

KUESIONER PENELITIAN

A. Karakteristik Responden

Berilah tanda (X) pada satu pilihan yang sesuai dengan jawaban anda

1. Jenis Kelamin: : a. Laki – laki b. Perempuan
2. Status Menikah : a. Menikah b. Belum
3. Status Kepegawaian Kontrak : a. Karyawan Tetap b. Karyawan
4. Usia Anda saat ini : a. < 20 d. 30 - 35
b. 20 - 25 e. 35 - 40
c. 25 - 30 f. > 40
5. Pendidikan Anda : a. SMU Sederajat d. Magister (S2)
b. Akademi/Diploma e. Doktor (S3)
c. Sarjana (S1)
6. Masa Kerja : a. < 2 Tahun d. 10 th – 15 th
b. 2 th – 5 th e. 15 th – 20 th
c. 5 th – 10 th f. > 20 th
7. Jabatan : a. Kepala Departemen / Analis
b. Kepala Pelayanan / Asisten Analis
c. Staf
8. Penghasilan perbulan : a. < 3 Juta d. 7 Juta – 9 Juta
b. 3 Juta – 5 Juta e. > 9 Juta
c. 5 Juta – 7 Juta
9. Bagian : a. Medis b. Non Medis

B. Pernyataan :

Pilihlah pernyataan yang saudara anggap tepat dengan memberikan tanda pada kolom

SS= Sangat setuju, **S**= Setuju, **N**= Setuju & tidak setuju **TS**= Tidak setuju,

STS= Sangat tidak setuju

No	PERNYATAAN	SS	S	N	TS	STS
		5	4	3	2	1
1	Saya memiliki kewenangan untuk memperbaiki masalah yang berhubungan dengan pekerjaan saya.					
2	Saya termotivasi untuk menyelesaikan masalah yang timbul dari pekerjaan saya.					
3	Saya diizinkan untuk melakukan apa saja dalam menyelesaikan masalah yang berhubungan dengan pekerjaan saya.					
4	Saya tidak perlu ijin atasan untuk menyelesaikan masalah yang timbul dari pekerjaan saya					
5	Untuk bekerja efektif saya didukung oleh peralatan kantor yang memadai.					
6	Ruang kerja saya mudah diakses dari ruang kerja rekan lainnya.					
7	Ruang kerja saya nyaman sehingga saya dapat berkonsentrasi pada pekerjaan saya.					
8	Suhu udara di ruang kerja saya membuat saya nyaman dalam bekerja.					
9	Gaji yang saya terima sesuai dengan pekerjaan saya.					
10	Dengan posisi yang sama saya mendapatkan gaji lebih baik dibandingkan perusahaan lain sejenis.					
11	Gaji saya memotivasi saya untuk meningkatkan kualitas kerja saya.					
12	Saya menerima reward apabila saya melakukan sesuatu yang dapat meningkatkan kualitas pekerjaan saya.					
13	waktu liburan termasuk ijin dan cuti yang saya terima di sini lebih baik dari pada perusahaan lain.					

No	PERNYATAAN	SS	S	N	TS	STS
		5	4	3	2	1
14	Asuransi kesehatan yang saya terima di sini sesuai dengan posisi saya					
15	Lingkungan kerja Saya menyenangkan					
16	Secara keseluruhan, saya puas dengan apa yang saya kerjakan saat ini.					
17	Saya senang bekerja disini.					
18	Saya sangat mungkin untuk tetap bekerja di perusahaan ini dalam jangka panjang.					
19	Apapun keadaannya saya akan tetap bertahan di perusahaan ini.					
20	Menurut saya perusahaan ini adalah yang terbaik dari semua perusahaan yang ada.					

Pernyataan setelah uji *measurement LISREL*

No	PERNYATAAN	SS	S	N	TS	STS
		5	4	3	2	1
1	Saya memiliki kewenangan untuk memperbaiki masalah yang berhubungan dengan pekerjaan saya.					
2	Saya termotivasi untuk menyelesaikan masalah yang timbul dari pekerjaan saya.					
3	Saya diizinkan untuk melakukan apa saja dalam menyelesaikan masalah yang berhubungan dengan pekerjaan saya.					
4	Untuk bekerja efektif saya didukung oleh peralatan kantor yang memadai.					
5	Ruang kerja saya mudah diakses dari ruang kerja rekan lainnya.					
6	Ruang kerja saya nyaman sehingga saya dapat berkonsentrasi pada pekerjaan saya.					
7	Gaji yang saya terima sesuai dengan pekerjaan saya.					
8	Dengan posisi yang sama saya mendapatkan gaji lebih baik dibandingkan perusahaan lain sejenis.					
9	Gaji saya memotivasi saya untuk meningkatkan kualitas kerja saya.					
10	Saya menerima reward apabila saya melakukan sesuatu yang dapat meningkatkan kualitas pekerjaan saya.					
11	waktu liburan termasuk ijin dan cuti yang saya terima di sini lebih baik dari pada perusahaan lain.					
12	Asuransi kesehatan yang saya terima di sini sesuai dengan posisi saya					
13	Lingkungan kerja Saya menyenangkan					
14	Secara keseluruhan, saya puas dengan apa yang saya kerjakan saat ini.					
15	Saya senang bekerja disini.					

No	PERNYATAAN	SS	S	N	TS	STS
		5	4	3	2	1
16	Saya sangat mungkin untuk tetap bekerja di perusahaan ini dalam jangka panjang.					
17	Apapun keadaannya saya akan tetap bertahan di perusahaan ini.					
18	Menurut saya perusahaan ini adalah yang terbaik dari semua perusahaan yang ada.					

UJI VALIDITAS PRETEST

Correlation Matrix^a

		PD1	PD2	PD3	PD4
Correlation	PD1	1.000	.091	.442	-.009
	PD2	.091	1.000	.053	-.127
	PD3	.442	.053	1.000	.393
	PD4	-.009	-.127	.393	1.000
Sig. (1-tailed)	PD1		.316	.007	.482
	PD2	.316		.390	.252
	PD3	.007	.390		.016
	PD4	.482	.252	.016	

a. Determinant = .628

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.428
Bartlett's Test of Sphericity	Approx. Chi-Square	12.470
	Df	6
	Sig.	.052

Anti-image Matrices

		PD1	PD2	PD3	PD4
Anti-image Covariance	PD1	.765	-.036	-.336	.164
	PD2	-.036	.970	-.062	.129
	PD3	-.336	-.062	.644	-.318
	PD4	.164	.129	-.318	.787
Anti-image Correlation	PD1	.425 ^a	-.042	-.478	.212
	PD2	-.042	.476 ^a	-.079	.148
	PD3	-.478	-.079	.447 ^a	-.447
	PD4	.212	.148	-.447	.390 ^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	1.588	39.697	39.697	1.588	39.697	39.697
2	1.160	29.008	68.705	1.160	29.008	68.705
3	.851	21.279	89.984			
4	.401	10.016	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
PD1	.673	.460
PD2	.062	.752
PD3	.895	.000
PD4	.574	-.619

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Inverse of Correlation Matrix

	LK1	LK2	LK3	LK4
LK1	1.608	.424	-.676	-.334
LK2	.424	1.190	.094	-.012
LK3	-.676	.094	1.366	.044
LK4	-.334	-.012	.044	1.088

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.612
Bartlett's Test of Sphericity	Approx. Chi-Square
	15.126
	Df
	6
	Sig.
	.019

Anti-image Matrices

		LK1	LK2	LK3	LK4
Anti-image Covariance	LK1	.622	.221	-.308	-.191
	LK2	.221	.840	.058	-.009
	LK3	-.308	.058	.732	.029
	LK4	-.191	-.009	.029	.919
Anti-image Correlation	LK1	.576 ^a	.306	-.456	-.253
	LK2	.306	.701 ^a	.074	-.010
	LK3	-.456	.074	.616 ^a	.036
	LK4	-.253	-.010	.036	.612 ^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	1.887	47.183	47.183	1.887	47.183	47.183
2	.931	23.275	70.458			
3	.750	18.740	89.198			
4	.432	10.802	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
LK1	.854
LK2	-.646
LK3	.740
LK4	.440

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

Inverse of Correlation Matrix

	KP1	KP2	KP3	KP4	KP5	KP6
KP1	1.289	-.095	-.220	-.041	-.300	-.191
KP2	-.095	1.696	-.729	.196	-.439	-.412
KP3	-.220	-.729	1.882	-.688	.668	-.278
KP4	-.041	.196	-.688	1.941	-.464	-.763
KP5	-.300	-.439	.668	-.464	1.602	-.401
KP6	-.191	-.412	-.278	-.763	-.401	2.063

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.732
Bartlett's Test of Sphericity	Approx. Chi-Square
	50.630
	Df
	15
	Sig.
	.000

Anti-image Matrices

		KP1	KP2	KP3	KP4	KP5	KP6
Anti-image Covariance	KP1	.776	-.043	-.091	-.016	-.145	-.072
	KP2	-.043	.590	-.228	.059	-.162	-.118
	KP3	-.091	-.228	.531	-.188	.222	-.072
	KP4	-.016	.059	-.188	.515	-.149	-.191
	KP5	-.145	-.162	.222	-.149	.624	-.121
	KP6	-.072	-.118	-.072	-.191	-.121	.485
Anti-image Correlation	KP1	.876 ^a	-.064	-.141	-.026	-.209	-.117
	KP2	-.064	.747 ^a	-.408	.108	-.267	-.220
	KP3	-.141	-.408	.625 ^a	-.360	.385	-.141
	KP4	-.026	.108	-.360	.744 ^a	-.263	-.381
	KP5	-.209	-.267	.385	-.263	.617 ^a	-.220
	KP6	-.117	-.220	-.141	-.381	-.220	.813 ^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	3.002	50.034	50.034	3.002	50.034	50.034
2	.992	16.531	66.565			
3	.712	11.862	78.427			
4	.631	10.519	88.946			
5	.376	6.269	95.215			
6	.287	4.785	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
KP1	.612
KP2	.731
KP3	.671
KP4	.778
KP5	.591
KP6	.830

Extraction Method:

Principal Component
Analysis.

a. 1 components
extracted.

Correlation Matrix^a

		KK1	KK2	KK3
Correlation	KK1	1.000	.605	.167
	KK2	.605	1.000	.296
	KK3	.167	.296	1.000
Sig. (1-tailed)	KK1		.000	.189
	KK2	.000		.056
	KK3	.189	.056	

a. Determinant = .578

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.540
Bartlett's Test of Sphericity	Approx. Chi-Square
	14.891
	Df
	3
	Sig.
	.002

Anti-image Matrices

		KK1	KK2	KK3
Anti-image Covariance	KK1	.634	-.362	.012
	KK2	-.362	.595	-.183
	KK3	.012	-.183	.912
Anti-image Correlation	KK1	.531 ^a	-.590	.016
	KK2	-.590	.525 ^a	-.249
	KK3	.016	-.249	.651 ^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	1.749	58.313	58.313	1.749	58.313	58.313
2	.871	29.049	87.362			
3	.379	12.638	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
KK1	.830
KK2	.881
KK3	.533

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.646
Bartlett's Test of Sphericity	Approx. Chi-Square
	28.141
	Df
	3
	Sig.
	.000

Anti-image Matrices

		T11	T12	T13
Anti-image Covariance	T11	.434	-.287	-.220
	T12	-.287	.516	-.039
	T13	-.220	-.039	.684
Anti-image Correlation	T11	.599 ^a	-.607	-.403
	T12	-.607	.641 ^a	-.066
	T13	-.403	-.066	.748 ^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	2.127	70.912	70.912	2.127	70.912	70.912
2	.590	19.659	90.570			
3	.283	9.430	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
T11	.903
T12	.848
T13	.770

Extraction Method:

Principal Component
Analysis.

a. 1 components
extracted.

UJI RELIABILITY PRETEST 1**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.425	.395	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
PD1	11.23	1.495	.279	.235	.314
PD2	11.07	1.995	.003	.030	.537
PD3	12.00	1.034	.547	.356	-.057 ^a
PD4	12.30	1.528	.160	.213	.442

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
15.53	2.257	1.502	4

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.034	.096	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
LK1	10.97	1.620	.258	.378	-.336 ^a
LK2	12.30	2.700	-.340	.160	.552
LK3	11.27	1.306	.170	.268	-.330 ^a
LK4	10.87	1.706	.155	.081	-.192 ^a

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
15.13	2.464	1.570	4

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.793	.795	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
KP1	19.63	11.275	.461	.224	.781
KP2	19.97	10.378	.565	.410	.757
KP3	19.60	12.386	.503	.469	.777
KP4	19.80	9.683	.620	.485	.743
KP5	19.90	11.197	.461	.376	.781
KP6	19.60	9.766	.704	.515	.721

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
23.70	14.907	3.861	6

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.638	.624	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
KK1	8.17	.833	.517	.366	.441
KK2	8.37	.861	.622	.405	.267
KK3	7.87	1.499	.255	.088	.752

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.787	.793	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
T11	7.23	1.633	.733	.566	.591
T12	7.77	1.978	.629	.484	.716
T13	7.53	1.775	.540	.316	.816

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.27	3.651	1.911	3

Uji Validitas dan Reliabilitas pretest kedua

Inverse of Correlation Matrix

	PD1	PD2	PD3	PD4
PD1	2.031	-.994	-.533	-.365
PD2	-.994	1.881	-.492	.236
PD3	-.533	-.492	1.588	-.147
PD4	-.365	.236	-.147	1.111

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.681
Bartlett's Test of Sphericity	Approx. Chi-Square
	29.085
	Df
	6
	Sig.
	.000

Anti-image Matrices

		PD1	PD2	PD3	PD4
Anti-image Covariance	PD1	.492	-.260	-.165	-.162
	PD2	-.260	.532	-.164	.113
	PD3	-.165	-.164	.630	-.083
	PD4	-.162	.113	-.083	.900
Anti-image Correlation	PD1	.662 ^a	-.508	-.297	-.243
	PD2	-.508	.656 ^a	-.284	.163
	PD3	-.297	-.284	.778 ^a	-.111
	PD4	-.243	.163	-.111	.543 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
PD1	.874
PD2	.823
PD3	.811
PD4	.367

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.709	.708	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
PD1	9.73	5.789	.679	.508	.526
PD2	9.40	6.662	.557	.468	.612
PD3	10.37	5.895	.579	.370	.591
PD4	11.10	8.162	.215	.100	.800

Inverse of Correlation Matrix

	LK1	LK2	LK3	LK42
LK1	1.530	-.795	-.593	.703
LK2	-.795	2.031	-.556	-.530
LK3	-.593	-.556	3.386	-2.321
LK42	.703	-.530	-2.321	3.033

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.629
Bartlett's Test of Sphericity	Approx. Chi-Square
	50.902
	Df
	6
	Sig.
	.000

Anti-image Matrices

		LK1	LK2	LK3	LK42
Anti-image Covariance	LK1	.654	-.256	-.115	.151
	LK2	-.256	.492	-.081	-.086
	LK3	-.115	-.081	.295	-.226
	LK42	.151	-.086	-.226	.330
Anti-image Correlation	LK1	.514 ^a	-.451	-.261	.326
	LK2	-.451	.758 ^a	-.212	-.213
	LK3	-.261	-.212	.638 ^a	-.724
	LK42	.326	-.213	-.724	.576 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
LK1	.561
LK2	.845
LK3	.902
LK42	.815

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.797	.791	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
LK1	11.20	6.097	.371	.346	.846
LK2	11.53	4.602	.698	.508	.701
LK3	11.67	4.230	.775	.705	.656
LK42	11.70	4.700	.614	.670	.745

Inverse of Correlation Matrix

	KP1	KP2	KP3	KP4	KP5	KP6
KP1	3.073	-1.906	-.524	-.745	.120	.102
KP2	-1.906	2.814	.113	.709	-.730	-.587
KP3	-.524	.113	3.213	-1.325	-.171	-1.209
KP4	-.745	.709	-1.325	2.962	-1.041	-.244
KP5	.120	-.730	-.171	-1.041	2.114	-.001
KP6	.102	-.587	-1.209	-.244	-.001	2.260

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.802
Bartlett's Test of Sphericity	Approx. Chi-Square
	98.536
	Df
	15
	Sig.
	.000

Anti-image Matrices

		KP1	KP2	KP3	KP4	KP5	KP6
Anti-image Covariance	KP1	.325	-.220	-.053	-.082	.018	.015
	KP2	-.220	.355	.012	.085	-.123	-.092
	KP3	-.053	.012	.311	-.139	-.025	-.166
	KP4	-.082	.085	-.139	.338	-.166	-.036
	KP5	.018	-.123	-.025	-.166	.473	.000
	KP6	.015	-.092	-.166	-.036	.000	.443
Anti-image Correlation	KP1	.783 ^a	-.648	-.167	-.247	.047	.039
	KP2	-.648	.710 ^a	.038	.246	-.299	-.233
	KP3	-.167	.038	.827 ^a	-.429	-.066	-.449
	KP4	-.247	.246	-.429	.789 ^a	-.416	-.094
	KP5	.047	-.299	-.066	-.416	.856 ^a	.000
	KP6	.039	-.233	-.449	-.094	.000	.862 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
KP1	.827
KP2	.757
KP3	.857
KP4	.822
KP5	.784
KP6	.797

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.891	.893	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
KP1	18.37	14.792	.741	.675	.869
KP2	18.73	14.685	.639	.645	.883
KP3	18.17	13.178	.783	.689	.860
KP4	18.30	13.597	.729	.662	.869
KP5	18.73	15.375	.687	.527	.877
KP6	18.37	14.033	.707	.557	.873

Inverse of Correlation Matrix

	KK1	KK2	KK3
KK1	1.314	-.225	-.519
KK2	-.225	1.231	-.390
KK3	-.519	-.390	1.397

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.645
Bartlett's Test of Sphericity	Approx. Chi-Square
	12.202
	Df
	3
	Sig.
	.007

Anti-image Matrices

		KK1	KK2	KK3
Anti-image Covariance	KK1	.761	-.139	-.283
	KK2	-.139	.813	-.227
	KK3	-.283	-.227	.716
Anti-image Correlation	KK1	.645 ^a	-.177	-.383
	KK2	-.177	.693 ^a	-.297
	KK3	-.383	-.297	.615 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
KK1	.775
KK2	.730
KK3	.816

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.665	.665	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
KK1	7.70	1.528	.476	.239	.572
KK2	7.97	1.757	.427	.187	.633
KK3	7.60	1.490	.532	.284	.494

Inverse of Correlation Matrix

	TI1	TI2	TI3
TI1	2.593	-1.008	-1.181
TI2	-1.008	2.480	-1.048
TI3	-1.181	-1.048	2.626

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.748
Bartlett's Test of Sphericity	Approx. Chi-Square	45.885
	Df	3
	Sig.	.000

Anti-image Matrices

		T11	T12	T13
Anti-image Covariance	T11	.386	-.157	-.173
	T12	-.157	.403	-.161
	T13	-.173	-.161	.381
Anti-image Correlation	T11	.744 ^a	-.398	-.453
	T12	-.398	.760 ^a	-.411
	T13	-.453	-.411	.740 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
T11	.905
T12	.899
T13	.907

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.887	.888	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
TI1	6.80	2.717	.783	.614	.838
TI2	7.27	2.685	.772	.597	.848
TI3	7.07	2.823	.787	.619	.836

Uji Anova Perbedaan Karakteristik

- Jenis Kelamin

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
PD	.093	1	108	.761
LK	.471	1	108	.494
KP	.002	1	108	.963
KK	.757	1	108	.386
TI	3.288	1	108	.073

ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
PD	Between Groups	1.639	1	1.639	1.648	.202
	Within Groups	107.361	108	.994		
	Total	109.000	109			
LK	Between Groups	4.419	1	4.419	4.564	.035
	Within Groups	104.581	108	.968		
	Total	109.000	109			
KP	Between Groups	4.370	1	4.370	4.511	.036
	Within Groups	104.630	108	.969		
	Total	109.000	109			
KK	Between Groups	.777	1	.777	.775	.380
	Within Groups	108.223	108	1.002		
	Total	109.000	109			
TI	Between Groups	1.665	1	1.665	1.675	.198
	Within Groups	107.335	108	.994		
	Total	109.000	109			

- Status Pernikahan

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
PD	.603	1	108	.439
LK	.057	1	108	.812
KP	.774	1	108	.381
KK	.674	1	108	.414
TI	.552	1	108	.459

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
PD	Between Groups	4.449	1	4.449	4.596	.034
	Within Groups	104.551	108	.968		
	Total	109.000	109			
LK	Between Groups	1.416	1	1.416	1.422	.236
	Within Groups	107.584	108	.996		
	Total	109.000	109			
KP	Between Groups	1.415	1	1.415	1.421	.236
	Within Groups	107.585	108	.996		
	Total	109.000	109			
KK	Between Groups	2.494	1	2.494	2.529	.115
	Within Groups	106.506	108	.986		
	Total	109.000	109			
TI	Between Groups	.148	1	.148	.147	.702
	Within Groups	108.852	108	1.008		
	Total	109.000	109			

- Status Kepegawaian

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
PD	.657	1	108	.420
LK	.007	1	108	.933
KP	.625	1	108	.431
KK	.222	1	108	.638
TI	1.133	1	108	.289

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
PD	Between Groups	.197	1	.197	.195	.659
	Within Groups	108.803	108	1.007		
	Total	109.000	109			
LK	Between Groups	.236	1	.236	.235	.629
	Within Groups	108.764	108	1.007		
	Total	109.000	109			
KP	Between Groups	2.458	1	2.458	2.492	.117
	Within Groups	106.542	108	.986		
	Total	109.000	109			
KK	Between Groups	.718	1	.718	.716	.399
	Within Groups	108.282	108	1.003		
	Total	109.000	109			
TI	Between Groups	1.073	1	1.073	1.074	.302
	Within Groups	107.927	108	.999		
	Total	109.000	109			

- Usia

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
PD	.762	4	105	.552
LK	.118	4	105	.976
KP	1.812	4	105	.132
KK	.828	4	105	.510
TI	.759	4	105	.554

		Sum of Squares	df	Mean Square	F	Sig.
PD	Between Groups	6.840	4	1.710	1.758	.143
	Within Groups	102.160	105	.973		
	Total	109.000	109			
LK	Between Groups	11.574	4	2.894	3.119	.018
	Within Groups	97.426	105	.928		
	Total	109.000	109			
KP	Between Groups	3.868	4	.967	.966	.430
	Within Groups	105.132	105	1.001		
	Total	109.000	109			
KK	Between Groups	6.608	4	1.652	1.694	.157
	Within Groups	102.392	105	.975		
	Total	109.000	109			
TI	Between Groups	2.110	4	.528	.518	.723
	Within Groups	106.890	105	1.018		
	Total	109.000	109			

- Pendidikan

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
PD	2.290 ^a	2	106	.106
LK	.052 ^b	2	106	.949
KP	2.180 ^c	2	106	.118
KK	2.208 ^d	2	106	.115
TI	1.132 ^e	2	106	.326

a. Groups with only one case are ignored in computing the test of homogeneity of variance for PD.

b. Groups with only one case are ignored in computing the test of homogeneity of variance for LK.

c. Groups with only one case are ignored in computing the test of homogeneity of variance for KP.

d. Groups with only one case are ignored in computing the test of homogeneity of variance for KK.

e. Groups with only one case are ignored in computing the test of homogeneity of variance for TI.

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
PD	Between Groups	.160	3	.053	.052	.984
	Within Groups	108.840	106	1.027		
	Total	109.000	109			
LK	Between Groups	.334	3	.111	.108	.955
	Within Groups	108.666	106	1.025		
	Total	109.000	109			
KP	Between Groups	12.167	3	4.056	4.440	.006
	Within Groups	96.833	106	.914		
	Total	109.000	109			
KK	Between Groups	5.862	3	1.954	2.008	.117
	Within Groups	103.138	106	.973		
	Total	109.000	109			
TI	Between Groups	7.420	3	2.473	2.581	.057
	Within Groups	101.580	106	.958		
	Total	109.000	109			

- Masa Kerja

-

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
PD	1.340 ^a	4	104	.260
LK	.123 ^b	4	104	.974
KP	1.915 ^c	4	104	.113
KK	.954 ^d	4	104	.436
TI	.877 ^e	4	104	.481

a. Groups with only one case are ignored in computing the test of homogeneity of variance for PD.

b. Groups with only one case are ignored in computing the test of homogeneity of variance for LK.

c. Groups with only one case are ignored in computing the test of homogeneity of variance for KP.

d. Groups with only one case are ignored in computing the test of homogeneity of variance for KK.

e. Groups with only one case are ignored in computing the test of homogeneity of variance for TI.

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
PD	Between Groups	4.942	5	.988	.988	.429
	Within Groups	104.058	104	1.001		
	Total	109.000	109			
LK	Between Groups	8.221	5	1.644	1.697	.142
	Within Groups	100.779	104	.969		
	Total	109.000	109			
KP	Between Groups	7.138	5	1.428	1.458	.210
	Within Groups	101.862	104	.979		
	Total	109.000	109			
KK	Between Groups	6.085	5	1.217	1.230	.300
	Within Groups	102.915	104	.990		
	Total	109.000	109			
TI	Between Groups	3.802	5	.760	.752	.587
	Within Groups	105.198	104	1.012		
	Total	109.000	109			

- Jabatan

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
PD	.415	2	107	.661
LK	.287	2	107	.751
KP	2.662	2	107	.074
KK	.305	2	107	.738
TI	.238	2	107	.789

		Sum of Squares	df	Mean Square	F	Sig.
PD	Between Groups	.052	2	.026	.025	.975
	Within Groups	108.948	107	1.018		
	Total	109.000	109			
LK	Between Groups	.826	2	.413	.409	.666
	Within Groups	108.174	107	1.011		
	Total	109.000	109			
KP	Between Groups	.456	2	.228	.225	.799
	Within Groups	108.544	107	1.014		
	Total	109.000	109			
KK	Between Groups	6.391	2	3.195	3.332	.039
	Within Groups	102.609	107	.959		
	Total	109.000	109			
TI	Between Groups	1.670	2	.835	.833	.438
	Within Groups	107.330	107	1.003		
	Total	109.000	109			

- Penghasilan

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
PD	2.593	3	106	.057
LK	.840	3	106	.475
KP	2.111	3	106	.103
KK	.265	3	106	.850
TI	.146	3	106	.932

- Bagian

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
PD	4.631	1	108	.034
LK	2.139	1	108	.146
KP	1.264	1	108	.263
KK	.137	1	108	.712
TI	.000	1	108	.990

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
PD	Between Groups	3.390	1	3.390	3.467	.065
	Within Groups	105.610	108	.978		
	Total	109.000	109			
LK	Between Groups	.666	1	.666	.664	.417
	Within Groups	108.334	108	1.003		
	Total	109.000	109			
KP	Between Groups	10.629	1	10.629	11.670	.001
	Within Groups	98.371	108	.911		
	Total	109.000	109			
KK	Between Groups	.049	1	.049	.048	.826
	Within Groups	108.951	108	1.009		
	Total	109.000	109			
TI	Between Groups	3.444	1	3.444	3.524	.063
	Within Groups	105.556	108	.977		
	Total	109.000	109			

Output Lisrel Normalitas Data

Goodness of Fit Statistics

Degrees of Freedom = 125
 Minimum Fit Function Chi-Square = 196.62 (P = 0.00)
 Normal Theory Weighted Least Squares Chi-Square = 188.60 (P = 0.00021)
 Estimated Non-centrality Parameter (NCP) = 63.60
 90 Percent Confidence Interval for NCP = (30.59 ; 104.58)

Minimum Fit Function Value = 1.80
 Population Discrepancy Function Value (F0) = 0.58
 90 Percent Confidence Interval for F0 = (0.28 ; 0.96)
 Root Mean Square Error of Approximation (RMSEA) = 0.068
 90 Percent Confidence Interval for RMSEA = (0.047 ; 0.088)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.072

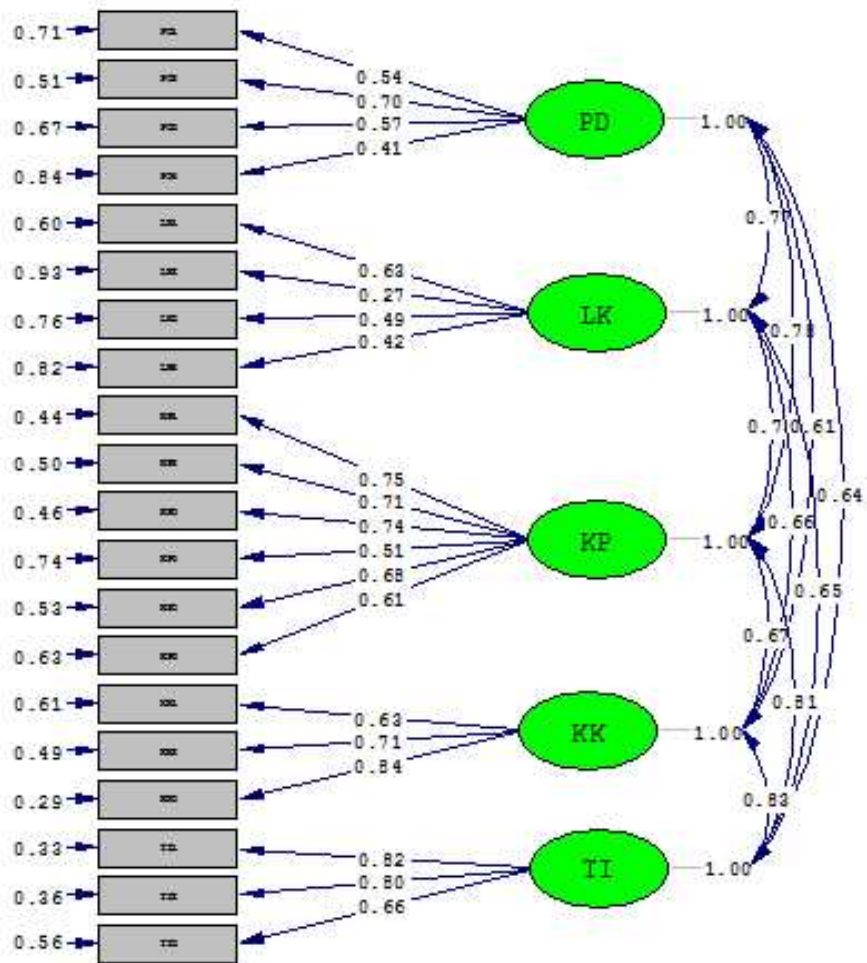
Expected Cross-Validation Index (ECVI) = 2.57
 90 Percent Confidence Interval for ECVI = (2.27 ; 2.95)
 ECVI for Saturated Model = 3.14
 ECVI for Independence Model = 8.42

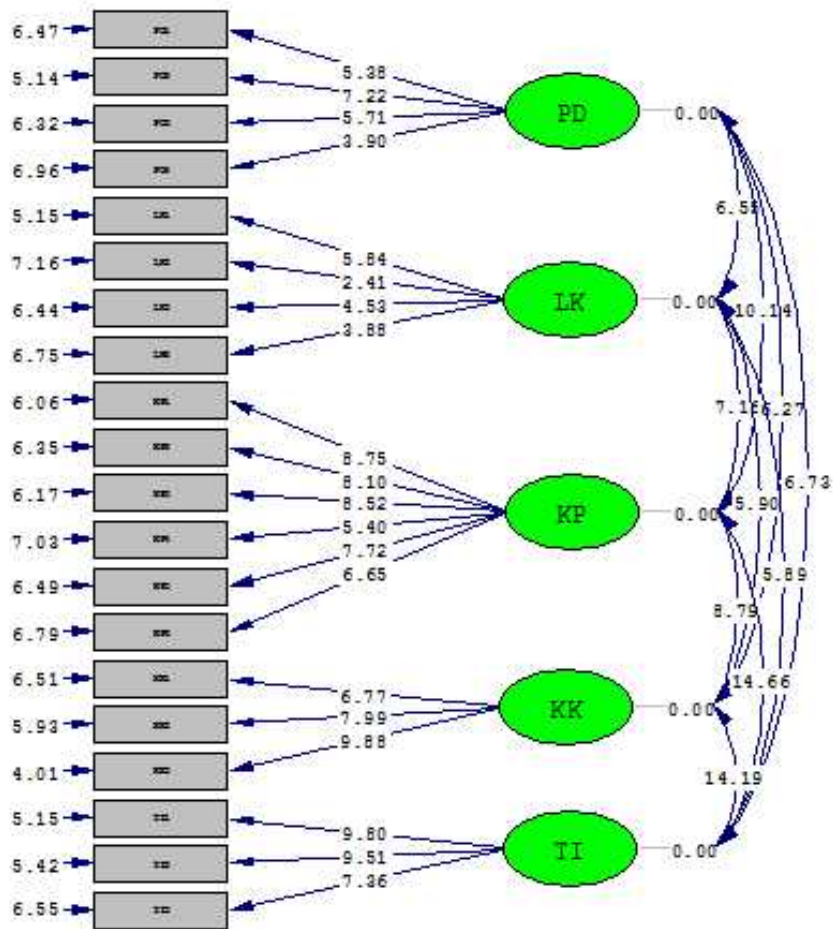
Chi-Square for Independence Model with 153 Degrees of Freedom = 881.36
 Independence AIC = 917.36
 Model AIC = 280.60
 Saturated AIC = 342.00
 Independence CAIC = 983.97
 Model CAIC = 450.82
 Saturated CAIC = 974.78

Normed Fit Index (NFI) = 0.78
 Non-Normed Fit Index (NNFI) = 0.88
 Parsimony Normed Fit Index (PNFI) = 0.63
 Comparative Fit Index (CFI) = 0.90
 Incremental Fit Index (IFI) = 0.91
 Relative Fit Index (RFI) = 0.73

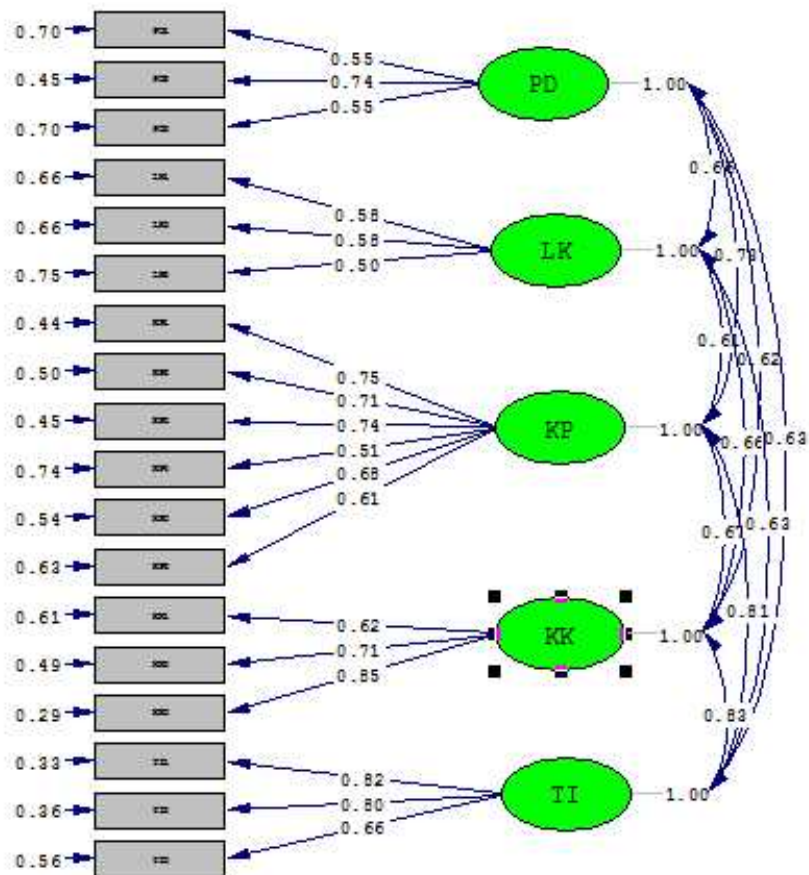
Critical N (CN) = 92.30

Root Mean Square Residual (RMR) = 0.048
 Standardized RMR = 0.071
 Goodness of Fit Index (GFI) = 0.84
 Adjusted Goodness of Fit Index (AGFI) = 0.78
 Parsimony Goodness of Fit Index (PGFI) = 0.61

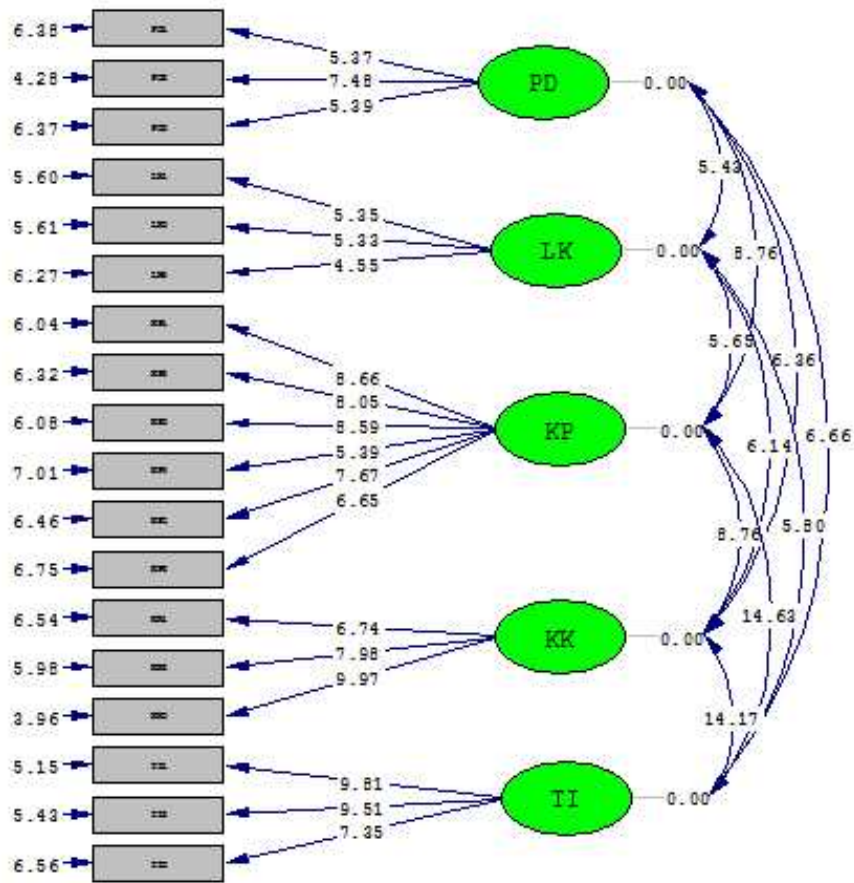
PATH DIAGRAM STANDAR SOLUTION

PATH DIAGRAM T-VALUE

PATH DIAGRAM STANDAR SOLUTION SETELAH DILAKUKAN VALIDASI



PATH DIAGRAM T-VALUE SETELAH DILAKUKAN VALIDASI



OUTPUT LISREL MODEL STRUCTURAL

Goodness of Fit Statistics

Degrees of Freedom = 120
 Minimum Fit Function Chi-Square = 150.25 (P = 0.032)
 Normal Theory Weighted Least Squares Chi-Square = 140.81 (P = 0.094)
 Estimated Non-centrality Parameter (NCP) = 20.81
 90 Percent Confidence Interval for NCP = (0.0 ; 54.55)

Minimum Fit Function Value = 1.38
 Population Discrepancy Function Value (F0) = 0.19
 90 Percent Confidence Interval for F0 = (0.0 ; 0.50)
 Root Mean Square Error of Approximation (RMSEA) = 0.040
 90 Percent Confidence Interval for RMSEA = (0.0 ; 0.065)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.72

Expected Cross-Validation Index (ECVI) = 2.23
 90 Percent Confidence Interval for ECVI = (2.04 ; 2.54)
 ECVI for Saturated Model = 3.14
 ECVI for Independence Model = 8.42

Chi-Square for Independence Model with 153 Degrees of Freedom = 881.36
 Independence AIC = 917.36
 Model AIC = 242.81
 Saturated AIC = 342.00
 Independence CAIC = 983.97
 Model CAIC = 431.53
 Saturated CAIC = 974.78

Normed Fit Index (NFI) = 0.83
 Non-Normed Fit Index (NNFI) = 0.95
 Parsimony Normed Fit Index (PNFI) = 0.65
 Comparative Fit Index (CFI) = 0.96
 Incremental Fit Index (IFI) = 0.96
 Relative Fit Index (RFI) = 0.78

Critical N (CN) = 116.31

Root Mean Square Residual (RMR) = 0.039
 Standardized RMR = 0.061
 Goodness of Fit Index (GFI) = 0.87
 Adjusted Goodness of Fit Index (AGFI) = 0.82
 Parsimony Goodness of Fit Index (PGFI) = 0.61

