LAMPIRAN II

HASIL UJI VALIDITAS DAN RELIABILITAS *PRE-TEST*

No.	Penempatan Kerja				Lingkungan Kerja						Kepuasan Kerja				
	1	2	3	4	1	2	3	4	5	6	1	2	3	4	5
1	2	3	3	3	3	2	2	3	2	3	1	2	2	3	2
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PENEMPATAN KARYAWAN

```
FACTOR
  /VARIABLES PK1 PK2 PK3 PK4
  /MISSING LISTWISE
  /ANALYSIS PK1 PK2 PK3 PK4
  /PRINT INITIAL KMO AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

[DataSet1]

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.689
Bartlett's Test of Sphericity	Approx. Chi-Square	23.081
	df	6
	Sig.	.001

Anti-image Matrices

		PK1	PK2	PK3	PK4
Anti-image Covariance	PK1	.664	-.283	-.057	-.017
	PK2	-.283	.527	-.167	-.231
	PK3	-.057	-.167	.826	-.062
	PK4	-.017	-.231	-.062	.762
Anti-image Correlation	PK1	.683[a]	-.478	-.077	-.023
	PK2	-.478	.631[a]	-.253	-.364
	PK3	-.077	-.253	.807[a]	-.078
	PK4	-.023	-.364	-.078	.737[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
PK1	1.000	.565
PK2	1.000	.747
PK3	1.000	.401
PK4	1.000	.467

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.179	54.485	54.485	2.179	54.485	54.485
2	.748	18.704	73.188			
3	.704	17.594	90.782			
4	.369	9.218	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
PK1	.752
PK2	.864
PK3	.633
PK4	.683

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

```
RELIABILITY
  /VARIABLES=PK1 PK2 PK3 PK4
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

```
[DataSet1]
```

Scale: ALL VARIABLES

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	N of Items
.704	4

LINGKUNGAN KERJA

```
FACTOR
  /VARIABLES LK1 LK2 LK3 LK4 LK5 LK6 /MISSING LISTWISE
  /ANALYSIS LK1 LK2 LK3 LK4 LK5 LK6
  /PRINT INITIAL KMO AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25) /EXTRACTION PC
  /ROTATION NOROTATE /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet1]
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.755
Bartlett's Test of Sphericity	Approx. Chi-Square	54.938
	df	15
	Sig.	.000

Anti-image Matrices

		LK1	LK2	LK3	LK4	LK5	LK6
Anti-image Covariance	LK1	.460	-.210	-.087	-.165	.068	-.115
	LK2	-.210	.390	-.107	.005	-.207	.135
	LK3	-.087	-.107	.553	-.009	-.099	-.202
	LK4	-.165	.005	-.009	.723	-.128	-.049
	LK5	.068	-.207	-.099	-.128	.554	-.075
	LK6	-.115	.135	-.202	-.049	-.075	.775
Anti-image Correlation	LK1	.743[a]	-.495	-.173	-.287	.136	-.193
	LK2	-.495	.694[a]	-.231	.009	-.447	.246
	LK3	-.173	-.231	.838[a]	-.015	-.179	-.309
	LK4	-.287	.009	-.015	.844[a]	-.202	-.065
	LK5	.136	-.447	-.179	-.202	.765[a]	-.115
	LK6	-.193	.246	-.309	-.065	-.115	.639[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
LK1	1.000	.649
LK2	1.000	.664
LK3	1.000	.607
LK4	1.000	.415
LK5	1.000	.557
LK6	1.000	.216

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	3.108	51.794	51.794	3.108	51.794	51.794
2	.938	15.629	67.423			
3	.710	11.839	79.262			
4	.582	9.700	88.961			
5	.420	7.008	95.969			
6	.242	4.031	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
LK1	.806
LK2	.815
LK3	.779
LK4	.644
LK5	.746
LK6	.465

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

```
RELIABILITY
  /VARIABLES=LK1 LK2 LK3 LK4 LK5 LK6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

```
[DataSet1]
```

Scale: ALL VARIABLES

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	N of Items
.804	6

KEPUASAN KERJA

```
FACTOR
  /VARIABLES KK1 KK2 KK3 KK4 KK5
  /MISSING LISTWISE
  /ANALYSIS KK1 KK2 KK3 KK4 KK5
  /PRINT INITIAL KMO AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

[DataSet1]

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.650
Bartlett's Test of Sphericity	Approx. Chi-Square	60.872
	df	10
	Sig.	.000

Anti-image Matrices

		KK1	KK2	KK3	KK4	KK5
Anti-image Covariance	KK1	.375	-.216	.064	.116	-.245
	KK2	-.216	.319	-.163	-.136	.094
	KK3	.064	-.163	.430	-.168	-.149
	KK4	.116	-.136	-.168	.578	-.050
	KK5	-.245	.094	-.149	-.050	.545
Anti-image Correlation	KK1	.559[a]	-.624	.159	.250	-.542
	KK2	-.624	.640[a]	-.440	-.317	.226
	KK3	.159	-.440	.728[a]	-.337	-.308
	KK4	.250	-.317	-.337	.716[a]	-.089
	KK5	-.542	.226	-.308	-.089	.642[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
KK1	1.000	.855
KK2	1.000	.757
KK3	1.000	.775
KK4	1.000	.836
KK5	1.000	.696

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.910	58.209	58.209	2.910	58.209	58.209
2	1.009	20.180	78.389	1.009	20.180	78.389
3	.545	10.907	89.296			
4	.362	7.230	96.526			
5	.174	3.474	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
KK1	.747	-.545
KK2	.869	.050
KK3	.821	.318
KK4	.654	.639
KK5	.704	-.447

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

```
RELIABILITY
  /VARIABLES=KK1 KK2 KK3 KK4 KK5
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

```
[DataSet1]
```

Scale: ALL VARIABLES

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	N of Items
.814	5

LAMPIRAN III
ANALISIS FAKTOR

PK1	PK2	PK3	PK4	LK1	LK2	LK3	LK4	LK5	LK6	KK1	KK2	KK3	KK4	KK5
3	3	3	3	3	3	3	3	3	3	3	3	3	3	4
3	4	4	4	4	4	4	4	4	3	4	3	3	4	3
4	4	4	4	4	4	4	4	4	4	4	4	4	4	3
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PK1	PK2	PK3	PK4	LK1	LK2	LK3	LK4	LK5	LK6	KK1	KK2	KK3	KK4	KK5
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PK1	PK2	PK3	PK4	LK1	LK2	LK3	LK4	LK5	LK6	KK1	KK2	KK3	KK4	KK5
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4	4	4	3	3	3	3	3	3	3	3	3	3	3	3
4	4	4	3	3	3	3	3	3	3	3	3	3	3	3
4	4	4	3	3	3	3	3	3	3	3	4	3	4	3
3	3	3	3	3	3	3	3	3	3	4	4	3	3	3
4	4	4	3	3	3	3	3	3	3	4	4	3	3	3
3	4	4	3	3	3	3	3	3	4	4	3	3	3	3

PK1	PK2	PK3	PK4	LK1	LK2	LK3	LK4	LK5	LK6	KK1	KK2	KK3	KK4	KK5
4	4	3	4	4	4	3	4	4	4	3	4	3	3	3
2	2	2	4	4	4	4	3	4	4	4	3	4	3	3
3	4	4	3	4	4	4	3	3	3	3	4	3	3	3
3	3	3	3	4	3	4	3	3	3	3	3	3	3	3
2	2	2	3	3	3	4	3	3	3	3	3	4	4	3
3	4	4	3	3	3	3	3	3	3	4	3	4	4	3
3	3	3	3	3	3	3	3	3	3	4	3	4	3	3
3	3	3	3	3	3	3	4	3	3	3	4	4	3	3
3	3	3	3	4	3	3	4	3	3	4	4	3	3	3
4	4	4	3	4	4	3	4	3	4	4	4	4	3	3
3	3	3	4	4	4	4	4	4	3	4	4	3	3	3
3	3	3	4	3	4	4	3	4	4	4	3	4	3	3
3	3	3	3	3	3	4	3	3	4	3	4	3	3	3
3	3	3	3	3	3	4	3	3	3	3	3	3	3	3
4	3	3	3	3	3	4	3	3	4	4	3	4	3	3
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3

PENEMPATAN KARYAWAN

```
FACTOR
  /VARIABLES PK1 PK2 PK3 PK4
  /MISSING LISTWISE
  /ANALYSIS PK1 PK2 PK3 PK4
  /PRINT INITIAL KMO AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

[DataSet0]

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.698
Bartlett's Test of Sphericity	Approx. Chi-Square	142.786
	df	6
	Sig.	.000

Anti-image Matrices

		PK1	PK2	PK3	PK4
Anti-image Covariance	PK1	.658	-.213	-.138	.018
	PK2	-.213	.509	-.255	-.155
	PK3	-.138	-.255	.593	.010
	PK4	.018	-.155	.010	.921
Anti-image Correlation	PK1	.753[a]	-.367	-.220	.023
	PK2	-.367	.655[a]	-.464	-.227
	PK3	-.220	-.464	.707[a]	.013
	PK4	.023	-.227	.013	.698[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
PK1	1.000	.609
PK2	1.000	.763
PK3	1.000	.667
PK4	1.000	.159

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.197	54.920	54.920	2.197	54.920	54.920
2	.926	23.140	78.061			
3	.520	12.994	91.055			
4	.358	8.945	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
PK1	.780
PK2	.873
PK3	.817
PK4	.398

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

```
RELIABILITY
  /VARIABLES=PK1 PK2 PK3 PK4
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

```
[DataSet0]
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	150	100.0
	Excluded[a]	0	.0
	Total	150	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.693	4

LINGKUNGAN KERJA

```
FACTOR
  /VARIABLES LK1 LK2 LK3 LK4 LK5 LK6
  /MISSING LISTWISE
  /ANALYSIS LK1 LK2 LK3 LK4 LK5 LK6
  /PRINT INITIAL KMO AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

```
[DataSet0]
```

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.830
Bartlett's Test of Sphericity	Approx. Chi-Square	301.041
	df	15
	Sig.	.000

Anti-image Matrices

		LK1	LK2	LK3	LK4	LK5	LK6
Anti-image Covariance	LK1	.498	-.162	-.013	-.134	-.219	.049
	LK2	-.162	.473	-.156	-.037	-.040	-.177
	LK3	-.013	-.156	.651	-.083	-.084	-.082
	LK4	-.134	-.037	-.083	.739	-.010	-.106
	LK5	-.219	-.040	-.084	-.010	.555	-.110
	LK6	.049	-.177	-.082	-.106	-.110	.641
Anti-image Correlation	LK1	.778[a]	-.335	-.023	-.221	-.417	.087
	LK2	-.335	.816[a]	-.282	-.063	-.077	-.321
	LK3	-.023	-.282	.880[a]	-.119	-.140	-.127
	LK4	-.221	-.063	-.119	.890[a]	-.016	-.154
	LK5	-.417	-.077	-.140	-.016	.828[a]	-.184
	LK6	.087	-.321	-.127	-.154	-.184	.833[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
LK1	1.000	.606
LK2	1.000	.678
LK3	1.000	.506
LK4	1.000	.407
LK5	1.000	.580
LK6	1.000	.490

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	3.267	54.449	54.449	3.267	54.449	54.449
2	.711	11.854	66.302			
3	.688	11.466	77.768			
4	.576	9.607	87.375			
5	.450	7.498	94.873			
6	.308	5.127	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
LK1	.778
LK2	.823
LK3	.712
LK4	.638
LK5	.761
LK6	.700

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

```
RELIABILITY
  /VARIABLES=LK1 LK2 LK3 LK4 LK5 LK6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

```
[DataSet0]
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	150	100.0
	Excluded[a]	0	.0
	Total	150	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.829	6

KEPUASAN KERJA

```
FACTOR
  /VARIABLES KK1 KK2 KK3 KK4 KK5
  /MISSING LISTWISE
  /ANALYSIS KK1 KK2 KK3 KK4 KK5
  /PRINT INITIAL KMO AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

[DataSet0]

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.675
Bartlett's Test of Sphericity	Approx. Chi-Square	140.409
	df	10
	Sig.	.000

Anti-image Matrices

		KK1	KK2	KK3	KK4	KK5
Anti-image Covariance	KK1	.506	-.039	-.305	-.121	.020
	KK2	-.039	.916	-.089	-.060	.070
	KK3	-.305	-.089	.499	-.117	-.026
	KK4	-.121	-.060	-.117	.789	.033
	KK5	.020	.070	-.026	.033	.991
Anti-image Correlation	KK1	.631[a]	-.057	-.607	-.192	.028
	KK2	-.057	.842[a]	-.131	-.070	.073
	KK3	-.607	-.131	.628[a]	-.186	-.037
	KK4	-.192	-.070	-.186	.831[a]	.037
	KK5	.028	.073	-.037	.037	.537[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
KK1	1.000	.734
KK2	1.000	.323
KK3	1.000	.750
KK4	1.000	.476
KK5	1.000	.899

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.165	43.297	43.297	2.165	43.297	43.297
2	1.018	20.354	63.650	1.018	20.354	63.650
3	.847	16.945	80.596			
4	.658	13.160	93.755			
5	.312	6.245	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
KK1	.849	.115
KK2	.478	-.308
KK3	.855	.137
KK4	.689	.036
KK5	-.098	.943

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

```
RELIABILITY
  /VARIABLES=KK1 KK2 KK3 KK4 KK5
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

```
[DataSet0]
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	150	100.0
	Excluded[a]	0	.0
	Total	150	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.562	5

LAMPIRAN IV

HASIL UJI LISREL

DATE: 2/ 7/2017
TIME: 17:11

LISREL 8.80 (STUDENT EDITION)

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file D:\CSV.spj:

```
CSV
Raw Data from file 'D:\CSV.psf'
Sample Size = 150
Latent Variables  PENKAR LINGKER KEPKER
Relationships
KEPKER = PENKAR LINGKER
PK1 = 1*PENKAR
PK2 = PENKAR
PK3 = PENKAR
!PK4 = PENKAR
LK1 = 1*LINGKER
LK2 = LINGKER
LK3 = LINGKER
LK4 = LINGKER
LK5 = LINGKER
LK6 = LINGKER
KK1 = 1*KEPKER
!KK2 = KEPKER
KK3 = KEPKER
KK4 = KEPKER
!KK5 = KEPKER
set error covariance of LK6 and LK1 free
set error covariance of LK3 and PK3 free
set error covariance of LK5 and LK1 free
set error covariance of LK1 and KK3 free
admissibility check off
options: sc ss ef mi rs
Path Diagram
End of Problem
```

Sample Size = 150

CSV

Covariance Matrix

	PK1	PK2	PK3	LK1	LK2	LK3
PK1	0.14					
PK2	0.10	0.22				
PK	0.08	0.12	0.18			
LK1	0.03	0.06	0.04	0.17		
LK2	0.04	0.06	0.04	0.10	0.17	
LK3	0.01	0.03	-0.01	0.07	0.09	0.18
LK4	0.03	0.05	0.04	0.08	0.07	0.06
LK5	0.02	0.06	0.03	0.12	0.10	0.09
LK6	0.04	0.05	0.04	0.06	0.09	0.08
KK1	0.03	0.09	0.07	0.07	0.08	0.08
KK3	0.03	0.06	0.03	0.04	0.07	0.07
KK4	0.03	0.05	0.05	0.06	0.05	0.05

Covariance Matrix

	LK4	LK5	LK6	KK1	KK3	KK4
LK4	0.18					
LK5	0.07	0.23				
LK6	0.07	0.09	0.18			
KK1	0.06	0.09	0.09	0.19		
KK3	0.06	0.07	0.08	0.13	0.19	
KK4	0.04	0.08	0.03	0.07	0.07	0.16

CSV
Number of Iterations = 15
LISREL Estimates (Maximum Likelihood)

Measurement Equations

PK1 = 1.00*PENKAR, Errorvar.= 0.084 , R² = 0.41
(0.012)
7.24

PK2 = 1.68*PENKAR, Errorvar.= 0.056 , R² = 0.75
(0.24) (0.017)
7.09 3.20

PK3 = 1.21*PENKAR, Errorvar.= 0.088 , R² = 0.49
(0.18) (0.014)
6.83 6.51

LK1 = 1.00*LINGKER, Errorvar.= 0.083 , R² = 0.51
(0.012)
6.67

LK2 = 1.10*LINGKER, Errorvar.= 0.062 , R² = 0.63
(0.13) (0.0098)
8.26 6.30

LK3 = 0.92*LINGKER, Errorvar.= 0.11 , R² = 0.40
(0.13) (0.014)
6.96 7.74

LK4 = 0.82*LINGKER, Errorvar.= 0.13 , R² = 0.31
(0.13) (0.016)
6.13 8.04

LK5 = 1.06*LINGKER, Errorvar.= 0.13 , R² = 0.42
(0.13) (0.018)
8.28 7.40

LK6 = 1.01*LINGKER, Errorvar.= 0.098 , R² = 0.47
(0.15) (0.014)
6.81 7.14

KK1 = 1.00*KEPKER, Errorvar.= 0.046 , R² = 0.75
(0.012)
3.87

KK3 = 0.90*KEPKER, Errorvar.= 0.079 , R² = 0.59
(0.097) (0.013)
9.23 6.07

KK4 = 0.55*KEPKER, Errorvar.= 0.11 , R² = 0.27
(0.088) (0.014)
6.26 8.09

Error Covariance for LK3 and PK3 = -0.03
(0.0094)
-3.02

Error Covariance for LK5 and LK1 = 0.026
(0.011)
2.29

Error Covariance for LK6 and LK1 = -0.02
(0.0085)
-2.36

Error Covariance for KK3 and LK1 = -0.03
(0.0080)
-3.39

Covariance Matrix of Independent Variables

	PENKAR	LINGKER	KEPKER
PENKAR	0.06		
	(0.01)		
	3.95		
LINGKER	0.03	0.08	
	(0.01)	(0.02)	
	3.63	4.57	
KEPKER	0.05	0.08	0.14
	(0.01)	(0.01)	(0.02)
	4.20	5.45	5.98

Goodness of Fit Statistics

Degrees of Freedom = 47
Minimum Fit Function Chi-Square = 60.61 (P = 0.088)
Normal Theory Weighted Least Squares Chi-Square = 54.46 (P = 0.21)
Estimated Non-centrality Parameter (NCP) = 7.46
90 Percent Confidence Interval for NCP = (0.0 ; 29.98)

Minimum Fit Function Value = 0.41
Population Discrepancy Function Value (F0) = 0.050
90 Percent Confidence Interval for F0 = (0.0 ; 0.20)
Root Mean Square Error of Approximation (RMSEA) = 0.033
90 Percent Confidence Interval for RMSEA = (0.0 ; 0.065)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.78

Expected Cross-Validation Index (ECVI) = 0.78
90 Percent Confidence Interval for ECVI = (0.73 ; 0.93)
ECVI for Saturated Model = 1.05
ECVI for Independence Model = 8.94

Chi-Square for Independence Model with 66 Degrees of Freedom = 1307.94
Independence AIC = 1331.94
Model AIC = 116.46
Saturated AIC = 156.00
Independence CAIC = 1380.06
Model CAIC = 240.79
Saturated CAIC = 468.83

Normed Fit Index (NFI) = 0.95
Non-Normed Fit Index (NNFI) = 0.98
Parsimony Normed Fit Index (PNFI) = 0.68
Comparative Fit Index (CFI) = 0.99
Incremental Fit Index (IFI) = 0.99
Relative Fit Index (RFI) = 0.93

Critical N (CN) = 179.10

Root Mean Square Residual (RMR) = 0.0084
Standardized RMR = 0.047
Goodness of Fit Index (GFI) = 0.94
Adjusted Goodness of Fit Index (AGFI) = 0.90
Parsimony Goodness of Fit Index (PGFI) = 0.57

CSV

Fitted Covariance Matrix

	PK1	PK2	PK3	LK1	LK2	LK3
PK1	0.14					
PK2	0.10	0.22				
PK3	0.07	0.12	0.17			
LK1	0.03	0.05	0.04	0.17		
LK2	0.03	0.06	0.04	0.09	0.17	
LK3	0.03	0.05	0.01	0.08	0.09	0.18
LK4	0.03	0.04	0.03	0.07	0.08	0.06
LK5	0.03	0.06	0.04	0.12	0.10	0.08
LK6	0.03	0.05	0.04	0.07	0.09	0.08
KK1	0.05	0.08	0.06	0.08	0.09	0.07
KK3	0.04	0.07	0.05	0.04	0.08	0.06
KK4	0.03	0.04	0.03	0.04	0.05	0.04

Fitted Covariance Matrix

	LK4	LK5	LK6	KK1	KK3	KK4
LK4	0.18					
LK5	0.07	0.23				
LK6	0.07	0.09	0.18			
KK1	0.06	0.08	0.08	0.19		
KK3	0.06	0.07	0.07	0.13	0.19	
KK4	0.04	0.05	0.04	0.08	0.07	0.16

Fitted Residuals

	PK1	PK2	PK3	LK1	LK2	LK3
PK1	0.00					
PK2	0.00	0.00				
PK3	0.01	0.00	0.01			
LK1	0.00	0.01	0.00	0.00		
LK2	0.00	0.00	0.00	0.01	0.00	
LK3	-0.01	-0.02	-0.01	-0.01	0.01	0.00
LK4	0.00	0.01	0.01	0.01	-0.01	0.00
LK5	-0.01	0.01	-0.01	0.00	0.00	0.00
LK6	0.01	0.00	0.00	0.00	0.00	0.00
KK1	-0.02	0.01	0.01	-0.01	-0.01	0.01
KK3	-0.02	-0.01	-0.02	-0.01	-0.01	0.01
KK4	0.00	0.00	0.02	0.01	0.00	0.01

Fitted Residuals

	LK4	LK5	LK6	KK1	KK3	KK4
LK4	0.00					
LK5	0.00	0.00				
LK6	0.00	0.00	0.00			
KK1	0.00	0.00	0.01	0.00		
KK3	0.00	-0.01	0.01	0.00	0.00	
KK4	0.00	0.03	-0.01	-0.01	0.00	0.00

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.02
Median Fitted Residual = 0.00
Largest Fitted Residual = 0.03

Stemleaf Plot

```
- 2|2
- 1|87654100
- 0|998876665433332100000000000
  0|1111122233333344444455566666778889
  1|0002349
  2|
  3|2
```

Standardized Residuals

	PK1	PK2	PK3	LK1	LK2	LK3
PK1	- -					
PK2	0.28	- -				
PK3	1.68	1.38	2.12			
LK1	0.22	1.34	0.10	1.49		
LK2	0.30	0.45	-0.39	1.30	- -	
LK3	-1.41	-1.97	-2.10	-0.98	1.29	0.44
LK4	0.38	0.84	0.51	1.11	-1.12	0.12
LK5	-0.77	0.57	-0.65	1.20	-0.16	0.49
LK6	0.74	0.03	0.29	-1.02	-0.02	-0.24
KK1	-2.14	1.79	1.17	-1.33	-1.22	0.67
KK3	-1.71	-1.31	-1.75	-1.69	-1.41	0.66
KK4	0.37	0.24	1.75	1.48	0.30	1.13

Standardized Residuals

	LK4	LK5	LK6	KK1	KK3	KK4
LK4	- -					
LK5	-0.31	- -				
LK6	-0.41	-0.39	- -			
KK1	0.07	0.52	0.85	- -		
KK3	0.18	-0.51	1.20	1.87	0.95	
KK4	0.05	2.75	-0.98	-1.85	0.51	- -

Summary Statistics for Standardized Residuals

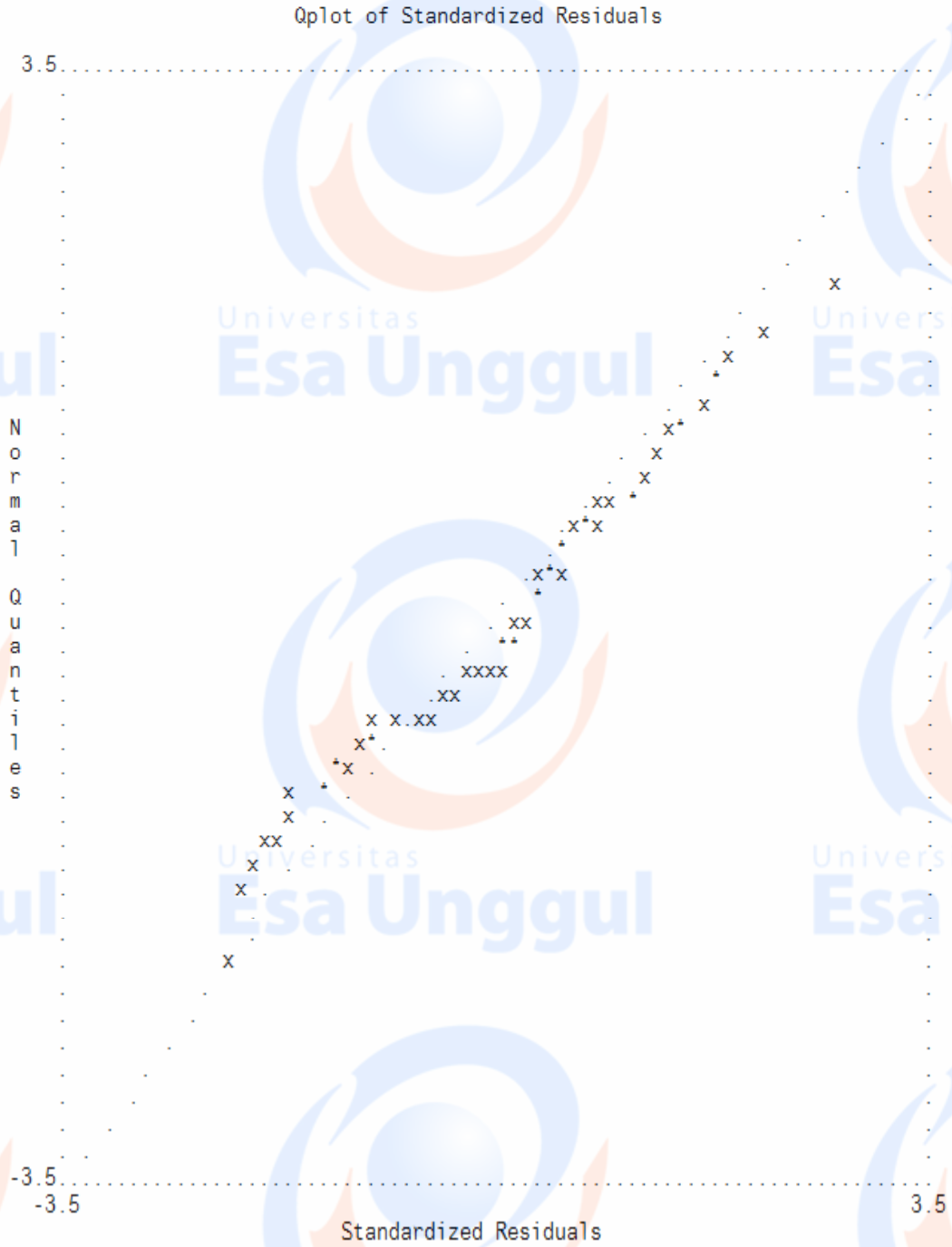
Smallest Standardized Residual = -2.14
Median Standardized Residual = 0.15
Largest Standardized Residual = 2.75

Stemleaf Plot

```
- 2|110
- 1|9877
- 1|443321000
- 0|865
- 0|4443220000000000
  0|11112223333444
  0|555556777899
  1|112223334
  1|557789
  2|1
  2|8
```

Largest Positive Standardized Residuals
Residual for KK4 and LK5 2.75

CSV


Qplot of Standardized Residuals
3.5
-3.5
-3.5
3.5
Normal Quantiles
Standardized Residuals

CSV

Modification Indices and Expected Change

Modification Indices for LAMBDA-X

	PENKAR	LINGKER	KEPKER
PK1	- -	0.07	3.38
PK2	- -	0.39	1.14
PK3	- -	0.20	0.27
LK1	0.20	- -	0.90
LK2	0.07	- -	1.85
LK3	4.48	- -	0.63
LK4	0.73	- -	0.13
LK5	0.00	- -	0.75
LK6	0.24	- -	0.57
KK1	1.85	0.14	- -
KK3	3.94	0.33	- -
KK4	0.86	1.60	- -

Expected Change for LAMBDA-X

	PENKAR	LINGKER	KEPKER
PK1	- -	-0.03	-0.18
PK2	- -	0.10	0.15
PK3	- -	-0.06	0.06
LK1	0.06	- -	-0.13
LK2	0.03	- -	-0.18
LK3	-0.33	- -	0.11
LK4	0.14	- -	0.05
LK5	-0.01	- -	0.13
LK6	0.08	- -	0.11
KK1	0.24	-0.09	- -
KK3	-0.33	-0.13	- -
KK4	0.15	0.24	- -

Standardized Expected Change for LAMBDA-X

	PENKAR	LINGKER	KEPKER
PK1	- -	-0.01	-0.07
PK2	- -	0.03	0.06
PK3	- -	-0.02	0.02
LK1	0.01	- -	-0.05
LK2	0.01	- -	-0.07
LK3	-0.08	- -	0.04
LK4	0.03	- -	0.02
LK5	0.00	- -	0.05
LK6	0.02	- -	0.04
KK1	0.06	-0.03	- -
KK3	-0.08	-0.04	- -
KK4	0.04	0.07	- -

Completely Standardized Expected Change for LAMBDA-X

	PENKAR	LINGKER	KEPKER
PK1	- -	-0.02	-0.18
PK2	- -	0.06	0.12
PK3	- -	-0.04	0.05
LK1	0.03	- -	-0.12
LK2	0.02	- -	-0.16
LK3	-0.19	- -	0.10
LK4	0.08	- -	0.05
LK5	-0.01	- -	0.10
LK6	0.04	- -	0.10
KK1	0.13	-0.06	- -
KK3	-0.18	-0.09	- -
KK4	0.09	0.17	- -

No Non-Zero Modification Indices for PHI

Modification Indices for THETA-DELTA

	PK1	PK2	PK3	LK1	LK2	LK3
PK1	- -					
PK2	0.08	- -				
PK3	1.05	2.27	- -			
LK1	0.38	0.87	1.00	- -		
LK2	0.46	0.04	0.02	1.21	- -	
LK3	0.15	3.96	- -	2.83	1.37	- -
LK4	0.01	0.10	0.13	1.79	1.26	0.02
LK5	1.22	0.57	0.18	- -	0.14	0.32
LK6	1.65	0.56	0.04	- -	0.05	0.37
KK1	6.74	1.88	2.74	2.17	0.45	1.28
KK3	0.10	0.01	4.04	- -	0.44	0.10
KK4	0.52	1.87	4.23	0.34	0.01	1.44

Modification Indices for THETA-DELTA

	LK4	LK5	LK6	KK1	KK3	KK4
LK4	- -					
LK5	0.35	- -				
LK6	0.01	0.15	- -			
KK1	0.05	0.30	0.15	- -		
KK3	0.39	1.10	1.89	2.35	- -	
KK4	0.27	5.40	4.56	3.43	0.40	- -

Expected Change for THETA-DELTA

	PK1	PK2	PK3	LK1	LK2	LK3
PK1	- -					
PK2	0.00	- -				
PK3	0.01	-0.04	- -			
LK1	0.00	0.01	-0.01	- -		
LK2	0.00	0.00	0.00	0.01	- -	
LK3	0.00	-0.02	- -	-0.02	0.01	- -
LK4	0.00	0.00	0.00	0.01	-0.01	0.00
LK5	-0.01	0.01	0.00	- -	0.00	0.01
LK6	0.01	-0.01	0.00	- -	0.00	-0.01
KK1	-0.02	0.01	0.01	-0.01	0.00	0.01
KK3	0.00	0.00	-0.02	- -	-0.01	0.00
KK4	0.01	-0.01	0.02	0.00	0.00	0.01

Expected Change for THETA-DELTA

	LK4	LK5	LK6	KK1	KK3	KK4
LK4	- -					
LK5	-0.01	- -				
LK6	0.00	0.00	- -			
KK1	0.00	0.00	0.00	- -		
KK3	0.01	-0.01	0.01	0.03	- -	
KK4	-0.01	0.02	-0.02	-0.02	0.01	- -

Completely Standardized Expected Change for THETA-DELTA

	PK1	PK2	PK3	LK1	LK2	LK3
PK1	- -					
PK2	0.03	- -				
PK3	0.08	-0.18	- -			
LK1	0.03	0.04	-0.04	- -		
LK2	0.03	0.01	-0.01	0.06	- -	
LK3	-0.02	-0.11	- -	-0.09	0.06	- -
LK4	0.01	0.02	0.02	0.07	-0.06	0.01
LK5	-0.06	0.03	-0.02	- -	-0.02	0.03
LK6	0.07	-0.03	0.01	- -	0.01	-0.03
KK1	-0.12	0.06	0.07	-0.07	-0.03	0.05
KK3	0.01	0.00	-0.09	- -	-0.03	-0.02
KK4	0.04	-0.07	0.11	0.03	-0.01	0.07

Completely Standardized Expected Change for THETA-DELTA

	LK4	LK5	LK6	KK1	KK3	KK4
LK4	- -					
LK5	-0.03	- -				
LK6	-0.01	-0.02	- -			
KK1	-0.01	0.02	0.02	- -		
KK3	0.03	-0.05	0.07	0.17	- -	
KK4	-0.03	0.12	-0.12	-0.11	0.04	- -

Maximum Modification Index is 6.74 for Element (10, 1) of THETA-DELTA

CSV

Standardized Solution

LAMBDA-X

	PENKAR	LINGKER	KEPKER
PK1	0.24	- -	- -
PK2	0.40	- -	- -
PK3	0.29	- -	- -
LK1	- -	0.29	- -
LK2	- -	0.32	- -
LK3	- -	0.27	- -
LK4	- -	0.24	- -
LK5	- -	0.31	- -
LK6	- -	0.29	- -
KK1	- -	- -	0.37
KK3	- -	- -	0.34
KK4	- -	- -	0.21

PHI

	PENKAR	LINGKER	KEPKER
PENKAR	1.00		
LINGKER	0.44	1.00	
KEPKER	0.52	0.71	1.00

CSV

Completely Standardized Solution

LAMBDA-X

	PENKAR	LINGKER	KEPKER
PK1	0.64	- -	- -
PK2	0.86	- -	- -
PK3	0.70	- -	- -
LK1	- -	0.71	- -
LK2	- -	0.79	- -
LK3	- -	0.63	- -
LK4	- -	0.56	- -
LK5	- -	0.65	- -
LK6	- -	0.69	- -
KK1	- -	- -	0.87
KK3	- -	- -	0.77
KK4	- -	- -	0.52

PHI

	PENKAR	LINGKER	KEPKER
PENKAR	1.00		
LINGKER	0.44	1.00	
KEPKER	0.52	0.71	1.00

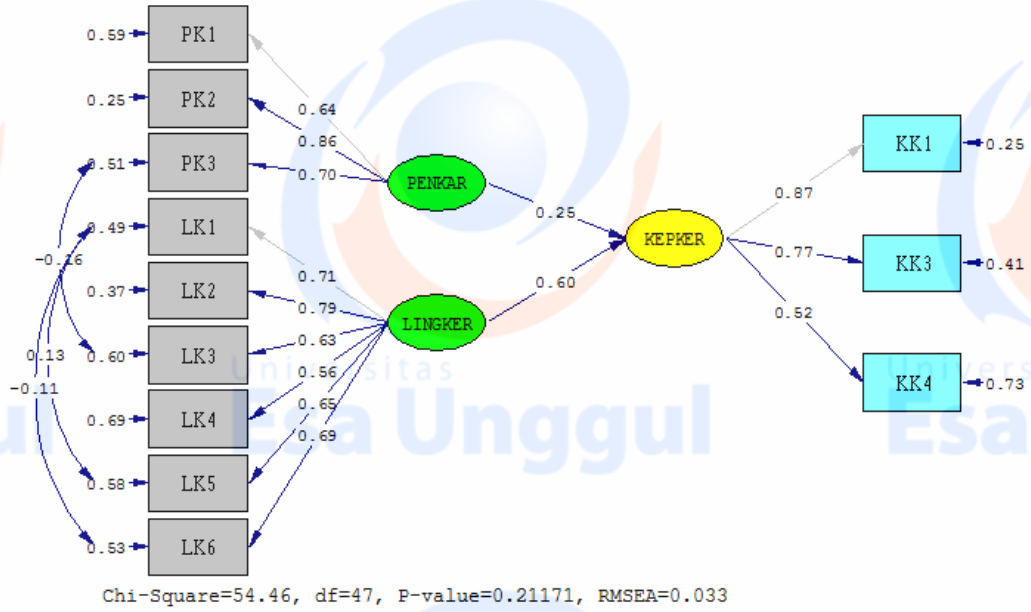
THETA-DELTA

	PK1	PK2	PK3	LK1	LK2	LK3
PK1	0.59					
PK2	- -	0.25				
PK3	- -	- -	0.51			
LK1	- -	- -	- -	0.49		
LK2	- -	- -	- -	- -	0.37	
LK3	- -	- -	-0.16	- -	- -	0.60
LK4	- -	- -	- -	- -	- -	- -
LK5	- -	- -	- -	0.13	- -	- -
LK6	- -	- -	- -	-0.11	- -	- -
KK1	- -	- -	- -	- -	- -	- -
KK3	- -	- -	- -	-0.15	- -	- -
KK4	- -	- -	- -	- -	- -	- -

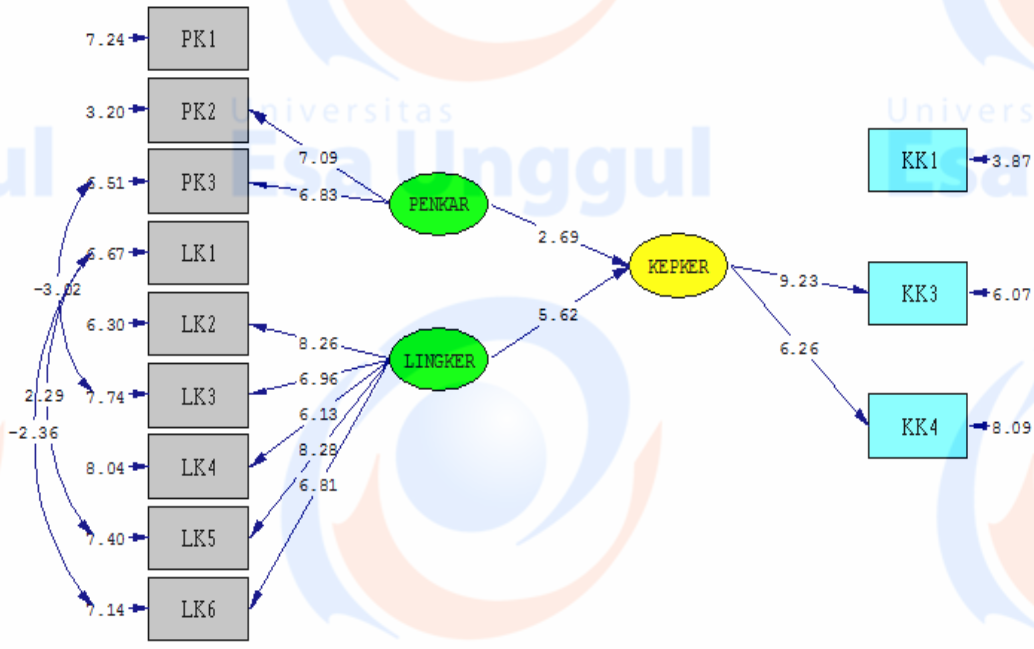
THETA-DELTA

	LK4	LK5	LK6	KK1	KK3	KK4
LK4	0.69					
LK5	- -	0.58				
LK6	- -	- -	0.53			
KK1	- -	- -	- -	0.25		
KK3	- -	- -	- -	- -	0.41	
KK4	- -	- -	- -	- -	- -	0.73

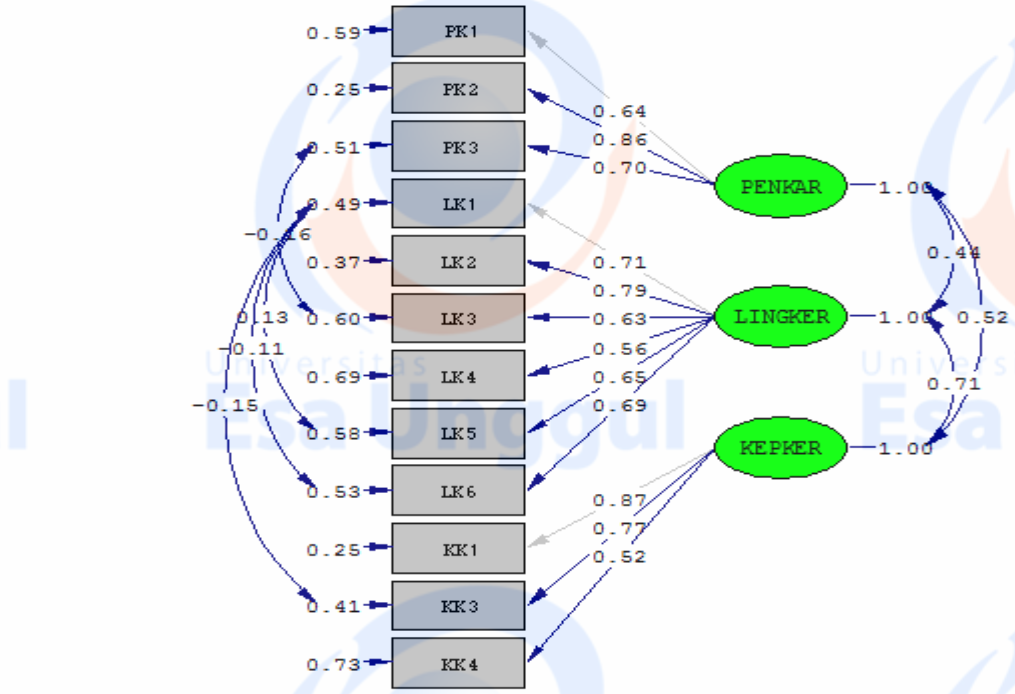
Time used: 0.094 Seconds



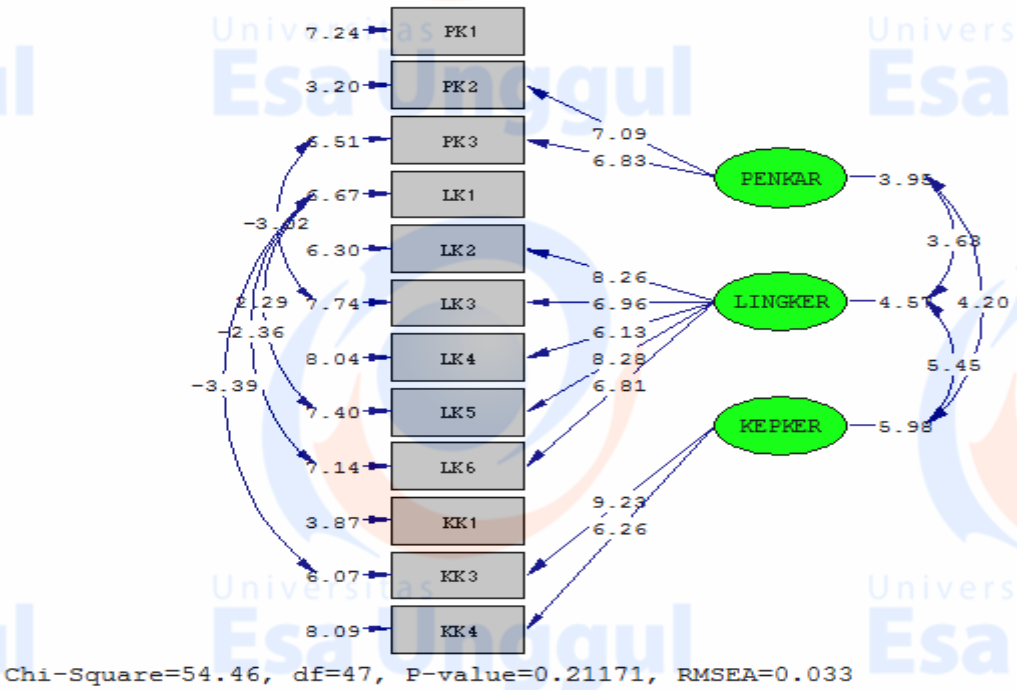
Path Diagram *Standardized Solution*



Path Diagram *t-value*



Path Diagram Pengukuran CR dan VE *Standardized Solution*



Path Diagram Pengukuran CR dan VE *t-value*