Lampiran 1:

Tabel 1. Ringkasan Daftar Penelitian Terdahulu

No.	Nama Peneliti	Judul Penelitian	Hasil Penelitian
1.	(Ferris *et al.*, 2008)	*The Development and Validation of the Workplace Ostracism Scale*	• *Ostracism* berpengaruh secara negatif terhadap *belongingness, self-esteem, control,* dan *meaningful existence*. • *Ostracism* memiliki pengaruh positif terhadap *anxiety* dan depresi. • *Ostracism* mempengaruhi secara negatif terhadap kepuasan kerja dan komitmen. • *Ostracism* berpengaruh negatif terhadap *in-role performance, Organizational Citizenship Behaviour,* dan berpengaruh positif pada perilaku menyimpang. • *Ostracism* memiliki pengaruh positif terhadap *turn-over intention* dan *job search behavior.*
2.	(Ferris *et al.*, 2015)	*Ostracism, self-esteem, and job performance: When do we self-verify and when do we self-enhance?*	• *Ostracism* berpengaruh negatif terhadap *self-esteem level*. • Terdapat interaksi antara *self-esteem level* dengan *importance of performance to self-esteem (IPSE) level.* • Terdapat pengaruh tidak langsung antara *ostracism* dan *job performance* terkait dengan *IPSE level*.
3.	(Leung *et al.*, 2011)	*The impact of workplace ostracism in service organizations*	• *Workplace ostracism* berpengaruh negatif terhadap *service performance*. • *Workplace ostracism* memiliki pengaruh negatif *terhadap work engagement* • Terdapat hubungan yang tidak signifikan antara *work engagement* dengan *service performance* ketika terjadi *workplace ostracism.*

Lampiran 1:

Tabel 1. Ringkasan Daftar Penelitian Terdahulu (Lanjutan)

No.	Nama Peneliti	Judul Penelitian	Hasil Penelitian
4.	(Zhao *et al.*, 2019)	*A moderated mediation model of workplace ostracism and task performance: Roles of knowledge sharing and task interdependence*	• *Workplace ostracism* mempengaruhi secara negatif terhadap *knowledge sharing*. • *Knowledge sharing* memediasi hubungan antara *workplace ostracism* dengan *task performance.* • *Task interdependence* memoderasi hubungan negatif antara *workplace ostracism* dan *knowledge sharing.* • Terdapat hubungan tidak langsung yang negatif dan signifikan antara *workplace ostracism* dengan *task performance* melalui *knowledge sharing* jika *task interdependence* tinggi.
5.	(Xia *et al.*, 2019)	*How and when workplace ostracism influences task performance: Through the lens of conservation of resource theory*	• *Workplace ostracism* berpengaruh secara negatif terhadap kekuatan fisik dan *emotional energy*. • Kekuatan fisik dan *emotional energy* mempengaruhi secara positif terhadap *task performance.* • Terdapat pengaruh secara negatif antara *workplace ostracism* dengan *task performance* melalui kekuatan fisik. • Terdapat pengaruh secara negatif antara *workplace ostracism* dengan *task performance* melalui *emotional energy.* • *Spousal support* memoderasi efek negatif dari *workplace ostracism* pada *emotional energy* karyawan sehingga hubungan menjadi lebih lemah ketika *spousal support* tinggi.

Lampiran 1:

Tabel 1. Ringkasan Daftar Penelitian Terdahulu (Lanjutan)

No.	Nama Peneliti	Judul Penelitian	Hasil Penelitian
6.	(Steinbauer *et al*., 2018)	*Workplace ostracism, self-regulation, and job performance: Moderating role of intrinsic work motivation*	• Interaksi yang terjalin antara *workplace ostracism* dan motivasi kerja intrinsik menghasilkan pengaruh signifikan dari penetapan tujuan, penghargaan diri, dan *natural rewards*. • Penetapan tujuan, penghargaan diri, dan *natural rewards* memiliki pengaruh positif terhadap *performance* karyawan. • Terdapat efek tidak langsung dari *workplace ostracism* terhadap *performance* karyawan melalui penetapan tujuan, penghargaan diri, & *natural rewards* di berbagai tingkat motivasi kerja intrinsik.
7.	(Clercq et al., 2019)	*Workplace ostracism and job performance: roles of self-efficacy and job level*	• *Workplace ostracism* berpengaruh negatif terhadap *job performance.* • *Self-efficacy* memoderasi hubungan negatif antara *workplace ostracism* dan *job performance*. • *Self-efficacy* memoderasi hubungan positif antara *workplace ostracism* dan *job performance* pada saat *job level* tertinggi.
8.	(Balliet & Ferris, 2013)	*Ostracism and prosocial behavior: A social dilemma perspective*	• *Ostracism* akan memberikan pengaruh negatif terhadap *team-member exchange.*
9.	(Chung, 2020)	*The relationship between workplace ostracism, tmx, task interdependence, and task performance: A moderated mediation model*	• *Team-member exchange* memediasi hubungan antara *workplace ostracism* dan *task performance.* • *Task interdependence* memoderasi hubungan antara *workplace ostracism* dan *task performance* melalui. *Team-member exchange*
10.	(Gould, 1979)	*An equity-exchange model of organizational involvement*	• *Ostracism* mempengaruhi secara negatif terhadap *social exchange (team-member exchange).*

Lampiran 1:

Tabel 1. Ringkasan Daftar Penelitian Terdahulu (Lanjutan)

No.	Nama Peneliti	Judul Penelitian	Hasil Penelitian
11.	(Gouldner, 1960)	*The norm of reciprocity: A preliminary statement*	• *Ostracism* memiliki pengaruh negatif terhadap *team-member exchange* karena individu yang mengalami *ostracism* tidak termotivasi untuk membalas secara positif perilaku terhadap anggota organisasi lainnya.
12.	(Malingumu *et al*., 2016)	*Servant leadership, organisational citizenship behavior and creativity: The mediating role of team-member exchange*	• *Servant leadership* berpengaruh positif terhadap *team-member exchange.* • *Team-member exchange* berpengaruh secara positif dan signifikan terhadap *organisational citizenship behaviour towards individuals (OCBI) & organisational citizenship behaviour towards organizations (OCBO).* • *Team-member exchange* memiliki hubungan yang positif dan signifikan terhadap kreativitas. • Terdapat hubungan tidak langsung antara *servant leadership* terhadap *OCBI* karyawan dan *OCBO* melalui *team-member exchange.* • Terdapat hubungan tidak langsung antara *servant leadership* dan kreativitas karyawan melalui *team-member exchange.*
13.	(Haynie, 2012)	*Core-Self Evaluations and Team Performance: The Role of team-member exchange*	• Terdapat interaksi yang signifikan positif antara *team-member exchange* terhadap *core-self evaluations.* • Kualitas *team-member exchange* yang tinggi akan memoderasi hubungan positif antara *mean levels of core-self evaluations* dengan *team performance.*

Lampiran 1:

Tabel 1. Ringkasan Daftar Penelitian Terdahulu (Lanjutan)

No.	Nama Peneliti	Judul Penelitian	Hasil Penelitian
14.	(A. J. Xu & Wang, 2020)	*How and When Servant Leaders Enable Collective Thriving: The Role of Team–Member Exchange and Political Climate*	• *Servant leadership* mempengaruhi secara positif terhadap *team-member exchange.* • *Team-member exchange* berpengaruh secara positif terhadap *collective thriving.* • *Servant leadership* berhubungan positif dengan *collective thriving* melalui *team-member exchange.* • Iklim politik memoderasi hubungan antara *servant leadership* dan *team-member exchange.*, seperti hubungan positif lebih lemah ketika iklim politik tinggi daripada rendah. • Iklim politik memoderasi hubungan antara *team-member exchange* dan *collective thriving*, bahwa hubungan positif lebih lemah ketika iklim politik tinggi daripada rendah. • Iklim politik memoderasi efek tidak langsung dari *servant leadership* pada *collective thriving* melalui *team-member exchange*, sehingga hubungan tidak langsung yang positif semakin melemah ketika iklim politik sedang tinggibukan pada saat rendah.
15.	(Zou *et al*., 2015)	*Servant leadership, social exchange relationships, and follower's helping behavior: Positive reciprocity belief matters*	• *Servant leadership* memiliki hubungan positif terhadap *leader-member exchange* dan *team-member exchange.* • *Leader-member exchange* dan *team-member exchange* mempengaruhi secara positif terhadap perilaku membantu. • *Leader-member exchange* dan *team-member exchange* memediasi hubungan positif antara*servant leadership*dan perilaku membantu terhadap rekan kerja. • Terdapat interaksi antara *servant leadership* dan keyakinan timbal balik yang positif pada *leader-member exchange* dan *team-member exchange* signifikan. • Terdapat efek tidak langsung positif dari *servant leadership* pada perilaku membantu melalui *leader-member exchange* dan *team-member exchange* ditambah dengan keyakinan timbal balik yang positif.

Lampiran 1:

Tabel 1. Ringkasan Daftar Penelitian Terdahulu (Lanjutan)

No.	Nama Peneliti	Judul Penelitian	Hasil Penelitian
16.	(Liu *et al.*, 2011)	*Linking organizational identification and employee performance in teams: The moderating role of team-member exchange*	• *Employees' level of organizational identification* memiliki pengaruh positif terhadap *in-role performance.* • *Organizational identification* memiliki pengaruh positif *organizational citizenship behaviorperformance.* • *Team-member exchange memoderasi hubungan antara organizational identification* dan *organizational citizenship behavior performance.*
17.	(Farh *et al.*, 2017)	*Resource-based contingencies of when team-member exchange helps member performance in teams*	• *Team-member exchange* berpengaruh positif terhadap *member performance.* • Hubungan antara *team-member exchange* dan *performance* melalui perasaan kewajiban untuk memanfaatkan sumber daya rekan satu tim akan lebih positif ketika kualitas informasi tugas yang diberikan oleh rekan satu tim lebih tinggi. • Terdapat efek positif yang semakin kuat jika dikuasai oleh kemampuan pemimpin dengan kognitif rendah pada *team-member exchange* terhadap *member performance*. • Terdapat hubungan antara *team-member exchange* dan *performance* melalui perasaan kewajiban untuk memanfaatkan sumber daya rekan satu tim akan lebih positif ketika kualitas informasi tugas yang diberikan oleh rekan satu tim lebih rendah.
18.	(Liden *et al.*, 2000)	*An examination of the mediating role of psychological empowerment on the relations between the job, interpersonal relationships, and work outcomes*	• *Team-member exchange* akan mempengaruhi *job performance*. • *Job characteristics* berpengaruh positif terhadap dimensi *empowerment*. • *Leader-member exchange* memiliki pengaruh positif terhadap dimensi *empowerment*. • Dimensi *empowerment* mempengaruhi secara positif terhadap kepuasan kerja. • Dimensi *empowerment* berpengaruh positif terhadap komitmen organisasional. • Dimensi *empowerment* mempengaruhi secara positif terhadap *job performance ratings.*

Lampiran 1:

Tabel 1. Ringkasan Daftar Penelitian Terdahulu (Lanjutan)

No.	Nama Peneliti	Judul Penelitian	Hasil Penelitian
19.	(Bachrach *et al.*, 2006)	*Effects of task interdependence on the Relationship Between Helping Behavior and Group Performance*	• *Task interdependence* mempengaruhi tingkat homogenitas dalam persepsi *collective-efficacy*. • *Self-efficacy* dan *collective-efficacy* akan muncul sebagai dua perbedaan konstruksi dalam kondisi *task interdependence* yang tinggi. • *Self-efficacy* dan *collective-efficacy* tidak akan muncul sebagai dua perbedaan konstruksi yang jelas dalam kondisi *task interdependence* tim yang rendah. • *Self-efficacy* akan mempengaruhi *performance* tim saat kondisi *task interdependence* yang rendah. • *Collective-efficacy* akan mempengaruhi *performance* tim dalam kondisi *task interdependence* yang tinggi. • *Collective-efficacy*, lebih dari *self-efficacy* dipengaruhi oleh *performance* masa lalu dalam kondisi *task interdependence* tinggi.
20.	(Lestari, 2017)	Analisis pengaruh *leader's emotion* terhadap *job performance* dengan *power distance* dan *task interdependence* sebagai variabel moderator (studi pada BAPPEDA provinsi jawa tengah)	• *Leader's emotion* mempunyai pengaruh yang signifikan terhadap *job performance*. • *Leader's emotion* yang telah dimoderasi dengan *power distance* mempunyai pengaruh yang signifikan terhadap *job performance.* • *Leader's emotion* yang telah dimoderasi dengan *task interdependence* mempunyai pengaruh yang signifikan terhadap *job performance*.

Lampiran 1:

Tabel 1. Ringkasan Daftar Penelitian Terdahulu (Lanjutan)

No.	Nama Peneliti	Judul Penelitian	Hasil Penelitian
21.	(Liden *et al.*, 2006)	*Leader-member exchange, differentiation, and task interdependence: Implications for individual and group performance*	• *Leader-member exchange* berhubungan positif dengan *individual performance.* • Terdapat hubungan antara diferensiasi, *leader-member exchange* dan *performance* dimoderasi oleh *leader-member exchange*, sehingga diferensiasi *leader-member exchange* secara positif terkait dengan *performance* pada tingkat rendah dari *leader-member exchange*. • *Task interdependence* memoderasi hubungan antara diferensiasi *leader-member exchange* dan *group performance*, sehingga diferensiasi meningkatkan *group performance* saat *task interdependence* tinggi. • Level median dari *leader-member exchange* dalam sebuah grup memoderasi hubungan antara *leader-member exchange* diferensiasi dan *group performance*, sehingga diferensiasi yang lebih besar akan berhubungan secara positif *group performance* ketika median *leader-member exchange* rendah.

Lampiran 2:

Tabel 1. Definisi Operasional Variabel

No	*Original Questionnaire*	*Translate*	Operasionalisasi Variabel
B	*Servant Leadership* (Liden *et al*., 2014)		
1	*I would seek help from my manager if I had a personal problem.**	Saya akan mencari bantuan dari manajer saya jika saya memiliki masalah pribadi.*	Saya akan meminta bantuan atasan saya saat menghadapi masalah pribadi.*
2	*My manager emphasizes the importance of giving back to the community.*	Manajer saya menekankan pentingnya memberi kembali kepada komunitas.	Atasan saya selalu menekankan pentingnya saling memperhatikan/hubungan timbak balik dalam tim saya
3	*My manager can tell if something is going wrong.*	Manajer saya dapat mengetahui apakah ada yang tidak beres.	Atasan saya dapat mengetahui apabila ada sesuatu yang salah dalam pekerjaan
4	*My manager gives me the freedom to handle difficult situations in the way that I feel is best.*	Manajer saya memberi saya kebebasan untuk menangani situasi sulit dengan cara yang saya rasa terbaik.	Atasan saya memberikan kebebasan untuk saya menentukan cara terbaik dalam mengatasi situasi yang sulit/ masalah
5	*My manager makes my career development a priority.*	Manajer saya menjadikan pengembangan karier saya sebagai prioritas.	Atasan saya sangat memperhatikan dan memprioritaskan pengembangan karir saya
6	*My manager puts my best interests ahead of his/her own.*	Manajer saya mendahulukan kepentingan terbaik saya di atas kepentingannya sendiri.	Atasan saya sangat memperhatikan dan mendahulukan kepentingan saya diatas kepentingannya sendiri
7	*My manager would not compromise ethical principles in order to achieve success.*	Manajer saya tidak akan mengkompromikan prinsip-prinsip etika untuk mencapai kesuksesan.	Atasan saya tidak akan mengabaikan prinsip-prinsip etika dalam mencapai kesuksesan

Tabel 2. Definisi Operasional Variabel (Lanjutan)

No	*Original Questionnaire*	Translate	Operasionalisasi Variabel
A	*Workplace Ostracism* (Ferris *et al.*, 2008)		
1	*Others ignored you at work.*	Orang lain mengabaikan Anda di tempat kerja.	Saya diabaikan oleh rekan kerja di kantor tempat saya bekerja
2	*Others left area when you entered.*	Orang lain meninggalkan area saat Anda masuk.	Saya ditinggal pergi oleh rekan kerja di tempat saya bekerja, saat saya datang menghampirinya
3	*Your greetings have gone unanswered at work.*	Salam Anda tidak terjawab di tempat kerja.	Tidak ada yang menjawab saat saya mengucapkan salam di tempat kerja
4	*You involuntarily sat alone in crowded lunchroom at work.*	Anda tanpa sadar duduk sendirian di ruang makan yang ramai di tempat kerja.	Saya merasa sendirian saat makan bersama di tempat kerja
5	*Others avoided you at work.*	Orang lain menghindari anda di tempat kerja.	Rekan kerja/karyawan lain menghindari saya saat saya bekerja
6	*You noticed others would not look at your work.*	Anda memperhatikan bahwa orang lain tidak akan melihat pekerjaan Anda.	Saya merasa tidak ada yang peduli dengan apa yang saya kerjakan
7	*Others at work shut you out of the conversation.*	Orang lain di tempat kerja menutup Anda dari percakapan.	Saya hampir tidak pernah diajak bercakap-cakap oleh rekan kerja/karyawan lain
8	*Others refused to talk with you at work.*	Orang lain menolak untuk berbicara dengan Anda di tempat kerja.	Rekan kerja/karyawan lain saya enggan berbicara dengan saya
9	*Others at work treated you as if you weren't there.*	Orang lain di tempat kerja memperlakukan Anda seolah-olah Anda tidak ada di sana.	Saya seringkali dianggap tidak ada oleh rekan kerja saya
10	*Others at work did not invite you or ask you if you wanted anything when they went out for coffee break.*	Orang lain di tempat kerja tidak mengundang Anda atau bertanya apakah Anda menginginkan sesuatu ketika mereka keluar untuk rehat kopi.	Rekan kerja saya tidak pernah mengajak atau menanyakan keinginan saya saat mereka akan pergi keluar untuk istrahat makan/coffee break
11	*You have been included in conversations at work (reverse coded).**	Anda telah diikutsertakan dalam percakapan di tempat kerja (kode terbalik).	Saya dilibatkan dalam diskusi di tempat kerja
12	*Others at work stopped talking to you.**	Orang lain di tempat kerja berhenti	Rekan di tempat kerja, berhenti berbicara dengan saya

No	*Original Questionnaire*	Translate	Operasionalisasi Variabel
		berbicara dengan Anda.	
13	*You had to be the one to start a conversation in order to be social at work.*	Anda harus menjadi orang yang memulai percakapan agar bisa bersosialisasi di tempat kerja.	Saya harus memulai percakapan dengan teman yang lain, saat ingin bersosialisasi di tempat kerja

Lampiran 2:

Tabel 3. Definisi Operasional Variabel (Lanjutan)

No	*Original Questionnaire*	*Translate*	Operasionalisasi Variabel
C	*Team-Member Exchange* (Seers *et al*., 1995)		
1	*How often do you make suggestions about better work methods to other team members?**	Seberapa sering Anda memberikan saran tentang metode kerja yang lebih baik kepada anggota tim lainnya?*	Saya sering menyarankan cara dan metode kerja yang lebih baik kepada rekan kerja dalam satu tim*
2	*Do other members of your team usually let you know when you do something that makes their jobs easier (or harder)?*	Apakah anggota tim Anda yang lain biasanya memberi tahu Anda saat Anda melakukan sesuatu yang membuat pekerjaan mereka lebih mudah (atau lebih sulit)?	Rekan kerja saya mengatakan bahwa yang saya lakukan memudahkan pekerjaan mereka
3	*How often do you let other team members know when they have done something that makes your jobs easier (or harder)?*	Seberapa sering Anda memberi tahu anggota tim lain ketika mereka telah melakukan sesuatu yang membuat pekerjaan Anda lebih mudah (atau lebih sulit)?	Saya sering menyampaikan bahwa pekerjaan saya menjadi lebih mudah karena apa yang telah dilakukan oleh rekan kerja lainnya
4	*How well do other members of your team recognize your potential?**	Seberapa baik anggota lain dari tim Anda mengenali potensi Anda?*	Rekan kerja saya memahami potensi/kemampuan saya*
5	*How well do other members of your team understand your problems and needs?**	Seberapa baik anggota lain dari tim Anda memahami masalah dan kebutuhan Anda?*	Rekan kerja saya dapat memahami masalah dan kebutuhan saya*
6	*How flexible are you about switching job responsibilities to make things easier for other team members?*	Seberapa fleksibel Anda dalam mengalihkan tanggung jawab pekerjaan untuk mempermudah anggota tim lainnya?	Saya fleksibel untuk mengambil alih tanggungjawab untuk memudahkan rekan kerja lainnya dalam tim
7	*In busy situation, how often do other team members ask you to help out?*	Dalam situasi sibuk, seberapa sering anggota tim lain meminta Anda untuk membantu?	Rekan kerja saya sering meminta bantuan saya saat mereka menghadapi kesibukan kerja
8	*In busy situation, how often do you volunteer your efforts to help others on your team?*	Dalam situasi sibuk, seberapa sering Anda secara sukarela membantu orang lain di tim Anda?	Saya secara sukarela membantu rekan kerja yang mengalami kesibukan kerja
9	*How willing are you to help finish work that had been*	Seberapa bersedia Anda membantu menyelesaikan pekerjaan yang telah	Saya bersedia membantu rekan kerja dalam menyesaikan pekerjaannya

No	*Original Questionnaire*	*Translate*	Operasionalisasi Variabel
	assigned to others?	ditugaskan kepada orang lain?	
10	*How willing are other members of your team to help finish work that was assigned to you?*	Seberapa bersedia anggota lain dari tim Anda untuk membantu menyelesaikan pekerjaan yang ditugaskan kepada Anda?	Rekan kerja saya bersedia membantu saya dalam menyesaikan pekerjaan saya

Lampiran 2:

Tabel 4. Definisi Operasional Variabel (Lanjutan)

No	*Original Questionnaire*	*Translate*	Operasionalisasi Variabel
D	*Task Interdependence* (Pearce & Gregersen, 1991)		
1	*I work closely with others in doing my work.*	Saya bekerja sama dengan orang lain dalam melakukan pekerjaan saya.	Saya selalu berkerja sama dengan karyawan lain dalam melaksanakan pekerjaan
2	*I frequently must coordinate my efforts with others.*	Saya sering harus mengoordinasikan upaya saya dengan orang lain.	Saya sering berkoordinasi dengan yang lain tentang upaya-upaya yang saya lakukan
3	*My own performance is dependent on receiving accurate information from others.**	Performa saya sendiri bergantung pada penerimaan informasi akurat dari orang lain.*	Kinerja saya tergantung pada keakuratan informasi yang saya peroleh dari rekan kerja yang lain.*
4	*The way I perform my job has a significant impact on others.**	Cara saya melakukan pekerjaan memiliki pengaruh yang signifikan pada orang lain.*	Cara bekerja saya, memiliki pengaruh yang signifikan kepada rekan kerja yang lain.*
5	*My work requires me to consult with others fairly frequently.*	Pekerjaan saya mengharuskan saya untuk berkonsultasi dengan orang lain cukup sering.	Pekerjaan saya menuntut saya untuk sering berkoordinasi dengan rekan kerja lainnya
6	*I work fairly independently of others in my work.(R)**	Saya bekerja secara independen dari orang lain dalam pekerjaan saya.*	Saya bekerja tidak tergantung pada karyawan/rekan yang lain.*
7	*I can plan my own work with little need to coordinate with others.(R)**	Saya dapat merencanakan pekerjaan saya sendiri dengan sedikit kebutuhan untuk berkoordinasi dengan orang lain.*	Dalam merencanakan pekerjaan, saya hanya membutuhkan sedikit koordinasi dengan rekan kerja/karyawan lain.*
8	*I rarely have to obtain information from others to complete my work.(R)**	Saya jarang harus mendapatkan informasi dari orang lain ke selesaikan pekerjaan saya.*	Saya jarang membutuhkan informasi dari yang rekan kerja/karyawan lain untuk menyelesaikan pekerjaan saya.*
9	*In order to do my job, I need to spend most of my time talking to other people.*	Untuk melakukan pekerjaan saya, saya harus menghabiskan sebagian besar waktu sayawaktu berbicara dengan orang lain.	Saya membutuhkan banyak waktu untuk diskusi dengan rekan kerja lain dalam menjalankan pekerjaan saya.
10	*In my job I am frequently called on to provide information and advice.*	Dalam pekerjaan saya, saya sering dipanggil untuk menyediakan informasi dan nasihat.	Saya sering dimintai saran dan informasi dalam pekerjaan saya

Lampiran 2:

Tabel 5. Definisi Operasional Variabel (Lanjutan)

No	*Original Questionnaire*	*Translate*	Operasionalisasi Variabel
E	*Task Performance* (Williams & Anderson, 1991; Tehrani *et al.*, 2015)		
1	*Adequately completes assigned duties.*	Cukup menyelesaikan tugas yang diberikan.	Saya dapat menyelesaikan tugas/pekerjaan saya
2	*Fulfills responsibilities specified in job description.*	Memenuhi tanggung jawab yang ditentukan dalam deskripsi pekerjaan.	Saya dapat menyelesaikan tanggung jawab pekerjaan sesuai uraian tugas yang diberikan
3	*Performs tasks that are expected of him/her.*	Melakukan tugas yang diharapkan darinya.	Saya selalu dapat menyelesaikan pekerjaan sesuai harapan atasan
4	*Meets formal performance requirements of the job.*	Memenuhi persyaratan kinerja formal dari pekerjaan tersebut.	Saya dapat memenuhi persyaratan kinerja standar yang telah ditetapkan untuk pekerjaan saya
5	*Engages in activities that will directly affect his/her performance evaluations.*	Terlibat dalam aktivitas yang secara langsung akan mempengaruhi evaluasi kinerjanya.	Menurut saya, aktif terlibat dalam kegiatan kantor secara langsung akan berpengaruh pada evaluasi kinerja karyawan
6	*Neglects aspects of the job he/she is obligated to perform. (R)*	Mengabaikan aspek pekerjaan yang wajib dilakukannya. (R)	Saya sering mengabaikan hal penting yang wajib dilakukan dalam perkerjaan saya
7	*Fails to performs essentials duties. (R)*	Gagal melakukan tugas-tugas penting. (R)	Saya gagal melaksanakan tugas tugas penting dalam pekerjaan

Lampiran 3:

Kuesioner Penelitian

Assalamualaikum wr. wb.
Salam Sejahtera untuk kita semua,
Kepada para responden yang terhormat, perkenalkan saya Anggun Lestari mahasiswi Fakultas Ekonomi dan Bisnis Universitas Esa Unggul. Sehubungan dengan penyelesaian tugas akhir saya untuk mengetahui Hubungan antara *Workplace Ostracism, Servant Leadership, Team-Member Exchange, Task Interdependence* dan *Task Performance*. Jika anda adalah Karyawan Hotel Berbintang 3 di Jakarta. Maka, saya mengharapkan ketersediaan waktu anda untuk menjadi responden dalam penelitian ini dengan cara mengisi kuesioner secara lengkap dan sesuai dengan keadaan yang sebenarnya karena pengisian kuesioner sangat mempengaruhi hasil penelitian.

Seluruh data termasuk identitas dan jawaban Anda pada kuesioner ini merupakan data yang bersifat RAHASIA dan hanya digunakan untuk kepentingan karya ilmiah atau penelitian. Dalam pengisian kuesioner ini TIDAK ADA JAWABAN BENAR ATAU SALAH. Sehingga, saya mengharapkan Anda dapat mengisi setiap pertanyaan dan pernyataan pada kuesioner ini dengan JUJUR dan SUNGGUH-SUNGGUH.

Jika Anda memiliki pertanyaan yang berhubungan dengan kuesioner penelitian ini, Anda dapat menghubungi saya melalui email anggunlestari0022@gmail.com. Atas partisipasi dan ketersediaan waktu anda dalam mengisi kuesioner ini, saya ucapkan terimakasih* Wajib

1. Nama / Inisial *

_____

2. Jenis Kelamin *

Tandai satu oval saja.

- ◯ Pria
- ◯ Wanita

3. Usia *

Tandai satu oval saja.

- ◯ 20-24 tahun
- ◯ 25-29 tahun
- ◯ 30-34 tahun
- ◯ 35-39 tahun
- ◯ 40-44 tahun
- ◯ >44 tahun

4. Pendidikan Terakhir *

Tandai satu oval saja.

- SD
- SMP
- SMA/SMK Sederajat
- Diploma
- S1
- S2/S2

5. Lokasi hotel bintang 3 tempat anda bekerja *

Tandai satu oval saja.

- Jakarta Barat
- Jakarta Utara
- Jakarta Pusat
- Jakarta Selatan
- Jakarta Timur

6. Lama Bekerja *

Tandai satu oval saja.

- 2 tahun
- 2-4 tahun
- >4 tahun

7. Status Pegawai*

Tandai satu oval saja.

- Tetap
- Tidak Tetap

8. Di departemen apa anda bekerja? *

Tandai satu oval saja.

- Food & Beverage
- Front Office
- House Keeping

9. Berapa rata-rata pengeluaran anda dalam sebulan?*

Tandai satu oval saja.

◯ < 3 juta rupiah
◯ 3-5 juta rupiah
◯ 6-8 juta rupiah
◯ > 8 juta rupiah

Petunjuk pengisian kuesioner:
1 = Sangat Tidak Setuju Sekali (STSS)
2 = Sangat Tidak Setuju (STS)
3 = Tidak Setuju (TS)
4 = Antara Setuju dan Tidak Setuju (N)
5 = Setuju (S)
6 = Sangat Setuju (SS)
7 = Sangat Setuju Sekali (SSS)

Servant Leadership

1. Saya akan meminta bantuan atasan saya saat menghadapi masalah pribadi *
   Tandai satu oval saja.
   1 2 3 4 5 6 7
   STSS SSS

2. Atasan saya selalu menekankan pentingnya saling memperhatikan/hubungan timbal balik dalam tim saya *
   Tandai satu oval saja.
   1 2 3 4 5 6 7
   STSS SSS

3. Atasan saya dapat mengetahui apabila ada sesuatu yang salah dalam pekerjaan *
   Tandai satu oval saja.
   1 2 3 4 5 6 7
   STSS SSS

4. Atasan saya memberikan kebebasan untuk saya menentukan cara terbaik dalam mengatasi situasi yang sulit/ masalah *
   Tandai satu oval saja.
   1 2 3 4 5 6 7
   STSS SSS

5. Atasan saya sangat memperhatikan dan memprioritaskan pengembangan karir saya *
   Tandai satu oval saja.
   1 2 3 4 5 6 7
   STSS SSS

6. Atasan saya sangat memperhatikan dan mendahulukan kepentingan saya diatas kepentingannya sendiri *
   Tandai satu oval saja.
   1 2 3 4 5 6 7
   STSS SSS

7. Atasan saya tidak akan mengabaikan prinsip-prinsip etika dalam mencapai kesuksesan. *

Tandai satu oval saja.

1	2	3	4	5	6	7
STSS						SSS

Workplace Ostracism

8. Saya diabaikan oleh rekan kerja di kantor tempat saya bekerja*
Tandai satu oval saja.

1	2	3	4	5	6	7
STSS						SSS

9. Saya ditinggal pergi oleh rekan kerja di tempat saya bekerja, saat saya datang menghampirinya*
Tandai satu oval saja.

1	2	3	4	5	6	7
STSS						SSS

10. Tidak ada yang menjawab saat saya mengucapkan salam di tempat kerja.*
Tandai satu oval saja.

1	2	3	4	5	6	7
STSS						SSS

11. Saya merasa sendirian saat makan bersama di tempat kerja*
Tandai satu oval saja.

1	2	3	4	5	6	7
STSS						SSS

12. Rekan kerja/karyawan lain menghindari saya saat saya bekerja*
Tandai satu oval saja.

1	2	3	4	5	6	7
STSS						SSS

13. Saya merasa tidak ada yang peduli dengan apa yang saya kerjakan*
Tandai satu oval saja.

1	2	3	4	5	6	7
STSS						SSS

14. Saya hampir tidak pernah diajak bercakap-cakap oleh rekan kerja/karyawan lain*
Tandai satu oval saja.

1	2	3	4	5	6	7
STSS						SSS

15. Rekan kerja/karyawan lain saya enggan berbicara dengan saya*
Tandai satu oval saja.

1	2	3	4	5	6	7
STSS						SSS

16. Saya seringkali dianggap tidak ada oleh rekan kerja saya*
Tandai satu oval saja.

1	2	3	4	5	6	7
STSS						SSS

17. Rekan kerja saya tidak pernah mengajak atau menanyakan keinginan saya saat mereka akan pergi keluar untuk istrahat makan/coffee break*
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

18. Saya dilibatkan dalam diskusi di tempat kerja*
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

19. Saya harus memulai percakapan dengan teman yang lain, saat ingin bersosialisasi di tempat kerja *
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

Team-Member Exchange

20. Rekan kerja saya mengatakan bahwa yang saya lakukan memudahkan pekerjaan mereka *
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

21. Saya sering menyampaikan bahwa pekerjaan saya menjadi lebih mudah karena apa yang telah dilakukan oleh rekan kerja lainnya *
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

22. Rekan kerja saya dapat memahami masalah dan kebutuhan saya *
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

23. Saya fleksibel untuk mengambil alih tanggungjawab untuk memudahkan rekan kerja lainnya dalam tim *
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

24. Rekan kerja saya sering meminta bantuan saya saat mereka menghadapi kesibukan kerja *
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

25. Saya secara sukarela membantu rekan kerja yang mengalami kesibukan kerja *
Tandai satu oval saja.

1	2	3	4	5	6	7

STSS SSS

26. Saya bersedia membantu rekan kerja dalam menyesaikan pekerjaannya *
Tandai satu oval saja.
1 2 3 4 5 6 7
STSS SSS

27. Rekan kerja saya bersedia membantu saya dalam menyesaikan pekerjaan saya *
Tandai satu oval saja.
1 2 3 4 5 6 7
STSS SSS

Task Interdependence

28. Saya selalu berkerja sama dengan karyawan lain dalam melaksanakan pekerjaan *
Tandai satu oval saja.
1 2 3 4 5 6 7
STSS SSS

29. Saya sering berkoordinasi dengan yang lain tentang upaya-upaya yang saya lakukan *
Tandai satu oval saja.
1 2 3 4 5 6 7
STSS SSS

30. Pekerjaan saya menuntut saya untuk sering berkoordinasi dengan rekan kerja lainnya *
Tandai satu oval saja.
1 2 3 4 5 6 7
STSS SSS

31. Saya bekerja tidak tergantung pada karyawan/rekan yang lain *
Tandai satu oval saja.
1 2 3 4 5 6 7
STSS SSS

32. Dalam merencanakan pekerjaan, saya hanya membutuhkan sedikit koordinasi dengan rekan kerja/karyawan lain *
Tandai satu oval saja.
1 2 3 4 5 6 7
STSS SSS

33. Saya membutuhkan banyak waktu untuk diskusi dengan rekan kerja lain dalam menjalankan pekerjaan saya *
Tandai satu oval saja.
1 2 3 4 5 6 7
STSS SSS

34. Saya sering dimintai saran dan informasi dalam pekerjaan saya *
Tandai satu oval saja.
1 2 3 4 5 6 7
STSS SSS

Task Performance

35. Saya dapat menyelesaikan tugas/pekerjaan saya *
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

36. Saya dapat menyelesaikan tanggung jawab pekerjaan sesuai uraian tugas yang diberikan *
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

37. Saya selalu dapat menyelesaikan pekerjaan sesuai harapan atasan *
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

38. Saya dapat memenuhi persyaratan kinerja standar yang telah ditetapkan untuk pekerjaan saya *
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

39. Menurut saya, aktif terlibat dalam kegiatan kantor secara langsung akan berpengaruh pada evaluasi kinerja karyawan *
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

40. Saya sering mengabaikan hal penting yang wajib dilakukan dalam perkerjaan saya *
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

41. Saya gagal melaksanakan tugas tugas penting dalam pekerjaan *
Tandai satu oval saja.

	1	2	3	4	5	6	7	
STSS								SSS

Lampiran 4:

Data Responden Penelitian

A. Input Data Penelitian

No. Resp	*Servant Leadership*							*Workplace Ostracism*										
	SL1	SL2	SL3	SL4	SL5	SL6	SL7	WO1	WO2	WO3	WO4	WO5	WO6	WO7	WO8	WO9	WO10	WO12
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1	5	7	5	4	5	6	6	2	3	3	2	2	3	2	3	3	5	5
2	6	6	6	5	4	5	5	3	3	3	3	3	2	3	3	3	3	3
3	5	6	5	5	3	3	3	3	3	2	2	2	3	5	2	3	3	4
4	4	5	5	7	3	1	4	4	4	3	3	4	3	3	3	4	4	4
5	4	4	4	4	4	4	7	7	7	7	7	7	7	7	7	7	7	7
6	4	2	3	2	1	1	1	2	2	1	1	1	6	2	2	2	2	1
7	6	6	4	5	4	4	5	4	5	3	4	4	4	6	4	5	4	5
8	4	4	5	5	3	3	4	3	2	2	3	3	3	3	3	2	2	2
9	7	2	2	2	2	2	2	4	3	3	4	1	2	1	1	1	3	1
10	6	4	1	3	1	1	2	3	2	5	4	3	6	6	6	5	6	6
11	7	2	2	2	2	2	2	4	3	3	4	5	2	1	1	1	3	7
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13	5	5	5	2	2	3	4	4	4	3	3	3	3	3	3	5	4	3
14	7	7	7	7	2	5	5	3	3	3	4	4	4	5	3	3	3	5
15	6	5	5	5	4	4	5	3	3	3	2	4	4	5	3	3	3	2
16	7	7	7	6	6	7	7	7	7	7	1	6	2	6	2	2	6	2
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18	5	6	6	5	4	4	4	2	3	3	3	3	4	3	3	3	3	5
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32	5	7	4	4	5	5	5	1	3	1	3	3	3	3	3	1	1	1
33	7	7	6	6	6	7	7	1	2	2	2	2	2	2	2	2	2	5

No. Resp	*Servant Leadership*							*Workplace Ostracism*										
	SL1	SL2	SL3	SL4	SL5	SL6	SL7	WO1	WO2	WO3	WO4	WO5	WO6	WO7	WO8	WO9	WO10	WO12
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
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38	5	6	6	5	4	2	5	6	5	5	6	5	5	5	5	5	5	4
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No. Resp	*Servant Leadership*							*Workplace Ostracism*										
	SL1	SL2	SL3	SL4	SL5	SL6	SL7	WO1	WO2	WO3	WO4	WO5	WO6	WO7	WO8	WO9	WO10	WO12
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
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102	5	7	5	4	5	6	6	6	5	5	6	6	5	6	5	5	5	5
103	7	6	6	6	5	6	7	6	7	7	7	7	5	6	7	6	6	7
104	6	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
105	4	6	6	4	4	4	7	4	1	5	5	4	5	5	4	4	4	7
106	6	6	4	5	4	4	5	4	5	3	4	4	4	6	3	5	4	3
107	6	6	6	6	6	6	6	6	6	6	6	5	5	5	6	6	6	6

No. Resp	*Servant Leadership*							*Workplace Ostracism*										
	SL1	SL2	SL3	SL4	SL5	SL6	SL7	WO1	WO2	WO3	WO4	WO5	WO6	WO7	WO8	WO9	WO10	WO12
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
108	5	5	5	5	4	3	7	2	2	3	5	4	5	5	4	4	3	3
109	3	4	3	4	4	5	4	3	3	4	3	5	4	3	4	4	2	5
110	4	7	7	7	4	4	7	4	4	1	2	2	4	3	3	3	4	3
111	2	6	6	6	6	6	6	3	3	2	5	3	2	4	4	3	3	2
112	6	7	6	6	6	5	6	3	1	1	1	1	1	1	1	1	1	5
113	2	5	5	3	5	5	5	3	3	3	3	3	3	3	3	3	3	5
114	5	5	6	6	7	6	6	2	2	2	2	1	1	1	1	1	1	6
115	1	3	6	1	2	1	2	4	4	1	7	4	4	3	2	4	4	5
116	4	7	7	6	7	4	6	1	1	1	1	1	1	1	1	1	1	1
117	4	5	5	2	3	5	5	5	5	5	5	5	5	5	5	5	5	5
118	7	6	7	6	7	7	6	2	1	3	3	2	4	3	3	3	3	3
119	3	5	3	5	3	3	5	3	3	3	3	3	3	3	3	3	3	3
120	5	7	5	4	5	6	6	6	5	5	6	6	5	6	5	5	5	5
121	3	5	5	4	4	4	6	3	3	3	3	3	5	5	4	4	3	4
122	5	5	5	5	5	5	5	3	3	3	3	3	3	3	3	3	3	3
123	3	7	6	7	4	4	6	1	4	1	4	4	5	5	6	1	5	4
124	5	5	4	4	3	3	3	5	4	3	5	4	4	5	5	5	4	6
125	5	6	6	4	4	4	5	5	4	5	7	4	7	5	6	4	4	7
126	1	7	7	7	7	7	7	1	1	3	3	4	4	3	3	2	4	3
127	4	5	5	2	3	5	5	5	5	5	5	5	5	5	5	5	5	5
128	5	6	6	6	5	5	5	5	6	5	5	5	5	5	5	5	5	5
129	5	3	3	3	3	3	3	5	3	3	5	3	3	3	3	5	5	5
130	5	5	6	6	4	3	5	3	3	3	3	2	6	2	2	6	6	2
131	5	5	6	6	4	3	5	3	3	3	3	2	6	2	2	6	6	2
132	7	6	6	7	5	5	6	3	3	2	5	3	5	6	3	2	3	6
133	5	5	5	5	2	4	3	4	4	4	6	7	6	6	5	5	6	6
134	6	7	7	6	3	3	5	2	4	2	2	1	1	2	2	2	2	6
135	4	5	5	7	4	5	7	4	2	4	5	4	4	4	4	3	3	4
136	5	7	6	5	2	3	6	3	3	3	2	2	2	2	2	2	2	2
137	6	6	6	6	5	5	6	2	3	2	3	3	3	3	3	2	3	5
138	5	3	3	4	3	4	4	4	4	4	4	4	3	3	3	4	4	3
139	5	5	5	5	4	3	7	2	2	3	5	4	2	4	2	2	2	3
140	5	6	7	5	5	4	7	3	2	2	2	2	7	5	3	3	4	4
141	4	7	7	7	2	2	6	3	1	2	2	2	1	3	2	1	6	4
142	4	4	2	2	2	3	2	4	3	2	2	3	3	3	3	4	4	4
143	2	7	5	4	5	4	4	4	2	3	3	4	4	4	4	4	3	3
144	4	4	4	4	4	4	7	7	7	7	7	7	7	7	7	7	7	7

No. Resp	*Servant Leadership*							*Workplace Ostracism*										
	SL1	SL2	SL3	SL4	SL5	SL6	SL7	WO1	WO2	WO3	WO4	WO5	WO6	WO7	WO8	WO9	WO10	WO12
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
145	4	4	4	4	4	4	7	7	7	7	7	7	7	7	7	7	7	7
146	3	7	5	3	6	3	4	1	1	1	1	1	1	2	1	1	1	2
147	7	6	6	6	5	5	6	2	3	2	3	3	3	2	3	3	3	2
148	5	5	5	5	3	5	6	3	3	3	4	3	3	3	3	3	4	5
149	4	6	5	6	2	4	4	4	1	4	4	2	1	4	4	2	4	1
150	6	7	7	5	5	4	6	2	1	2	2	2	5	5	4	3	3	3
151	4	4	3	4	4	4	4	4	4	3	3	4	4	6	5	4	4	3
152	5	5	5	5	5	2	5	1	3	3	3	3	2	3	3	2	3	1
153	2	1	7	6	2	2	4	3	2	2	4	3	3	7	4	2	5	4
154	5	4	3	3	1	1	1	2	3	6	3	4	4	5	5	5	5	5
155	5	6	5	5	4	6	4	5	5	4	3	6	4	5	4	5	6	7
156	7	5	5	4	3	5	4	4	4	5	5	5	6	5	4	5	5	5
157	4	6	6	4	4	4	6	4	2	2	2	2	4	5	2	2	2	4
158	3	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5
159	5	5	5	5	4	4	4	4	4	2	2	2	2	2	2	2	2	7
160	6	7	7	4	4	3	7	7	3	3	5	3	7	6	5	4	4	6
161	3	4	5	3	4	4	5	4	3	3	4	3	5	4	3	4	4	4
162	3	5	5	5	5	3	6	4	4	5	5	3	6	5	4	4	5	4
163	5	4	4	3	4	6	6	6	5	3	4	4	4	5	4	4	6	4
164	5	5	5	5	4	3	7	2	2	3	5	4	2	4	2	2	2	3
165	3	4	7	3	2	4	4	3	3	3	4	4	5	4	4	4	3	4
166	5	5	4	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5
167	6	6	6	5	6	6	6	2	2	2	2	2	6	2	2	2	2	1
168	6	4	4	4	3	3	4	3	3	3	3	3	3	3	3	3	3	3
169	6	6	6	6	6	6	6	6	6	6	6	6	2	2	6	6	6	5
170	7	7	7	7	7	7	7	7	7	5	5	4	4	5	5	4	4	4
171	5	5	5	5	1	5	3	6	5	4	5	5	5	5	5	5	5	6
172	7	6	6	6	5	6	7	2	1	1	1	1	3	2	1	2	2	1
173	3	5	4	5	5	4	5	3	3	2	4	3	3	3	3	3	3	4
174	1	7	4	5	4	5	5	1	1	1	1	1	1	1	1	1	1	2
175	6	6	7	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
176	1	6	6	2	2	1	7	3	3	3	3	3	3	3	3	3	3	3
177	3	5	5	5	5	5	5	2	2	2	3	3	3	3	1	1	3	5
178	5	5	5	5	5	1	5	2	2	2	2	2	2	2	2	2	2	2
179	5	5	5	5	5	1	5	2	2	2	2	2	2	2	2	2	2	5
180	5	5	5	5	5	5	5	3	3	3	3	3	3	3	3	3	3	5
181	2	3	4	6	5	4	6	3	2	3	3	3	3	3	3	3	3	3

No. Resp	*Servant Leadership*							*Workplace Ostracism*										
	SL1	SL2	SL3	SL4	SL5	SL6	SL7	WO1	WO2	WO3	WO4	WO5	WO6	WO7	WO8	WO9	WO10	WO12
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
182	5	5	5	5	5	1	5	2	2	2	2	2	2	2	2	2	2	4
183	3	6	5	5	6	5	6	3	2	3	2	3	3	3	3	2	2	3
184	3	3	6	6	4	3	7	2	2	3	3	3	3	3	3	3	3	6
185	6	6	5	7	3	5	5	6	6	7	7	7	7	6	7	7	7	6
186	4	4	3	3	3	3	3	3	3	6	4	4	3	3	3	3	3	5
187	3	4	5	3	4	4	5	4	3	3	4	3	5	4	3	4	4	4
188	6	6	5	5	3	5	5	5	4	5	5	5	5	5	5	4	5	5
189	6	3	3	5	3	3	3	3	3	3	3	3	3	3	5	4	5	3
190	5	5	6	4	3	3	5	6	4	4	6	4	6	6	5	5	4	5
191	7	7	5	4	3	5	5	6	2	5	3	3	3	3	3	3	5	6
192	5	4	5	5	3	3	3	4	4	3	4	4	4	5	5	5	4	2
193	3	4	5	6	3	3	5	3	2	2	4	3	3	7	4	3	5	4
194	6	6	7	6	5	6	6	6	6	6	5	5	5	4	6	5	6	6
195	4	5	5	4	1	5	5	5	4	4	4	4	4	4	4	4	4	6
196	5	3	3	3	2	2	2	3	3	5	5	4	3	4	2	2	2	2
197	6	2	3	3	3	3	3	3	1	5	4	3	2	1	1	2	1	2
198	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
199	3	5	5	5	5	3	6	4	4	5	5	3	6	5	4	4	5	4
200	5	6	4	4	6	5	4	5	5	5	5	5	5	5	5	5	5	6
201	5	7	3	4	3	3	4	2	1	2	5	3	5	7	3	2	4	4
202	7	7	7	1	1	1	7	4	1	1	1	1	1	1	1	1	1	3
203	6	7	5	6	5	5	5	6	5	4	6	7	6	7	6	6	7	7
204	5	5	5	5	1	5	3	6	5	4	5	5	5	5	5	5	5	6
205	2	6	6	6	6	6	5	1	2	2	2	2	2	2	2	2	2	2
206	6	5	6	5	4	6	5	3	3	3	5	6	4	5	5	5	6	3
207	6	4	4	4	1	3	4	6	5	3	3	2	4	4	4	4	5	4
208	6	7	7	7	6	7	6	2	2	2	2	2	2	2	1	1	1	1
209	7	7	7	6	6	6	6	2	2	2	2	2	3	3	3	3	3	3
210	5	6	5	6	5	5	5	3	3	3	3	3	3	3	3	3	3	3
211	4	7	7	6	5	5	7	4	2	3	4	2	7	7	4	6	5	6
212	4	7	7	7	6	7	7	1	1	1	4	4	4	2	2	2	1	1
213	5	3	3	4	3	2	3	6	6	2	4	6	7	7	7	6	7	5
214	6	7	6	7	1	4	6	1	3	2	2	3	2	2	2	1	6	6
215	6	5	5	5	5	5	5	3	2	2	2	2	2	2	3	3	2	2
216	5	7	6	7	6	7	6	1	1	1	1	1	2	3	2	1	2	1
217	3	5	4	5	5	4	5	3	3	2	4	3	3	3	3	3	3	4
218	7	7	7	7	7	7	7	1	1	3	7	2	3	6	3	2	2	7

No. Resp	*Servant Leadership*							*Workplace Ostracism*										
	SL1	SL2	SL3	SL4	SL5	SL6	SL7	WO1	WO2	WO3	WO4	WO5	WO6	WO7	WO8	WO9	WO10	WO12
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
219	6	6	7	4	4	4	7	4	4	1	4	1	2	7	4	2	4	4
220	6	5	5	4	4	4	4	5	4	5	5	4	5	5	5	5	5	4
221	5	5	5	4	3	3	5	5	4	5	4	5	5	5	5	4	5	5
222	7	7	5	6	3	5	4	5	5	3	5	5	6	6	6	6	6	6
223	5	6	5	6	1	2	3	6	5	5	5	3	5	3	3	4	2	3
224	7	5	6	6	4	5	5	5	5	5	5	4	5	6	5	5	5	5

No. Resp	*Team-Member Exxhange*							*Task Interdependence*					*Task Performance*						
	TMX1	TMX2	TMX4	TMX5	TMX6	TMX7	TMX8	TI1	TI2	TI3	TI6	TI7	TP1	TP2	TP3	TP4	TP5	TP6	TP7
	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
1	6	4	4	5	4	5	5	6	5	6	5	6	6	5	6	5	5	5	5
2	5	5	5	5	5	5	6	6	6	5	5	5	5	5	5	5	5	5	5
3	5	6	5	5	5	5	5	5	6	3	3	3	6	6	5	5	6	5	5
4	4	4	4	4	4	4	4	5	3	1	3	5	4	5	5	5	4	4	4
5	1	1	1	1	1	1	1	5	4	4	7	7	3	3	3	3	3	4	4
6	6	6	2	1	1	2	4	2	3	1	2	2	6	6	6	7	6	6	6
7	3	4	4	4	6	6	2	6	4	4	3	4	4	4	6	4	5	4	2
8	6	5	6	6	6	6	4	4	5	5	2	5	5	5	5	5	6	6	5
9	5	5	6	6	6	6	7	6	6	6	4	4	2	6	7	7	7	5	6
10	3	5	6	6	4	6	2	6	1	7	2	5	4	3	2	2	2	3	2
11	5	5	6	6	6	7	2	6	6	6	4	5	6	7	7	7	3	6	7
12	3	3	6	6	5	6	4	3	2	3	3	3	6	6	6	6	6	6	6
13	5	5	5	5	7	5	7	5	5	5	5	5	5	5	5	5	5	4	5
14	5	5	5	5	5	5	6	7	7	6	5	5	7	7	7	7	6	5	5
15	5	5	5	5	5	5	7	5	6	5	5	5	6	4	4	5	5	5	5
16	1	4	4	3	5	7	7	7	6	1	7	6	7	7	7	7	7	7	7
17	5	7	5	7	7	7	7	5	5	7	5	5	7	7	7	5	7	7	7
18	5	5	5	5	5	6	6	5	4	2	3	4	5	5	5	5	5	5	5
19	6	6	6	5	6	6	4	4	5	6	2	4	6	6	6	6	6	4	4
20	6	6	6	6	6	7	7	6	6	6	6	6	6	6	6	6	6	6	6
21	6	5	7	7	7	7	4	6	1	1	3	3	7	7	7	7	7	7	7
22	3	3	3	3	3	5	7	5	4	4	4	4	4	4	4	4	4	4	4
23	5	5	4	5	4	4	4	5	4	4	4	4	4	4	4	5	4	4	5

No. Resp	*Team-Member Exxhange*							*Task Interdependence*					*Task Performance*						
	TMX1	TMX2	TMX4	TMX5	TMX6	TMX7	TMX8	TI1	TI2	TI3	TI6	TI7	TP1	TP2	TP3	TP4	TP5	TP6	TP7
	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
24	4	5	6	5	5	6	6	6	5	6	4	3	6	4	5	4	5	6	6
25	5	6	5	5	5	4	6	6	5	4	4	5	6	5	4	6	5	5	5
26	5	5	5	5	5	6	6	5	5	5	3	5	5	5	5	6	6	6	5
27	6	6	7	7	6	7	6	6	7	5	4	6	5	6	6	6	6	6	6
28	6	6	6	6	6	7	7	6	6	6	6	6	6	6	6	6	6	6	6
29	3	5	5	3	4	4	4	5	4	3	3	4	5	4	4	5	3	5	4
30	5	5	4	4	5	3	3	5	4	5	5	3	5	4	6	5	4	5	5
31	5	7	7	7	7	6	6	6	5	5	7	6	5	5	7	7	6	7	4
32	7	7	7	5	7	7	7	7	4	5	1	7	7	7	7	5	7	7	5
33	7	7	6	7	7	7	7	7	6	7	6	6	6	6	6	6	6	7	6
34	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	6	5
35	3	4	6	2	2	4	4	4	4	4	4	4	7	7	7	7	3	6	7
36	7	5	5	6	5	5	4	5	5	3	2	6	6	5	5	5	6	6	5
37	2	2	5	5	5	5	4	6	4	3	3	3	5	6	5	5	5	5	6
38	3	5	6	6	5	5	1	5	1	5	5	5	5	6	3	4	4	3	5
39	4	3	5	3	3	3	6	6	5	3	4	5	5	5	6	5	4	4	5
40	5	6	6	6	4	5	4	6	6	2	4	5	5	4	5	7	6	6	6
41	6	6	5	5	5	5	6	5	5	5	3	5	6	6	6	5	5	5	5
42	3	5	5	6	6	5	4	5	5	6	5	5	5	5	5	5	5	5	5
43	7	7	7	7	7	6	7	7	7	7	7	5	6	6	7	7	7	7	7
44	7	5	6	6	6	7	6	7	6	6	6	6	6	6	7	6	6	6	5
45	2	6	6	6	3	6	6	6	6	2	6	6	6	5	5	5	6	6	6
46	4	4	4	4	4	4	2	4	5	3	3	5	4	4	4	4	5	4	4
47	4	7	7	7	7	7	2	5	5	5	5	7	7	7	7	7	7	7	7
48	6	5	5	4	5	5	6	5	5	5	5	5	5	6	5	5	6	6	5
49	3	4	3	4	4	4	3	5	5	3	4	3	5	3	3	4	3	4	3
50	5	5	5	5	4	5	4	7	5	3	5	5	5	4	5	7	5	5	4
51	4	5	5	4	5	7	7	7	5	7	7	7	7	7	7	7	7	7	7
52	2	2	5	5	5	4	6	6	5	4	5	4	4	5	5	6	5	4	5
53	5	5	5	5	4	5	4	5	6	5	1	5	5	6	7	6	5	5	5
54	5	5	4	4	5	5	6	4	4	5	4	4	5	5	5	5	5	6	6
55	1	4	5	3	5	5	1	5	3	7	6	4	5	5	4	5	4	3	4
56	3	3	5	5	5	5	5	4	3	4	5	4	4	4	4	4	4	4	4
57	4	4	4	4	4	4	2	6	6	4	6	6	6	5	4	5	5	5	5
58	7	7	7	6	7	6	7	7	7	6	7	6	7	6	7	7	6	7	7
59	2	2	6	1	1	4	2	5	2	1	4	5	6	5	6	6	5	5	7
60	2	2	2	5	6	6	6	6	6	6	2	6	5	5	5	6	6	6	6

No. Resp	*Team-Member Exxhange*							*Task Interdependence*					*Task Performance*						
	TMX1	TMX2	TMX4	TMX5	TMX6	TMX7	TMX8	TI1	TI2	TI3	TI6	TI7	TP1	TP2	TP3	TP4	TP5	TP6	TP7
	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
61	6	6	4	4	4	6	6	5	5	6	3	3	5	5	6	6	5	4	6
62	3	5	6	5	6	6	6	5	6	6	5	5	6	4	5	5	6	5	4
63	3	5	6	5	5	6	7	5	5	5	6	5	5	5	5	5	5	5	4
64	6	7	7	7	7	7	2	5	5	5	5	1	7	7	7	7	7	7	7
65	5	5	5	5	5	5	5	4	5	4	3	5	4	4	4	5	5	5	5
66	5	6	6	5	5	5	6	6	6	6	5	6	6	6	6	6	5	6	5
67	5	5	5	5	5	5	6	6	6	6	3	3	5	5	6	5	6	6	4
68	3	6	6	3	5	5	2	6	6	6	2	3	6	6	3	5	3	4	4
69	5	5	5	1	5	5	5	6	6	5	5	5	5	5	7	6	5	5	5
70	3	1	6	6	6	6	2	6	5	2	6	5	5	7	7	7	6	6	6
71	7	3	7	2	2	4	1	7	1	1	7	7	7	7	7	7	7	7	7
72	2	6	5	7	6	7	7	5	5	6	5	5	5	5	5	5	5	5	5
73	6	5	5	4	5	5	4	4	5	5	4	6	6	5	6	5	6	6	6
74	5	3	3	4	3	3	7	5	5	4	5	5	5	5	6	5	5	5	5
75	4	5	4	4	4	4	7	6	3	3	3	4	4	5	5	4	3	4	4
76	6	4	4	5	4	5	5	7	5	6	6	6	5	6	5	5	6	6	4
77	7	6	6	7	6	6	7	4	7	4	7	7	6	6	5	5	5	7	7
78	2	4	3	4	4	4	4	4	4	3	4	5	4	3	3	2	4	5	5
79	5	5	5	5	5	7	7	5	5	5	5	4	4	4	4	5	5	5	5
80	3	7	7	7	5	4	4	6	3	6	6	4	7	7	6	7	4	7	7
81	3	4	4	4	4	4	3	5	4	5	4	4	6	7	6	7	4	5	6
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83	4	4	5	4	3	4	3	7	5	5	4	5	7	7	7	7	4	7	7
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85	5	5	6	4	6	5	6	6	7	4	4	6	7	7	6	7	4	7	7
86	2	5	5	5	6	5	2	6	6	6	6	6	6	6	6	5	5	5	6
87	3	3	3	5	3	4	3	5	4	5	5	6	5	5	5	5	5	5	6
88	3	3	5	5	6	5	3	5	5	5	5	5	5	5	5	5	5	5	5
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90	6	5	5	5	5	5	6	5	5	5	5	5	4	5	5	5	5	5	4
91	4	4	4	4	5	5	3	4	3	5	5	3	5	5	5	5	5	5	4
92	5	5	5	5	6	5	7	5	3	3	3	5	5	5	3	5	5	5	5
93	7	6	5	5	5	5	2	6	4	3	4	2	5	6	6	6	6	6	6
94	3	4	4	4	4	4	3	5	4	7	5	5	4	4	2	4	3	4	5
95	7	7	7	7	7	7	6	6	6	6	6	6	6	6	6	6	6	6	7
96	1	3	6	5	4	3	3	5	6	5	5	5	6	6	6	6	6	6	5
97	3	5	5	5	5	5	6	5	3	5	6	6	4	5	5	4	5	4	3

No. Resp	*Team-Member Exxhange*							*Task Interdependence*					*Task Performance*						
	TMX1	TMX2	TMX4	TMX5	TMX6	TMX7	TMX8	TI1	TI2	TI3	TI6	TI7	TP1	TP2	TP3	TP4	TP5	TP6	TP7
	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
98	5	6	4	5	5	5	6	5	6	5	5	6	5	5	6	6	5	2	3
99	7	3	6	5	6	4	4	3	2	4	3	3	7	7	7	7	7	7	7
100	6	5	7	7	7	7	7	7	7	7	5	5	7	7	7	7	7	7	7
101	4	4	5	4	4	5	4	5	5	4	4	5	5	5	5	5	5	7	7
102	6	4	4	5	3	5	5	7	5	6	5	6	6	5	6	5	5	5	5
103	4	7	6	6	7	6	2	6	5	6	4	6	6	7	7	7	7	6	7
104	2	2	5	7	4	4	6	7	2	5	6	4	7	7	5	4	5	7	6
105	4	5	6	5	4	4	4	7	5	5	5	5	7	7	5	7	7	7	7
106	3	4	4	4	6	6	6	6	4	4	3	4	4	6	4	5	4	6	6
107	1	1	4	7	3	2	1	3	4	7	2	4	4	4	3	4	2	4	3
108	3	4	5	4	3	4	3	5	4	7	5	4	5	6	5	6	5	5	6
109	5	5	6	7	5	5	4	4	4	3	3	2	6	5	6	6	6	5	5
110	3	4	4	3	4	6	3	6	5	4	6	7	7	7	7	7	6	7	5
111	5	6	6	5	5	6	6	6	6	6	5	6	7	7	6	7	7	5	5
112	5	6	6	6	6	7	6	6	6	6	6	6	7	7	7	7	5	7	7
113	5	3	3	5	5	5	2	5	5	5	3	5	5	5	5	5	5	5	5
114	7	6	6	7	7	6	6	7	6	6	6	7	7	7	7	7	7	7	6
115	5	4	6	6	6	6	6	4	5	5	4	5	5	6	4	5	4	6	7
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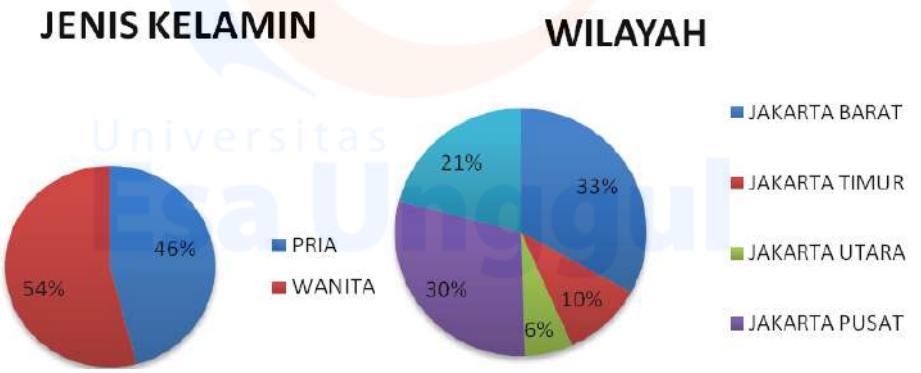
117	5	5	5	5	5	5	7	5	4	5	4	4	5	5	4	4	5	4	4
118	7	7	5	5	6	7	7	6	6	7	5	6	7	7	7	7	6	6	7
119	5	4	5	3	3	3	6	5	4	5	5	5	5	5	5	5	5	3	3
120	2	4	4	5	4	5	3	7	5	6	5	6	3	4	4	4	5	3	3
121	5	4	5	3	4	5	5	5	3	2	3	4	6	7	4	5	3	5	5
122	5	5	5	5	5	5	7	5	5	5	5	5	5	5	5	5	5	5	5
123	5	5	7	7	7	7	4	4	7	4	7	7	7	7	7	7	7	7	7
124	3	4	3	3	3	4	1	5	4	3	3	3	4	4	3	3	3	4	4
125	3	6	5	7	6	4	3	7	3	7	5	4	6	6	4	6	3	5	5
126	5	2	4	7	7	7	7	7	7	7	7	5	5	5	6	4	6	4	5
127	5	5	5	5	5	5	5	5	4	5	4	4	5	5	4	4	5	4	4
128	3	3	3	5	5	5	1	5	6	5	6	5	4	4	4	4	4	3	3
129	5	5	5	5	5	5	6	5	5	5	3	5	5	3	3	5	5	6	6
130	7	5	6	5	4	5	3	5	6	5	5	5	6	6	6	6	6	6	5
131	7	5	6	5	4	5	3	5	6	5	5	5	6	6	6	6	6	6	5
132	4	4	6	5	6	6	7	6	6	7	5	5	6	7	5	6	5	3	3
133	4	5	5	4	5	5	4	5	5	2	4	6	7	6	6	5	5	6	3
134	5	7	7	6	7	7	6	7	7	3	6	6	7	7	6	6	6	6	5

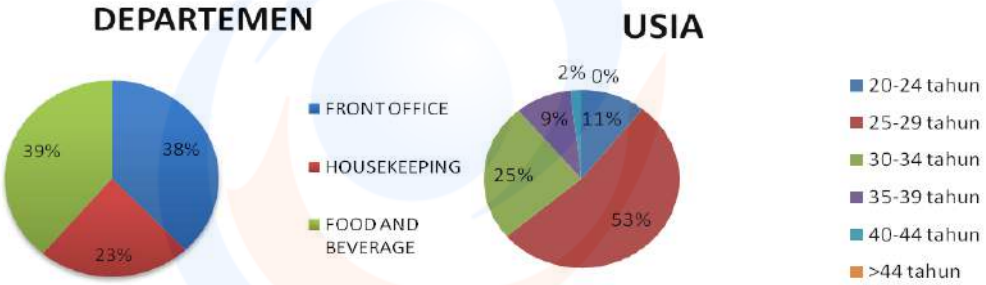
No. Resp	*Team-Member Exxhange*							*Task Interdependence*					*Task Performance*						
	TMX1	TMX2	TMX4	TMX5	TMX6	TMX7	TMX8	TI1	TI2	TI3	TI6	TI7	TP1	TP2	TP3	TP4	TP5	TP6	TP7
	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
135	5	4	5	5	5	4	5	6	7	5	5	6	7	7	7	7	7	7	5
136	6	6	6	6	6	6	7	7	6	5	5	6	6	6	6	6	6	6	5
137	6	5	5	5	6	6	6	6	6	6	5	5	5	5	5	5	5	6	5
138	3	3	4	4	3	4	5	3	3	4	4	4	4	3	3	3	4	4	4
139	3	4	4	4	4	4	3	5	4	5	4	4	6	7	6	7	4	5	6
140	4	4	7	7	7	7	6	7	6	7	7	4	7	7	7	7	7	6	7
141	4	3	5	3	4	4	4	7	7	5	7	7	7	7	7	7	6	7	6
142	3	4	3	2	3	3	3	2	4	2	3	4	6	6	5	5	5	4	4
143	3	4	4	3	3	4	4	4	4	3	4	5	5	5	4	7	3	7	6
144	1	1	1	1	1	1	1	5	4	4	7	7	3	3	3	3	3	4	4
145	1	1	1	1	1	1	1	5	4	4	7	7	3	3	3	3	3	4	4
146	6	5	6	6	6	6	6	4	5	4	5	7	6	6	6	6	5	3	6
147	6	6	6	5	6	6	7	6	6	5	6	5	7	7	6	5	6	7	5
148	5	5	5	5	5	5	5	5	5	5	5	7	5	5	5	5	5	5	4
149	6	6	6	6	5	5	6	6	5	5	6	6	7	7	7	7	6	6	5
150	2	6	7	7	7	2	1	6	2	7	7	3	7	7	6	7	5	7	6
151	3	4	4	4	4	4	4	4	3	4	3	3	4	4	5	5	4	4	6
152	7	6	6	6	6	6	5	5	5	2	5	5	5	6	5	5	6	5	6
153	6	4	4	6	7	4	3	5	3	4	6	3	7	7	7	7	7	6	5
154	5	6	5	5	3	6	3	5	4	1	3	6	3	4	4	6	5	5	5
155	4	5	7	5	5	6	5	6	5	6	4	3	6	4	5	4	6	5	6
156	6	5	6	6	6	6	7	5	5	6	4	5	5	4	5	5	5	5	5
157	4	4	4	6	4	4	4	5	5	5	5	6	6	7	5	6	4	7	6
158	5	5	5	5	5	5	3	4	4	5	4	4	4	4	6	5	5	5	4
159	7	5	6	6	6	7	5	5	5	4	6	6	6	6	6	6	6	6	6
160	3	2	4	7	4	4	4	7	5	7	7	5	7	7	7	7	7	6	7
161	5	5	6	7	5	5	4	4	4	3	3	5	6	7	6	6	6	7	6
162	5	5	6	4	4	5	7	5	6	5	4	6	6	6	5	6	5	5	7
163	3	4	4	4	3	4	6	6	6	4	4	6	6	6	5	4	3	5	4
164	3	4	4	4	4	4	3	5	4	5	4	4	6	7	6	7	4	5	6
165	5	5	6	4	4	4	4	5	3	4	4	4	7	7	5	7	4	5	6
166	4	4	6	6	5	5	5	5	4	4	5	5	3	3	3	3	3	5	4
167	7	7	7	7	7	7	6	6	6	6	6	6	6	6	6	6	6	6	7
168	4	3	4	3	3	4	6	4	4	3	3	3	5	5	5	5	4	4	4
169	2	5	5	6	6	6	6	6	7	6	6	6	6	6	5	6	2	6	6
170	6	5	4	7	7	7	7	5	3	5	4	6	4	5	5	6	5	4	5
171	5	5	5	5	5	5	5	5	5	3	5	5	5	5	5	5	5	5	5

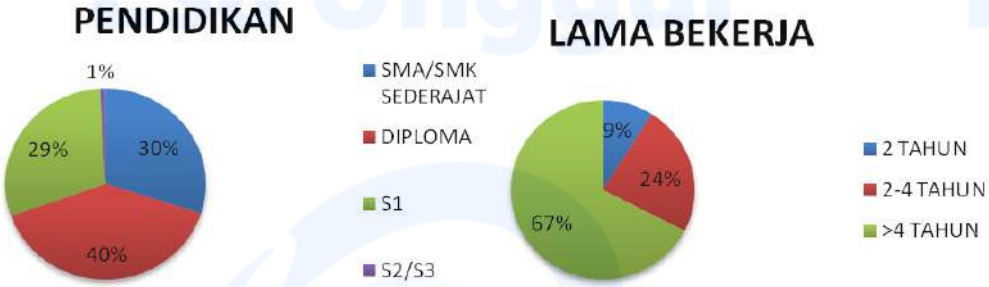
No. Resp	*Team-Member Exxhange*							*Task Interdependence*					*Task Performance*						
	TMX1	TMX2	TMX4	TMX5	TMX6	TMX7	TMX8	TI1	TI2	TI3	TI6	TI7	TP1	TP2	TP3	TP4	TP5	TP6	TP7
	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
172	7	6	7	6	5	7	7	6	6	6	7	7	7	5	6	7	6	6	6
173	5	5	5	5	5	5	5	5	5	4	5	4	5	5	5	5	6	5	5
174	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
175	7	7	7	7	7	7	7	7	7	7	1	7	7	7	6	7	7	7	7
176	1	2	1	6	6	2	6	6	6	6	6	7	6	7	7	7	7	7	6
177	5	5	5	5	5	5	5	5	5	5	3	5	5	5	5	5	5	5	5
178	5	5	5	5	5	5	5	5	5	6	5	3	6	6	6	6	5	5	5
179	5	5	5	5	5	5	6	5	5	6	5	3	6	6	6	6	5	5	5
180	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
181	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5	5
182	5	5	5	5	5	5	5	5	5	6	5	3	6	6	6	6	6	5	5
183	5	5	6	6	5	5	6	5	5	5	5	6	5	5	6	5	6	6	5
184	4	4	5	3	5	5	4	5	5	6	4	4	5	5	3	4	6	6	5
185	3	1	2	7	2	4	4	6	6	3	6	7	1	1	1	2	2	5	5
186	3	4	4	4	3	3	5	4	4	3	3	6	4	4	3	3	3	5	5
187	5	5	6	7	5	5	4	4	4	3	3	5	6	7	6	6	6	6	6
188	5	5	4	4	4	4	6	6	5	5	5	5	5	5	5	5	4	5	5
189	3	5	5	6	3	5	3	3	4	6	3	3	5	5	3	3	5	4	5
190	2	5	5	6	4	4	4	4	3	6	5	5	6	7	6	7	4	7	6
191	4	5	3	4	5	5	3	6	7	4	6	2	6	5	6	6	5	5	6
192	4	3	3	4	4	4	4	4	5	3	3	4	5	5	5	5	4	5	4
193	6	4	4	6	7	4	4	5	4	4	6	3	6	6	4	5	7	5	5
194	6	6	6	6	6	6	6	6	7	6	6	5	5	5	5	6	5	6	6
195	5	5	6	5	5	5	4	5	5	5	4	4	4	4	4	4	4	4	4
196	3	3	3	3	2	2	6	3	3	2	5	5	4	3	4	2	2	6	4
197	5	4	3	3	5	3	6	2	3	3	5	4	3	2	1	1	2	6	4
198	5	5	5	5	5	5	6	5	5	5	5	5	5	5	5	5	5	5	5
199	5	5	6	4	4	5	5	5	6	5	4	6	6	6	5	6	5	5	5
200	5	6	7	7	6	6	5	6	4	5	5	5	5	5	5	5	5	5	5
201	3	3	5	7	7	3	4	7	7	7	7	4	6	7	6	6	1	7	7
202	7	7	1	7	4	1	1	1	1	7	1	7	7	7	7	1	1	6	5
203	7	7	7	6	7	6	6	7	5	5	4	6	7	6	7	6	6	7	5
204	3	4	5	5	5	5	3	5	5	1	5	4	4	5	2	4	5	5	5
205	6	6	6	3	6	6	6	6	6	2	2	6	6	6	6	6	6	6	6
206	5	5	6	6	5	5	6	6	6	5	5	5	5	5	5	5	5	6	5
207	4	4	5	5	4	5	6	4	4	3	3	3	2	4	4	4	4	5	4
208	7	7	7	7	7	7	7	7	7	7	6	6	6	6	7	7	7	7	7

No. Resp	*Team-Member Exxhange*							*Task Interdependence*					*Task Performance*						
	TMX1	TMX2	TMX4	TMX5	TMX6	TMX7	TMX8	TI1	TI2	TI3	TI6	TI7	TP1	TP2	TP3	TP4	TP5	TP6	TP7
	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
209	5	4	7	4	4	4	4	6	6	6	6	5	5	5	5	5	5	5	5
210	6	4	4	5	4	4	5	6	5	5	5	5	5	5	5	5	5	5	5
211	5	5	6	6	5	6	5	7	5	6	7	5	7	7	7	7	4	6	7
212	4	7	4	7	7	7	6	7	5	7	6	6	7	7	7	5	7	6	7
213	2	6	7	6	6	6	5	3	3	6	2	4	4	4	3	4	3	4	4
214	7	6	6	6	6	6	7	6	7	6	6	5	6	6	6	6	7	6	5
215	6	5	5	4	5	5	6	5	5	5	6	6	6	6	6	5	5	6	6
216	5	7	6	7	6	7	7	7	6	7	1	7	7	7	6	5	5	7	6
217	5	5	5	5	5	5	5	5	5	4	5	4	5	5	5	5	5	5	5
218	1	2	5	2	2	7	7	7	7	7	7	7	3	3	3	3	3	4	6
219	2	3	7	6	4	4	4	7	4	4	4	4	6	7	6	7	7	6	6
220	5	4	5	5	5	5	5	6	5	4	4	5	5	5	5	5	5	5	5
221	4	5	5	5	5	5	5	4	3	5	5	4	5	5	5	5	4	5	4
222	4	6	7	7	7	7	7	7	7	5	4	5	5	5	5	5	6	6	6
223	3	1	1	1	1	1	6	5	6	1	5	5	5	3	5	3	3	4	6
224	5	5	5	5	5	5	5	5	7	6	5	5	5	5	4	5	6	5	5

B. Data Responden Penelitian







Lampiran 5:

Analisa Statistik Hasil Penelitian

A. Output Analisa Validitas dan Reliabilitas dengan SPSS 25

```
FACTOR
  /VARIABLES SL1 SL2 SL3 SL4 SL5 SL6 SL7
  /MISSING LISTWISE
  /ANALYSIS SL1 SL2 SL3 SL4 SL5 SL6 SL7
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION
```

Factor Analysis

Correlation Matrix[a]

		SL1	SL2	SL3	SL4	SL5	SL6	SL7
Correlation	SL1	1.000	.207	.077	.148	.083	.190	.069
	SL2	.207	1.000	.639	.504	.478	.479	.602
	SL3	.077	.639	1.000	.551	.404	.389	.617
	SL4	.148	.504	.551	1.000	.476	.456	.515
	SL5	.083	.478	.404	.476	1.000	.675	.540
	SL6	.190	.479	.389	.456	.675	1.000	.447
	SL7	.069	.602	.617	.515	.540	.447	1.000
Sig. (1-tailed)	SL1		.001	.124	.013	.108	.002	.151
	SL2	.001		.000	.000	.000	.000	.000
	SL3	.124	.000		.000	.000	.000	.000
	SL4	.013	.000	.000		.000	.000	.000
	SL5	.108	.000	.000	.000		.000	.000
	SL6	.002	.000	.000	.000	.000		.000
	SL7	.151	.000	.000	.000	.000	.000	

a. Determinant = .060

Inverse of Correlation Matrix

	SL1	SL2	SL3	SL4	SL5	SL6	SL7
SL1	1.083	-.261	.115	-.106	.130	-.204	.087
SL2	-.261	2.138	-.788	-.149	-.164	-.266	-.498
SL3	.115	-.788	2.135	-.507	.114	-.037	-.634
SL4	-.106	-.149	-.507	1.713	-.259	-.211	-.239
SL5	.130	-.164	.114	-.259	2.173	-1.103	-.527
SL6	-.204	-.266	-.037	-.211	-1.103	2.023	-.004
SL7	.087	-.498	-.634	-.239	-.527	-.004	2.094

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.835
Bartlett's Test of Sphericity	Approx. Chi-Square	617.408
	df	21
	Sig.	.000

Anti-image Matrices

		SL1	SL2	SL3	SL4	SL5	SL6
Anti-image Covariance	SL1	.923	-.113	.050	-.057	.055	-.093
	SL2	-.113	.468	-.173	-.041	-.035	-.061
	SL3	.050	-.173	.468	-.139	.025	-.008
	SL4	-.057	-.041	-.139	.584	-.070	-.061
	SL5	.055	-.035	.025	-.070	.460	-.251
	SL6	-.093	-.061	-.008	-.061	-.251	.494
	SL7	.038	-.111	-.142	-.067	-.116	-.001
Anti-image Correlation	SL1	.627[a]	-.171	.075	-.078	.085	-.138
	SL2	-.171	.860[a]	-.369	-.078	-.076	-.128
	SL3	.075	-.369	.822[a]	-.265	.053	-.018
	SL4	-.078	-.078	-.265	.908[a]	-.134	-.113
	SL5	.085	-.076	.053	-.134	.787[a]	-.526
	SL6	-.138	-.128	-.018	-.113	-.526	.797[a]
	SL7	.058	-.235	-.300	-.126	-.247	-.002

Anti-image Matrices

		SL7
Anti-image Covariance	SL1	.038
	SL2	-.111
	SL3	-.142
	SL4	-.067
	SL5	-.116
	SL6	-.001
	SL7	.478
Anti-image Correlation	SL1	.058
	SL2	-.235
	SL3	-.300
	SL4	-.126
	SL5	-.247
	SL6	-.002
	SL7	.870[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
SL1	1.000	.052
SL2	1.000	.649
SL3	1.000	.599
SL4	1.000	.565
SL5	1.000	.581
SL6	1.000	.546
SL7	1.000	.641

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues Total	% of Variance	Cumulative %	Extraction Sums of Squared Loadings Total	% of Variance	Cumulative %
1	3.632	51.886	51.886	3.632	51.886	51.886
2	.999	14.269	66.154			
3	.823	11.764	77.918			
4	.521	7.444	85.363			
5	.405	5.780	91.143			
6	.329	4.705	95.848			
7	.291	4.152	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
SL1	.227
SL2	.806
SL3	.774
SL4	.752
SL5	.762
SL6	.739
SL7	.801

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

Reproduced Correlations

		SL1	SL2	SL3	SL4	SL5	SL6
Reproduced Correlation	SL1	.052[a]	.183	.176	.171	.173	.168
	SL2	.183	.649[a]	.623	.606	.614	.595
	SL3	.176	.623	.599[a]	.582	.590	.572
	SL4	.171	.606	.582	.565[a]	.573	.556
	SL5	.173	.614	.590	.573	.581[a]	.563
	SL6	.168	.595	.572	.556	.563	.546[a]
	SL7	.182	.645	.619	.602	.610	.592
Residual[b]	SL1		.024	-.098	-.022	-.090	.023
	SL2	.024		.016	-.102	-.135	-.117
	SL3	-.098	.016		-.030	-.186	-.183
	SL4	-.022	-.102	-.030		-.097	-.099
	SL5	-.090	-.135	-.186	-.097		.112
	SL6	.023	-.117	-.183	-.099	.112	
	SL7	-.112	-.043	-.002	-.087	-.070	-.144

Reproduced Correlations

		SL7
Reproduced Correlation	SL1	.182
	SL2	.645
	SL3	.619
	SL4	.602
	SL5	.610
	SL6	.592
	SL7	.641[a]
Residual[b]	SL1	-.112
	SL2	-.043
	SL3	-.002
	SL4	-.087
	SL5	-.070
	SL6	-.144
	SL7	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities
b. Residuals are computed between observed and reproduced correlations. There are 14 (66.0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES WO1 WO2 WO3 WO4 WO5 WO6 WO7 WO8 WO9 WO10 WO11 WO12
  /MISSING LISTWISE
  /ANALYSIS WO1 WO2 WO3 WO4 WO5 WO6 WO7 WO8 WO9 WO10 WO11 WO12
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		WO1	WO2	WO3	WO4	WO5	WO6	WO7
Correlation	WO1	1.000	.784	.653	.637	.593	.545	.585
	WO2	.784	1.000	.643	.599	.650	.522	.568
	WO3	.653	.643	1.000	.637	.695	.496	.501
	WO4	.637	.599	.637	1.000	.691	.615	.676
	WO5	.593	.650	.695	.691	1.000	.520	.585
	WO6	.545	.522	.496	.615	.520	1.000	.710
	WO7	.585	.568	.501	.676	.585	.710	1.000
	WO8	.619	.662	.618	.662	.724	.662	.735
	WO9	.711	.675	.647	.636	.691	.646	.589
	WO10	.635	.642	.613	.559	.681	.569	.638
	WO11	.287	.200	.265	.269	.252	.261	.339
	WO12	.536	.491	.428	.539	.472	.444	.491
Sig. (1-tailed)	WO1		.000	.000	.000	.000	.000	.000
	WO2	.000		.000	.000	.000	.000	.000
	WO3	.000	.000		.000	.000	.000	.000
	WO4	.000	.000	.000		.000	.000	.000
	WO5	.000	.000	.000	.000		.000	.000
	WO6	.000	.000	.000	.000	.000		.000
	WO7	.000	.000	.000	.000	.000	.000	
	WO8	.000	.000	.000	.000	.000	.000	.000
	WO9	.000	.000	.000	.000	.000	.000	.000
	WO10	.000	.000	.000	.000	.000	.000	.000
	WO11	.000	.001	.000	.000	.000	.000	.000
	WO12	.000	.000	.000	.000	.000	.000	.000

Correlation Matrix[a]

		WO8	WO9	WO10	WO11	WO12
Correlation	WO1	.619	.711	.635	.287	.536
	WO2	.662	.675	.642	.200	.491
	WO3	.618	.647	.613	.265	.428
	WO4	.662	.636	.559	.269	.539
	WO5	.724	.691	.681	.252	.472
	WO6	.662	.646	.569	.261	.444
	WO7	.735	.589	.638	.339	.491
	WO8	1.000	.774	.731	.409	.519
	WO9	.774	1.000	.764	.369	.503
	WO10	.731	.764	1.000	.321	.481
	WO11	.409	.369	.321	1.000	.306
	WO12	.519	.503	.481	.306	1.000
Sig. (1-tailed)	WO1	.000	.000	.000	.000	.000
	WO2	.000	.000	.000	.001	.000
	WO3	.000	.000	.000	.000	.000
	WO4	.000	.000	.000	.000	.000
	WO5	.000	.000	.000	.000	.000
	WO6	.000	.000	.000	.000	.000
	WO7	.000	.000	.000	.000	.000
	WO8		.000	.000	.000	.000
	WO9	.000		.000	.000	.000
	WO10	.000	.000		.000	.000
	WO11	.000	.000	.000		.000
	WO12	.000	.000	.000	.000	

a. Determinant = .000

Inverse of Correlation Matrix

	WO1	WO2	WO3	WO4	WO5	WO6	WO7	WO8
WO1	3.548	-1.707	-.533	-.416	.397	.044	-.381	.580
WO2	-1.707	3.275	-.289	.105	-.426	.045	-.044	-.608
WO3	-.533	-.289	2.521	-.496	-.772	-.091	.326	-.073
WO4	-.416	.105	-.496	2.937	-.858	-.330	-.819	-.038
WO5	.397	-.426	-.772	-.858	3.186	.298	.017	-.810
WO6	.044	.045	-.091	-.330	.298	2.494	-1.108	-.294
WO7	-.381	-.044	.326	-.819	.017	-1.108	3.275	-1.188
WO8	.580	-.608	-.073	-.038	-.810	-.294	-1.188	4.289
WO9	-.970	-.046	-.103	-.240	-.345	-.834	.943	-1.265
WO10	-.124	-.192	-.263	.521	-.550	.096	-.704	-.401
WO11	-.141	.351	-.096	.072	.170	.153	-.189	-.453
WO12	-.339	-.101	.107	-.377	-.049	-.053	-.059	-.123

Inverse of Correlation Matrix

	WO9	WO10	WO11	WO12
WO1	-.970	-.124	-.141	-.339
WO2	-.046	-.192	.351	-.101
WO3	-.103	-.263	-.096	.107
WO4	-.240	.521	.072	-.377
WO5	-.345	-.550	.170	-.049
WO6	-.834	.096	.153	-.053
WO7	.943	-.704	-.189	-.059
WO8	-1.265	-.401	-.453	-.123
WO9	4.178	-1.240	-.266	.016
WO10	-1.240	3.138	.007	-.124
WO11	-.266	.007	1.294	-.180
WO12	.016	-.124	-.180	1.635

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.927
Bartlett's Test of Sphericity	Approx. Chi-Square	1997.513
	df	66
	Sig.	.000

Anti-image Matrices

		WO1	WO2	WO3	WO4	WO5	WO6
Anti-image Covariance	WO1	.282	-.147	-.060	-.040	.035	.005
	WO2	-.147	.305	-.035	.011	-.041	.006
	WO3	-.060	-.035	.397	-.067	-.096	-.015
	WO4	-.040	.011	-.067	.340	-.092	-.045
	WO5	.035	-.041	-.096	-.092	.314	.038
	WO6	.005	.006	-.015	-.045	.038	.401
	WO7	-.033	-.004	.040	-.085	.002	-.136
	WO8	.038	-.043	-.007	-.003	-.059	-.028
	WO9	-.065	-.003	-.010	-.020	-.026	-.080
	WO10	-.011	-.019	-.033	.057	-.055	.012
	WO11	-.031	.083	-.029	.019	.041	.047
	WO12	-.059	-.019	.026	-.078	-.009	-.013
Anti-image Correlation	WO1	.904[a]	-.501	-.178	-.129	.118	.015
	WO2	-.501	.921[a]	-.101	.034	-.132	.016
	WO3	-.178	-.101	.953[a]	-.182	-.272	-.036
	WO4	-.129	.034	-.182	.935[a]	-.280	-.122
	WO5	.118	-.132	-.272	-.280	.934[a]	.106
	WO6	.015	.016	-.036	-.122	.106	.929[a]
	WO7	-.112	-.013	.114	-.264	.005	-.388
	WO8	.149	-.162	-.022	-.011	-.219	-.090
	WO9	-.252	-.012	-.032	-.068	-.094	-.258
	WO10	-.037	-.060	-.093	.172	-.174	.034
	WO11	-.066	.170	-.053	.037	.084	.085
	WO12	-.141	-.044	.053	-.172	-.022	-.026

Anti-image Matrices

		WO7	WO8	WO9	WO10	WO11	WO12
Anti-image Covariance	WO1	-.033	.038	-.065	-.011	-.031	-.059
	WO2	-.004	-.043	-.003	-.019	.083	-.019
	WO3	.040	-.007	-.010	-.033	-.029	.026
	WO4	-.085	-.003	-.020	.057	.019	-.078
	WO5	.002	-.059	-.026	-.055	.041	-.009
	WO6	-.136	-.028	-.080	.012	.047	-.013
	WO7	.305	-.085	.069	-.068	-.045	-.011
	WO8	-.085	.233	-.071	-.030	-.082	-.018
	WO9	.069	-.071	.239	-.095	-.049	.002
	WO10	-.068	-.030	-.095	.319	.002	-.024
	WO11	-.045	-.082	-.049	.002	.773	-.085
	WO12	-.011	-.018	.002	-.024	-.085	.612
Anti-image Correlation	WO1	-.112	.149	-.252	-.037	-.066	-.141
	WO2	-.013	-.162	-.012	-.060	.170	-.044
	WO3	.114	-.022	-.032	-.093	-.053	.053
	WO4	-.264	-.011	-.068	.172	.037	-.172
	WO5	.005	-.219	-.094	-.174	.084	-.022
	WO6	-.388	-.090	-.258	.034	.085	-.026
	WO7	.892[a]	-.317	.255	-.220	-.092	-.026
	WO8	-.317	.932[a]	-.299	-.109	-.192	-.046
	WO9	.255	-.299	.915[a]	-.343	-.115	.006
	WO10	-.220	-.109	-.343	.942[a]	.003	-.055
	WO11	-.092	-.192	-.115	.003	.890[a]	-.124
	WO12	-.026	-.046	.006	-.055	-.124	.970[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WO1	1.000	.676
WO2	1.000	.659
WO3	1.000	.609
WO4	1.000	.664
WO5	1.000	.677
WO6	1.000	.571
WO7	1.000	.640
WO8	1.000	.770
WO9	1.000	.754
WO10	1.000	.687
WO11	1.000	.176
WO12	1.000	.432

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues Total	% of Variance	Cumulative %	Extraction Sums of Squared Loadings Total	% of Variance	Cumulative %
1	7.314	60.953	60.953	7.314	60.953	60.953
2	.927	7.722	68.675			
3	.706	5.884	74.560			
4	.640	5.331	79.890			
5	.505	4.212	84.103			
6	.460	3.830	87.933			
7	.355	2.960	90.893			
8	.293	2.440	93.333			
9	.267	2.227	95.561			
10	.212	1.767	97.328			
11	.183	1.527	98.855			
12	.137	1.145	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
WO1	.822
WO2	.812
WO3	.781
WO4	.815
WO5	.823
WO6	.755
WO7	.800
WO8	.878
WO9	.868
WO10	.829
WO11	.419
WO12	.657

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

Reproduced Correlations

		WO1	WO2	WO3	WO4	WO5	WO6
Reproduced Correlation	WO1	.676[a]	.667	.642	.670	.677	.621
	WO2	.667	.659[a]	.634	.661	.668	.613
	WO3	.642	.634	.609[a]	.636	.642	.590
	WO4	.670	.661	.636	.664[a]	.671	.615
	WO5	.677	.668	.642	.671	.677[a]	.622
	WO6	.621	.613	.590	.615	.622	.571[a]
	WO7	.658	.649	.625	.652	.658	.604
	WO8	.722	.712	.685	.715	.722	.663
	WO9	.714	.705	.678	.707	.715	.656
	WO10	.682	.673	.647	.675	.682	.626
	WO11	.345	.340	.327	.342	.345	.317
	WO12	.540	.533	.513	.535	.541	.496
Residual[b]	WO1		.116	.012	-.033	-.084	-.076
	WO2	.116		.010	-.062	-.017	-.091
	WO3	.012	.010		.001	.052	-.094
	WO4	-.033	-.062	.001		.021	.000
	WO5	-.084	-.017	.052	.021		-.102
	WO6	-.076	-.091	-.094	.000	-.102	
	WO7	-.073	-.081	-.124	.024	-.073	.106
	WO8	-.103	-.050	-.067	-.053	.002	-.001
	WO9	-.003	-.030	-.031	-.071	-.023	-.010
	WO10	-.046	-.031	-.034	-.116	-.002	-.057
	WO11	-.058	-.140	-.062	-.073	-.093	-.055
	WO12	-.004	-.042	-.085	.003	-.069	-.053

Reproduced Correlations

		WO7	WO8	WO9	WO10	WO11	WO12
Reproduced Correlation	WO1	.658	.722	.714	.682	.345	.540
	WO2	.649	.712	.705	.673	.340	.533
	WO3	.625	.685	.678	.647	.327	.513
	WO4	.652	.715	.707	.675	.342	.535
	WO5	.658	.722	.715	.682	.345	.541
	WO6	.604	.663	.656	.626	.317	.496
	WO7	.640[a]	.702	.695	.663	.335	.526
	WO8	.702	.770[a]	.762	.728	.368	.577
	WO9	.695	.762	.754[a]	.720	.364	.570
	WO10	.663	.728	.720	.687[a]	.347	.545
	WO11	.335	.368	.364	.347	.176[a]	.275
	WO12	.526	.577	.570	.545	.275	.432[a]
Residual[b]	WO1	-.073	-.103	-.003	-.046	-.058	-.004
	WO2	-.081	-.050	-.030	-.031	-.140	-.042
	WO3	-.124	-.067	-.031	-.034	-.062	-.085
	WO4	.024	-.053	-.071	-.116	-.073	.003
	WO5	-.073	.002	-.023	-.002	-.093	-.069
	WO6	.106	-.001	-.010	-.057	-.055	-.053
	WO7		.033	-.106	-.025	.003	-.034
	WO8	.033		.012	.004	.041	-.057
	WO9	-.106	.012		.045	.005	-.067
	WO10	-.025	.004	.045		-.026	-.064
	WO11	.003	.041	.005	-.026		.031
	WO12	-.034	-.057	-.067	-.064	.031	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities
b. Residuals are computed between observed and reproduced correlations. There are 33 (50.0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES WO1 WO2 WO3 WO4 WO5 WO6 WO7 WO8 WO9 WO10 WO12
  /MISSING LISTWISE
  /ANALYSIS WO1 WO2 WO3 WO4 WO5 WO6 WO7 WO8 WO9 WO10 WO12
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		WO1	WO2	WO3	WO4	WO5	WO6	WO7
Correlation	WO1	1.000	.784	.653	.637	.593	.545	.585
	WO2	.784	1.000	.643	.599	.650	.522	.568
	WO3	.653	.643	1.000	.637	.695	.496	.501
	WO4	.637	.599	.637	1.000	.691	.615	.676
	WO5	.593	.650	.695	.691	1.000	.520	.585
	WO6	.545	.522	.496	.615	.520	1.000	.710
	WO7	.585	.568	.501	.676	.585	.710	1.000
	WO8	.619	.662	.618	.662	.724	.662	.735
	WO9	.711	.675	.647	.636	.691	.646	.589
	WO10	.635	.642	.613	.559	.681	.569	.638
	WO12	.536	.491	.428	.539	.472	.444	.491
Sig. (1-tailed)	WO1		.000	.000	.000	.000	.000	.000
	WO2	.000		.000	.000	.000	.000	.000
	WO3	.000	.000		.000	.000	.000	.000
	WO4	.000	.000	.000		.000	.000	.000
	WO5	.000	.000	.000	.000		.000	.000
	WO6	.000	.000	.000	.000	.000		.000
	WO7	.000	.000	.000	.000	.000	.000	
	WO8	.000	.000	.000	.000	.000	.000	.000
	WO9	.000	.000	.000	.000	.000	.000	.000
	WO10	.000	.000	.000	.000	.000	.000	.000
	WO12	.000	.000	.000	.000	.000	.000	.000

Correlation Matrix[a]

		WO8	WO9	WO10	WO12
Correlation	WO1	.619	.711	.635	.536
	WO2	.662	.675	.642	.491
	WO3	.618	.647	.613	.428
	WO4	.662	.636	.559	.539
	WO5	.724	.691	.681	.472
	WO6	.662	.646	.569	.444
	WO7	.735	.589	.638	.491
	WO8	1.000	.774	.731	.519
	WO9	.774	1.000	.764	.503
	WO10	.731	.764	1.000	.481
	WO12	.519	.503	.481	1.000
Sig. (1-tailed)	WO1	.000	.000	.000	.000
	WO2	.000	.000	.000	.000
	WO3	.000	.000	.000	.000
	WO4	.000	.000	.000	.000
	WO5	.000	.000	.000	.000
	WO6	.000	.000	.000	.000
	WO7	.000	.000	.000	.000
	WO8		.000	.000	.000
	WO9	.000		.000	.000
	WO10	.000	.000		.000
	WO12	.000	.000	.000	

a. Determinant = .000

Inverse of Correlation Matrix

	WO1	WO2	WO3	WO4	WO5	WO6	WO7	WO8
WO1	3.532	-1.669	-.544	-.409	.415	.061	-.402	.531
WO2	-1.669	3.180	-.263	.086	-.472	.004	.007	-.485
WO3	-.544	-.263	2.514	-.491	-.759	-.080	.312	-.107
WO4	-.409	.086	-.491	2.933	-.867	-.338	-.809	-.013
WO5	.415	-.472	-.759	-.867	3.163	.278	.042	-.750
WO6	.061	.004	-.080	-.338	.278	2.476	-1.086	-.241
WO7	-.402	.007	.312	-.809	.042	-1.086	3.248	-1.254
WO8	.531	-.485	-.107	-.013	-.750	-.241	-1.254	4.130
WO9	-.999	.026	-.122	-.225	-.310	-.802	.904	-1.358
WO10	-.123	-.194	-.262	.521	-.550	.096	-.703	-.398
WO12	-.359	-.052	.094	-.367	-.026	-.032	-.086	-.186

Inverse of Correlation Matrix

	WO9	WO10	WO12
WO1	-.999	-.123	-.359
WO2	.026	-.194	-.052
WO3	-.122	-.262	.094
WO4	-.225	.521	-.367
WO5	-.310	-.550	-.026
WO6	-.802	.096	-.032
WO7	.904	-.703	-.086
WO8	-1.358	-.398	-.186
WO9	4.123	-1.239	-.021
WO10	-1.239	3.138	-.123
WO12	-.021	-.123	1.610

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.928
Bartlett's Test of Sphericity	Approx. Chi-Square	1944.215
	df	55
	Sig.	.000

Anti-image Matrices

		WO1	WO2	WO3	WO4	WO5	WO6
Anti-image Covariance	WO1	.283	-.149	-.061	-.039	.037	.007
	WO2	-.149	.314	-.033	.009	-.047	.000
	WO3	-.061	-.033	.398	-.067	-.095	-.013
	WO4	-.039	.009	-.067	.341	-.093	-.047
	WO5	.037	-.047	-.095	-.093	.316	.035
	WO6	.007	.000	-.013	-.047	.035	.404
	WO7	-.035	.001	.038	-.085	.004	-.135
	WO8	.036	-.037	-.010	-.001	-.057	-.024
	WO9	-.069	.002	-.012	-.019	-.024	-.079
	WO10	-.011	-.019	-.033	.057	-.055	.012
	WO12	-.063	-.010	.023	-.078	-.005	-.008
Anti-image Correlation	WO1	.901[a]	-.498	-.183	-.127	.124	.020
	WO2	-.498	.929[a]	-.093	.028	-.149	.001
	WO3	-.183	-.093	.954[a]	-.181	-.269	-.032
	WO4	-.127	.028	-.181	.934[a]	-.285	-.125
	WO5	.124	-.149	-.269	-.285	.935[a]	.099
	WO6	.020	.001	-.032	-.125	.099	.932[a]
	WO7	-.119	.002	.109	-.262	.013	-.383
	WO8	.139	-.134	-.033	-.004	-.208	-.075
	WO9	-.262	.007	-.038	-.065	-.086	-.251
	WO10	-.037	-.061	-.093	.172	-.175	.034
	WO12	-.151	-.023	.047	-.169	-.011	-.016

Anti-image Matrices

		WO7	WO8	WO9	WO10	WO12
Anti-image Covariance	WO1	-.035	.036	-.069	-.011	-.063
	WO2	.001	-.037	.002	-.019	-.010
	WO3	.038	-.010	-.012	-.033	.023
	WO4	-.085	-.001	-.019	.057	-.078
	WO5	.004	-.057	-.024	-.055	-.005
	WO6	-.135	-.024	-.079	.012	-.008
	WO7	.308	-.093	.067	-.069	-.016
	WO8	-.093	.242	-.080	-.031	-.028
	WO9	.067	-.080	.243	-.096	-.003
	WO10	-.069	-.031	-.096	.319	-.024
	WO12	-.016	-.028	-.003	-.024	.621
Anti-image Correlation	WO1	-.119	.139	-.262	-.037	-.151
	WO2	.002	-.134	.007	-.061	-.023
	WO3	.109	-.033	-.038	-.093	.047
	WO4	-.262	-.004	-.065	.172	-.169
	WO5	.013	-.208	-.086	-.175	-.011
	WO6	-.383	-.075	-.251	.034	-.016
	WO7	.889[a]	-.342	.247	-.220	-.038
	WO8	-.342	.932[a]	-.329	-.111	-.072
	WO9	.247	-.329	.912[a]	-.344	-.008
	WO10	-.220	-.111	-.344	.940[a]	-.055
	WO12	-.038	-.072	-.008	-.055	.974[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
WO1	1.000	.680
WO2	1.000	.671
WO3	1.000	.614
WO4	1.000	.669
WO5	1.000	.685
WO6	1.000	.574
WO7	1.000	.638
WO8	1.000	.763
WO9	1.000	.751
WO10	1.000	.688
WO12	1.000	.428

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues Total	% of Variance	Cumulative %	Extraction Sums of Squared Loadings Total	% of Variance	Cumulative %
1	7.159	65.083	65.083	7.159	65.083	65.083
2	.738	6.708	71.791			
3	.642	5.839	77.630			
4	.507	4.613	82.242			
5	.482	4.385	86.627			
6	.356	3.236	89.863			
7	.293	2.667	92.530			
8	.269	2.446	94.976			
9	.230	2.087	97.063			
10	.186	1.687	98.750			
11	.137	1.250	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
WO1	.825
WO2	.819
WO3	.783
WO4	.818
WO5	.827
WO6	.758
WO7	.798
WO8	.874
WO9	.867
WO10	.829
WO12	.654

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

Reproduced Correlations

		WO1	WO2	WO3	WO4	WO5	WO6
Reproduced Correlation	WO1	.680[a]	.675	.646	.674	.682	.625
	WO2	.675	.671[a]	.642	.670	.678	.620
	WO3	.646	.642	.614[a]	.641	.648	.594
	WO4	.674	.670	.641	.669[a]	.677	.620
	WO5	.682	.678	.648	.677	.685[a]	.627
	WO6	.625	.620	.594	.620	.627	.574[a]
	WO7	.658	.654	.626	.653	.661	.605
	WO8	.721	.716	.685	.715	.723	.662
	WO9	.715	.710	.679	.709	.717	.656
	WO10	.684	.679	.650	.678	.686	.628
	WO12	.539	.536	.512	.535	.541	.495
Residual[b]	WO1		.108	.007	-.038	-.090	-.080
	WO2	.108		.001	-.071	-.027	-.098
	WO3	.007	.001		-.004	.047	-.098
	WO4	-.038	-.071	-.004		.014	-.005
	WO5	-.090	-.027	.047	.014		-.107
	WO6	-.080	-.098	-.098	-.005	-.107	
	WO7	-.074	-.086	-.125	.023	-.076	.105
	WO8	-.102	-.053	-.067	-.053	.001	.000
	WO9	-.003	-.035	-.032	-.073	-.026	-.010
	WO10	-.048	-.037	-.037	-.119	-.005	-.059
	WO12	-.003	-.044	-.085	.004	-.069	-.052

Reproduced Correlations

		WO7	WO8	WO9	WO10	WO12
Reproduced Correlation	WO1	.658	.721	.715	.684	.539
	WO2	.654	.716	.710	.679	.536
	WO3	.626	.685	.679	.650	.512
	WO4	.653	.715	.709	.678	.535
	WO5	.661	.723	.717	.686	.541
	WO6	.605	.662	.656	.628	.495
	WO7	.638[a]	.698	.692	.662	.522
	WO8	.698	.763[a]	.757	.724	.571
	WO9	.692	.757	.751[a]	.718	.567
	WO10	.662	.724	.718	.688[a]	.542
	WO12	.522	.571	.567	.542	.428[a]
Residual[b]	WO1	-.074	-.102	-.003	-.048	-.003
	WO2	-.086	-.053	-.035	-.037	-.044
	WO3	-.125	-.067	-.032	-.037	-.085
	WO4	.023	-.053	-.073	-.119	.004
	WO5	-.076	.001	-.026	-.005	-.069
	WO6	.105	.000	-.010	-.059	-.052
	WO7		.038	-.103	-.024	-.031
	WO8	.038		.017	.007	-.052
	WO9	-.103	.017		.046	-.063
	WO10	-.024	.007	.046		-.061
	WO12	-.031	-.052	-.063	-.061	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 26 (47.0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
 /VARIABLES TMX1 TMX2 TMX3 TMX4 TMX5 TMX6 TMX7 TMX8
 /MISSING LISTWISE
 /ANALYSIS TMX1 TMX2 TMX3 TMX4 TMX5 TMX6 TMX7 TMX8
 /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
 /CRITERIA MINEIGEN(1) ITERATE(25)
 /EXTRACTION PC
 /ROTATION NOROTATE
 /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		TMX1	TMX2	TMX3	TMX4	TMX5	TMX6	TMX7
Correlation	TMX1	1.000	.598	.593	.406	.325	.433	.420
	TMX2	.598	1.000	.492	.571	.453	.577	.557
	TMX3	.593	.492	1.000	.428	.314	.360	.328
	TMX4	.406	.571	.428	1.000	.511	.559	.637
	TMX5	.325	.453	.314	.511	1.000	.699	.511
	TMX6	.433	.577	.360	.559	.699	1.000	.682
	TMX7	.420	.557	.328	.637	.511	.682	1.000
	TMX8	.383	.333	.345	.271	.238	.362	.472
Sig. (1-tailed)	TMX1		.000	.000	.000	.000	.000	.000
	TMX2	.000		.000	.000	.000	.000	.000
	TMX3	.000	.000		.000	.000	.000	.000
	TMX4	.000	.000	.000		.000	.000	.000
	TMX5	.000	.000	.000	.000		.000	.000
	TMX6	.000	.000	.000	.000	.000		.000
	TMX7	.000	.000	.000	.000	.000	.000	
	TMX8	.000	.000	.000	.000	.000	.000	.000

Correlation Matrix[a]

		TMX8
Correlation	TMX1	.383
	TMX2	.333
	TMX3	.345
	TMX4	.271
	TMX5	.238
	TMX6	.362
	TMX7	.472
	TMX8	1.000
Sig. (1-tailed)	TMX1	.000
	TMX2	.000
	TMX3	.000
	TMX4	.000
	TMX5	.000
	TMX6	.000
	TMX7	.000
	TMX8	

a. Determinant = .022

Inverse of Correlation Matrix

	TMX1	TMX2	TMX3	TMX4	TMX5	TMX6	TMX7	TMX8
TMX1	1.974	-.686	-.724	.057	.052	-.132	-.078	-.220
TMX2	-.686	2.187	-.233	-.446	-.029	-.439	-.268	.028
TMX3	-.724	-.233	1.727	-.369	-.093	.009	.259	-.244
TMX4	.057	-.446	-.369	2.092	-.340	-.037	-.881	.198
TMX5	.052	-.029	-.093	-.340	2.046	-1.244	.009	.074
TMX6	-.132	-.439	.009	-.037	-1.244	2.896	-.978	-.087
TMX7	-.078	-.268	.259	-.881	.009	-.978	2.610	-.613
TMX8	-.220	.028	-.244	.198	.074	-.087	-.613	1.409

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.847
Bartlett's Test of Sphericity	Approx. Chi-Square	836.353
	df	28
	Sig.	.000

Anti-image Matrices

		TMX1	TMX2	TMX3	TMX4	TMX5	TMX6
Anti-image Covariance	TMX1	.507	-.159	-.212	.014	.013	-.023
	TMX2	-.159	.457	-.062	-.098	-.006	-.069
	TMX3	-.212	-.062	.579	-.102	-.026	.002
	TMX4	.014	-.098	-.102	.478	-.080	-.006
	TMX5	.013	-.006	-.026	-.080	.489	-.210
	TMX6	-.023	-.069	.002	-.006	-.210	.345
	TMX7	-.015	-.047	.058	-.161	.002	-.129
	TMX8	-.079	.009	-.100	.067	.026	-.021
Anti-image Correlation	TMX1	.839[a]	-.330	-.392	.028	.026	-.055
	TMX2	-.330	.900[a]	-.120	-.209	-.014	-.174
	TMX3	-.392	-.120	.833[a]	-.194	-.050	.004
	TMX4	.028	-.209	-.194	.867[a]	-.165	-.015
	TMX5	.026	-.014	-.050	-.165	.834[a]	-.511
	TMX6	-.055	-.174	.004	-.015	-.511	.829[a]
	TMX7	-.034	-.112	.122	-.377	.004	-.356
	TMX8	-.132	.016	-.157	.115	.044	-.043

Anti-image Matrices

		TMX7	TMX8
Anti-image Covariance	TMX1	-.015	-.079
	TMX2	-.047	.009
	TMX3	.058	-.100
	TMX4	-.161	.067
	TMX5	.002	.026
	TMX6	-.129	-.021
	TMX7	.383	-.167
	TMX8	-.167	.710
Anti-image Correlation	TMX1	-.034	-.132
	TMX2	-.112	.016
	TMX3	.122	-.157
	TMX4	-.377	.115
	TMX5	.004	.044
	TMX6	-.356	-.043
	TMX7	.830[a]	-.320
	TMX8	-.320	.842[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
TMX1	1.000	.740
TMX2	1.000	.649
TMX3	1.000	.700
TMX4	1.000	.624
TMX5	1.000	.700
TMX6	1.000	.789
TMX7	1.000	.704
TMX8	1.000	.392

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.263	53.283	53.283	4.263	53.283	53.283
2	1.036	12.955	66.238	1.036	12.955	66.238
3	.792	9.905	76.144			
4	.553	6.913	83.056			
5	.478	5.977	89.034			
6	.339	4.239	93.273			
7	.312	3.905	97.178			
8	.226	2.822	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
TMX1	.707	.491
TMX2	.798	.113
TMX3	.647	.531
TMX4	.766	-.192
TMX5	.705	-.451
TMX6	.818	-.346
TMX7	.804	-.240
TMX8	.555	.290

Extraction Method: Principal Component Analysis.[a]
a. 2 components extracted.

Reproduced Correlations

		TMX1	TMX2	TMX3	TMX4	TMX5	TMX6
Reproduced Correlation	TMX1	.740[a]	.619	.718	.447	.277	.409
	TMX2	.619	.649[a]	.576	.590	.512	.614
	TMX3	.718	.576	.700[a]	.394	.217	.346
	TMX4	.447	.590	.394	.624[a]	.627	.694
	TMX5	.277	.512	.217	.627	.700[a]	.733
	TMX6	.409	.614	.346	.694	.733	.789[a]
	TMX7	.450	.615	.393	.662	.675	.741
	TMX8	.534	.475	.513	.369	.260	.354
Residual[b]	TMX1		-.021	-.125	-.041	.048	.024
	TMX2	-.021		-.084	-.019	-.059	-.037
	TMX3	-.125	-.084		.035	.097	.014
	TMX4	-.041	-.019	.035		-.116	-.134
	TMX5	.048	-.059	.097	-.116		-.034
	TMX6	.024	-.037	.014	-.134	-.034	
	TMX7	-.030	-.057	-.065	-.025	-.164	-.058
	TMX8	-.152	-.142	-.168	-.098	-.023	.008

Reproduced Correlations

		TMX7	TMX8
Reproduced Correlation	TMX1	.450	.534
	TMX2	.615	.475
	TMX3	.393	.513
	TMX4	.662	.369
	TMX5	.675	.260
	TMX6	.741	.354
	TMX7	.704[a]	.377
	TMX8	.377	.392[a]
Residual[b]	TMX1	-.030	-.152
	TMX2	-.057	-.142
	TMX3	-.065	-.168
	TMX4	-.025	-.098
	TMX5	-.164	-.023
	TMX6	-.058	.008
	TMX7		.096
	TMX8	.096	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities
b. Residuals are computed between observed and reproduced correlations. There are 15 (53.0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES TMX1 TMX2 TMX4 TMX5 TMX6 TMX7 TMX8
  /MISSING LISTWISE
  /ANALYSIS TMX1 TMX2 TMX4 TMX5 TMX6 TMX7 TMX8
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		TMX1	TMX2	TMX4	TMX5	TMX6	TMX7	TMX8
Correlation	TMX1	1.000	.598	.406	.325	.433	.420	.383
	TMX2	.598	1.000	.571	.453	.577	.557	.333
	TMX4	.406	.571	1.000	.511	.559	.637	.271
	TMX5	.325	.453	.511	1.000	.699	.511	.238
	TMX6	.433	.577	.559	.699	1.000	.682	.362
	TMX7	.420	.557	.637	.511	.682	1.000	.472
	TMX8	.383	.333	.271	.238	.362	.472	1.000
Sig. (1-tailed)	TMX1		.000	.000	.000	.000	.000	.000
	TMX2	.000		.000	.000	.000	.000	.000
	TMX4	.000	.000		.000	.000	.000	.000
	TMX5	.000	.000	.000		.000	.000	.000
	TMX6	.000	.000	.000	.000		.000	.000
	TMX7	.000	.000	.000	.000	.000		.000
	TMX8	.000	.000	.000	.000	.000	.000	

a. Determinant = .038

Inverse of Correlation Matrix

	TMX1	TMX2	TMX4	TMX5	TMX6	TMX7	TMX8
TMX1	1.670	-.784	-.097	.013	-.129	.030	-.322
TMX2	-.784	2.155	-.496	-.041	-.438	-.233	-.005
TMX4	-.097	-.496	2.013	-.360	-.035	-.825	.145
TMX5	.013	-.041	-.360	2.041	-1.244	.023	.061
TMX6	-.129	-.438	-.035	-1.244	2.896	-.979	-.086
TMX7	.030	-.233	-.825	.023	-.979	2.571	-.576
TMX8	-.322	-.005	.145	.061	-.086	-.576	1.374

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.839
Bartlett's Test of Sphericity	Approx. Chi-Square	717.524
	df	21
	Sig.	.000

Anti-image Matrices

		TMX1	TMX2	TMX4	TMX5	TMX6	TMX7
Anti-image Covariance	TMX1	.599	-.218	-.029	.004	-.027	.007
	TMX2	-.218	.464	-.114	-.009	-.070	-.042
	TMX4	-.029	-.114	.497	-.088	-.006	-.159
	TMX5	.004	-.009	-.088	.490	-.210	.004
	TMX6	-.027	-.070	-.006	-.210	.345	-.132
	TMX7	.007	-.042	-.159	.004	-.132	.389
	TMX8	-.140	-.002	.053	.022	-.022	-.163
Anti-image Correlation	TMX1	.836[a]	-.413	-.053	.007	-.058	.015
	TMX2	-.413	.860[a]	-.238	-.020	-.175	-.099
	TMX4	-.053	-.238	.870[a]	-.178	-.015	-.363
	TMX5	.007	-.020	-.178	.824[a]	-.512	.010
	TMX6	-.058	-.175	-.015	-.512	.818[a]	-.359
	TMX7	.015	-.099	-.363	.010	-.359	.835[a]
	TMX8	-.213	-.003	.087	.036	-.043	-.306

Anti-image Matrices

		TMX8
Anti-image Covariance	TMX1	-.140
	TMX2	-.002
	TMX4	.053
	TMX5	.022
	TMX6	-.022
	TMX7	-.163
	TMX8	.728
Anti-image Correlation	TMX1	-.213
	TMX2	-.003
	TMX4	.087
	TMX5	.036
	TMX6	-.043
	TMX7	-.306
	TMX8	.832[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
TMX1	1.000	.449
TMX2	1.000	.628
TMX4	1.000	.597
TMX5	1.000	.529
TMX6	1.000	.712
TMX7	1.000	.693
TMX8	1.000	.303

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues Total	% of Variance	Cumulative %	Extraction Sums of Squared Loadings Total	% of Variance	Cumulative %
1	3.910	55.856	55.856	3.910	55.856	55.856
2	.897	12.811	68.668			
3	.723	10.333	79.000			
4	.544	7.768	86.768			
5	.362	5.176	91.944			
6	.337	4.807	96.751			
7	.227	3.249	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
TMX1	.670
TMX2	.792
TMX4	.772
TMX5	.728
TMX6	.844
TMX7	.833
TMX8	.550

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

Reproduced Correlations

		TMX1	TMX2	TMX4	TMX5	TMX6	TMX7
Reproduced Correlation	TMX1	.449[a]	.531	.517	.487	.565	.558
	TMX2	.531	.628[a]	.612	.576	.668	.660
	TMX4	.517	.612	.597[a]	.562	.652	.643
	TMX5	.487	.576	.562	.529[a]	.614	.606
	TMX6	.565	.668	.652	.614	.712[a]	.702
	TMX7	.558	.660	.643	.606	.702	.693[a]
	TMX8	.369	.436	.425	.400	.464	.458
Residual[b]	TMX1		.067	-.111	-.162	-.132	-.137
	TMX2	.067		-.041	-.124	-.091	-.102
	TMX4	-.111	-.041		-.051	-.092	-.006
	TMX5	-.162	-.124	-.051		.085	-.094
	TMX6	-.132	-.091	-.092	.085		-.020
	TMX7	-.137	-.102	-.006	-.094	-.020	
	TMX8	.014	-.103	-.154	-.163	-.102	.014

Reproduced Correlations

		TMX8
Reproduced Correlation	TMX1	.369
	TMX2	.436
	TMX4	.425
	TMX5	.400
	TMX6	.464
	TMX7	.458
	TMX8	.303[a]
Residual[b]	TMX1	.014
	TMX2	-.103
	TMX4	-.154
	TMX5	-.163
	TMX6	-.102
	TMX7	.014
	TMX8	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities
b. Residuals are computed between observed and reproduced correlations. There are 16 (76.0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
 /VARIABLES TI1 TI2 TI3 TI4 TI5 TI6 TI7
 /MISSING LISTWISE
 /ANALYSIS TI1 TI2 TI3 TI4 TI5 TI6 TI7
 /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
 /CRITERIA MINEIGEN(1) ITERATE(25)
 /EXTRACTION PC
 /ROTATION NOROTATE
 /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		TI1	TI2	TI3	TI4	TI5	TI6	TI7
Correlation	TI1	1.000	.471	.324	-.031	.070	.408	.319
	TI2	.471	1.000	.315	-.144	-.105	.313	.368
	TI3	.324	.315	1.000	-.063	.035	.243	.162
	TI4	-.031	-.144	-.063	1.000	.624	-.153	-.142
	TI5	.070	-.105	.035	.624	1.000	-.171	-.108
	TI6	.408	.313	.243	-.153	-.171	1.000	.321
	TI7	.319	.368	.162	-.142	-.108	.321	1.000
Sig. (1-tailed)	TI1		.000	.000	.324	.149	.000	.000
	TI2	.000		.000	.015	.058	.000	.000
	TI3	.000	.000		.176	.304	.000	.008
	TI4	.324	.015	.176		.000	.011	.017
	TI5	.149	.058	.304	.000		.005	.053
	TI6	.000	.000	.000	.011	.005		.000
	TI7	.000	.000	.008	.017	.053	.000	

a. Determinant = .241

Inverse of Correlation Matrix

	TI1	TI2	TI3	TI4	TI5	TI6	TI7
TI1	1.539	-.492	-.206	.044	-.267	-.408	-.167
TI2	-.492	1.459	-.234	.054	.117	-.075	-.298
TI3	-.206	-.234	1.185	.098	-.136	-.140	.004
TI4	.044	.054	.098	1.672	-1.037	-.006	.078
TI5	-.267	.117	-.136	-1.037	1.726	.234	.028
TI6	-.408	-.075	-.140	-.006	.234	1.335	-.224
TI7	-.167	-.298	.004	.078	.028	-.224	1.248

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.671
Bartlett's Test of Sphericity	Approx. Chi-Square	313.105
	df	21
	Sig.	.000

Anti-image Matrices

		TI1	TI2	TI3	TI4	TI5	TI6
Anti-image Covariance	TI1	.650	-.219	-.113	.017	-.101	-.199
	TI2	-.219	.685	-.135	.022	.046	-.039
	TI3	-.113	-.135	.844	.049	-.066	-.088
	TI4	.017	.022	.049	.598	-.359	-.003
	TI5	-.101	.046	-.066	-.359	.580	.101
	TI6	-.199	-.039	-.088	-.003	.101	.749
	TI7	-.087	-.164	.003	.038	.013	-.134
Anti-image Correlation	TI1	.702[a]	-.328	-.153	.027	-.164	-.285
	TI2	-.328	.748[a]	-.178	.035	.074	-.054
	TI3	-.153	-.178	.784[a]	.069	-.095	-.111
	TI4	.027	.035	.069	.545[a]	-.610	-.004
	TI5	-.164	.074	-.095	-.610	.505[a]	.154
	TI6	-.285	-.054	-.111	-.004	.154	.761[a]
	TI7	-.121	-.221	.003	.054	.019	-.173

Anti-image Matrices

		TI7
Anti-image Covariance	TI1	-.087
	TI2	-.164
	TI3	.003
	TI4	.038
	TI5	.013
	TI6	-.134
	TI7	.801
Anti-image Correlation	TI1	-.121
	TI2	-.221
	TI3	.003
	TI4	.054
	TI5	.019
	TI6	-.173
	TI7	.805[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
TI1	1.000	.632
TI2	1.000	.558
TI3	1.000	.353
TI4	1.000	.775
TI5	1.000	.818
TI6	1.000	.464
TI7	1.000	.398

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.406	34.373	34.373	2.406	34.373	34.373
2	1.592	22.744	57.117	1.592	22.744	57.117
3	.832	11.882	68.999			
4	.702	10.036	79.035			
5	.630	9.000	88.035			
6	.487	6.961	94.996			
7	.350	5.004	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
TI1	.699	.379
TI2	.731	.151
TI3	.525	.279
TI4	-.389	.790
TI5	-.311	.849
TI6	.680	.031
TI7	.629	.046

Extraction Method: Principal Component Analysis.[a]
a. 2 components extracted.

Reproduced Correlations

		TI1	TI2	TI3	TI4	TI5	TI6
Reproduced Correlation	TI1	.632[a]	.569	.473	.027	.104	.487
	TI2	.569	.558[a]	.426	-.165	-.099	.502
	TI3	.473	.426	.353[a]	.016	.074	.365
	TI4	.027	-.165	.016	.775[a]	.792	-.241
	TI5	.104	-.099	.074	.792	.818[a]	-.186
	TI6	.487	.502	.365	-.241	-.186	.464[a]
	TI7	.457	.467	.343	-.209	-.157	.429
Residual[b]	TI1		-.097	-.148	-.057	-.034	-.079
	TI2	-.097		-.111	.021	-.006	-.189
	TI3	-.148	-.111		-.079	-.039	-.123
	TI4	-.057	.021	-.079		-.168	.088
	TI5	-.034	-.006	-.039	-.168		.014
	TI6	-.079	-.189	-.123	.088	.014	
	TI7	-.139	-.099	-.181	.066	.049	-.108

Reproduced Correlations

		TI7
Reproduced Correlation	TI1	.457
	TI2	.467
	TI3	.343
	TI4	-.209
	TI5	-.157
	TI6	.429
	TI7	.398[a]
Residual[b]	TI1	-.139
	TI2	-.099
	TI3	-.181
	TI4	.066
	TI5	.049
	TI6	-.108
	TI7	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities
b. Residuals are computed between observed and reproduced correlations. There are 15 (71.0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES TI1 TI2 TI3 TI4 TI6 TI7
  /MISSING LISTWISE
  /ANALYSIS TI1 TI2 TI3 TI4 TI6 TI7
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		TI1	TI2	TI3	TI4	TI6	TI7
Correlation	TI1	1.000	.471	.324	-.031	.408	.319
	TI2	.471	1.000	.315	-.144	.313	.368
	TI3	.324	.315	1.000	-.063	.243	.162
	TI4	-.031	-.144	-.063	1.000	-.153	-.142
	TI6	.408	.313	.243	-.153	1.000	.321
	TI7	.319	.368	.162	-.142	.321	1.000
Sig. (1-tailed)	TI1		.000	.000	.324	.000	.000
	TI2	.000		.000	.015	.000	.000
	TI3	.000	.000		.176	.000	.008
	TI4	.324	.015	.176		.011	.017
	TI6	.000	.000	.000	.011		.000
	TI7	.000	.000	.008	.017	.000	

a. Determinant = .415

Inverse of Correlation Matrix

	TI1	TI2	TI3	TI4	TI6	TI7
TI1	1.497	-.474	-.227	-.117	-.372	-.163
TI2	-.474	1.451	-.225	.124	-.091	-.300
TI3	-.227	-.225	1.174	.016	-.122	.006
TI4	-.117	.124	.016	1.050	.135	.095
TI6	-.372	-.091	-.122	.135	1.304	-.228
TI7	-.163	-.300	.006	.095	-.228	1.248

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.756
Bartlett's Test of Sphericity	Approx. Chi-Square	193.471
	df	15
	Sig.	.000

Anti-image Matrices

		TI1	TI2	TI3	TI4	TI6	TI7
Anti-image Covariance	TI1	.668	-.218	-.129	-.074	-.191	-.087
	TI2	-.218	.689	-.132	.082	-.048	-.166
	TI3	-.129	-.132	.852	.013	-.079	.004
	TI4	-.074	.082	.013	.953	.098	.073
	TI6	-.191	-.048	-.079	.098	.767	-.140
	TI7	-.087	-.166	.004	.073	-.140	.801
Anti-image Correlation	TI1	.724[a]	-.322	-.171	-.093	-.266	-.119
	TI2	-.322	.745[a]	-.172	.101	-.066	-.223
	TI3	-.171	-.172	.810[a]	.015	-.098	.005
	TI4	-.093	.101	.015	.639[a]	.115	.083
	TI6	-.266	-.066	-.098	.115	.776[a]	-.179
	TI7	-.119	-.223	.005	.083	-.179	.790[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
TI1	1.000	.636
TI2	1.000	.558
TI3	1.000	.394
TI4	1.000	.880
TI6	1.000	.462
TI7	1.000	.432

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.358	39.308	39.308	2.358	39.308	39.308
2	1.004	16.728	56.036	1.004	16.728	56.036
3	.827	13.779	69.814			
4	.701	11.682	81.497			
5	.628	10.473	91.970			
6	.482	8.030	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
TI1	.750	.273
TI2	.745	.047
TI3	.560	.284
TI4	-.264	.900
TI6	.676	-.070
TI7	.632	-.178

Extraction Method: Principal Component Analysis.[a]

a. 2 components extracted.

Reproduced Correlations

		TI1	TI2	TI3	TI4	TI6	TI7
Reproduced Correlation	TI1	.636[a]	.571	.497	.047	.488	.425
	TI2	.571	.558[a]	.431	-.155	.501	.463
	TI3	.497	.431	.394[a]	.107	.359	.304
	TI4	.047	-.155	.107	.880[a]	-.242	-.328
	TI6	.488	.501	.359	-.242	.462[a]	.440
	TI7	.425	.463	.304	-.328	.440	.432[a]
Residual[b]	TI1		-.100	-.173	-.078	-.080	-.107
	TI2	-.100		-.116	.011	-.188	-.095
	TI3	-.173	-.116		-.170	-.116	-.142
	TI4	-.078	.011	-.170		.089	.185
	TI6	-.080	-.188	-.116	.089		-.119
	TI7	-.107	-.095	-.142	.185	-.119	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities
b. Residuals are computed between observed and reproduced correlations. There are 14 (93.0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES TI1 TI2 TI3 TI6 TI7
  /MISSING LISTWISE
  /ANALYSIS TI1 TI2 TI3 TI6 TI7
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		TI1	TI2	TI3	TI6	TI7
Correlation	TI1	1.000	.471	.324	.408	.319
	TI2	.471	1.000	.315	.313	.368
	TI3	.324	.315	1.000	.243	.162
	TI6	.408	.313	.243	1.000	.321
	TI7	.319	.368	.162	.321	1.000
Sig. (1-tailed)	TI1		.000	.000	.000	.000
	TI2	.000		.000	.000	.000
	TI3	.000	.000		.000	.008
	TI6	.000	.000	.000		.000
	TI7	.000	.000	.008	.000	

a. Determinant = .436

Inverse of Correlation Matrix

	TI1	TI2	TI3	TI6	TI7
TI1	1.484	-.460	-.225	-.357	-.152
TI2	-.460	1.436	-.227	-.107	-.311
TI3	-.225	-.227	1.174	-.124	.005
TI6	-.357	-.107	-.124	1.286	-.240
TI7	-.152	-.311	.005	-.240	1.239

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.764
Bartlett's Test of Sphericity	Approx. Chi-Square	183.104
	df	10
	Sig.	.000

Anti-image Matrices

		TI1	TI2	TI3	TI6	TI7
Anti-image Covariance	TI1	.674	-.216	-.129	-.187	-.083
	TI2	-.216	.696	-.135	-.058	-.175
	TI3	-.129	-.135	.852	-.082	.003
	TI6	-.187	-.058	-.082	.777	-.150
	TI7	-.083	-.175	.003	-.150	.807
Anti-image Correlation	TI1	.741[a]	-.315	-.171	-.259	-.112
	TI2	-.315	.744[a]	-.175	-.079	-.233
	TI3	-.171	-.175	.806[a]	-.101	.004
	TI6	-.259	-.079	-.101	.781[a]	-.190
	TI7	-.112	-.233	.004	-.190	.781[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
TI1	1.000	.589
TI2	1.000	.557
TI3	1.000	.324
TI6	1.000	.453
TI7	1.000	.395

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.317	46.345	46.345	2.317	46.345	46.345
2	.849	16.979	63.323			
3	.701	14.019	77.342			
4	.635	12.707	90.050			
5	.498	9.950	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
TI1	.767
TI2	.746
TI3	.569
TI6	.673
TI7	.628

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

Reproduced Correlations

		TI1	TI2	TI3	TI6	TI7
Reproduced Correlation	TI1	.589[a]	.573	.437	.516	.482
	TI2	.573	.557[a]	.425	.502	.469
	TI3	.437	.425	.324[a]	.383	.357
	TI6	.516	.502	.383	.453[a]	.423
	TI7	.482	.469	.357	.423	.395[a]
Residual[b]	TI1		-.102	-.112	-.109	-.163
	TI2	-.102		-.109	-.189	-.101
	TI3	-.112	-.109		-.140	-.196
	TI6	-.109	-.189	-.140		-.102
	TI7	-.163	-.101	-.196	-.102	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities
b. Residuals are computed between observed and reproduced correlations. There are 10 (100.0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
 /VARIABLES TP1 TP2 TP3 TP4 TP5 TP6 TP7
 /MISSING LISTWISE
 /ANALYSIS TP1 TP2 TP3 TP4 TP5 TP6 TP7
 /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
 /CRITERIA MINEIGEN(1) ITERATE(25)
 /EXTRACTION PC
 /ROTATION NOROTATE
 /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		TP1	TP2	TP3	TP4	TP5	TP6	TP7
Correlation	TP1	1.000	.803	.704	.650	.483	.597	.548
	TP2	.803	1.000	.749	.726	.479	.559	.556
	TP3	.704	.749	1.000	.738	.592	.542	.504
	TP4	.650	.726	.738	1.000	.580	.522	.579
	TP5	.483	.479	.592	.580	1.000	.442	.377
	TP6	.597	.559	.542	.522	.442	1.000	.680
	TP7	.548	.556	.504	.579	.377	.680	1.000
Sig. (1-tailed)	TP1		.000	.000	.000	.000	.000	.000
	TP2	.000		.000	.000	.000	.000	.000
	TP3	.000	.000		.000	.000	.000	.000
	TP4	.000	.000	.000		.000	.000	.000
	TP5	.000	.000	.000	.000		.000	.000
	TP6	.000	.000	.000	.000	.000		.000
	TP7	.000	.000	.000	.000	.000	.000	

a. Determinant = .009

Inverse of Correlation Matrix

	TP1	TP2	TP3	TP4	TP5	TP6	TP7
TP1	3.251	-1.800	-.519	-.021	-.120	-.513	-.112
TP2	-1.800	3.851	-.944	-.908	.207	-.051	-.197
TP3	-.519	-.944	3.153	-.928	-.576	-.213	.120
TP4	-.021	-.908	-.928	2.961	-.553	.143	-.619
TP5	-.120	.207	-.576	-.553	1.698	-.261	.097
TP6	-.513	-.051	-.213	.143	-.261	2.227	-1.083
TP7	-.112	-.197	.120	-.619	.097	-1.083	2.169

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.880
Bartlett's Test of Sphericity	Approx. Chi-Square	1030.898
	df	21
	Sig.	.000

Anti-image Matrices

		TP1	TP2	TP3	TP4	TP5	TP6
Anti-image Covariance	TP1	.308	-.144	-.051	-.002	-.022	-.071
	TP2	-.144	.260	-.078	-.080	.032	-.006
	TP3	-.051	-.078	.317	-.099	-.107	-.030
	TP4	-.002	-.080	-.099	.338	-.110	.022
	TP5	-.022	.032	-.107	-.110	.589	-.069
	TP6	-.071	-.006	-.030	.022	-.069	.449
	TP7	-.016	-.024	.017	-.096	.026	-.224
Anti-image Correlation	TP1	.883[a]	-.509	-.162	-.007	-.051	-.191
	TP2	-.509	.861[a]	-.271	-.269	.081	-.017
	TP3	-.162	-.271	.905[a]	-.304	-.249	-.080
	TP4	-.007	-.269	-.304	.894[a]	-.247	.056
	TP5	-.051	.081	-.249	-.247	.907[a]	-.134
	TP6	-.191	-.017	-.080	.056	-.134	.860[a]
	TP7	-.042	-.068	.046	-.244	.051	-.493

Anti-image Matrices

		TP7
Anti-image Covariance	TP1	-.016
	TP2	-.024
	TP3	.017
	TP4	-.096
	TP5	.026
	TP6	-.224
	TP7	.461
Anti-image Correlation	TP1	-.042
	TP2	-.068
	TP3	.046
	TP4	-.244
	TP5	.051
	TP6	-.493
	TP7	.852[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
TP1	1.000	.732
TP2	1.000	.763
TP3	1.000	.743
TP4	1.000	.729
TP5	1.000	.472
TP6	1.000	.580
TP7	1.000	.554

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.574	65.338	65.338	4.574	65.338	65.338
2	.755	10.783	76.121			
3	.593	8.466	84.587			
4	.389	5.555	90.142			
5	.280	4.007	94.149			
6	.232	3.315	97.465			
7	.177	2.535	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
TP1	.856
TP2	.874
TP3	.862
TP4	.854
TP5	.687
TP6	.762
TP7	.744

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

Reproduced Correlations

		TP1	TP2	TP3	TP4	TP5	TP6
Reproduced Correlation	TP1	.732[a]	.747	.738	.731	.588	.652
	TP2	.747	.763[a]	.753	.746	.600	.665
	TP3	.738	.753	.743[a]	.736	.592	.657
	TP4	.731	.746	.736	.729[a]	.587	.650
	TP5	.588	.600	.592	.587	.472[a]	.523
	TP6	.652	.665	.657	.650	.523	.580[a]
	TP7	.637	.650	.642	.636	.511	.567
Residual[b]	TP1		.056	-.034	-.081	-.105	-.055
	TP2	.056		-.004	-.020	-.121	-.106
	TP3	-.034	-.004		.001	.000	-.115
	TP4	-.081	-.020	.001		-.007	-.129
	TP5	-.105	-.121	.000	-.007		-.081
	TP6	-.055	-.106	-.115	-.129	-.081	
	TP7	-.089	-.094	-.138	-.057	-.134	.113

Reproduced Correlations

		TP7
Reproduced Correlation	TP1	.637
	TP2	.650
	TP3	.642
	TP4	.636
	TP5	.511
	TP6	.567
	TP7	.554[a]
Residual[b]	TP1	-.089
	TP2	-.094
	TP3	-.138
	TP4	-.057
	TP5	-.134
	TP6	.113
	TP7	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities
b. Residuals are computed between observed and reproduced correlations. There are 15 (71.0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES TMXTI1 TMXTI2 TMXTI3 TMXTI4 TMXTI5 TMXTI6 TMXTI7
  /MISSING LISTWISE
  /ANALYSIS TMXTI1 TMXTI2 TMXTI3 TMXTI4 TMXTI5 TMXTI6 TMXTI7
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		TMXTI1	TMXTI2	TMXTI3	TMXTI4	TMXTI5	TMXTI6
Correlation	TMXTI1	1.000	.800	.739	.372	.481	.679
	TMXTI2	.800	1.000	.707	.290	.364	.658
	TMXTI3	.739	.707	1.000	.331	.441	.612
	TMXTI4	.372	.290	.331	1.000	.735	.181
	TMXTI5	.481	.364	.441	.735	1.000	.226
	TMXTI6	.679	.658	.612	.181	.226	1.000
	TMXTI7	.743	.748	.626	.282	.359	.611
Sig. (1-tailed)	TMXTI1		.000	.000	.000	.000	.000
	TMXTI2	.000		.000	.000	.000	.000
	TMXTI3	.000	.000		.000	.000	.000
	TMXTI4	.000	.000	.000		.000	.003
	TMXTI5	.000	.000	.000	.000		.000
	TMXTI6	.000	.000	.000	.003	.000	
	TMXTI7	.000	.000	.000	.000	.000	.000

Correlation Matrix[a]

		TMXTI7
Correlation	TMXTI1	.743
	TMXTI2	.748
	TMXTI3	.626
	TMXTI4	.282
	TMXTI5	.359
	TMXTI6	.611
	TMXTI7	1.000
Sig. (1-tailed)	TMXTI1	.000
	TMXTI2	.000
	TMXTI3	.000
	TMXTI4	.000
	TMXTI5	.000
	TMXTI6	.000
	TMXTI7	

a. Determinant = .009

Inverse of Correlation Matrix

	TMXTI1	TMXTI2	TMXTI3	TMXTI4	TMXTI5	TMXTI6	TMXTI7
TMXTI1	4.194	-1.401	-.819	-.024	-.654	-.750	-.855
TMXTI2	-1.401	3.564	-.665	-.060	.168	-.398	-1.009
TMXTI3	-.819	-.665	2.564	.044	-.389	-.426	-.113
TMXTI4	-.024	-.060	.044	2.176	-1.580	.000	-.011
TMXTI5	-.654	.168	-.389	-1.580	2.533	.316	-.053
TMXTI6	-.750	-.398	-.426	.000	.316	2.144	-.301
TMXTI7	-.855	-1.009	-.113	-.011	-.053	-.301	2.667

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.858
Bartlett's Test of Sphericity	Approx. Chi-Square	1032.536
	df	21
	Sig.	.000

Anti-image Matrices

		TMXTI1	TMXTI2	TMXTI3	TMXTI4	TMXTI5	TMXTI6
Anti-image Covariance	TMXTI1	.238	-.094	-.076	-.003	-.062	-.083
	TMXTI2	-.094	.281	-.073	-.008	.019	-.052
	TMXTI3	-.076	-.073	.390	.008	-.060	-.078
	TMXTI4	-.003	-.008	.008	.460	-.287	7.790E-5
	TMXTI5	-.062	.019	-.060	-.287	.395	.058
	TMXTI6	-.083	-.052	-.078	7.790E-5	.058	.466
	TMXTI7	-.076	-.106	-.017	-.002	-.008	-.053
Anti-image Correlation	TMXTI1	.877[a]	-.362	-.250	-.008	-.201	-.250
	TMXTI2	-.362	.883[a]	-.220	-.022	.056	-.144
	TMXTI3	-.250	-.220	.926[a]	.019	-.153	-.182
	TMXTI4	-.008	-.022	.019	.684[a]	-.673	.000
	TMXTI5	-.201	.056	-.153	-.673	.703[a]	.136
	TMXTI6	-.250	-.144	-.182	.000	.136	.920[a]
	TMXTI7	-.256	-.327	-.043	-.005	-.020	-.126

Anti-image Matrices

		TMXTI7
Anti-image Covariance	TMXTI1	-.076
	TMXTI2	-.106
	TMXTI3	-.017
	TMXTI4	-.002
	TMXTI5	-.008
	TMXTI6	-.053
	TMXTI7	.375
Anti-image Correlation	TMXTI1	-.256
	TMXTI2	-.327
	TMXTI3	-.043
	TMXTI4	-.005
	TMXTI5	-.020
	TMXTI6	-.126
	TMXTI7	.916[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
TMXTI1	1.000	.844
TMXTI2	1.000	.817
TMXTI3	1.000	.721
TMXTI4	1.000	.864
TMXTI5	1.000	.866
TMXTI6	1.000	.706
TMXTI7	1.000	.738

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.231	60.438	60.438	4.231	60.438	60.438
2	1.325	18.927	79.365	1.325	18.927	79.365
3	.400	5.708	85.074			
4	.370	5.284	90.358			
5	.255	3.648	94.006			
6	.240	3.422	97.428			
7	.180	2.572	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
TMXTI1	.912	-.109
TMXTI2	.874	-.229
TMXTI3	.843	-.100
TMXTI4	.525	.767
TMXTI5	.614	.699
TMXTI6	.759	-.360
TMXTI7	.833	-.209

Extraction Method: Principal Component Analysis.[a]
a. 2 components extracted.

Reproduced Correlations

		TMXTI1	TMXTI2	TMXTI3	TMXTI4	TMXTI5	TMXTI6
Reproduced Correlation	TMXTI1	.844[a]	.823	.780	.395	.484	.732
	TMXTI2	.823	.817[a]	.760	.283	.377	.746
	TMXTI3	.780	.760	.721[a]	.366	.448	.676
	TMXTI4	.395	.283	.366	.864[a]	.858	.122
	TMXTI5	.484	.377	.448	.858	.866[a]	.215
	TMXTI6	.732	.746	.676	.122	.215	.706[a]
	TMXTI7	.783	.776	.723	.277	.366	.708
Residual[b]	TMXTI1		-.022	-.041	-.023	-.003	-.053
	TMXTI2	-.022		-.052	.007	-.013	-.089
	TMXTI3	-.041	-.052		-.035	-.007	-.064
	TMXTI4	-.023	.007	-.035		-.124	.059
	TMXTI5	-.003	-.013	-.007	-.124		.012
	TMXTI6	-.053	-.089	-.064	.059	.012	
	TMXTI7	-.040	-.029	-.097	.005	-.007	-.097

Reproduced Correlations

		TMXTI7
Reproduced Correlation	TMXTI1	.783
	TMXTI2	.776
	TMXTI3	.723
	TMXTI4	.277
	TMXTI5	.366
	TMXTI6	.708
	TMXTI7	.738[a]
Residual[b]	TMXTI1	-.040
	TMXTI2	-.029
	TMXTI3	-.097
	TMXTI4	.005
	TMXTI5	-.007
	TMXTI6	-.097
	TMXTI7	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities
b. Residuals are computed between observed and reproduced correlations. There are 8 (38.0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES TMXTI1 TMXTI2 TMXTI3 TMXTI4 TMXTI6 TMXTI7
  /MISSING LISTWISE
  /ANALYSIS TMXTI1 TMXTI2 TMXTI3 TMXTI4 TMXTI6 TMXTI7
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		TMXTI1	TMXTI2	TMXTI3	TMXTI4	TMXTI6	TMXTI7
Correlation	TMXTI1	1.000	.800	.739	.372	.679	.743
	TMXTI2	.800	1.000	.707	.290	.658	.748
	TMXTI3	.739	.707	1.000	.331	.612	.626
	TMXTI4	.372	.290	.331	1.000	.181	.282
	TMXTI6	.679	.658	.612	.181	1.000	.611
	TMXTI7	.743	.748	.626	.282	.611	1.000
Sig. (1-tailed)	TMXTI1		.000	.000	.000	.000	.000
	TMXTI2	.000		.000	.000	.000	.000
	TMXTI3	.000	.000		.000	.000	.000
	TMXTI4	.000	.000	.000		.003	.000
	TMXTI6	.000	.000	.000	.003		.000
	TMXTI7	.000	.000	.000	.000	.000	

a. Determinant = .023

Inverse of Correlation Matrix

	TMXTI1	TMXTI2	TMXTI3	TMXTI4	TMXTI6	TMXTI7
TMXTI1	4.025	-1.357	-.919	-.432	-.668	-.869
TMXTI2	-1.357	3.553	-.639	.045	-.419	-1.005
TMXTI3	-.919	-.639	2.505	-.199	-.378	-.121
TMXTI4	-.432	.045	-.199	1.190	.198	-.044
TMXTI6	-.668	-.419	-.378	.198	2.105	-.295
TMXTI7	-.869	-1.005	-.121	-.044	-.295	2.666

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.894
Bartlett's Test of Sphericity	Approx. Chi-Square	829.447
	df	15
	Sig.	.000

Anti-image Matrices

		TMXTI1	TMXTI2	TMXTI3	TMXTI4	TMXTI6	TMXTI7
Anti-image Covariance	TMXTI1	.248	-.095	-.091	-.090	-.079	-.081
	TMXTI2	-.095	.281	-.072	.011	-.056	-.106
	TMXTI3	-.091	-.072	.399	-.067	-.072	-.018
	TMXTI4	-.090	.011	-.067	.840	.079	-.014
	TMXTI6	-.079	-.056	-.072	.079	.475	-.053
	TMXTI7	-.081	-.106	-.018	-.014	-.053	.375
Anti-image Correlation	TMXTI1	.862[a]	-.359	-.289	-.197	-.230	-.265
	TMXTI2	-.359	.879[a]	-.214	.022	-.153	-.327
	TMXTI3	-.289	-.214	.918[a]	-.115	-.165	-.047
	TMXTI4	-.197	.022	-.115	.866[a]	.125	-.025
	TMXTI6	-.230	-.153	-.165	.125	.926[a]	-.125
	TMXTI7	-.265	-.327	-.047	-.025	-.125	.909[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
TMXTI1	1.000	.843
TMXTI2	1.000	.806
TMXTI3	1.000	.720
TMXTI4	1.000	.188
TMXTI6	1.000	.637
TMXTI7	1.000	.729

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.922	65.375	65.375	3.922	65.375	65.375
2	.881	14.687	80.062			
3	.400	6.659	86.721			
4	.366	6.106	92.827			
5	.240	4.002	96.830			
6	.190	3.170	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
TMXTI1	.918
TMXTI2	.898
TMXTI3	.849
TMXTI4	.434
TMXTI6	.798
TMXTI7	.854

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

Reproduced Correlations

		TMXTI1	TMXTI2	TMXTI3	TMXTI4	TMXTI6	TMXTI7
Reproduced Correlation	TMXTI1	.843[a]	.824	.779	.398	.733	.784
	TMXTI2	.824	.806[a]	.762	.389	.717	.766
	TMXTI3	.779	.762	.720[a]	.368	.677	.724
	TMXTI4	.398	.389	.368	.188[a]	.346	.370
	TMXTI6	.733	.717	.677	.346	.637[a]	.681
	TMXTI7	.784	.766	.724	.370	.681	.729[a]
Residual[b]	TMXTI1		-.024	-.040	-.026	-.054	-.041
	TMXTI2	-.024		-.054	-.099	-.059	-.019
	TMXTI3	-.040	-.054		-.037	-.066	-.098
	TMXTI4	-.026	-.099	-.037		-.165	-.088
	TMXTI6	-.054	-.059	-.066	-.165		-.070
	TMXTI7	-.041	-.019	-.098	-.088	-.070	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities
b. Residuals are computed between observed and reproduced correlations. There are 9 (60.0%) nonredundant residuals with absolute values greater than 0.05.

```
FACTOR
  /VARIABLES TMXTI1 TMXTI2 TMXTI3 TMXTI6 TMXTI7
  /MISSING LISTWISE
  /ANALYSIS TMXTI1 TMXTI2 TMXTI3 TMXTI6 TMXTI7
  /PRINT INITIAL CORRELATION SIG DET KMO INV REPR AIC EXTRACTION
  /CRITERIA MINEIGEN(1) ITERATE(25)
  /EXTRACTION PC
  /ROTATION NOROTATE
  /METHOD=CORRELATION.
```

Factor Analysis

Correlation Matrix[a]

		TMXTI1	TMXTI2	TMXTI3	TMXTI6	TMXTI7
Correlation	TMXTI1	1.000	.800	.739	.679	.743
	TMXTI2	.800	1.000	.707	.658	.748
	TMXTI3	.739	.707	1.000	.612	.626
	TMXTI6	.679	.658	.612	1.000	.611
	TMXTI7	.743	.748	.626	.611	1.000
Sig. (1-tailed)	TMXTI1		.000	.000	.000	.000
	TMXTI2	.000		.000	.000	.000
	TMXTI3	.000	.000		.000	.000
	TMXTI6	.000	.000	.000		.000
	TMXTI7	.000	.000	.000	.000	

a. Determinant = .028

Inverse of Correlation Matrix

	TMXTI1	TMXTI2	TMXTI3	TMXTI6	TMXTI7
TMXTI1	3.868	-1.341	-.991	-.596	-.885
TMXTI2	-1.341	3.551	-.632	-.426	-1.004
TMXTI3	-.991	-.632	2.471	-.345	-.129
TMXTI6	-.596	-.426	-.345	2.072	-.288
TMXTI7	-.885	-1.004	-.129	-.288	2.664

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.894
Bartlett's Test of Sphericity	Approx. Chi-Square	792.321
	df	10
	Sig.	.000

Anti-image Matrices

		TMXTI1	TMXTI2	TMXTI3	TMXTI6	TMXTI7
Anti-image Covariance	TMXTI1	.259	-.098	-.104	-.074	-.086
	TMXTI2	-.098	.282	-.072	-.058	-.106
	TMXTI3	-.104	-.072	.405	-.067	-.020
	TMXTI6	-.074	-.058	-.067	.483	-.052
	TMXTI7	-.086	-.106	-.020	-.052	.375
Anti-image Correlation	TMXTI1	.861[a]	-.362	-.321	-.211	-.276
	TMXTI2	-.362	.874[a]	-.213	-.157	-.326
	TMXTI3	-.321	-.213	.912[a]	-.152	-.050
	TMXTI6	-.211	-.157	-.152	.939[a]	-.122
	TMXTI7	-.276	-.326	-.050	-.122	.904[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
TMXTI1	1.000	.838
TMXTI2	1.000	.818
TMXTI3	1.000	.719
TMXTI6	1.000	.663
TMXTI7	1.000	.738

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.776	75.513	75.513	3.776	75.513	75.513
2	.412	8.249	83.761			
3	.376	7.525	91.287			
4	.240	4.805	96.092			
5	.195	3.908	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
TMXTI1	.916
TMXTI2	.904
TMXTI3	.848
TMXTI6	.814
TMXTI7	.859

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

Reproduced Correlations

		TMXTI1	TMXTI2	TMXTI3	TMXTI6	TMXTI7
Reproduced Correlation	TMXTI1	.838[a]	.828	.776	.745	.787
	TMXTI2	.828	.818[a]	.767	.736	.777
	TMXTI3	.776	.767	.719[a]	.690	.728
	TMXTI6	.745	.736	.690	.663[a]	.699
	TMXTI7	.787	.777	.728	.699	.738[a]
Residual[b]	TMXTI1		-.028	-.037	-.067	-.044
	TMXTI2	-.028		-.059	-.079	-.029
	TMXTI3	-.037	-.059		-.078	-.102
	TMXTI6	-.067	-.079	-.078		-.089
	TMXTI7	-.044	-.029	-.102	-.089	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities
b. Residuals are computed between observed and reproduced correlations. There are 6 (60.0%) nonredundant residuals with absolute values greater than 0.05.

```
RELIABILITY
  /VARIABLES=SL1 SL2 SL3 SL4 SL5 SL6 SL7
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	224	100.0
	Excluded[a]	0	.0
	Total	224	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.827	7

```
RELIABILITY
  /VARIABLES=WO1 WO2 WO3 WO4 WO5 WO6 WO7 WO8 WO9 WO10 WO12
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	224	100.0
	Excluded[a]	0	.0
	Total	224	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.945	11

```
RELIABILITY
  /VARIABLES=TMX1 TMX2 TMX4 TMX5 TMX6 TMX7 TMX8
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	224	100.0
	Excluded[a]	0	.0
	Total	224	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.856	7

```
RELIABILITY
  /VARIABLES=TI1 TI2 TI3 TI6 TI7
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	224	100.0
	Excluded[a]	0	.0
	Total	224	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.696	5

```
RELIABILITY
  /VARIABLES=TP1 TP2 TP3 TP4 TP5 TP6 TP7
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	224	100.0
	Excluded[a]	0	.0
	Total	224	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.910	7

```
RELIABILITY
  /VARIABLES=TMXTI1 TMXTI2 TMXTI3 TMXTI6 TMXTI7
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	224	100.0
	Excluded[a]	0	.0
	Total	224	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.918	5

B. Data Perhitungan *Construct Reliability* (*CR*) dan *Variance Extracted* (*VE*)

VARIABEL	INDIKATOR	FAKTOR LOADING	ERROR	∑ Faktor Loading	(∑ Faktor Loading)²	∑ Error	CR	∑(Faktor Loading)²	VE
SL	SL1	0.2	0.96	4.31	18.576	2.880	0.866	3.110	0.519
	SL2	0.79	0.38						
	SL3	0.75	0.44						
	SL4	0.69	0.52						
	SL5	0.67	0.55						
	SL6	0.66	0.56						
	SL7	0.75	0.43						
WO	WO1	0.8	0.36	8.61	74.132	4.210	0.946	6.792	0.617
	WO2	0.8	0.36						
	WO3	0.76	0.42						
	WO4	0.78	0.38						
	WO5	0.81	0.34						
	WO6	0.72	0.48						
	WO7	0.77	0.41						
	WO8	0.87	0.25						
	WO9	0.87	0.25						
	WO10	0.82	0.33						
	WO12	0.61	0.63						
TMX	TMX1	0.64	0.59	5.19	26.936	3.520	0.884	3.882	0.524
	TMX2	0.72	0.48						
	TMX4	0.73	0.46						
	TMX5	0.67	0.55						
	TMX6	0.79	0.38						
	TMX7	0.78	0.37						
	TMX8	0.86	0.69						
TP	TP1	0.85	0.28	5.38	28.944	0.520	0.982	4.196	0.890
	TP2	0.87	0.24						
	TP3	0.85	0.27						
	TP4	0.82	0.32						
	TP5	0.63	0.6						
	TP6	0.69	0.53						
	TP7	0.67	0.56						
TMXTI	TMXTI1	0.92	0.16	4.17	17.389	1.510	0.920	3.497	0.698
	TMXTI2	0.88	0.23						
	TMXTI3	0.82	0.33						
	TMXTI6	0.74	0.45						
	TMXTI7	0.81	0.34						

C. Output Analisis SEM Dengan Lisrel

DATE: 3/16/2021
TIME: 18:19

L I S R E L 8.80

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Users\LENOVO G405\Documents\SKRIPSI\Lisrel\SYNTAX3.spl:

```
RAW DATA FROM FILE ANGGUN.PSF
LATENT VARIABLE: SL WO TMX TP TMXTI
RELATIONSHIPS:
!SL1=SL
SL2=SL
SL3=SL
SL4=SL
SL5=SL
SL6=SL
SL7=SL
WO1=WO
WO2=WO
WO3=WO
WO4=WO
WO5=WO
WO6=WO
WO7=WO
WO8=WO
WO9=WO
WO10=WO
!WO11=WO
WO12=WO
TMX1=TMX
TMX2=TMX
!TMX3=TMX
TMX4=TMX
TMX5=TMX
TMX6=TMX
TMX7=TMX
TMX8=TMX
TP1=TP
TP2=TP
```

```
TP3=TP
TP4=TP
TP5=TP
TP6=TP
TP7=TP
TMXTI1=TMXTI
TMXTI2=TMXTI
TMXTI3=TMXTI
!TMXTI4=TMXTI
!TMXTI5=TMXTI
TMXTI6=TMXTI
TMXTI7=TMXTI

TMX= WO SL
TP= WO TMX TMXTI

SET ERROR COVARIANCE OF TMXTI2 AND TMX8 FREE
SET ERROR COVARIANCE OF TMXTI3 AND TMX5 FREE
SET ERROR COVARIANCE OF TMXTI3 AND SL5 FREE
SET ERROR COVARIANCE OF TMXTI2 AND SL4 FREE
SET ERROR COVARIANCE OF TMXTI1 AND TMX4 FREE
SET ERROR COVARIANCE OF SL6 AND SL5 FREE
SET ERROR COVARIANCE OF WO7 AND WO6 FREE
SET ERROR COVARIANCE OF WO2 AND WO1 FREE
SET ERROR COVARIANCE OF TMX3 AND TMX1 FREE
SET ERROR COVARIANCE OF TMX6 AND TMX5 FREE
SET ERROR COVARIANCE OF TP7 AND TP6 FREE
SET ERROR COVARIANCE OF TMXTI1 AND SL2 FREE
SET ERROR COVARIANCE OF TMX2 AND TMX1 FREE
SET ERROR COVARIANCE OF TMX3 AND TMX2 FREE
SET ERROR COVARIANCE OF TP2 AND TP1 FREE
SET ERROR COVARIANCE OF TP5 AND TMX7 FREE
SET ERROR COVARIANCE OF WO8 AND WO7 FREE
SET ERROR COVARIANCE OF WO7 AND WO4 FREE
SET ERROR COVARIANCE OF WO10 AND TMX4 FREE
SET ERROR COVARIANCE OF WO10 AND WO9 FREE
ADMISSIBILITY CHECK OFF
SET ERROR COVARIANCE OF WO10 AND WO7 FREE
SET ERROR COVARIANCE OF TP7 AND TMX7 FREE
SET ERROR COVARIANCE OF WO2 AND TMX7 FREE
SET ERROR COVARIANCE OF SL2 AND TP3 FREE
SET ERROR COVARIANCE OF TP3 AND TMX1 FREE
SET ERROR COVARIANCE OF TP4 AND TMX4 FREE
SET ERROR COVARIANCE OF TMXTI1 AND WO4 FREE
SET ERROR COVARIANCE OF TMXTI3 AND WO4 FREE
SET ERROR COVARIANCE OF SL3 AND TMX7 FREE
SET ERROR COVARIANCE OF WO8 AND WO1 FREE
SET ERROR COVARIANCE OF TMXTI3 AND WO8 FREE
SET ERROR COVARIANCE OF WO5 AND WO1 FREE
SET ERROR COVARIANCE OF WO5 AND TMX4 FREE
SET ERROR COVARIANCE OF SL4 AND TP7 FREE
SET ERROR COVARIANCE OF TMXTI6 AND SL4 FREE
SET ERROR COVARIANCE OF TMXTI6 AND TMXTI5 FREE
SET ERROR COVARIANCE OF TMXTI2 AND SL7 FREE
SET ERROR COVARIANCE OF TMXTI1 AND SL7 FREE
SET ERROR COVARIANCE OF WO5 AND SL3 FREE
SET ERROR COVARIANCE OF WO4 AND TP1 FREE
SET ERROR COVARIANCE OF WO2 AND TP1 FREE
```

```
 SET ERROR COVARIANCE OF TMXTI5  AND TMX3 FREE

 OPTIONS:SC
 PATH DIAGRAM
 END OF PROBLEM

 Sample Size =   224
```

Covariance Matrix

	TMX1	TMX2	TMX4	TMX5	TMX6	TMX7
TMX1	2.48					
TMX2	1.29	1.88				
TMX4	0.85	1.04	1.75			
TMX5	0.73	0.88	0.96	2.02		
TMX6	0.94	1.10	1.02	1.37	1.92	
TMX7	0.88	1.02	1.12	0.97	1.26	1.77
TMX8	1.03	0.78	0.61	0.58	0.86	1.08
TP1	0.61	0.65	0.67	0.45	0.59	0.41
TP2	0.50	0.55	0.67	0.57	0.68	0.44
TP3	0.80	0.59	0.63	0.51	0.69	0.54
TP4	0.59	0.56	0.82	0.47	0.64	0.57
TP5	0.91	0.62	0.77	0.63	0.86	0.86
TP6	0.55	0.47	0.55	0.55	0.54	0.38
TP7	0.40	0.34	0.53	0.44	0.41	0.44
SL2	0.17	0.48	0.25	0.52	0.53	0.51
SL3	0.30	0.37	0.27	0.43	0.56	0.35
SL4	0.22	0.36	0.36	0.28	0.50	0.59
SL5	0.14	0.36	0.28	0.33	0.48	0.69
SL6	0.14	0.27	0.21	0.22	0.38	0.62
SL7	-0.05	0.15	0.00	0.30	0.32	0.19
WO1	-1.01	-0.65	-0.73	-0.43	-0.58	-0.63
WO2	-0.88	-0.57	-0.50	-0.47	-0.51	-0.37
WO3	-0.81	-0.59	-0.64	-0.53	-0.70	-0.60

WO4	-0.94	-0.65	-0.50	-0.32	-0.43
-0.55					
WO5	-0.84	-0.53	-0.58	-0.39	-0.42
-0.42					
WO6	-0.63	-0.44	-0.28	-0.17	-0.43
-0.46					
WO7	-1.10	-0.74	-0.43	-0.32	-0.50
-0.59					
WO8	-0.88	-0.60	-0.45	-0.31	-0.53
-0.56					
WO9	-0.92	-0.63	-0.58	-0.49	-0.68
-0.59					
WO10	-0.85	-0.68	-0.40	-0.42	-0.60
-0.52					
WO12	-0.81	-0.43	-0.34	-0.23	-0.28
-0.34					
TMX3	1.58	1.14	0.96	0.75	0.84
0.74					
TMXTI1	7.88	7.68	7.98	7.55	8.66
8.71					
TMXTI2	8.93	7.93	7.18	6.92	8.62
8.92					
TMXTI3	7.33	8.23	7.09	8.82	9.33
8.06					
TMXTI5	4.61	5.94	5.24	5.37	5.80
4.58					
TMXTI6	6.18	5.44	6.24	6.64	7.19
6.43					
TMXTI7	8.17	7.35	6.39	6.58	7.03
7.77					

Covariance Matrix

	TMX8	TP1	TP2	TP3	TP4
TP5					
	---	---	---	---	---

TMX8	2.94				
TP1	0.25	1.33			
TP2	0.15	1.13	1.50		
TP3	0.39	1.05	1.18	1.67	
TP4	0.26	0.95	1.12	1.20	1.60
TP5	0.61	0.71	0.75	0.98	0.94
1.64					
TP6	0.36	0.75	0.75	0.76	0.72
0.62					
TP7	0.30	0.70	0.76	0.72	0.81
0.54					
SL2	0.57	0.36	0.36	0.50	0.36
0.23					
SL3	0.38	0.59	0.56	0.54	0.57
0.45					
SL4	0.38	0.30	0.22	0.33	0.39
0.43					
SL5	0.59	0.23	0.21	0.30	0.33
0.24					
SL6	0.68	0.04	-0.09	0.14	0.10
0.20					

SL7	0.33	0.39	0.42	0.43	0.40
0.26					
WO1	-0.79	-0.60	-0.62	-0.72	-0.56
-0.67					
WO2	-0.60	-0.71	-0.64	-0.69	-0.53
-0.52					
WO3	-0.63	-0.72	-0.79	-0.79	-0.63
-0.68					
WO4	-0.62	-0.63	-0.50	-0.75	-0.50
-0.71					
WO5	-0.47	-0.63	-0.63	-0.70	-0.57
-0.61					
WO6	-0.66	-0.40	-0.43	-0.58	-0.33
-0.47					
WO7	-0.83	-0.40	-0.33	-0.61	-0.30
-0.54					
WO8	-0.76	-0.58	-0.58	-0.77	-0.55
-0.62					
WO9	-0.74	-0.74	-0.84	-0.96	-0.71
-0.74					
WO10	-0.74	-0.57	-0.61	-0.72	-0.44
-0.55					
WO12	-0.78	-0.46	-0.49	-0.63	-0.42
-0.56					
TMX3	1.00	0.45	0.37	0.51	0.54
0.75					
TMXTI1	8.65	4.85	4.77	5.68	5.59
6.35					
TMXTI2	10.26	4.16	3.65	5.20	5.13
6.39					
TMXTI3	8.34	4.54	4.28	5.01	4.16
4.81					
TMXTI5	3.79	4.13	4.04	3.90	4.14
3.34					
TMXTI6	7.13	4.11	3.60	4.89	4.82
5.29					
TMXTI7	8.63	4.02	3.68	4.52	3.84
5.09					

Covariance Matrix

	TP6	TP7	SL2	SL3	SL4
SL5					
	---	---	---	---	---

TP6	1.19				
TP7	0.83	1.24			
SL2	0.18	0.17	1.81		
SL3	0.34	0.34	1.12	1.71	
SL4	0.22	0.07	0.93	0.99	1.89
SL5	0.07	0.24	0.98	0.81	1.00
2.33					
SL6	-0.02	0.00	1.01	0.80	0.98
1.61					
SL7	0.23	0.21	1.23	1.23	1.08
1.26					
WO1	-0.57	-0.49	-0.18	-0.13	-0.31
-0.22					

WO2	-0.62	-0.57	-0.11	-0.11	-0.09
-0.06					
WO3	-0.56	-0.45	-0.29	-0.35	-0.19
-0.09					
WO4	-0.54	-0.40	-0.24	-0.10	-0.10
-0.05					
WO5	-0.55	-0.54	-0.14	-0.25	-0.03
-0.05					
WO6	-0.36	-0.31	-0.04	0.08	-0.03
0.02					
WO7	-0.48	-0.40	-0.01	0.07	0.02
0.00					
WO8	-0.58	-0.59	-0.09	-0.09	-0.04
-0.09					
WO9	-0.70	-0.67	-0.27	-0.27	-0.25
-0.12					
WO10	-0.55	-0.52	-0.22	-0.19	-0.12
-0.28					
WO12	-0.45	-0.50	0.03	0.06	-0.06
-0.05					
TMX3	0.38	0.13	0.35	0.38	0.29
0.26					
TMXTI1	4.44	3.73	6.23	4.70	4.93
4.64					
TMXTI2	4.19	3.69	5.97	5.52	6.47
4.97					
TMXTI3	3.35	3.27	6.00	5.60	4.48
6.46					
TMXTI5	4.12	2.83	2.73	2.24	1.59
0.13					
TMXTI6	3.91	3.67	4.51	4.23	5.16
4.36					
TMXTI7	4.15	3.08	4.64	3.76	3.64
4.48					

Covariance Matrix

	SL6	SL7	WO1	WO2	WO3
WO4					
	---	---	---	---	---

SL6	2.45				
SL7	1.07	2.32			
WO1	0.23	-0.03	2.32		
WO2	0.36	-0.04	1.74	2.13	
WO3	0.28	-0.21	1.39	1.31	1.96
WO4	0.18	0.10	1.44	1.30	1.33
2.21					
WO5	0.34	-0.01	1.25	1.32	1.35
1.43					
WO6	0.23	0.19	1.26	1.16	1.06
1.39					
WO7	0.23	0.24	1.43	1.33	1.13
1.62					
WO8	0.23	-0.02	1.37	1.40	1.26
1.43					
WO9	0.22	-0.24	1.60	1.45	1.34
1.40					

WO10	0.23	-0.15	1.47	1.43	1.31
1.27					
WO12	0.29	0.17	1.35	1.19	0.99
1.33					
TMX3	0.30	0.00	-0.88	-0.80	-0.79
-0.70					
TMXTI1	5.09	3.84	-5.55	-4.36	-4.74
-4.26					
TMXTI2	5.74	4.00	-5.94	-4.42	-5.04
-4.78					
TMXTI3	5.23	5.62	-5.02	-5.25	-5.39
-3.15					
TMXTI5	-0.43	1.20	-4.94	-5.06	-4.76
-3.71					
TMXTI6	4.19	4.21	-4.42	-4.25	-4.05
-3.77					
TMXTI7	4.76	3.36	-4.77	-3.68	-4.47
-3.96					

Covariance Matrix

	WO5	WO6	WO7	WO8	WO9
WO10					
	---	---	---	---	---

WO5	1.93				
WO6	1.10	2.32			
WO7	1.31	1.74	2.60		
WO8	1.46	1.46	1.72	2.11	
WO9	1.42	1.45	1.40	1.66	2.18
WO10	1.44	1.32	1.56	1.62	1.72
2.32					
WO12	1.09	1.12	1.31	1.25	1.23
1.21					
TMX3	-0.58	-0.44	-0.80	-0.59	-0.59
-0.69					
TMXTI1	-3.84	-3.32	-4.30	-4.32	-5.20
-4.15					
TMXTI2	-3.86	-4.05	-5.90	-4.99	-5.41
-4.22					
TMXTI3	-4.18	-2.43	-4.80	-3.83	-4.84
-4.97					
TMXTI5	-4.63	-3.55	-3.67	-4.72	-5.66
-5.54					
TMXTI6	-3.76	-2.61	-4.29	-4.20	-4.47
-3.62					
TMXTI7	-3.80	-3.43	-5.06	-4.27	-4.79
-4.47					

Covariance Matrix

	WO12	TMX3	TMXTI1	TMXTI2	TMXTI3
TMXTI5					
	---	---	---	---	---

WO12	2.74				
TMX3	-0.48	2.86			
TMXTI1	-3.08	8.47	84.32		
TMXTI2	-3.61	9.01	73.27	99.36	

```
   TMXTI3      -2.31       7.84      69.63      72.34     105.24
   TMXTI5      -3.04       5.60      41.47      34.00      42.41
88.04
   TMXTI6      -2.26       6.97      58.57      61.61      58.98
19.96
   TMXTI7      -3.60       7.63      62.37      68.16      58.76
30.80

         Covariance Matrix

            TMXTI6     TMXTI7
            --------   --------
   TMXTI6    88.31
   TMXTI7    52.48      83.61



 Number of Iterations =108

 LISREL Estimates (Maximum Likelihood)

         Measurement Equations


     TMX1 = 0.64*TMX, Errorvar.= 1.85 , R² = 0.18
                               (0.18)
                                10.35


     TMX2 = 0.89*TMX, Errorvar.= 0.96 , R² = 0.45
           (0.12)               (0.10)
            7.70                 9.47

     TMX4 = 0.95*TMX, Errorvar.= 0.84  , R² = 0.52
           (0.14)               (0.092)
            6.79                 9.17

     TMX5 = 0.88*TMX, Errorvar.= 1.20 , R² = 0.39
           (0.14)               (0.13)
            6.24                 9.59

     TMX6 = 1.12*TMX, Errorvar.= 0.66  , R² = 0.66
           (0.16)               (0.083)
            6.99                 7.93

     TMX7 = 1.07*TMX, Errorvar.= 0.55  , R² = 0.67
           (0.15)               (0.073)
            7.11                 7.53

     TMX8 = 0.81*TMX, Errorvar.= 2.26 , R² = 0.22
           (0.15)               (0.22)
            5.38                 10.19

      TP1 = 0.90*TP, Errorvar.= 0.49  , R² = 0.63
                               (0.055)
                                8.88
```

```
TP2 = 1.01*TP, Errorvar.= 0.44  , R² = 0.70
      (0.055)             (0.054)
       18.43               8.19

TP3 = 1.11*TP, Errorvar.= 0.40  , R² = 0.76
      (0.075)             (0.053)
       14.81               7.44

TP4 = 1.03*TP, Errorvar.= 0.46  , R² = 0.70
      (0.074)             (0.056)
       13.94               8.32

TP5 = 0.86*TP, Errorvar.= 0.91  , R² = 0.45
      (0.080)             (0.093)
       10.66               9.79

TP6 = 0.71*TP, Errorvar.= 0.68  , R² = 0.42
      (0.070)             (0.069)
       10.14               9.85

TP7 = 0.69*TP, Errorvar.= 0.76  , R² = 0.39
      (0.071)             (0.075)
       9.85                10.11


SL2 = 1.04*SL, Errorvar.= 0.72  , R² = 0.60
      (0.077)             (0.085)
       13.47               8.46

SL3 = 1.03*SL, Errorvar.= 0.68  , R² = 0.61
      (0.076)             (0.083)
       13.63               8.29

SL4 = 0.94*SL, Errorvar.= 1.02  , R² = 0.47
      (0.083)             (0.11)
       11.42               9.48

SL5 = 0.94*SL, Errorvar.= 1.42  , R² = 0.39
      (0.096)             (0.14)
       9.84                9.77

SL6 = 0.96*SL, Errorvar.= 1.53  , R² = 0.38
      (0.100)             (0.16)
       9.61                9.72

SL7 = 1.13*SL, Errorvar.= 1.12  , R² = 0.53
      (0.092)             (0.13)
       12.30               8.91

WO1 = 1.24*WO, Errorvar.= 0.75  , R² = 0.67
      (0.085)             (0.087)
       14.65               8.60

WO2 = 1.12*WO, Errorvar.= 0.81  , R² = 0.61
      (0.081)             (0.084)
```

```
       13.86                9.68

   WO3 = 1.08*WO, Errorvar.= 0.78  , R² = 0.60
        (0.080)              (0.079)
        13.64                9.87

   WO4 = 1.16*WO, Errorvar.= 0.86  , R² = 0.61
        (0.082)              (0.087)
        14.04                9.84

   WO5 = 1.14*WO, Errorvar.= 0.62  , R² = 0.68
        (0.075)              (0.066)
        15.18                9.28

   WO6 = 1.07*WO, Errorvar.= 1.17 , R² = 0.49
        (0.090)              (0.12)
        11.90                10.10

   WO7 = 1.15*WO, Errorvar.= 1.23 , R² = 0.52
        (0.094)              (0.12)
        12.27                10.37

   WO8 = 1.27*WO, Errorvar.= 0.52  , R² = 0.75
        (0.078)              (0.061)
        16.31                8.59

   WO9 = 1.27*WO, Errorvar.= 0.56  , R² = 0.74
        (0.079)              (0.062)
        16.05                9.08

  WO10 = 1.22*WO, Errorvar.= 0.85  , R² = 0.64
        (0.086)              (0.087)
        14.32                9.69

  WO12 = 1.00*WO, Errorvar.= 1.75 , R² = 0.36
        (0.10)               (0.17)
        9.78                 10.30

  TMX3 = , Errorvar.= 2.74 ,
                     (0.25)
                      10.77

TMXTI1 = 8.14*TMXTI, Errorvar.= 14.96, R² = 0.82
        (0.46)                  (2.05)
        17.52                    7.31

TMXTI2 = 8.46*TMXTI, Errorvar.= 22.01, R² = 0.76
        (0.50)                  (2.68)
        16.82                    8.20

TMXTI3 = 8.03*TMXTI, Errorvar.= 36.17, R² = 0.64
        (0.55)                  (3.76)
        14.71                    9.62

TMXTI5 = , Errorvar.= 89.07,
                    (8.39)
```

10.61

TMXTI6 = 7.55*TMXTI, Errorvar.= 39.57, R² = 0.59
(0.55) (4.06)
13.74 9.74

TMXTI7 = 7.30*TMXTI, Errorvar.= 30.30, R² = 0.64
(0.51) (3.16)
14.22 9.59

Error Covariance for TMX2 and TMX1 = 0.53
(0.10)
5.15

Error Covariance for TMX6 and TMX5 = 0.35
(0.080)
4.46

Error Covariance for TP2 and TP1 = 0.19
(0.043)
4.43

Error Covariance for TP3 and TMX1 = 0.15
(0.055)
2.81

Error Covariance for TP4 and TMX4 = 0.13
(0.047)
2.69

Error Covariance for TP5 and TMX7 = 0.22
(0.055)
4.03

Error Covariance for TP7 and TMX7 = 0.13
(0.041)
3.13

Error Covariance for TP7 and TP6 = 0.33
(0.056)
5.97

Error Covariance for SL2 and TP3 = 0.16
(0.045)
3.62

Error Covariance for SL3 and TMX7 = -0.20
(0.050)
-4.06

Error Covariance for SL4 and TP7 = -0.16
(0.051)
-3.17

Error Covariance for SL6 and SL5 = 0.69
(0.12)
5.79

```
Error Covariance for WO2 and TMX7 = 0.11
                                   (0.042)
                                    2.61

Error Covariance for WO2 and TP1 = -0.10
                                  (0.035)
                                   -2.92

Error Covariance for WO2 and WO1 = 0.30
                                 (0.069)
                                  4.32

Error Covariance for WO4 and TP1 = -0.12
                                  (0.039)
                                   -3.07

Error Covariance for WO5 and TMX4 = -0.19
                                   (0.053)
                                    -3.58

Error Covariance for WO5 and SL3 = -0.15
                                  (0.049)
                                   -3.11

Error Covariance for WO5 and WO1 = -0.18
                                  (0.046)
                                   -3.92

Error Covariance for WO7 and WO4 = 0.27
                                 (0.063)
                                  4.35

Error Covariance for WO7 and WO6 = 0.43
                                 (0.078)
                                  5.54

Error Covariance for WO8 and WO1 = -0.21
                                  (0.044)
                                   -4.75

Error Covariance for WO8 and WO7 = 0.24
                                 (0.055)
                                  4.27

Error Covariance for WO10 and TMX4 = 0.13
                                    (0.055)
                                     2.44

Error Covariance for WO10 and WO7 = 0.19
                                  (0.057)
                                   3.40

Error Covariance for WO10 and WO9 = 0.18
                                  (0.054)
                                   3.40

Error Covariance for TMX3 and TMX1 = 1.04
                                    (0.16)
```

```
                                        6.51

Error Covariance for TMX3 and TMX2 = 0.42
                                       (0.11)
                                        3.76

Error Covariance for TMXTI1 and TMX4 = 0.87
                                        (0.28)
                                         3.16

Error Covariance for TMXTI1 and SL2 = 0.71
                                       (0.29)
                                        2.47

Error Covariance for TMXTI1 and SL7 = -1.44
                                        (0.36)
                                        -4.04

Error Covariance for TMXTI1 and WO4 = 0.085
                                        (0.26)
                                         0.33

Error Covariance for TMXTI2 and TMX8 = 1.91
                                        (0.52)
                                         3.66

Error Covariance for TMXTI2 and SL4 = 1.48
                                       (0.37)
                                        4.01

Error Covariance for TMXTI2 and SL7 = -1.89
                                        (0.41)
                                        -4.66

Error Covariance for TMXTI3 and TMX5 = 0.89
                                        (0.40)
                                         2.22

Error Covariance for TMXTI3 and SL5 = 1.31
                                       (0.43)
                                        3.02

Error Covariance for TMXTI3 and WO4 = 1.27
                                       (0.38)
                                        3.33

Error Covariance for TMXTI3 and WO8 = 1.06
                                       (0.31)
                                        3.46

Error Covariance for TMXTI5 and TMX3 = 4.59
                                        (0.95)
                                         4.81

Error Covariance for TMXTI6 and SL4 = 1.46
                                       (0.43)
                                        3.36

Error Covariance for TMXTI6 and TMXTI5 = -13.14
```

(3.93)
-3.34

Structural Equations

TMX = 0.46*SL - 0.44*WO, Errorvar.= 0.56 , R^2 = 0.44
(0.088) (0.085) (0.16)
5.26 -5.17 3.46

TP = 0.19*TMX - 0.29*WO + 0.32*TMXTI, Errorvar.= 0.58 , R^2 = 0.42
(0.078) (0.071) (0.074) (0.086)
2.38 -4.02 4.38 6.71

Reduced Form Equations

TMX = 0.46*SL - 0.44*WO + 0.0*TMXTI, Errorvar.= 0.56, R^2 = 0.44
(0.088) (0.085)
5.26 -5.17

TP = 0.086*SL - 0.37*WO + 0.32*TMXTI, Errorvar.= 0.60, R^2 = 0.40
(0.037) (0.071) (0.074)
2.34 -5.20 4.38

Correlation Matrix of Independent Variables

	SL	WO	TMXTI
SL	1.00		
WO	-0.08	1.00	
	(0.07)		
	-1.02		
TMXTI	0.67	-0.46	1.00
	(0.04)	(0.06)	
	15.30	-8.18	

Covariance Matrix of Latent Variables

	TMX	TP	SL	WO	TMXTI
TMX	1.00				
TP	0.49	1.00			
SL	0.50	0.33	1.00		
WO	-0.47	-0.52	-0.08	1.00	
TMXTI	0.52	0.55	0.67	-0.46	1.00

Goodness of Fit Statistics

Degrees of Freedom = 617
Minimum Fit Function Chi-Square = 1384.38 (P = 0.0)
Normal Theory Weighted Least Squares Chi-Square = 1299.56 (P = 0.0)

Estimated Non-centrality Parameter (NCP) = 682.56
90 Percent Confidence Interval for NCP = (582.83 ; 790.02)

Minimum Fit Function Value = 6.21
Population Discrepancy Function Value (F0) = 3.06
90 Percent Confidence Interval for F0 = (2.61 ; 3.54)
Root Mean Square Error of Approximation (RMSEA) = 0.070
90 Percent Confidence Interval for RMSEA = (0.065 ; 0.076)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

Expected Cross-Validation Index (ECVI) = 6.94
90 Percent Confidence Interval for ECVI = (6.49 ; 7.42)
ECVI for Saturated Model = 6.65
ECVI for Independence Model = 99.51

Chi-Square for Independence Model with 703 Degrees of Freedom = 22113.92
Independence AIC = 22189.92
Model AIC = 1547.56
Saturated AIC = 1482.00
Independence CAIC = 22357.56
Model CAIC = 2094.60
Saturated CAIC = 4751.03

Normed Fit Index (NFI) = 0.94
Non-Normed Fit Index (NNFI) = 0.96
Parsimony Normed Fit Index (PNFI) = 0.82
Comparative Fit Index (CFI) = 0.96
Incremental Fit Index (IFI) = 0.96
Relative Fit Index (RFI) = 0.93

Critical N (CN) = 114.02

Root Mean Square Residual (RMR) = 3.39
Standardized RMR = 0.14
Goodness of Fit Index (GFI) = 0.77
Adjusted Goodness of Fit Index (AGFI) = 0.72
Parsimony Goodness of Fit Index (PGFI) = 0.64

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
TP5	TMX	11.1	0.29
SL6	WO	14.8	0.29
TMX3	SL	12.2	0.36
TMX3	TMXTI	26.9	0.51
TMXTI5	WO	32.9	-3.44
TMXTI5	TMXTI	23.5	2.98
TMX	TP	28.0	1.00
TMX	TMXTI	143.7	1.35

Standardized Solution

LAMBDA-Y

	TMX	TP
TMX1	0.64	- -
TMX2	0.89	- -
TMX4	0.95	- -
TMX5	0.88	- -
TMX6	1.12	- -
TMX7	1.07	- -
TMX8	0.81	- -
TP1	- -	0.90
TP2	- -	1.01
TP3	- -	1.11
TP4	- -	1.03
TP5	- -	0.86
TP6	- -	0.71
TP7	- -	0.69

LAMBDA-X

	SL	WO	TMXTI
SL2	1.04	- -	- -
SL3	1.03	- -	- -
SL4	0.94	- -	- -
SL5	0.94	- -	- -
SL6	0.96	- -	- -
SL7	1.13	- -	- -
WO1	- -	1.24	- -
WO2	- -	1.12	- -
WO3	- -	1.08	- -
WO4	- -	1.16	- -
WO5	- -	1.14	- -
WO6	- -	1.07	- -
WO7	- -	1.15	- -
WO8	- -	1.27	- -
WO9	- -	1.27	- -
WO10	- -	1.22	- -
WO12	- -	1.00	- -
TMX3	- -	- -	- -
TMXTI1	- -	- -	8.14
TMXTI2	- -	- -	8.46
TMXTI3	- -	- -	8.03
TMXTI5	- -	- -	- -
TMXTI6	- -	- -	7.55
TMXTI7	- -	- -	7.30

BETA

	TMX	TP
TMX	- -	- -
TP	0.19	- -

GAMMA

	SL	WO	TMXTI
TMX	0.46	-0.44	- -
TP	- -	-0.29	0.32

Correlation Matrix of ETA and KSI

	TMX	TP	SL	WO	TMXTI
TMX	1.00				
TP	0.49	1.00			
SL	0.50	0.33	1.00		
WO	-0.47	-0.52	-0.08	1.00	
TMXTI	0.52	0.55	0.67	-0.46	1.00

PSI
Note: This matrix is diagonal.

TMX	TP
0.56	0.58

Regression Matrix ETA on KSI (Standardized)

	SL	WO	TMXTI
TMX	0.46	-0.44	- -
TP	0.09	-0.37	0.32

Completely Standardized Solution

LAMBDA-Y

	TMX	TP
TMX1	0.42	- -
TMX2	0.67	- -
TMX4	0.72	- -
TMX5	0.63	- -
TMX6	0.81	- -
TMX7	0.82	- -
TMX8	0.47	- -
TP1	- -	0.79
TP2	- -	0.83
TP3	- -	0.87
TP4	- -	0.83
TP5	- -	0.67
TP6	- -	0.65
TP7	- -	0.62

LAMBDA-X

	SL	WO	TMXTI
SL2	0.78	- -	- -
SL3	0.78	- -	- -

SL4	0.68	- -	- -
SL5	0.62	- -	- -
SL6	0.61	- -	- -
SL7	0.73	- -	- -
WO1	- -	0.82	- -
WO2	- -	0.78	- -
WO3	- -	0.77	- -
WO4	- -	0.78	- -
WO5	- -	0.82	- -
WO6	- -	0.70	- -
WO7	- -	0.72	- -
WO8	- -	0.87	- -
WO9	- -	0.86	- -
WO10	- -	0.80	- -
WO12	- -	0.60	- -
TMX3	- -	- -	- -
TMXTI1	- -	- -	0.90
TMXTI2	- -	- -	0.87
TMXTI3	- -	- -	0.80
TMXTI5	- -	- -	- -
TMXTI6	- -	- -	0.77
TMXTI7	- -	- -	0.80

BETA

	TMX	TP
TMX	- -	- -
TP	0.19	- -

GAMMA

	SL	WO	TMXTI
TMX	0.46	-0.44	- -
TP	- -	-0.29	0.32

Correlation Matrix of ETA and KSI

	TMX	TP	SL	WO	TMXTI
TMX	1.00				
TP	0.49	1.00			
SL	0.50	0.33	1.00		
WO	-0.47	-0.52	-0.08	1.00	
TMXTI	0.52	0.55	0.67	-0.46	1.00

PSI

Note: This matrix is diagonal.

TMX	TP
0.56	0.58

THETA-EPS

TMX1	TMX2	TMX4	TMX5	TMX6	TMX7

```
           --------   --------   --------   --------   --------
--------
     TMX1       0.82
     TMX2       0.27       0.55
     TMX4        - -        - -       0.48
     TMX5        - -        - -        - -       0.61
     TMX6        - -        - -        - -       0.18       0.34
     TMX7        - -        - -        - -        - -        - -
0.33
     TMX8        - -        - -        - -        - -        - -
- -
      TP1        - -        - -        - -        - -        - -
- -
      TP2        - -        - -        - -        - -        - -
- -
      TP3       0.08        - -        - -        - -        - -
- -
      TP4        - -        - -       0.08        - -        - -
- -
      TP5        - -        - -        - -        - -        - -
0.13
      TP6        - -        - -        - -        - -        - -
- -
      TP7        - -        - -        - -        - -        - -
0.09

         THETA-EPS

                TMX8        TP1        TP2        TP3        TP4
TP5
           --------   --------   --------   --------   --------
--------
     TMX8       0.78
      TP1        - -       0.37
      TP2        - -       0.14       0.30
      TP3        - -        - -        - -       0.24
      TP4        - -        - -        - -        - -       0.30
      TP5        - -        - -        - -        - -        - -
0.55
      TP6        - -        - -        - -        - -        - -
- -
      TP7        - -        - -        - -        - -        - -
- -

         THETA-EPS

                TP6        TP7
           --------   --------
     TP6       0.58
     TP7       0.28       0.61

         THETA-DELTA-EPS

                TMX1       TMX2       TMX4       TMX5       TMX6
TMX7
           --------   --------   --------   --------   --------
--------
      SL2        - -        - -        - -        - -        - -
- -
```

```
      SL3         - -         - -         - -         - -         - -
-0.12
      SL4         - -         - -         - -         - -         - -
- -
      SL5         - -         - -         - -         - -         - -
- -
      SL6         - -         - -         - -         - -         - -
- -
      SL7         - -         - -         - -         - -         - -
- -
      WO1         - -         - -         - -         - -         - -
- -
      WO2         - -         - -         - -         - -         - -
0.06
      WO3         - -         - -         - -         - -         - -
- -
      WO4         - -         - -         - -         - -         - -
- -
      WO5         - -         - -       -0.10         - -         - -
- -
      WO6         - -         - -         - -         - -         - -
- -
      WO7         - -         - -         - -         - -         - -
- -
      WO8         - -         - -         - -         - -         - -
- -
      WO9         - -         - -         - -         - -         - -
- -
     WO10         - -         - -        0.07         - -         - -
- -
     WO12         - -         - -         - -         - -         - -
- -
     TMX3        0.42        0.19         - -         - -         - -
- -
   TMXTI1         - -         - -        0.07         - -         - -
- -
   TMXTI2         - -         - -         - -         - -         - -
- -
   TMXTI3         - -         - -         - -        0.06         - -
- -
   TMXTI5         - -         - -         - -         - -         - -
- -
   TMXTI6         - -         - -         - -         - -         - -
- -
   TMXTI7         - -         - -         - -         - -         - -
- -

         THETA-DELTA-EPS

                TMX8        TP1         TP2         TP3         TP4
TP5
            --------    --------    --------    --------    --------
--------
      SL2         - -         - -         - -        0.09         - -
- -
      SL3         - -         - -         - -         - -         - -
- -
      SL4         - -         - -         - -         - -         - -
- -
```

SL5	- -	- -	- -	- -	- -
SL6	- -	- -	- -	- -	- -
SL7	- -	- -	- -	- -	- -
WO1	- -	- -	- -	- -	- -
WO2	- -	-0.06	- -	- -	- -
WO3	- -	- -	- -	- -	- -
WO4	- -	-0.07	- -	- -	- -
WO5	- -	- -	- -	- -	- -
WO6	- -	- -	- -	- -	- -
WO7	- -	- -	- -	- -	- -
WO8	- -	- -	- -	- -	- -
WO9	- -	- -	- -	- -	- -
WO10	- -	- -	- -	- -	- -
WO12	- -	- -	- -	- -	- -
TMX3	- -	- -	- -	- -	- -
TMXTI1	- -	- -	- -	- -	- -
TMXTI2	0.12	- -	- -	- -	- -
TMXTI3	- -	- -	- -	- -	- -
TMXTI5	- -	- -	- -	- -	- -
TMXTI6	- -	- -	- -	- -	- -
TMXTI7	- -	- -	- -	- -	- -

THETA-DELTA-EPS

	TP6	TP7
SL2	- -	- -
SL3	- -	- -
SL4	- -	-0.11
SL5	- -	- -
SL6	- -	- -
SL7	- -	- -
WO1	- -	- -
WO2	- -	- -
WO3	- -	- -
WO4	- -	- -
WO5	- -	- -
WO6	- -	- -

WO7	- -	- -
WO8	- -	- -
WO9	- -	- -
WO10	- -	- -
WO12	- -	- -
TMX3	- -	- -
TMXTI1	- -	- -
TMXTI2	- -	- -
TMXTI3	- -	- -
TMXTI5	- -	- -
TMXTI6	- -	- -
TMXTI7	- -	- -

THETA-DELTA

	SL2	SL3	SL4	SL5	SL6	SL7
SL2	0.40					
SL3	- -	0.39				
SL4	- -	- -	0.53			
SL5	- -	- -	- -	0.61		
SL6	- -	- -	- -	0.29	0.62	
SL7	- -	- -	- -	- -	- -	0.47
WO1	- -	- -	- -	- -	- -	- -
WO2	- -	- -	- -	- -	- -	- -
WO3	- -	- -	- -	- -	- -	- -
WO4	- -	- -	- -	- -	- -	- -
WO5	- -	-0.08	- -	- -	- -	- -
WO6	- -	- -	- -	- -	- -	- -
WO7	- -	- -	- -	- -	- -	- -
WO8	- -	- -	- -	- -	- -	- -
WO9	- -	- -	- -	- -	- -	- -
WO10	- -	- -	- -	- -	- -	- -
WO12	- -	- -	- -	- -	- -	- -
TMX3	- -	- -	- -	- -	- -	- -
TMXTI1	0.06	- -	- -	- -	- -	-0.10
TMXTI2	- -	- -	0.11	- -	- -	-0.13
TMXTI3	- -	- -	- -	0.09	- -	- -
TMXTI5	- -	- -	- -	- -	- -	- -

```
   TMXTI6        - -        - -       0.11        - -        - -
- -
   TMXTI7        - -        - -        - -        - -        - -
- -

         THETA-DELTA

                 WO1        WO2        WO3        WO4        WO5
WO6
            --------   --------   --------   --------   --------
--------
      WO1       0.33
      WO2       0.14       0.39
      WO3        - -        - -       0.40
      WO4        - -        - -        - -       0.39
      WO5      -0.09        - -        - -        - -       0.32
      WO6        - -        - -        - -        - -        - -
0.51
      WO7        - -        - -        - -       0.12        - -
0.18
      WO8      -0.09        - -        - -        - -        - -
- -
      WO9        - -        - -        - -        - -        - -
- -
     WO10        - -        - -        - -        - -        - -
- -
     WO12        - -        - -        - -        - -        - -
- -
     TMX3        - -        - -        - -        - -        - -
- -
   TMXTI1        - -        - -        - -       0.01        - -
- -
   TMXTI2        - -        - -        - -        - -        - -
- -
   TMXTI3        - -        - -        - -       0.09        - -
- -
   TMXTI5        - -        - -        - -        - -        - -
- -
   TMXTI6        - -        - -        - -        - -        - -
- -
   TMXTI7        - -        - -        - -        - -        - -
- -

         THETA-DELTA

                 WO7        WO8        WO9       WO10       WO12
TMX3
            --------   --------   --------   --------   --------
--------
      WO7       0.48
      WO8       0.10       0.25
      WO9        - -        - -       0.26
     WO10       0.08        - -       0.08       0.36
     WO12        - -        - -        - -        - -       0.64
     TMX3        - -        - -        - -        - -        - -
1.00
   TMXTI1        - -        - -        - -        - -        - -
- -
```

```
   TMXTI2        - -         - -         - -         - -         - -
- -
   TMXTI3        - -        0.07         - -         - -         - -
- -
   TMXTI5        - -         - -         - -         - -         - -
0.29
   TMXTI6        - -         - -         - -         - -         - -
- -
   TMXTI7        - -         - -         - -         - -         - -
- -
```

THETA-DELTA

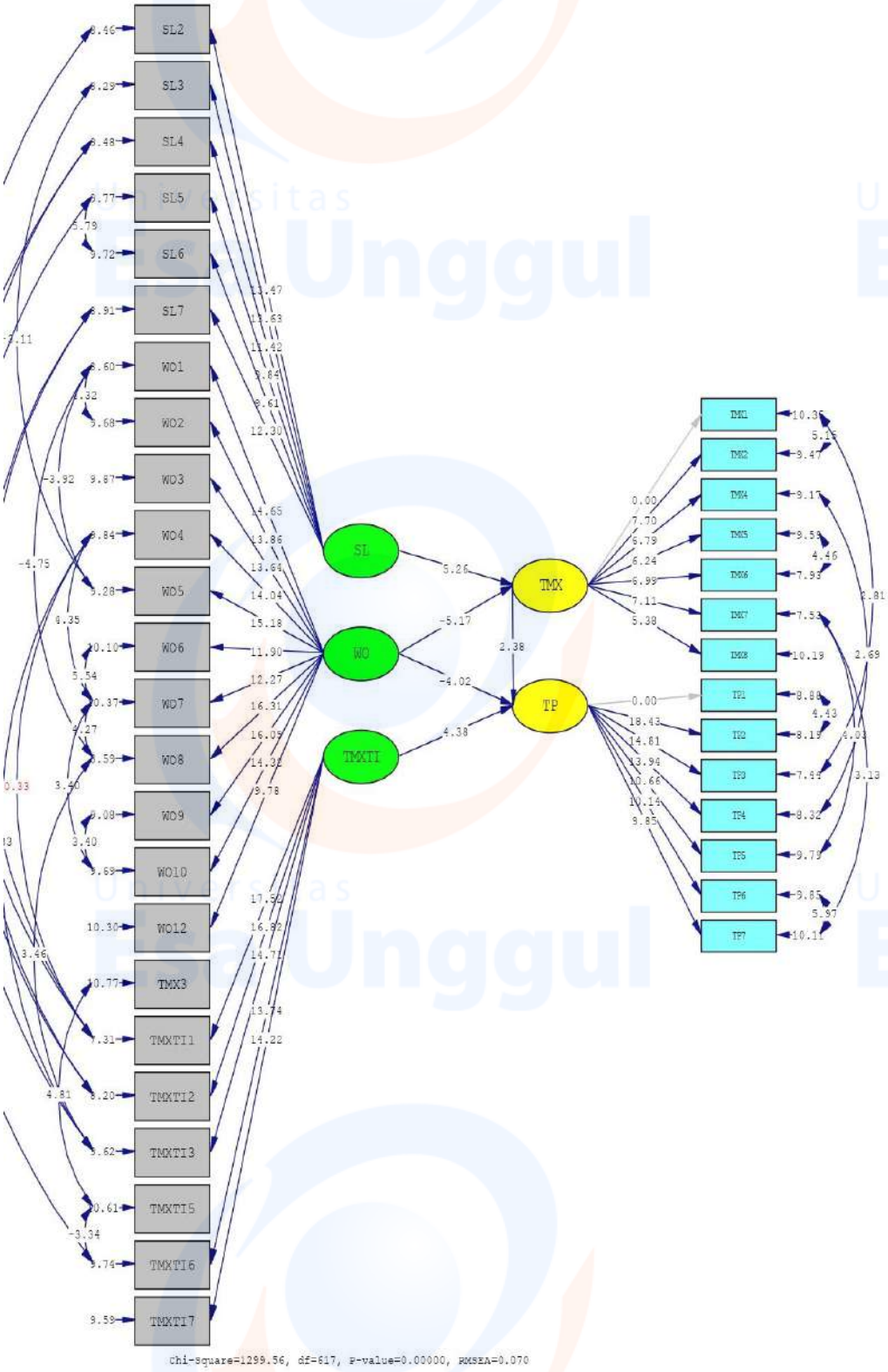
	TMXTI1	TMXTI2	TMXTI3	TMXTI5	TMXTI6	TMXTI7
TMXTI1	0.18					
TMXTI2	- -	0.24				
TMXTI3	- -	- -	0.36			
TMXTI5	- -	- -	- -	1.00		
TMXTI6	- -	- -	- -	-0.14	0.41	
TMXTI7	- -	- -	- -	- -	- -	0.36

Regression Matrix ETA on KSI (Standardized)

	SL	WO	TMXTI
TMX	0.46	-0.44	- -
TP	0.09	-0.37	0.32

Time used: 1.466 Seconds

D. Path Diagram T-Value



E. Hasil Analisis *Goodness of Fit*

Group	*Indicator*	*Value*	Keterangan
1	*Degree of Freedom*	617	*Good fit*
	Minimum Fit Function Chi Square	1384,38 (P=0,0)	
	Normal Theory WLS Chi Square	1299,56 (P=0,0)	
	Estimated Non-centrality Parameter (NCP)	682,56	
	90 Percent Confidence Interval for NCP	(582,83 ; 790,02)	
2	*Minimum Fit Function Value*	6,21	*Good fit*
	Interval for F0	(2,61 ; 3,54)	
	Population Discrepancy Function Value (F0)	3,06	
	Root Mean Square Error of Approximation (RMSEA)	0.070	
	90 Percent Confidence Interval for RMSEA	(0,065 ; 0,076)	
	P-Value for Test of Close Fit (RMSEA < 0.05)	0,00	
3	*Expected Cross-Validation Index (ECVI) Model*	6,94	*Good fit*
	90 Percent Confidence Interval for ECVI	(6,49 ; 7,42)	
	ECVI Saturated	6,65	
	ECVI Independence	99,51	
4	*AIC Model*	1547,56	*Good fit*
	AIC Saturated	1482,00	
	AIC Independence	22189,92	
	CAIC Model	2094,60	
	CAIC Saturated	4751,03	
	CAIC Independence	22357,56	
5	*Normed Fit Index (NFI)*	0,94	*Good fit*
	Non-Normed Fit Index (NNFI)	0,96	
	Parsimony Normed Fit Index (PNFI)	0,82	
	Comparative Fit Index (CFI)	0,96	
	Incremental Fit Index (IFI)	0,96	
	Relative Fit Index (RFI)	0,93	
6	*Critical N*	114,02	*Marginal Fit*
7	*RMR*	3,39	*Marginal Fit*
	SRMR	0,14	
	Goodness of Fit Index (GFI)	0.77	
	Adjusted Goodness of Fit Index (AGFI)	0.72	
	Parsimony Goodness of Fit Index (PGFI)	0.64	

Sumber: hasil uji SEM (2021)