**Lampiran 1**
Kuesioner Penelitian

## A. Karateristik Responden

Berikan tanda centang (√) atau silang (X) pada satu pilihan yang sesuai dengan jawaban anda.

1. Jenis kelamin
   ☐ Laki-laki ☐ Perempuan

2. Usia
   ☐ 21 – 30 tahun ☐ 31 – 40 tahun
   ☐ 41 – 50 tahun ☐ > 50 tahun

3. Pendidikan formal terakhir
   ☐ D1 ☐ D3 ☐ Sarjana (S1)

4. Status pernikahan :
   ☐ tidak menikah ☐ menikah ☐ janda / duda

5. Bila menikah / janda / duda, tanggungan anak :
   ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ > 3

6. Lama bekerja di MHJS :
   ☐ 6 bulan – 1 tahun
   ☐ 1 tahun – 2 tahun
   ☐ > 2 tahun

7. Anda bekerja dalam unit :
   ☐ Rawat jalan (COE)
   ☐ Rawat inap (ward)
   ☐ Kritikal (IGD, ICU, ICCU, NICU, PICU, OT, Cathlab, ESWL, HD)

8. Jabatan

☐ staf ☐ Katim

**B. Pernyataan**

Berikan tanda centang (√) atau silang (X) pada satu pilihan yang sesuai dengan skala penilaian anda untuk setiap pernyataan di bawah ini.

Keterangan:

5 = sangat setuju

4 = setuju

3 = antara setuju dan tidak setuju

2 = tidak setuju

1 = sangat tidak setuju

| No | Pernyataan | 5 | 4 | 3 | 2 | 1 |
|---|---|---|---|---|---|---|
| 1. | Saya dapat melakukan pekerjaan yang tidak bertentangan dengan hati nurani | | | | | |
| 2. | Pekerjaan saya memberikan rasa aman dalam bekerja | | | | | |
| 3. | Saya berkesempatan untuk membantu orang lain | | | | | |
| 4. | Saya memiliki wewenang untuk memberi instruksi kepada orang lain | | | | | |
| 5. | Saya berkesempatan untuk melakukan pekerjaan sesuai dengan kemampuan yang saya miliki | | | | | |
| 6. | Atasan saya dapat membimbing stafnya | | | | | |
| 7. | Atasan saya berkompeten dalam mengambil keputusan | | | | | |
| 8. | Kebijakan yang berlaku di MHJS sudah cukup baik | | | | | |
| 9. | Saya mendapat gaji yang sesuai | | | | | |
| 10. | Saya berkesempatan untuk mengembangkan diri di MHJS | | | | | |
| 11. | Suasana lingkungan kerja di MHJS baik | | | | | |
| 12. | Hubungan antar rekan kerja di MHJS baik | | | | | |
| 13. | Saya mendapat penghargaan bila saya melakukan pekerjaan saya dengan baik | | | | | |
| 14. | Saya merasa sangat senang untuk terus bekerja di MHJS | | | | | |
| 15. | Saya tidak mempunyai ‘rasa memiliki’ terhadap MHJS(R) | | | | | |
| 16. | Saya tidak merasakan keterikatan emosi dengan MHJS(R) | | | | | |
| 17. | Saya tidak merasa sebagai bagian dari ‘keluarga besar MHJS’(R) | | | | | |

| No | Pernyataan | 5 | 4 | 3 | 2 | 1 |
|---|---|---|---|---|---|---|
| 18. | Saat ini saya merasa bahwa berada di MHJS merupakan suatu kebutuhan sebagaimana keinginan saya untuk berada di sini | | | | | |
| 19. | Banyak hal dalam hidup saya akan terganggu bila saya memutuskan untuk pindah dari MHJS | | | | | |
| 20. | Saya merasa tidak memiliki banyak pilihan lain bila ingin pindah | | | | | |
| 21. | Apabila saya tidak terlalu melibatkan diri untuk MHJS, saya mungkin akan mempertimbangkan untuk bekerja di tempat lain | | | | | |
| 22. | Salah satu konsekuensi yang harus saya terima bila meninggalkan MHJS adalah sulitnya mencari alternatif tempat kerja lain | | | | | |
| 23. | Walaupun demi kepentingan saya, saya merasa tidak tepat bila saya meninggalkan MHJS | | | | | |
| 24. | Saya akan merasa bersalah bila meninggalkan MHJS | | | | | |
| 25. | MHJS layak untuk mendapat loyalitas saya | | | | | |
| 26. | Saya berhutang budi terhadap MHJS | | | | | |
| 27. | Saya sering memikirkan untuk berhenti bekerja dari MHJS | | | | | |
| 28. | Saya mungkin akan mencari pekerjaan lain tahun depan | | | | | |
| 29. | Saya akan sesegera mungkin meninggalkan MHJS | | | | | |

**TERIMA KASIH ATAS PARTISIPASI ANDA**

**Lampiran 2**
Tabulasi data *Pretest*

| RESP | KEPUASAN KERJA | | | | | | | | | | | | | | | | | | | | KOMITMEN ORGANISASIONAL | | | | | | | | | | | | | | | | | | | | KEINGINAN BERPINDAH | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | KKI | | | | | | | | | | KKE | | | | | KKG | | | | KOA | | | | | | | | KOK | | | | | | | | KON | | | | | | | |
| | 1 | 2 | 3 | 4 | 7 | 8 | 9 | 10 | 11 | 15 | 16 | 20 | 5 | 6 | 12 | 13 | 14 | 19 | 17 | 18 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 |
| 1 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 |
| 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 |
| 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 |
| 4 | 2 | 2 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 2 | 3 | 2 | 3 | 2 |
| 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 2 | 2 | 2 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 2 |
| 6 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 5 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 |
| 7 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 2 | 3 | 2 |
| 8 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 5 | 4 | 2 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 2 | 2 |
| 9 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 2 |
| 10 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 2 | 2 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 12 | 5 | 3 | 1 | 3 | 5 | 5 | 5 | 4 | 5 | 3 | 1 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 2 | 1 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 1 | 1 | 1 |
| 13 | 4 | 3 | 2 | 3 | 5 | 4 | 5 | 5 | 5 | 2 | 2 | 2 | 4 | 2 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 1 | 3 | 3 | 1 | 5 | 1 | 1 | 3 | 3 | 1 | 2 | 3 | 3 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 15 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 |
| 16 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 |
| 17 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 2 | 4 | 2 | 2 | 3 | 4 | 2 | 4 | 4 | 4 |
| 18 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 2 | 2 | 3 | 2 | 4 | 2 | 2 | 5 | 4 | 3 |
| 19 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 4 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 |
| 21 | 2 | 3 | 2 | 1 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 5 | 5 | 4 |
| 22 | 2 | 3 | 2 | 1 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 5 | 5 | 4 |
| 23 | 2 | 3 | 2 | 1 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 5 | 5 | 4 |
| 24 | 2 | 3 | 2 | 1 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 5 | 5 | 4 |
| 25 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 |
| 26 | 4 | 4 | 2 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 4 | 2 | 2 | 4 | 2 | 2 |
| 27 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 |
| 28 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 2 | 3 | 2 | 2 |
| 30 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 2 | 2 | 3 | 3 |

**Lampiran 3**
Tabulasi data *Full* Responden

| RESP | KEPUASAN KERJA | | | | | | | | | | | | | KOMITMEN ORGANISASIONAL | | | | | | | | | | | | KEINGINAN BERPINDAH | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | KKI | | | | | KKE | | | | | | KKG | | KOA | | | | KOK | | | | | KON | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 13 | 11 | 12 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 1 | 4 | 3 | 4 | 3 | 5 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 2 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 5 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 2 |
| 5 | 2 | 3 | 5 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 |
| 6 | 2 | 3 | 5 | 2 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 |
| 7 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 8 | 4 | 2 | 5 | 3 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 |
| 9 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 1 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 2 |
| 10 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 11 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 2 |
| 12 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 13 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 |
| 14 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 1 | 4 | 2 | 5 | 3 | 2 | 3 | 1 |
| 15 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 |
| 16 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 |
| 17 | 2 | 4 | 5 | 2 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 18 | 5 | 3 | 5 | 3 | 2 | 5 | 5 | 4 | 2 | 4 | 5 | 3 | 5 | 3 | 2 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 |
| 19 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 1 | 1 | 2 | 2 | 3 | 3 | 3 | 2 | 1 | 2 | 2 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 4 | 5 | 5 |
| 20 | 5 | 3 | 5 | 3 | 3 | 5 | 5 | 4 | 2 | 4 | 5 | 3 | 5 | 3 | 2 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 |
| 21 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 3 | 4 | 2 |
| 22 | 2 | 5 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 23 | 4 | 1 | 5 | 2 | 4 | 1 | 2 | 4 | 3 | 3 | 2 | 1 | 2 | 2 | 4 | 3 | 4 | 2 | 2 | 2 | 5 | 1 | 2 | 2 | 2 | 2 | 5 | 5 | 4 |
| 24 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 1 | 2 | 2 | 3 | 1 | 3 | 3 | 3 |
| 25 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 |
| 26 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 |
| 27 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 1 | 3 | 1 | 4 | 4 | 3 | 3 | 3 |
| 28 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 |
| 29 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 1 | 3 | 3 | 3 |
| 30 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 1 | 1 | 1 |
| 31 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 32 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 3 | 2 | 2 | 2 |
| 33 | 5 | 3 | 5 | 4 | 5 | 3 | 3 | 3 | 2 | 5 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 3 | 3 | 2 |
| 34 | 1 | 2 | 4 | 2 | 5 | 1 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 4 | 3 | 3 |
| 35 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 2 | 2 | 3 | 3 | 3 |
| 36 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 3 | 2 | 2 | 1 | 3 | 2 | 3 | 3 | 3 |
| 37 | 4 | 1 | 4 | 4 | 3 | 4 | 4 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 1 | 3 | 1 | 3 | 1 | 3 | 1 | 3 | 1 | 2 |
| 38 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 |
| 39 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 |
| 40 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 5 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 4 |
| 41 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 |
| 42 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 |
| 43 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 |
| 44 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 |
| 45 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 |
| 46 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 2 | 3 | 3 | 5 | 4 | 3 | 4 | 2 | 1 | 1 | 4 | 1 | 1 | 2 | 1 | 2 | 4 | 4 | 4 |
| 47 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 1 | 3 | 1 | 3 | 1 | 3 | 3 | 4 | 3 | 2 |
| 48 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 1 | 1 | 4 | 1 | 3 | 1 | 3 | 1 | 2 | 2 | 2 |
| 49 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 2 |
| 50 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 2 | 4 | 3 | 3 | 2 | 2 |
| 51 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 2 |
| 52 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 2 | 2 | 2 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 2 |
| 54 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 2 |
| 55 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 2 | 2 | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 4 | 3 | 2 | 2 | 5 | 2 | 2 | 2 | 5 | 2 | 5 | 5 | 2 |
| 56 | 2 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 3 | 3 |
| 57 | 4 | 2 | 5 | 2 | 4 | 4 | 2 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 3 | 2 |
| 58 | 5 | 5 | 5 | 2 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 |
| 59 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 |
| 60 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 2 | 1 |

**Lampiran 3 (lanjutan)**
Tabulasi data *Full* Responden

| RESP | KEPUASAN KERJA | | | | | | | | | | | | | KOMITMEN ORGANISASIONAL | | | | | | | | | | | | KEINGINAN BERPINDAH | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | KKI | | | | | KKE | | | | | | KKG | | KOA | | | | KOK | | | | | KON | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 13 | 11 | 12 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 61 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 1 | 1 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 2 | 4 | 4 | 3 | 3 | 3 |
| 62 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 |
| 63 | 5 | 4 | 4 | 2 | 5 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 3 | 3 | 2 | 2 |
| 64 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 1 | 1 | 1 | 1 |
| 65 | 5 | 1 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 1 | 3 | 3 | 4 | 3 | 4 | 3 | 3 |
| 66 | 5 | 1 | 4 | 3 | 4 | 3 | 4 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 4 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 |
| 67 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 1 | 1 | 5 | 1 | 3 | 1 | 4 | 4 | 4 | 4 | 1 | 1 | 1 | 1 | 1 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 |
| 69 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 2 | 3 | 3 |
| 70 | 5 | 4 | 4 | 4 | 3 | 5 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 2 | 2 | 2 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 71 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 72 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 |
| 73 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 74 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 1 | 4 | 2 | 3 | 3 | 3 |
| 75 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 2 | 3 | 3 | 5 | 3 | 4 | 3 | 3 |
| 76 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 4 | 2 | 4 | 2 | 3 | 3 | 3 |
| 77 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 1 | 1 | 1 | 1 | 5 | 1 | 2 | 3 | 3 |
| 78 | 5 | 4 | 5 | 2 | 5 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 |
| 79 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 1 | 2 | 1 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 80 | 5 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 |
| 81 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 1 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 1 | 1 |
| 82 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 |
| 83 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 |
| 84 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 |
| 85 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 2 | 2 |
| 86 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 87 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 88 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 1 | 2 | 1 |
| 89 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 90 | 4 | 2 | 4 | 4 | 2 | 3 | 3 | 2 | 2 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 1 | 3 | 1 | 1 | 3 | 3 | 2 | 3 | 4 | 4 |
| 91 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 |
| 92 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 |
| 93 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 1 | 1 | 1 |
| 94 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 1 | 5 | 4 | 3 |
| 95 | 4 | 3 | 4 | 3 | 3 | 2 | 1 | 2 | 1 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 1 | 1 | 1 | 3 | 4 | 4 |
| 96 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 |
| 97 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 1 | 4 | 3 | 3 | 4 | 3 | 2 | 2 |
| 98 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 2 |
| 99 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 1 | 3 | 3 | 3 | 4 | 4 | 2 | 2 | 1 |
| 100 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 2 | 2 |
| 101 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 |
| 102 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 1 | 4 | 4 | 1 | 5 | 5 | 4 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 5 |
| 103 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 3 | 2 | 2 | 3 | 3 | 3 |
| 104 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 2 |
| 105 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 2 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 1 | 1 | 1 | 5 | 5 | 5 |
| 106 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 107 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 |
| 108 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 1 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 3 | 1 | 4 | 5 | 1 | 1 | 1 | 1 | 1 | 5 | 5 | 5 |
| 109 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 2 | 2 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 |
| 110 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 |
| 111 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 4 |
| 112 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 2 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 2 | 4 | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 3 |
| 113 | 5 | 4 | 5 | 5 | 3 | 3 | 5 | 2 | 1 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 1 | 1 | 5 | 1 | 2 | 2 | 2 | 1 | 4 | 5 | 5 |
| 114 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 4 | 4 |
| 115 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 4 |
| 116 | 5 | 3 | 5 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 2 | 1 | 1 |
| 117 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 2 |
| 118 | 5 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |
| 119 | 5 | 3 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 2 |
| 120 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 |

**Lampiran 3 (lanjutan)**
Tabulasi data *Full* Responden

| RESP | KEPUASAN KERJA | | | | | | | | | | | | | KOMITMEN ORGANISASIONAL | | | | | | | | | | | | KEINGINAN BERPINDAH | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | KKI | | | | | KKE | | | | | | KKG | | KOA | | | | KOK | | | | | KON | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 13 | 11 | 12 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 121 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 3 |
| 122 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 3 |
| 123 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 2 |
| 124 | 2 | 2 | 5 | 3 | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 2 | 2 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 3 | 4 | 2 | 3 | 3 | 2 | 4 | 4 | 4 |
| 125 | 5 | 5 | 5 | 3 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 1 |
| 126 | 3 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 2 | 2 | 2 | 2 |
| 127 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 2 | 1 | 1 | 3 | 1 | 2 | 2 | 3 | 3 | 4 | 3 | 3 |
| 128 | 5 | 5 | 4 | 2 | 5 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 2 | 1 | 1 | 3 | 1 | 2 | 2 | 3 | 3 | 4 | 3 | 3 |
| 129 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 3 | 1 | 2 | 2 | 3 | 1 | 4 | 3 | 3 |
| 130 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 5 | 4 | 4 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 1 | 1 | 1 |
| 131 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 2 | 3 | 2 |
| 132 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 3 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 |
| 133 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 1 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 4 | 3 | 3 |
| 134 | 5 | 3 | 5 | 1 | 5 | 3 | 3 | 3 | 1 | 3 | 4 | 3 | 3 | 4 | 2 | 2 | 5 | 3 | 3 | 3 | 3 | 1 | 1 | 1 | 3 | 3 | 5 | 5 | 5 |
| 135 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 136 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 2 |
| 137 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 1 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 3 | 3 | 3 |
| 138 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 |
| 139 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 |
| 140 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 2 | 3 | 2 | 2 | 2 | 4 | 4 | 4 |
| 141 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 142 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 3 | 2 | 3 | 1 | 3 | 4 | 3 |
| 143 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 |
| 144 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 |
| 145 | 5 | 3 | 4 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 1 | 1 | 4 | 1 | 1 | 1 | 4 | 1 | 4 | 3 | 2 |
| 146 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 2 | 2 | 2 | 1 | 1 | 1 | 4 | 2 | 4 | 4 | 4 |
| 147 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 148 | 5 | 4 | 5 | 3 | 5 | 4 | 3 | 2 | 4 | 4 | 2 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 3 | 2 | 3 | 1 | 4 | 1 | 4 | 1 | 3 | 3 | 2 |
| 149 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 1 |
| 150 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 |
| 151 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 4 |
| 152 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 3 | 2 | 3 | 5 | 4 | 4 | 4 | 2 | 2 | 2 |
| 153 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 2 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 2 |
| 154 | 4 | 4 | 5 | 2 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 2 | 1 | 2 | 1 | 3 | 3 | 3 | 3 | 3 |
| 155 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 |
| 156 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 2 | 2 | 3 | 2 |
| 157 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 2 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 1 | 1 | 1 | 4 | 5 | 1 | 1 | 3 | 3 | 5 | 5 | 4 |
| 158 | 3 | 3 | 3 | 3 | 3 | 1 | 1 | 1 | 1 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 1 | 5 | 5 | 5 |
| 159 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 2 | 3 | 2 | 4 | 2 | 4 | 3 | 4 |
| 160 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 4 | 3 | 3 | 4 | 1 | 1 | 1 | 3 | 1 | 3 | 3 | 3 |

**Lampiran 4**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

## Kepuasan Kerja Intrinsik

## Factor Analysis

**Correlation Matrix[a]**

| | | KKI1 | KKI2 | KKI3 | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 | KKI10 | KKI11 | KKI12 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Correlation | KKI1 | 1,000 | ,549 | ,144 | ,514 | ,423 | ,400 | ,155 | -,261 | ,155 | ,332 | -,119 | ,125 |
| | KKI2 | ,549 | 1,000 | ,350 | ,407 | ,086 | ,117 | -,220 | -,358 | -,220 | ,384 | ,234 | ,320 |
| | KKI3 | ,144 | ,350 | 1,000 | ,652 | ,202 | ,293 | -,026 | -,084 | -,026 | ,210 | ,484 | ,094 |
| | KKI4 | ,514 | ,407 | ,652 | 1,000 | ,383 | ,647 | ,273 | -,078 | ,273 | ,108 | ,240 | ,008 |
| | KKI5 | ,423 | ,086 | ,202 | ,383 | 1,000 | ,641 | ,531 | ,405 | ,531 | -,255 | -,244 | ,000 |
| | KKI6 | ,400 | ,117 | ,293 | ,647 | ,641 | 1,000 | ,639 | ,168 | ,639 | -,051 | ,011 | ,195 |
| | KKI7 | ,155 | -,220 | -,026 | ,273 | ,531 | ,639 | 1,000 | ,515 | ,814 | -,100 | -,122 | ,023 |
| | KKI8 | -,261 | -,358 | -,084 | -,078 | ,405 | ,168 | ,515 | 1,000 | ,515 | -,540 | -,252 | -,110 |
| | KKI9 | ,155 | -,220 | -,026 | ,273 | ,531 | ,639 | ,814 | ,515 | 1,000 | -,216 | -,221 | ,023 |
| | KKI10 | ,332 | ,384 | ,210 | ,108 | -,255 | -,051 | -,100 | -,540 | -,216 | 1,000 | ,415 | ,449 |
| | KKI11 | -,119 | ,234 | ,484 | ,240 | -,244 | ,011 | -,122 | -,252 | -,221 | ,415 | 1,000 | ,156 |
| | KKI12 | ,125 | ,320 | ,094 | ,008 | ,000 | ,195 | ,023 | -,110 | ,023 | ,449 | ,156 | 1,000 |
| Sig. (1-tailed) | KKI1 | | ,001 | ,224 | ,002 | ,010 | ,014 | ,207 | ,082 | ,207 | ,037 | ,266 | ,255 |
| | KKI2 | ,001 | | ,029 | ,013 | ,326 | ,269 | ,121 | ,026 | ,121 | ,018 | ,106 | ,042 |
| | KKI3 | ,224 | ,029 | | ,000 | ,142 | ,058 | ,446 | ,329 | ,446 | ,133 | ,003 | ,310 |
| | KKI4 | ,002 | ,013 | ,000 | | ,018 | ,000 | ,072 | ,341 | ,072 | ,284 | ,100 | ,483 |
| | KKI5 | ,010 | ,326 | ,142 | ,018 | | ,000 | ,001 | ,013 | ,001 | ,087 | ,097 | ,500 |
| | KKI6 | ,014 | ,269 | ,058 | ,000 | ,000 | | ,000 | ,188 | ,000 | ,394 | ,477 | ,151 |
| | KKI7 | ,207 | ,121 | ,446 | ,072 | ,001 | ,000 | | ,002 | ,000 | ,299 | ,260 | ,453 |
| | KKI8 | ,082 | ,026 | ,329 | ,341 | ,013 | ,188 | ,002 | | ,002 | ,001 | ,089 | ,281 |
| | KKI9 | ,207 | ,121 | ,446 | ,072 | ,001 | ,000 | ,000 | ,002 | | ,125 | ,120 | ,453 |
| | KKI10 | ,037 | ,018 | ,133 | ,284 | ,087 | ,394 | ,299 | ,001 | ,125 | | ,011 | ,006 |
| | KKI11 | ,266 | ,106 | ,003 | ,100 | ,097 | ,477 | ,260 | ,089 | ,120 | ,011 | | ,205 |
| | KKI12 | ,255 | ,042 | ,310 | ,483 | ,500 | ,151 | ,453 | ,281 | ,453 | ,006 | ,205 | |

a. Determinant = ,000

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,648 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 183,817 |
| | df | 66 |
| | Sig. | ,000 |

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Anti-image Matrices**

| | | KKI1 | KKI2 | KKI3 | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 | KKI10 | KKI11 | KKI12 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Anti-image Covariance | KKI1 | ,288 | -,144 | ,105 | -,098 | -,134 | ,009 | ,013 | ,056 | -,018 | -,127 | ,119 | ,057 |
| | KKI2 | -,144 | ,444 | -,019 | -,053 | -,018 | ,031 | ,041 | -,001 | ,036 | ,016 | -,076 | -,160 |
| | KKI3 | ,105 | -,019 | ,338 | -,168 | -,117 | ,025 | ,064 | -,039 | ,003 | -,081 | -,113 | -,009 |
| | KKI4 | -,098 | -,053 | -,168 | ,218 | ,079 | -,101 | -,016 | ,002 | -,003 | ,042 | -,018 | ,092 |
| | KKI5 | -,134 | -,018 | -,117 | ,079 | ,322 | -,102 | -,032 | -,094 | ,015 | ,071 | ,058 | ,030 |
| | KKI6 | ,009 | ,031 | ,025 | -,101 | -,102 | ,208 | -,065 | ,096 | -,057 | ,061 | -,039 | -,143 |
| | KKI7 | ,013 | ,041 | ,064 | -,016 | -,032 | -,065 | ,228 | -,109 | -,121 | -,102 | -,027 | ,062 |
| | KKI8 | ,056 | -,001 | -,039 | ,002 | -,094 | ,096 | -,109 | ,352 | -,057 | ,142 | -,002 | -,096 |
| | KKI9 | -,018 | ,036 | ,003 | -,003 | ,015 | -,057 | -,121 | -,057 | ,273 | ,011 | ,047 | -,013 |
| | KKI10 | -,127 | ,016 | -,081 | ,042 | ,071 | ,061 | -,102 | ,142 | ,011 | ,326 | -,126 | -,195 |
| | KKI11 | ,119 | -,076 | -,113 | -,018 | ,058 | -,039 | -,027 | -,002 | ,047 | -,126 | ,513 | ,050 |
| | KKI12 | ,057 | -,160 | -,009 | ,092 | ,030 | -,143 | ,062 | -,096 | -,013 | -,195 | ,050 | ,558 |
| Anti-image Correlation | KKI1 | ,554[a] | -,404 | ,336 | -,393 | -,440 | ,036 | ,049 | ,176 | -,063 | -,416 | ,309 | ,143 |
| | KKI2 | -,404 | ,757[a] | -,050 | -,169 | -,047 | ,104 | ,130 | -,003 | ,105 | ,043 | -,160 | -,321 |
| | KKI3 | ,336 | -,050 | ,544[a] | -,618 | -,353 | ,095 | ,232 | -,114 | ,010 | -,243 | -,271 | -,021 |
| | KKI4 | -,393 | -,169 | -,618 | ,627[a] | ,300 | -,473 | -,072 | ,007 | -,011 | ,156 | -,055 | ,263 |
| | KKI5 | -,440 | -,047 | -,353 | ,300 | ,691[a] | -,393 | -,116 | -,278 | ,052 | ,218 | ,142 | ,070 |
| | KKI6 | ,036 | ,104 | ,095 | -,473 | -,393 | ,683[a] | -,300 | ,357 | -,241 | ,235 | -,120 | -,419 |
| | KKI7 | ,049 | ,130 | ,232 | -,072 | -,116 | -,300 | ,706[a] | -,384 | -,487 | -,376 | -,079 | ,174 |
| | KKI8 | ,176 | -,003 | -,114 | ,007 | -,278 | ,357 | -,384 | ,666[a] | -,183 | ,419 | -,004 | -,217 |
| | KKI9 | -,063 | ,105 | ,010 | -,011 | ,052 | -,241 | -,487 | -,183 | ,836[a] | ,038 | ,126 | -,034 |
| | KKI10 | -,416 | ,043 | -,243 | ,156 | ,218 | ,235 | -,376 | ,419 | ,038 | ,528[a] | -,309 | -,458 |
| | KKI11 | ,309 | -,160 | -,271 | -,055 | ,142 | -,120 | -,079 | -,004 | ,126 | -,309 | ,675[a] | ,093 |
| | KKI12 | ,143 | -,321 | -,021 | ,263 | ,070 | -,419 | ,174 | -,217 | -,034 | -,458 | ,093 | ,376[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 3,667 | 30,559 | 30,559 | 3,667 | 30,559 | 30,559 |
| 2 | 3,132 | 26,100 | 56,659 | 3,132 | 26,100 | 56,659 |
| 3 | 1,345 | 11,208 | 67,868 | 1,345 | 11,208 | 67,868 |
| 4 | 1,221 | 10,173 | 78,040 | 1,221 | 10,173 | 78,040 |
| 5 | ,768 | 6,396 | 84,437 | | | |
| 6 | ,485 | 4,039 | 88,476 | | | |
| 7 | ,397 | 3,308 | 91,784 | | | |
| 8 | ,361 | 3,009 | 94,793 | | | |
| 9 | ,219 | 1,823 | 96,615 | | | |
| 10 | ,184 | 1,530 | 98,145 | | | |
| 11 | ,119 | ,995 | 99,140 | | | |
| 12 | ,103 | ,860 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Component Matrix[a]**

| | Component | | | |
|---|---|---|---|---|
| | 1 | 2 | 3 | 4 |
| KKI1 | ,437 | ,548 | -,544 | -,285 |
| KKI2 | ,050 | ,769 | -,237 | -,191 |
| KKI3 | ,265 | ,606 | ,599 | -,147 |
| KKI4 | ,615 | ,572 | ,256 | -,285 |
| KKI5 | ,816 | -,039 | -,119 | -,203 |
| KKI6 | ,868 | ,203 | ,023 | ,087 |
| KKI7 | ,807 | -,246 | ,007 | ,337 |
| KKI8 | ,468 | -,627 | ,223 | ,113 |
| KKI9 | ,818 | -,292 | -,027 | ,258 |
| KKI10 | -,195 | ,705 | -,192 | ,446 |
| KKI11 | -,159 | ,547 | ,627 | ,297 |
| KKI12 | ,053 | ,410 | -,273 | ,686 |

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

**KKI12 dihilangkan karena MSA < 0,5**

**Correlation Matrix[a]**

| | | KKI1 | KKI2 | KKI3 | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 | KKI10 | KKI11 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Correlation | KKI1 | 1,000 | ,549 | ,144 | ,514 | ,423 | ,400 | ,155 | -,261 | ,155 | ,332 | -,119 |
| | KKI2 | ,549 | 1,000 | ,350 | ,407 | ,086 | ,117 | -,220 | -,358 | -,220 | ,384 | ,234 |
| | KKI3 | ,144 | ,350 | 1,000 | ,652 | ,202 | ,293 | -,026 | -,084 | -,026 | ,210 | ,484 |
| | KKI4 | ,514 | ,407 | ,652 | 1,000 | ,383 | ,647 | ,273 | -,078 | ,273 | ,108 | ,240 |
| | KKI5 | ,423 | ,086 | ,202 | ,383 | 1,000 | ,641 | ,531 | ,405 | ,531 | -,255 | -,244 |
| | KKI6 | ,400 | ,117 | ,293 | ,647 | ,641 | 1,000 | ,639 | ,168 | ,639 | -,051 | ,011 |
| | KKI7 | ,155 | -,220 | -,026 | ,273 | ,531 | ,639 | 1,000 | ,515 | ,814 | -,100 | -,122 |
| | KKI8 | -,261 | -,358 | -,084 | -,078 | ,405 | ,168 | ,515 | 1,000 | ,515 | -,540 | -,252 |
| | KKI9 | ,155 | -,220 | -,026 | ,273 | ,531 | ,639 | ,814 | ,515 | 1,000 | -,216 | -,221 |
| | KKI10 | ,332 | ,384 | ,210 | ,108 | -,255 | -,051 | -,100 | -,540 | -,216 | 1,000 | ,415 |
| | KKI11 | -,119 | ,234 | ,484 | ,240 | -,244 | ,011 | -,122 | -,252 | -,221 | ,415 | 1,000 |
| Sig. (1-tailed) | KKI1 | | ,001 | ,224 | ,002 | ,010 | ,014 | ,207 | ,082 | ,207 | ,037 | ,266 |
| | KKI2 | ,001 | | ,029 | ,013 | ,326 | ,269 | ,121 | ,026 | ,121 | ,018 | ,106 |
| | KKI3 | ,224 | ,029 | | ,000 | ,142 | ,058 | ,446 | ,329 | ,446 | ,133 | ,003 |
| | KKI4 | ,002 | ,013 | ,000 | | ,018 | ,000 | ,072 | ,341 | ,072 | ,284 | ,100 |
| | KKI5 | ,010 | ,326 | ,142 | ,018 | | ,000 | ,001 | ,013 | ,001 | ,087 | ,097 |
| | KKI6 | ,014 | ,269 | ,058 | ,000 | ,000 | | ,000 | ,188 | ,000 | ,394 | ,477 |
| | KKI7 | ,207 | ,121 | ,446 | ,072 | ,001 | ,000 | | ,002 | ,000 | ,299 | ,260 |
| | KKI8 | ,082 | ,026 | ,329 | ,341 | ,013 | ,188 | ,002 | | ,002 | ,001 | ,089 |
| | KKI9 | ,207 | ,121 | ,446 | ,072 | ,001 | ,000 | ,000 | ,002 | | ,125 | ,120 |
| | KKI10 | ,037 | ,018 | ,133 | ,284 | ,087 | ,394 | ,299 | ,001 | ,125 | | ,011 |
| | KKI11 | ,266 | ,106 | ,003 | ,100 | ,097 | ,477 | ,260 | ,089 | ,120 | ,011 | |

a. Determinant = ,001

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,675 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 172,061 |
| | df | 55 |
| | Sig. | ,000 |

**Anti-image Matrices**

| | | KKI1 | KKI2 | KKI3 | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 | KKI10 | KKI11 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Anti-image Covariance | KKI1 | ,294 | -,146 | ,108 | -,118 | -,140 | ,029 | ,007 | ,071 | -,017 | -,139 | ,117 |
| | KKI2 | -,146 | ,495 | -,025 | -,032 | -,010 | -,013 | ,068 | -,034 | ,036 | -,056 | -,070 |
| | KKI3 | ,108 | -,025 | ,339 | -,179 | -,117 | ,028 | ,067 | -,043 | ,003 | -,106 | -,113 |
| | KKI4 | -,118 | -,032 | -,179 | ,234 | ,080 | -,101 | -,029 | ,020 | -,001 | ,100 | -,029 |
| | KKI5 | -,140 | -,010 | -,117 | ,080 | ,324 | -,115 | -,036 | -,093 | ,016 | ,103 | ,056 |
| | KKI6 | ,029 | -,013 | ,028 | -,101 | -,115 | ,252 | -,062 | ,091 | -,074 | ,017 | -,033 |
| | KKI7 | ,007 | ,068 | ,067 | -,029 | -,036 | -,062 | ,235 | -,106 | -,124 | -,105 | -,034 |
| | KKI8 | ,071 | -,034 | -,043 | ,020 | -,093 | ,091 | -,106 | ,369 | -,062 | ,144 | ,007 |
| | KKI9 | -,017 | ,036 | ,003 | -,001 | ,016 | -,074 | -,124 | -,062 | ,273 | ,009 | ,049 |
| | KKI10 | -,139 | -,056 | -,106 | ,100 | ,103 | ,017 | -,105 | ,144 | ,009 | ,412 | -,139 |
| | KKI11 | ,117 | -,070 | -,113 | -,029 | ,056 | -,033 | -,034 | ,007 | ,049 | -,139 | ,518 |
| Anti-image Correlation | KKI1 | ,542[a] | -,382 | ,343 | -,451 | -,456 | ,107 | ,025 | ,215 | -,059 | -,399 | ,300 |
| | KKI2 | -,382 | ,806[a] | -,060 | -,093 | -,026 | -,036 | ,200 | -,079 | ,099 | -,124 | -,138 |
| | KKI3 | ,343 | -,060 | ,526[a] | -,635 | -,353 | ,095 | ,239 | -,122 | ,009 | -,285 | -,271 |
| | KKI4 | -,451 | -,093 | -,635 | ,621[a] | ,292 | -,414 | -,124 | ,068 | -,002 | ,322 | -,083 |
| | KKI5 | -,456 | -,026 | -,353 | ,292 | ,680[a] | -,401 | -,131 | -,270 | ,054 | ,282 | ,137 |
| | KKI6 | ,107 | -,036 | ,095 | -,414 | -,401 | ,764[a] | -,254 | ,300 | -,282 | ,054 | -,090 |
| | KKI7 | ,025 | ,200 | ,239 | -,124 | -,131 | -,254 | ,723[a] | -,360 | -,489 | -,338 | -,097 |
| | KKI8 | ,215 | -,079 | -,122 | ,068 | -,270 | ,300 | -,360 | ,705[a] | -,195 | ,368 | ,016 |
| | KKI9 | -,059 | ,099 | ,009 | -,002 | ,054 | -,282 | -,489 | -,195 | ,827[a] | ,026 | ,130 |
| | KKI10 | -,399 | -,124 | -,285 | ,322 | ,282 | ,054 | -,338 | ,368 | ,026 | ,535[a] | -,301 |
| | KKI11 | ,300 | -,138 | -,271 | -,083 | ,137 | -,090 | -,097 | ,016 | ,130 | -,301 | ,684[a] |

a. Measures of Sampling Adequacy(MSA)

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Total Variance Explained**

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 3,665 | 33,321 | 33,321 | 3,665 | 33,321 | 33,321 |
| 2 | 3,014 | 27,398 | 60,719 | 3,014 | 27,398 | 60,719 |
| 3 | 1,332 | 12,106 | 72,826 | 1,332 | 12,106 | 72,826 |
| 4 | ,971 | 8,832 | 81,657 | | | |
| 5 | ,552 | 5,021 | 86,679 | | | |
| 6 | ,397 | 3,609 | 90,287 | | | |
| 7 | ,363 | 3,296 | 93,584 | | | |
| 8 | ,259 | 2,357 | 95,941 | | | |
| 9 | ,191 | 1,737 | 97,679 | | | |
| 10 | ,149 | 1,358 | 99,037 | | | |
| 11 | ,106 | ,963 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Component Matrix[a]**

| | Component | | |
|---|---|---|---|
| | 1 | 2 | 3 |
| KKI1 | ,424 | ,568 | -,615 |
| KKI2 | ,031 | ,762 | -,282 |
| KKI3 | ,252 | ,638 | ,532 |
| KKI4 | ,604 | ,624 | ,154 |
| KKI5 | ,817 | -,014 | -,166 |
| KKI6 | ,862 | ,212 | ,044 |
| KKI7 | ,812 | -,243 | ,094 |
| KKI8 | ,483 | -,626 | ,262 |
| KKI9 | ,824 | -,289 | ,044 |
| KKI10 | -,215 | ,659 | -,076 |
| KKI11 | -,172 | ,547 | ,673 |

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

**Karena ada 3 extracted component, selanjutnya beberapa indikator yang nilainya lebih besar dari indikator pada komponen 1 akan dihilangkan satu per satu**

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

## KKI10 dihilangkan

**Correlation Matrix[a]**

| | | KKI1 | KKI2 | KKI3 | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 | KKI11 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Correlation | KKI1 | 1,000 | ,549 | ,144 | ,514 | ,423 | ,400 | ,155 | -,261 | ,155 | -,119 |
| | KKI2 | ,549 | 1,000 | ,350 | ,407 | ,086 | ,117 | -,220 | -,358 | -,220 | ,234 |
| | KKI3 | ,144 | ,350 | 1,000 | ,652 | ,202 | ,293 | -,026 | -,084 | -,026 | ,484 |
| | KKI4 | ,514 | ,407 | ,652 | 1,000 | ,383 | ,647 | ,273 | -,078 | ,273 | ,240 |
| | KKI5 | ,423 | ,086 | ,202 | ,383 | 1,000 | ,641 | ,531 | ,405 | ,531 | -,244 |
| | KKI6 | ,400 | ,117 | ,293 | ,647 | ,641 | 1,000 | ,639 | ,168 | ,639 | ,011 |
| | KKI7 | ,155 | -,220 | -,026 | ,273 | ,531 | ,639 | 1,000 | ,515 | ,814 | -,122 |
| | KKI8 | -,261 | -,358 | -,084 | -,078 | ,405 | ,168 | ,515 | 1,000 | ,515 | -,252 |
| | KKI9 | ,155 | -,220 | -,026 | ,273 | ,531 | ,639 | ,814 | ,515 | 1,000 | -,221 |
| | KKI11 | -,119 | ,234 | ,484 | ,240 | -,244 | ,011 | -,122 | -,252 | -,221 | 1,000 |
| Sig. (1-tailed) | KKI1 | | ,001 | ,224 | ,002 | ,010 | ,014 | ,207 | ,082 | ,207 | ,266 |
| | KKI2 | ,001 | | ,029 | ,013 | ,326 | ,269 | ,121 | ,026 | ,121 | ,106 |
| | KKI3 | ,224 | ,029 | | ,000 | ,142 | ,058 | ,446 | ,329 | ,446 | ,003 |
| | KKI4 | ,002 | ,013 | ,000 | | ,018 | ,000 | ,072 | ,341 | ,072 | ,100 |
| | KKI5 | ,010 | ,326 | ,142 | ,018 | | ,000 | ,001 | ,013 | ,001 | ,097 |
| | KKI6 | ,014 | ,269 | ,058 | ,000 | ,000 | | ,000 | ,188 | ,000 | ,477 |
| | KKI7 | ,207 | ,121 | ,446 | ,072 | ,001 | ,000 | | ,002 | ,000 | ,260 |
| | KKI8 | ,082 | ,026 | ,329 | ,341 | ,013 | ,188 | ,002 | | ,002 | ,089 |
| | KKI9 | ,207 | ,121 | ,446 | ,072 | ,001 | ,000 | ,000 | ,002 | | ,120 |
| | KKI11 | ,266 | ,106 | ,003 | ,100 | ,097 | ,477 | ,260 | ,089 | ,120 | |

a. Determinant = ,002

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,689 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 152,390 |
| | df | 45 |
| | Sig. | ,000 |

**Lampiran 4 (lanjutan)**

*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Anti-image Matrices**

| | | KKI1 | KKI2 | KKI3 | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 | KKI11 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Anti-image Covariance | KKI1 | ,349 | -,199 | ,094 | -,112 | -,137 | ,042 | -,039 | ,164 | -,016 | ,092 |
| | KKI2 | -,199 | ,503 | -,043 | -,020 | ,004 | -,010 | ,062 | -,017 | ,038 | -,099 |
| | KKI3 | ,094 | -,043 | ,368 | -,186 | -,107 | ,035 | ,050 | -,008 | ,005 | -,178 |
| | KKI4 | -,112 | -,020 | -,186 | ,261 | ,067 | -,117 | -,004 | -,019 | -,003 | ,006 |
| | KKI5 | -,137 | ,004 | -,107 | ,067 | ,352 | -,130 | -,012 | -,162 | ,015 | ,108 |
| | KKI6 | ,042 | -,010 | ,035 | -,117 | -,130 | ,253 | -,065 | ,099 | -,075 | -,029 |
| | KKI7 | -,039 | ,062 | ,050 | -,004 | -,012 | -,065 | ,265 | -,090 | -,137 | -,086 |
| | KKI8 | ,164 | -,017 | -,008 | -,019 | -,162 | ,099 | -,090 | ,427 | -,075 | ,071 |
| | KKI9 | -,016 | ,038 | ,005 | -,003 | ,015 | -,075 | -,137 | -,075 | ,273 | ,057 |
| | KKI11 | ,092 | -,099 | -,178 | ,006 | ,108 | -,029 | -,086 | ,071 | ,057 | ,569 |
| Anti-image Correlation | KKI1 | ,556[a] | -,474 | ,261 | -,372 | -,390 | ,140 | -,127 | ,424 | -,053 | ,206 |
| | KKI2 | -,474 | ,740[a] | -,100 | -,056 | ,009 | -,029 | ,169 | -,036 | ,103 | -,185 |
| | KKI3 | ,261 | -,100 | ,567[a] | -,599 | -,296 | ,115 | ,158 | -,019 | ,017 | -,390 |
| | KKI4 | -,372 | -,056 | -,599 | ,682[a] | ,222 | -,456 | -,017 | -,058 | -,011 | ,016 |
| | KKI5 | -,390 | ,009 | -,296 | ,222 | ,687[a] | -,434 | -,039 | -,419 | ,049 | ,242 |
| | KKI6 | ,140 | -,029 | ,115 | -,456 | -,434 | ,743[a] | -,251 | ,301 | -,283 | -,078 |
| | KKI7 | -,127 | ,169 | ,158 | -,017 | -,039 | -,251 | ,775[a] | -,269 | -,511 | -,221 |
| | KKI8 | ,424 | -,036 | -,019 | -,058 | -,419 | ,301 | -,269 | ,627[a] | -,220 | ,143 |
| | KKI9 | -,053 | ,103 | ,017 | -,011 | ,049 | -,283 | -,511 | -,220 | ,810[a] | ,144 |
| | KKI11 | ,206 | -,185 | -,390 | ,016 | ,242 | -,078 | -,221 | ,143 | ,144 | ,588[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 3,641 | 36,407 | 36,407 | 3,641 | 36,407 | 36,407 |
| 2 | 2,663 | 26,633 | 63,040 | 2,663 | 26,633 | 63,040 |
| 3 | 1,329 | 13,287 | 76,327 | 1,329 | 13,287 | 76,327 |
| 4 | ,693 | 6,931 | 83,259 | | | |
| 5 | ,511 | 5,115 | 88,374 | | | |
| 6 | ,368 | 3,678 | 92,052 | | | |
| 7 | ,280 | 2,802 | 94,854 | | | |
| 8 | ,224 | 2,240 | 97,094 | | | |
| 9 | ,170 | 1,699 | 98,793 | | | |
| 10 | ,121 | 1,207 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Component Matrix[a]**

| | Component | | |
|---|---|---|---|
| | 1 | 2 | 3 |
| KKI1 | ,491 | ,485 | -,619 |
| KKI2 | ,117 | ,769 | -,307 |
| KKI3 | ,319 | ,649 | ,503 |
| KKI4 | ,667 | ,591 | ,131 |
| KKI5 | ,806 | -,079 | -,176 |
| KKI6 | ,881 | ,109 | ,046 |
| KKI7 | ,787 | -,399 | ,129 |
| KKI8 | ,402 | -,646 | ,266 |
| KKI9 | ,790 | -,420 | ,070 |
| KKI11 | -,104 | ,543 | ,674 |

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

## KKI11 dihilangkan

**Correlation Matrix[a]**

| | | KKI1 | KKI2 | KKI3 | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 |
|---|---|---|---|---|---|---|---|---|---|---|
| Correlation | KKI1 | 1,000 | ,549 | ,144 | ,514 | ,423 | ,400 | ,155 | -,261 | ,155 |
| | KKI2 | ,549 | 1,000 | ,350 | ,407 | ,086 | ,117 | -,220 | -,358 | -,220 |
| | KKI3 | ,144 | ,350 | 1,000 | ,652 | ,202 | ,293 | -,026 | -,084 | -,026 |
| | KKI4 | ,514 | ,407 | ,652 | 1,000 | ,383 | ,647 | ,273 | -,078 | ,273 |
| | KKI5 | ,423 | ,086 | ,202 | ,383 | 1,000 | ,641 | ,531 | ,405 | ,531 |
| | KKI6 | ,400 | ,117 | ,293 | ,647 | ,641 | 1,000 | ,639 | ,168 | ,639 |
| | KKI7 | ,155 | -,220 | -,026 | ,273 | ,531 | ,639 | 1,000 | ,515 | ,814 |
| | KKI8 | -,261 | -,358 | -,084 | -,078 | ,405 | ,168 | ,515 | 1,000 | ,515 |
| | KKI9 | ,155 | -,220 | -,026 | ,273 | ,531 | ,639 | ,814 | ,515 | 1,000 |
| Sig. (1-tailed) | KKI1 | | ,001 | ,224 | ,002 | ,010 | ,014 | ,207 | ,082 | ,207 |
| | KKI2 | ,001 | | ,029 | ,013 | ,326 | ,269 | ,121 | ,026 | ,121 |
| | KKI3 | ,224 | ,029 | | ,000 | ,142 | ,058 | ,446 | ,329 | ,446 |
| | KKI4 | ,002 | ,013 | ,000 | | ,018 | ,000 | ,072 | ,341 | ,072 |
| | KKI5 | ,010 | ,326 | ,142 | ,018 | | ,000 | ,001 | ,013 | ,001 |
| | KKI6 | ,014 | ,269 | ,058 | ,000 | ,000 | | ,000 | ,188 | ,000 |
| | KKI7 | ,207 | ,121 | ,446 | ,072 | ,001 | ,000 | | ,002 | ,000 |
| | KKI8 | ,082 | ,026 | ,329 | ,341 | ,013 | ,188 | ,002 | | ,002 |
| | KKI9 | ,207 | ,121 | ,446 | ,072 | ,001 | ,000 | ,000 | ,002 | |

a. Determinant = ,004

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,685 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 140,252 |
| | df | 36 |
| | Sig. | ,000 |

**Anti-image Matrices**

| | | KKI1 | KKI2 | KKI3 | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 |
|---|---|---|---|---|---|---|---|---|---|---|
| Anti-image Covariance | KKI1 | ,365 | -,197 | ,151 | -,118 | -,171 | ,049 | -,027 | ,163 | -,027 |
| | KKI2 | -,197 | ,520 | -,090 | -,020 | ,025 | -,016 | ,051 | -,005 | ,051 |
| | KKI3 | ,151 | -,090 | ,434 | -,217 | -,091 | ,031 | ,028 | ,018 | ,028 |
| | KKI4 | -,118 | -,020 | -,217 | ,261 | ,070 | -,118 | -,004 | -,021 | -,004 |
| | KKI5 | -,171 | ,025 | -,091 | ,070 | ,374 | -,133 | ,005 | -,191 | ,005 |
| | KKI6 | ,049 | -,016 | ,031 | -,118 | -,133 | ,255 | -,074 | ,106 | -,074 |
| | KKI7 | -,027 | ,051 | ,028 | -,004 | ,005 | -,074 | ,279 | -,086 | -,138 |
| | KKI8 | ,163 | -,005 | ,018 | -,021 | -,191 | ,106 | -,086 | ,436 | -,086 |
| | KKI9 | -,027 | ,051 | ,028 | -,004 | ,005 | -,074 | -,138 | -,086 | ,279 |
| Anti-image Correlation | KKI1 | ,532[a] | -,453 | ,378 | -,383 | -,463 | ,160 | -,086 | ,408 | -,086 |
| | KKI2 | -,453 | ,745[a] | -,190 | -,055 | ,057 | -,045 | ,133 | -,010 | ,133 |
| | KKI3 | ,378 | -,190 | ,513[a] | -,644 | -,226 | ,092 | ,080 | ,040 | ,080 |
| | KKI4 | -,383 | -,055 | -,644 | ,656[a] | ,224 | -,457 | -,014 | -,061 | -,014 |
| | KKI5 | -,463 | ,057 | -,226 | ,224 | ,675[a] | -,430 | ,015 | -,473 | ,015 |
| | KKI6 | ,160 | -,045 | ,092 | -,457 | -,430 | ,739[a] | -,276 | ,317 | -,276 |
| | KKI7 | -,086 | ,133 | ,080 | -,014 | ,015 | -,276 | ,810[a] | -,246 | -,496 |
| | KKI8 | ,408 | -,010 | ,040 | -,061 | -,473 | ,317 | -,246 | ,602[a] | -,246 |
| | KKI9 | -,086 | ,133 | ,080 | -,014 | ,015 | -,276 | -,496 | -,246 | ,810[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 3,634 | 40,375 | 40,375 | 3,634 | 40,375 | 40,375 |
| 2 | 2,468 | 27,423 | 67,799 | 2,468 | 27,423 | 67,799 |
| 3 | ,991 | 11,008 | 78,807 | | | |
| 4 | ,646 | 7,182 | 85,989 | | | |
| 5 | ,426 | 4,732 | 90,720 | | | |
| 6 | ,294 | 3,270 | 93,990 | | | |
| 7 | ,233 | 2,588 | 96,578 | | | |
| 8 | ,186 | 2,070 | 98,649 | | | |
| 9 | ,122 | 1,351 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Component Matrix[a]**

| | Component | |
|---|---|---|
| | 1 | 2 |
| KKI1 | ,499 | ,570 |
| KKI2 | ,140 | ,802 |
| KKI3 | ,349 | ,550 |
| KKI4 | ,688 | ,546 |
| KKI5 | ,798 | -,063 |
| KKI6 | ,885 | ,066 |
| KKI7 | ,776 | -,457 |
| KKI8 | ,382 | -,688 |
| KKI9 | ,776 | -,457 |

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

**KKI2 dihilangkan**

**Correlation Matrix[a]**

| | | KKI1 | KKI3 | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 |
|---|---|---|---|---|---|---|---|---|---|
| Correlation | KKI1 | 1,000 | ,144 | ,514 | ,423 | ,400 | ,155 | -,261 | ,155 |
| | KKI3 | ,144 | 1,000 | ,652 | ,202 | ,293 | -,026 | -,084 | -,026 |
| | KKI4 | ,514 | ,652 | 1,000 | ,383 | ,647 | ,273 | -,078 | ,273 |
| | KKI5 | ,423 | ,202 | ,383 | 1,000 | ,641 | ,531 | ,405 | ,531 |
| | KKI6 | ,400 | ,293 | ,647 | ,641 | 1,000 | ,639 | ,168 | ,639 |
| | KKI7 | ,155 | -,026 | ,273 | ,531 | ,639 | 1,000 | ,515 | ,814 |
| | KKI8 | -,261 | -,084 | -,078 | ,405 | ,168 | ,515 | 1,000 | ,515 |
| | KKI9 | ,155 | -,026 | ,273 | ,531 | ,639 | ,814 | ,515 | 1,000 |
| Sig. (1-tailed) | KKI1 | | ,224 | ,002 | ,010 | ,014 | ,207 | ,082 | ,207 |
| | KKI3 | ,224 | | ,000 | ,142 | ,058 | ,446 | ,329 | ,446 |
| | KKI4 | ,002 | ,000 | | ,018 | ,000 | ,072 | ,341 | ,072 |
| | KKI5 | ,010 | ,142 | ,018 | | ,000 | ,001 | ,013 | ,001 |
| | KKI6 | ,014 | ,058 | ,000 | ,000 | | ,000 | ,188 | ,000 |
| | KKI7 | ,207 | ,446 | ,072 | ,001 | ,000 | | ,002 | ,000 |
| | KKI8 | ,082 | ,329 | ,341 | ,013 | ,188 | ,002 | | ,002 |
| | KKI9 | ,207 | ,446 | ,072 | ,001 | ,000 | ,000 | ,002 | |

a. Determinant = ,007

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,663 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 125,454 |
| | df | 28 |
| | Sig. | ,000 |

**Anti-image Matrices**

| | | KKI1 | KKI3 | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 |
|---|---|---|---|---|---|---|---|---|---|
| Anti-image Covariance | KKI1 | ,459 | ,152 | -,159 | -,204 | ,054 | -,010 | ,202 | -,010 |
| | KKI3 | ,152 | ,451 | -,229 | -,090 | ,029 | ,039 | ,017 | ,039 |
| | KKI4 | -,159 | -,229 | ,262 | ,072 | -,119 | -,002 | -,021 | -,002 |
| | KKI5 | -,204 | -,090 | ,072 | ,375 | -,132 | ,002 | -,191 | ,002 |
| | KKI6 | ,054 | ,029 | -,119 | -,132 | ,255 | -,073 | ,106 | -,073 |
| | KKI7 | -,010 | ,039 | -,002 | ,002 | -,073 | ,284 | -,087 | -,149 |
| | KKI8 | ,202 | ,017 | -,021 | -,191 | ,106 | -,087 | ,436 | -,087 |
| | KKI9 | -,010 | ,039 | -,002 | ,002 | -,073 | -,149 | -,087 | ,284 |
| Anti-image Correlation | KKI1 | ,483[a] | ,334 | -,458 | -,491 | ,157 | -,028 | ,452 | -,028 |
| | KKI3 | ,334 | ,477[a] | -,667 | -,220 | ,086 | ,109 | ,039 | ,109 |
| | KKI4 | -,458 | -,667 | ,605[a] | ,228 | -,460 | -,006 | -,062 | -,006 |
| | KKI5 | -,491 | -,220 | ,228 | ,668[a] | -,428 | ,007 | -,473 | ,007 |
| | KKI6 | ,157 | ,086 | -,460 | -,428 | ,740[a] | -,273 | ,317 | -,273 |
| | KKI7 | -,028 | ,109 | -,006 | ,007 | -,273 | ,803[a] | -,246 | -,523 |
| | KKI8 | ,452 | ,039 | -,062 | -,473 | ,317 | -,246 | ,551[a] | -,246 |
| | KKI9 | -,028 | ,109 | -,006 | ,007 | -,273 | -,523 | -,246 | ,803[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 3,622 | 45,275 | 45,275 | 3,622 | 45,275 | 45,275 |
| 2 | 1,946 | 24,321 | 69,596 | 1,946 | 24,321 | 69,596 |
| 3 | ,962 | 12,029 | 81,625 | | | |
| 4 | ,590 | 7,381 | 89,006 | | | |
| 5 | ,335 | 4,183 | 93,189 | | | |
| 6 | ,233 | 2,915 | 96,103 | | | |
| 7 | ,186 | 2,329 | 98,433 | | | |
| 8 | ,125 | 1,567 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Component Matrix[a]**

| | Component | |
|---|---|---|
| | 1 | 2 |
| KKI1 | ,463 | ,537 |
| KKI3 | ,320 | ,635 |
| KKI4 | ,659 | ,628 |
| KKI5 | ,800 | -,041 |
| KKI6 | ,881 | ,141 |
| KKI7 | ,800 | -,415 |
| KKI8 | ,418 | -,702 |
| KKI9 | ,800 | -,415 |

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

**KKI3 dihilangkan**

**Correlation Matrix[a]**

| | | KKI1 | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 |
|---|---|---|---|---|---|---|---|---|
| Correlation | KKI1 | 1,000 | ,514 | ,423 | ,400 | ,155 | -,261 | ,155 |
| | KKI4 | ,514 | 1,000 | ,383 | ,647 | ,273 | -,078 | ,273 |
| | KKI5 | ,423 | ,383 | 1,000 | ,641 | ,531 | ,405 | ,531 |
| | KKI6 | ,400 | ,647 | ,641 | 1,000 | ,639 | ,168 | ,639 |
| | KKI7 | ,155 | ,273 | ,531 | ,639 | 1,000 | ,515 | ,814 |
| | KKI8 | -,261 | -,078 | ,405 | ,168 | ,515 | 1,000 | ,515 |
| | KKI9 | ,155 | ,273 | ,531 | ,639 | ,814 | ,515 | 1,000 |
| Sig. (1-tailed) | KKI1 | | ,002 | ,010 | ,014 | ,207 | ,082 | ,207 |
| | KKI4 | ,002 | | ,018 | ,000 | ,072 | ,341 | ,072 |
| | KKI5 | ,010 | ,018 | | ,000 | ,001 | ,013 | ,001 |
| | KKI6 | ,014 | ,000 | ,000 | | ,000 | ,188 | ,000 |
| | KKI7 | ,207 | ,072 | ,001 | ,000 | | ,002 | ,000 |
| | KKI8 | ,082 | ,341 | ,013 | ,188 | ,002 | | ,002 |
| | KKI9 | ,207 | ,072 | ,001 | ,000 | ,000 | ,002 | |

a. Determinant = ,016

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,700 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 106,506 |
| | df | 21 |
| | Sig. | ,000 |

**Anti-image Matrices**

| | | KKI1 | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 |
|---|---|---|---|---|---|---|---|---|
| Anti-image Covariance | KKI1 | ,516 | -,165 | -,205 | ,050 | -,027 | ,221 | -,027 |
| | KKI4 | -,165 | ,472 | ,048 | -,189 | ,033 | -,022 | ,033 |
| | KKI5 | -,205 | ,048 | ,394 | -,134 | ,011 | -,198 | ,011 |
| | KKI6 | ,050 | -,189 | -,134 | ,257 | -,077 | ,105 | -,077 |
| | KKI7 | -,027 | ,033 | ,011 | -,077 | ,287 | -,089 | -,156 |
| | KKI8 | ,221 | -,022 | -,198 | ,105 | -,089 | ,437 | -,089 |
| | KKI9 | -,027 | ,033 | ,011 | -,077 | -,156 | -,089 | ,287 |
| Anti-image Correlation | KKI1 | ,560[a] | -,335 | -,455 | ,137 | -,069 | ,466 | -,069 |
| | KKI4 | -,335 | ,692[a] | ,112 | -,543 | ,089 | -,048 | ,089 |
| | KKI5 | -,455 | ,112 | ,701[a] | -,421 | ,032 | -,476 | ,032 |
| | KKI6 | ,137 | -,543 | -,421 | ,709[a] | -,285 | ,315 | -,285 |
| | KKI7 | -,069 | ,089 | ,032 | -,285 | ,792[a] | -,252 | -,542 |
| | KKI8 | ,466 | -,048 | -,476 | ,315 | -,252 | ,542[a] | -,252 |
| | KKI9 | -,069 | ,089 | ,032 | -,285 | -,542 | -,252 | ,792[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| Component | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 3,551 | 50,723 | 50,723 | 3,551 | 50,723 | 50,723 |
| 2 | 1,690 | 24,138 | 74,861 | 1,690 | 24,138 | 74,861 |
| 3 | ,603 | 8,618 | 83,479 | | | |
| 4 | ,490 | 6,996 | 90,475 | | | |
| 5 | ,333 | 4,760 | 95,235 | | | |
| 6 | ,186 | 2,662 | 97,897 | | | |
| 7 | ,147 | 2,103 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Component Matrix[a]**

| | Component | |
|---|---|---|
| | 1 | 2 |
| KKI1 | ,444 | ,722 |
| KKI4 | ,595 | ,588 |
| KKI5 | ,801 | ,031 |
| KKI6 | ,870 | ,216 |
| KKI7 | ,834 | -,324 |
| KKI8 | ,457 | -,752 |
| KKI9 | ,834 | -,324 |

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

**KKI1 dihilangkan**

**Correlation Matrix[a]**

| | | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 |
|---|---|---|---|---|---|---|---|
| Correlation | KKI4 | 1,000 | ,383 | ,647 | ,273 | -,078 | ,273 |
| | KKI5 | ,383 | 1,000 | ,641 | ,531 | ,405 | ,531 |
| | KKI6 | ,647 | ,641 | 1,000 | ,639 | ,168 | ,639 |
| | KKI7 | ,273 | ,531 | ,639 | 1,000 | ,515 | ,814 |
| | KKI8 | -,078 | ,405 | ,168 | ,515 | 1,000 | ,515 |
| | KKI9 | ,273 | ,531 | ,639 | ,814 | ,515 | 1,000 |
| Sig. (1-tailed) | KKI4 | | ,018 | ,000 | ,072 | ,341 | ,072 |
| | KKI5 | ,018 | | ,000 | ,001 | ,013 | ,001 |
| | KKI6 | ,000 | ,000 | | ,000 | ,188 | ,000 |
| | KKI7 | ,072 | ,001 | ,000 | | ,002 | ,000 |
| | KKI8 | ,341 | ,013 | ,188 | ,002 | | ,002 |
| | KKI9 | ,072 | ,001 | ,000 | ,000 | ,002 | |

a. Determinant = ,031

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,757 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 90,582 |
| | df | 15 |
| | Sig. | ,000 |

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Anti-image Matrices**

| | | KKI4 | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 |
|---|---|---|---|---|---|---|---|
| Anti-image Covariance | KKI4 | ,532 | -,025 | -,199 | ,028 | ,071 | ,028 |
| | KKI5 | -,025 | ,497 | -,147 | ,000 | -,177 | ,000 |
| | KKI6 | -,199 | -,147 | ,262 | -,077 | ,109 | -,077 |
| | KKI7 | ,028 | ,000 | -,077 | ,289 | -,100 | -,158 |
| | KKI8 | ,071 | -,177 | ,109 | -,100 | ,558 | -,100 |
| | KKI9 | ,028 | ,000 | -,077 | -,158 | -,100 | ,289 |
| Anti-image Correlation | KKI4 | ,697[a] | -,048 | -,533 | ,070 | ,130 | ,070 |
| | KKI5 | -,048 | ,821[a] | -,407 | ,001 | -,335 | ,001 |
| | KKI6 | -,533 | -,407 | ,709[a] | -,279 | ,286 | -,279 |
| | KKI7 | ,070 | ,001 | -,279 | ,791[a] | -,250 | -,549 |
| | KKI8 | ,130 | -,335 | ,286 | -,250 | ,684[a] | -,250 |
| | KKI9 | ,070 | ,001 | -,279 | -,549 | -,250 | ,791[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| Component | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 3,410 | 56,831 | 56,831 | 3,410 | 56,831 | 56,831 |
| 2 | 1,282 | 21,366 | 78,197 | 1,282 | 21,366 | 78,197 |
| 3 | ,547 | 9,116 | 87,313 | | | |
| 4 | ,398 | 6,631 | 93,944 | | | |
| 5 | ,186 | 3,106 | 97,050 | | | |
| 6 | ,177 | 2,950 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Component Matrix[a]**

| | Component | |
|---|---|---|
| | 1 | 2 |
| KKI4 | ,531 | ,735 |
| KKI5 | ,783 | ,051 |
| KKI6 | ,848 | ,390 |
| KKI7 | ,866 | -,220 |
| KKI8 | ,543 | -,700 |
| KKI9 | ,866 | -,220 |

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

## KKI4 dihilangkan

**Correlation Matrix[a]**

| | | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 |
|---|---|---|---|---|---|---|
| Correlation | KKI5 | 1,000 | ,641 | ,531 | ,405 | ,531 |
| | KKI6 | ,641 | 1,000 | ,639 | ,168 | ,639 |
| | KKI7 | ,531 | ,639 | 1,000 | ,515 | ,814 |
| | KKI8 | ,405 | ,168 | ,515 | 1,000 | ,515 |
| | KKI9 | ,531 | ,639 | ,814 | ,515 | 1,000 |
| Sig. (1-tailed) | KKI5 | | ,000 | ,001 | ,013 | ,001 |
| | KKI6 | ,000 | | ,000 | ,188 | ,000 |
| | KKI7 | ,001 | ,000 | | ,002 | ,000 |
| | KKI8 | ,013 | ,188 | ,002 | | ,002 |
| | KKI9 | ,001 | ,000 | ,000 | ,002 | |

a. Determinant = ,059

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,732 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 75,006 |
| | df | 10 |
| | Sig. | ,000 |

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Anti-image Matrices**

| | | KKI5 | KKI6 | KKI7 | KKI8 | KKI9 |
|---|---|---|---|---|---|---|
| Anti-image Covariance | KKI5 | ,498 | -,218 | ,002 | -,177 | ,002 |
| | KKI6 | -,218 | ,366 | -,093 | ,193 | -,093 |
| | KKI7 | ,002 | -,093 | ,290 | -,106 | -,161 |
| | KKI8 | -,177 | ,193 | -,106 | ,568 | -,106 |
| | KKI9 | ,002 | -,093 | -,161 | -,106 | ,290 |
| Anti-image Correlation | KKI5 | ,754[a] | -,511 | ,004 | -,332 | ,004 |
| | KKI6 | -,511 | ,675[a] | -,286 | ,424 | -,286 |
| | KKI7 | ,004 | -,286 | ,779[a] | -,262 | -,557 |
| | KKI8 | -,332 | ,424 | -,262 | ,628[a] | -,262 |
| | KKI9 | ,004 | -,286 | -,557 | -,262 | ,779[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 3,200 | 64,006 | 64,006 | 3,200 | 64,006 | 64,006 |
| 2 | ,857 | 17,145 | 81,150 | | | |
| 3 | ,544 | 10,881 | 92,031 | | | |
| 4 | ,212 | 4,242 | 96,273 | | | |
| 5 | ,186 | 3,727 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Component Matrix[a]**

| | Component |
|---|---|
| | 1 |
| KKI5 | ,775 |
| KKI6 | ,791 |
| KKI7 | ,892 |
| KKI8 | ,620 |
| KKI9 | ,892 |

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

## Kepuasam Kerja Intrinsik

## Reliability

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100,0 |
| | Excluded[a] | 0 | ,0 |
| | Total | 30 | 100,0 |

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

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---|---|---|
| ,814 | ,854 | 5 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|---|
| KKI5 | 16,00 | 3,310 | ,656 | ,502 | ,761 |
| KKI6 | 15,97 | 3,482 | ,594 | ,634 | ,781 |
| KKI7 | 15,57 | 3,840 | ,779 | ,710 | ,751 |
| KKI8 | 16,10 | 3,403 | ,445 | ,432 | ,851 |
| KKI9 | 15,57 | 3,840 | ,779 | ,710 | ,751 |

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Kepuasan Kerja Ekstrinsik**

**Factor Analysis**

**Correlation Matrix[a]**

| | | KKE1 | KKE2 | KKE3 | KKE4 | KKE5 | KKE6 |
|---|---|---|---|---|---|---|---|
| Correlation | KKE1 | 1,000 | ,726 | ,481 | ,583 | ,691 | ,617 |
| | KKE2 | ,726 | 1,000 | ,338 | ,583 | ,502 | ,472 |
| | KKE3 | ,481 | ,338 | 1,000 | ,779 | ,612 | ,316 |
| | KKE4 | ,583 | ,583 | ,779 | 1,000 | ,635 | ,285 |
| | KKE5 | ,691 | ,502 | ,612 | ,635 | 1,000 | ,575 |
| | KKE6 | ,617 | ,472 | ,316 | ,285 | ,575 | 1,000 |
| Sig. (1-tailed) | KKE1 | | ,000 | ,004 | ,000 | ,000 | ,000 |
| | KKE2 | ,000 | | ,034 | ,000 | ,002 | ,004 |
| | KKE3 | ,004 | ,034 | | ,000 | ,000 | ,044 |
| | KKE4 | ,000 | ,000 | ,000 | | ,000 | ,063 |
| | KKE5 | ,000 | ,002 | ,000 | ,000 | | ,000 |
| | KKE6 | ,000 | ,004 | ,044 | ,063 | ,000 | |

a. Determinant = ,022

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,761 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 100,197 |
| | df | 15 |
| | Sig. | ,000 |

**Anti-image Matrices**

| | | KKE1 | KKE2 | KKE3 | KKE4 | KKE5 | KKE6 |
|---|---|---|---|---|---|---|---|
| Anti-image Covariance | KKE1 | ,300 | -,166 | -,020 | -,009 | -,105 | -,114 |
| | KKE2 | -,166 | ,378 | ,111 | -,137 | ,037 | -,072 |
| | KKE3 | -,020 | ,111 | ,329 | -,195 | -,060 | -,051 |
| | KKE4 | -,009 | -,137 | -,195 | ,250 | -,067 | ,103 |
| | KKE5 | -,105 | ,037 | -,060 | -,067 | ,369 | -,142 |
| | KKE6 | -,114 | -,072 | -,051 | ,103 | -,142 | ,524 |
| Anti-image Correlation | KKE1 | ,820[a] | -,493 | -,065 | -,033 | -,316 | -,287 |
| | KKE2 | -,493 | ,717[a] | ,314 | -,445 | ,100 | -,163 |
| | KKE3 | -,065 | ,314 | ,701[a] | -,680 | -,171 | -,122 |
| | KKE4 | -,033 | -,445 | -,680 | ,691[a] | -,221 | ,284 |
| | KKE5 | -,316 | ,100 | -,171 | -,221 | ,863[a] | -,322 |
| | KKE6 | -,287 | -,163 | -,122 | ,284 | -,322 | ,784[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| Component | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 3,757 | 62,621 | 62,621 | 3,757 | 62,621 | 62,621 |
| 2 | ,953 | 15,883 | 78,504 | | | |
| 3 | ,614 | 10,232 | 88,736 | | | |
| 4 | ,310 | 5,170 | 93,906 | | | |
| 5 | ,222 | 3,705 | 97,611 | | | |
| 6 | ,143 | 2,389 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Component Matrix[a]**

| | Component |
|---|---|
| | 1 |
| KKE1 | ,870 |
| KKE2 | ,765 |
| KKE3 | ,745 |
| KKE4 | ,823 |
| KKE5 | ,853 |
| KKE6 | ,674 |

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

## Kepuasan Kerja Ekstrinsik

## Reliability

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100,0 |
| | Excluded[a] | 0 | ,0 |
| | Total | 30 | 100,0 |

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

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---|---|---|
| ,879 | ,878 | 6 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|---|
| KKE1 | 15,87 | 10,533 | ,795 | ,700 | ,839 |
| KKE2 | 16,13 | 11,223 | ,660 | ,622 | ,863 |
| KKE3 | 16,70 | 11,872 | ,634 | ,671 | ,866 |
| KKE4 | 16,87 | 10,464 | ,722 | ,750 | ,853 |
| KKE5 | 15,97 | 10,999 | ,767 | ,631 | ,845 |
| KKE6 | 16,47 | 12,189 | ,549 | ,476 | ,879 |

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

## Kepuasan Kerja General

## Factor Analysis

**Correlation Matrix[a]**

| | | KKG1 | KKG2 |
|---|---|---|---|
| Correlation | KKG1 | 1,000 | ,708 |
| | KKG2 | ,708 | 1,000 |
| Sig. (1-tailed) | KKG1 | | ,000 |
| | KKG2 | ,000 | |

a. Determinant = ,499

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,500 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 19,113 |
| | df | 1 |
| | Sig. | ,000 |

**Anti-image Matrices**

| | | KKG1 | KKG2 |
|---|---|---|---|
| Anti-image Covariance | KKG1 | ,499 | -,353 |
| | KKG2 | -,353 | ,499 |
| Anti-image Correlation | KKG1 | ,500[a] | -,708 |
| | KKG2 | -,708 | ,500[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| Component | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 1,708 | 85,389 | 85,389 | 1,708 | 85,389 | 85,389 |
| 2 | ,292 | 14,611 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Component Matrix[a]**

| | Component |
|---|---|
| | 1 |
| KKG1 | ,924 |
| KKG2 | ,924 |

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

## Kepuasan Kerja General

## Reliability

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100,0 |
| | Excluded[a] | 0 | ,0 |
| | Total | 30 | 100,0 |

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

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---|---|---|
| ,826 | ,829 | 2 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|---|
| KKG1 | 3,53 | ,740 | ,708 | ,501 | . |
| KKG2 | 3,40 | ,593 | ,708 | ,501 | . |

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

## Komitmen Organisasional Afektif

## Factor Analysis

**Correlation Matrix[a]**

| | | KOA1 | KOA2 | KOA3 | KOA4 | KOA5 | KOA6 |
|---|---|---|---|---|---|---|---|
| Correlation | KOA1 | 1,000 | ,517 | ,697 | ,609 | ,617 | ,000 |
| | KOA2 | ,517 | 1,000 | ,311 | ,165 | ,121 | ,000 |
| | KOA3 | ,697 | ,311 | 1,000 | ,804 | ,849 | -,048 |
| | KOA4 | ,609 | ,165 | ,804 | 1,000 | ,764 | -,143 |
| | KOA5 | ,617 | ,121 | ,849 | ,764 | 1,000 | -,048 |
| | KOA6 | ,000 | ,000 | -,048 | -,143 | -,048 | 1,000 |
| Sig. (1-tailed) | KOA1 | | ,002 | ,000 | ,000 | ,000 | ,500 |
| | KOA2 | ,002 | | ,047 | ,192 | ,262 | ,500 |
| | KOA3 | ,000 | ,047 | | ,000 | ,000 | ,401 |
| | KOA4 | ,000 | ,192 | ,000 | | ,000 | ,226 |
| | KOA5 | ,000 | ,262 | ,000 | ,000 | | ,401 |
| | KOA6 | ,500 | ,500 | ,401 | ,226 | ,401 | |

a. Determinant = ,028

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,763 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 93,655 |
| | df | 15 |
| | Sig. | ,000 |

**Anti-image Matrices**

| | | KOA1 | KOA2 | KOA3 | KOA4 | KOA5 | KOA6 |
|---|---|---|---|---|---|---|---|
| Anti-image Covariance | KOA1 | ,381 | -,241 | -,041 | -,059 | -,055 | -,047 |
| | KOA2 | -,241 | ,623 | -,086 | ,068 | ,118 | ,031 |
| | KOA3 | -,041 | -,086 | ,182 | -,098 | -,123 | -,021 |
| | KOA4 | -,059 | ,068 | -,098 | ,308 | -,052 | ,102 |
| | KOA5 | -,055 | ,118 | -,123 | -,052 | ,234 | -,008 |
| | KOA6 | -,047 | ,031 | -,021 | ,102 | -,008 | ,960 |
| Anti-image Correlation | KOA1 | ,816[a] | -,495 | -,157 | -,173 | -,183 | -,078 |
| | KOA2 | -,495 | ,484[a] | -,257 | ,155 | ,310 | ,041 |
| | KOA3 | -,157 | -,257 | ,760[a] | -,413 | -,594 | -,051 |
| | KOA4 | -,173 | ,155 | -,413 | ,847[a] | -,193 | ,188 |
| | KOA5 | -,183 | ,310 | -,594 | -,193 | ,766[a] | -,017 |
| | KOA6 | -,078 | ,041 | -,051 | ,188 | -,017 | ,351[a] |

a. Measures of Sampling Adequacy(MSA)

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Total Variance Explained**

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 3,316 | 55,260 | 55,260 | 3,316 | 55,260 | 55,260 |
| 2 | 1,083 | 18,045 | 73,305 | 1,083 | 18,045 | 73,305 |
| 3 | ,963 | 16,048 | 89,353 | | | |
| 4 | ,282 | 4,703 | 94,056 | | | |
| 5 | ,235 | 3,913 | 97,970 | | | |
| 6 | ,122 | 2,030 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Component Matrix[a]**

| | Component | |
|---|---|---|
| | 1 | 2 |
| KOA1 | ,842 | ,289 |
| KOA2 | ,422 | ,709 |
| KOA3 | ,938 | -,068 |
| KOA4 | ,874 | -,257 |
| KOA5 | ,881 | -,226 |
| KOA6 | -,091 | ,612 |

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

**KOA2 dan KOA6 dihilangkan karena MSA < 0,5**

**Correlation Matrix[a]**

| | | KOA1 | KOA3 | KOA4 | KOA5 |
|---|---|---|---|---|---|
| Correlation | KOA1 | 1,000 | ,697 | ,609 | ,617 |
| | KOA3 | ,697 | 1,000 | ,804 | ,849 |
| | KOA4 | ,609 | ,804 | 1,000 | ,764 |
| | KOA5 | ,617 | ,849 | ,764 | 1,000 |
| Sig. (1-tailed) | KOA1 | | ,000 | ,000 | ,000 |
| | KOA3 | ,000 | | ,000 | ,000 |
| | KOA4 | ,000 | ,000 | | ,000 |
| | KOA5 | ,000 | ,000 | ,000 | |

a. Determinant = ,047

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,828 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 82,282 |
| | df | 6 |
| | Sig. | ,000 |

**Anti-image Matrices**

| | | KOA1 | KOA3 | KOA4 | KOA5 |
|---|---|---|---|---|---|
| Anti-image Covariance | KOA1 | ,507 | -,108 | -,041 | -,014 |
| | KOA3 | -,108 | ,195 | -,099 | -,127 |
| | KOA4 | -,041 | -,099 | ,326 | -,074 |
| | KOA5 | -,014 | -,127 | -,074 | ,260 |
| Anti-image Correlation | KOA1 | ,906[a] | -,342 | -,102 | -,038 |
| | KOA3 | -,342 | ,760[a] | -,390 | -,562 |
| | KOA4 | -,102 | -,390 | ,876[a] | -,255 |
| | KOA5 | -,038 | -,562 | -,255 | ,815[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 3,179 | 79,481 | 79,481 | 3,179 | 79,481 | 79,481 |
| 2 | ,441 | 11,037 | 90,518 | | | |
| 3 | ,242 | 6,057 | 96,575 | | | |
| 4 | ,137 | 3,425 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Component Matrix[a]**

| | Component |
|---|---|
| | 1 |
| KOA1 | ,810 |
| KOA3 | ,944 |
| KOA4 | ,895 |
| KOA5 | ,911 |

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

## Komitmen Organisasional Afektif

## Reliability

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100,0 |
| | Excluded[a] | 0 | ,0 |
| | Total | 30 | 100,0 |

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

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---|---|---|
| ,817 | ,762 | 6 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|---|
| KOA1 | 17,83 | 9,040 | ,750 | ,619 | ,746 |
| KOA2 | 17,33 | 13,333 | ,319 | ,377 | ,832 |
| KOA3 | 17,30 | 8,976 | ,867 | ,818 | ,715 |
| KOA4 | 17,43 | 9,564 | ,735 | ,692 | ,750 |
| KOA5 | 17,50 | 9,431 | ,764 | ,766 | ,743 |
| KOA6 | 17,27 | 15,168 | -,062 | ,040 | ,870 |

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Komitmen Organisasional Kontinu**

**Factor Analysis**

**Correlation Matrix[a]**

| | | KOK1 | KOK2 | KOK3 | KOK4 | KOK5 | KOK6 |
|---|---|---|---|---|---|---|---|
| Correlation | KOK1 | 1,000 | ,157 | ,510 | ,386 | ,106 | ,350 |
| | KOK2 | ,157 | 1,000 | ,481 | ,258 | ,222 | ,484 |
| | KOK3 | ,510 | ,481 | 1,000 | ,656 | ,276 | ,413 |
| | KOK4 | ,386 | ,258 | ,656 | 1,000 | ,295 | ,631 |
| | KOK5 | ,106 | ,222 | ,276 | ,295 | 1,000 | ,307 |
| | KOK6 | ,350 | ,484 | ,413 | ,631 | ,307 | 1,000 |
| Sig. (1-tailed) | KOK1 | | ,204 | ,002 | ,018 | ,289 | ,029 |
| | KOK2 | ,204 | | ,004 | ,084 | ,119 | ,003 |
| | KOK3 | ,002 | ,004 | | ,000 | ,070 | ,012 |
| | KOK4 | ,018 | ,084 | ,000 | | ,057 | ,000 |
| | KOK5 | ,289 | ,119 | ,070 | ,057 | | ,049 |
| | KOK6 | ,029 | ,003 | ,012 | ,000 | ,049 | |

a. Determinant = ,120

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,579 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 55,381 |
| | df | 15 |
| | Sig. | ,000 |

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Anti-image Matrices**

| | | KOK1 | KOK2 | KOK3 | KOK4 | KOK5 | KOK6 |
|---|---|---|---|---|---|---|---|
| Anti-image Covariance | KOK1 | ,679 | ,131 | -,211 | ,043 | ,058 | -,136 |
| | KOK2 | ,131 | ,563 | -,226 | ,160 | -,023 | -,242 |
| | KOK3 | -,211 | -,226 | ,359 | -,213 | -,058 | ,122 |
| | KOK4 | ,043 | ,160 | -,213 | ,360 | -,032 | -,230 |
| | KOK5 | ,058 | -,023 | -,058 | -,032 | ,870 | -,084 |
| | KOK6 | -,136 | -,242 | ,122 | -,230 | -,084 | ,431 |
| Anti-image Correlation | KOK1 | ,650[a] | ,212 | -,428 | ,088 | ,075 | -,251 |
| | KOK2 | ,212 | ,475[a] | -,504 | ,356 | -,033 | -,492 |
| | KOK3 | -,428 | -,504 | ,566[a] | -,593 | -,103 | ,311 |
| | KOK4 | ,088 | ,356 | -,593 | ,577[a] | -,058 | -,584 |
| | KOK5 | ,075 | -,033 | -,103 | -,058 | ,890[a] | -,136 |
| | KOK6 | -,251 | -,492 | ,311 | -,584 | -,136 | ,572[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| Component | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 2,924 | 48,739 | 48,739 | 2,924 | 48,739 | 48,739 |
| 2 | ,955 | 15,915 | 64,654 | | | |
| 3 | ,802 | 13,371 | 78,025 | | | |
| 4 | ,634 | 10,567 | 88,592 | | | |
| 5 | ,522 | 8,701 | 97,293 | | | |
| 6 | ,162 | 2,707 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Component Matrix[a]**

| | Component |
|---|---|
| | 1 |
| KOK1 | ,601 |
| KOK2 | ,616 |
| KOK3 | ,827 |
| KOK4 | ,814 |
| KOK5 | ,473 |
| KOK6 | ,784 |

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

**KOK2 dihilangkan karena MSA < 0,5**

**Correlation Matrix[a]**

| | | KOK1 | KOK3 | KOK4 | KOK5 | KOK6 |
|---|---|---|---|---|---|---|
| Correlation | KOK1 | 1,000 | ,510 | ,386 | ,106 | ,350 |
| | KOK3 | ,510 | 1,000 | ,656 | ,276 | ,413 |
| | KOK4 | ,386 | ,656 | 1,000 | ,295 | ,631 |
| | KOK5 | ,106 | ,276 | ,295 | 1,000 | ,307 |
| | KOK6 | ,350 | ,413 | ,631 | ,307 | 1,000 |
| Sig. (1-tailed) | KOK1 | | ,002 | ,018 | ,289 | ,029 |
| | KOK3 | ,002 | | ,000 | ,070 | ,012 |
| | KOK4 | ,018 | ,000 | | ,057 | ,000 |
| | KOK5 | ,289 | ,070 | ,057 | | ,049 |
| | KOK6 | ,029 | ,012 | ,000 | ,049 | |

a. Determinant = ,214

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,704 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 40,879 |
| | df | 10 |
| | Sig. | ,000 |

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Anti-image Matrices**

| | | KOK1 | KOK3 | KOK4 | KOK5 | KOK6 |
|---|---|---|---|---|---|---|
| Anti-image Covariance | KOK1 | ,711 | -,223 | ,007 | ,066 | -,109 |
| | KOK3 | -,223 | ,481 | -,228 | -,090 | ,044 |
| | KOK4 | ,007 | -,228 | ,412 | -,029 | -,243 |
| | KOK5 | ,066 | -,090 | -,029 | ,871 | -,124 |
| | KOK6 | -,109 | ,044 | -,243 | -,124 | ,568 |
| Anti-image Correlation | KOK1 | ,749[a] | -,381 | ,013 | ,084 | -,172 |
| | KOK3 | -,381 | ,683[a] | -,513 | -,139 | ,084 |
| | KOK4 | ,013 | -,513 | ,673[a] | -,049 | -,503 |
| | KOK5 | ,084 | -,139 | -,049 | ,819[a] | -,176 |
| | KOK6 | -,172 | ,084 | -,503 | -,176 | ,710[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| Component | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 2,641 | 52,816 | 52,816 | 2,641 | 52,816 | 52,816 |
| 2 | ,922 | 18,441 | 71,257 | | | |
| 3 | ,659 | 13,184 | 84,441 | | | |
| 4 | ,523 | 10,469 | 94,910 | | | |
| 5 | ,254 | 5,090 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Component Matrix[a]**

| | Component |
|---|---|
| | 1 |
| KOK1 | ,650 |
| KOK3 | ,818 |
| KOK4 | ,859 |
| KOK5 | ,477 |
| KOK6 | ,764 |

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

## Komitmen Organisasional Kontinu

## Reliability

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100,0 |
| | Excluded[a] | 0 | ,0 |
| | Total | 30 | 100,0 |

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

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---|---|---|
| ,768 | ,764 | 5 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|---|
| KOK1 | 11,27 | 4,478 | ,449 | ,289 | ,756 |
| KOK3 | 11,97 | 3,620 | ,649 | ,519 | ,687 |
| KOK4 | 11,93 | 3,099 | ,709 | ,588 | ,658 |
| KOK5 | 11,70 | 4,424 | ,323 | ,129 | ,795 |
| KOK6 | 12,20 | 3,683 | ,598 | ,432 | ,705 |

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Komitmen Organisasional Normatif**

**Factor Analysis**

**Correlation Matrix[a]**

| | | KON1 | KON2 | KON3 | KON4 | KON5 | KON6 |
|---|---|---|---|---|---|---|---|
| Correlation | KON1 | 1,000 | ,178 | ,083 | ,000 | ,204 | -,029 |
| | KON2 | ,178 | 1,000 | ,745 | ,282 | ,066 | ,513 |
| | KON3 | ,083 | ,745 | 1,000 | ,236 | ,000 | ,655 |
| | KON4 | ,000 | ,282 | ,236 | 1,000 | ,029 | ,338 |
| | KON5 | ,204 | ,066 | ,000 | ,029 | 1,000 | ,023 |
| | KON6 | -,029 | ,513 | ,655 | ,338 | ,023 | 1,000 |
| Sig. (1-tailed) | KON1 | | ,174 | ,331 | ,500 | ,140 | ,440 |
| | KON2 | ,174 | | ,000 | ,065 | ,364 | ,002 |
| | KON3 | ,331 | ,000 | | ,105 | ,500 | ,000 |
| | KON4 | ,500 | ,065 | ,105 | | ,439 | ,034 |
| | KON5 | ,140 | ,364 | ,500 | ,439 | | ,453 |
| | KON6 | ,440 | ,002 | ,000 | ,034 | ,453 | |

a. Determinant = ,197

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,663 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 42,500 |
| | df | 15 |
| | Sig. | ,000 |

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Anti-image Matrices**

| | | KON1 | KON2 | KON3 | KON4 | KON5 | KON6 |
|---|---|---|---|---|---|---|---|
| Anti-image Covariance | KON1 | ,912 | -,103 | -,003 | ,021 | -,182 | ,082 |
| | KON2 | -,103 | ,417 | -,236 | -,095 | -,038 | -,012 |
| | KON3 | -,003 | -,236 | ,339 | ,045 | ,043 | -,202 |
| | KON4 | ,021 | -,095 | ,045 | ,863 | -,011 | -,162 |
| | KON5 | -,182 | -,038 | ,043 | -,011 | ,952 | -,032 |
| | KON6 | ,082 | -,012 | -,202 | -,162 | -,032 | ,527 |
| Anti-image Correlation | KON1 | ,500[a] | -,166 | -,005 | ,023 | -,196 | ,119 |
| | KON2 | -,166 | ,675[a] | -,627 | -,158 | -,060 | -,025 |
| | KON3 | -,005 | -,627 | ,622[a] | ,084 | ,076 | -,479 |
| | KON4 | ,023 | -,158 | ,084 | ,734[a] | -,012 | -,241 |
| | KON5 | -,196 | -,060 | ,076 | -,012 | ,487[a] | -,045 |
| | KON6 | ,119 | -,025 | -,479 | -,241 | -,045 | ,726[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| Component | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 2,462 | 41,040 | 41,040 | 2,462 | 41,040 | 41,040 |
| 2 | 1,213 | 20,224 | 61,264 | 1,213 | 20,224 | 61,264 |
| 3 | ,884 | 14,736 | 76,000 | | | |
| 4 | ,776 | 12,936 | 88,936 | | | |
| 5 | ,450 | 7,508 | 96,444 | | | |
| 6 | ,213 | 3,556 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Component Matrix[a]**

| | Component | |
|---|---|---|
| | 1 | 2 |
| KON1 | ,150 | ,781 |
| KON2 | ,857 | ,091 |
| KON3 | ,889 | -,057 |
| KON4 | ,498 | -,122 |
| KON5 | ,082 | ,738 |
| KON6 | ,812 | -,178 |

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

**KON5 dihilangkan karena MSA < 0,5**

**Correlation Matrix[a]**

| | | KON1 | KON2 | KON3 | KON4 | KON6 |
|---|---|---|---|---|---|---|
| Correlation | KON1 | 1,000 | ,178 | ,083 | ,000 | -,029 |
| | KON2 | ,178 | 1,000 | ,745 | ,282 | ,513 |
| | KON3 | ,083 | ,745 | 1,000 | ,236 | ,655 |
| | KON4 | ,000 | ,282 | ,236 | 1,000 | ,338 |
| | KON6 | -,029 | ,513 | ,655 | ,338 | 1,000 |
| Sig. (1-tailed) | KON1 | | ,174 | ,331 | ,500 | ,440 |
| | KON2 | ,174 | | ,000 | ,065 | ,002 |
| | KON3 | ,331 | ,000 | | ,105 | ,000 |
| | KON4 | ,500 | ,065 | ,105 | | ,034 |
| | KON6 | ,440 | ,002 | ,000 | ,034 | |

a. Determinant = ,207

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,670 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 41,727 |
| | df | 10 |
| | Sig. | ,000 |

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Anti-image Matrices**

| | | KON1 | KON2 | KON3 | KON4 | KON6 |
|---|---|---|---|---|---|---|
| Anti-image Covariance | KON1 | ,948 | -,115 | ,006 | ,019 | ,080 |
| | KON2 | -,115 | ,418 | -,236 | -,096 | -,013 |
| | KON3 | ,006 | -,236 | ,341 | ,046 | -,203 |
| | KON4 | ,019 | -,096 | ,046 | ,863 | -,163 |
| | KON6 | ,080 | -,013 | -,203 | -,163 | ,528 |
| Anti-image Correlation | KON1 | ,460[a] | -,182 | ,010 | ,021 | ,112 |
| | KON2 | -,182 | ,674[a] | -,626 | -,159 | -,028 |
| | KON3 | ,010 | -,626 | ,626[a] | ,085 | -,478 |
| | KON4 | ,021 | -,159 | ,085 | ,732[a] | -,242 |
| | KON6 | ,112 | -,028 | -,478 | -,242 | ,729[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 2,458 | 49,169 | 49,169 | 2,458 | 49,169 | 49,169 |
| 2 | 1,043 | 20,860 | 70,029 | 1,043 | 20,860 | 70,029 |
| 3 | ,832 | 16,637 | 86,666 | | | |
| 4 | ,452 | 9,036 | 95,702 | | | |
| 5 | ,215 | 4,298 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Component Matrix[a]**

| | Component | |
|---|---|---|
| | 1 | 2 |
| KON1 | ,139 | ,940 |
| KON2 | ,856 | ,174 |
| KON3 | ,892 | ,041 |
| KON4 | ,499 | -,290 |
| KON6 | ,814 | -,211 |

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**KON1 dihilangkan karena MSA < 0,5**

**Correlation Matrix[a]**

| | | KON2 | KON3 | KON4 | KON6 |
|---|---|---|---|---|---|
| Correlation | KON2 | 1,000 | ,745 | ,282 | ,513 |
| | KON3 | ,745 | 1,000 | ,236 | ,655 |
| | KON4 | ,282 | ,236 | 1,000 | ,338 |
| | KON6 | ,513 | ,655 | ,338 | 1,000 |
| Sig. (1-tailed) | KON2 | | ,000 | ,065 | ,002 |
| | KON3 | ,000 | | ,105 | ,000 |
| | KON4 | ,065 | ,105 | | ,034 |
| | KON6 | ,002 | ,000 | ,034 | |

a. Determinant = ,218

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,673 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 40,829 |
| | df | 6 |
| | Sig. | ,000 |

**Anti-image Matrices**

| | | KON2 | KON3 | KON4 | KON6 |
|---|---|---|---|---|---|
| Anti-image Covariance | KON2 | ,432 | -,243 | -,097 | -,004 |
| | KON3 | -,243 | ,341 | ,046 | -,206 |
| | KON4 | -,097 | ,046 | ,863 | -,167 |
| | KON6 | -,004 | -,206 | -,167 | ,535 |
| Anti-image Correlation | KON2 | ,678[a] | -,634 | -,158 | -,008 |
| | KON3 | -,634 | ,619[a] | ,085 | -,482 |
| | KON4 | -,158 | ,085 | ,729[a] | -,246 |
| | KON6 | -,008 | -,482 | -,246 | ,734[a] |

a. Measures of Sampling Adequacy(MSA)

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**Total Variance Explained**

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 2,447 | 61,174 | 61,174 | 2,447 | 61,174 | 61,174 |
| 2 | ,852 | 21,293 | 82,468 | | | |
| 3 | ,485 | 12,137 | 94,605 | | | |
| 4 | ,216 | 5,395 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Communalities**

| | Initial | Extraction |
|---|---|---|
| KON2 | 1,000 | ,721 |
| KON3 | 1,000 | ,796 |
| KON4 | 1,000 | ,253 |
| KON6 | 1,000 | ,677 |

Extraction Method: Principal Component Analysis.

**Component Matrix[a]**

| | Component |
|---|---|
| | 1 |
| KON2 | ,849 |
| KON3 | ,892 |
| KON4 | ,503 |
| KON6 | ,823 |

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

## Komitmen Organisasional Normatif
## Reliability

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100,0 |
| | Excluded[a] | 0 | ,0 |
| | Total | 30 | 100,0 |

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

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---|---|---|
| ,783 | ,774 | 4 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|---|
| KON2 | 8,67 | 2,782 | ,668 | ,568 | ,687 |
| KON3 | 8,87 | 2,878 | ,741 | ,659 | ,649 |
| KON4 | 8,13 | 4,051 | ,330 | ,137 | ,838 |
| KON6 | 8,73 | 2,892 | ,642 | ,465 | ,701 |

## Keinginan Berpindah
## Factor Analysis

**Correlation Matrix[a]**

| | | KB1 | KB2 | KB3 |
|---|---|---|---|---|
| Correlation | KB1 | 1,000 | ,643 | ,554 |
| | KB2 | ,643 | 1,000 | ,910 |
| | KB3 | ,554 | ,910 | 1,000 |
| Sig. (1-tailed) | KB1 | | ,000 | ,001 |
| | KB2 | ,000 | | ,000 |
| | KB3 | ,001 | ,000 | |

a. Determinant = ,100

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

**KMO and Bartlett's Test**

| | | |
|---|---|---|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | ,626 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 62,683 |
| | df | 3 |
| | Sig. | ,000 |

**Anti-image Matrices**

| | | KB1 | KB2 | KB3 |
|---|---|---|---|---|
| Anti-image Covariance | KB1 | ,581 | -,116 | ,031 |
| | KB2 | -,116 | ,144 | -,136 |
| | KB3 | ,031 | -,136 | ,170 |
| Anti-image Correlation | KB1 | ,809[a] | -,401 | ,097 |
| | KB2 | -,401 | ,576[a] | -,869 |
| | KB3 | ,097 | -,869 | ,598[a] |

a. Measures of Sampling Adequacy(MSA)

**Total Variance Explained**

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|---|---|---|---|---|---|---|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 2,417 | 80,555 | 80,555 | 2,417 | 80,555 | 80,555 |
| 2 | ,501 | 16,706 | 97,261 | | | |
| 3 | ,082 | 2,739 | 100,000 | | | |

Extraction Method: Principal Component Analysis.

**Component Matrix[a]**

| | Component |
|---|---|
| | 1 |
| KB1 | ,798 |
| KB2 | ,958 |
| KB3 | ,928 |

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

**Lampiran 4 (lanjutan)**
*Output* SPSS ver.20, *Validity* dan *Reliability Test* pada *Pretest*

## Keinginan Berpindah

## Reliability

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100,0 |
| | Excluded[a] | 0 | ,0 |
| | Total | 30 | 100,0 |

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

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---|---|---|
| ,863 | ,876 | 3 |

**Item-Total Statistics**

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|---|---|---|---|---|---|
| KB1 | 5,93 | 3,168 | ,618 | ,419 | ,936 |
| KB2 | 5,97 | 2,723 | ,855 | ,856 | ,692 |
| KB3 | 6,23 | 3,633 | ,804 | ,830 | ,782 |

**Lampiran 5**
*Output* SPSS *ver*.20 ANOVA *test*

## Kelompok Jenis Kelamin

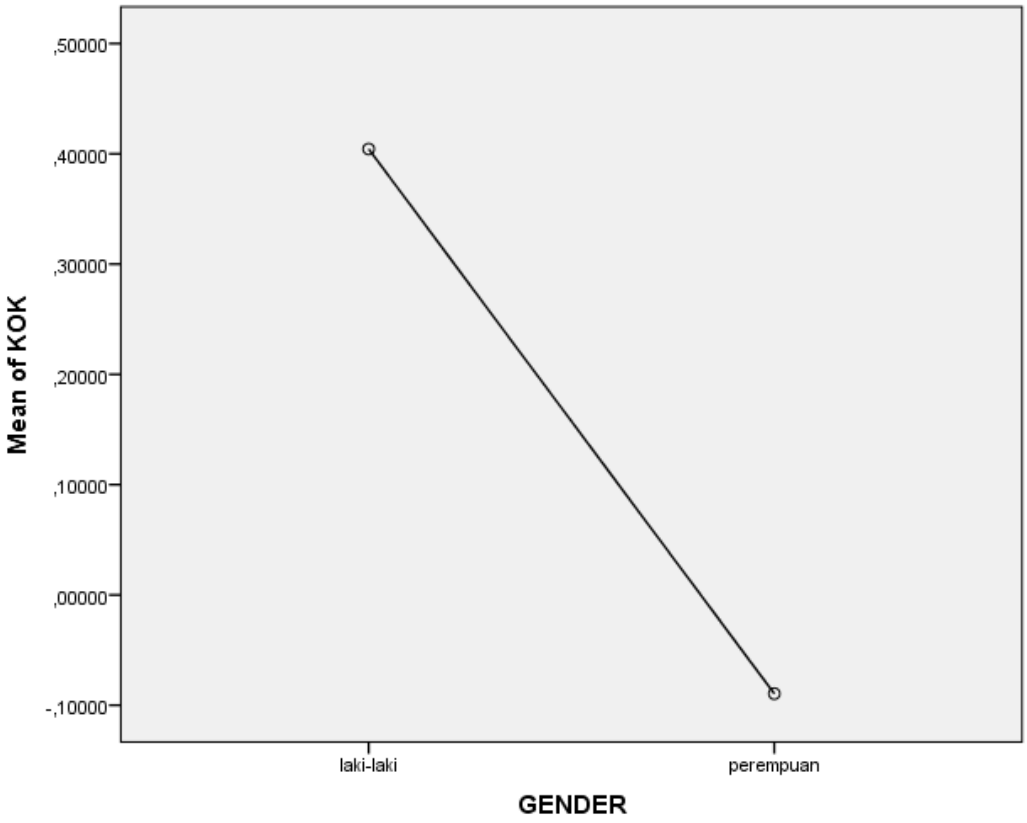
**Test of Homogeneity of Variances**

| | Levene Statistic | df1 | df2 | Sig. |
|---|---|---|---|---|
| KKI | ,007 | 1 | 158 | ,935 |
| KKE | 1,400 | 1 | 158 | ,238 |
| KKG | ,387 | 1 | 158 | ,535 |
| KOA | ,217 | 1 | 158 | ,642 |
| KOK | ,117 | 1 | 158 | ,733 |
| KON | 1,261 | 1 | 158 | ,263 |
| KB | 1,307 | 1 | 158 | ,255 |

**ANOVA**

| | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| KKI | Between Groups | ,620 | 1 | ,620 | ,619 | ,433 |
| | Within Groups | 158,380 | 158 | 1,002 | | |
| | Total | 159,000 | 159 | | | |
| KKE | Between Groups | ,331 | 1 | ,331 | ,329 | ,567 |
| | Within Groups | 158,669 | 158 | 1,004 | | |
| | Total | 159,000 | 159 | | | |
| KKG | Between Groups | 2,421 | 1 | 2,421 | 2,443 | ,120 |
| | Within Groups | 156,579 | 158 | ,991 | | |
| | Total | 159,000 | 159 | | | |
| KOA | Between Groups | ,843 | 1 | ,843 | ,842 | ,360 |
| | Within Groups | 158,157 | 158 | 1,001 | | |
| | Total | 159,000 | 159 | | | |
| KOK | Between Groups | 5,792 | 1 | 5,792 | 5,973 | ,016 |
| | Within Groups | 153,208 | 158 | ,970 | | |
| | Total | 159,000 | 159 | | | |
| KON | Between Groups | ,800 | 1 | ,800 | ,799 | ,373 |
| | Within Groups | 158,200 | 158 | 1,001 | | |
| | Total | 159,000 | 159 | | | |
| KB | Between Groups | ,019 | 1 | ,019 | ,019 | ,891 |
| | Within Groups | 158,981 | 158 | 1,006 | | |
| | Total | 159,000 | 159 | | | |

**Lampiran 5 (lanjutan)**
Output SPSS *ver.*20 ANOVA *test*




**Kelompok Usia**

**Test of Homogeneity of Variances**

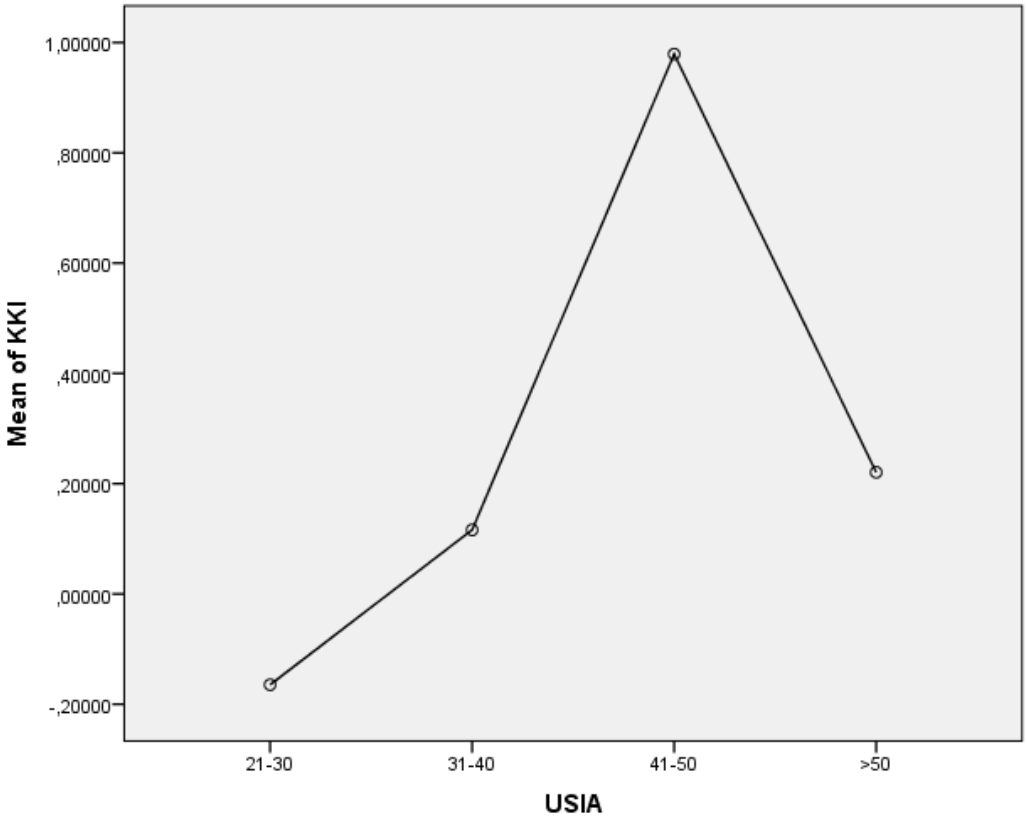
| | Levene Statistic | df1 | df2 | Sig. |
|---|---|---|---|---|
| KKI | 1,121 | 2 | 156 | ,329 |
| KKE | 1,384 | 2 | 156 | ,254 |
| KKG | ,691 | 2 | 156 | ,503 |
| KOA | 2,573 | 2 | 156 | ,080 |
| KOK | 3,296 | 2 | 156 | ,040 |
| KON | ,981 | 2 | 156 | ,377 |
| KB | ,717 | 2 | 156 | ,490 |

**Lampiran 5 (lanjutan)**
Output SPSS *ver.*20 ANOVA *test*

**ANOVA**

| | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| KKI | Between Groups | 9,025 | 3 | 3,008 | 3,129 | ,027 |
| | Within Groups | 149,975 | 156 | ,961 | | |
| | Total | 159,000 | 159 | | | |
| KKE | Between Groups | 2,258 | 3 | ,753 | ,749 | ,525 |
| | Within Groups | 156,742 | 156 | 1,005 | | |
| | Total | 159,000 | 159 | | | |
| KKG | Between Groups | 1,520 | 3 | ,507 | ,502 | ,682 |
| | Within Groups | 157,480 | 156 | 1,009 | | |
| | Total | 159,000 | 159 | | | |
| KOA | Between Groups | 6,701 | 3 | 2,234 | 2,288 | ,081 |
| | Within Groups | 152,299 | 156 | ,976 | | |
| | Total | 159,000 | 159 | | | |
| KOK | Between Groups | 7,393 | 3 | 2,464 | 2,536 | ,059 |
| | Within Groups | 151,607 | 156 | ,972 | | |
| | Total | 159,000 | 159 | | | |
| KON | Between Groups | 4,215 | 3 | 1,405 | 1,416 | ,240 |
| | Within Groups | 154,785 | 156 | ,992 | | |
| | Total | 159,000 | 159 | | | |
| KB | Between Groups | 4,017 | 3 | 1,339 | 1,348 | ,261 |
| | Within Groups | 154,983 | 156 | ,993 | | |
| | Total | 159,000 | 159 | | | |

**Lampiran 5 (lanjutan)**
Output SPSS *ver.*20 ANOVA *test*




**Kelopompok Pendidikan**

**Test of Homogeneity of Variances**

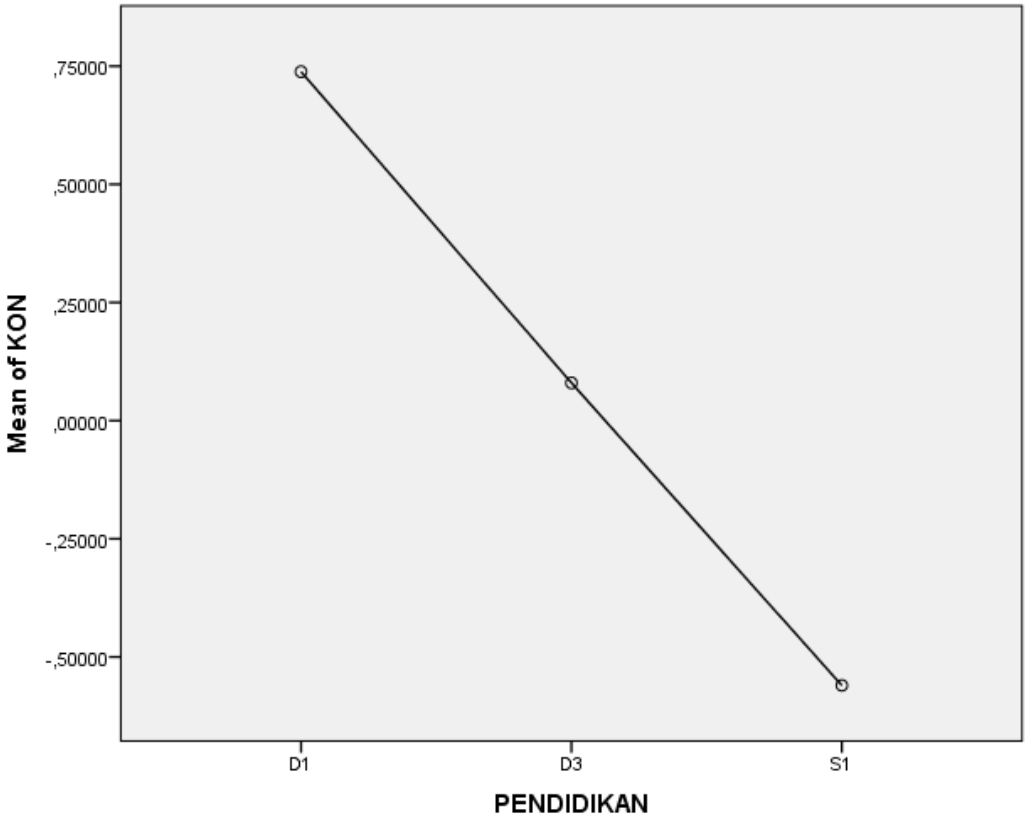
| | Levene Statistic | df1 | df2 | Sig. |
|---|---|---|---|---|
| KKI | ,906 | 1 | 157 | ,343 |
| KKE | 4,594 | 1 | 157 | ,034 |
| KKG | ,001 | 1 | 157 | ,970 |
| KOA | ,391 | 1 | 157 | ,533 |
| KOK | ,050 | 1 | 157 | ,824 |
| KON | ,090 | 1 | 157 | ,765 |
| KB | 5,382 | 1 | 157 | ,022 |

**Lampiran 5 (lanjutan)**
Output SPSS *ver.*20 ANOVA *test*

**ANOVA**

| | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| KKI | Between Groups | ,763 | 2 | ,381 | ,379 | ,686 |
| | Within Groups | 158,237 | 157 | 1,008 | | |
| | Total | 159,000 | 159 | | | |
| KKE | Between Groups | ,421 | 2 | ,210 | ,208 | ,812 |
| | Within Groups | 158,579 | 157 | 1,010 | | |
| | Total | 159,000 | 159 | | | |
| KKG | Between Groups | ,133 | 2 | ,066 | ,066 | ,937 |
| | Within Groups | 158,867 | 157 | 1,012 | | |
| | Total | 159,000 | 159 | | | |
| KOA | Between Groups | 3,113 | 2 | 1,557 | 1,568 | ,212 |
| | Within Groups | 155,887 | 157 | ,993 | | |
| | Total | 159,000 | 159 | | | |
| KOK | Between Groups | 2,273 | 2 | 1,137 | 1,139 | ,323 |
| | Within Groups | 156,727 | 157 | ,998 | | |
| | Total | 159,000 | 159 | | | |
| KON | Between Groups | 8,016 | 2 | 4,008 | 4,168 | ,017 |
| | Within Groups | 150,984 | 157 | ,962 | | |
| | Total | 159,000 | 159 | | | |
| KB | Between Groups | 10,686 | 2 | 5,343 | 5,656 | ,004 |
| | Within Groups | 148,314 | 157 | ,945 | | |
| | Total | 159,000 | 159 | | | |

**Lampiran 5 (lanjutan)**
Output SPSS *ver.*20 ANOVA *test*




**Kelompok Status Pernikahan**

**Test of Homogeneity of Variances**

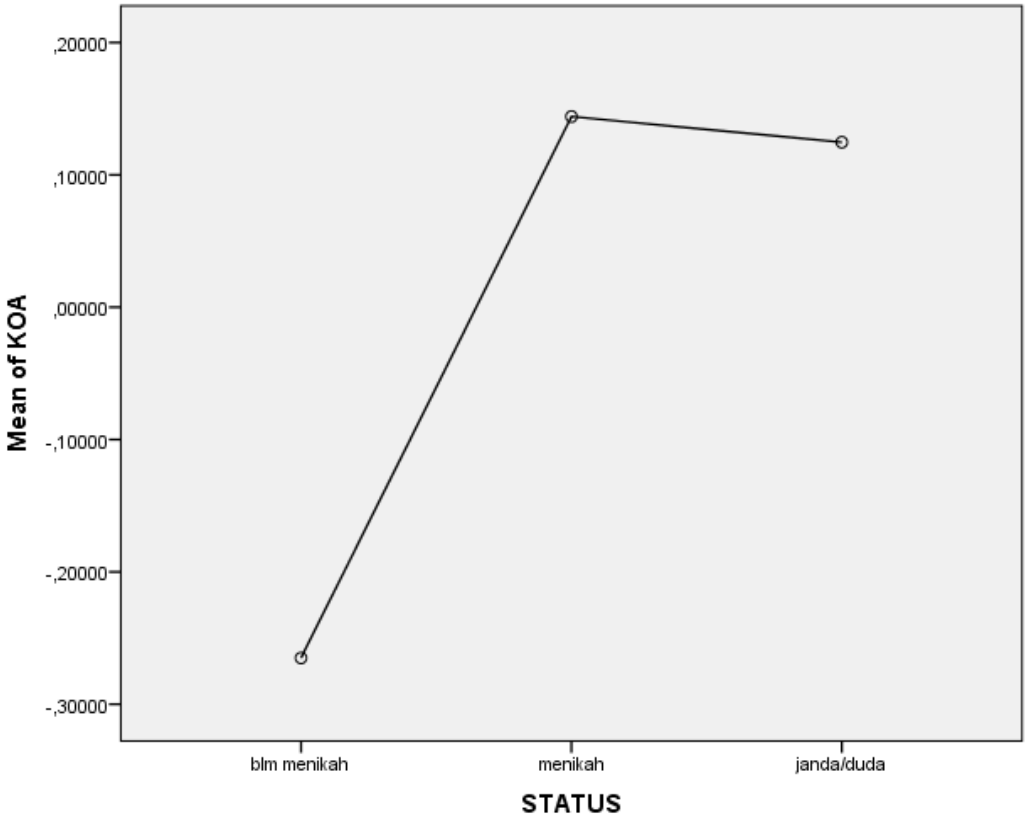
| | Levene Statistic | df1 | df2 | Sig. |
|---|---|---|---|---|
| KKI | 1,454 | 2 | 155 | ,237 |
| KKE | 1,027 | 2 | 155 | ,360 |
| KKG | ,637 | 2 | 155 | ,530 |
| KOA | ,242 | 2 | 155 | ,785 |
| KOK | ,625 | 2 | 155 | ,537 |
| KON | ,732 | 2 | 155 | ,483 |
| KB | ,567 | 2 | 155 | ,568 |

**Lampiran 5 (lanjutan)**
Output SPSS *ver.*20 ANOVA *test*

**ANOVA**

| | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| KKI | Between Groups | 4,169 | 2 | 2,085 | 2,103 | ,126 |
| | Within Groups | 153,681 | 155 | ,991 | | |
| | Total | 157,850 | 157 | | | |
| KKE | Between Groups | ,194 | 2 | ,097 | ,095 | ,909 |
| | Within Groups | 158,127 | 155 | 1,020 | | |
| | Total | 158,322 | 157 | | | |
| KKG | Between Groups | ,603 | 2 | ,301 | ,303 | ,739 |
| | Within Groups | 154,172 | 155 | ,995 | | |
| | Total | 154,775 | 157 | | | |
| KOA | Between Groups | 6,256 | 2 | 3,128 | 3,248 | ,041 |
| | Within Groups | 149,264 | 155 | ,963 | | |
| | Total | 155,520 | 157 | | | |
| KOK | Between Groups | 2,137 | 2 | 1,068 | 1,059 | ,349 |
| | Within Groups | 156,381 | 155 | 1,009 | | |
| | Total | 158,518 | 157 | | | |
| KON | Between Groups | 2,543 | 2 | 1,272 | 1,264 | ,285 |
| | Within Groups | 155,982 | 155 | 1,006 | | |
| | Total | 158,525 | 157 | | | |
| KB | Between Groups | 3,077 | 2 | 1,538 | 1,566 | ,212 |
| | Within Groups | 152,235 | 155 | ,982 | | |
| | Total | 155,312 | 157 | | | |

**Lampiran 5 (lanjutan)**
Output SPSS *ver.*20 ANOVA *test*




**Kelompok Tanggungan anak pada status menikah, janda/duda**

**Test of Homogeneity of Variances**

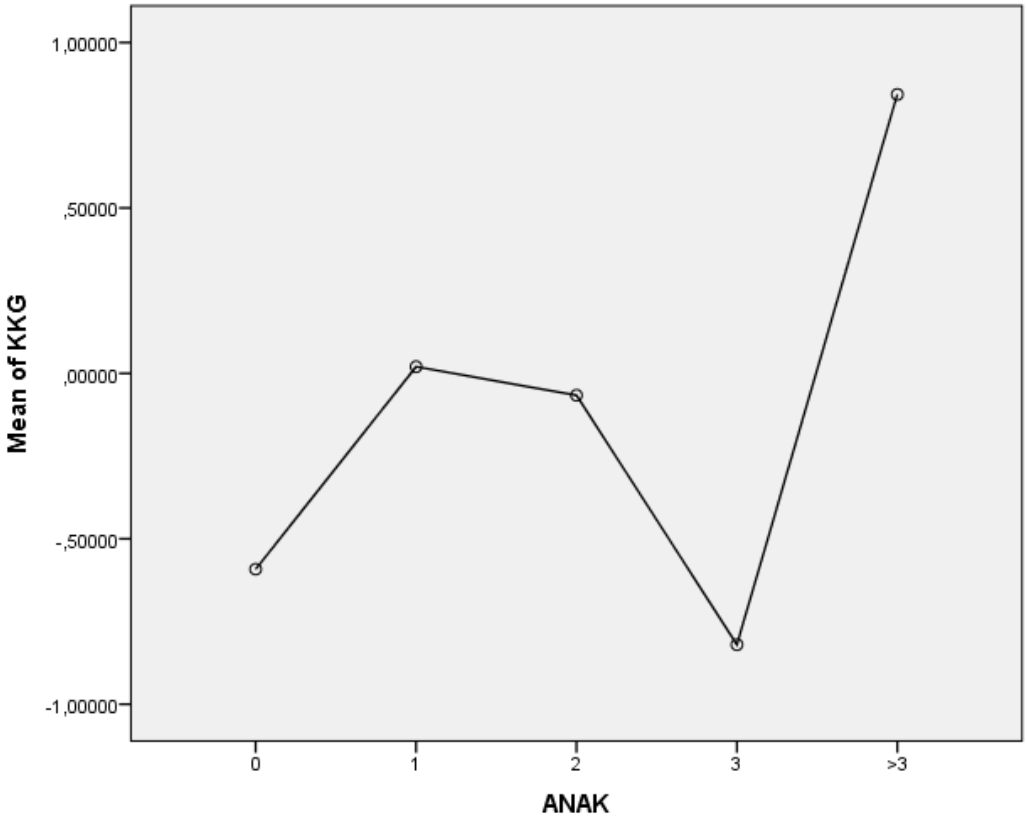
| | Levene Statistic | df1 | df2 | Sig. |
|---|---|---|---|---|
| KKI | ,359 | 4 | 79 | ,837 |
| KKE | 1,706 | 4 | 79 | ,157 |
| KKG | ,474 | 4 | 79 | ,755 |
| KOA | 2,126 | 4 | 79 | ,085 |
| KOK | ,925 | 4 | 79 | ,454 |
| KON | ,409 | 4 | 79 | ,802 |
| KB | ,605 | 4 | 79 | ,661 |

**Lampiran 5 (lanjutan)**
Output SPSS *ver.*20 ANOVA *test*

**ANOVA**

| | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| KKI | Between Groups | 2,085 | 4 | ,521 | ,549 | ,700 |
| | Within Groups | 74,993 | 79 | ,949 | | |
| | Total | 77,078 | 83 | | | |
| KKE | Between Groups | 3,703 | 4 | ,926 | 1,075 | ,375 |
| | Within Groups | 68,026 | 79 | ,861 | | |
| | Total | 71,729 | 83 | | | |
| KKG | Between Groups | 9,132 | 4 | 2,283 | 2,717 | ,036 |
| | Within Groups | 66,389 | 79 | ,840 | | |
| | Total | 75,521 | 83 | | | |
| KOA | Between Groups | 3,520 | 4 | ,880 | ,811 | ,522 |
| | Within Groups | 85,691 | 79 | 1,085 | | |
| | Total | 89,210 | 83 | | | |
| KOK | Between Groups | 1,391 | 4 | ,348 | ,341 | ,850 |
| | Within Groups | 80,621 | 79 | 1,021 | | |
| | Total | 82,013 | 83 | | | |
| KON | Between Groups | 2,851 | 4 | ,713 | ,753 | ,559 |
| | Within Groups | 74,773 | 79 | ,946 | | |
| | Total | 77,623 | 83 | | | |
| KB | Between Groups | 3,742 | 4 | ,935 | 1,026 | ,399 |
| | Within Groups | 72,043 | 79 | ,912 | | |
| | Total | 75,785 | 83 | | | |

**Lampiran 5 (lanjutan)**
Output SPSS *ver.*20 ANOVA *test*




**Kelompok Lama Bekerja**

**Test of Homogeneity of Variances**

| | Levene Statistic | df1 | df2 | Sig. |
|---|---|---|---|---|
| KKI | ,404 | 2 | 157 | ,669 |
| KKE | 1,948 | 2 | 157 | ,146 |
| KKG | ,427 | 2 | 157 | ,653 |
| KOA | ,719 | 2 | 157 | ,489 |
| KOK | 3,858 | 2 | 157 | ,023 |
| KON | 5,864 | 2 | 157 | ,004 |
| KB | 5,782 | 2 | 157 | ,004 |

**Lampiran 5 (lanjutan)**
Output SPSS *ver.*20 ANOVA *test*

**ANOVA**

| | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| KKI | Between Groups | 3,877 | 2 | 1,938 | 1,962 | ,144 |
| | Within Groups | 155,123 | 157 | ,988 | | |
| | Total | 159,000 | 159 | | | |
| KKE | Between Groups | 2,216 | 2 | 1,108 | 1,110 | ,332 |
| | Within Groups | 156,784 | 157 | ,999 | | |
| | Total | 159,000 | 159 | | | |
| KKG | Between Groups | ,546 | 2 | ,273 | ,270 | ,763 |
| | Within Groups | 158,454 | 157 | 1,009 | | |
| | Total | 159,000 | 159 | | | |
| KOA | Between Groups | 1,413 | 2 | ,706 | ,704 | ,496 |
| | Within Groups | 157,587 | 157 | 1,004 | | |
| | Total | 159,000 | 159 | | | |
| KOK | Between Groups | 2,340 | 2 | 1,170 | 1,173 | ,312 |
| | Within Groups | 156,660 | 157 | ,998 | | |
| | Total | 159,000 | 159 | | | |
| KON | Between Groups | 7,579 | 2 | 3,790 | 3,929 | ,022 |
| | Within Groups | 151,421 | 157 | ,964 | | |
| | Total | 159,000 | 159 | | | |
| KB | Between Groups | 4,236 | 2 | 2,118 | 2,148 | ,120 |
| | Within Groups | 154,764 | 157 | ,986 | | |
| | Total | 159,000 | 159 | | | |

**Kelompok Unit Kerja**

**Test of Homogeneity of Variances**

| | Levene Statistic | df1 | df2 | Sig. |
|---|---|---|---|---|
| KKI | ,461 | 2 | 157 | ,632 |
| KKE | ,576 | 2 | 157 | ,563 |
| KKG | 1,243 | 2 | 157 | ,291 |
| KOA | ,416 | 2 | 157 | ,661 |
| KOK | 4,805 | 2 | 157 | ,009 |
| KON | 1,773 | 2 | 157 | ,173 |
| KB | 6,836 | 2 | 157 | ,001 |

**Lampiran 5 (lanjutan)**
Output SPSS *ver.*20 ANOVA *test*

**ANOVA**

| | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| KKI | Between Groups | 2,398 | 2 | 1,199 | 1,202 | ,303 |
| | Within Groups | 156,602 | 157 | ,997 | | |
| | Total | 159,000 | 159 | | | |
| KKE | Between Groups | 1,511 | 2 | ,756 | ,753 | ,473 |
| | Within Groups | 157,489 | 157 | 1,003 | | |
| | Total | 159,000 | 159 | | | |
| KKG | Between Groups | 2,396 | 2 | 1,198 | 1,201 | ,304 |
| | Within Groups | 156,604 | 157 | ,997 | | |
| | Total | 159,000 | 159 | | | |
| KOA | Between Groups | 2,634 | 2 | 1,317 | 1,323 | ,269 |
| | Within Groups | 156,366 | 157 | ,996 | | |
| | Total | 159,000 | 159 | | | |
| KOK | Between Groups | 2,174 | 2 | 1,087 | 1,088 | ,339 |
| | Within Groups | 156,826 | 157 | ,999 | | |
| | Total | 159,000 | 159 | | | |
| KON | Between Groups | ,081 | 2 | ,040 | ,040 | ,961 |
| | Within Groups | 158,919 | 157 | 1,012 | | |
| | Total | 159,000 | 159 | | | |
| KB | Between Groups | 1,184 | 2 | ,592 | ,589 | ,556 |
| | Within Groups | 157,816 | 157 | 1,005 | | |
| | Total | 159,000 | 159 | | | |

**Kelompok Jabatan**

**Test of Homogeneity of Variances**

| | Levene Statistic | df1 | df2 | Sig. |
|---|---|---|---|---|
| KKI | ,197 | 1 | 158 | ,658 |
| KKE | ,691 | 1 | 158 | ,407 |
| KKG | ,423 | 1 | 158 | ,516 |
| KOA | ,002 | 1 | 158 | ,961 |
| KOK | 1,737 | 1 | 158 | ,189 |
| KON | ,067 | 1 | 158 | ,796 |
| KB | 1,925 | 1 | 158 | ,167 |

**Lampiran 5 (lanjutan)**
Output SPSS *ver.*20 ANOVA *test*

**ANOVA**

| | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| KKI | Between Groups | 2,926 | 1 | 2,926 | 2,963 | ,087 |
| | Within Groups | 156,074 | 158 | ,988 | | |
| | Total | 159,000 | 159 | | | |
| KKE | Between Groups | ,073 | 1 | ,073 | ,073 | ,788 |
| | Within Groups | 158,927 | 158 | 1,006 | | |
| | Total | 159,000 | 159 | | | |
| KKG | Between Groups | ,723 | 1 | ,723 | ,722 | ,397 |
| | Within Groups | 158,277 | 158 | 1,002 | | |
| | Total | 159,000 | 159 | | | |
| KOA | Between Groups | 1,481 | 1 | 1,481 | 1,486 | ,225 |
| | Within Groups | 157,519 | 158 | ,997 | | |
| | Total | 159,000 | 159 | | | |
| KOK | Between Groups | 3,254 | 1 | 3,254 | 3,301 | ,071 |
| | Within Groups | 155,746 | 158 | ,986 | | |
| | Total | 159,000 | 159 | | | |
| KON | Between Groups | ,471 | 1 | ,471 | ,470 | ,494 |
| | Within Groups | 158,529 | 158 | 1,003 | | |
| | Total | 159,000 | 159 | | | |
| KB | Between Groups | 2,187 | 1 | 2,187 | 2,203 | ,140 |
| | Within Groups | 156,813 | 158 | ,992 | | |
| | Total | 159,000 | 159 | | | |

**Lampiran 6**
*Output Lisrel ver.8.51 1st Order Confirmatory Factor Analysis*

DATE: 8/18/2015
TIME: 0:23

L I S R E L 8.51

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Users\estee\Documents\LISREL\CFA1syn.pr2:

Raw data from file PRELISesti.psf

Latent Variables: KKI KKE KKG KOA KOK KON KB

Relationships:
KKI1 = KKI
KKI2 = KKI
KKI3 = KKI
KKI4 = KKI
KKI5 = KKI
KKE1 = KKE
KKE2 = KKE
KKE3 = KKE
KKE4 = KKE
KKE5 = KKE
KKE6 = KKE
KKG1 = KKG
KKG2 = KKG
KOA1 = KOA
KOA2 = KOA
KOA3 = KOA
KOA4 = KOA
KOK1 = KOK
KOK2 = KOK
KOK3 = KOK
KOK4 = KOK
KOK5 = KOK
KON1 = KON

KON2 = KON
KON3 = KON
KON4 = KON
KB1 = KB
KB2 = KB
KB3 = KB

!KB = KO KK
!KO = KK

Options SC

Path Diagram
End of Problem

Sample Size = 160

Covariance Matrix

| | KKI1 | KKI2 | KKI3 | KKI4 | KKI5 | KKE1 |
|---|---|---|---|---|---|---|
| KKI1 | 0.91 | | | | | |
| KKI2 | 0.17 | 0.87 | | | | |
| KKI3 | 0.19 | 0.19 | 0.45 | | | |
| KKI4 | 0.13 | 0.14 | 0.08 | 0.63 | | |
| KKI5 | 0.11 | 0.22 | 0.20 | 0.05 | 0.48 | |
| KKE1 | 0.20 | 0.33 | 0.19 | 0.16 | 0.12 | 0.79 |
| KKE2 | 0.13 | 0.31 | 0.21 | 0.17 | 0.14 | 0.64 |
| KKE3 | 0.17 | 0.31 | 0.18 | 0.06 | 0.17 | 0.35 |
| KKE4 | 0.06 | 0.29 | 0.12 | 0.10 | 0.17 | 0.34 |
| KKE5 | 0.00 | 0.09 | 0.07 | 0.07 | 0.03 | 0.26 |
| KKE6 | 0.07 | 0.14 | 0.10 | 0.04 | 0.09 | 0.28 |
| KKG1 | 0.02 | 0.26 | 0.10 | 0.10 | 0.07 | 0.35 |
| KKG2 | 0.11 | 0.24 | 0.10 | 0.09 | 0.06 | 0.28 |
| KOA1 | 0.17 | 0.36 | 0.13 | 0.11 | 0.17 | 0.32 |
| KOA2 | 0.03 | 0.08 | 0.03 | 0.06 | 0.06 | 0.09 |
| KOA3 | 0.01 | 0.07 | 0.02 | 0.05 | 0.04 | 0.08 |
| KOA4 | 0.08 | 0.11 | 0.07 | 0.05 | 0.08 | 0.10 |
| KOK1 | 0.14 | 0.11 | 0.02 | 0.13 | 0.01 | 0.23 |
| KOK2 | 0.02 | 0.17 | 0.03 | 0.15 | 0.07 | 0.25 |
| KOK3 | 0.03 | 0.11 | 0.01 | 0.02 | -0.02 | 0.19 |
| KOK4 | 0.12 | -0.10 | 0.03 | 0.05 | -0.04 | 0.08 |
| KOK5 | 0.05 | 0.14 | 0.05 | 0.09 | 0.00 | 0.24 |
| KON1 | 0.10 | 0.17 | 0.01 | 0.12 | 0.07 | 0.24 |
| KON2 | 0.09 | 0.13 | 0.02 | 0.09 | 0.03 | 0.22 |
| KON3 | 0.17 | 0.08 | 0.09 | 0.13 | 0.08 | 0.23 |
| KON4 | 0.15 | 0.07 | 0.05 | 0.02 | 0.03 | 0.24 |
| KB1 | -0.09 | 0.28 | 0.01 | 0.12 | 0.05 | 0.14 |
| KB2 | 0.03 | 0.22 | -0.01 | 0.09 | 0.10 | 0.19 |
| KB3 | 0.09 | 0.17 | 0.04 | 0.11 | 0.15 | 0.22 |

Covariance Matrix

| | KKE2 | KKE3 | KKE4 | KKE5 | KKE6 | KKG1 |
|---|---|---|---|---|---|---|

| | | | | | | |
|---|---|---|---|---|---|---|
| KKE2 | 0.80 | | | | | |
| KKE3 | 0.34 | 0.69 | | | | |
| KKE4 | 0.24 | 0.41 | 0.82 | | | |
| KKE5 | 0.25 | 0.26 | 0.29 | 0.54 | | |
| KKE6 | 0.31 | 0.26 | 0.17 | 0.27 | 0.73 | |
| KKG1 | 0.32 | 0.26 | 0.25 | 0.30 | 0.26 | 0.53 |
| KKG2 | 0.24 | 0.20 | 0.19 | 0.16 | 0.30 | 0.33 |
| KOA1 | 0.26 | 0.30 | 0.33 | 0.25 | 0.22 | 0.27 |
| KOA2 | 0.09 | 0.17 | 0.18 | 0.09 | -0.05 | 0.12 |
| KOA3 | 0.10 | 0.14 | 0.18 | 0.11 | 0.01 | 0.13 |
| KOA4 | 0.09 | 0.16 | 0.15 | 0.08 | 0.04 | 0.09 |
| KOK1 | 0.14 | 0.17 | 0.19 | 0.11 | 0.20 | 0.15 |
| KOK2 | 0.18 | 0.18 | 0.17 | 0.18 | 0.20 | 0.20 |
| KOK3 | 0.14 | 0.16 | 0.12 | 0.17 | 0.25 | 0.17 |
| KOK4 | 0.06 | 0.00 | -0.08 | 0.05 | 0.05 | -0.01 |
| KOK5 | 0.17 | 0.20 | 0.08 | 0.15 | 0.16 | 0.14 |
| KON1 | 0.15 | 0.18 | 0.21 | 0.15 | 0.18 | 0.15 |
| KON2 | 0.17 | 0.21 | 0.21 | 0.22 | 0.19 | 0.21 |
| KON3 | 0.19 | 0.19 | 0.20 | 0.14 | 0.30 | 0.20 |
| KON4 | 0.19 | 0.26 | 0.28 | 0.13 | 0.20 | 0.17 |
| KB1 | 0.10 | 0.14 | 0.34 | 0.13 | 0.09 | 0.23 |
| KB2 | 0.14 | 0.18 | 0.41 | 0.16 | 0.18 | 0.21 |
| KB3 | 0.17 | 0.16 | 0.42 | 0.23 | 0.23 | 0.25 |

Covariance Matrix

| | KKG2 | KOA1 | KOA2 | KOA3 | KOA4 | KOK1 |
|---|---|---|---|---|---|---|
| KKG2 | 0.47 | | | | | |
| KOA1 | 0.21 | 0.60 | | | | |
| KOA2 | 0.06 | 0.11 | 1.01 | | | |
| KOA3 | 0.07 | 0.10 | 0.69 | 0.94 | | |
| KOA4 | 0.06 | 0.15 | 0.43 | 0.49 | 0.73 | |
| KOK1 | 0.23 | 0.24 | 0.12 | 0.16 | 0.04 | 0.66 |
| KOK2 | 0.19 | 0.28 | 0.05 | 0.00 | 0.02 | 0.42 |
| KOK3 | 0.20 | 0.20 | 0.13 | 0.09 | -0.03 | 0.37 |
| KOK4 | 0.06 | -0.05 | -0.04 | -0.06 | -0.12 | 0.05 |
| KOK5 | 0.13 | 0.19 | 0.04 | 0.03 | -0.05 | 0.24 |
| KON1 | 0.16 | 0.20 | 0.05 | 0.03 | -0.02 | 0.32 |
| KON2 | 0.14 | 0.23 | 0.03 | 0.05 | -0.01 | 0.22 |
| KON3 | 0.19 | 0.21 | 0.09 | 0.18 | 0.07 | 0.37 |
| KON4 | 0.20 | 0.22 | 0.01 | 0.02 | 0.00 | 0.31 |
| KB1 | 0.10 | 0.26 | 0.24 | 0.22 | 0.26 | 0.08 |
| KB2 | 0.13 | 0.33 | 0.20 | 0.21 | 0.21 | 0.21 |
| KB3 | 0.16 | 0.28 | 0.18 | 0.22 | 0.24 | 0.20 |

Covariance Matrix

| | KOK2 | KOK3 | KOK4 | KOK5 | KON1 | KON2 |
|---|---|---|---|---|---|---|
| KOK2 | 0.90 | | | | | |
| KOK3 | 0.57 | 0.84 | | | | |
| KOK4 | 0.08 | 0.20 | 0.65 | | | |
| KOK5 | 0.59 | 0.50 | 0.18 | 1.03 | | |
| KON1 | 0.62 | 0.47 | 0.17 | 0.60 | 0.91 | |
| KON2 | 0.54 | 0.34 | 0.08 | 0.62 | 0.60 | 0.95 |
| KON3 | 0.32 | 0.28 | 0.02 | 0.25 | 0.31 | 0.30 |
| KON4 | 0.48 | 0.34 | 0.07 | 0.48 | 0.45 | 0.55 |

| | | | | | | |
|---|---|---|---|---|---|---|
| KB1 | 0.15 | 0.02 | -0.29 | 0.00 | 0.07 | 0.15 |
| KB2 | 0.23 | 0.11 | -0.18 | 0.11 | 0.22 | 0.25 |
| KB3 | 0.18 | 0.07 | -0.16 | 0.08 | 0.20 | 0.22 |

Covariance Matrix

| | KON3 | KON4 | KB1 | KB2 | KB3 |
|---|---|---|---|---|---|
| KON3 | 0.87 | | | | |
| KON4 | 0.38 | 0.97 | | | |
| KB1 | 0.11 | 0.03 | 0.88 | | |
| KB2 | 0.23 | 0.21 | 0.61 | 0.85 | |
| KB3 | 0.31 | 0.21 | 0.59 | 0.70 | 0.89 |

Number of Iterations = 25

LISREL Estimates (Maximum Likelihood)

Measurement Equations

KKI1 = 0.36*KKI, Errorvar.= 0.78 , $R^2$ = 0.14
(0.085) (0.093)
4.20 8.38

KKI2 = 0.59*KKI, Errorvar.= 0.52 , $R^2$ = 0.40
(0.079) (0.078)
7.41 6.68

KKI3 = 0.39*KKI, Errorvar.= 0.29 , $R^2$ = 0.34
(0.057) (0.041)
6.84 7.16

KKI4 = 0.23*KKI, Errorvar.= 0.57 , $R^2$ = 0.082
(0.072) (0.066)
3.16 8.63

KKI5 = 0.37*KKI, Errorvar.= 0.34 , $R^2$ = 0.29
(0.060) (0.045)
6.20 7.57

KKE1 = 0.75*KKE, Errorvar.= 0.23 , $R^2$ = 0.71
(0.060) (0.038)
12.51 6.09

KKE2 = 0.71*KKE, Errorvar.= 0.29 , $R^2$ = 0.63
(0.062) (0.043)
11.53 6.89

KKE3 = 0.54*KKE, Errorvar.= 0.40 , $R^2$ = 0.42
(0.062) (0.049)
8.78 8.06

KKE4 = 0.50*KKE, Errorvar.= 0.58 , $R^2$ = 0.30

(0.070) (0.068)
7.12 8.42

KKE5 = 0.42*KKE, Errorvar.= 0.36 , $R^2$ = 0.33
(0.056) (0.043)
7.46 8.36

KKE6 = 0.45*KKE, Errorvar.= 0.53 , $R^2$ = 0.28
(0.066) (0.062)
6.77 8.48

KKG1 = 0.65*KKG, Errorvar.= 0.11 , $R^2$ = 0.79
(0.053) (0.038)
12.30 3.00

KKG2 = 0.51*KKG, Errorvar.= 0.21 , $R^2$ = 0.55
(0.051) (0.032)
9.92 6.63

KOA1 = 0.58*KOA, Errorvar.= 0.26 , $R^2$ = 0.57
(0.064) (0.052)
9.15 4.98

KOA2 = 0.35*KOA, Errorvar.= 0.88 , $R^2$ = 0.12
(0.085) (0.10)
4.11 8.63

KOA3 = 0.35*KOA, Errorvar.= 0.82 , $R^2$ = 0.13
(0.083) (0.095)
4.22 8.61

KOA4 = 0.35*KOA, Errorvar.= 0.60 , $R^2$ = 0.17
(0.072) (0.071)
4.94 8.47

KOK1 = 0.48*KOK, Errorvar.= 0.43 , $R^2$ = 0.34
(0.062) (0.052)
7.71 8.36

KOK2 = 0.82*KOK, Errorvar.= 0.22 , $R^2$ = 0.75
(0.062) (0.040)
13.16 5.53

KOK3 = 0.67*KOK, Errorvar.= 0.39 , $R^2$ = 0.54
(0.065) (0.051)
10.32 7.65

KOK4 = 0.17*KOK, Errorvar.= 0.62 , $R^2$ = 0.044
(0.067) (0.070)
2.54 8.87

KOK5 = 0.74*KOK, Errorvar.= 0.48 , $R^2$ = 0.54
(0.072) (0.062)
10.33 7.65

KON1 = 0.78*KON, Errorvar.= 0.29 , $R^2$ = 0.68
(0.065) (0.047)
12.03 6.28

KON2 = 0.74*KON, Errorvar.= 0.40 , $R^2$ = 0.58
(0.069) (0.055)
10.79 7.23

KON3 = 0.45*KON, Errorvar.= 0.66 , $R^2$ = 0.24
(0.073) (0.077)
6.18 8.55

KON4 = 0.65*KON, Errorvar.= 0.55 , $R^2$ = 0.43
(0.073) (0.069)
8.91 8.00

KB1 = 0.72*KB, Errorvar.= 0.37 , $R^2$ = 0.58
(0.065) (0.048)
11.05 7.66

KB2 = 0.85*KB, Errorvar.= 0.13 , $R^2$ = 0.85
(0.058) (0.034)
14.60 3.64

KB3 = 0.82*KB, Errorvar.= 0.21 , $R^2$ = 0.76
(0.061) (0.038)
13.39 5.55

Correlation Matrix of Independent Variables

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI | 1.00 | | | | | |
| KKE | 0.67 | 1.00 | | | | |
| | (0.07) | | | | | |
| | 9.01 | | | | | |
| KKG | 0.49 | 0.76 | 1.00 | | | |
| | (0.09) | (0.05) | | | | |
| | 5.35 | 14.45 | | | | |
| KOA | 0.70 | 0.69 | 0.65 | 1.00 | | |
| | (0.09) | (0.08) | (0.08) | | | |
| | 7.48 | 9.03 | 7.78 | | | |
| KOK | 0.21 | 0.42 | 0.40 | 0.44 | 1.00 | |
| | (0.10) | (0.08) | (0.08) | (0.09) | | |
| | 2.06 | 5.30 | 4.87 | 4.63 | | |
| KON | 0.25 | 0.46 | 0.40 | 0.40 | 0.92 | 1.00 |
| | (0.10) | (0.08) | (0.08) | (0.10) | (0.03) | |
| | 2.44 | 5.85 | 4.73 | 4.02 | 27.58 | |
| KB | 0.27 | 0.37 | 0.40 | 0.66 | 0.24 | 0.35 |
| | (0.10) | (0.08) | (0.08) | (0.08) | (0.09) | (0.08) |
| | 2.80 | 4.72 | 5.09 | 8.76 | 2.82 | 4.21 |

Correlation Matrix of Independent Variables

| | KB |
|---|---|
| KB | 1.00 |

Goodness of Fit Statistics

Degrees of Freedom = 356
Minimum Fit Function Chi-Square = 844.68 (P = 0.0)
Normal Theory Weighted Least Squares Chi-Square = 839.94 (P = 0.0)
Estimated Non-centrality Parameter (NCP) = 483.94
90 Percent Confidence Interval for NCP = (403.12 ; 572.46)

Minimum Fit Function Value = 5.31
Population Discrepancy Function Value (F0) = 3.04
90 Percent Confidence Interval for F0 = (2.54 ; 3.60)
Root Mean Square Error of Approximation (RMSEA) = 0.092
90 Percent Confidence Interval for RMSEA = (0.084 ; 0.10)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

Expected Cross-Validation Index (ECVI) = 6.28
90 Percent Confidence Interval for ECVI = (5.77 ; 6.83)
ECVI for Saturated Model = 5.47
ECVI for Independence Model = 15.98

Chi-Square for Independence Model with 406 Degrees of Freedom = 2482.72
Independence AIC = 2540.72
Model AIC = 997.94
Saturated AIC = 870.00
Independence CAIC = 2658.90
Model CAIC = 1319.88
Saturated CAIC = 2642.70

Normed Fit Index (NFI) = 0.66
Non-Normed Fit Index (NNFI) = 0.73
Parsimony Normed Fit Index (PNFI) = 0.58
Comparative Fit Index (CFI) = 0.76
Incremental Fit Index (IFI) = 0.77
Relative Fit Index (RFI) = 0.61

Critical N (CN) = 80.25

Root Mean Square Residual (RMR) = 0.076
Standardized RMR = 0.096
Goodness of Fit Index (GFI) = 0.73
Adjusted Goodness of Fit Index (AGFI) = 0.67
Parsimony Goodness of Fit Index (PGFI) = 0.60

The Modification Indices Suggest to Add the

| Path to | from | Decrease in Chi-Square | New Estimate |
|---|---|---|---|
| KKI2 | KKG | 10.7 | 0.34 |
| KKI2 | KOA | 11.5 | 0.47 |
| KKI3 | KOA | 9.7 | -0.31 |
| KKI3 | KB | 8.4 | -0.17 |

| | | | |
|---|---|---|---|
| KKE2 | KOA | 10.4 | -0.31 |
| KKE3 | KKI | 8.2 | 0.29 |
| KKE4 | KOA | 20.7 | 0.52 |
| KKE4 | KB | 30.5 | 0.40 |
| KKE5 | KKG | 11.5 | 0.34 |
| KOA1 | KKI | 8.2 | 0.43 |
| KOA1 | KKE | 16.6 | 0.58 |
| KOA1 | KKG | 8.9 | 0.40 |
| KOA1 | KOK | 11.4 | 0.32 |
| KOA1 | KON | 13.9 | 0.36 |
| KOA4 | KOK | 8.5 | -0.23 |
| KOA4 | KON | 8.6 | -0.24 |
| KOK1 | KOA | 8.8 | 0.21 |
| KOK3 | KON | 11.7 | -0.83 |
| KOK4 | KOA | 10.1 | -0.25 |
| KOK4 | KB | 19.2 | -0.30 |
| KON3 | KOA | 8.7 | 0.25 |

The Modification Indices Suggest to Add an Error Covariance

| Between | and | Decrease in Chi-Square | New Estimate |
|---|---|---|---|
| KKI5 | KKI3 | 8.1 | 0.09 |
| KKE2 | KKE1 | 80.9 | 0.32 |
| KKE3 | KKE1 | 9.8 | -0.10 |
| KKE4 | KKE2 | 17.0 | -0.16 |
| KKE4 | KKE3 | 15.9 | 0.17 |
| KKE5 | KKE1 | 8.2 | -0.09 |
| KKG1 | KKE5 | 14.4 | 0.09 |
| KKG2 | KKE6 | 13.8 | 0.11 |
| KOA2 | KOA1 | 13.2 | -0.19 |
| KOA3 | KOA1 | 14.4 | -0.19 |
| KOA3 | KOA2 | 75.3 | 0.61 |
| KOA4 | KOA2 | 30.6 | 0.34 |
| KOA4 | KOA3 | 47.7 | 0.40 |
| KOK1 | KKG2 | 10.2 | 0.09 |
| KOK5 | KOK1 | 12.4 | -0.14 |
| KON2 | KOK1 | 10.2 | -0.12 |
| KON2 | KOK3 | 11.2 | -0.13 |
| KON2 | KOK5 | 12.7 | 0.15 |
| KON3 | KOK1 | 17.8 | 0.19 |
| KB1 | KKI1 | 11.1 | -0.15 |
| KB1 | KKI2 | 11.5 | 0.14 |
| KB1 | KOK4 | 13.7 | -0.15 |
| KB3 | KON3 | 8.6 | 0.10 |

Standardized Solution

LAMBDA-X

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI1 | 0.36 | - - | - - | - - | - - | - - |
| KKI2 | 0.59 | - - | - - | - - | - - | - - |
| KKI3 | 0.39 | - - | - - | - - | - - | - - |
| KKI4 | 0.23 | - - | - - | - - | - - | - - |
| KKI5 | 0.37 | - - | - - | - - | - - | - - |
| KKE1 | - - | 0.75 | - - | - - | - - | - - |

| | | | | | | |
|---|---|---|---|---|---|---|
| KKE2 | - - | 0.71 | - - | - - | - - | - - |
| KKE3 | - - | 0.54 | - - | - - | - - | - - |
| KKE4 | - - | 0.50 | - - | - - | - - | - - |
| KKE5 | - - | 0.42 | - - | - - | - - | - - |
| KKE6 | - - | 0.45 | - - | - - | - - | - - |
| KKG1 | - - | - - | 0.65 | - - | - - | - - |
| KKG2 | - - | - - | 0.51 | - - | - - | - - |
| KOA1 | - - | - - | - - | 0.58 | - - | - - |
| KOA2 | - - | - - | - - | 0.35 | - - | - - |
| KOA3 | - - | - - | - - | 0.35 | - - | - - |
| KOA4 | - - | - - | - - | 0.35 | - - | - - |
| KOK1 | - - | - - | - - | - - | 0.48 | - - |
| KOK2 | - - | - - | - - | - - | 0.82 | - - |
| KOK3 | - - | - - | - - | - - | 0.67 | - - |
| KOK4 | - - | - - | - - | - - | 0.17 | - - |
| KOK5 | - - | - - | - - | - - | 0.74 | - - |
| KON1 | - - | - - | - - | - - | - - | 0.78 |
| KON2 | - - | - - | - - | - - | - - | 0.74 |
| KON3 | - - | - - | - - | - - | - - | 0.45 |
| KON4 | - - | - - | - - | - - | - - | 0.65 |
| KB1 | - - | - - | - - | - - | - - | - - |
| KB2 | - - | - - | - - | - - | - - | - - |
| KB3 | - - | - - | - - | - - | - - | - - |

LAMBDA-X

| | KB |
|---|---|
| | --- |
| KKI1 | - - |
| KKI2 | - - |
| KKI3 | - - |
| KKI4 | - - |
| KKI5 | - - |
| KKE1 | - - |
| KKE2 | - - |
| KKE3 | - - |
| KKE4 | - - |
| KKE5 | - - |
| KKE6 | - - |
| KKG1 | - - |
| KKG2 | - - |
| KOA1 | - - |
| KOA2 | - - |
| KOA3 | - - |
| KOA4 | - - |
| KOK1 | - - |
| KOK2 | - - |
| KOK3 | - - |
| KOK4 | - - |
| KOK5 | - - |
| KON1 | - - |
| KON2 | - - |
| KON3 | - - |
| KON4 | - - |
| KB1 | 0.72 |
| KB2 | 0.85 |
| KB3 | 0.82 |

PHI

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI | 1.00 | | | | | |
| KKE | 0.67 | 1.00 | | | | |
| KKG | 0.49 | 0.76 | 1.00 | | | |
| KOA | 0.70 | 0.69 | 0.65 | 1.00 | | |
| KOK | 0.21 | 0.42 | 0.40 | 0.44 | 1.00 | |
| KON | 0.25 | 0.46 | 0.40 | 0.40 | 0.92 | 1.00 |
| KB | 0.27 | 0.37 | 0.40 | 0.66 | 0.24 | 0.35 |

PHI

| | KB |
|---|---|
| KB | 1.00 |

Completely Standardized Solution

LAMBDA-X

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI1 | 0.38 | - - | - - | - - | - - | - - |
| KKI2 | 0.63 | - - | - - | - - | - - | - - |
| KKI3 | 0.59 | - - | - - | - - | - - | - - |
| KKI4 | 0.29 | - - | - - | - - | - - | - - |
| KKI5 | 0.54 | - - | - - | - - | - - | - - |
| KKE1 | - - | 0.84 | - - | - - | - - | - - |
| KKE2 | - - | 0.79 | - - | - - | - - | - - |
| KKE3 | - - | 0.65 | - - | - - | - - | - - |
| KKE4 | - - | 0.55 | - - | - - | - - | - - |
| KKE5 | - - | 0.57 | - - | - - | - - | - - |
| KKE6 | - - | 0.53 | - - | - - | - - | - - |
| KKG1 | - - | - - | 0.89 | - - | - - | - - |
| KKG2 | - - | - - | 0.74 | - - | - - | - - |
| KOA1 | - - | - - | - - | 0.75 | - - | - - |
| KOA2 | - - | - - | - - | 0.35 | - - | - - |
| KOA3 | - - | - - | - - | 0.36 | - - | - - |
| KOA4 | - - | - - | - - | 0.42 | - - | - - |
| KOK1 | - - | - - | - - | - - | 0.59 | - - |
| KOK2 | - - | - - | - - | - - | 0.87 | - - |
| KOK3 | - - | - - | - - | - - | 0.73 | - - |
| KOK4 | - - | - - | - - | - - | 0.21 | - - |
| KOK5 | - - | - - | - - | - - | 0.73 | - - |
| KON1 | - - | - - | - - | - - | - - | 0.82 |
| KON2 | - - | - - | - - | - - | - - | 0.76 |
| KON3 | - - | - - | - - | - - | - - | 0.49 |
| KON4 | - - | - - | - - | - - | - - | 0.66 |
| KB1 | - - | - - | - - | - - | - - | - - |
| KB2 | - - | - - | - - | - - | - - | - - |
| KB3 | - - | - - | - - | - - | - - | - - |

LAMBDA-X

| | KB |
|---|---|
| KKI1 | - - |
| KKI2 | - - |
| KKI3 | - - |
| KKI4 | - - |
| KKI5 | - - |
| KKE1 | - - |
| KKE2 | - - |
| KKE3 | - - |
| KKE4 | - - |
| KKE5 | - - |
| KKE6 | - - |
| KKG1 | - - |
| KKG2 | - - |
| KOA1 | - - |
| KOA2 | - - |
| KOA3 | - - |
| KOA4 | - - |
| KOK1 | - - |
| KOK2 | - - |
| KOK3 | - - |
| KOK4 | - - |
| KOK5 | - - |
| KON1 | - - |
| KON2 | - - |
| KON3 | - - |
| KON4 | - - |
| KB1 | 0.76 |
| KB2 | 0.92 |
| KB3 | 0.87 |

PHI

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI | 1.00 | | | | | |
| KKE | 0.67 | 1.00 | | | | |
| KKG | 0.49 | 0.76 | 1.00 | | | |
| KOA | 0.70 | 0.69 | 0.65 | 1.00 | | |
| KOK | 0.21 | 0.42 | 0.40 | 0.44 | 1.00 | |
| KON | 0.25 | 0.46 | 0.40 | 0.40 | 0.92 | 1.00 |
| KB | 0.27 | 0.37 | 0.40 | 0.66 | 0.24 | 0.35 |

PHI

| | KB |
|---|---|
| KB | 1.00 |

THETA-DELTA

| KKI1 | KKI2 | KKI3 | KKI4 | KKI5 | KKE1 |
|---|---|---|---|---|---|
| 0.86 | 0.60 | 0.66 | 0.92 | 0.71 | 0.29 |

THETA-DELTA

| KKE2 | KKE3 | KKE4 | KKE5 | KKE6 | KKG1 |
|---|---|---|---|---|---|
| 0.37 | 0.58 | 0.70 | 0.67 | 0.72 | 0.21 |

THETA-DELTA

| KKG2 | KOA1 | KOA2 | KOA3 | KOA4 | KOK1 |
|---|---|---|---|---|---|
| 0.45 | 0.43 | 0.88 | 0.87 | 0.83 | 0.66 |

THETA-DELTA

| KOK2 | KOK3 | KOK4 | KOK5 | KON1 | KON2 |
|---|---|---|---|---|---|
| 0.25 | 0.46 | 0.96 | 0.46 | 0.32 | 0.42 |

THETA-DELTA

| KON3 | KON4 | KB1 | KB2 | KB3 |
|---|---|---|---|---|
| 0.76 | 0.57 | 0.42 | 0.15 | 0.24 |

Time used: 0.187 Seconds

**Lampiran 7**

*Output Lisrel ver.8.51 1st Order Confirmatory Factor Analysis trimming 1*

DATE: 8/18/2015
TIME: 0:31

L I S R E L 8.51

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Users\estee\Documents\LISREL\CFA1iter1.pr2:

Raw data from file PRELISesti.psf

Latent Variables: KKI KKE KKG KOA KOK KON KB

Relationships:
KKI1 = KKI
KKI2 = KKI
KKI3 = KKI
KKI5 = KKI
KKE1 = KKE
KKE2 = KKE
KKE3 = KKE
KKE4 = KKE
KKE5 = KKE
KKE6 = KKE
KKG1 = KKG
KKG2 = KKG
KOA1 = KOA
KOA3 = KOA
KOA4 = KOA
KOK1 = KOK
KOK2 = KOK
KOK3 = KOK
KOK5 = KOK
KON1 = KON
KON2 = KON
KON4 = KON
KB1 = KB

KB2 = KB
KB3 = KB

!KB = KO KK
!KO = KK

Options SC

Path Diagram
End of Problem

Sample Size = 160

Covariance Matrix

| | KKI1 | KKI2 | KKI3 | KKI5 | KKE1 | KKE2 |
|---|---|---|---|---|---|---|
| KKI1 | 0.91 | | | | | |
| KKI2 | 0.17 | 0.87 | | | | |
| KKI3 | 0.19 | 0.19 | 0.45 | | | |
| KKI5 | 0.11 | 0.22 | 0.20 | 0.48 | | |
| KKE1 | 0.20 | 0.33 | 0.19 | 0.12 | 0.79 | |
| KKE2 | 0.13 | 0.31 | 0.21 | 0.14 | 0.64 | 0.80 |
| KKE3 | 0.17 | 0.31 | 0.18 | 0.17 | 0.35 | 0.34 |
| KKE4 | 0.06 | 0.29 | 0.12 | 0.17 | 0.34 | 0.24 |
| KKE5 | 0.00 | 0.09 | 0.07 | 0.03 | 0.26 | 0.25 |
| KKE6 | 0.07 | 0.14 | 0.10 | 0.09 | 0.28 | 0.31 |
| KKG1 | 0.02 | 0.26 | 0.10 | 0.07 | 0.35 | 0.32 |
| KKG2 | 0.11 | 0.24 | 0.10 | 0.06 | 0.28 | 0.24 |
| KOA1 | 0.17 | 0.36 | 0.13 | 0.17 | 0.32 | 0.26 |
| KOA3 | 0.01 | 0.07 | 0.02 | 0.04 | 0.08 | 0.10 |
| KOA4 | 0.08 | 0.11 | 0.07 | 0.08 | 0.10 | 0.09 |
| KOK1 | 0.14 | 0.11 | 0.02 | 0.01 | 0.23 | 0.14 |
| KOK2 | 0.02 | 0.17 | 0.03 | 0.07 | 0.25 | 0.18 |
| KOK3 | 0.03 | 0.11 | 0.01 | -0.02 | 0.19 | 0.14 |
| KOK5 | 0.05 | 0.14 | 0.05 | 0.00 | 0.24 | 0.17 |
| KON1 | 0.10 | 0.17 | 0.01 | 0.07 | 0.24 | 0.15 |
| KON2 | 0.09 | 0.13 | 0.02 | 0.03 | 0.22 | 0.17 |
| KON4 | 0.15 | 0.07 | 0.05 | 0.03 | 0.24 | 0.19 |
| KB1 | -0.09 | 0.28 | 0.01 | 0.05 | 0.14 | 0.10 |
| KB2 | 0.03 | 0.22 | -0.01 | 0.10 | 0.19 | 0.14 |
| KB3 | 0.09 | 0.17 | 0.04 | 0.15 | 0.22 | 0.17 |

Covariance Matrix

| | KKE3 | KKE4 | KKE5 | KKE6 | KKG1 | KKG2 |
|---|---|---|---|---|---|---|
| KKE3 | 0.69 | | | | | |
| KKE4 | 0.41 | 0.82 | | | | |
| KKE5 | 0.26 | 0.29 | 0.54 | | | |
| KKE6 | 0.26 | 0.17 | 0.27 | 0.73 | | |
| KKG1 | 0.26 | 0.25 | 0.30 | 0.26 | 0.53 | |
| KKG2 | 0.20 | 0.19 | 0.16 | 0.30 | 0.33 | 0.47 |
| KOA1 | 0.30 | 0.33 | 0.25 | 0.22 | 0.27 | 0.21 |
| KOA3 | 0.14 | 0.18 | 0.11 | 0.01 | 0.13 | 0.07 |

| | | | | | | |
|---|---|---|---|---|---|---|
| KOA4 | 0.16 | 0.15 | 0.08 | 0.04 | 0.09 | 0.06 |
| KOK1 | 0.17 | 0.19 | 0.11 | 0.20 | 0.15 | 0.23 |
| KOK2 | 0.18 | 0.17 | 0.18 | 0.20 | 0.20 | 0.19 |
| KOK3 | 0.16 | 0.12 | 0.17 | 0.25 | 0.17 | 0.20 |
| KOK5 | 0.20 | 0.08 | 0.15 | 0.16 | 0.14 | 0.13 |
| KON1 | 0.18 | 0.21 | 0.15 | 0.18 | 0.15 | 0.16 |
| KON2 | 0.21 | 0.21 | 0.22 | 0.19 | 0.21 | 0.14 |
| KON4 | 0.26 | 0.28 | 0.13 | 0.20 | 0.17 | 0.20 |
| KB1 | 0.14 | 0.34 | 0.13 | 0.09 | 0.23 | 0.10 |
| KB2 | 0.18 | 0.41 | 0.16 | 0.18 | 0.21 | 0.13 |
| KB3 | 0.16 | 0.42 | 0.23 | 0.23 | 0.25 | 0.16 |

Covariance Matrix

| | KOA1 | KOA3 | KOA4 | KOK1 | KOK2 | KOK3 |
|---|---|---|---|---|---|---|
| KOA1 | 0.60 | | | | | |
| KOA3 | 0.10 | 0.94 | | | | |
| KOA4 | 0.15 | 0.49 | 0.73 | | | |
| KOK1 | 0.24 | 0.16 | 0.04 | 0.66 | | |
| KOK2 | 0.28 | 0.00 | 0.02 | 0.42 | 0.90 | |
| KOK3 | 0.20 | 0.09 | -0.03 | 0.37 | 0.57 | 0.84 |
| KOK5 | 0.19 | 0.03 | -0.05 | 0.24 | 0.59 | 0.50 |
| KON1 | 0.20 | 0.03 | -0.02 | 0.32 | 0.62 | 0.47 |
| KON2 | 0.23 | 0.05 | -0.01 | 0.22 | 0.54 | 0.34 |
| KON4 | 0.22 | 0.02 | 0.00 | 0.31 | 0.48 | 0.34 |
| KB1 | 0.26 | 0.22 | 0.26 | 0.08 | 0.15 | 0.02 |
| KB2 | 0.33 | 0.21 | 0.21 | 0.21 | 0.23 | 0.11 |
| KB3 | 0.28 | 0.22 | 0.24 | 0.20 | 0.18 | 0.07 |

Covariance Matrix

| | KOK5 | KON1 | KON2 | KON4 | KB1 | KB2 |
|---|---|---|---|---|---|---|
| KOK5 | 1.03 | | | | | |
| KON1 | 0.60 | 0.91 | | | | |
| KON2 | 0.62 | 0.60 | 0.95 | | | |
| KON4 | 0.48 | 0.45 | 0.55 | 0.97 | | |
| KB1 | 0.00 | 0.07 | 0.15 | 0.03 | 0.88 | |
| KB2 | 0.11 | 0.22 | 0.25 | 0.21 | 0.61 | 0.85 |
| KB3 | 0.08 | 0.20 | 0.22 | 0.21 | 0.59 | 0.70 |

Covariance Matrix

| | KB3 |
|---|---|
| KB3 | 0.89 |

Number of Iterations = 18

LISREL Estimates (Maximum Likelihood)

Measurement Equations

KKI1 = 0.35*KKI, Errorvar.= 0.79 , $R^2$ = 0.14
(0.086) (0.094)
4.14 8.40

KKI2 = 0.60*KKI, Errorvar.= 0.51 , $R^2$ = 0.41
(0.080) (0.078)
7.49 6.57

KKI3 = 0.39*KKI, Errorvar.= 0.29 , $R^2$ = 0.34
(0.057) (0.041)
6.77 7.20

KKI5 = 0.38*KKI, Errorvar.= 0.34 , $R^2$ = 0.30
(0.060) (0.045)
6.31 7.50

KKE1 = 0.74*KKE, Errorvar.= 0.24 , $R^2$ = 0.70
(0.060) (0.039)
12.41 6.16

KKE2 = 0.70*KKE, Errorvar.= 0.30 , $R^2$ = 0.62
(0.062) (0.043)
11.40 6.95

KKE3 = 0.54*KKE, Errorvar.= 0.40 , $R^2$ = 0.43
(0.062) (0.049)
8.83 8.04

KKE4 = 0.50*KKE, Errorvar.= 0.57 , $R^2$ = 0.31
(0.070) (0.068)
7.18 8.40

KKE5 = 0.42*KKE, Errorvar.= 0.36 , $R^2$ = 0.33
(0.056) (0.043)
7.54 8.34

KKE6 = 0.45*KKE, Errorvar.= 0.52 , $R^2$ = 0.28
(0.066) (0.062)
6.82 8.46

KKG1 = 0.65*KKG, Errorvar.= 0.11 , $R^2$ = 0.79
(0.053) (0.037)
12.32 3.00

KKG2 = 0.51*KKG, Errorvar.= 0.21 , $R^2$ = 0.55
(0.051) (0.032)
9.92 6.64

KOA1 = 0.59*KOA, Errorvar.= 0.25 , $R^2$ = 0.59
(0.072) (0.066)
8.19 3.76

KOA3 = 0.26*KOA, Errorvar.= 0.88 , $R^2$ = 0.070
(0.082) (0.100)
3.13 8.79

KOA4 = 0.29*KOA, Errorvar.= 0.65 , $R^2$ = 0.11

(0.072) (0.074)
4.01 8.69

KOK1 = 0.47*KOK, Errorvar.= 0.44 , $R^2$ = 0.34
(0.062) (0.052)
7.62 8.39

KOK2 = 0.83*KOK, Errorvar.= 0.20 , $R^2$ = 0.77
(0.062) (0.040)
13.44 5.18

KOK3 = 0.67*KOK, Errorvar.= 0.40 , $R^2$ = 0.53
(0.065) (0.052)
10.18 7.72

KOK5 = 0.74*KOK, Errorvar.= 0.48 , $R^2$ = 0.53
(0.072) (0.063)
10.25 7.69

KON1 = 0.79*KON, Errorvar.= 0.28 , $R^2$ = 0.70
(0.065) (0.047)
12.22 5.83

KON2 = 0.75*KON, Errorvar.= 0.39 , $R^2$ = 0.59
(0.069) (0.055)
10.90 7.04

KON4 = 0.64*KON, Errorvar.= 0.57 , $R^2$ = 0.42
(0.074) (0.071)
8.65 8.01

KB1 = 0.71*KB, Errorvar.= 0.37 , $R^2$ = 0.58
(0.065) (0.048)
11.01 7.68

KB2 = 0.86*KB, Errorvar.= 0.12 , $R^2$ = 0.86
(0.058) (0.035)
14.70 3.41

KB3 = 0.82*KB, Errorvar.= 0.22 , $R^2$ = 0.76
(0.062) (0.038)
13.29 5.64

Correlation Matrix of Independent Variables

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI | 1.00 | | | | | |
| KKE | 0.66 | 1.00 | | | | |
| | (0.08) | | | | | |
| | 8.60 | | | | | |
| KKG | 0.48 | 0.76 | 1.00 | | | |
| | (0.09) | (0.05) | | | | |
| | 5.12 | 14.54 | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| KOA | 0.77 | 0.75 | 0.69 | 1.00 | | |
| | (0.10) | (0.09) | (0.09) | | | |
| | 7.35 | 8.60 | 7.46 | | | |
| KOK | 0.19 | 0.42 | 0.40 | 0.50 | 1.00 | |
| | (0.10) | (0.08) | (0.08) | (0.10) | | |
| | 1.86 | 5.30 | 4.89 | 5.07 | | |
| KON | 0.22 | 0.43 | 0.37 | 0.42 | 0.91 | 1.00 |
| | (0.11) | (0.08) | (0.09) | (0.10) | (0.03) | |
| | 2.05 | 5.40 | 4.30 | 4.04 | 26.26 | |
| KB | 0.26 | 0.37 | 0.40 | 0.67 | 0.26 | 0.32 |
| | (0.10) | (0.08) | (0.08) | (0.09) | (0.08) | (0.08) |
| | 2.65 | 4.75 | 5.06 | 7.65 | 3.04 | 3.86 |

Correlation Matrix of Independent Variables

| | KB |
|---|---|
| KB | 1.00 |

Goodness of Fit Statistics

Degrees of Freedom = 254
Minimum Fit Function Chi-Square = 599.28 (P = 0.0)
Normal Theory Weighted Least Squares Chi-Square = 548.69 (P = 0.0)
Estimated Non-centrality Parameter (NCP) = 294.69
90 Percent Confidence Interval for NCP = (230.97 ; 366.15)

Minimum Fit Function Value = 3.77
Population Discrepancy Function Value (F0) = 1.85
90 Percent Confidence Interval for F0 = (1.45 ; 2.30)
Root Mean Square Error of Approximation (RMSEA) = 0.085
90 Percent Confidence Interval for RMSEA = (0.076 ; 0.095)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

Expected Cross-Validation Index (ECVI) = 4.34
90 Percent Confidence Interval for ECVI = (3.94 ; 4.79)
ECVI for Saturated Model = 4.09
ECVI for Independence Model = 13.97

Chi-Square for Independence Model with 300 Degrees of Freedom = 2171.33
Independence AIC = 2221.33
Model AIC = 690.69
Saturated AIC = 650.00
Independence CAIC = 2323.21
Model CAIC = 980.03
Saturated CAIC = 1974.43

Normed Fit Index (NFI) = 0.72
Non-Normed Fit Index (NNFI) = 0.78
Parsimony Normed Fit Index (PNFI) = 0.61
Comparative Fit Index (CFI) = 0.82

Incremental Fit Index (IFI) = 0.82
Relative Fit Index (RFI) = 0.67

Critical N (CN) = 83.08

Root Mean Square Residual (RMR) = 0.065
Standardized RMR = 0.083
Goodness of Fit Index (GFI) = 0.78
Adjusted Goodness of Fit Index (AGFI) = 0.72
Parsimony Goodness of Fit Index (PGFI) = 0.61

The Modification Indices Suggest to Add the

| Path to | from | Decrease in Chi-Square | New Estimate |
|---|---|---|---|
| KKI2 | KKG | 12.0 | 0.36 |
| KKI2 | KOA | 13.0 | 0.52 |
| KKE2 | KOA | 10.5 | -0.34 |
| KKE3 | KKI | 9.1 | 0.30 |
| KKE4 | KOA | 19.7 | 0.54 |
| KKE4 | KB | 30.1 | 0.39 |
| KKE5 | KKG | 11.0 | 0.33 |
| KOK3 | KON | 9.3 | -0.71 |
| KOK5 | KON | 12.7 | 0.92 |

The Modification Indices Suggest to Add an Error Covariance

| Between | and | Decrease in Chi-Square | New Estimate |
|---|---|---|---|
| KKI5 | KKI3 | 7.9 | 0.09 |
| KKE2 | KKE1 | 82.3 | 0.32 |
| KKE3 | KKE1 | 9.6 | -0.10 |
| KKE4 | KKE2 | 16.6 | -0.16 |
| KKE4 | KKE3 | 15.4 | 0.16 |
| KKE5 | KKE1 | 8.4 | -0.09 |
| KKG1 | KKE5 | 14.0 | 0.09 |
| KKG2 | KKE6 | 13.6 | 0.11 |
| KOA4 | KOA3 | 51.1 | 0.44 |
| KOK1 | KKG2 | 10.5 | 0.09 |
| KOK5 | KOK1 | 10.8 | -0.14 |
| KON2 | KOK3 | 10.6 | -0.12 |
| KON2 | KOK5 | 11.4 | 0.14 |
| KON4 | KON1 | 8.2 | -0.13 |
| KB1 | KKI1 | 10.5 | -0.15 |
| KB1 | KKI2 | 12.0 | 0.14 |

Standardized Solution

LAMBDA-X

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI1 | 0.35 | - - | - - | - - | - - | - - |
| KKI2 | 0.60 | - - | - - | - - | - - | - - |
| KKI3 | 0.39 | - - | - - | - - | - - | - - |
| KKI5 | 0.38 | - - | - - | - - | - - | - - |
| KKE1 | - - | 0.74 | - - | - - | - - | - - |
| KKE2 | - - | 0.70 | - - | - - | - - | - - |
| KKE3 | - - | 0.54 | - - | - - | - - | - - |

| | | | | | | |
|---|---|---|---|---|---|---|
| KKE4 | - - | 0.50 | - - | - - | - - | - - |
| KKE5 | - - | 0.42 | - - | - - | - - | - - |
| KKE6 | - - | 0.45 | - - | - - | - - | - - |
| KKG1 | - - | - - | 0.65 | - - | - - | - - |
| KKG2 | - - | - - | 0.51 | - - | - - | - - |
| KOA1 | - - | - - | - - | 0.59 | - - | - - |
| KOA3 | - - | - - | - - | 0.26 | - - | - - |
| KOA4 | - - | - - | - - | 0.29 | - - | - - |
| KOK1 | - - | - - | - - | - - | 0.47 | - - |
| KOK2 | - - | - - | - - | - - | 0.83 | - - |
| KOK3 | - - | - - | - - | - - | 0.67 | - - |
| KOK5 | - - | - - | - - | - - | 0.74 | - - |
| KON1 | - - | - - | - - | - - | - - | 0.79 |
| KON2 | - - | - - | - - | - - | - - | 0.75 |
| KON4 | - - | - - | - - | - - | - - | 0.64 |
| KB1 | - - | - - | - - | - - | - - | - - |
| KB2 | - - | - - | - - | - - | - - | - - |
| KB3 | - - | - - | - - | - - | - - | - - |

LAMBDA-X

| | KB |
|---|---|
| | --- |
| KKI1 | - - |
| KKI2 | - - |
| KKI3 | - - |
| KKI5 | - - |
| KKE1 | - - |
| KKE2 | - - |
| KKE3 | - - |
| KKE4 | - - |
| KKE5 | - - |
| KKE6 | - - |
| KKG1 | - - |
| KKG2 | - - |
| KOA1 | - - |
| KOA3 | - - |
| KOA4 | - - |
| KOK1 | - - |
| KOK2 | - - |
| KOK3 | - - |
| KOK5 | - - |
| KON1 | - - |
| KON2 | - - |
| KON4 | - - |
| KB1 | 0.71 |
| KB2 | 0.86 |
| KB3 | 0.82 |

PHI

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| | --- | --- | --- | --- | --- | --- |
| KKI | 1.00 | | | | | |
| KKE | 0.66 | 1.00 | | | | |
| KKG | 0.48 | 0.76 | 1.00 | | | |
| KOA | 0.77 | 0.75 | 0.69 | 1.00 | | |
| KOK | 0.19 | 0.42 | 0.40 | 0.50 | 1.00 | |

| | | | | | | |
|---|---|---|---|---|---|---|
| KON | 0.22 | 0.43 | 0.37 | 0.42 | 0.91 | 1.00 |
| KB | 0.26 | 0.37 | 0.40 | 0.67 | 0.26 | 0.32 |

PHI

| | KB |
|---|---|
| KB | 1.00 |

Completely Standardized Solution

LAMBDA-X

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI1 | 0.37 | - - | - - | - - | - - | - - |
| KKI2 | 0.64 | - - | - - | - - | - - | - - |
| KKI3 | 0.58 | - - | - - | - - | - - | - - |
| KKI5 | 0.55 | - - | - - | - - | - - | - - |
| KKE1 | - - | 0.84 | - - | - - | - - | - - |
| KKE2 | - - | 0.79 | - - | - - | - - | - - |
| KKE3 | - - | 0.65 | - - | - - | - - | - - |
| KKE4 | - - | 0.55 | - - | - - | - - | - - |
| KKE5 | - - | 0.58 | - - | - - | - - | - - |
| KKE6 | - - | 0.53 | - - | - - | - - | - - |
| KKG1 | - - | - - | 0.89 | - - | - - | - - |
| KKG2 | - - | - - | 0.74 | - - | - - | - - |
| KOA1 | - - | - - | - - | 0.77 | - - | - - |
| KOA3 | - - | - - | - - | 0.27 | - - | - - |
| KOA4 | - - | - - | - - | 0.34 | - - | - - |
| KOK1 | - - | - - | - - | - - | 0.58 | - - |
| KOK2 | - - | - - | - - | - - | 0.88 | - - |
| KOK3 | - - | - - | - - | - - | 0.73 | - - |
| KOK5 | - - | - - | - - | - - | 0.73 | - - |
| KON1 | - - | - - | - - | - - | - - | 0.83 |
| KON2 | - - | - - | - - | - - | - - | 0.77 |
| KON4 | - - | - - | - - | - - | - - | 0.65 |
| KB1 | - - | - - | - - | - - | - - | - - |
| KB2 | - - | - - | - - | - - | - - | - - |
| KB3 | - - | - - | - - | - - | - - | - - |

LAMBDA-X

| | KB |
|---|---|
| KKI1 | - - |
| KKI2 | - - |
| KKI3 | - - |
| KKI5 | - - |
| KKE1 | - - |
| KKE2 | - - |
| KKE3 | - - |
| KKE4 | - - |
| KKE5 | - - |
| KKE6 | - - |
| KKG1 | - - |

KKG2 - -
KOA1 - -
KOA3 - -
KOA4 - -
KOK1 - -
KOK2 - -
KOK3 - -
KOK5 - -
KON1 - -
KON2 - -
KON4 - -
KB1 0.76
KB2 0.93
KB3 0.87

PHI

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI | 1.00 | | | | | |
| KKE | 0.66 | 1.00 | | | | |
| KKG | 0.48 | 0.76 | 1.00 | | | |
| KOA | 0.77 | 0.75 | 0.69 | 1.00 | | |
| KOK | 0.19 | 0.42 | 0.40 | 0.50 | 1.00 | |
| KON | 0.22 | 0.43 | 0.37 | 0.42 | 0.91 | 1.00 |
| KB | 0.26 | 0.37 | 0.40 | 0.67 | 0.26 | 0.32 |

PHI

| | KB |
|---|---|
| KB | 1.00 |

THETA-DELTA

| KKI1 | KKI2 | KKI3 | KKI5 | KKE1 | KKE2 |
|---|---|---|---|---|---|
| 0.86 | 0.59 | 0.66 | 0.70 | 0.30 | 0.38 |

THETA-DELTA

| KKE3 | KKE4 | KKE5 | KKE6 | KKG1 | KKG2 |
|---|---|---|---|---|---|
| 0.57 | 0.69 | 0.67 | 0.72 | 0.21 | 0.45 |

THETA-DELTA

| KOA1 | KOA3 | KOA4 | KOK1 | KOK2 | KOK3 |
|---|---|---|---|---|---|
| 0.41 | 0.93 | 0.89 | 0.66 | 0.23 | 0.47 |

THETA-DELTA

| KOK5 | KON1 | KON2 | KON4 | KB1 | KB2 |
|---|---|---|---|---|---|
| 0.47 | 0.30 | 0.41 | 0.58 | 0.42 | 0.14 |

THETA-DELTA

```
    KB3
--------
    0.24

          Time used:    0.156 Seconds
```

**Lampiran 8**

*Output Lisrel ver.8.51 1st Order Confirmatory Factor Analysis trimming 2*

DATE: 8/18/2015
TIME: 0:42

L I S R E L 8.51

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Users\estee\Documents\LISREL\CFA1iter2.pr2:

Raw data from file PRELISesti.psf

Latent Variables: KKI KKE KKG KOA KOK KON KB

Relationships:

KKI2 = KKI
KKI3 = KKI
KKI5 = KKI
KKE1 = KKE
KKE2 = KKE
KKE3 = KKE
KKE4 = KKE
KKE5 = KKE
KKE6 = KKE
KKG1 = KKG
KKG2 = KKG
KOA1 = KOA
KOA4 = KOA
KOK1 = KOK
KOK2 = KOK
KOK3 = KOK
KOK5 = KOK
KON1 = KON
KON2 = KON
KON4 = KON
KB1 = KB
KB2 = KB

KB3 = KB

!KB = KO KK
!KO = KK

Options SC

Path Diagram
End of Problem

Sample Size = 160

Covariance Matrix

| | KKI2 | KKI3 | KKI5 | KKE1 | KKE2 | KKE3 |
|---|---|---|---|---|---|---|
| KKI2 | 0.87 | | | | | |
| KKI3 | 0.19 | 0.45 | | | | |
| KKI5 | 0.22 | 0.20 | 0.48 | | | |
| KKE1 | 0.33 | 0.19 | 0.12 | 0.79 | | |
| KKE2 | 0.31 | 0.21 | 0.14 | 0.64 | 0.80 | |
| KKE3 | 0.31 | 0.18 | 0.17 | 0.35 | 0.34 | 0.69 |
| KKE4 | 0.29 | 0.12 | 0.17 | 0.34 | 0.24 | 0.41 |
| KKE5 | 0.09 | 0.07 | 0.03 | 0.26 | 0.25 | 0.26 |
| KKE6 | 0.14 | 0.10 | 0.09 | 0.28 | 0.31 | 0.26 |
| KKG1 | 0.26 | 0.10 | 0.07 | 0.35 | 0.32 | 0.26 |
| KKG2 | 0.24 | 0.10 | 0.06 | 0.28 | 0.24 | 0.20 |
| KOA1 | 0.36 | 0.13 | 0.17 | 0.32 | 0.26 | 0.30 |
| KOA4 | 0.11 | 0.07 | 0.08 | 0.10 | 0.09 | 0.16 |
| KOK1 | 0.11 | 0.02 | 0.01 | 0.23 | 0.14 | 0.17 |
| KOK2 | 0.17 | 0.03 | 0.07 | 0.25 | 0.18 | 0.18 |
| KOK3 | 0.11 | 0.01 | -0.02 | 0.19 | 0.14 | 0.16 |
| KOK5 | 0.14 | 0.05 | 0.00 | 0.24 | 0.17 | 0.20 |
| KON1 | 0.17 | 0.01 | 0.07 | 0.24 | 0.15 | 0.18 |
| KON2 | 0.13 | 0.02 | 0.03 | 0.22 | 0.17 | 0.21 |
| KON4 | 0.07 | 0.05 | 0.03 | 0.24 | 0.19 | 0.26 |
| KB1 | 0.28 | 0.01 | 0.05 | 0.14 | 0.10 | 0.14 |
| KB2 | 0.22 | -0.01 | 0.10 | 0.19 | 0.14 | 0.18 |
| KB3 | 0.17 | 0.04 | 0.15 | 0.22 | 0.17 | 0.16 |

Covariance Matrix

| | KKE4 | KKE5 | KKE6 | KKG1 | KKG2 | KOA1 |
|---|---|---|---|---|---|---|
| KKE4 | 0.82 | | | | | |
| KKE5 | 0.29 | 0.54 | | | | |
| KKE6 | 0.17 | 0.27 | 0.73 | | | |
| KKG1 | 0.25 | 0.30 | 0.26 | 0.53 | | |
| KKG2 | 0.19 | 0.16 | 0.30 | 0.33 | 0.47 | |
| KOA1 | 0.33 | 0.25 | 0.22 | 0.27 | 0.21 | 0.60 |
| KOA4 | 0.15 | 0.08 | 0.04 | 0.09 | 0.06 | 0.15 |
| KOK1 | 0.19 | 0.11 | 0.20 | 0.15 | 0.23 | 0.24 |
| KOK2 | 0.17 | 0.18 | 0.20 | 0.20 | 0.19 | 0.28 |
| KOK3 | 0.12 | 0.17 | 0.25 | 0.17 | 0.20 | 0.20 |
| KOK5 | 0.08 | 0.15 | 0.16 | 0.14 | 0.13 | 0.19 |

| | | | | | | |
|---|---|---|---|---|---|---|
| KON1 | 0.21 | 0.15 | 0.18 | 0.15 | 0.16 | 0.20 |
| KON2 | 0.21 | 0.22 | 0.19 | 0.21 | 0.14 | 0.23 |
| KON4 | 0.28 | 0.13 | 0.20 | 0.17 | 0.20 | 0.22 |
| KB1 | 0.34 | 0.13 | 0.09 | 0.23 | 0.10 | 0.26 |
| KB2 | 0.41 | 0.16 | 0.18 | 0.21 | 0.13 | 0.33 |
| KB3 | 0.42 | 0.23 | 0.23 | 0.25 | 0.16 | 0.28 |

Covariance Matrix

| | KOA4 | KOK1 | KOK2 | KOK3 | KOK5 | KON1 |
|---|---|---|---|---|---|---|
| KOA4 | 0.73 | | | | | |
| KOK1 | 0.04 | 0.66 | | | | |
| KOK2 | 0.02 | 0.42 | 0.90 | | | |
| KOK3 | -0.03 | 0.37 | 0.57 | 0.84 | | |
| KOK5 | -0.05 | 0.24 | 0.59 | 0.50 | 1.03 | |
| KON1 | -0.02 | 0.32 | 0.62 | 0.47 | 0.60 | 0.91 |
| KON2 | -0.01 | 0.22 | 0.54 | 0.34 | 0.62 | 0.60 |
| KON4 | 0.00 | 0.31 | 0.48 | 0.34 | 0.48 | 0.45 |
| KB1 | 0.26 | 0.08 | 0.15 | 0.02 | 0.00 | 0.07 |
| KB2 | 0.21 | 0.21 | 0.23 | 0.11 | 0.11 | 0.22 |
| KB3 | 0.24 | 0.20 | 0.18 | 0.07 | 0.08 | 0.20 |

Covariance Matrix

| | KON2 | KON4 | KB1 | KB2 | KB3 |
|---|---|---|---|---|---|
| KON2 | 0.95 | | | | |
| KON4 | 0.55 | 0.97 | | | |
| KB1 | 0.15 | 0.03 | 0.88 | | |
| KB2 | 0.25 | 0.21 | 0.61 | 0.85 | |
| KB3 | 0.22 | 0.21 | 0.59 | 0.70 | 0.89 |

Number of Iterations = 15

LISREL Estimates (Maximum Likelihood)

Measurement Equations

KKI2 = 0.63*KKI, Errorvar.= 0.47 , $R^2$ = 0.46
(0.081) (0.080)
7.81 5.92

KKI3 = 0.36*KKI, Errorvar.= 0.32 , $R^2$ = 0.29
(0.058) (0.042)
6.20 7.52

KKI5 = 0.37*KKI, Errorvar.= 0.34 , $R^2$ = 0.29
(0.061) (0.046)
6.17 7.53

KKE1 = 0.74*KKE, Errorvar.= 0.24 , $R^2$ = 0.70
(0.060) (0.039)

12.36 6.18

KKE2 = 0.70*KKE, Errorvar.= 0.30 , $R^2$ = 0.62
(0.062) (0.043)
11.37 6.95

KKE3 = 0.54*KKE, Errorvar.= 0.40 , $R^2$ = 0.43
(0.062) (0.049)
8.82 8.04

KKE4 = 0.50*KKE, Errorvar.= 0.57 , $R^2$ = 0.31
(0.070) (0.068)
7.21 8.40

KKE5 = 0.42*KKE, Errorvar.= 0.36 , $R^2$ = 0.34
(0.056) (0.043)
7.57 8.33

KKE6 = 0.45*KKE, Errorvar.= 0.52 , $R^2$ = 0.28
(0.066) (0.062)
6.83 8.46

KKG1 = 0.65*KKG, Errorvar.= 0.12 , $R^2$ = 0.78
(0.053) (0.037)
12.27 3.11

KKG2 = 0.51*KKG, Errorvar.= 0.21 , $R^2$ = 0.55
(0.051) (0.032)
9.97 6.60

KOA1 = 0.59*KOA, Errorvar.= 0.25 , $R^2$ = 0.58
(0.088) (0.089)
6.68 2.82

KOA4 = 0.26*KOA, Errorvar.= 0.66 , $R^2$ = 0.090
(0.073) (0.076)
3.51 8.72

KOK1 = 0.47*KOK, Errorvar.= 0.44 , $R^2$ = 0.34
(0.062) (0.052)
7.62 8.39

KOK2 = 0.83*KOK, Errorvar.= 0.20 , $R^2$ = 0.78
(0.062) (0.039)
13.48 5.12

KOK3 = 0.66*KOK, Errorvar.= 0.40 , $R^2$ = 0.52
(0.065) (0.052)
10.16 7.73

KOK5 = 0.74*KOK, Errorvar.= 0.48 , $R^2$ = 0.53
(0.072) (0.063)
10.24 7.70

KON1 = 0.79*KON, Errorvar.= 0.28 , $R^2$ = 0.69
(0.065) (0.047)
12.19 5.85

KON2 = 0.75*KON, Errorvar.= 0.39 , $R^2$ = 0.59
(0.069) (0.055)
10.92 7.02

KON4 = 0.64*KON, Errorvar.= 0.56 , $R^2$ = 0.42
(0.074) (0.071)
8.67 8.00

KB1 = 0.71*KB, Errorvar.= 0.37 , $R^2$ = 0.58
(0.065) (0.048)
10.99 7.68

KB2 = 0.86*KB, Errorvar.= 0.12 , $R^2$ = 0.86
(0.058) (0.035)
14.68 3.38

KB3 = 0.82*KB, Errorvar.= 0.22 , $R^2$ = 0.76
(0.062) (0.039)
13.29 5.59

Correlation Matrix of Independent Variables

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI | 1.00 | | | | | |
| KKE | 0.67 | 1.00 | | | | |
| | (0.08) | | | | | |
| | 8.51 | | | | | |
| KKG | 0.52 | 0.77 | 1.00 | | | |
| | (0.09) | (0.05) | | | | |
| | 5.60 | 14.64 | | | | |
| KOA | 0.82 | 0.77 | 0.70 | 1.00 | | |
| | (0.13) | (0.11) | (0.11) | | | |
| | 6.35 | 6.99 | 6.28 | | | |
| KOK | 0.21 | 0.42 | 0.40 | 0.52 | 1.00 | |
| | (0.11) | (0.08) | (0.08) | (0.11) | | |
| | 1.98 | 5.30 | 4.91 | 4.81 | | |
| KON | 0.21 | 0.43 | 0.37 | 0.44 | 0.91 | 1.00 |
| | (0.11) | (0.08) | (0.09) | (0.11) | (0.03) | |
| | 1.95 | 5.42 | 4.32 | 3.96 | 26.21 | |
| KB | 0.30 | 0.37 | 0.40 | 0.66 | 0.26 | 0.32 |
| | (0.10) | (0.08) | (0.08) | (0.11) | (0.08) | (0.08) |
| | 2.99 | 4.77 | 5.05 | 6.22 | 3.05 | 3.86 |

Correlation Matrix of Independent Variables

| | KB |
|---|---|
| KB | 1.00 |

Goodness of Fit Statistics

Degrees of Freedom = 209
Minimum Fit Function Chi-Square = 462.97 (P = 0.0)
Normal Theory Weighted Least Squares Chi-Square = 441.15 (P = 0.0)
Estimated Non-centrality Parameter (NCP) = 232.15
90 Percent Confidence Interval for NCP = (175.63 ; 296.43)

Minimum Fit Function Value = 2.91
Population Discrepancy Function Value (F0) = 1.46
90 Percent Confidence Interval for F0 = (1.10 ; 1.86)
Root Mean Square Error of Approximation (RMSEA) = 0.084
90 Percent Confidence Interval for RMSEA = (0.073 ; 0.094)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

Expected Cross-Validation Index (ECVI) = 3.62
90 Percent Confidence Interval for ECVI = (3.26 ; 4.02)
ECVI for Saturated Model = 3.47
ECVI for Independence Model = 12.93

Chi-Square for Independence Model with 253 Degrees of Freedom = 2009.43
Independence AIC = 2055.43
Model AIC = 575.15
Saturated AIC = 552.00
Independence CAIC = 2149.16
Model CAIC = 848.19
Saturated CAIC = 1676.75

Normed Fit Index (NFI) = 0.77
Non-Normed Fit Index (NNFI) = 0.82
Parsimony Normed Fit Index (PNFI) = 0.64
Comparative Fit Index (CFI) = 0.86
Incremental Fit Index (IFI) = 0.86
Relative Fit Index (RFI) = 0.72

Critical N (CN) = 90.11

Root Mean Square Residual (RMR) = 0.060
Standardized RMR = 0.078
Goodness of Fit Index (GFI) = 0.81
Adjusted Goodness of Fit Index (AGFI) = 0.74
Parsimony Goodness of Fit Index (PGFI) = 0.61

The Modification Indices Suggest to Add the

| Path to | from | Decrease in Chi-Square | New Estimate |
|---|---|---|---|
| KKI2 | KKG | 8.4 | 0.35 |
| KKI2 | KOA | 8.9 | 0.52 |
| KKE2 | KOA | 9.8 | -0.33 |
| KKE3 | KKI | 8.2 | 0.29 |
| KKE4 | KOA | 19.2 | 0.55 |
| KKE4 | KB | 29.9 | 0.39 |
| KKE5 | KKG | 10.1 | 0.32 |
| KOK3 | KON | 8.5 | -0.68 |
| KOK5 | KON | 13.3 | 0.94 |

The Modification Indices Suggest to Add an Error Covariance

| Between | and | Decrease in Chi-Square | New Estimate |
|---|---|---|---|
| KKI5 | KKI3 | 10.3 | 0.11 |
| KKE2 | KKE1 | 83.1 | 0.33 |
| KKE3 | KKE1 | 9.0 | -0.10 |
| KKE4 | KKE2 | 16.8 | -0.16 |
| KKE4 | KKE3 | 15.3 | 0.16 |
| KKE5 | KKE1 | 8.6 | -0.09 |
| KKG1 | KKE5 | 14.6 | 0.09 |
| KKG2 | KKE6 | 13.7 | 0.11 |
| KOK1 | KKG2 | 10.6 | 0.09 |
| KOK5 | KOK1 | 10.6 | -0.13 |
| KON2 | KOK3 | 10.6 | -0.12 |
| KON2 | KOK5 | 11.5 | 0.14 |
| KON4 | KON1 | 8.1 | -0.13 |
| KB1 | KKI2 | 10.2 | 0.13 |

Standardized Solution

LAMBDA-X

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI2 | 0.63 | - - | - - | - - | - - | - - |
| KKI3 | 0.36 | - - | - - | - - | - - | - - |
| KKI5 | 0.37 | - - | - - | - - | - - | - - |
| KKE1 | - - | 0.74 | - - | - - | - - | - - |
| KKE2 | - - | 0.70 | - - | - - | - - | - - |
| KKE3 | - - | 0.54 | - - | - - | - - | - - |
| KKE4 | - - | 0.50 | - - | - - | - - | - - |
| KKE5 | - - | 0.42 | - - | - - | - - | - - |
| KKE6 | - - | 0.45 | - - | - - | - - | - - |
| KKG1 | - - | - - | 0.65 | - - | - - | - - |
| KKG2 | - - | - - | 0.51 | - - | - - | - - |
| KOA1 | - - | - - | - - | 0.59 | - - | - - |
| KOA4 | - - | - - | - - | 0.26 | - - | - - |
| KOK1 | - - | - - | - - | - - | 0.47 | - - |
| KOK2 | - - | - - | - - | - - | 0.83 | - - |
| KOK3 | - - | - - | - - | - - | 0.66 | - - |
| KOK5 | - - | - - | - - | - - | 0.74 | - - |
| KON1 | - - | - - | - - | - - | - - | 0.79 |
| KON2 | - - | - - | - - | - - | - - | 0.75 |
| KON4 | - - | - - | - - | - - | - - | 0.64 |
| KB1 | - - | - - | - - | - - | - - | - - |
| KB2 | - - | - - | - - | - - | - - | - - |
| KB3 | - - | - - | - - | - - | - - | - - |

LAMBDA-X

| | KB |
|---|---|
| KKI2 | - - |
| KKI3 | - - |
| KKI5 | - - |
| KKE1 | - - |

| | |
|---|---|
| KKE2 | - - |
| KKE3 | - - |
| KKE4 | - - |
| KKE5 | - - |
| KKE6 | - - |
| KKG1 | - - |
| KKG2 | - - |
| KOA1 | - - |
| KOA4 | - - |
| KOK1 | - - |
| KOK2 | - - |
| KOK3 | - - |
| KOK5 | - - |
| KON1 | - - |
| KON2 | - - |
| KON4 | - - |
| KB1 | 0.71 |
| KB2 | 0.86 |
| KB3 | 0.82 |

PHI

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI | 1.00 | | | | | |
| KKE | 0.67 | 1.00 | | | | |
| KKG | 0.52 | 0.77 | 1.00 | | | |
| KOA | 0.82 | 0.77 | 0.70 | 1.00 | | |
| KOK | 0.21 | 0.42 | 0.40 | 0.52 | 1.00 | |
| KON | 0.21 | 0.43 | 0.37 | 0.44 | 0.91 | 1.00 |
| KB | 0.30 | 0.37 | 0.40 | 0.66 | 0.26 | 0.32 |

PHI

| | KB |
|---|---|
| KB | 1.00 |

Completely Standardized Solution

LAMBDA-X

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI2 | 0.67 | - - | - - | - - | - - | - - |
| KKI3 | 0.54 | - - | - - | - - | - - | - - |
| KKI5 | 0.54 | - - | - - | - - | - - | - - |
| KKE1 | - - | 0.83 | - - | - - | - - | - - |
| KKE2 | - - | 0.79 | - - | - - | - - | - - |
| KKE3 | - - | 0.65 | - - | - - | - - | - - |
| KKE4 | - - | 0.56 | - - | - - | - - | - - |
| KKE5 | - - | 0.58 | - - | - - | - - | - - |
| KKE6 | - - | 0.53 | - - | - - | - - | - - |
| KKG1 | - - | - - | 0.88 | - - | - - | - - |
| KKG2 | - - | - - | 0.74 | - - | - - | - - |
| KOA1 | - - | - - | - - | 0.76 | - - | - - |

| | | | | | | |
|---|---|---|---|---|---|---|
| KOA4 | - - | - - | - - | 0.30 | - - | - - |
| KOK1 | - - | - - | - - | - - | 0.58 | - - |
| KOK2 | - - | - - | - - | - - | 0.88 | - - |
| KOK3 | - - | - - | - - | - - | 0.72 | - - |
| KOK5 | - - | - - | - - | - - | 0.73 | - - |
| KON1 | - - | - - | - - | - - | - - | 0.83 |
| KON2 | - - | - - | - - | - - | - - | 0.77 |
| KON4 | - - | - - | - - | - - | - - | 0.65 |
| KB1 | - - | - - | - - | - - | - - | - - |
| KB2 | - - | - - | - - | - - | - - | - - |
| KB3 | - - | - - | - - | - - | - - | - - |

LAMBDA-X

| | KB |
|---|---|
| KKI2 | - - |
| KKI3 | - - |
| KKI5 | - - |
| KKE1 | - - |
| KKE2 | - - |
| KKE3 | - - |
| KKE4 | - - |
| KKE5 | - - |
| KKE6 | - - |
| KKG1 | - - |
| KKG2 | - - |
| KOA1 | - - |
| KOA4 | - - |
| KOK1 | - - |
| KOK2 | - - |
| KOK3 | - - |
| KOK5 | - - |
| KON1 | - - |
| KON2 | - - |
| KON4 | - - |
| KB1 | 0.76 |
| KB2 | 0.93 |
| KB3 | 0.87 |

PHI

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI | 1.00 | | | | | |
| KKE | 0.67 | 1.00 | | | | |
| KKG | 0.52 | 0.77 | 1.00 | | | |
| KOA | 0.82 | 0.77 | 0.70 | 1.00 | | |
| KOK | 0.21 | 0.42 | 0.40 | 0.52 | 1.00 | |
| KON | 0.21 | 0.43 | 0.37 | 0.44 | 0.91 | 1.00 |
| KB | 0.30 | 0.37 | 0.40 | 0.66 | 0.26 | 0.32 |

PHI

| | KB |
|---|---|
| KB | 1.00 |

THETA-DELTA

| KKI2 | KKI3 | KKI5 | KKE1 | KKE2 | KKE3 |
|---|---|---|---|---|---|
| 0.54 | 0.71 | 0.71 | 0.30 | 0.38 | 0.57 |

THETA-DELTA

| KKE4 | KKE5 | KKE6 | KKG1 | KKG2 | KOA1 |
|---|---|---|---|---|---|
| 0.69 | 0.66 | 0.72 | 0.22 | 0.45 | 0.42 |

THETA-DELTA

| KOA4 | KOK1 | KOK2 | KOK3 | KOK5 | KON1 |
|---|---|---|---|---|---|
| 0.91 | 0.66 | 0.22 | 0.48 | 0.47 | 0.31 |

THETA-DELTA

| KON2 | KON4 | KB1 | KB2 | KB3 |
|---|---|---|---|---|
| 0.41 | 0.58 | 0.42 | 0.14 | 0.24 |

Time used: 0.281 Seconds

**Lampiran 9**

*Output Lisrel ver.8.51 1st Order Confirmatory Factor Analysis trimming 3*

DATE: 8/18/2015

TIME: 18:52

L I S R E L 8.51

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Users\estee\Documents\LISREL\CFA1iter3.pr2:

Raw data from file PRELISesti.psf

Latent Variables: KKI KKE KKG KOA KOK KON KB

Relationships:

KKI2 = KKI
KKI3 = KKI
KKI5 = KKI
KKE1 = KKE
KKE2 = KKE
KKE3 = KKE
KKE4 = KKE
KKE5 = KKE
KKE6 = KKE
KKG1 = KKG
KKG2 = KKG
KOA1= 1*KOA
!KOA4=1*KOA
KOK1 = KOK
KOK2 = KOK
KOK3 = KOK
KOK5 = KOK
KON1 = KON
KON2 = KON
KON4 = KON
KB1 = KB
KB2 = KB

KB3 = KB

!KB = KO KK
!KO = KK

Options SC

Path Diagram
End of Problem

Sample Size = 160

Covariance Matrix

| | KKI2 | KKI3 | KKI5 | KKE1 | KKE2 | KKE3 |
|---|---|---|---|---|---|---|
| KKI2 | 0.87 | | | | | |
| KKI3 | 0.19 | 0.45 | | | | |
| KKI5 | 0.22 | 0.20 | 0.48 | | | |
| KKE1 | 0.33 | 0.19 | 0.12 | 0.79 | | |
| KKE2 | 0.31 | 0.21 | 0.14 | 0.64 | 0.80 | |
| KKE3 | 0.31 | 0.18 | 0.17 | 0.35 | 0.34 | 0.69 |
| KKE4 | 0.29 | 0.12 | 0.17 | 0.34 | 0.24 | 0.41 |
| KKE5 | 0.09 | 0.07 | 0.03 | 0.26 | 0.25 | 0.26 |
| KKE6 | 0.14 | 0.10 | 0.09 | 0.28 | 0.31 | 0.26 |
| KKG1 | 0.26 | 0.10 | 0.07 | 0.35 | 0.32 | 0.26 |
| KKG2 | 0.24 | 0.10 | 0.06 | 0.28 | 0.24 | 0.20 |
| KOA1 | 0.36 | 0.13 | 0.17 | 0.32 | 0.26 | 0.30 |
| KOK1 | 0.11 | 0.02 | 0.01 | 0.23 | 0.14 | 0.17 |
| KOK2 | 0.17 | 0.03 | 0.07 | 0.25 | 0.18 | 0.18 |
| KOK3 | 0.11 | 0.01 | -0.02 | 0.19 | 0.14 | 0.16 |
| KOK5 | 0.14 | 0.05 | 0.00 | 0.24 | 0.17 | 0.20 |
| KON1 | 0.17 | 0.01 | 0.07 | 0.24 | 0.15 | 0.18 |
| KON2 | 0.13 | 0.02 | 0.03 | 0.22 | 0.17 | 0.21 |
| KON4 | 0.07 | 0.05 | 0.03 | 0.24 | 0.19 | 0.26 |
| KB1 | 0.28 | 0.01 | 0.05 | 0.14 | 0.10 | 0.14 |
| KB2 | 0.22 | -0.01 | 0.10 | 0.19 | 0.14 | 0.18 |
| KB3 | 0.17 | 0.04 | 0.15 | 0.22 | 0.17 | 0.16 |

Covariance Matrix

| | KKE4 | KKE5 | KKE6 | KKG1 | KKG2 | KOA1 |
|---|---|---|---|---|---|---|
| KKE4 | 0.82 | | | | | |
| KKE5 | 0.29 | 0.54 | | | | |
| KKE6 | 0.17 | 0.27 | 0.73 | | | |
| KKG1 | 0.25 | 0.30 | 0.26 | 0.53 | | |
| KKG2 | 0.19 | 0.16 | 0.30 | 0.33 | 0.47 | |
| KOA1 | 0.33 | 0.25 | 0.22 | 0.27 | 0.21 | 0.60 |
| KOK1 | 0.19 | 0.11 | 0.20 | 0.15 | 0.23 | 0.24 |
| KOK2 | 0.17 | 0.18 | 0.20 | 0.20 | 0.19 | 0.28 |
| KOK3 | 0.12 | 0.17 | 0.25 | 0.17 | 0.20 | 0.20 |
| KOK5 | 0.08 | 0.15 | 0.16 | 0.14 | 0.13 | 0.19 |
| KON1 | 0.21 | 0.15 | 0.18 | 0.15 | 0.16 | 0.20 |
| KON2 | 0.21 | 0.22 | 0.19 | 0.21 | 0.14 | 0.23 |

| | | | | | | |
|---|---|---|---|---|---|---|
| KON4 | 0.28 | 0.13 | 0.20 | 0.17 | 0.20 | 0.22 |
| KB1 | 0.34 | 0.13 | 0.09 | 0.23 | 0.10 | 0.26 |
| KB2 | 0.41 | 0.16 | 0.18 | 0.21 | 0.13 | 0.33 |
| KB3 | 0.42 | 0.23 | 0.23 | 0.25 | 0.16 | 0.28 |

Covariance Matrix

| | KOK1 | KOK2 | KOK3 | KOK5 | KON1 | KON2 |
|---|---|---|---|---|---|---|
| KOK1 | 0.66 | | | | | |
| KOK2 | 0.42 | 0.90 | | | | |
| KOK3 | 0.37 | 0.57 | 0.84 | | | |
| KOK5 | 0.24 | 0.59 | 0.50 | 1.03 | | |
| KON1 | 0.32 | 0.62 | 0.47 | 0.60 | 0.91 | |
| KON2 | 0.22 | 0.54 | 0.34 | 0.62 | 0.60 | 0.95 |
| KON4 | 0.31 | 0.48 | 0.34 | 0.48 | 0.45 | 0.55 |
| KB1 | 0.08 | 0.15 | 0.02 | 0.00 | 0.07 | 0.15 |
| KB2 | 0.21 | 0.23 | 0.11 | 0.11 | 0.22 | 0.25 |
| KB3 | 0.20 | 0.18 | 0.07 | 0.08 | 0.20 | 0.22 |

Covariance Matrix

| | KON4 | KB1 | KB2 | KB3 |
|---|---|---|---|---|
| KON4 | 0.97 | | | |
| KB1 | 0.03 | 0.88 | | |
| KB2 | 0.21 | 0.61 | 0.85 | |
| KB3 | 0.21 | 0.59 | 0.70 | 0.89 |

Number of Iterations = 45

LISREL Estimates (Maximum Likelihood)

W_A_R_N_I_N_G: The error variance for KOA1 may not be identified.
Standard Errors, T-Values, Modification Indices,
and Standardized Residuals cannot be computed.

Measurement Equations

KKI2 = 0.64*KKI, Errorvar.= 0.47, $R^2$ = 0.46

KKI3 = 0.36*KKI, Errorvar.= 0.32, $R^2$ = 0.28

KKI5 = 0.37*KKI, Errorvar.= 0.35, $R^2$ = 0.29

KKE1 = 0.74*KKE, Errorvar.= 0.24, $R^2$ = 0.70

KKE2 = 0.71*KKE, Errorvar.= 0.30, $R^2$ = 0.62

KKE3 = 0.54*KKE, Errorvar.= 0.40, $R^2$ = 0.42

KKE4 = 0.50*KKE, Errorvar.= 0.57, $R^2$ = 0.31

KKE5 = 0.42*KKE, Errorvar.= 0.36, $R^2$ = 0.33

KKE6 = 0.45*KKE, Errorvar.= 0.52, $R^2$ = 0.28

KKG1 = 0.65*KKG, Errorvar.= 0.12, $R^2$ = 0.78

KKG2 = 0.51*KKG, Errorvar.= 0.21, $R^2$ = 0.55

KOA1 = 1.00*KOA, Errorvar.= 0.00, $R^2$ = 1.00

KOK1 = 0.47*KOK, Errorvar.= 0.44, $R^2$ = 0.34

KOK2 = 0.83*KOK, Errorvar.= 0.20, $R^2$ = 0.77

KOK3 = 0.67*KOK, Errorvar.= 0.40, $R^2$ = 0.53

KOK5 = 0.74*KOK, Errorvar.= 0.48, $R^2$ = 0.53

KON1 = 0.79*KON, Errorvar.= 0.28, $R^2$ = 0.69

KON2 = 0.75*KON, Errorvar.= 0.39, $R^2$ = 0.59

KON4 = 0.64*KON, Errorvar.= 0.56, $R^2$ = 0.42

KB1 = 0.71*KB, Errorvar.= 0.37, $R^2$ = 0.58

KB2 = 0.86*KB, Errorvar.= 0.12, $R^2$ = 0.86

KB3 = 0.82*KB, Errorvar.= 0.22, $R^2$ = 0.76

Covariance Matrix of Independent Variables

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI | 1.00 | | | | | |
| KKE | 0.67 | 1.00 | | | | |
| KKG | 0.52 | 0.77 | 1.00 | | | |
| KOA | 0.49 | 0.46 | 0.42 | 0.60 | | |
| KOK | 0.21 | 0.42 | 0.40 | 0.33 | 1.00 | |
| KON | 0.21 | 0.43 | 0.37 | 0.28 | 0.91 | 1.00 |
| KB | 0.30 | 0.37 | 0.40 | 0.37 | 0.26 | 0.32 |

Covariance Matrix of Independent Variables

| | KB |
|---|---|
| KB | 1.00 |

Goodness of Fit Statistics

Degrees of Freedom = 188
Minimum Fit Function Chi-Square = 442.19 (P = 0.0)
Normal Theory Weighted Least Squares Chi-Square = 422.00 (P = 0.0)
Estimated Non-centrality Parameter (NCP) = 234.00
90 Percent Confidence Interval for NCP = (178.24 ; 297.48)

Minimum Fit Function Value = 2.78
Population Discrepancy Function Value (F0) = 1.47
90 Percent Confidence Interval for F0 = (1.12 ; 1.87)
Root Mean Square Error of Approximation (RMSEA) = 0.088
90 Percent Confidence Interval for RMSEA = (0.077 ; 0.100)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

Expected Cross-Validation Index (ECVI) = 3.47
90 Percent Confidence Interval for ECVI = (3.12 ; 3.87)
ECVI for Saturated Model = 3.18
ECVI for Independence Model = 12.71

Chi-Square for Independence Model with 231 Degrees of Freedom = 1976.20
Independence AIC = 2020.20
Model AIC = 552.00
Saturated AIC = 506.00
Independence CAIC = 2109.85
Model CAIC = 816.89
Saturated CAIC = 1537.02

Normed Fit Index (NFI) = 0.78
Non-Normed Fit Index (NNFI) = 0.82
Parsimony Normed Fit Index (PNFI) = 0.63
Comparative Fit Index (CFI) = 0.85
Incremental Fit Index (IFI) = 0.86
Relative Fit Index (RFI) = 0.73

Critical N (CN) = 85.87

Root Mean Square Residual (RMR) = 0.058
Standardized RMR = 0.077
Goodness of Fit Index (GFI) = 0.81
Adjusted Goodness of Fit Index (AGFI) = 0.74
Parsimony Goodness of Fit Index (PGFI) = 0.60

Standardized Solution

LAMBDA-X

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI2 | 0.64 | - - | - - | - - | - - | - - |
| KKI3 | 0.36 | - - | - - | - - | - - | - - |
| KKI5 | 0.37 | - - | - - | - - | - - | - - |
| KKE1 | - - | 0.74 | - - | - - | - - | - - |
| KKE2 | - - | 0.71 | - - | - - | - - | - - |

| | | | | | | |
|---|---|---|---|---|---|---|
| KKE3 | - - | 0.54 | - - | - - | - - | - - |
| KKE4 | - - | 0.50 | - - | - - | - - | - - |
| KKE5 | - - | 0.42 | - - | - - | - - | - - |
| KKE6 | - - | 0.45 | - - | - - | - - | - - |
| KKG1 | - - | - - | 0.65 | - - | - - | - - |
| KKG2 | - - | - - | 0.51 | - - | - - | - - |
| KOA1 | - - | - - | - - | 0.77 | - - | - - |
| KOK1 | - - | - - | - - | - - | 0.47 | - - |
| KOK2 | - - | - - | - - | - - | 0.83 | - - |
| KOK3 | - - | - - | - - | - - | 0.67 | - - |
| KOK5 | - - | - - | - - | - - | 0.74 | - - |
| KON1 | - - | - - | - - | - - | - - | 0.79 |
| KON2 | - - | - - | - - | - - | - - | 0.75 |
| KON4 | - - | - - | - - | - - | - - | 0.64 |
| KB1 | - - | - - | - - | - - | - - | - - |
| KB2 | - - | - - | - - | - - | - - | - - |
| KB3 | - - | - - | - - | - - | - - | - - |

LAMBDA-X

| | KB |
|---|---|
| KKI2 | - - |
| KKI3 | - - |
| KKI5 | - - |
| KKE1 | - - |
| KKE2 | - - |
| KKE3 | - - |
| KKE4 | - - |
| KKE5 | - - |
| KKE6 | - - |
| KKG1 | - - |
| KKG2 | - - |
| KOA1 | - - |
| KOK1 | - - |
| KOK2 | - - |
| KOK3 | - - |
| KOK5 | - - |
| KON1 | - - |
| KON2 | - - |
| KON4 | - - |
| KB1 | 0.71 |
| KB2 | 0.86 |
| KB3 | 0.82 |

PHI

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI | 1.00 | | | | | |
| KKE | 0.67 | 1.00 | | | | |
| KKG | 0.52 | 0.77 | 1.00 | | | |
| KOA | 0.63 | 0.59 | 0.54 | 1.00 | | |
| KOK | 0.21 | 0.42 | 0.40 | 0.42 | 1.00 | |
| KON | 0.21 | 0.43 | 0.37 | 0.36 | 0.91 | 1.00 |
| KB | 0.30 | 0.37 | 0.40 | 0.48 | 0.26 | 0.32 |

PHI

| | KB |
|---|---|
| KB | 1.00 |

Completely Standardized Solution

LAMBDA-X

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI2 | 0.68 | - - | - - | - - | - - | - - |
| KKI3 | 0.53 | - - | - - | - - | - - | - - |
| KKI5 | 0.53 | - - | - - | - - | - - | - - |
| KKE1 | - - | 0.84 | - - | - - | - - | - - |
| KKE2 | - - | 0.79 | - - | - - | - - | - - |
| KKE3 | - - | 0.65 | - - | - - | - - | - - |
| KKE4 | - - | 0.55 | - - | - - | - - | - - |
| KKE5 | - - | 0.58 | - - | - - | - - | - - |
| KKE6 | - - | 0.53 | - - | - - | - - | - - |
| KKG1 | - - | - - | 0.88 | - - | - - | - - |
| KKG2 | - - | - - | 0.74 | - - | - - | - - |
| KOA1 | - - | - - | - - | 1.00 | - - | - - |
| KOK1 | - - | - - | - - | - - | 0.58 | - - |
| KOK2 | - - | - - | - - | - - | 0.88 | - - |
| KOK3 | - - | - - | - - | - - | 0.72 | - - |
| KOK5 | - - | - - | - - | - - | 0.73 | - - |
| KON1 | - - | - - | - - | - - | - - | 0.83 |
| KON2 | - - | - - | - - | - - | - - | 0.77 |
| KON4 | - - | - - | - - | - - | - - | 0.65 |
| KB1 | - - | - - | - - | - - | - - | - - |
| KB2 | - - | - - | - - | - - | - - | - - |
| KB3 | - - | - - | - - | - - | - - | - - |

LAMBDA-X

| | KB |
|---|---|
| KKI2 | - - |
| KKI3 | - - |
| KKI5 | - - |
| KKE1 | - - |
| KKE2 | - - |
| KKE3 | - - |
| KKE4 | - - |
| KKE5 | - - |
| KKE6 | - - |
| KKG1 | - - |
| KKG2 | - - |
| KOA1 | - - |
| KOK1 | - - |
| KOK2 | - - |
| KOK3 | - - |
| KOK5 | - - |
| KON1 | - - |
| KON2 | - - |

KON4 - -
KB1 0.76
KB2 0.93
KB3 0.87

PHI

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI | 1.00 | | | | | |
| KKE | 0.67 | 1.00 | | | | |
| KKG | 0.52 | 0.77 | 1.00 | | | |
| KOA | 0.63 | 0.59 | 0.54 | 1.00 | | |
| KOK | 0.21 | 0.42 | 0.40 | 0.42 | 1.00 | |
| KON | 0.21 | 0.43 | 0.37 | 0.36 | 0.91 | 1.00 |
| KB | 0.30 | 0.37 | 0.40 | 0.48 | 0.26 | 0.32 |

PHI

| | KB |
|---|---|
| KB | 1.00 |

THETA-DELTA

| KKI2 | KKI3 | KKI5 | KKE1 | KKE2 | KKE3 |
|---|---|---|---|---|---|
| 0.54 | 0.72 | 0.71 | 0.30 | 0.38 | 0.58 |

THETA-DELTA

| KKE4 | KKE5 | KKE6 | KKG1 | KKG2 | KOA1 |
|---|---|---|---|---|---|
| 0.69 | 0.67 | 0.72 | 0.22 | 0.45 | 0.00 |

THETA-DELTA

| KOK1 | KOK2 | KOK3 | KOK5 | KON1 | KON2 |
|---|---|---|---|---|---|
| 0.66 | 0.23 | 0.47 | 0.47 | 0.31 | 0.41 |

THETA-DELTA

| KON4 | KB1 | KB2 | KB3 |
|---|---|---|---|
| 0.58 | 0.42 | 0.14 | 0.24 |

Time used: 0.203 Seconds

**Lampiran 10**
*Output Lisrel ver.8.51 2nd Order Confirmatory Factor Analysis*

DATE: 8/18/2015
TIME: 19:41

L I S R E L 8.51

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Users\estee\Documents\LISREL\CFA2mdgnKOA.pr2:

Raw data from file CFA2mdgnKOA.psf

Latent Variables: KK KO KB

Relationships:

KKI = KK
KKE = KK
KKG = KK
KOA = KO
KOK = KO
KON = KO
KB1 = KB
KB2 = KB
KB3 = KB

!KB = KO KK
!KO = KK

Options SC

Path Diagram
End of Problem

Sample Size = 160

Covariance Matrix

| | KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|---|
| KKI | 0.33 | | | | | |
| KKE | 0.17 | 0.38 | | | | |
| KKG | 0.14 | 0.26 | 0.41 | | | |
| KOA | 0.22 | 0.28 | 0.24 | 0.60 | | |
| KOK | 0.06 | 0.18 | 0.18 | 0.23 | 0.55 | |
| KON | 0.06 | 0.20 | 0.17 | 0.21 | 0.45 | 0.67 |
| KB1 | 0.11 | 0.16 | 0.17 | 0.26 | 0.07 | 0.09 |
| KB2 | 0.10 | 0.21 | 0.17 | 0.33 | 0.16 | 0.22 |
| KB3 | 0.12 | 0.24 | 0.20 | 0.28 | 0.13 | 0.21 |

Covariance Matrix

| | KB1 | KB2 | KB3 |
|---|---|---|---|
| KB1 | 0.88 | | |
| KB2 | 0.61 | 0.85 | |
| KB3 | 0.59 | 0.70 | 0.89 |

Number of Iterations = 15

LISREL Estimates (Maximum Likelihood)

Measurement Equations

KKI = 0.30*KK, Errorvar.= 0.25 , $R^2$ = 0.26
(0.046) (0.030)
6.43 8.35

KKE = 0.56*KK, Errorvar.= 0.069 , $R^2$ = 0.82
(0.045) (0.029)
12.36 2.35

KKG = 0.47*KK, Errorvar.= 0.20 , $R^2$ = 0.53
(0.049) (0.030)
9.56 6.54

KOA = 0.38*KO, Errorvar.= 0.45 , $R^2$ = 0.25
(0.062) (0.054)
6.18 8.39

KOK = 0.63*KO, Errorvar.= 0.15 , $R^2$ = 0.73
(0.055) (0.040)
11.57 3.78

KON = 0.68*KO, Errorvar.= 0.20 , $R^2$ = 0.69
(0.061) (0.047)
11.24 4.31

KB1 = 0.71*KB, Errorvar.= 0.37 , $R^2$ = 0.58
(0.065) (0.048)
10.97 7.64

KB2 = 0.85*KB, Errorvar.= 0.13 , $R^2$ = 0.85
(0.059) (0.037)
14.39 3.61

KB3 = 0.83*KB, Errorvar.= 0.20 , $R^2$ = 0.77
(0.062) (0.039)
13.45 5.13

Correlation Matrix of Independent Variables

| | KK | KO | KB |
|---|---|---|---|
| KK | 1.00 | | |
| KO | 0.56 | 1.00 | |
| | (0.07) | | |
| | 8.01 | | |
| KB | 0.46 | 0.35 | 1.00 |
| | (0.07) | (0.08) | |
| | 6.21 | 4.26 | |

Goodness of Fit Statistics

Degrees of Freedom = 24
Minimum Fit Function Chi-Square = 97.31 (P = 0.00)
Normal Theory Weighted Least Squares Chi-Square = 86.22 (P = 0.00)
Estimated Non-centrality Parameter (NCP) = 62.22
90 Percent Confidence Interval for NCP = (37.58 ; 94.44)

Minimum Fit Function Value = 0.61
Population Discrepancy Function Value (F0) = 0.39
90 Percent Confidence Interval for F0 = (0.24 ; 0.59)
Root Mean Square Error of Approximation (RMSEA) = 0.13
90 Percent Confidence Interval for RMSEA = (0.099 ; 0.16)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

Expected Cross-Validation Index (ECVI) = 0.81
90 Percent Confidence Interval for ECVI = (0.65 ; 1.01)
ECVI for Saturated Model = 0.57
ECVI for Independence Model = 4.74

Chi-Square for Independence Model with 36 Degrees of Freedom = 735.50
Independence AIC = 753.50
Model AIC = 128.22
Saturated AIC = 90.00
Independence CAIC = 790.17

Model CAIC = 213.80
Saturated CAIC = 273.38

Normed Fit Index (NFI) = 0.87
Non-Normed Fit Index (NNFI) = 0.84
Parsimony Normed Fit Index (PNFI) = 0.58
Comparative Fit Index (CFI) = 0.90
Incremental Fit Index (IFI) = 0.90
Relative Fit Index (RFI) = 0.80

Critical N (CN) = 71.23

Root Mean Square Residual (RMR) = 0.067
Standardized RMR = 0.11
Goodness of Fit Index (GFI) = 0.89
Adjusted Goodness of Fit Index (AGFI) = 0.80
Parsimony Goodness of Fit Index (PGFI) = 0.48

The Modification Indices Suggest to Add the

| Path to | from | Decrease in Chi-Square | New Estimate |
|---|---|---|---|
| KOA | KK | 46.4 | 0.53 |
| KOA | KB | 23.8 | 0.31 |
| KOK | KK | 8.4 | -0.24 |

The Modification Indices Suggest to Add an Error Covariance

| Between | and | Decrease in Chi-Square | New Estimate |
|---|---|---|---|
| KOA | KKI | 13.3 | 0.10 |
| KON | KOA | 12.0 | -0.14 |
| KON | KOK | 52.0 | 0.73 |

Standardized Solution

LAMBDA-X

| | KK | KO | KB |
|---|---|---|---|
| KKI | 0.30 | - - | - - |
| KKE | 0.56 | - - | - - |
| KKG | 0.47 | - - | - - |
| KOA | - - | 0.38 | - - |
| KOK | - - | 0.63 | - - |
| KON | - - | 0.68 | - - |
| KB1 | - - | - - | 0.71 |
| KB2 | - - | - - | 0.85 |
| KB3 | - - | - - | 0.83 |

PHI

| | KK | KO | KB |
|---|---|---|---|
| KK | 1.00 | | |
| KO | 0.56 | 1.00 | |
| KB | 0.46 | 0.35 | 1.00 |

Completely Standardized Solution

LAMBDA-X

| | KK | KO | KB |
|---|---|---|---|
| KKI | 0.51 | - - | - - |
| KKE | 0.91 | - - | - - |
| KKG | 0.73 | - - | - - |
| KOA | - - | 0.50 | - - |
| KOK | - - | 0.85 | - - |
| KON | - - | 0.83 | - - |
| KB1 | - - | - - | 0.76 |
| KB2 | - - | - - | 0.92 |
| KB3 | - - | - - | 0.88 |

PHI

| | KK | KO | KB |
|---|---|---|---|
| KK | 1.00 | | |
| KO | 0.56 | 1.00 | |
| KB | 0.46 | 0.35 | 1.00 |

THETA-DELTA

| KKI | KKE | KKG | KOA | KOK | KON |
|---|---|---|---|---|---|
| 0.74 | 0.18 | 0.47 | 0.75 | 0.27 | 0.31 |

THETA-DELTA

| KB1 | KB2 | KB3 |
|---|---|---|
| 0.42 | 0.15 | 0.23 |

Time used: 0.109 Seconds

**Lampiran 11**
*Output Lisrel ver.8.51* Model Struktural

DATE: 8/19/2015
TIME: 0:12

L I S R E L 8.51

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file
C:\Users\estee\Documents\LISREL\strukmoddgnKOA.pr2:

Raw data from file CFA2mdgnKOA.psf

Latent Variables: KK KO KB

Relationships:

KKI = KK
KKE = KK
KKG = KK
KOA = KO
KOK = KO
KON = KO
KB1 = KB
KB2 = KB
KB3 = KB

KB = KO KK
KO = KK

Options SC

Path Diagram
End of Problem

Sample Size = 160

Covariance Matrix

| | KOA | KOK | KON | KB1 | KB2 | KB3 |
|---|---|---|---|---|---|---|
| KOA | 0.60 | | | | | |
| KOK | 0.23 | 0.55 | | | | |
| KON | 0.21 | 0.45 | 0.67 | | | |
| KB1 | 0.26 | 0.07 | 0.09 | 0.88 | | |
| KB2 | 0.33 | 0.16 | 0.22 | 0.61 | 0.85 | |
| KB3 | 0.28 | 0.13 | 0.21 | 0.59 | 0.70 | 0.89 |
| KKI | 0.22 | 0.06 | 0.06 | 0.11 | 0.10 | 0.12 |
| KKE | 0.28 | 0.18 | 0.20 | 0.16 | 0.21 | 0.24 |
| KKG | 0.24 | 0.18 | 0.17 | 0.17 | 0.17 | 0.20 |

Covariance Matrix

| | KKI | KKE | KKG |
|---|---|---|---|
| KKI | 0.33 | | |
| KKE | 0.17 | 0.38 | |
| KKG | 0.14 | 0.26 | 0.41 |

Number of Iterations = 20

LISREL Estimates (Maximum Likelihood)

Measurement Equations

KOA = 0.38*KO, Errorvar.= 0.45 , $R^2$ = 0.25
(0.054)
8.39

KOK = 0.63*KO, Errorvar.= 0.15 , $R^2$ = 0.73
(0.11) (0.040)
5.97 3.78

KON = 0.68*KO, Errorvar.= 0.20 , $R^2$ = 0.69
(0.11) (0.047)
5.97 4.31

KB1 = 0.71*KB, Errorvar.= 0.37 , $R^2$ = 0.58
(0.048)
7.64

KB2 = 0.85*KB, Errorvar.= 0.13 , $R^2$ = 0.85
(0.072) (0.037)
11.78 3.61

KB3 = 0.83*KB, Errorvar.= 0.20 , $R^2$ = 0.77
(0.072) (0.039)

11.55 5.13

KKI = 0.30*KK, Errorvar.= 0.25 , $R^2$ = 0.26
(0.046) (0.030)
6.43 8.35

KKE = 0.56*KK, Errorvar.= 0.069 , $R^2$ = 0.82
(0.045) (0.029)
12.36 2.35

KKG = 0.47*KK, Errorvar.= 0.20 , $R^2$ = 0.53
(0.049) (0.030)
9.56 6.54

Structural Equations

KO = 0.56*KK, Errorvar.= 0.68 , $R^2$ = 0.32
(0.12) (0.23)
4.66 3.01

KB = 0.13*KO + 0.39*KK, Errorvar.= 0.78 , $R^2$ = 0.22
(0.11) (0.11) (0.15)
1.16 3.48 5.34

Reduced Form Equations

KO = 0.56*KK, Errorvar.= 0.68, $R^2$ = 0.32
(0.12)
4.66

KB = 0.46*KK, Errorvar.= 0.79, $R^2$ = 0.21
(0.091)
5.05

Correlation Matrix of Independent Variables

KK
--------
1.00

Covariance Matrix of Latent Variables

| | KO | KB | KK |
|---|---|---|---|
| KO | 1.00 | | |
| KB | 0.35 | 1.00 | |
| KK | 0.56 | 0.46 | 1.00 |

Goodness of Fit Statistics

Degrees of Freedom = 24

Minimum Fit Function Chi-Square = 97.31 (P = 0.00)
Normal Theory Weighted Least Squares Chi-Square = 86.22 (P = 0.00)
Estimated Non-centrality Parameter (NCP) = 62.22
90 Percent Confidence Interval for NCP = (37.58 ; 94.44)

Minimum Fit Function Value = 0.61
Population Discrepancy Function Value (F0) = 0.39
90 Percent Confidence Interval for F0 = (0.24 ; 0.59)
Root Mean Square Error of Approximation (RMSEA) = 0.13
90 Percent Confidence Interval for RMSEA = (0.099 ; 0.16)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

Expected Cross-Validation Index (ECVI) = 0.81
90 Percent Confidence Interval for ECVI = (0.65 ; 1.01)
ECVI for Saturated Model = 0.57
ECVI for Independence Model = 4.74

Chi-Square for Independence Model with 36 Degrees of Freedom = 735.50
Independence AIC = 753.50
Model AIC = 128.22
Saturated AIC = 90.00
Independence CAIC = 790.17
Model CAIC = 213.80
Saturated CAIC = 273.38

Normed Fit Index (NFI) = 0.87
Non-Normed Fit Index (NNFI) = 0.84
Parsimony Normed Fit Index (PNFI) = 0.58
Comparative Fit Index (CFI) = 0.90
Incremental Fit Index (IFI) = 0.90
Relative Fit Index (RFI) = 0.80

Critical N (CN) = 71.23

Root Mean Square Residual (RMR) = 0.067
Standardized RMR = 0.11
Goodness of Fit Index (GFI) = 0.89
Adjusted Goodness of Fit Index (AGFI) = 0.80
Parsimony Goodness of Fit Index (PGFI) = 0.48

The Modification Indices Suggest to Add the

| Path to | from | Decrease in Chi-Square | New Estimate |
|---|---|---|---|
| KOA | KB | 23.8 | 0.31 |

The Modification Indices Suggest to Add an Error Covariance

| Between | and | Decrease in Chi-Square | New Estimate |
|---|---|---|---|
| KON | KOA | 12.0 | -0.14 |
| KON | KOK | 52.0 | 0.73 |
| KKI | KOA | 13.3 | 0.10 |

Standardized Solution

LAMBDA-Y

| | KO | KB |
|---|---|---|

| | | |
|---|---|---|
| KOA | 0.38 | - - |
| KOK | 0.63 | - - |
| KON | 0.68 | - - |
| KB1 | - - | 0.71 |
| KB2 | - - | 0.85 |
| KB3 | - - | 0.83 |

LAMBDA-X

| | KK |
|---|---|
| KKI | 0.30 |
| KKE | 0.56 |
| KKG | 0.47 |

BETA

| | KO | KB |
|---|---|---|
| KO | - - | - - |
| KB | 0.13 | - - |

GAMMA

| | KK |
|---|---|
| KO | 0.56 |
| KB | 0.39 |

Correlation Matrix of ETA and KSI

| | KO | KB | KK |
|---|---|---|---|
| KO | 1.00 | | |
| KB | 0.35 | 1.00 | |
| KK | 0.56 | 0.46 | 1.00 |

PSI
Note: This matrix is diagonal.

| KO | KB |
|---|---|
| 0.68 | 0.78 |

Regression Matrix ETA on KSI (Standardized)

| | KK |
|---|---|
| KO | 0.56 |
| KB | 0.46 |

Completely Standardized Solution

LAMBDA-Y

| | KO | KB |
|---|---|---|
| KOA | 0.50 | - - |
| KOK | 0.85 | - - |
| KON | 0.83 | - - |
| KB1 | - - | 0.76 |
| KB2 | - - | 0.92 |
| KB3 | - - | 0.88 |

LAMBDA-X

| | KK |
|---|---|
| KKI | 0.51 |
| KKE | 0.91 |
| KKG | 0.73 |

BETA

| | KO | KB |
|---|---|---|
| KO | - - | - - |
| KB | 0.13 | - - |

GAMMA

| | KK |
|---|---|
| KO | 0.56 |
| KB | 0.39 |

Correlation Matrix of ETA and KSI

| | KO | KB | KK |
|---|---|---|---|
| KO | 1.00 | | |
| KB | 0.35 | 1.00 | |
| KK | 0.56 | 0.46 | 1.00 |

PSI
Note: This matrix is diagonal.

| KO | KB |
|---|---|
| 0.68 | 0.78 |

THETA-EPS

| KOA | KOK | KON | KB1 | KB2 | KB3 |
|---|---|---|---|---|---|
| 0.75 | 0.27 | 0.31 | 0.42 | 0.15 | 0.23 |

THETA-DELTA

| KKI | KKE | KKG |
|---|---|---|
| 0.74 | 0.18 | 0.47 |

Regression Matrix ETA on KSI (Standardized)

| | KK |
|---|---|
| KO | 0.56 |
| KB | 0.46 |

Time used: 0.031 Seconds

**Lampiran 12**
*Output Lisrel ver.8.51* Model Struktural respesifikasi 1

DATE: 8/19/2015
TIME: 0:23

L I S R E L 8.51

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file
C:\Users\estee\Documents\LISREL\StrukmodmdgnKOAiter1.pr2:

Raw data from file CFA2mdgnKOA.psf

Latent Variables: KK KO KB

Relationships:

KKI = KK
KKE = KK
KKG = KK
KOA = KO
KOK = KO
KON = KO
KB1 = KB
KB2 = KB
KB3 = KB

KB = KO KK
KO = KK

Set error covariance of KON and KOK
Options SC

Path Diagram
End of Problem

Sample Size = 160

Covariance Matrix

| | KOA | KOK | KON | KB1 | KB2 | KB3 |
|---|---|---|---|---|---|---|
| KOA | 0.60 | | | | | |
| KOK | 0.23 | 0.55 | | | | |
| KON | 0.21 | 0.45 | 0.67 | | | |
| KB1 | 0.26 | 0.07 | 0.09 | 0.88 | | |
| KB2 | 0.33 | 0.16 | 0.22 | 0.61 | 0.85 | |
| KB3 | 0.28 | 0.13 | 0.21 | 0.59 | 0.70 | 0.89 |
| KKI | 0.22 | 0.06 | 0.06 | 0.11 | 0.10 | 0.12 |
| KKE | 0.28 | 0.18 | 0.20 | 0.16 | 0.21 | 0.24 |
| KKG | 0.24 | 0.18 | 0.17 | 0.17 | 0.17 | 0.20 |

Covariance Matrix

| | KKI | KKE | KKG |
|---|---|---|---|
| KKI | 0.33 | | |
| KKE | 0.17 | 0.38 | |
| KKG | 0.14 | 0.26 | 0.41 |

Number of Iterations = 15

LISREL Estimates (Maximum Likelihood)

Measurement Equations

KOA = 0.60*KO, Errorvar.= 0.24 , $R^2$ = 0.60
(0.057)
4.19

KOK = 0.36*KO, Errorvar.= 0.42 , $R^2$ = 0.23
(0.066) (0.051)
5.45 8.26

KON = 0.39*KO, Errorvar.= 0.52 , $R^2$ = 0.22
(0.072) (0.063)
5.32 8.30

KB1 = 0.71*KB, Errorvar.= 0.37 , $R^2$ = 0.58
(0.048)
7.68

KB2 = 0.86*KB, Errorvar.= 0.12 , $R^2$ = 0.86
(0.072) (0.036)
11.87 3.27

KB3 = 0.82*KB, Errorvar.= 0.22 , $R^2$ = 0.76

(0.071) (0.039)
11.48 5.54

KKI = 0.32*KK, Errorvar.= 0.23 , $R^2$ = 0.30
(0.046) (0.028)
6.96 8.25

KKE = 0.54*KK, Errorvar.= 0.088 , $R^2$ = 0.77
(0.043) (0.024)
12.47 3.68

KKG = 0.47*KK, Errorvar.= 0.19 , $R^2$ = 0.54
(0.047) (0.028)
9.97 6.87

Error Covariance for KON and KOK = 0.31
(0.049)
6.34

Structural Equations

KO = 0.89*KK, Errorvar.= 0.21 , $R^2$ = 0.79
(0.097) (0.15)
9.19 1.36

KB = 0.93*KO - 0.36*KK, Errorvar.= 0.61 , $R^2$ = 0.39
(0.67) (0.60) (0.18)
1.39 -0.60 3.35

Reduced Form Equations

KO = 0.89*KK, Errorvar.= 0.21, $R^2$ = 0.79
(0.097)
9.19

KB = 0.46*KK, Errorvar.= 0.79, $R^2$ = 0.21
(0.092)
5.04

Correlation Matrix of Independent Variables

| | KK |
|---|---|
| KK | 1.00 |

Covariance Matrix of Latent Variables

| | KO | KB | KK |
|---|---|---|---|
| KO | 1.00 | | |
| KB | 0.60 | 1.00 | |
| KK | 0.89 | 0.46 | 1.00 |

Goodness of Fit Statistics

Degrees of Freedom = 23
Minimum Fit Function Chi-Square = 38.18 (P = 0.024)
Normal Theory Weighted Least Squares Chi-Square = 38.16 (P = 0.024)
Estimated Non-centrality Parameter (NCP) = 15.16
90 Percent Confidence Interval for NCP = (1.98 ; 36.20)

Minimum Fit Function Value = 0.24
Population Discrepancy Function Value (F0) = 0.095
90 Percent Confidence Interval for F0 = (0.012 ; 0.23)
Root Mean Square Error of Approximation (RMSEA) = 0.064
90 Percent Confidence Interval for RMSEA = (0.023 ; 0.099)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.24

Expected Cross-Validation Index (ECVI) = 0.52
90 Percent Confidence Interval for ECVI = (0.43 ; 0.65)
ECVI for Saturated Model = 0.57
ECVI for Independence Model = 4.74

Chi-Square for Independence Model with 36 Degrees of Freedom = 735.50
Independence AIC = 753.50
Model AIC = 82.16
Saturated AIC = 90.00
Independence CAIC = 790.17
Model CAIC = 171.81
Saturated CAIC = 273.38

Normed Fit Index (NFI) = 0.95
Non-Normed Fit Index (NNFI) = 0.97
Parsimony Normed Fit Index (PNFI) = 0.61
Comparative Fit Index (CFI) = 0.98
Incremental Fit Index (IFI) = 0.98
Relative Fit Index (RFI) = 0.92

Critical N (CN) = 174.39

Root Mean Square Residual (RMR) = 0.026
Standardized RMR = 0.043
Goodness of Fit Index (GFI) = 0.95
Adjusted Goodness of Fit Index (AGFI) = 0.90
Parsimony Goodness of Fit Index (PGFI) = 0.49

The Modification Indices Suggest to Add an Error Covariance

| Between | and | Decrease in Chi-Square | New Estimate |
|---|---|---|---|
| KKI | KOA | 8.9 | 0.07 |

Standardized Solution

LAMBDA-Y

| | KO | KB |
|---|---|---|
| | -------- | -------- |

| | | |
|---|---|---|
| KOA | 0.60 | - - |
| KOK | 0.36 | - - |
| KON | 0.39 | - - |
| KB1 | - - | 0.71 |
| KB2 | - - | 0.86 |
| KB3 | - - | 0.82 |

LAMBDA-X

| | KK |
|---|---|
| KKI | 0.32 |
| KKE | 0.54 |
| KKG | 0.47 |

BETA

| | KO | KB |
|---|---|---|
| KO | - - | - - |
| KB | 0.93 | - - |

GAMMA

| | KK |
|---|---|
| KO | 0.89 |
| KB | -0.36 |

Correlation Matrix of ETA and KSI

| | KO | KB | KK |
|---|---|---|---|
| KO | 1.00 | | |
| KB | 0.60 | 1.00 | |
| KK | 0.89 | 0.46 | 1.00 |

PSI
Note: This matrix is diagonal.

| KO | KB |
|---|---|
| 0.21 | 0.61 |

Regression Matrix ETA on KSI (Standardized)

| | KK |
|---|---|
| KO | 0.89 |
| KB | 0.46 |

Completely Standardized Solution

LAMBDA-Y

| | KO | KB |
|---|---|---|

| | | |
|---|---|---|
| KOA | 0.77 | - - |
| KOK | 0.48 | - - |
| KON | 0.47 | - - |
| KB1 | - - | 0.76 |
| KB2 | - - | 0.93 |
| KB3 | - - | 0.87 |

LAMBDA-X

| | KK |
|---|---|
| KKI | 0.55 |
| KKE | 0.88 |
| KKG | 0.73 |

BETA

| | KO | KB |
|---|---|---|
| KO | - - | - - |
| KB | 0.93 | - - |

GAMMA

| | KK |
|---|---|
| KO | 0.89 |
| KB | -0.36 |

Correlation Matrix of ETA and KSI

| | KO | KB | KK |
|---|---|---|---|
| KO | 1.00 | | |
| KB | 0.60 | 1.00 | |
| KK | 0.89 | 0.46 | 1.00 |

PSI
Note: This matrix is diagonal.

| KO | KB |
|---|---|
| 0.21 | 0.61 |

THETA-EPS

| | KOA | KOK | KON | KB1 | KB2 | KB3 |
|---|---|---|---|---|---|---|
| KOA | 0.40 | | | | | |
| KOK | - - | 0.77 | | | | |
| KON | - - | 0.51 | 0.78 | | | |
| KB1 | - - | - - | - - | 0.42 | | |
| KB2 | - - | - - | - - | - - | 0.14 | |
| KB3 | - - | - - | - - | - - | - - | 0.24 |

THETA-DELTA

| KKI | KKE | KKG |
|---|---|---|
| 0.70 | 0.23 | 0.46 |

Regression Matrix ETA on KSI (Standardized)

| | KK |
|---|---|
| KO | 0.89 |
| KB | 0.46 |

Time used: 0.016 Seconds

**Lampiran 13**
*Output Lisrel ver.8.51* Model Struktural respesifikasi 2

DATE: 8/19/2015
TIME: 0:32

L I S R E L 8.51

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file
C:\Users\estee\Documents\LISREL\StrukmodmdgnKOAiter2.pr2:

Raw data from file CFA2mdgnKOA.psf

Latent Variables: KK KO KB

Relationships:

KKI = KK
KKE = KK
KKG = KK
KOA = KO
KOK = KO
KON = KO
KB1 = KB
KB2 = KB
KB3 = KB

KB = KO KK
KO = KK

Set error covariance of KON and KOK
Set error covariance of KKI and KOA

Options SC

Path Diagram
End of Problem

Sample Size = 160

Covariance Matrix

| | KOA | KOK | KON | KB1 | KB2 | KB3 |
|---|---|---|---|---|---|---|
| KOA | 0.60 | | | | | |
| KOK | 0.23 | 0.55 | | | | |
| KON | 0.21 | 0.45 | 0.67 | | | |
| KB1 | 0.26 | 0.07 | 0.09 | 0.88 | | |
| KB2 | 0.33 | 0.16 | 0.22 | 0.61 | 0.85 | |
| KB3 | 0.28 | 0.13 | 0.21 | 0.59 | 0.70 | 0.89 |
| KKI | 0.22 | 0.06 | 0.06 | 0.11 | 0.10 | 0.12 |
| KKE | 0.28 | 0.18 | 0.20 | 0.16 | 0.21 | 0.24 |
| KKG | 0.24 | 0.18 | 0.17 | 0.17 | 0.17 | 0.20 |

Covariance Matrix

| | KKI | KKE | KKG |
|---|---|---|---|
| KKI | 0.33 | | |
| KKE | 0.17 | 0.38 | |
| KKG | 0.14 | 0.26 | 0.41 |

Number of Iterations = 12

LISREL Estimates (Maximum Likelihood)

Measurement Equations

KOA = 0.61*KO, Errorvar.= 0.23 , $R^2$ = 0.61
(0.057)
4.14

KOK = 0.37*KO, Errorvar.= 0.41 , $R^2$ = 0.25
(0.068) (0.051)
5.52 8.13

KON = 0.40*KO, Errorvar.= 0.51 , $R^2$ = 0.24
(0.074) (0.062)
5.35 8.19

KB1 = 0.71*KB, Errorvar.= 0.37 , $R^2$ = 0.58
(0.048)
7.69

KB2 = 0.86*KB, Errorvar.= 0.11 , $R^2$ = 0.87
(0.072) (0.036)
11.86 3.22

KB3 = 0.82*KB, Errorvar.= 0.22 , $R^2$ = 0.76
(0.071) (0.039)
11.45 5.56

KKI = 0.30*KK, Errorvar.= 0.25 , $R^2$ = 0.27
(0.046) (0.030)
6.46 8.32

KKE = 0.56*KK, Errorvar.= 0.071 , $R^2$ = 0.82
(0.044) (0.027)
12.57 2.59

KKG = 0.47*KK, Errorvar.= 0.19 , $R^2$ = 0.53
(0.048) (0.029)
9.74 6.73

Error Covariance for KON and KOK = 0.30
(0.048)
6.18

Error Covariance for KKI and KOA = 0.073
(0.026)
2.84

Structural Equations

KO = 0.84*KK, Errorvar.= 0.30 , $R^2$ = 0.70
(0.098) (0.15)
8.55 2.05

KB = 0.72*KO - 0.14*KK, Errorvar.= 0.64 , $R^2$ = 0.36
(0.36) (0.31) (0.15)
2.00 -0.46 4.31

Reduced Form Equations

KO = 0.84*KK, Errorvar.= 0.30, $R^2$ = 0.70
(0.098)
8.55

KB = 0.46*KK, Errorvar.= 0.79, $R^2$ = 0.21
(0.091)
5.00

Correlation Matrix of Independent Variables

KK
--------
1.00

Covariance Matrix of Latent Variables

| | KO | KB | KK |
|---|---|---|---|
| KO | 1.00 | | |
| KB | 0.60 | 1.00 | |
| KK | 0.84 | 0.46 | 1.00 |

Goodness of Fit Statistics

Degrees of Freedom = 22
Minimum Fit Function Chi-Square = 29.19 (P = 0.14)
Normal Theory Weighted Least Squares Chi-Square = 29.32 (P = 0.14)
Estimated Non-centrality Parameter (NCP) = 7.32
90 Percent Confidence Interval for NCP = (0.0 ; 25.56)

Minimum Fit Function Value = 0.18
Population Discrepancy Function Value (F0) = 0.046
90 Percent Confidence Interval for F0 = (0.0 ; 0.16)
Root Mean Square Error of Approximation (RMSEA) = 0.046
90 Percent Confidence Interval for RMSEA = (0.0 ; 0.085)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.53

Expected Cross-Validation Index (ECVI) = 0.47
90 Percent Confidence Interval for ECVI = (0.43 ; 0.59)
ECVI for Saturated Model = 0.57
ECVI for Independence Model = 4.74

Chi-Square for Independence Model with 36 Degrees of Freedom = 735.50
Independence AIC = 753.50
Model AIC = 75.32
Saturated AIC = 90.00
Independence CAIC = 790.17
Model CAIC = 169.05
Saturated CAIC = 273.38

Normed Fit Index (NFI) = 0.96
Non-Normed Fit Index (NNFI) = 0.98
Parsimony Normed Fit Index (PNFI) = 0.59
Comparative Fit Index (CFI) = 0.99
Incremental Fit Index (IFI) = 0.99
Relative Fit Index (RFI) = 0.94

Critical N (CN) = 220.43

Root Mean Square Residual (RMR) = 0.025
Standardized RMR = 0.039
Goodness of Fit Index (GFI) = 0.96
Adjusted Goodness of Fit Index (AGFI) = 0.92
Parsimony Goodness of Fit Index (PGFI) = 0.47

Standardized Solution

LAMBDA-Y

| | KO | KB |
|---|---|---|

| | | |
|---|---|---|
| KOA | 0.61 | - - |
| KOK | 0.37 | - - |
| KON | 0.40 | - - |
| KB1 | - - | 0.71 |
| KB2 | - - | 0.86 |
| KB3 | - - | 0.82 |

LAMBDA-X

| | KK |
|---|---|
| KKI | 0.30 |
| KKE | 0.56 |
| KKG | 0.47 |

BETA

| | KO | KB |
|---|---|---|
| KO | - - | - - |
| KB | 0.72 | - - |

GAMMA

| | KK |
|---|---|
| KO | 0.84 |
| KB | -0.14 |

Correlation Matrix of ETA and KSI

| | KO | KB | KK |
|---|---|---|---|
| KO | 1.00 | | |
| KB | 0.60 | 1.00 | |
| KK | 0.84 | 0.46 | 1.00 |

PSI
Note: This matrix is diagonal.

| KO | KB |
|---|---|
| 0.30 | 0.64 |

Regression Matrix ETA on KSI (Standardized)

| | KK |
|---|---|
| KO | 0.84 |
| KB | 0.46 |

Completely Standardized Solution

LAMBDA-Y

| | KO | KB |
|---|---|---|
| KOA | 0.78 | - - |
| KOK | 0.50 | - - |
| KON | 0.49 | - - |
| KB1 | - - | 0.76 |
| KB2 | - - | 0.93 |
| KB3 | - - | 0.87 |

LAMBDA-X

| | KK |
|---|---|
| KKI | 0.52 |
| KKE | 0.90 |
| KKG | 0.73 |

BETA

| | KO | KB |
|---|---|---|
| KO | - - | - - |
| KB | 0.72 | - - |

GAMMA

| | KK |
|---|---|
| KO | 0.84 |
| KB | -0.14 |

Correlation Matrix of ETA and KSI

| | KO | KB | KK |
|---|---|---|---|
| KO | 1.00 | | |
| KB | 0.60 | 1.00 | |
| KK | 0.84 | 0.46 | 1.00 |

PSI
Note: This matrix is diagonal.

| KO | KB |
|---|---|
| 0.30 | 0.64 |

THETA-EPS

| KOA | KOK | KON | KB1 | KB2 | KB3 |
|---|---|---|---|---|---|
| KOA | 0.39 | | | | |
| KOK | - - | 0.75 | | | |
| KON | - - | 0.49 | 0.76 | | |
| KB1 | - - | - - | - - | 0.42 | |
| KB2 | - - | - - | - - | - - | 0.13 |
| KB3 | - - | - - | - - | - - | - - | 0.24 |

THETA-DELTA-EPS

| | KOA | KOK | KON | KB1 | KB2 | KB3 |
|---|---|---|---|---|---|---|
| KKI | 0.16 | - - | - - | - - | - - | - - |
| KKE | - - | - - | - - | - - | - - | - - |
| KKG | - - | - - | - - | - - | - - | - - |

THETA-DELTA

| KKI | KKE | KKG |
|---|---|---|
| 0.73 | 0.18 | 0.47 |

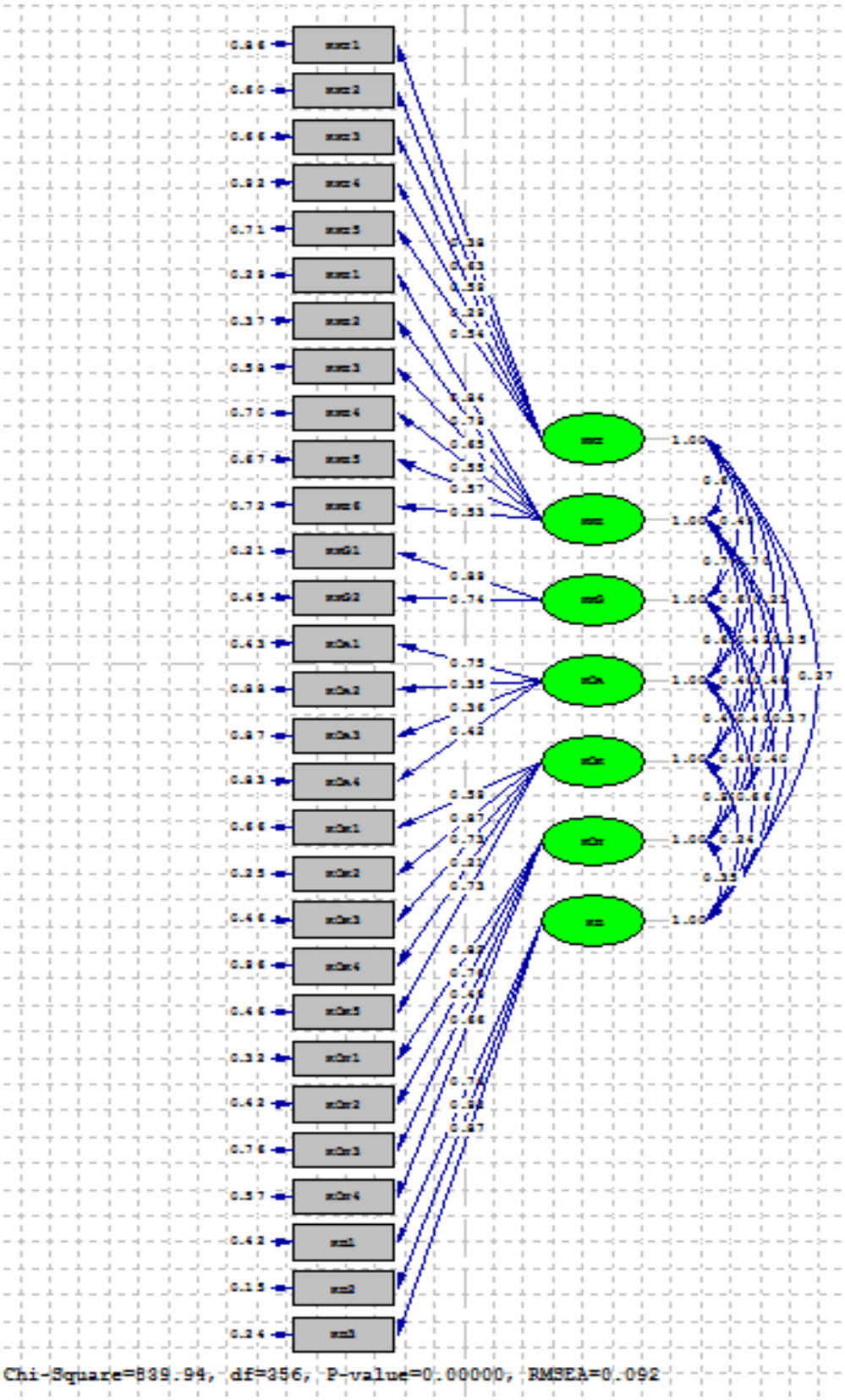
Regression Matrix ETA on KSI (Standardized)

| | KK |
|---|---|
| KO | 0.84 |
| KB | 0.46 |

Time used: 0.031 Seconds

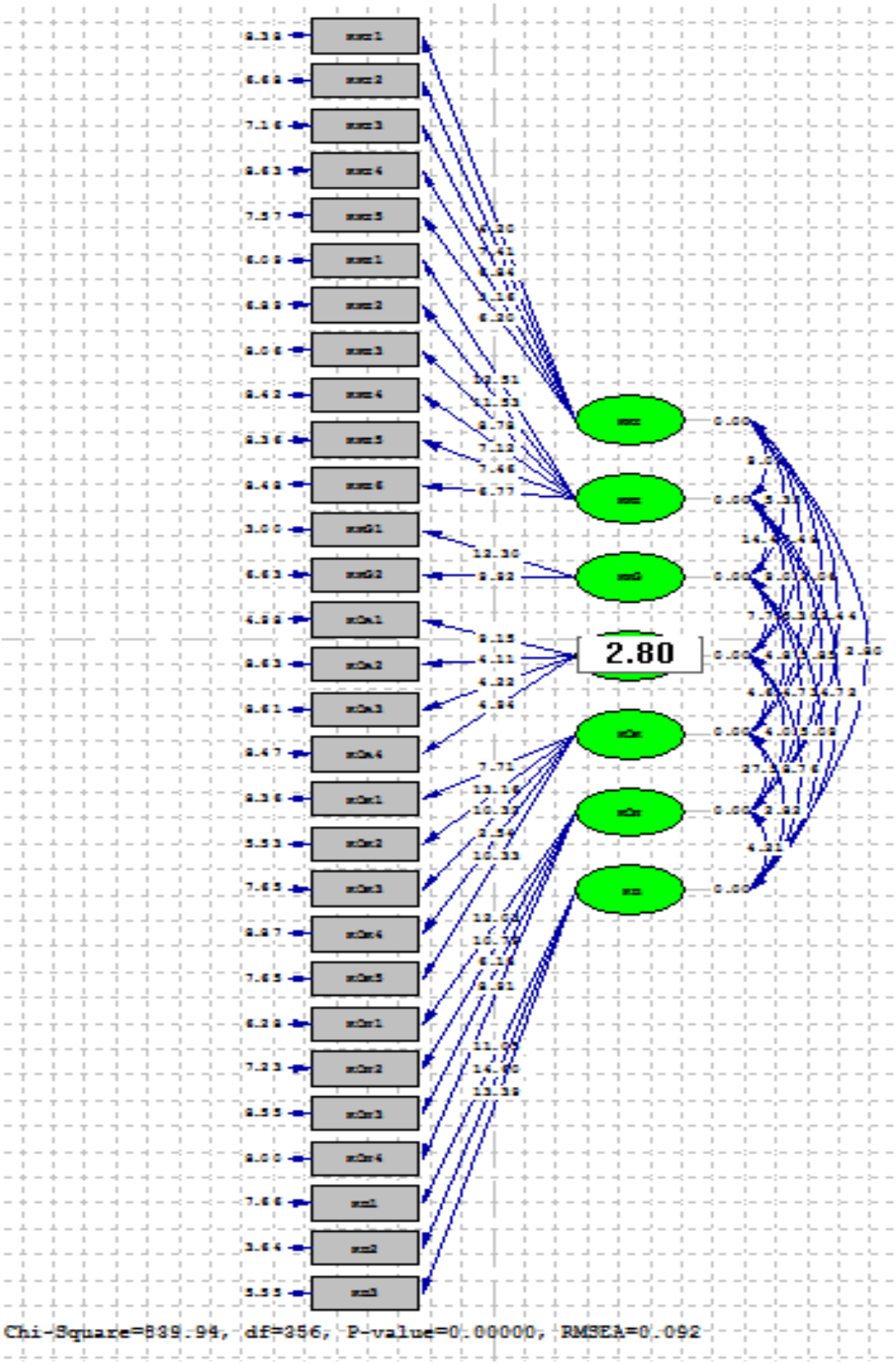
**Lampiran 14**

*Path Diagram 1st Order Confirmatory Factor Analysis (Standardized Solution)*



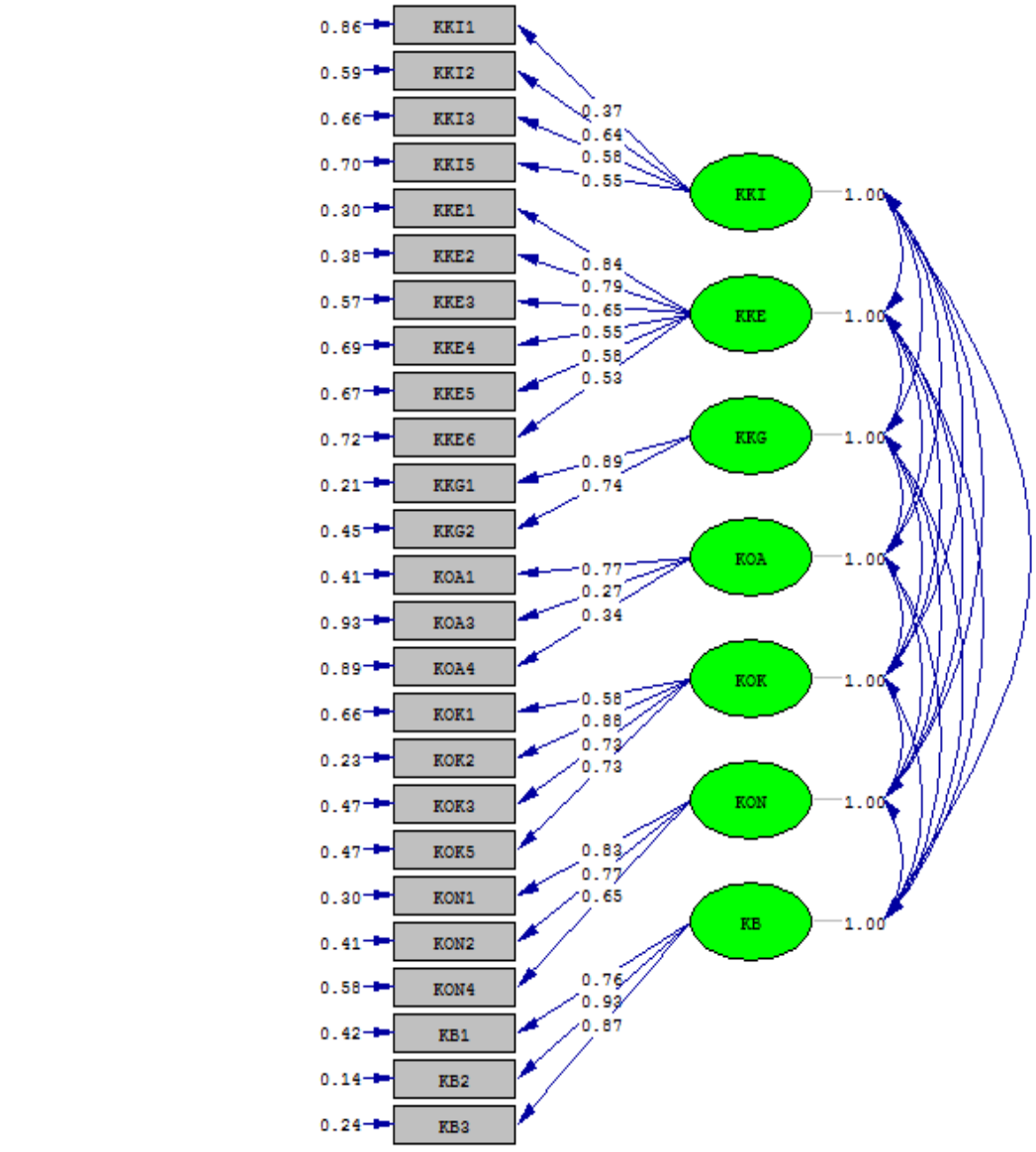
**Lampiran 14 (lanjutan)**

*Path Diagram 1st Order Confirmatory Factor Analysis (T-values)*



**Lampiran 15**

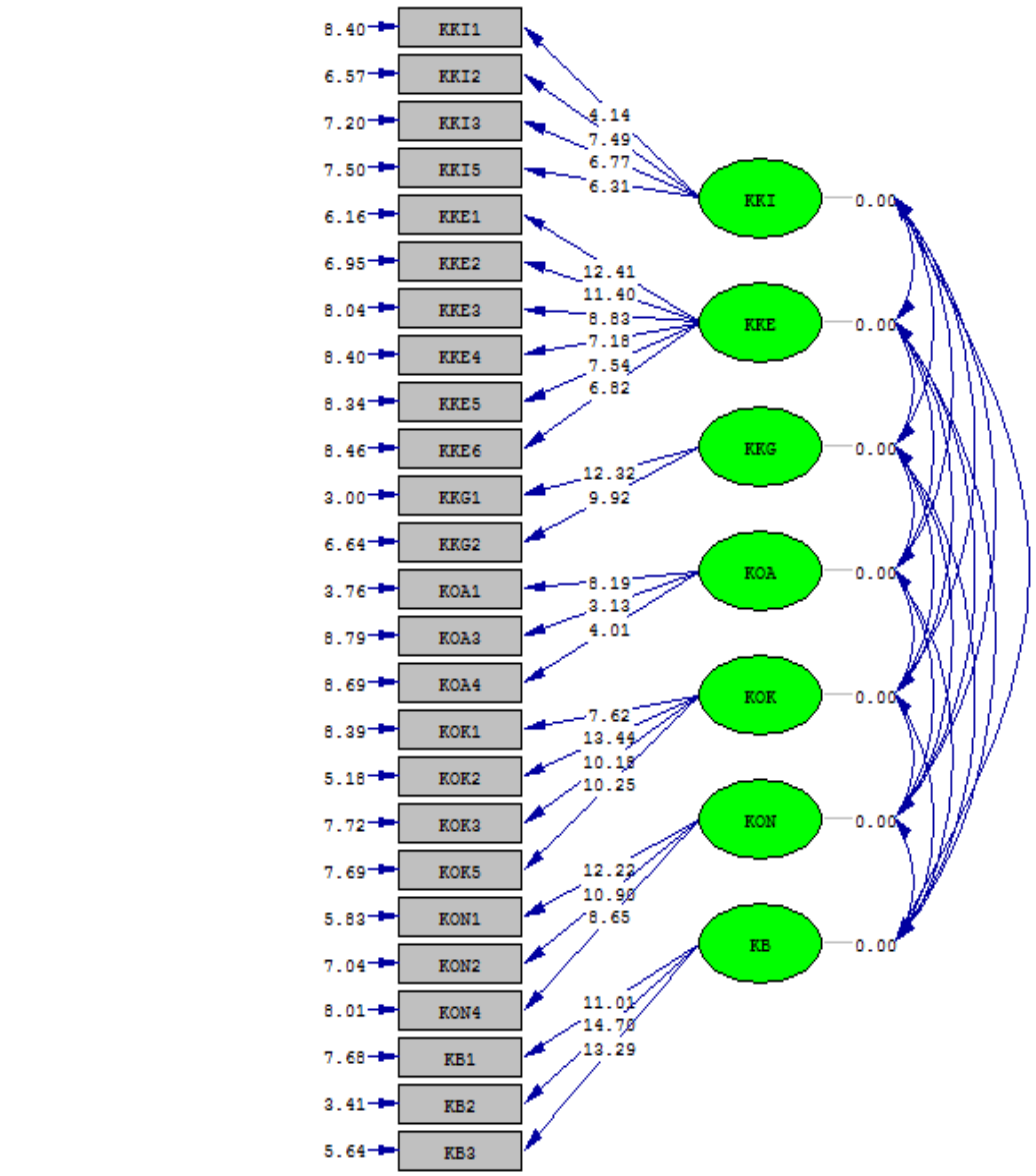
*Path Diagram 1st Order CFA trimming 1(Standardized Solution)*




Chi-Square=548.69, df=254, P-value=0.00000, RMSEA=0.085

**Lampiran 15 (lanjutan)**

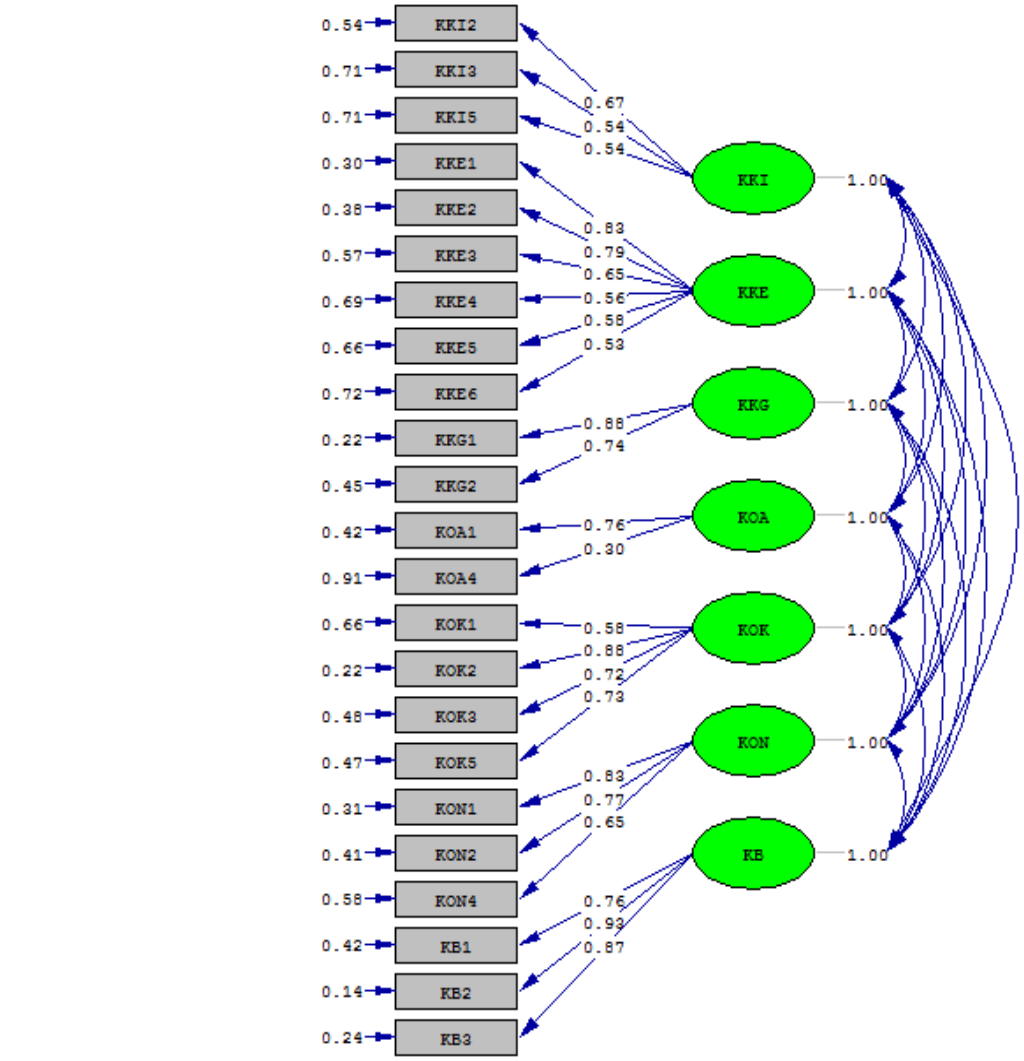
*Path Diagram 1st Order CFA trimming 1(T-values)*




Chi-Square=548.69, df=254, P-value=0.00000, RMSEA=0.085

**Lampiran 16**

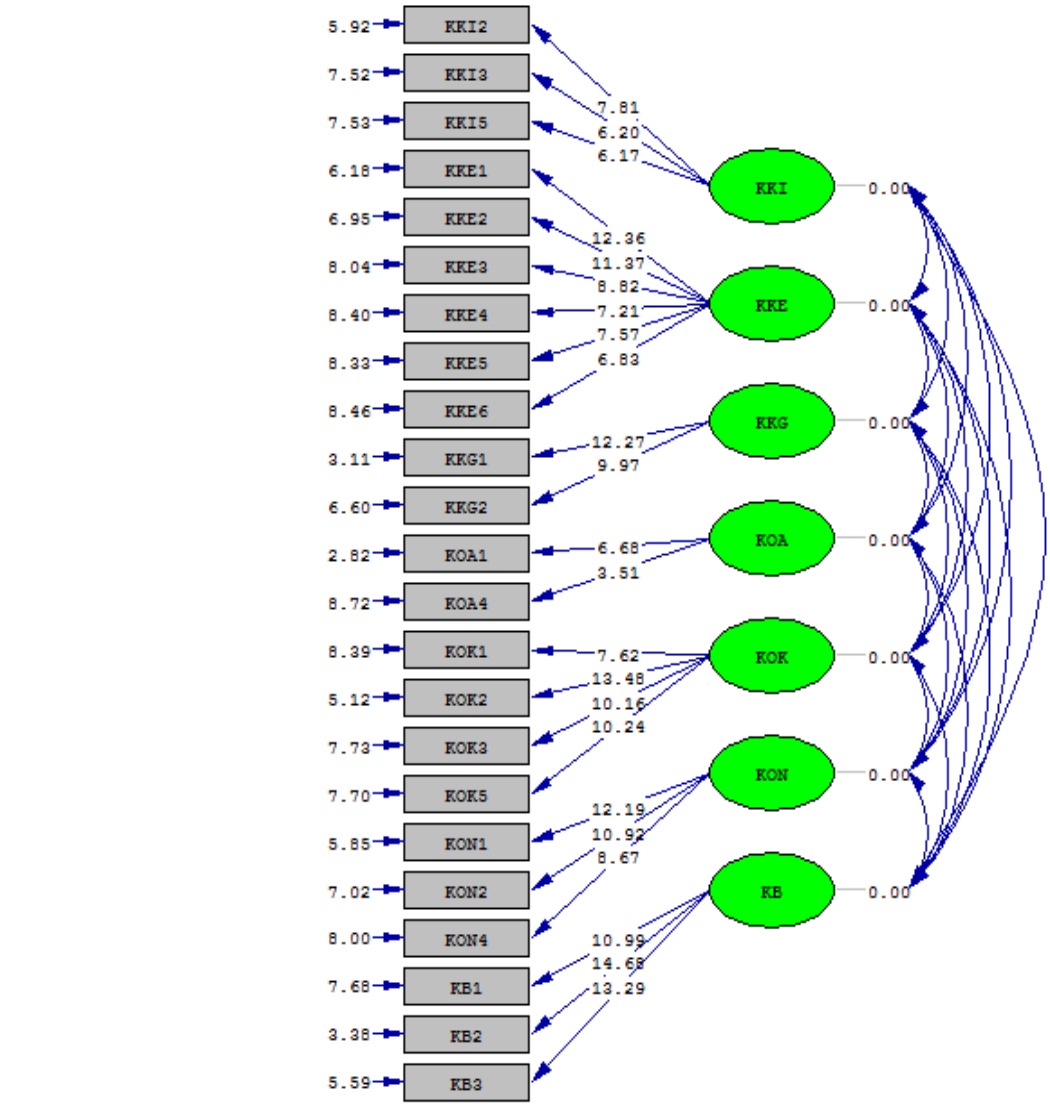
*Path Diagram 1st Order CFA trimming 2 (Standardized Solution)*




Chi-Square=441.15, df=209, P-value=0.00000, RMSEA=0.084

**Lampiran 16 (lanjutan)**

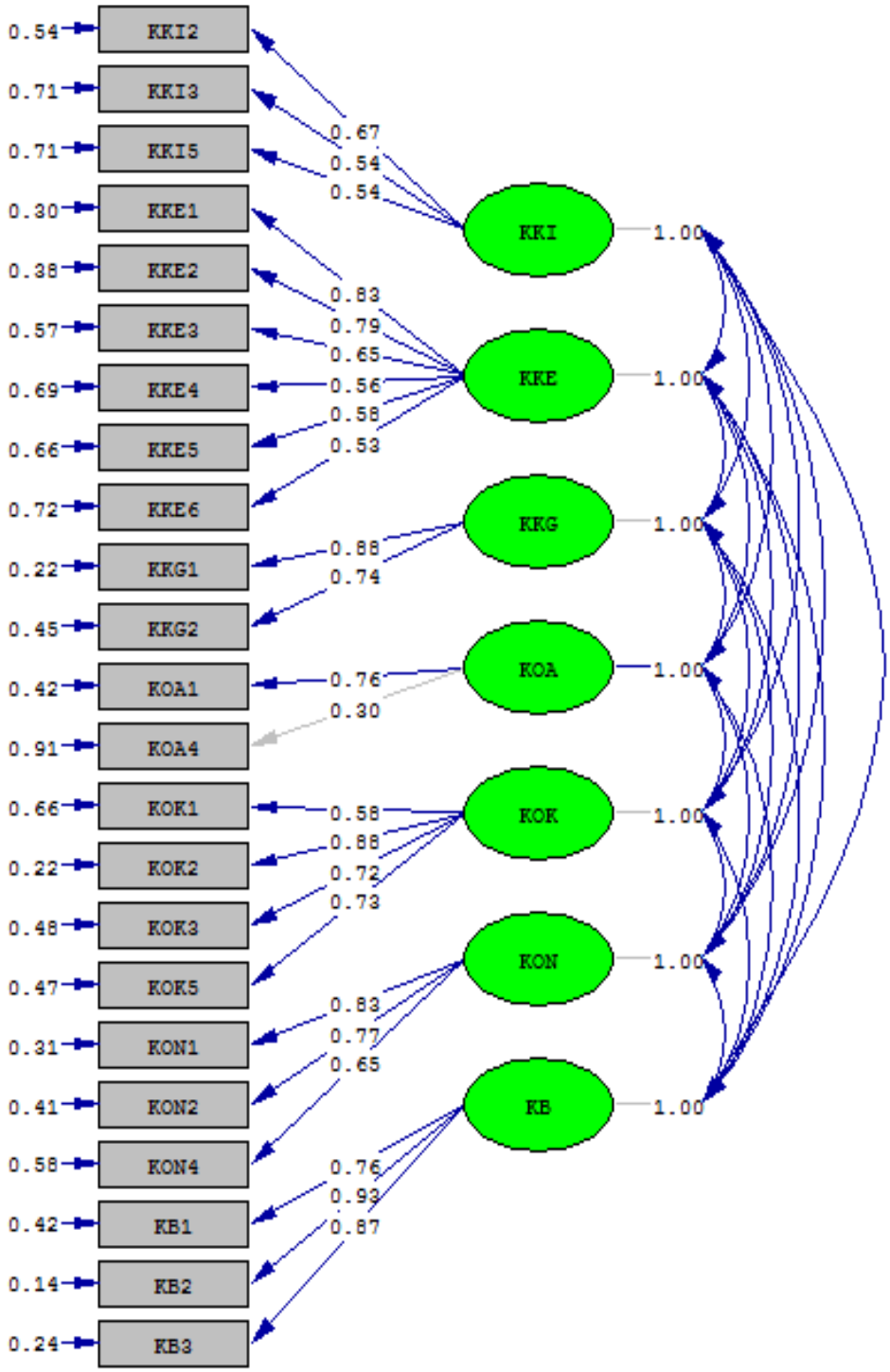
*Path Diagram 1st Order CFA trimming 2 (T-values)*




Chi-Square=441.15, df=209, P-value=0.00000, RMSEA=0.084

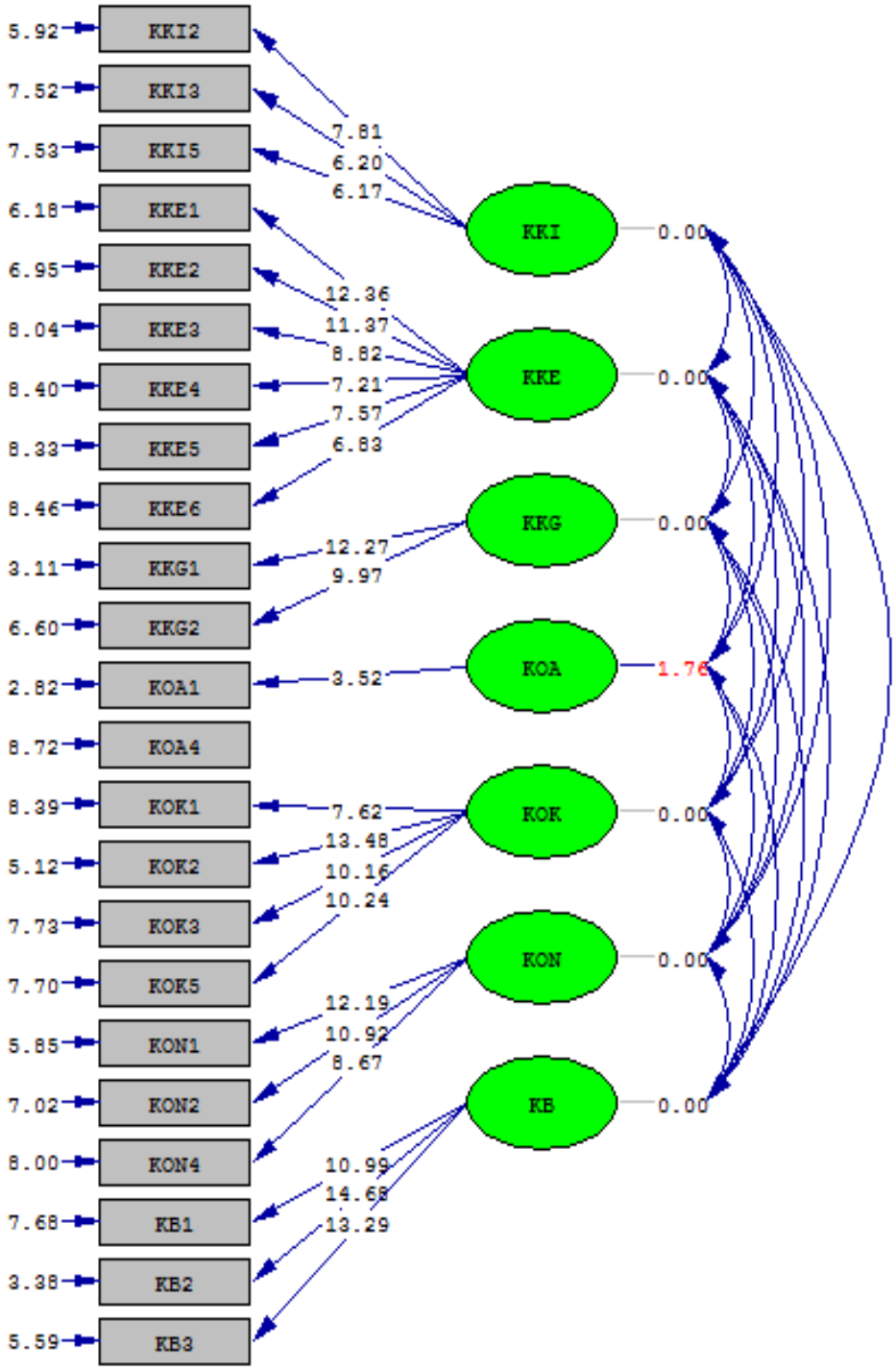
**Lampiran 17**

*Path Diagram 1st Order CFA trimming 3 (Standardized Solution)*



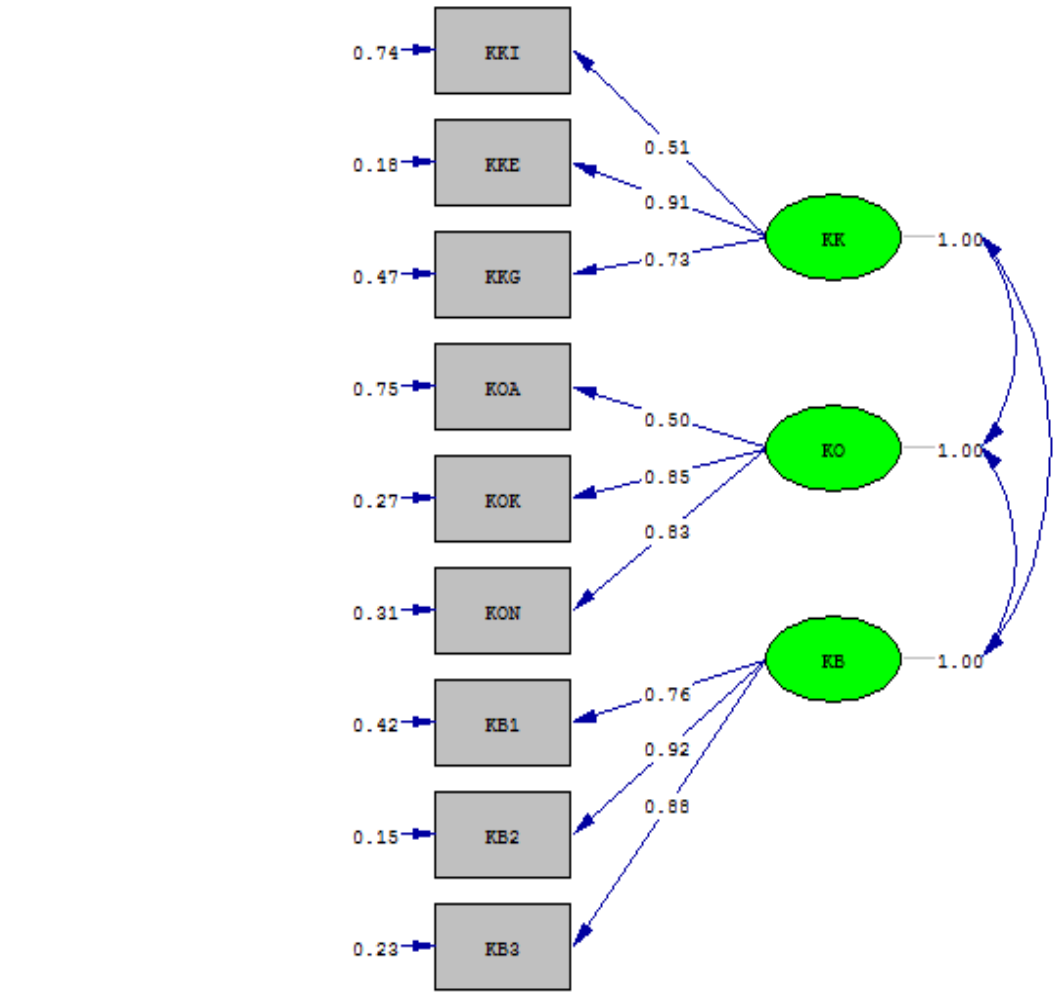
**Lampiran 17 (lanjutan)**

*Path Diagram 1st Order CFA trimming 3 (T-values)*



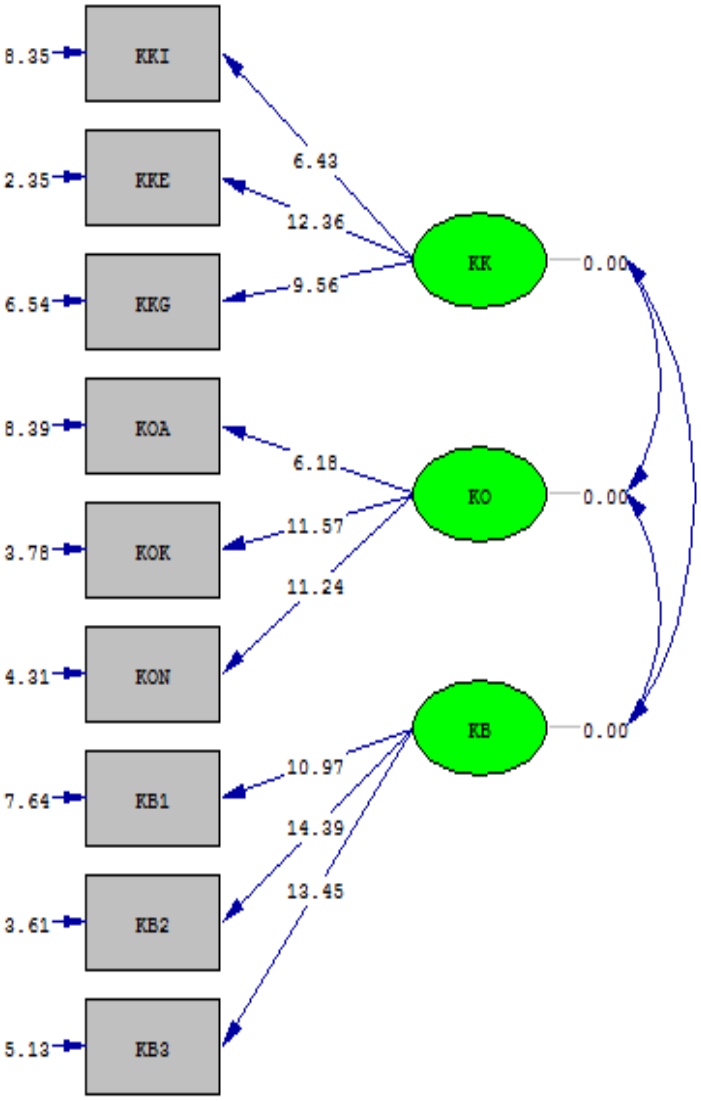
**Lampiran 18**

*Path Diagram 2nd Order CFA (Standardized Solution)*



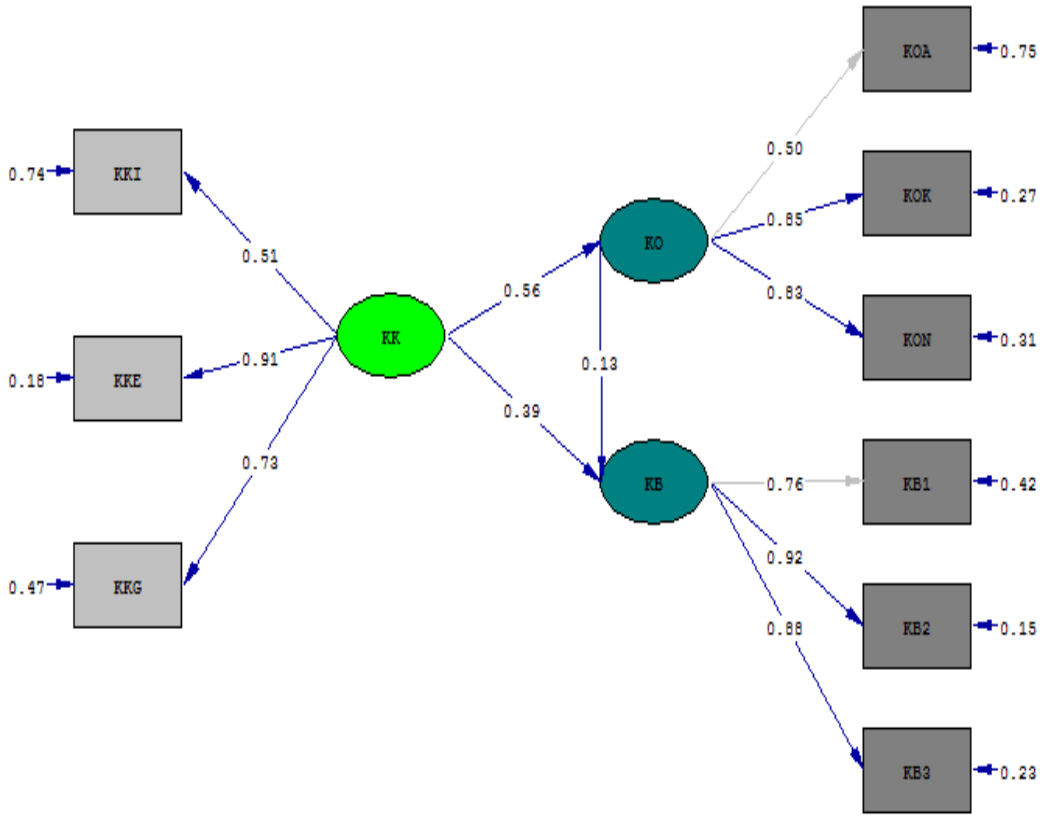

Chi-Square=86.22, df=24, P-value=0.00000, RMSEA=0.128

**Lampiran 18 (lanjutan)**
*Path Diagram 2nd Order CFA (T-values)*



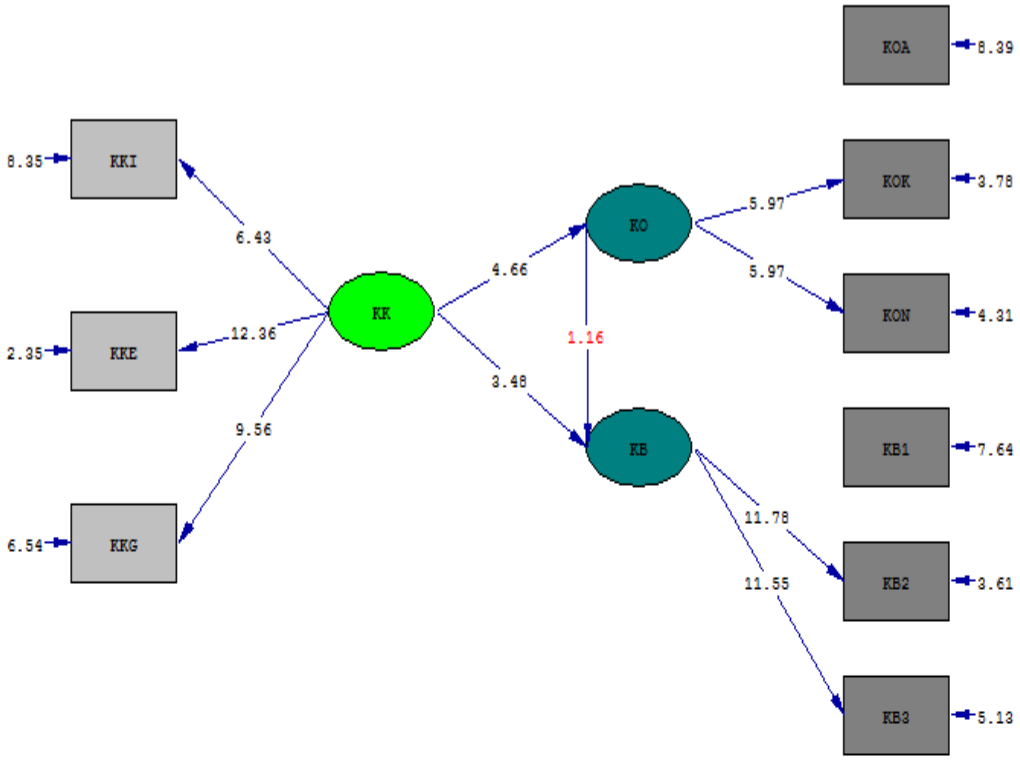

Chi-Square=86.22, df=24, P-value=0.00000, RMSEA=0.128

**Lampiran 19**
*Path* - Model Struktural (*Standardized Solution*)




Chi-Square=86.22, df=24, P-value=0.00000, RMSEA=0.128

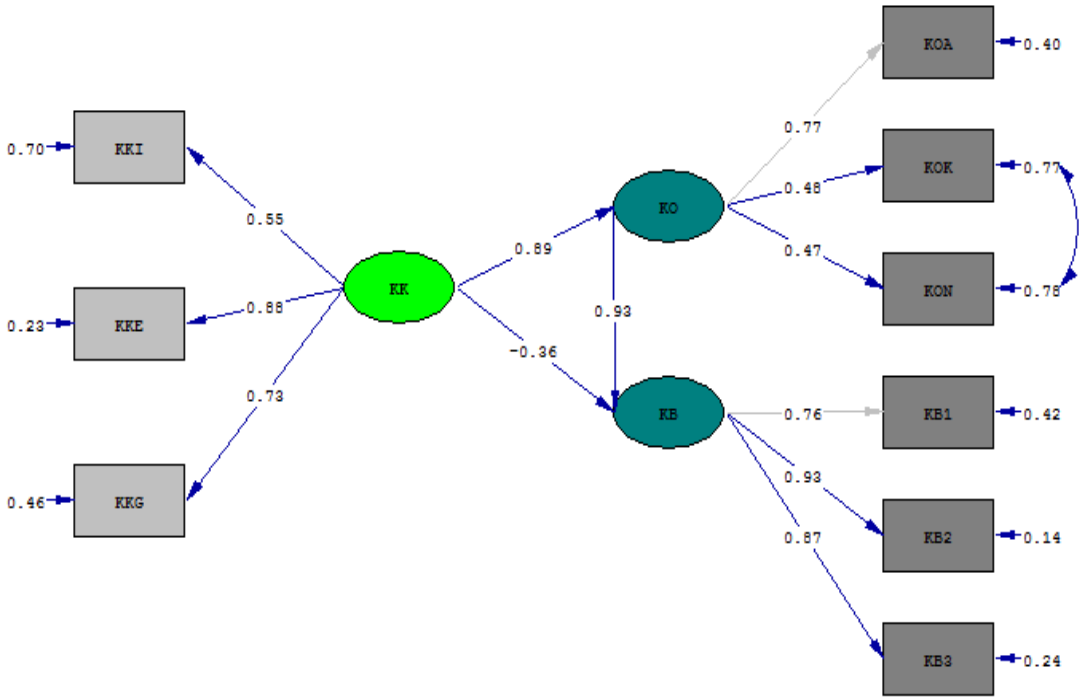
**Lampiran 19 (lanjutan)**
*Path* - Model Struktural (*T-values*)




Chi-Square=86.22, df=24, P-value=0.00000, RMSEA=0.128

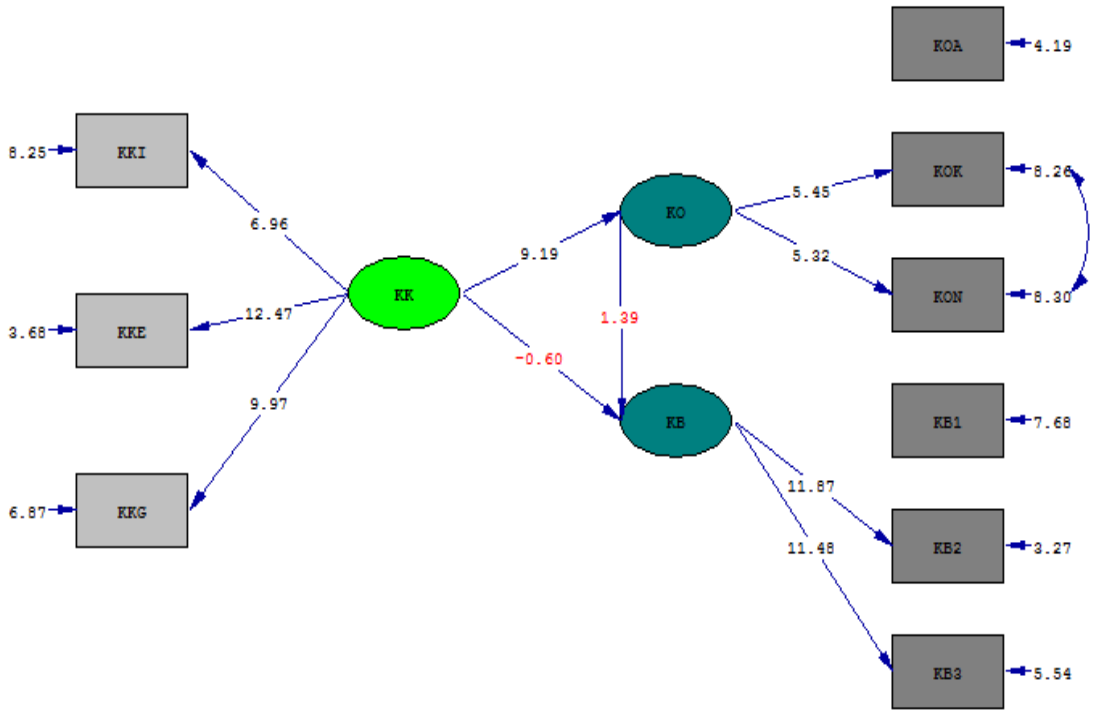
**Lampiran 20**

*Path* - Model Struktural respesifikasi 1(*Standardized Solution*)




Chi-Square=38.16, df=23, P-value=0.02450, RMSEA=0.064

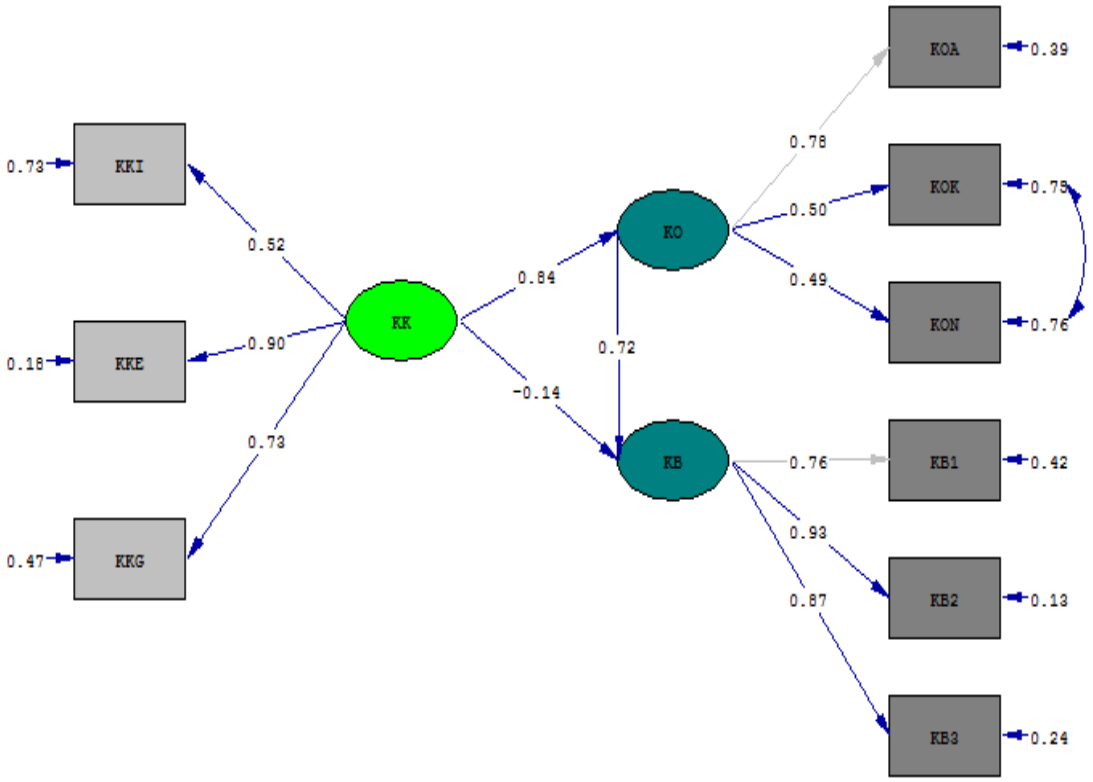
**Lampiran 20 (lanjutan)**
*Path* - Model Struktural respesifikasi 1(*T-values*)




Chi-Square=38.16, df=23, P-value=0.02450, RMSEA=0.064

**Lampiran 21**

*Path* - Model Struktural respesifikasi 2 (*Standardized Solution*)



**Lampiran 21 (lanjutan)**
*Path* - Model Struktural respesifikasi 2 (*T-values*)