PENGARUH KEPUASAN KERJA DAN KOMITMEN ORGANISASI TERHADAP TURNOVER INTENTIONS,

PT. CIPTA SRIGATI LESTARI

JAKARTA

(Untuk Keperluan Skripsi)

Responden Yth.

PT. Cipta Srigati Lestari

Dengan segala kerendahan hati, penulis memohon kesediaannya untuk mengisi Kuesioner ini.

Jawaban yang Bapak/Ibu berikan terjaga kerahasiaannya, dan tidak akan mempengaruhi keberadaan Bapak/Ibu sebagai karyawan

PT. Cipta Srigati Lestari.

Hormat Penulis,

Ayu Lestari

KARAKTERISTIK RESPONDEN

No. Responden : ……

Jenis Kelamin : ☐ Pria ☐ Wanita

Usia : …….. Tahun

Pendidikan Terakhir : ☐ D3 ☐ S1 ☐ S2 ☐ S3 ☐ SMA

Lama Bekerja : ☐ < 1 Tahun ☐ 1 - 2 Tahun

☐ 2 – 3 Tahun ☐ > 3 Tahun

Departemen : ☐ HRD / GA ☐ IT

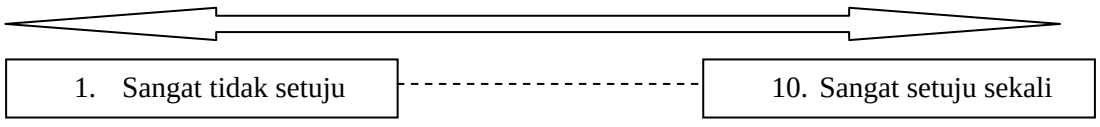
☐ FINANCE ☐ LAIN-LAIN

☐ MARKETING

Petunjuk

1. Silanglah (X) atau lingkari (O) setiap kunci jawaban yang menurut anda paling sesuai pernyataannya. Dan hanya diperbolehkan 1 (satu) jawaban per satu penyataan. Adapun arti dari angka penilaian yang anda pilih adalah sebagai berikut:

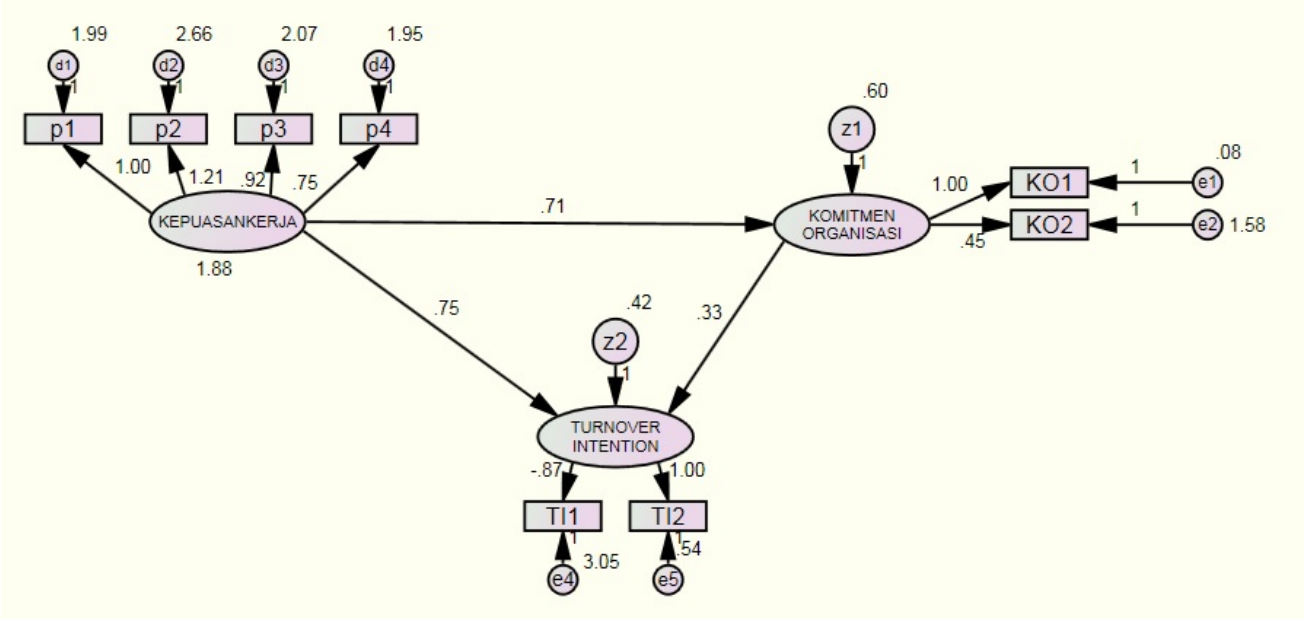
Kunci Jawaban :



No	Pernyataan tentang kepuasan kerja	Alternatif Jawaban									
1	Saya merasa pekerjaan saya diperusahaan menantang	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
2	Saya merasa gaji yang di berikan perusahaan sesuai	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
3	kondisi kerja di perusahaan ini sangat mendukung	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
4	Pekerjaan yang saya lakukan sangat sesuai dengan kepribadian saya	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
No	**Pernyataan tentang komitmen organisasional**	**Alternatif Jawaban**									
1	Saya terlibat aktiv di tempat saya bekerja	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
2	saya menikmati keanggotaan di tempat saya bekerja	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
3	Saya memiliki kesamaan visi dan misi dengan perusahaan	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
4	Saya membutuhkan gaji yang sesuai di perusahaan	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
5	Saya mendapatkan keuntungan lain dari perusahaan	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
6	Saya bertahan di perusahaan karena belum menemukan pekerjaan lain	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
7	Saya memiliki kesadaran berkomitmen ditempat saya bekerja	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
8	Saya memiliki kewajiban berkomitmen di perusahaan	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
9	Saya bertahan di perusahaan ini karena adanya tekanan dari orang lain	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
No	**Pernyataan tentang turnover intentions**	**Alternatif Jawaban**									
1	Saya merasa puas dengan perusahaan	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
2	Saya mempunyai keinginan untuk keluar dari perusahaan	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
3	Saya berkeinginan mencari pekerjaan lain	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
4	Saya merasa memiliki harapan di tempat saya bekerja	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
5	Saya dapat mematuhi peraturan di perusahaan	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
6	Saya merasa mantab dengan perusahaan ditempat saya berkeja	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**

LAMPIRAN 4

Diagram Path



LAMPIRAN 5

Tabulasi Responden

R	No. Pertanyaan													No. Pertanyaan						JK	Usia	PT	LB	D
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19					
1	2	4	3	4	5	4	7	7	5	5	4	4	4	3	5	5	5	5	5	1	24	2	1	2
2	5	5	7	6	6	7	5	7	5	5	8	6	5	5	6	5	7	8	5	2	35	2	1	2
3	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	2	37	1	1	2
4	9	10	9	10	10	10	9	10	8	6	8	5	3	10	4	6	9	10	10	2	26	2	3	2
5	8	7	8	8	7	7	7	8	8	7	8	8	7	6	6	6	6	7	7	2	38	3	4	2
6	8	4	5	7	7	8	7	10	10	2	9	10	1	7	4	2	8	10	10	2	25	1	2	2
7	10	9	10	10	10	10	10	10	10	1	9	10	1	10	1	1	10	10	10	2	31	2	4	2
8	8	5	8	8	6	6	8	10	10	3	7	7	3	10	5	4	6	7	6	2	25	2	2	2
9	8	9	7	8	8	8	9	8	9	3	9	9	3	9	6	6	9	9	8	2	34	2	4	2
10	7	3	4	7	7	7	7	9	7	3	7	9	3	5	2	6	6	7	6	2	28	2	2	1
11	6	3	6	9	7	7	6	9	1	4	10	10	1	5	4	4	8	10	8	2	29	2	2	1
12	8	8	9	10	10	10	9	10	9	8	9	10	5	9	5	5	8	8	9	2	27	1	1	1
13	6	7	4	6	5	5	6	7	5	6	4	5	1	4	5	7	3	4	5	1	26	2	1	
14	7	7	6	9	6	6	6	7	5	8	8	8	5	8	3	7	5	7	7	2	25	5	1	1
15	7	8	8	8	6	6	6	8	5	5	6	6	4	5	8	6	5	7	7	2	30	2	2	1
16	8	8	8	9	8	8	8	8	9	8	7	7	5	6	6	5	6	6	4	2	33	2	3	1
17	3	3	7	5	6	8	7	8	8	8	8	6	5	9	9	8	7	6	8	2	28	1	1	1
18	8	6	6	7	8	8	8	8	8	5	8	8	1	6	3	5	8	8	7	2	30	3	2	1
19	10	7	7	7	10	7	3	7	10	1	7	7	1	7	1	1	10	7	10	1	26	5	2	1
20	6	6	5	6	5	5	5	7	9	4	6	6	4	6	6	6	4	5	3	2	31	2	2	1

LAMPIRAN 6

Tabulasi Responden

21	8	10	7	7	8	8	7	10	8	5	7	7	3	4	6	5	5	7	5	2	27	2	3	1
22	5	2	3	5	10	8	8	10	2	10	10	8	3	2	9	9	9	9	5	2	26	2	2	1
23	6	2	5	10	6	6	3	10	6	4	10	9	2	1	5	6	4	4	3	2	29	2	3	1
24	8	1	5	5	7	7	7	7	7	4	7	7	3	3	5	4	5	8	8	2	28	2	2	1
25	8	6	8	8	5	7	6	8	5	4	7	7	4	7	4	5	9	9	7	2	27	2	2	1
26	7	9	5	7	8	8	8	9	7	8	6	8	3	3	7	7	4	8	5	2	23	5	2	1
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42	4	4	8	6	7	8	9	10	10	4	8	8	1	6	4	4	7	6	6	1	30	1	1	3
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49	10	7	8	5	7	7	8	10	6	8	8	9	2	8	5	6	6	8	7	2	35	2	2	3
50	5	7	7	8	6	7	8	10	7	5	8	7	3	7	5	4	8	10	7	2	32	1	3	3

LAMPIRAN 7

Tabulasi Responden

51	7	8	7	7	8	8	7	7	7	8	6	6	2	6	8	8	7	10	7	2	36	2	3	3
52	10	8	9	9	9	9	9	7	6	1	9	9	1	9	1	1	8	8	9	2	41	1	4	3
53	9	5	9	9	9	9	9	10	7	1	10	10	1	9	1	1	9	9	9	1	27	5	1	3
54	8	6	8	9	9	8	8	8	7	3	8	8	1	7	3	3	8	6	7	1	37	1	4	3
55	2	9	8	3	3	2	2	10	2	1	2	1	8	9	3	2	3	1	8	1	29	2	1	3
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57	6	1	6	6	10	6	6	10	6	6	6	10	1	2	5	5	6	10	5	1	28	2	3	4
58	9	3	9	9	9	9	9	5	5	3	8	8	1	5	1	5	9	9	9	2	23	2	1	4
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LAMPIRAN 8

Tabulasi Responden

76	6	5	8	6	7	7	7	8	7	6	9	9	6	7	6	6	6	9	7	2	23	2	1	4
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99	2	8	7	1	3	2	2	10	2	1	2	1	9	9	4	3	4	1	8	2	23	2	1	4
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LAMPIRAN 9

Tabulasi Responden

101	8	8	5	9	9	9	9	10	7	1	10	10	1	9	1	1	9	9	9	2	28	2	4	4
102	4	4	9	9	6	7	8	8	8	7	6	8	1	6	5	5	9	10	8	1	28	2	2	4
103	9	3	6	4	6	6	7	7	6	6	6	6	6	5	6	7	6	9	4	1	23	2	1	4
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108	7	8	10	10	6	6	8	10	10	3	6	6	4	10	5	4	6	7	7	1	27	2	3	4
109	10	9	10	10	10	10	10	10	10	1	9	10	1	10	1	1	10	10	10	2	26	2	4	4
110	4	4	6	5	7	8	5	7	5	5	8	6	4	5	5	4	7	8	4	1	30	2	3	4
111	5	5	7	6	6	7	5	7	5	5	8	6	5	5	6	5	7	8	8	1	28	2	3	4
112	3	4	3	4	5	4	7	7	5	5	4	4	4	3	5	5	5	5	5	1	28	2	2	4
113	7	4	5	7	6	8	6	10	10	3	9	10	1	6	4	3	8	10	10	1	23	2	1	4
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116	7	5	7	6	7	7	7	8	6	6	7	6	4	6	6	6	6	7	7	2	27	2	2	4
117	8	6	5	6	7	5	6	7	8	4	8	8	4	7	4	4	5	8	6	2	28	2	1	4
118	7	6	7	9	7	6	7	8	7	7	8	9	5	5	8	8	5	9	6	2	28	2	2	4
119	9	7	6	8	6	9	7	8	6	9	8	8	7	7	8	9	7	8	7	1	25	2	2	4
120	3	4	5	7	5	5	5	5	3	8	5	5	8	2	8	9	3	5	4	2	26	2	2	4
121	10	7	7	9	10	10	10	10	8	8	10	10	1	6	8	8	10	10	8	1	27	2	3	4
122	10	6	7	9	9	6	8	9	7	5	9	8	5	5	6	6	9	8	7	1	26	2	3	4
123	8	8	7	7	9	9	7	9	7	6	9	9	6	8	4	4	10	10	9	1	30	2	4	4
124	8	8	7	7	9	9	7	9	7	6	9	9	6	8	4	4	10	10	9	2	26	2	3	4
125	8	8	7	7	9	9	7	9	7	6	9	9	6	8	4	4	10	9	9	1	27	2	2	4

LAMPIRAN 10

Tabulasi Responden

126	8	8	8	10	10	10	8	10	8	6	8	5	4	10	6	4	6	9	10	1	26	2	3	4
127	10	7	7	7	7	7	7	7	8	2	7	7	1	6	3	3	7	7	7	2	23	2	1	4
128	8	2	2	8	8	7	4	1	1	6	6	7	3	2	5	4	3	9	5	1	22	2	1	4
129	8	7	6	10	10	10	9	9	8	2	10	10	1	8	2	2	9	10	9	2	24	2	2	4
130	10	8	9	9	9	9	9	7	6	3	9	9	2	9	2	2	8	8	9	1	33	2	1	4
131	7	8	7	7	7	7	6	6	6	7	6	6	2	6	8	8	7	10	6	1	33	2	3	4
132	10	7	8	5	6	6	7	10	10	8	8	9	2	8	5	6	6	8	6	1	22	2	1	4
133	6	6	5	5	6	6	7	9	7	5	7	7	4	7	5	9	9	9	9	1	30	1	4	4
134	9	7	6	10	7	6	6	9	7	5	7	9	5	6	4	4	5	8	7	1	26	2	4	4
135	8	8	8	10	6	6	7	10	9	4	7	10	4	7	6	6	7	10	8	1	36	2	4	4
136	5	7	8	8	7	8	8	5	6	5	5	5	5	8	6	6	6	4	6	2	26	2	3	4
137	8	8	8	8	8	8	8	8	8	8	8	8	3	7	4	4	7	7	7	1	27	2	2	4
138	8	4	8	8	7	7	7	8	5	2	6	6	1	5	3	3	6	8	8	1	27	2	2	4
TOTAL	973	775	917	1027	995	988	949	1155	904	654	1058	1068	413	834	675	712	917	1074	929	196	3868	283	309	437

LAMPIRAN 11

FAKTOR ANALISIS

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.712
Bartlett's Test of Sphericity	Approx. Chi-Square	113.974
	df	6
	Sig.	.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.726
Bartlett's Test of Sphericity	Approx. Chi-Square	412.379
	df	36
	Sig.	.000

Anti-image Matrices

		p1	p2	p3	p4
Anti-image Covariance	p1	.712	-.163	-.033	-.259
	p2	-.163	.696	-.262	-.053
	p3	-.033	-.262	.686	-.185
	p4	-.259	-.053	-.185	.684
Anti-image Correlation	p1	.716[a]	-.232	-.047	-.370
	p2	-.232	.716[a]	-.379	-.077
	p3	-.047	-.379	.705[a]	-.270
	p4	-.370	-.077	-.270	.712[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
p1	.730
p2	.747
p3	.751
p4	.758

Anti-image Matrices

		p5	p6	p7	p8	p9	p10	p11	p12	p13
Anti-image Covariance	p5	.421	-.238	-.072	-.021	.056	.088	-.027	.022	.138
	p6	-.238	.403	-.118	.041	-.068	-.019	-.081	.018	-.036
	p7	-.072	-.118	.611	.033	-.199	-.087	.059	-.116	.010
	p8	-.021	.041	.033	.784	-.098	-.046	-.142	.007	.098
	p9	.056	-.068	-.199	-.098	.825	.088	.006	-.011	-.008
	p10	.088	-.019	-.087	-.046	.088	.869	.018	-.036	-.197
	p11	-.027	-.081	.059	-.142	.006	.018	.329	-.236	-.035
	p12	.022	.018	-.116	.007	-.011	-.036	-.236	.355	.105
	p13	.138	-.036	.010	.098	-.008	-.197	-.035	.105	.719
Anti-image Correlation	p5	.735[a]	-.578	-.142	-.037	.096	.146	-.072	.056	.252
	p6	-.578	.741[a]	-.238	.073	-.118	-.032	-.222	.047	-.067
	p7	-.142	-.238	.782[a]	.048	-.280	-.120	.131	-.248	.015
	p8	-.037	.073	.048	.791[a]	-.122	-.056	-.280	.013	.131
	p9	.096	-.118	-.280	-.122	.743[a]	.104	.012	-.020	-.011
	p10	.146	-.032	-.120	-.056	.104	.577[a]	.034	-.065	-.249
	p11	-.072	-.222	.131	-.280	.012	.034	.689[a]	-.692	-.071
	p12	.056	.047	-.248	.013	-.020	-.065	-.692	.690[a]	.209
	p13	.252	-.067	.015	.131	-.011	-.249	-.071	.209	.765[a]

a. Measures of Sampling Adequacy(MSA)

Rotated Component Matrix[a]

	Component		
	1	2	3
p5	.664	.198	-.463
p6	.785	.217	-.237
p7	.814	.136	.036
p8	-.042	.748	-.063
p9	.569	.068	.056
p10	.028	.085	.845
p11	.321	.821	-.103
p12	.345	.785	-.065
p13	-.143	-.345	.671

Anti-image Matrices

		p14	p15	p16	p17	p18	p19
Anti-image Covariance	p14	.542	-.007	.049	-.075	.114	-.155
	p15	-.007	.285	-.222	.055	-.046	.025
	p16	.049	-.222	.299	-.038	.011	.036
	p17	-.075	.055	-.038	.341	-.209	-.161
	p18	.114	-.046	.011	-.209	.658	-.047
	p19	-.155	.025	.036	-.161	-.047	.325
Anti-image Correlation	p14	.837[a]	-.018	.121	-.174	.192	-.369
	p15	-.018	.693[a]	-.759	.178	-.107	.081
	p16	.121	-.759	.681[a]	-.118	.024	.115
	p17	-.174	.178	-.118	.750[a]	-.441	-.483
	p18	.192	-.107	.024	-.441	.669[a]	-.101
	p19	-.369	.081	.115	-.483	-.101	.809[a]

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.743
Bartlett's Test of Sphericity	Approx. Chi-Square	452.486
	df	15
	Sig.	.000

Rotated Component Matrix[a]

	Component	
	1	2
p14	-.633	.386
p15	.903	-.107
p16	.907	-.055
p17	-.423	.803
p18	.077	.869
p19	-.604	.652

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pria	80	58.0	58.0	58.0
	wanita	58	42.0	42.0	100.0
	Total	138	100.0	100.0	

Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	d3	15	10.9	10.9	10.9
	s1	114	82.6	82.6	93.5
	s2	2	1.4	1.4	94.9
	s3	1	.7	.7	95.7
	sma	6	4.3	4.3	100.0
	Total	138	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 - 25 tahun	36	26.1	26.1	26.1
	26 - 30 tahun	72	52.2	52.2	78.3
	31 - 35 tahun	18	13.0	13.0	91.3
	36 - 40 tahun ke atas	12	8.7	8.7	100.0
	Total	138	100.0	100.0	

Lama Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	kurang 1 tahun	40	29.0	29.0	29.0
	1 - 2 tahun	42	30.4	30.4	59.4
	2 - 3 tahun	39	28.3	28.3	87.7
	lebih dri 3 tahun	17	12.3	12.3	100.0
	Total	138	100.0	100.0	

Departemen

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	HRD / GA	25	18.1	18.1	18.1
	FINANCE	9	6.5	6.5	24.6
	MARKETING	22	15.9	15.9	40.6
	IT	82	59.4	59.4	100.0
	Total	138	100.0	100.0	

Variable	min	max	skew	c.r.	kurtosis	c.r.
TI1	1.000	10.000	.104	.489	-.313	-.735
TI2	2.250	10.000	-.645	-3.024	.251	.589
KO3	4.000	10.000	.551	2.582	-.155	-.364
KO2	3.667	10.000	-.608	-2.850	.066	.155
KO1	4.000	10.000	.120	.562	-.225	-.529
p4	4.000	10.000	-.235	-1.101	-.836	-1.960
p3	1.000	10.000	-.624	-2.926	.172	.404
p2	1.000	10.000	-.437	-2.050	-.604	-1.416
p1	1.000	10.000	-.812	-3.807	.696	1.631
Multivariate					6.259	2.555

Assessment of normality (Group number 1)

Observations farthest from the centroid (Mahalanobis distance) (Group number 1)

Observation number	Mahalanobis d-squared	p1	p2
88	23.733	.005	.466
122	23.369	.005	.161
60	23.207	.006	.041
59	20.646	.014	.122
37	19.917	.018	.098
84	18.276	.032	.251
64	18.055	.035	.173
58	17.873	.037	.113
23	16.619	.055	.303
1	16.496	.057	.225
78	15.863	.070	.316
79	15.800	.071	.231
41	15.175	.086	.351
21	14.801	.097	.397
70	14.731	.099	.321
115	14.689	.100	.244
72	14.662	.101	.175

	TI1	TI2	KO3	KO2	KO1	p4	p3	p2	p1
TI1	4.799								
TI2	-2.013	2.857							
KO3	1.861	-.306	2.071						
KO2	-.372	.856	.755	1.891					
KO1	-1.229	1.524	-.079	.688	1.620				
p4	-1.450	1.121	-.335	.597	.991	3.007			
p3	-1.278	1.839	-.212	.414	1.242	1.524	3.679		
p2	-1.482	2.294	-.601	.076	1.552	1.831	2.182	5.419	
p1	-2.418	1.855	-.716	.579	1.411	1.456	1.357	2.288	3.876

29	14.586	.103	.133
61	14.282	.113	.158
17	13.874	.127	.231
11	13.520	.140	.304
92	13.421	.144	.268
28	13.413	.145	.199
126	13.244	.152	.199
106	13.235	.152	.144
48	13.141	.156	.123
96	13.055	.160	.104
40	12.963	.164	.089
66	12.933	.166	.064
22	12.905	.167	.045
97	12.776	.173	.043
57	12.634	.180	.043
93	12.349	.194	.069
56	12.277	.198	.058
46	12.161	.204	.056
26	12.097	.208	.045
98	11.963	.215	.047
82	11.341	.253	.205
95	11.261	.258	.189
94	11.242	.260	.149
33	11.120	.268	.154
127	11.071	.271	.131
42	10.853	.286	.179
45	10.325	.325	.450
24	10.299	.327	.397
75	10.260	.330	.355
39	10.035	.348	.452
85	9.842	.363	.531
16	9.778	.369	.509
113	9.755	.371	.456
101	9.642	.380	.475
130	9.512	.391	.510
114	9.510	.392	.440
32	9.299	.410	.543
80	9.299	.410	.473

14	9.240	.415	.451
13	9.198	.419	.417
91	9.166	.422	.375
129	8.825	.454	.594
83	8.490	.486	.788
123	8.427	.492	.779
87	8.275	.507	.826
4	8.204	.514	.822
99	8.204	.514	.774
31	8.179	.516	.737
6	7.657	.569	.954
131	7.655	.569	.935
125	7.592	.576	.932
12	7.591	.576	.907
102	7.550	.580	.893
54	7.508	.584	.879
35	7.455	.590	.870
3	7.273	.609	.919
7	7.254	.611	.897
103	7.254	.611	.862
50	7.237	.612	.830
67	7.120	.625	.858
15	7.115	.625	.817
63	6.946	.643	.875
104	6.819	.656	.902
120	6.696	.669	.923
25	6.678	.671	.902
55	6.625	.676	.894
52	6.619	.677	.860
9	6.403	.699	.928
44	6.384	.701	.908
107	6.336	.706	.898
30	6.312	.708	.874
86	6.139	.726	.922
34	6.094	.730	.911
132	6.090	.731	.879
19	6.087	.731	.838
68	5.783	.761	.946

36	5.761	.764	.930
77	5.757	.764	.901
116	5.747	.765	.868
43	5.653	.774	.880
128	5.517	.787	.911
47	5.200	.817	.978
71	5.190	.817	.967

Sample Covariances (Group number 1)

Sample Correlations (Group number 1)

	TI1	TI2	KO3	KO2	KO1	p4	p3	p2	p1
TI1	1.000								
TI2	-.544	1.000							
KO3	.590	-.126	1.000						
KO2	-.123	.368	.382	1.000					
KO1	-.441	.708	-.043	.393	1.000				
p4	-.382	.382	-.134	.250	.449	1.000			
p3	-.304	.567	-.077	.157	.508	.458	1.000		
p2	-.291	.583	-.179	.024	.524	.454	.489	1.000	
p1	-.561	.557	-.253	.214	.563	.426	.359	.499	1.000

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

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

Result (Default model)

Minimum was achieved
Chi-square = 173.518
Degrees of freedom = 24
Probability level = .000

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
KOMITMEN_ORGANISASI	<---	KEPUASAN_KERJA	.708	.096	7.345	***	
TURNOVER_INTENTION	<---	KOMITMEN_ORGANISASI	.390	.257	1.518	.129	
TURNOVER_INTENTION	<---	KEPUASAN_KERJA	.709	.226	3.145	.002	
p1	<---	KEPUASAN_KERJA	1.000				
p2	<---	KEPUASAN_KERJA	1.208	.168	7.194	***	
p3	<---	KEPUASAN_KERJA	.923	.137	6.722	***	
p4	<---	KEPUASAN_KERJA	.748	.123	6.083	***	
KO1	<---	KOMITMEN_ORGANISASI	1.000				
KO2	<---	KOMITMEN_ORGANISASI	.464	.116	4.010	***	
KO3	<---	KOMITMEN_ORGANISASI	-.077	.109	-.708	.479	
TI2	<---	TURNOVER_INTENTION	1.000				
TI1	<---	TURNOVER_INTENTION	-.867	.125	-6.953	***	

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

			Estimate
KOMITMEN_ORGANISASI	<---	KEPUASAN_KERJA	.803
TURNOVER_INTENTION	<---	KOMITMEN_ORGANISASI	.310
TURNOVER_INTENTION	<---	KEPUASAN_KERJA	.640
p1	<---	KEPUASAN_KERJA	.698
p2	<---	KEPUASAN_KERJA	.713
p3	<---	KEPUASAN_KERJA	.661
p4	<---	KEPUASAN_KERJA	.593
KO1	<---	KOMITMEN_ORGANISASI	.951
KO2	<---	KOMITMEN_ORGANISASI	.408
KO3	<---	KOMITMEN_ORGANISASI	-.065
TI2	<---	TURNOVER_INTENTION	.901
TI1	<---	TURNOVER_INTENTION	-.603

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

	Estimate
KOMITMEN_ORGANISASI	.645
TURNOVER_INTENTION	.824
TI1	.364
TI2	.812
KO3	.004
KO2	.167
KO1	.904
p4	.351
p3	.436
p2	.508
p1	.487

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	14	0	0	0	0	14
Labeled	0	0	0	0	0	0
Unlabeled	9	0	12	0	0	21
Total	23	0	12	0	0	35

Variable	min	max	skew	c.r.	kurtosis	c.r.
TI1	1.000	10.000	.104	.489	-.313	-.735
TI2	2.250	10.000	-.645	-3.024	.251	.589
KO3	4.000	10.000	.551	2.582	-.155	-.364
KO2	3.667	10.000	-.608	-2.850	.066	.155
KO1	4.000	10.000	.120	.562	-.225	-.529
p4	4.000	10.000	-.235	-1.101	-.836	-1.960
p3	1.000	10.000	-.624	-2.926	.172	.404
p2	1.000	10.000	-.437	-2.050	-.604	-1.416
p1	1.000	10.000	-.812	-3.807	.696	1.631

Number of variables in your model: 23

Number of observed variables: 9

Number of unobserved variables: 14

Number of exogenous variables: 12

Number of endogenous variables: 11

Variable	min	max	skew	c.r.	kurtosis	c.r.
Multivariate					6.259	2.555

Observation number	Mahalanobis d-squared	p1	p2
88	23.733	.005	.466
122	23.369	.005	.161
60	23.207	.006	.041
59	20.646	.014	.122
37	19.917	.018	.098
84	18.276	.032	.251
64	18.055	.035	.173
58	17.873	.037	.113
23	16.619	.055	.303
1	16.496	.057	.225
78	15.863	.070	.316

Observation number	Mahalanobis d-squared	p1	p2
79	15.800	.071	.231
41	15.175	.086	.351
21	14.801	.097	.397
70	14.731	.099	.321
115	14.689	.100	.244
72	14.662	.101	.175
29	14.586	.103	.133
61	14.282	.113	.158
17	13.874	.127	.231
11	13.520	.140	.304
92	13.421	.144	.268
28	13.413	.145	.199
126	13.244	.152	.199
106	13.235	.152	.144

Observation number	Mahalanobis d-squared	p1	p2
48	13.141	.156	.123
96	13.055	.160	.104
40	12.963	.164	.089
66	12.933	.166	.064
22	12.905	.167	.045
97	12.776	.173	.043
57	12.634	.180	.043
93	12.349	.194	.069
56	12.277	.198	.058
46	12.161	.204	.056
26	12.097	.208	.045
98	11.963	.215	.047
82	11.341	.253	.205
95	11.261	.258	.189

Observation number	Mahalanobis d-squared	p1	p2
94	11.242	.260	.149
33	11.120	.268	.154
127	11.071	.271	.131
42	10.853	.286	.179
45	10.325	.325	.450
24	10.299	.327	.397
75	10.260	.330	.355
39	10.035	.348	.452
85	9.842	.363	.531
16	9.778	.369	.509
113	9.755	.371	.456
101	9.642	.380	.475
130	9.512	.391	.510
114	9.510	.392	.440

Observation number	Mahalanobis d-squared	p1	p2
32	9.299	.410	.543
80	9.299	.410	.473
14	9.240	.415	.451
13	9.198	.419	.417
91	9.166	.422	.375
129	8.825	.454	.594
83	8.490	.486	.788
123	8.427	.492	.779
87	8.275	.507	.826
4	8.204	.514	.822
99	8.204	.514	.774
31	8.179	.516	.737
6	7.657	.569	.954
131	7.655	.569	.935

Observation number	Mahalanobis d-squared	p1	p2
125	7.592	.576	.932
12	7.591	.576	.907
102	7.550	.580	.893
54	7.508	.584	.879
35	7.455	.590	.870
3	7.273	.609	.919
7	7.254	.611	.897
103	7.254	.611	.862
50	7.237	.612	.830
67	7.120	.625	.858
15	7.115	.625	.817
63	6.946	.643	.875
104	6.819	.656	.902
120	6.696	.669	.923

Observation number	Mahalanobis d-squared	p1	p2
25	6.678	.671	.902
55	6.625	.676	.894
52	6.619	.677	.860
9	6.403	.699	.928
44	6.384	.701	.908
107	6.336	.706	.898
30	6.312	.708	.874
86	6.139	.726	.922
34	6.094	.730	.911
132	6.090	.731	.879
19	6.087	.731	.838
68	5.783	.761	.946
36	5.761	.764	.930
77	5.757	.764	.901

Observation number	Mahalanobis d-squared	p1	p2
116	5.747	.765	.868
43	5.653	.774	.880
128	5.517	.787	.911
47	5.200	.817	.978
71	5.190	.817	.967

	TI1	TI2	KO3	KO2	KO1	p4	p3	p2	p1
TI1	4.799								
TI2	-2.013	2.857							
KO3	1.861	-.306	2.071						
KO2	-.372	.856	.755	1.891					
KO1	-1.229	1.524	-.079	.688	1.620				
p4	-1.450	1.121	-.335	.597	.991	3.007			
p3	-1.278	1.839	-.212	.414	1.242	1.524	3.679		

p2	-1.482	2.294	-.601	.076	1.552	1.831	2.182	5.419	
p1	-2.418	1.855	-.716	.579	1.411	1.456	1.357	2.288	3.876

	TI1	TI2	KO3	KO2	KO1	p4	p3	p2	p1
TI1	1.000								
TI2	-.544	1.000							
KO3	.590	-.126	1.000						
KO2	-.123	.368	.382	1.000					
KO1	-.441	.708	-.043	.393	1.000				
p4	-.382	.382	-.134	.250	.449	1.000			
p3	-.304	.567	-.077	.157	.508	.458	1.000		
p2	-.291	.583	-.179	.024	.524	.454	.489	1.000	
p1	-.561	.557	-.253	.214	.563	.426	.359	.499	1.000

Number of distinct sample moments: 45

Number of distinct parameters to be estimated: 21

Degrees of freedom (45 - 21): 24

			Estimate	S.E.	C.R.	P	Label	Estimate	S.E.	C.R.	P	Label
KOMITMEN_ORGANISASI	<---	KEPUASAN_KERJA						.708	.096	7.345	***	
TURNOVER_INTENTION	<---	KOMITMEN_ORGANISASI						.390	.257	1.518	.129	
TURNOVER_INTENTION	<---	KEPUASAN_KERJA						.709	.226	3.145	.002	
p1	<---	KEPUASAN_KERJA						1.000				
p2	<---	KEPUASAN_KERJA						1.208	.168	7.194	***	
p3	<---	KEPUASAN_KERJA						.923	.137	6.722	***	
p4	<---	KEPUASAN_KERJA						.748	.123	6.083	***	
KO1	<---	KOMITMEN_ORGANISASI						1.000				
KO2	<---	KOMITMEN_ORGANISASI						.464	.116	4.010	***	
KO3	<---	KOMITMEN_ORGANISASI						-.077	.109	-.708	.479	
TI2	<---	TURNOVER_INTENTION						1.000				
TI1	<---	TURNOVER_INTENTION						-.867	.125	-6.953	***	

KEPUASAN_KERJA	1.887	.443	4.260	***
z1	.520	.264	1.971	.049
z2	.409	.237	1.724	.085
d1	1.989	.296	6.722	***
d2	2.664	.404	6.589	***
d3	2.074	.297	6.988	***
d4	1.951	.266	7.332	***
e1	.156	.242	.643	.520
e2	1.576	.202	7.817	***
e3	2.062	.255	8.090	***
e5	.537	.226	2.376	.017
e4	3.054	.411	7.434	***

	Estimate
KOMITMEN_ORGANISASI	.645
TURNOVER_INTENTION	.824
TI1	.364
TI2	.812
KO3	.004
KO2	.167
KO1	.904
p4	.351
p3	.436
p2	.508
p1	.487

			Estimate
KOMITMEN_ORGANISASI	<---	KEPUASAN_KERJA	.803
TURNOVER_INTENTION	<---	KOMITMEN_ORGANISASI	.310
TURNOVER_INTENTION	<---	KEPUASAN_KERJA	.640
p1	<---	KEPUASAN_KERJA	.698
p2	<---	KEPUASAN_KERJA	.713
p3	<---	KEPUASAN_KERJA	.661
p4	<---	KEPUASAN_KERJA	.593
KO1	<---	KOMITMEN_ORGANISASI	.951
KO2	<---	KOMITMEN_ORGANISASI	.408
KO3	<---	KOMITMEN_ORGANISASI	-.065
TI2	<---	TURNOVER_INTENTION	.901
TI1	<---	TURNOVER_INTENTION	-.603

	KEPUASAN_KERJA	KOMITMEN_ORGANISASI	TURNOVER_INTENTION
KOMITMEN_ORGANISASI	.708	.000	.000
TURNOVER_INTENTION	.985	.390	.000
TI1	-.855	-.339	-.867
TI2	.985	.390	1.000
KO3	-.054	-.077	.000
KO2	.328	.464	.000
KO1	.708	1.000	.000
p4	.748	.000	.000
p3	.923	.000	.000
p2	1.208	.000	.000
p1	1.000	.000	.000

KOMITMEN_ORGANISASI	.803	.000	.000
TURNOVER_INTENTION	.889	.310	.000
TI1	-.536	-.187	-.603
TI2	.801	.279	.901
KO3	-.052	-.065	.000
KO2	.328	.408	.000
KO1	.763	.951	.000
p4	.593	.000	.000
p3	.661	.000	.000
p2	.713	.000	.000
p1	.698	.000	.000

	KEPUASAN_KERJA	KOMITMEN_ORGANISASI	TURNOVER_INTENTION
KOMITMEN_ORGANISASI	.708	.000	.000
TURNOVER_INTENTION	.709	.390	.000

TI1	.000	.000	-.867
TI2	.000	.000	1.000
KO3	.000	-.077	.000
KO2	.000	.464	.000
KO1	.000	1.000	.000
p4	.748	.000	.000
p3	.923	.000	.000
p2	1.208	.000	.000
p1	1.000	.000	.000

	KEPUASAN_KERJA	KOMITMEN_ORGANISASI	TURNOVER_INTENTION
KOMITMEN_ORGANISASI	.803	.000	.000
TURNOVER_INTENTION	.640	.310	.000
TI1	.000	.000	-.603
TI2	.000	.000	.901
KO3	.000	-.065	.000

	KEPUASAN_KERJA	KOMITMEN_ORGANISASI	TURNOVER_INTENTION
KO2	.000	.408	.000
KO1	.000	.951	.000
p4	.593	.000	.000
p3	.661	.000	.000
p2	.713	.000	.000
p1	.698	.000	.000

	KEPUASAN_KERJA	KOMITMEN_ORGANISASI	TURNOVER_INTENTION
KOMITMEN_ORGANISASI	.000	.000	.000
TURNOVER_INTENTION	.276	.000	.000
TI1	-.855	-.339	.000
TI2	.985	.390	.000
KO3	-.054	.000	.000
KO2	.328	.000	.000

	KEPUASAN_KERJA	KOMITMEN_ORGANISASI	TURNOVER_INTENTION
KO1	.708	.000	.000
p4	.000	.000	.000
p3	.000	.000	.000
p2	.000	.000	.000
p1	.000	.000	.000

	KEPUASAN_KERJA	KOMITMEN_ORGANISASI	TURNOVER_INTENTION
KOMITMEN_ORGANISASI	.000	.000	.000
TURNOVER_INTENTION	.249	.000	.000
TI1	-.536	-.187	.000
TI2	.801	.279	.000
KO3	-.052	.000	.000
KO2	.328	.000	.000
KO1	.763	.000	.000

p4	.000	.000	.000
p3	.000	.000	.000
p2	.000	.000	.000
p1	.000	.000	.000

			M.I.	Par Change
e3	<-->	z1	7.033	.310
e3	<-->	z2	4.231	-.270
e3	<-->	e4	51.209	1.624
e2	<-->	e5	5.020	.257
e2	<-->	e3	26.718	.821
d4	<-->	z2	4.113	-.268
d4	<-->	e5	7.670	-.363
d2	<-->	e4	4.787	.611
d2	<-->	e2	11.605	-.667
d1	<-->	e4	13.780	-.890

			M.I.	Par Change
d1	<-->	e3	4.427	-.401
d1	<-->	d3	5.961	-.490

			M.I.	Par Change
TI1	<---	KO3	50.658	.782
TI1	<---	p1	6.711	-.208
TI2	<---	KO2	4.408	.138
TI2	<---	p4	4.868	-.115
KO3	<---	TI1	41.227	.368
KO3	<---	KO2	21.902	.427
KO3	<---	p1	6.067	-.157
KO2	<---	KO3	26.597	.396
KO2	<---	p2	6.413	-.120
p2	<---	KO2	10.608	-.366
p1	<---	TI1	9.468	-.186

p1 <--- KO3	4.532	-.196

Model Fit Summary

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	6		-.371	9999.000	612.131	0	9999.000
1	e	4		-.210	1.957	342.886	20	.548
2	e	0	211.849		.718	226.382	5	.969
3	e	0	29.613		.613	191.377	5	.000
4	e	1		-.036	.381	175.759	2	.000
5	e	0	384.499		.154	173.701	10	1.024
6	e	0	99.492		.204	173.588	1	.550
7	e	0	147.325		.056	173.521	1	1.102
8	e	0	164.754		.023	173.518	1	1.037
9	e	0	166.712		.001	173.518	1	1.003
10	e	0	166.710		.000	173.518	1	1.000

Model	ECVI	LO 90	HI 90	MECVI

CMIN

RMR, GFI

Baseline Comparisons

Parsimony-Adjusted Measures

NCP

FMIN

RMSEA

AIC

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	1.645	1.354	1.993	1.672
Saturated model	.687	.687	.687	.744
Independence model	4.433	3.875	5.047	4.444

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.692	.537	.722	.574	.716
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Model	HOELTER .05	HOELTER .01
Default model	28	33
Independence model	12	14

Minimization:	.014
Miscellaneous:	.350
Bootstrap:	.000
Total:	.364

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	21	173.518	24	.000	7.230
Saturated model	45	.000	0		
Independence model	9	562.687	36	.000	15.630

Model	PRATIO	PNFI	PCFI
Default model	.667	.461	.477
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

Model	RMR	GFI	AGFI	PGFI
Default model	.375	.807	.639	.431
Saturated model	.000	1.000		
Independence model	1.220	.425	.282	.340

Model	NCP	LO 90	HI 90
Default model	149.518	111.390	195.134
Saturated model	.000	.000	.000
Independence model	526.687	453.586	607.221

Model	FMIN	F0	LO 90	HI 90
Default model	1.325	1.141	.850	1.490
Saturated model	.000	.000	.000	.000
Independence model	4.295	4.021	3.462	4.635

Model	AIC	BCC	BIC	CAIC
Default model	215.518	218.989	276.057	297.057
Saturated model	90.000	97.438	219.726	264.726
Independence model	580.687	582.175	606.632	615.632

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.218	.188	.249	.000
Independence model	.334	.310	.359	.000