.48
I1	0.40	0.33	0.40	0.45	0.19	0.24
I2	0.38	0.30	0.38	0.45	0.17	0.30
I3	0.45	0.35	0.46	0.46	0.16	0.25
P1	0.40	0.31	0.42	0.49	0.15	0.19
P2	0.31	0.22	0.35	0.49	0.09	0.14
P3	0.38	0.30	0.38	0.41	0.17	0.25
OKE1	0.45	0.39	0.50	0.44	0.19	0.16
OKE2	0.31	0.22	0.34	0.52	0.10	0.20
OKE3	0.40	0.30	0.45	0.49	0.20	0.23
OKA1	0.34	0.25	0.42	0.58	0.09	0.18
OKA2	0.35	0.23	0.39	0.54	0.11	0.13
OKA3	0.33	0.23	0.36	0.54	0.19	0.20

Correlation Matrix

	KL3	KL4	KL5	KL6	KTL1	KTL2
KL3	1.00					
KL4	0.55	1.00				
KL5	0.57	0.48	1.00			
KL6	0.55	0.56	0.56	1.00		
KTL1	0.39	0.54	0.34	0.46	1.00	
KTL2	0.34	0.47	0.23	0.35	0.73	1.00
KTL3	0.41	0.49	0.48	0.45	0.60	0.47
KTL4	0.43	0.55	0.46	0.47	0.62	0.51
I1	0.26	0.39	0.28	0.33	0.43	0.38
I2	0.29	0.41	0.33	0.30	0.39	0.35
I3	0.23	0.39	0.27	0.33	0.45	0.41
P1	0.23	0.37	0.31	0.29	0.49	0.44
P2	0.20	0.29	0.30	0.23	0.41	0.41
P3	0.24	0.40	0.35	0.30	0.39	0.30
OKE1	0.19	0.35	0.33	0.27	0.43	0.34
OKE2	0.19	0.33	0.29	0.20	0.40	0.38
OKE3	0.22	0.37	0.34	0.32	0.44	0.36
OKA1	0.23	0.34	0.18	0.19	0.42	0.42
OKA2	0.26	0.33	0.11	0.23	0.49	0.51
OKA3	0.28	0.37	0.26	0.29	0.42	0.38

Correlation Matrix

	KTL3	KTL4	I1	I2	I3	P1
KTL3	1.00					
KTL4	0.90	1.00				
I1	0.28	0.35	1.00			
I2	0.29	0.34	0.84	1.00		
I3	0.30	0.36	0.90	0.87	1.00	
P1	0.40	0.44	0.76	0.76	0.78	1.00
P2	0.30	0.35	0.69	0.68	0.68	0.86
P3	0.32	0.33	0.74	0.84	0.73	0.68
OKE1	0.38	0.39	0.67	0.69	0.65	0.77
OKE2	0.30	0.32	0.71	0.68	0.64	0.74
OKE3	0.37	0.39	0.76	0.73	0.70	0.69
OKA1	0.31	0.36	0.72	0.67	0.71	0.72
OKA2	0.44	0.46	0.66	0.61	0.69	0.73
OKA3	0.32	0.39	0.75	0.70	0.71	0.70

Correlation Matrix

	P2	P3	OKE1	OKE2	OKE3	OKA1
--	----	----	------	------	------	------

P2	1.00					
P3	0.63	1.00				
OKE1	0.82	0.73	1.00			
OKE2	0.81	0.74	0.76	1.00		
OKE3	0.73	0.74	0.75	0.84	1.00	
OKA1	0.76	0.60	0.72	0.80	0.78	1.00
OKA2	0.67	0.49	0.68	0.61	0.62	0.80
OKA3	0.66	0.61	0.65	0.71	0.76	0.80

Correlation Matrix

	OKA2	OKA3
	-----	-----
OKA2	1.00	
OKA3	0.75	1.00

Number of Iterations = 82

LISREL Estimates (Maximum Likelihood)

Measurement Equations

$$PS1 = 0.81 * Kepuasan, \text{ Errorvar.} = 0.37, R^2 = 0.64$$

(0.038)
9.73

$$PS2 = 0.82 * Kepuasan, \text{ Errorvar.} = 0.32, R^2 = 0.68$$

(0.046) (0.035)
18.02 9.06

$$PS3 = 0.85 * Kepuasan, \text{ Errorvar.} = 0.27, R^2 = 0.73$$

(0.051) (0.034)
16.66 7.94

$$KP1 = 0.85 * Kepuasan, \text{ Errorvar.} = 0.26, R^2 = 0.73$$

(0.049) (0.031)
17.42 8.44

$$KP2 = 0.90 * Kepuasan, \text{ Errorvar.} = 0.19, R^2 = 0.81$$

(0.058) (0.024)
15.44 7.72

$$KP3 = 0.90 * Kepuasan, \text{ Errorvar.} = 0.19, R^2 = 0.81$$

(0.058) (0.024)
15.47 7.84

PE1 = 0.89*Kepuasan, Errorvar.= 0.21 , R² = 0.79

(0.059) (0.027)
15.04 8.02

PE2 = 0.88*Kepuasan, Errorvar.= 0.24 , R² = 0.76

(0.060) (0.029)
14.64 8.25

PE3 = 0.68*Kepuasan, Errorvar.= 0.58 , R² = 0.44

(0.065) (0.058)
10.51 9.99

R1 = 0.62*Kepuasan, Errorvar.= 0.57 , R² = 0.40

(0.061) (0.053)
10.07 10.81

R2 = 0.79*Kepuasan, Errorvar.= 0.39 , R² = 0.62

(0.062) (0.041)
12.84 9.56

R3 = 0.52*Kepuasan, Errorvar.= 0.66 , R² = 0.29

(0.069) (0.063)
7.59 10.46

TI1 = 0.84*Turnover, Errorvar.= 0.30 , R² = 0.70

(0.040)
7.52

TI2 = 0.79*Turnover, Errorvar.= 0.32 , R² = 0.66

(0.055) (0.041)
14.24 7.89

TI3 = 0.87*Turnover, Errorvar.= 0.27 , R² = 0.74

(0.058) (0.038)
14.85 6.90

TI4 = 0.71*Turnover, Errorvar.= 0.58 , R² = 0.47

(0.059) (0.062)
12.13 9.40

KL1 = 0.61*Kompensa, Errorvar.= 0.59 , R² = 0.38

(0.066) (0.064)
9.19 9.30

$$\begin{array}{l} \text{KL2} = 0.67 * \text{Kompensa, Errorvar.} = 0.54, R^2 = 0.45 \\ (0.067) \quad (0.065) \\ 9.93 \quad 8.36 \end{array}$$

$$\begin{array}{l} \text{KL3} = 0.62 * \text{Kompensa, Errorvar.} = 0.59, R^2 = 0.39 \\ (0.068) \quad (0.068) \\ 9.14 \quad 8.76 \end{array}$$

$$\begin{array}{l} \text{KL4} = 0.82 * \text{Kompensa, Errorvar.} = 0.34, R^2 = 0.66 \\ (0.064) \quad (0.055) \\ 12.81 \quad 6.29 \end{array}$$

$$\begin{array}{l} \text{KL5} = 0.71 * \text{Kompensa, Errorvar.} = 0.48, R^2 = 0.51 \\ (0.063) \quad (0.059) \\ 11.22 \quad 8.14 \end{array}$$

$$\begin{array}{l} \text{KL6} = 0.72 * \text{Kompensa, Errorvar.} = 0.51, R^2 = 0.51 \\ (0.065) \quad (0.058) \\ 11.19 \quad 8.71 \end{array}$$

$$\begin{array}{l} \text{KTL1} = 0.71 * \text{Kompensa, Errorvar.} = 0.49, R^2 = 0.51 \\ (0.064) \quad (0.056) \\ 11.07 \quad 8.74 \end{array}$$

$$\begin{array}{l} \text{KTL2} = 0.57 * \text{Kompensa, Errorvar.} = 0.64, R^2 = 0.33 \\ (0.066) \quad (0.068) \\ 8.59 \quad 9.51 \end{array}$$

$$\begin{array}{l} \text{KTL3} = 0.77 * \text{Kompensa, Errorvar.} = 0.40, R^2 = 0.59 \\ (0.065) \quad (0.057) \\ 11.82 \quad 7.04 \end{array}$$

$$\begin{array}{l} \text{KTL4} = 0.80 * \text{Kompensa, Errorvar.} = 0.31, R^2 = 0.67 \\ (0.063) \quad (0.054) \\ 12.80 \quad 5.76 \end{array}$$

$$\begin{array}{l} \text{I1} = 0.87 * \text{Budaya}_O, \text{Errorvar.} = 0.22, R^2 = 0.78 \\ (0.055) \quad (0.025) \\ 15.80 \quad 8.78 \end{array}$$

$$\begin{array}{l} \text{I2} = 0.85 * \text{Budaya}_O, \text{Errorvar.} = 0.29, R^2 = 0.71 \\ (0.057) \quad (0.030) \\ 14.76 \quad 9.61 \end{array}$$

$$\begin{array}{l} \text{I3} = 0.87 * \text{Budaya}_O, \text{Errorvar.} = 0.21, R^2 = 0.78 \\ (0.055) \quad (0.025) \\ 15.92 \quad 8.45 \end{array}$$

$$P1 = 0.88 * \text{Budaya_O}, \text{Errorvar.} = 0.22, R^2 = 0.78$$

(0.056)	(0.025)
15.82	8.65

$$P2 = 0.86 * \text{Budaya_O}, \text{Errorvar.} = 0.26, R^2 = 0.74$$

(0.057)	(0.031)
14.99	8.51

$$P3 = 0.84 * \text{Budaya_O}, \text{Errorvar.} = 0.28, R^2 = 0.72$$

(0.055)	(0.029)
15.20	9.61

$$\text{OKE1} = 0.88 * \text{Budaya_O}, \text{Errorvar.} = 0.27, R^2 = 0.75$$

(0.057)	(0.028)
15.47	9.44

$$\text{OKE2} = 0.86 * \text{Budaya_O}, \text{Errorvar.} = 0.23, R^2 = 0.77$$

(0.054)	(0.025)
15.85	8.99

$$\text{OKE3} = 0.88 * \text{Budaya_O}, \text{Errorvar.} = 0.23, R^2 = 0.77$$

(0.056)	(0.026)
15.74	8.84

$$\text{OKA1} = 0.81 * \text{Budaya_O}, \text{Errorvar.} = 0.31, R^2 = 0.68$$

(0.056)	(0.031)
14.51	10.01

$$\text{OKA2} = 0.74 * \text{Budaya_O}, \text{Errorvar.} = 0.38, R^2 = 0.59$$

(0.054)	(0.036)
13.72	10.55

$$\text{OKA3} = 0.78 * \text{Budaya_O}, \text{Errorvar.} = 0.35, R^2 = 0.64$$

(0.057)	(0.036)
13.70	9.54

$$\text{Error Covariance for PS2 and PS1} = 0.15$$

(0.026)
5.98

$$\text{Error Covariance for PS3 and PS1} = 0.093$$

(0.024)
3.90

$$\text{Error Covariance for KP1 and PS1} = 0.10$$

(0.023)
4.58

Error Covariance for KP1 and PS3 = 0.055
(0.026)
2.16

Error Covariance for KP3 and KP1 = 0.00
(0.0084)
-0.50

Error Covariance for KP3 and KP2 = 0.15
(0.022)
6.79

Error Covariance for PE1 and PS3 = -0.08
(0.019)
-4.15

Error Covariance for PE2 and PS3 = -0.08
(0.020)
-4.01

Error Covariance for PE2 and PE1 = 0.16
(0.025)
6.58

Error Covariance for PE3 and PS2 = -0.07
(0.023)
-3.16

Error Covariance for PE3 and KP2 = -0.06
(0.022)
-2.79

Error Covariance for PE3 and KP3 = -0.04
(0.022)
-1.96

Error Covariance for R1 and PE3 = 0.13
(0.037)
3.45

Error Covariance for R2 and KP2 = -0.02
(0.0087)
-1.93

Error Covariance for R2 and PE3 = 0.20
(0.036)
5.42

Error Covariance for R2 and R1 = 0.26
(0.036)
7.13

Error Covariance for R3 and PS1 = -0.09
(0.022)
-4.22

Error Covariance for R3 and PE2 = -0.05
(0.015)
-3.29

Error Covariance for R3 and PE3 = 0.15
(0.042)
3.68

Error Covariance for R3 and R1 = 0.33
(0.044)
7.44

Error Covariance for R3 and R2 = 0.17
(0.035)
4.75

Error Covariance for TI1 and PE3 = 0.097
(0.030)
3.26

Error Covariance for TI2 and R1 = 0.090
(0.024)
3.72

Error Covariance for TI2 and R2 = 0.13
(0.026)
5.02

Error Covariance for TI3 and KP1 = -0.04
(0.021)
-1.93

Error Covariance for TI3 and KP3 = 0.029
(0.010)
2.73

Error Covariance for TI4 and PE3 = -0.12
(0.031)
-3.74

Error Covariance for KL1 and R2 = -0.01
(0.021)
-0.47

Error Covariance for KL2 and KL1 = 0.15
(0.037)
4.15

Error Covariance for KL3 and PE3 = -0.05
(0.033)
-1.46

Error Covariance for KL3 and R2 = -0.05
(0.026)
-1.91

Error Covariance for KL3 and KL1 = 0.14
(0.047)
3.06

Error Covariance for KL4 and KL2 = 0.12
(0.046)
2.51

Error Covariance for KL5 and KP2 = 0.017
(0.012)
1.51

Error Covariance for KL5 and KL1 = 0.14
(0.040)
3.38

Error Covariance for KL5 and KL3 = 0.11
(0.046)
2.47

Error Covariance for KL5 and KL4 = -0.12
(0.035)
-3.37

Error Covariance for KL6 and TI2 = 0.086
(0.029)
2.96

Error Covariance for KL6 and KL1 = 0.18
(0.043)
4.22

Error Covariance for KL6 and KL3 = 0.083
(0.043)
1.96

Error Covariance for KTL1 and KL1 = -0.09
(0.039)
-2.30

Error Covariance for KTL1 and KL2 = -0.06
(0.033)
-1.94

Error Covariance for KTL1 and KL5 = -0.12
(0.040)
-2.91

Error Covariance for KTL2 and KL1 = -0.08
(0.041)
-2.03

Error Covariance for KTL2 and KL5 = -0.13
(0.043)
-3.14

Error Covariance for KTL2 and KTL1 = 0.30
(0.050)
5.99

Error Covariance for KTL3 and KL2 = -0.07
(0.044)
-1.68

Error Covariance for KTL3 and KL3 = -0.02
(0.043)
-0.55

Error Covariance for KTL3 and KL4 = -0.15
(0.044)
-3.44

Error Covariance for KTL3 and KL6 = -0.07
(0.040)
-1.72

Error Covariance for KTL4 and PE2 = 0.027
(0.0095)
2.82

Error Covariance for KTL4 and TI2 = -0.03
(0.017)
-1.55

Error Covariance for KTL4 and KL2 = -0.04
(0.043)
-0.92

Error Covariance for KTL4 and KL3 = -0.05
(0.040)
-1.26

Error Covariance for KTL4 and KL4 = -0.11
(0.043)
-2.58

Error Covariance for KTL4 and KL5 = -0.05
(0.023)
-2.41

Error Covariance for KTL4 and KL6 = -0.08
(0.038)
-2.17

Error Covariance for KTL4 and KTL3 = 0.25
(0.051)
4.92

Error Covariance for I1 and KTL3 = -0.02
(0.012)
-1.95

Error Covariance for I2 and PE1 = -0.04
(0.015)
-2.49

Error Covariance for I2 and PE2 = -0.02
(0.015)
-1.19

Error Covariance for I2 and R3 = 0.020
(0.019)
1.01

Error Covariance for I2 and KL2 = 0.042
(0.019)
2.25

Error Covariance for I2 and I1 = 0.077
(0.018)
4.19

Error Covariance for I3 and R3 = 0.081
(0.018)
4.58

Error Covariance for I3 and I1 = 0.11
(0.021)
5.28

Error Covariance for I3 and I2 = 0.11
(0.020)
5.40

Error Covariance for P2 and I1 = -0.05
(0.018)
-2.49

Error Covariance for P2 and I2 = -0.02
(0.019)
-0.86

Error Covariance for P2 and I3 = -0.06
(0.019)
-3.02

Error Covariance for P2 and P1 = 0.099
(0.022)
4.57

Error Covariance for P3 and KP2 = 0.057
(0.016)
3.62

Error Covariance for P3 and KP3 = 0.052
(0.015)
3.39

Error Covariance for P3 and PE1 = -0.05
(0.012)
-3.93

Error Covariance for P3 and PE3 = -0.10
(0.020)
-4.96

Error Covariance for P3 and I2 = 0.13
(0.020)
6.25

Error Covariance for P3 and P1 = -0.05
(0.016)
-3.10

Error Covariance for P3 and P2 = -0.08
(0.019)
-3.98

Error Covariance for OKE1 and R1 = 0.056
(0.017)
3.35

Error Covariance for OKE1 and TI4 = -0.11
(0.026)
-3.99

Error Covariance for OKE1 and I1 = -0.08
(0.017)
-4.47

Error Covariance for OKE1 and I3 = -0.11
(0.017)
-6.37

Error Covariance for OKE1 and P2 = 0.085
(0.018)
4.57

Error Covariance for OKE2 and R1 = -0.07
(0.018)
-3.83

Error Covariance for OKE2 and R3 = -0.08
(0.023)
-3.44

Error Covariance for OKE2 and TI4 = 0.090
(0.024)
3.81

Error Covariance for OKE2 and I1 = -0.02
(0.015)
-1.56

Error Covariance for OKE2 and I2 = -0.04
(0.015)
-2.43

Error Covariance for OKE2 and I3 = -0.08
(0.016)
-5.14

Error Covariance for OKE3 and KP2 = 0.022
(0.0083)
2.62

Error Covariance for OKE3 and I3 = -0.06
(0.014)
-4.26

Error Covariance for OKE3 and P1 = -0.05
(0.016)
-3.44

Error Covariance for OKE3 and OKE2 = 0.040
(0.017)
2.41

Error Covariance for OKA1 and PE1 = 0.015
(0.016)
0.92

Error Covariance for OKA1 and PE2 = 0.011
(0.016)
0.69

Error Covariance for OKA1 and R3 = -0.02
(0.021)
-1.14

Error Covariance for OKA1 and TI4 = 0.14
(0.031)
4.51

Error Covariance for OKA1 and KL5 = -0.07
(0.022)
-3.01

Error Covariance for OKA1 and I2 = -0.02
(0.016)
-1.30

Error Covariance for OKA1 and P3 = -0.09
(0.019)
-4.66

Error Covariance for OKA1 and OKE2 = 0.092
(0.018)
5.05

Error Covariance for OKA2 and KP3 = -0.02
(0.0079)
-2.06

Error Covariance for OKA2 and PE1 = 0.047
(0.017)
2.77

Error Covariance for OKA2 and PE2 = 0.032
(0.017)
1.86

Error Covariance for OKA2 and R1 = -0.11
(0.021)
-5.46

Error Covariance for OKA2 and TI4 = 0.15
(0.031)
4.92

Error Covariance for OKA2 and KL2 = 0.00
(0.021)
-0.19

Error Covariance for OKA2 and KL5 = -0.13
(0.026)
-4.83

Error Covariance for OKA2 and KTL2 = 0.058
(0.022)
2.66

Error Covariance for OKA2 and KTL4 = 0.0060
(0.013)
0.47

Error Covariance for OKA2 and I2 = -0.02
(0.016)
-1.50

Error Covariance for OKA2 and P3 = -0.11
 (0.019)
 -5.46

Error Covariance for OKA2 and OKA1 = 0.16
 (0.024)
 6.54

Error Covariance for OKA3 and TI4 = 0.12
 (0.032)
 3.80

Error Covariance for OKA3 and P3 = -0.08
 (0.018)
 -4.46

Error Covariance for OKA3 and OKA1 = 0.13
 (0.024)
 5.35

Error Covariance for OKA3 and OKA2 = 0.13
 (0.025)
 5.05

Structural Equations

Kepuasan = 0.36*Kompensa + 0.49*Budaya_O, Errorvar.= 0.45 , R² = 0.55
 (0.067) (0.070) (0.069)
 5.35 6.94 6.51

Turnover = 0.20*Kepuasan + 0.30*Kompensa + 0.26*Budaya_O, Errorvar.=
 0.58 , R² = 0.42
 (0.094) (0.083) (0.086) (0.086)
 2.07 3.60 2.97 6.81

Reduced Form Equations

Kepuasan = 0.36*Kompensa + 0.49*Budaya_O, Errorvar.= 0.45, R² = 0.55
 (0.067) (0.070)
 5.35 6.94

Turnover = 0.37*Kompensa + 0.35*Budaya_O, Errorvar.= 0.60, R² = 0.40
 (0.078) (0.077)
 4.75 4.59

Correlation Matrix of Independent Variables

	Kompensa	Budaya_O
Kompensa	1.00	
Budaya_O	0.53 (0.05) 9.97	1.00

Covariance Matrix of Latent Variables

	Kepuasan	Turnover	Kompensa	Budaya_O
Kepuasan	1.00			
Turnover	0.56	1.00		
Kompensa	0.62	0.56	1.00	
Budaya_O	0.68	0.55	0.53	1.00

Goodness of Fit Statistics

Degrees of Freedom = 542

Minimum Fit Function Chi-Square = 1063.94 (P = 0.0)

Normal Theory Weighted Least Squares Chi-Square = 974.22 (P = 0.0)

Estimated Non-centrality Parameter (NCP) = 432.22

90 Percent Confidence Interval for NCP = (348.87 ; 523.41)

Minimum Fit Function Value = 5.35

Population Discrepancy Function Value (F0) = 2.17

90 Percent Confidence Interval for F0 = (1.75 ; 2.63)

Root Mean Square Error of Approximation (RMSEA) = 0.063

90 Percent Confidence Interval for RMSEA = (0.057 ; 0.070)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00046

Expected Cross-Validation Index (ECVI) = 6.90

90 Percent Confidence Interval for ECVI = (6.48 ; 7.35)

ECVI for Saturated Model = 7.45

ECVI for Independence Model = 156.74

Chi-Square for Independence Model with 703 Degrees of Freedom = 31115.07

Independence AIC = 31191.07

Model AIC = 1372.22

Saturated AIC = 1482.00

Independence CAIC = 31354.40

Model CAIC = 2227.59

Saturated CAIC = 4667.05

Normed Fit Index (NFI) = 0.97
 Non-Normed Fit Index (NNFI) = 0.98
 Parsimony Normed Fit Index (PNFI) = 0.74
 Comparative Fit Index (CFI) = 0.98
 Incremental Fit Index (IFI) = 0.98
 Relative Fit Index (RFI) = 0.96

Critical N (CN) = 117.25

Root Mean Square Residual (RMR) = 0.068
 Standardized RMR = 0.069
 Goodness of Fit Index (GFI) = 0.80
 Adjusted Goodness of Fit Index (AGFI) = 0.72
 Parsimony Goodness of Fit Index (PGFI) = 0.58

The Modification Indices Suggest to Add the
 Path to from Decrease in Chi-Square New Estimate

PS1	Turnover	10.4	-0.14
TI4	Kepuasan	16.4	0.25

The Modification Indices Suggest to Add an Error Covariance
 Between and Decrease in Chi-Square New Estimate

R3	PS2	8.5	0.08
KL1	PE2	9.8	0.05
KTL3	TI2	10.1	-0.09
P3	KL1	8.6	-0.05
OKE1	KL1	8.0	0.05
OKE2	P1	8.0	-0.04
OKE2	P2	16.0	0.06
OKE3	KP3	8.7	0.05
OKA2	KP2	16.5	-0.06
OKA2	R2	17.9	0.07
OKA2	P1	11.8	0.05
OKA2	OKE3	8.0	-0.05

Time used: 0.577 Seconds