

## LAMPIRAN 5: Output Analisis Faktor 150 Responden

### 5.1 Analisis Faktor 150 Responden Variabel *Work-Life Balance*

#### KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,677
Bartlett's Test of Sphericity	Approx. Chi-Square	220,669
	df	36
Sig.		,000

#### Anti-image Matrices

		P1	P2	P3	P4	P5	P6	P7	P8	P9
Anti-image Covariance	P1	,821	-,147	,081	,102	-,030	,115	-,134	-,021	,061
	P2	-,147	,863	-,042	-,124	,115	-,037	-,132	,020	,007
	P3	,081	-,042	,850	-,033	-,162	,021	,180	-,023	-,088
	P4	,102	-,124	-,033	,735	-,018	-,105	-,071	-,050	-,196
	P5	-,030	,115	-,162	-,018	,868	-,118	-,053	-,082	-,048
	P6	,115	-,037	,021	-,105	-,118	,869	,081	,013	-,112
	P7	-,134	-,132	,180	-,071	-,053	,081	,553	-,253	-,041
	P8	-,021	,020	-,023	-,050	-,082	,013	-,253	,567	-,189
	P9	,061	,007	-,088	-,196	-,048	-,112	-,041	-,189	,646
Anti-image Correlation	P1	,660 <sup>a</sup>	-,175	,097	,131	-,036	,136	-,199	-,030	,084
	P2	-,175	,625 <sup>a</sup>	-,049	-,156	,132	-,043	-,191	,029	,010
	P3	,097	-,049	,560 <sup>a</sup>	-,041	-,188	,024	,263	-,033	-,119
	P4	,131	-,156	-,041	,747 <sup>a</sup>	-,022	-,131	-,112	-,078	-,284
	P5	-,036	,132	-,188	-,022	,678 <sup>a</sup>	-,135	-,077	-,117	-,064
	P6	,136	-,043	,024	-,131	-,135	,669 <sup>a</sup>	,117	,018	-,149
	P7	-,199	-,191	,263	-,112	-,077	,117	,642 <sup>a</sup>	-,451	-,068
	P8	-,030	,029	-,033	-,078	-,117	,018	-,451	,688 <sup>a</sup>	-,312
	P9	,084	,010	-,119	-,284	-,064	-,149	-,068	-,312	,728 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

### Communalities

	Initial	Extraction
P1	1,000	,525
P2	1,000	,548
P3	1,000	,373
P4	1,000	,607
P5	1,000	,639
P6	1,000	,450
P7	1,000	,729
P8	1,000	,687
P9	1,000	,616

Extraction Method: Principal

Component Analysis.

### Total Variance Explained

Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,376	26,403	26,403	2,376	26,403	26,403
2	1,764	19,602	46,006	1,764	19,602	46,006
3	1,032	11,472	57,478	1,032	11,472	57,478
4	,921	10,236	67,713			
5	,837	9,295	77,008			
6	,631	7,007	84,015			
7	,590	6,556	90,571			
8	,486	5,403	95,974			
9	,362	4,026	100,000			

Extraction Method: Principal Component Analysis.

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

	Component		
	1	2	3
P1	,120	-,682	,213
P2	,345	-,367	-,543
P3	,006	,591	,154
P4	,649	,250	-,351
P5	,380	,341	,614
P6	,233	,541	-,322
P7	,693	-,486	,111
P8	,788	-,124	,226
P9	,722	,306	-,034

Extraction Method: Principal Component

Analysis.

a. 3 components extracted.

## 5.2 Analisis Faktor 150 Responden Variabel Stres Kerja

### KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,697
Bartlett's Test of Sphericity	Approx. Chi-Square	323,513
	Df	66
	Sig.	,000

### Anti-image Matrices

		p10	p11	p12	p13	p14	p15	p16	p17	p18	p19	p20	p21
Anti-image	p10	,906	-,029	-,047	-,089	-,011	,018	,066	,118	,012	-,083	-,109	-,012
Covariance	p11	-,029	,927	,039	,017	-,029	,003	-,097	,084	,046	,078	,024	-,117
	p12	-,047	,039	,906	-,101	-,061	,013	,143	-,094	-,008	-,042	,005	,047
	p13	-,089	,017	-,101	,732	-,163	-,118	-,078	-,093	-,043	,060	,023	-,161
	p14	-,011	-,029	-,061	-,163	,670	-,178	-,049	-,174	,147	-,175	,052	-,004
	p15	,018	,003	,013	-,118	-,178	,739	,039	,124	-,232	,114	-,093	-,027
	p16	,066	-,097	,143	-,078	-,049	,039	,701	-,077	-,128	-,092	-,106	,060
	p17	,118	,084	-,094	-,093	-,174	,124	-,077	,711	-,143	,010	-,058	,011
	p18	,012	,046	-,008	-,043	,147	-,232	-,128	-,143	,540	-,170	-,054	-,009
	p19	-,083	,078	-,042	,060	-,175	,114	-,092	,010	-,170	,495	-,188	-,154
	p20	-,109	,024	,005	,023	,052	-,093	-,106	-,058	-,054	-,188	,649	-,004
	p21	-,012	-,117	,047	-,161	-,004	-,027	,060	,011	-,009	-,154	-,004	,836
Anti-image	p10	,590 <sup>a</sup>	-,032	-,052	-,109	-,014	,023	,083	,146	,017	-,124	-,142	-,014
Correlation	p11	-,032	,576 <sup>a</sup>	,043	,021	-,037	,003	-,121	,103	,065	,115	,031	-,133
	p12	-,052	,043	,607 <sup>a</sup>	-,124	-,079	,015	,179	-,117	-,011	-,063	,006	,054
	p13	-,109	,021	-,124	,739 <sup>a</sup>	-,233	-,161	-,109	-,130	-,068	,099	,033	-,205
	p14	-,014	-,037	-,079	-,233	,624 <sup>a</sup>	-,253	-,072	-,252	,244	-,303	,078	-,006
	p15	,023	,003	,015	-,161	-,253	,545 <sup>a</sup>	,054	,171	-,367	,189	-,135	-,035
	p16	,083	-,121	,179	-,109	-,072	,054	,780 <sup>a</sup>	-,109	-,207	-,156	-,158	,079
	p17	,146	,103	-,117	-,130	-,252	,171	-,109	,724 <sup>a</sup>	-,230	,016	-,085	,014
	p18	,017	,065	-,011	-,068	,244	-,367	-,207	-,230	,700 <sup>a</sup>	-,330	-,092	-,013
	p19	-,124	,115	-,063	,099	-,303	,189	-,156	,016	-,330	,697 <sup>a</sup>	-,332	-,240
	p20	-,142	,031	,006	,033	,078	-,135	-,158	-,085	-,092	-,332	,801 <sup>a</sup>	-,005
	p21	-,014	-,133	,054	-,205	-,006	-,035	,079	,014	-,013	-,240	-,005	,703 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Communalities**

	Initial	Extraction
p10	1,000	,717
p11	1,000	,556
p12	1,000	,601
p13	1,000	,599
p14	1,000	,539
p15	1,000	,331
p16	1,000	,582
p17	1,000	,574
p18	1,000	,598
p19	1,000	,674
p20	1,000	,624
p21	1,000	,426

Extraction Method: Principal  
Component Analysis.

**Total Variance Explained**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3,173	26,444	26,444	3,173	26,444	26,444
2	1,316	10,966	37,409	1,316	10,966	37,409
3	1,210	10,083	47,492	1,210	10,083	47,492
4	1,121	9,346	56,838	1,121	9,346	56,838
5	,994	8,283	65,121			
6	,845	7,044	72,165			
7	,793	6,612	78,777			
8	,690	5,749	84,527			
9	,585	4,877	89,403			
10	,531	4,426	93,830			
11	,449	3,740	97,569			
12	,292	2,431	100,000			

Extraction Method: Principal Component Analysis.

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

	Component			
	1	2	3	4
p10	,201	,060	,485	,662
p11	-,173	,045	,610	-,390
p12	,189	,568	-,282	,404
p13	,528	,521	,115	-,186
p14	,547	,468	-,014	-,145
p15	,435	,186	,180	-,273
p16	,585	-,384	-,031	-,303
p17	,562	,119	-,469	-,155
p18	,710	-,287	-,085	-,061
p19	,745	-,235	,042	,248
p20	,648	-,378	,066	,237
p21	,402	,144	,493	-,028

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

### 5.3 Analisis Faktor 150 Responden Variabel Kepuasan Kerja

#### KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,809
Bartlett's Test of Sphericity	Approx. Chi-Square	385,086
	df	21
	Sig.	,000

#### Anti-image Matrices

		P22	P23	P24	P25	P26	P27	P28
Anti-image Covariance	P22	,674	-,184	-,052	,031	-,036	,087	-,102
	P23	-,184	,436	-,112	-,094	-,111	,079	-,126
	P24	-,052	-,112	,494	-,152	-,109	-,102	,083
	P25	,031	-,094	-,152	,567	-,100	-,115	,106
	P26	-,036	-,111	-,109	-,100	,440	-,108	-,115
	P27	,087	,079	-,102	-,115	-,108	,649	-,215
	P28	-,102	-,126	,083	,106	-,115	-,215	,637
Anti-image Correlation	P22	,810 <sup>a</sup>	-,340	-,090	,050	-,066	,131	-,156
	P23	-,340	,806 <sup>a</sup>	-,242	-,189	-,254	,148	-,239
	P24	-,090	-,242	,838 <sup>a</sup>	-,286	-,235	-,179	,148
	P25	,050	-,189	-,286	,825 <sup>a</sup>	-,200	-,189	,176
	P26	-,066	-,254	-,235	-,200	,862 <sup>a</sup>	-,201	-,217
	P27	,131	,148	-,179	-,189	-,201	,746 <sup>a</sup>	-,335
	P28	-,156	-,239	,148	,176	-,217	-,335	,718 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

### Communalities

	Initial	Extraction
P22	1,000	,744
P23	1,000	,727
P24	1,000	,657
P25	1,000	,668
P26	1,000	,712
P27	1,000	,545
P28	1,000	,463

Extraction Method: Principal

Component Analysis.

### Total Variance Explained

Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3,481	49,731	49,731	3,481	49,731	49,731
2	1,035	14,782	64,514	1,035	14,782	64,514
3	,942	13,453	77,967			
4	,472	6,745	84,711			
5	,410	5,861	90,572			
6	,348	4,977	95,550			
7	,312	4,450	100,000			

Extraction Method: Principal Component Analysis.

### Component Matrix<sup>a</sup>

	Component	
	1	2
P22	,581	,638
P23	,808	,271
P24	,775	-,237
P25	,697	-,426
P26	,842	-,060
P27	,593	-,439
P28	,585	,346

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.



## LAMPIRAN 6.1 HASIL ANALISIS DATA MODEL FIT

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

Number of distinct sample moments: 45  
 Number of distinct parameters to be estimated: 21  
 Degrees of freedom (45 - 21): 24

### Result (Default model)

Minimum was achieved  
 Chi-square = 28,540  
 Degrees of freedom = 24  
 Probability level = ,238

### Model Fit Summary

#### CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	21	28,540	24	,238	1,189
Saturated model	45	,000	0		
Independence model	9	168,852	36	,000	4,690

#### RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,011	,960	,925	,512
Saturated model	,000	1,000		
Independence model	,034	,774	,717	,619

#### Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,831	,746	,969	,949	,966
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

**Parsimony-Adjusted Measures**

Model	PRATIO	PNFI	PCFI
Default model	,667	,554	,644
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

**NCP**

Model	NCP	LO 90	HI 90
Default model	4,540	,000	22,138
Saturated model	,000	,000	,000
Independence model	132,852	96,154	177,090

**FMIN**

Model	FMIN	F0	LO 90	HI 90
Default model	,192	,030	,000	,149
Saturated model	,000	,000	,000	,000
Independence model	1,133	,892	,645	1,189

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,036	,000	,079	,660
Independence model	,157	,134	,182	,000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	70,540	73,561	133,763	154,763
Saturated model	90,000	96,475	225,479	270,479
Independence model	186,852	188,147	213,948	222,948

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	,473	,443	,592	,494
Saturated model	,604	,604	,604	,647
Independence model	1,254	1,008	1,551	1,263

## HOELTER

Model	HOELTER	HOELTER
	.05	.01
Default model	191	225
Independence model	46	52

## Estimates (Group number 1 - Default model)

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

## Maximum Likelihood Estimates

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

			Estimate	S.E.	C.R.	P	Label
JobSatisfactions	<--	WorkLifeBalance	,837	,238	3,520	***	par_1
JobSatisfactions	<--	WorkStress	-,901	,677	-	,183	par_2
W1	<--	WorkLifeBalance	1,000				
W2	<--	WorkLifeBalance	,249	,115	2,162	,031	par_4
W3	<--	WorkLifeBalance	,538	,133	4,043	***	par_5
S4	<--	WorkStress	1,000				
S3	<--	WorkStress	,517	,505	1,025	,305	par_6
S2	<--	WorkStress	,662	,681	,973	,331	par_7
S1	<--	WorkStress	1,987	1,620	1,227	,220	par_8
JS1	<--	JobSatisfactions	1,000				
JS2	<--	JobSatisfactions	,708	,145	4,869	***	par_9

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

		Estimate
JobSatisfactions	<--- WorkLifeBalance	,720
JobSatisfactions	<--- WorkStress	-,303
W1	<--- WorkLifeBalance	,777
W2	<--- WorkLifeBalance	,243
W3	<--- WorkLifeBalance	,411
S4	<--- WorkStress	,204
S3	<--- WorkStress	,137
S2	<--- WorkStress	,143
S1	<--- WorkStress	,656
JS1	<--- JobSatisfactions	,858
JS2	<--- JobSatisfactions	,528

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

		Estimate	S.E.	C.R.	P	Label
WorkLifeBalance	<--> WorkStress	-,015	,014	-1,059	,290	parameter_3

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

		Estimate
WorkLifeBalance	<--> WorkStress	-,368

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

	Estimate	S.E.	C.R.	P	Label
WorkLifeBalance	,106	,029	3,670	***	par_10
WorkStress	,016	,019	,832	,406	par_11
e10	,033	,028	1,160	,246	par_12
e1	,069	,023	2,959	,003	par_13
e2	,105	,013	8,342	***	par_14
e3	,152	,019	7,970	***	par_15
e7	,371	,045	8,172	***	par_16
e6	,226	,027	8,435	***	par_17
e5	,342	,040	8,449	***	par_18
e4	,085	,046	1,842	,066	par_19
e8	,051	,025	2,058	,040	par_20
e9	,185	,025	7,519	***	par_21

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

	Estimate
JobSatisfactions	,771
JS2	,278
JS1	,736
S1	,430
S2	,020
S3	,019
S4	,042
W3	,169
W2	,059
W1	,604