Lampiran 1 Kuesioner

UNIVERSITAS ESA UNGGUL

FAKULTAS EKONOMI

JURUSAN MANAJEMEN

Yth. Bapak/Ibu Karyawan

PT. Kreasi Sentosa Abadi, Tbk.

Di Tempat

Dengan hormat,

Dengan rangka memenuhi syarat untuk menyelesaikan program studi sarjana S1, Fakultas Ekonomi Universitas Esa Unggul, maka saya :

Fitri Nurhidayah 201111026

bermaksud melakukan penelitian dengan menggali informasi dari Bapak/Ibu. Saya mohon dengan hormat kepada Bapak/Ibu untuk meluangkan waktu sejenak guna mengisi kuesioner yang terlampir berikut. Kuesioner ini bertujuan untuk mengukur sejauh mana pengaruh kepemimpinan transformasional dan komitmen organisasional terhadap kepuasan kerja dan kinerja karyawan PT. Kreasi Sentosa Abadi, Tbk.

Kuesioner ini semata-mata untuk kepentingan studi dan sama sekali tidak ada sangkut pautnya dengan status Bapak/Ibu dalam pekerjaan. Saya akan menjaga kerahasiaan jawaban Bapak/Ibu. Atas bantuan dan kesediaan Bapak/Ibu, saya ucapkan terima kasih yang sebesar-sebarya.

Penulis

KUESIONER MENGENAI DATA PRIBADI

No. Responden : …….

1. Jabatan : ……

2. Jenis Kelamin* : [ ] Pria

[ ] Wanita

3. Umur : ……. Tahun

4. Pendidikan Terakhir* : [ ] SMP

[ ] SMA

[ ] Diploma/Sarjana

[ ] Lain-lain

5. Status* : [ ] Belum Menikah

[ ] Menikah

[ ] Duda/Janda

6. Lama Bekerja* : [ ] Kurang lebih 1 tahun

[ ] Antara 1 tahun sampai 3 tahun

[ ] Antara 3 tahun sampai 5 tahun

[ ] Lebih dari 5 tahun

*Berilah tanda *Check list (√)* pada jawaban yang sesuai dengan Bapak/Ibu

PETUNJUK PENGISIAN

1. Kuesioner ini terdiri dari pertanyaan dengan 5 alternatif jawaban
2. Cara mengisi jawaban dengan cara memberi tanda *check list (√)* pada kolom :
   - ✓ Sangat Tidak Setuju (STS)
   - ✓ Tidak Setuju (TS)
   - ✓ Antara Tidak Setuju dan Setuju (ATSS)
   - ✓ Setuju (S)
   - ✓ Sangat Setuju (SS)
3. Apabila Bapak/Ibu merasa jawaban yang telah dipilih kurang tepat, maka dapat diperbaiki dengan memberi tanda sama dengan (=) pada jawaban yang dirasa kurang tepat tersebut, kemudian berilah tanda (√) pada jawaban yang tepat. Contoh :

STS	TS	ATSS	S	SS
=√=				

KUESIONER

No	Pernyataan	STS	TS	ATSS	S	SS
1	Pimpinan memberikan kepercayaan dalam bekerja.					
2	Pimpinan memotivasi karyawan dalam bekerja.					
3	Pimpinan menciptakan peluang agar mempunyai pengalaman sukses.					
4	Pimpinan mendorong untuk mencari-cari cara kerja baru dalam menyelesaikan tugas.					
5	Pemimpin mampu memberikan dorongan untuk lebih kreatif dalam bekerja.					
6	Pimpinan memberikan saran kepada karyawan.					
7	Pekerjaan yang diterima sudah sesuai dengan kemampuan.					
8	Gaji yang diterima sudah cukup untuk memenuhi kebutuhan.					
9	Sesama pegawai tidak menghormati hak-hak individual masing-masing.					
10	Adanya kebebasan untuk menggunakan penilaian.					
11	Kebijakan promosi (kenaikan pangkat atau jabatan) di perusahaan belum sesuai.					
12	Akan sangat senang menghabiskan sisa karir saya dengan organisasi ini.					
13	Organisasi ini memiliki banyak makna pribadi.					
14	Akan merasa bersalah jika meninggalkan organisasi sekarang.					
15	Memiliki sedikit pilihan untuk meninggalkan organisasi ini					
16	Berutang banyak kepada organisasi saya.					

KUESIONER

No	Pernyataan	STS	TS	ATSS	S	SS
17	Saya mengerjakan suatu pekerjaan dengan cekatan.					
18	Saya menyelesaikan laporan secara tepat dan benar.					
19	Tingkat pencapaian volume kerja yang dihasilkan saya telah sesuai dengan harapan perusahaan.					
20	Saya menghasilkan tugas dengan benar.					

Lampiran 2 Pretes N-30

DATA TABULASI

NO.	TRANS	TRANS	TRANS	TRANS	TRANS	TRANS	TRANS	TRANS	SATIS1	SATIS2	SATIS3	SATIS4	SATIS5	SATIS6	SATIS7	SATIS8	COMM	COMM	COMM	COMM	COMM	COMM	PERFO	PERFO	PERFO	PERFO
1	4	4	4	4	3	4	4	5	4	4	4	4	4	4	3	4	2	3	3	3	2	2	4	4	4	4
2	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	3	4	3	4	2	2	4	4	4	4
3	4	4	3	4	3	3	4	4	4	4	4	2	5	4	4	4	2	4	2	4	2	1	5	4	5	4
4	4	4	1	1	1	1	2	2	4	5	2	3	1	2	3	3	3	4	2	2	4	2	5	5	3	5
5	4	4	4	5	4	4	4	5	4	5	5	3	4	4	4	5	2	3	2	2	2	1	5	5	5	5
6	5	5	4	5	4	4	5	4	5	4	5	5	1	4	1	4	4	3	4	4	3	4	3	4	4	4
7	5	5	5	5	4	5	4	4	5	4	5	5	1	4	1	5	3	4	3	4	3	4	5	4	3	5
8	4	4	4	5	4	4	4	4	4	5	5	3	5	4	3	5	2	4	4	4	1	1	4	4	4	4
9	4	4	4	5	4	4	5	5	4	4	4	3	4	3	4	5	4	4	4	4	2	2	4	4	4	4
10	4	4	4	4	4	4	4	4	4	5	4	4	5	4	3	4	2	3	2	2	4	1	4	4	5	5
11	5	5	5	4	5	4	5	4	5	4	5	5	1	5	1	4	4	3	4	5	2	5	3	4	5	5
12	5	5	5	5	5	4	5	5	5	5	5	5	2	5	2	3	3	4	3	3	2	3	4	3	4	5
13	5	4	5	4	5	4	5	5	4	4	5	5	2	5	2	3	3	4	3	4	1	3	4	5	4	5
14	5	4	5	5	4	5	4	4	4	5	4	4	1	5	2	5	4	5	4	5	3	4	4	5	4	5
15	4	4	5	4	5	4	5	5	4	5	4	5	1	4	1	4	3	4	3	4	2	3	4	5	5	5
16	4	5	5	5	4	5	5	4	5	4	5	5	1	5	2	5	4	3	4	5	2	5	4	5	5	5
17	4	5	5	5	5	4	5	5	5	4	5	5	2	5	2	4	4	4	4	3	2	4	4	4	4	4
18	5	5	5	5	4	5	5	4	5	5	4	5	2	5	2	5	5	4	4	4	2	3	4	4	5	5
19	4	5	4	5	5	5	5	5	5	5	5	4	1	5	2	3	3	3	3	3	2	3	4	3	4	4
20	5	5	5	5	5	4	5	5	5	5	5	5	2	5	2	4	4	4	3	5	3	4	5	4	4	5
21	5	5	5	4	5	4	5	4	5	4	4	4	2	4	2	3	4	4	3	3	2	3	4	3	4	5
22	5	5	4	5	4	5	4	5	5	5	4	5	2	5	2	5	4	4	4	3	2	4	3	4	4	5
23	4	5	4	5	5	5	5	5	5	5	5	5	2	5	2	5	4	4	4	4	3	4	4	3	4	5
24	5	5	5	5	5	4	5	5	5	5	5	5	2	5	2	3	3	4	3	4	2	3	4	4	3	4
25	5	5	5	5	5	5	5	5	5	5	4	5	1	4	2	5	4	4	4	4	3	4	3	4	3	4
26	4	4	4	4	4	4	4	4	4	4	4	2	4	4	4	4	3	4	2	3	2	2	4	5	5	4
27	4	4	4	4	2	4	4	4	4	4	4	2	5	3	2	4	2	4	4	4	2	2	4	4	3	4
28	4	4	3	4	4	4	5	4	4	3	5	4	1	4	1	5	3	4	3	2	3	2	4	4	5	5
29	4	4	4	5	4	5	4	4	4	4	5	2	5	3	2	4	3	3	2	4	2	1	5	4	5	4
30	4	4	4	4	4	4	4	4	4	4	4	2	2	4	2	4	4	4	4	2	2	4	4	4	4	4

HASIL VALIDITAS DAN RELIABILITAS PRETES

1. Validitas Kepemimpinan Trasnformasional

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling		,830
Bartlett's Test of Sphericity	Approx. Chi-Square	156,888
	df	28
	Sig.	,000

Anti-image Matrices

		trans1	trans2	trans3	trans4	trans5	trans6	trans7	trans8
Anti-image Covariance	trans1	,484	-,239	-,160	,003	-,009	,055	,056	,050
	trans2	-,239	,472	,059	-,045	-,038	-,016	-,098	,067
	trans3	-,160	,059	,247	-,014	-,071	-,079	-,052	-,017
	trans4	,003	-,045	-,014	,211	,017	-,158	-,023	-,112
	trans5	-,009	-,038	-,071	,017	,244	-,011	-,116	-,087
	trans6	,055	-,016	-,079	-,158	-,011	,267	,022	,051
	trans7	,056	-,098	-,052	-,023	-,116	,022	,267	-,055
	trans8	,050	,067	-,017	-,112	-,087	,051	-,055	,372
Anti-image Correlation	trans1	,679[a]	-,500	-,462	,010	-,025	,153	,156	,117
	trans2	-,500	,795[a]	,174	-,143	-,112	-,045	-,277	,159
	trans3	-,462	,174	,862[a]	-,060	-,291	-,308	-,201	-,057
	trans4	,010	-,143	-,060	,811[a]	,075	-,665	-,095	-,399
	trans5	-,025	-,112	-,291	,075	,880[a]	-,043	-,453	-,287
	trans6	,153	-,045	-,308	-,665	-,043	,795[a]	,082	,163
	trans7	,156	-,277	-,201	-,095	-,453	,082	,876[a]	-,175
	trans8	,117	,159	-,057	-,399	-,287	,163	-,175	,863[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component	
	1	2
trans1	,533	,746
trans2	,660	,550
trans3	,884	,057
trans4	,852	-,262
trans5	,876	-,045
trans6	,789	-,240
trans7	,861	-,064
trans8	,760	-,401

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Validitas Kepemimpinan Transformasional

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling		,856
Bartlett's Test of Sphericity	Approx. Chi-Square	140,180
	df	21
	Sig.	,000

Anti-image Matrices

		trans2	trans3	trans4	trans5	trans6	trans7	trans8
Anti-image Covariance	trans2	,629	-,033	-,058	-,056	,015	-,096	,123
	trans3	-,033	,314	-,016	-,094	-,079	-,043	-,001
	trans4	-,058	-,016	,211	,017	-,162	-,023	-,114
	trans5	-,056	-,094	,017	,244	-,010	-,118	-,087
	trans6	,015	-,079	-,162	-,010	,273	,016	,047
	trans7	-,096	-,043	-,023	-,118	,016	,273	-,063
	trans8	,123	-,001	-,114	-,087	,047	-,063	,377
Anti-image Correlation	trans2	,880[a]	-,074	-,159	-,144	,036	-,233	,253
	trans3	-,074	,923[a]	-,062	-,341	-,271	-,147	-,004
	trans4	-,159	-,062	,801[a]	,075	-,674	-,098	-,403
	trans5	-,144	-,341	,075	,863[a]	-,040	-,455	-,287
	trans6	,036	-,271	-,674	-,040	,801[a]	,059	,148
	trans7	-,233	-,147	-,098	-,455	,059	,888[a]	-,197
	trans8	,253	-,004	-,403	-,287	,148	-,197	,852[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
trans2	,622
trans3	,870
trans4	,869
trans5	,879
trans6	,805
trans7	,870
trans8	,788

Extraction Method: Principal Component

a. 1 components

Reliabilitas Kepemimpinan Transformasional

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded[a]	0	0,0
	Total	30	100,0

a. Listwise deletion based on all variables in the

Reliability Statistics

Cronbach's Alpha	N of Items
,916	7

2. Validitas Kepuasan Kerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling		,712
Bartlett's Test of Sphericity	Approx. Chi-Square	100,643
	df	28
	Sig.	,000

Anti-image Matrices

		satis1	satis2	satis3	satis4	satis5	satis6	satis7	satis8
Anti-image Covariance	satis1	,410	-,068	-,074	-,107	,065	-,037	,004	,063
	satis2	-,068	,728	,180	-,107	-,069	-,095	-,065	,001
	satis3	-,074	,180	,413	-,007	-,166	-,213	,154	-,079
	satis4	-,107	-,107	-,007	,256	,084	-,104	,072	-,055
	satis5	,065	-,069	-,166	,084	,305	,063	-,180	-,004
	satis6	-,037	-,095	-,213	-,104	,063	,361	-,104	,025
	satis7	,004	-,065	,154	,072	-,180	-,104	,360	-,042
	satis8	,063	,001	-,079	-,055	-,004	,025	-,042	,962
Anti-image Correlation	satis1	,890[a]	-,124	-,179	-,330	,184	-,096	,011	,101
	satis2	-,124	,467[a]	,328	-,248	-,147	-,185	-,127	,002
	satis3	-,179	,328	,494[a]	-,020	-,467	-,551	,400	-,125
	satis4	-,330	-,248	-,020	,821[a]	,300	-,341	,236	-,111
	satis5	,184	-,147	-,467	,300	,681[a]	,191	-,543	-,007
	satis6	-,096	-,185	-,551	-,341	,191	,713[a]	-,289	,043
	satis7	,011	-,127	,400	,236	-,543	-,289	,692[a]	-,071
	satis8	,101	,002	-,125	-,111	-,007	,043	-,071	,346[a]

a. Measures of Sampling Adequacy(MSA)

Validitas Kepuasan Kerja

Component Matrix[a]

	Component		
	1	2	3
satis1	,843	-,099	,062
satis2	,219	-,664	,642
satis3	,545	,679	,161
satis4	,908	-,129	,064
satis5	-,766	,274	,364
satis6	,771	,160	,361
satis7	-,750	-,068	,467
satis8	,026	,455	,450

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,817
Bartlett's Test of Sphericity	Approx. Chi-Square	75,212
	df	10
	Sig.	,000

Anti-image Matrices

		satis1	satis4	satis5	satis6	satis7
Anti-image Covariance	satis1	,429	-,126	,051	-,112	,034
	satis4	-,126	,277	,111	-,168	,075
	satis5	,051	,111	,392	-,042	-,198
	satis6	-,112	-,168	-,042	,519	-,048
	satis7	,034	,075	-,198	-,048	,471
Anti-image Correlation	satis1	,876[a]	-,365	,123	-,237	,076
	satis4	-,365	,790[a]	,337	-,444	,207
	satis5	,123	,337	,807[a]	-,093	-,460
	satis6	-,237	-,444	-,093	,795[a]	-,096
	satis7	,076	,207	-,460	-,096	,822[a]

a. Measures of Sampling Adequacy(MSA)

Reliabilitas Kepuasan Kerja

Component Matrix[a]

	Component
	1
satis1	,841
satis4	,913
satis5	-,829
satis6	,719
satis7	-,774

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded[a]	0	0,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha[a]	N of Items
,600	5

3. Validitas Komitmen Organisasional

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling		,698
Bartlett's Test of Sphericity	Approx. Chi-Square	52,073
	df	15
	Sig.	,000

Anti-image Matrices

		commit1	commit2	commit3	commit4	commit5	commit6
Anti-image Covariance	commit1	,395	-,110	-,088	,010	-,061	-,202
	commit2	-,110	,900	-,105	-,068	-,061	,096
	commit3	-,088	-,105	,456	-,068	,195	-,150
	commit4	,010	-,068	-,068	,731	,177	-,120
	commit5	-,061	-,061	,195	,177	,818	-,115
	commit6	-,202	,096	-,150	-,120	-,115	,331
Anti-image Correlation	commit1	,732[a]	-,185	-,208	,019	-,108	-,559
	commit2	-,185	,581[a]	-,163	-,084	-,071	,177
	commit3	-,208	-,163	,761[a]	-,118	,320	-,385
	commit4	,019	-,084	-,118	,805[a]	,228	-,244
	commit5	-,108	-,071	,320	,228	,317[a]	-,221
	commit6	-,559	,177	-,385	-,244	-,221	,666[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component	
	1	2
commit1	,844	,282
commit2	,343	,062
commit3	,844	-,147
commit4	,634	-,391
commit5	-,083	,931
commit6	,871	,218

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Validitas Komitmen Organisasional

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,741
Bartlett's Test of Sphericity	Approx. Chi-Square	47,407
	df	10
	Sig.	,000

Anti-image Matrices

		commit1	commit2	commit3	commit4	commit6
Anti-image Covariance	commit1	,399	-,117	-,083	,025	-,224
	commit2	-,117	,904	-,101	-,058	,093
	commit3	-,083	-,101	,508	-,130	-,143
	commit4	,025	-,058	-,130	,772	-,105
	commit6	-,224	,093	-,143	-,105	,348
Anti-image Correlation	commit1	,715[a]	-,195	-,184	,046	-,601
	commit2	-,195	,610[a]	-,149	-,070	,165
	commit3	-,184	-,149	,827[a]	-,208	-,340
	commit4	,046	-,070	-,208	,846[a]	-,203
	commit6	-,601	,165	-,340	-,203	,685[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
commit1	,850
commit2	,345
commit3	,839
commit4	,627
commit6	,876

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

Reliabilitas Komitmen Organisasional

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded[a]	0	0,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,771	5

4. Validitas Kinerja Karyawan

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling		,594
Bartlett's Test of Sphericity	Approx. Chi-Square	3,936
	df	6
	Sig.	,685

Anti-image Matrices

		perform1	perform2	perform3	perform4
Anti-image Covariance	perform1	,963	-,149	-,005	-,077
	perform2	-,149	,922	-,158	-,094
	perform3	-,005	-,158	,920	-,186
	perform4	-,077	-,094	-,186	,930
Anti-image Correlation	perform1	,592[a]	-,158	-,005	-,081
	perform2	-,158	,599[a]	-,171	-,101
	perform3	-,005	-,171	,579[a]	-,201
	perform4	-,081	-,101	-,201	,606[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
perform1	,468
perform2	,660
perform3	,644
perform4	,635

Extraction Method: Principal Component
a. 1 components

Reliabilitas Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded[a]	0	0,0
	Total	30	100,0

a. Listwise deletion based on all variables in the

Reliability Statistics

Cronbach's Alpha	N of Items
,518	4

Lampiran 3 Olahan Karakteristik Responden

TABULASI KARAKTERISTIK RESPONDEN

No.	Jobdesk	Gender	Age	Education	Status	Lengthwork
1	1	1	3	2	2	4
2	1	1	3	2	2	4
3	1	1	3	2	2	4
4	1	1	3	2	2	4
5	1	1	4	2	2	4
6	2	1	3	3	2	4
7	2	1	4	2	2	4
8	2	1	3	2	2	4
9	2	1	3	2	2	4
10	2	1	2	3	1	2
11	2	1	3	2	2	4
12	2	1	4	2	2	4
13	2	1	4	2	3	4
14	2	1	4	2	2	4
15	2	1	4	2	2	4
16	2	1	3	2	2	4
17	2	1	3	2	2	2
18	2	1	3	2	2	4
19	2	1	4	2	2	4
20	2	1	3	2	2	4
21	2	1	3	2	2	4
22	2	1	3	2	2	4
23	2	1	3	2	2	4
24	2	1	3	2	2	4
25	2	1	2	3	1	2
26	2	1	2	3	2	3
27	2	1	3	2	2	4
28	2	1	4	2	2	4
29	2	1	3	2	2	4
30	3	1	4	2	2	4
31	3	1	3	2	2	4
32	3	1	4	2	2	3
33	3	1	4	2	2	4
34	3	1	3	2	2	4
35	3	1	2	2	2	4
36	3	1	3	2	2	4
37	3	1	3	2	2	4
38	1	2	4	2	2	4
39	2	2	3	2	2	4
40	2	2	3	3	2	4
41	2	2	2	2	1	2
42	2	2	3	3	2	4
43	3	2	3	2	2	4
44	4	1	3	3	2	4
45	4	1	2	3	1	4
46	4	2	2	3	1	4
47	4	2	2	2	1	2
48	4	2	2	3	2	4
49	4	2	2	3	1	4
50	4	2	2	3	1	4
51	4	2	2	2	1	3
52	4	2	2	2	2	4
53	4	2	2	2	1	4
54	5	1	4	2	2	4
55	5	1	3	2	2	4
56	5	2	3	2	3	4
57	5	2	2	2	2	4
58	5	1	3	2	2	4
59	5	1	3	2	2	4
60	5	1	4	1	2	4
61	5	1	3	2	2	4
62	5	1	4	1	2	4
63	5	1	3	2	2	4
64	5	1	3	2	2	4
65	5	1	3	2	3	3
66	5	1	3	2	2	4
67	5	1	4	2	2	4
68	5	1	3	2	2	4
69	5	1	4	1	3	4
70	5	1	4	2	2	4

HASIL PENGUJIAN KARAKTERISTIK RESPONDEN

Statistics

Jobdesk

N	Valid	70
	Missing	0

Jobdesk

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Saniter	6	8,6	8,6	8,6
	Material	28	40,0	40,0	48,6
	Wood Finishing	9	12,9	12,9	61,4
	Accounting & Finance	10	14,3	14,3	75,7
	Gudang	17	24,3	24,3	100,0
	Total	70	100,0	100,0	

Statistics

Gender

N	Valid	70
	Missing	0

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pria	54	77,1	77,1	77,1
	Wanita	16	22,9	22,9	100,0
	Total	70	100,0	100,0	

Statistics

Age

N	Valid	70
	Missing	0

Age

		Frequency	Percent	Percent	Percent
Valid	20 tahun - 30 tahun	15	21,4	21,4	21,4
	30 tahun - 40 tahun	37	52,9	52,9	74,3
	Di atas 40 tahun	18	25,7	25,7	100,0
	Total	70	100,0	100,0	

Statistics

Education

N	Valid	70
	Missing	0

Education

		Frequency	Percent	Percent	Percent
Valid	SMP	3	4,3	4,3	4,3
	SMA	55	78,6	78,6	82,9
	Diploma/Sarjana	12	17,1	17,1	100,0
	Total	70	100,0	100,0	

Statistics

Status

N	Valid	70
	Missing	0

Status

		Frequency	Percent	Percent	Percent
Valid	Belum Menikah	10	14,3	14,3	14,3
	Menikah	56	80,0	80,0	94,3
	Duda/Janda	4	5,7	5,7	100,0
	Total	70	100,0	100,0	

Statistics

Lenghtwork

N	Valid	70
	Missing	0

Lenghtwork

		Frequency	Percent	Percent	Percent
Valid	Antara 1 tahun sampai 3 tahun	5	7,1	7,1	7,1
	Antara 3 tahun sampai 5 tahun	4	5,7	5,7	12,9
	Lebih dari 5 tahun	61	87,1	87,1	100,0
	Total	70	100,0	100,0	

Lampiran 4 Analisis Faktor

DATA TABULASI

NO.	TRANS	TRANS	TRANS	TRANS	TRANS	TRANS	TRANS	SATIS1	SATIS2	SATIS3	SATIS4	SATIS5	COMN	COMN	COMN	COMN	COMN	PERFO	PERFO	PERFO	PERFO
1	4	4	4	3	4	4	5	4	4	3	5	5	2	3	3	3	2	4	4	4	4
2	4	4	4	4	4	4	4	4	3	3	5	5	3	4	3	4	2	4	4	4	4
3	4	3	4	3	3	4	4	4	2	2	4	3	2	4	2	4	1	5	4	5	4
4	4	1	1	1	1	2	2	4	3	2	4	3	3	4	2	2	2	5	5	3	5
5	4	4	5	4	4	4	5	4	3	2	4	4	2	3	2	2	1	5	5	5	5
6	5	4	5	4	4	5	4	5	5	4	5	5	4	3	4	4	4	3	4	4	4
7	5	5	5	4	5	4	4	5	5	3	4	4	3	4	3	4	4	5	4	3	5
8	4	4	5	4	4	4	4	4	3	4	5	5	2	4	4	4	1	4	4	4	4
9	4	4	5	4	4	5	5	4	3	4	4	4	4	4	4	4	2	4	4	4	4
10	4	4	4	4	4	4	4	4	4	4	5	5	2	3	2	2	1	4	4	5	5
11	5	5	4	5	4	5	4	5	5	4	4	3	4	3	4	5	5	3	4	5	5
12	5	5	5	5	4	5	5	5	5	5	4	5	3	4	3	3	3	4	3	4	5
13	4	5	4	5	4	5	5	4	5	5	5	5	3	4	3	4	3	4	5	4	5
14	4	5	5	4	5	4	4	4	4	4	3	4	4	5	4	5	4	4	5	4	5
15	4	5	4	5	4	5	5	4	5	4	3	4	3	4	3	4	3	4	5	5	5
16	5	5	5	4	5	5	4	5	5	4	4	5	4	3	4	5	5	4	5	5	5
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26	4	4	4	4	4	4	4	4	2	5	5	4	3	4	2	3	2	4	5	5	4
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29	4	4	5	4	4	4	5	4	3	5	5	4	2	3	2	2	1	5	5	5	5
30	5	4	5	4	4	5	4	5	5	4	5	4	4	3	4	5	4	3	4	4	4
31	5	5	5	4	5	4	4	5	5	5	4	5	3	4	3	4	4	5	4	3	5
32	4	4	5	4	4	4	4	4	3	5	4	3	2	4	4	4	1	4	4	4	4
33	4	4	5	4	4	5	5	4	3	5	3	4	4	4	4	4	2	4	4	4	4
34	4	4	4	5	4	4	4	4	4	5	4	3	2	3	2	2	1	4	4	5	5
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49	4	5	5	5	4	5	5	5	5	4	5	5	3	4	4	5	4	4	5	4	5
50	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	5	5	4	4	5	5
51	5	5	5	4	4	5	5	4	3	4	3	5	4	3	3	4	4	5	4	3	5
52	5	4	4	4	4	4	4	4	4	4	5	4	3	4	4	4	1	4	4	4	4
53	4	4	4	5	4	5	4	5	5	4	5	5	2	4	4	4	2	4	4	4	4
54	4	4	5	5	4	5	5	5	5	5	5	4	3	4	3	3	1	4	4	5	5
55	5	5	4	5	4	5	5	4	5	4	5	4	3	4	3	4	5	3	4	5	4
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57	5	5	5	5	4	5	5	5	5	5	5	5	4	4	4	3	4	4	4	4	4
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60	4	4	5	5	5	5	5	5	5	4	4	5	4	4	4	4	4	4	5	5	5
61	5	5	5	5	5	5	5	5	5	5	4	4	4	4	4	4	4	5	5	5	5
62	4	5	5	5	5	5	5	5	5	5	5	5	5	4	5	4	4	5	5	5	5
63	4	5	4	5	5	5	4	4	4	5	4	5	5	4	4	4	4	4	4	4	4
64	4	4	5	5	5	5	5	5	4	5	4	2	4	4	4	4	3	4	4	5	5
65	4	4	4	4	4	4	4	4	4	5	4	4	3	4	4	3	4	4	4	4	4
66	5	4	4	5	5	4	5	4	4	4	4	4	3	4	4	3	4	4	4	4	4
67	5	5	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	5	5	5	5
68	4	5	5	5	5	5	5	5	4	5	4	4	4	4	4	4	4	5	5	5	5
69	5	4	5	4	5	5	4	5	5	5	5	4	4	5	5	5	4	5	5	5	5
70	4	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5

HASIL VALIDITAS DAN RELIABILITAS N 70

1. Validitas Kepemimpinan Transformasional

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling		,794
Bartlett's Test of Sphericity	Approx. Chi-Square	205,508
	df	21
	Sig.	,000

Anti-image Matrices

		TRANS1	TRANS2	TRANS3	TRANS4	TRANS5	TRANS6	TRANS7
Anti-image Covariance	TRANS1	,787	-,189	,024	,070	-,083	-,096	,051
	TRANS2	-,189	,483	-,018	-,128	-,091	-,075	,000
	TRANS3	,024	-,018	,416	,040	-,220	-,099	-,202
	TRANS4	,070	-,128	,040	,375	-,088	-,195	-,110
	TRANS5	-,083	-,091	-,220	-,088	,536	,092	,014
	TRANS6	-,096	-,075	-,099	-,195	,092	,415	-,029
	TRANS7	,051	,000	-,202	-,110	,014	-,029	,513
Anti-image Correlation	TRANS1	,717[a]	-,306	,042	,128	-,128	-,168	,080
	TRANS2	-,306	,857[a]	-,039	-,301	-,180	-,168	,000
	TRANS3	,042	-,039	,759[a]	,102	-,466	-,239	-,437
	TRANS4	,128	-,301	,102	,784[a]	-,196	-,494	-,251
	TRANS5	-,128	-,180	-,466	-,196	,774[a]	,194	,027
	TRANS6	-,168	-,168	-,239	-,494	,194	,795[a]	-,062
	TRANS7	,080	,000	-,437	-,251	,027	-,062	,830[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component	
	1	2
TRANS1	,413	,813
TRANS2	,778	,311
TRANS3	,781	-,307
TRANS4	,822	-,048
TRANS5	,703	-,064
TRANS6	,794	,062
TRANS7	,731	-,415

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Validitas Kepemimpinan Transformasional

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling		,800
Bartlett's Test of Sphericity	Approx. Chi-Square	190,710
	df	15
	Sig.	,000

Anti-image Matrices

		TRANS2	TRANS3	TRANS4	TRANS5	TRANS6	TRANS7
Anti-image Covariance	TRANS2	,533	-,013	-,125	-,125	-,111	,013
	TRANS3	-,013	,417	,039	-,221	-,099	-,205
	TRANS4	-,125	,039	,381	-,083	-,195	-,117
	TRANS5	-,125	-,221	-,083	,545	,085	,020
	TRANS6	-,111	-,099	-,195	,085	,427	-,023
	TRANS7	,013	-,205	-,117	,020	-,023	,516
Anti-image Correlation	TRANS2	,875[a]	-,028	-,277	-,232	-,234	,025
	TRANS3	-,028	,756[a]	,097	-,465	-,236	-,442
	TRANS4	-,277	,097	,795[a]	-,183	-,483	-,264
	TRANS5	-,232	-,465	-,183	,767[a]	,177	,037
	TRANS6	-,234	-,236	-,483	,177	,795[a]	-,050
	TRANS7	,025	-,442	-,264	,037	-,050	,827[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
TRANS2	,759
TRANS3	,795
TRANS4	,832
TRANS5	,702
TRANS6	,792
TRANS7	,754

Extraction Method: Principal Component
a. 1 components

Reliabilitas Kepemimpinan Transformasional

Case Processing Summary

		N	%
Cases	Valid	70	100,0
	Excluded[a]	0	0,0
	Total	70	100,0

a. Listwise deletion based on all variables in the

Reliability Statistics

Cronbach's Alpha	N of Items
,864	6

2. Validitas Kepuasan Kerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling		,584
Bartlett's Test of Sphericity	Approx. Chi-Square	62,924
	df	10
	Sig.	,000

Anti-image Matrices

		SATIS1	SATIS2	SATIS3	SATIS4	SATIS5
Anti-image Covariance	SATIS1	,497	-,327	-,011	-,172	,089
	SATIS2	-,327	,508	-,091	,017	-,118
	SATIS3	-,011	-,091	,925	-,023	-,123
	SATIS4	-,172	,017	-,023	,817	-,213
	SATIS5	,089	-,118	-,123	-,213	,872
Anti-image Correlation	SATIS1	,547[a]	-,650	-,016	-,271	,136
	SATIS2	-,650	,569[a]	-,133	,026	-,177
	SATIS3	-,016	-,133	,778[a]	-,026	-,137
	SATIS4	-,271	,026	-,026	,669[a]	-,252
	SATIS5	,136	-,177	-,137	-,252	,550[a]

a. Measures of Sampling Adequacy(MSA)

Validitas Kepuasan Kerja

Component Matrix[a]

	Component	
	1	2
SATIS1	,808	-,449
SATIS2	,822	-,319
SATIS3	,440	,397
SATIS4	,612	,201
SATIS5	,449	,728

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

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling		,597
Bartlett's Test of Sphericity	Approx. Chi-Square	54,118
	df	6
	Sig.	,000

Anti-image Matrices

		SATIS1	SATIS2	SATIS3	SATIS4
Anti-image Covariance	SATIS1	,506	-,331	,002	-,164
	SATIS2	-,331	,524	-,113	-,013
	SATIS3	,002	-,113	,943	-,057
	SATIS4	-,164	-,013	-,057	,872
Anti-image Correlation	SATIS1	,564[a]	-,642	,002	-,247
	SATIS2	-,642	,570[a]	-,161	-,019
	SATIS3	,002	-,161	,761[a]	-,063
	SATIS4	-,247	-,019	-,063	,759[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
SATIS1	,865
SATIS2	,849
SATIS3	,418
SATIS4	,584

Extraction Method: Principal Component Analysis.
a. 1 components

Reliabilitas Kepuasan Kerja

Case Processing Summary

		N	%
Cases	Valid	70	100,0
	Excluded[a]	0	0,0
	Total	70	100,0

a. Listwise deletion based on all variables in the

Reliability Statistics

Cronbach's Alpha	N of Items
,600	4

3. Validitas Komitmen Organisasional

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling		,704
Bartlett's Test of Sphericity	Approx. Chi-Square	125,147
	df	10
	Sig.	,000

Anti-image Matrices

		COMMIT1	COMMIT2	COMMIT3	COMMIT4	COMMIT5
Anti-image Covariance	COMMIT1	,508	-,098	-,110	,058	-,249
	COMMIT2	-,098	,845	-,169	-,008	,141
	COMMIT3	-,110	-,169	,439	-,228	-,058
	COMMIT4	,058	-,008	-,228	,490	-,156
	COMMIT5	-,249	,141	-,058	-,156	,425
Anti-image Correlation	COMMIT1	,707[a]	-,150	-,233	,116	-,536
	COMMIT2	-,150	,509[a]	-,278	-,013	,235
	COMMIT3	-,233	-,278	,742[a]	-,491	-,133
	COMMIT4	,116	-,013	-,491	,721[a]	-,341
	COMMIT5	-,536	,235	-,133	-,341	,691[a]

a. Measures of Sampling Adequacy(MSA)

Validitas Komitmen Organisasional

Component Matrix[a]

	Component	
	1	2
COMMIT1	,783	-,111
COMMIT2	,317	,922
COMMIT3	,852	,153
COMMIT4	,799	-,055
COMMIT5	,824	-,354

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

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,720
Bartlett's Test of Sphericity	Approx. Chi-Square	114,504
	df	6
	Sig.	,000

Anti-image Matrices

		COMMIT1	COMMIT3	COMMIT4	COMMIT5
Anti-image Covariance	COMMIT1	,519	-,144	,058	-,252
	COMMIT3	-,144	,476	-,249	-,034
	COMMIT4	,058	-,249	,490	-,163
	COMMIT5	-,252	-,034	-,163	,450
Anti-image Correlation	COMMIT1	,704[a]	-,289	,115	-,521
	COMMIT3	-,289	,743[a]	-,515	-,073
	COMMIT4	,115	-,515	,701[a]	-,348
	COMMIT5	-,521	-,073	-,348	,728[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
COMMIT1	,786
COMMIT3	,838
COMMIT4	,805
COMMIT5	,851

Extraction Method: Principal Component
a. 1 components extracted.

Reliabilitas Komitmen Organisasional

Case Processing Summary

		N	%
Cases	Valid	70	100,0
	Excluded[a]	0	0,0
	Total	70	100,0

a. Listwise deletion based on all variables in the

Reliability Statistics

Cronbach's Alpha	N of Items
,821	4

4. Validitas Kinerja Karyawan

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,557
Bartlett's Test of Sphericity	Approx. Chi-Square	37,791
	df	6
	Sig.	,000

Anti-image Matrices

		PERFORM1	PERFORM2	PERFORM3	PERFORM4
Anti-image Covariance	PERFORM1	,755	-,274	,140	-,239
	PERFORM2	-,274	,740	-,243	-,028
	PERFORM3	,140	-,243	,785	-,249
	PERFORM4	-,239	-,028	-,249	,769
Anti-image Correlation	PERFORM1	,513[a]	-,367	,182	-,314
	PERFORM2	-,367	,593[a]	-,319	-,038
	PERFORM3	,182	-,319	,505[a]	-,320
	PERFORM4	-,314	-,038	-,320	,610[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
PERFORM1	,655
PERFORM2	,748
PERFORM3	,614
PERFORM4	,725

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reliabilitas Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	70	100,0
	Excluded[a]	0	0,0
	Total	70	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,608	4

Lampiran 5 Uji Lisrel

TABULASI

NO.	TRANS	TRANS	TRANS	TRANS	TRANS	TRANS	TRANS	SATIS1	SATIS2	SATIS3	SATIS4	SATIS5	COMN	COMN	COMN	COMN	COMN	PERFO	PERFO	PERFO	PERFO
1	4	4	4	3	4	4	5	4	4	3	5	5	2	3	3	3	2	4	4	4	4
2	4	4	4	4	4	4	4	4	3	3	5	5	3	4	3	4	2	4	4	4	4
3	4	3	4	3	3	4	4	4	2	2	4	3	2	4	2	4	1	5	4	5	4
4	4	1	1	1	1	2	2	4	3	2	4	3	3	4	2	2	2	5	5	3	5
5	4	4	5	4	4	4	5	4	3	2	4	4	2	3	2	2	1	5	5	5	5
6	5	4	5	4	4	5	4	5	5	4	5	5	4	3	4	4	4	3	4	4	4
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53	4	4	4	5	4	5	4	5	5	4	5	5	2	4	4	4	2	4	4	4	4
54	4	4	5	5	4	5	5	5	5	5	5	4	3	4	3	3	1	4	4	5	5
55	5	5	4	5	4	5	5	4	5	4	5	4	3	4	3	4	5	3	4	5	4
56	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4
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66	5	4	4	5	5	4	5	4	4	4	4	4	3	4	4	3	4	4	4	4	4
67	5	5	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	5	5	5	5
68	4	5	5	5	5	5	5	5	4	5	4	4	4	4	4	4	4	5	5	5	5
69	5	4	5	4	5	5	4	5	5	5	5	4	4	5	5	5	4	5	5	5	5
70	4	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5

HASIL VALIDITAS DAN RELIABILITAS LISREL

DATE: 2/20/2015
TIME: 11:18

L I S R E L 8.51

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Users\ASUS X45U\Desktop\Uji Lisrel\syntax sebelum.pr2:

```
raw data from file ujii.psf
latent vartiables: TRANS SATIS COMMIT PERFORM
relationships:
TRANS1 = 1*TRANS
TRANS2 = TRANS
TRANS3 = TRANS
TRANS4 = TRANS
TRANS5 = TRANS
TRANS6 = TRANS
TRANS7 = TRANS
SATIS1 = 1*SATIS
SATIS2 = SATIS
SATIS3 = SATIS
SATIS4 = SATIS
SATIS5 = SATIS
COMMIT1 = 1*COMMIT
COMMIT2 = COMMIT
COMMIT3 = COMMIT
COMMIT4 = COMMIT
COMMIT5 = COMMIT
PERFORM1 = 1*PERFORM
PERFORM2 = PERFORM
PERFORM3 = PERFORM
PERFORM4 = PERFORM
```

```
SATIS=TRANS COMMIT
COMMIT=TRANS
PERFORM=TRANS SATIS COMMIT

admissibility check off
path diagram
options: sc
end of problem

Sample Size =    70
```

Covariance Matrix

	SATIS1	SATIS2	SATIS3	SATIS4	SATIS5	COMMIT1
SATIS1	0.25					
SATIS2	0.30	0.77				
SATIS3	0.07	0.16	0.65			
SATIS4	0.11	0.14	0.06	0.39		
SATIS5	0.03	0.12	0.10	0.12	0.46	
COMMIT1	0.17	0.32	0.16	-0.02	0.09	0.68
COMMIT2	0.00	-0.01	0.04	-0.01	0.02	0.08
COMMIT3	0.12	0.19	0.16	0.02	0.07	0.34
COMMIT4	0.14	0.17	0.02	-0.01	0.02	0.29
COMMIT5	0.33	0.67	0.10	0.05	0.11	0.70
PERFORM1	-0.05	-0.15	-0.04	-0.10	-0.03	-0.04
PERFORM2	-0.05	-0.02	-0.02	-0.05	-0.07	0.02
PERFORM3	-0.01	0.06	0.00	0.01	-0.14	0.02
PERFORM4	0.04	0.13	0.01	-0.05	-0.01	0.08
TRANS1	0.12	0.22	0.06	0.05	0.04	0.15
TRANS2	0.10	0.27	0.16	-0.01	0.12	0.20
TRANS3	0.14	0.14	0.18	0.05	0.07	0.13
TRANS4	0.17	0.34	0.19	0.08	0.02	0.20
TRANS5	0.12	0.23	0.22	0.04	0.11	0.20
TRANS6	0.16	0.24	0.14	0.06	0.05	0.19
TRANS7	0.06	0.12	0.12	0.04	0.06	0.10

Covariance Matrix

	COMMIT2	COMMIT3	COMMIT4	COMMIT5	PERFORM1	PERFORM2
COMMIT2	0.24					
COMMIT3	0.12	0.60				
COMMIT4	0.07	0.45	0.77			
COMMIT5	0.01	0.55	0.66	1.68		
PERFORM1	0.03	-0.09	-0.11	-0.18	0.36	
PERFORM2	0.02	0.00	0.07	0.03	0.13	0.31
PERFORM3	-0.05	-0.06	-0.07	-0.07	0.02	0.13
PERFORM4	-0.03	-0.07	-0.03	0.08	0.10	0.08

TRANS1	-0.04	0.09	0.15	0.35	-0.06	-0.06
TRANS2	0.01	0.20	0.28	0.47	-0.07	- -
TRANS3	0.03	0.17	0.15	0.14	0.02	-0.01
TRANS4	0.03	0.18	0.15	0.37	-0.11	-0.05
TRANS5	0.06	0.17	0.14	0.29	-0.02	-0.02
TRANS6	0.00	0.20	0.22	0.30	-0.11	-0.05
TRANS7	0.01	0.09	0.02	0.13	0.01	0.00

Covariance Matrix

	PERFORM3	PERFORM4	TRANS1	TRANS2	TRANS3	TRANS4
PERFORM3	0.49					
PERFORM4	0.12	0.25				
TRANS1	-0.06	0.00	0.25			
TRANS2	0.02	0.03	0.14	0.46		
TRANS3	0.03	0.01	0.06	0.20	0.43	
TRANS4	0.12	0.02	0.08	0.31	0.24	0.56
TRANS5	0.02	0.05	0.08	0.21	0.26	0.22
TRANS6	0.07	-0.01	0.09	0.23	0.19	0.31
TRANS7	0.04	0.01	0.03	0.16	0.24	0.24

Covariance Matrix

	TRANS5	TRANS6	TRANS7
TRANS5	0.42		
TRANS6	0.13	0.34	
TRANS7	0.16	0.17	0.34

Number of Iterations = 81

LISREL Estimates (Maximum Likelihood)

Measurement Equations

SATIS1 = 1.00*SATIS, Errorvar.= 0.086 , R^2 = 0.66
(0.024)
3.53

SATIS2 = 1.78*SATIS, Errorvar.= 0.25 , R^2 = 0.68
(0.28) (0.074)
6.41 3.31

SATIS3 = 0.60*SATIS, Errorvar.= 0.59 , R^2 = 0.092
(0.26) (0.10)
2.34 5.77

```
  SATIS4 = 0.52*SATIS, Errorvar.= 0.34  , R² = 0.11
          (0.20)                (0.060)
           2.63                  5.73

  SATIS5 = 0.38*SATIS, Errorvar.= 0.44  , R² = 0.052
          (0.22)                (0.076)
           1.75                  5.82

 COMMIT1 = 1.00*COMMIT, Errorvar.= 0.31  , R² = 0.54
                               (0.066)
                                4.74

 COMMIT2 = 0.14*COMMIT, Errorvar.= 0.23  , R² = 0.030
          (0.10)                (0.040)
           1.34                  5.84

 COMMIT3 = 0.94*COMMIT, Errorvar.= 0.28  , R² = 0.54
          (0.17)                (0.058)
           5.69                  4.73

 COMMIT4 = 1.01*COMMIT, Errorvar.= 0.40  , R² = 0.48
          (0.19)                (0.081)
           5.37                  4.99

 COMMIT5 = 1.79*COMMIT, Errorvar.= 0.51 , R² = 0.70
          (0.28)                (0.14)
           6.33                  3.66

PERFORM1 = 1.00*PERFORM, Errorvar.= 0.25  , R² = 0.31
                                (0.057)
                                 4.34

PERFORM2 = 1.14*PERFORM, Errorvar.= 0.16  , R² = 0.47
          (0.42)                (0.055)
           2.75                  2.99

PERFORM3 = 0.89*PERFORM, Errorvar.= 0.40  , R² = 0.18
          (0.38)                (0.078)
           2.38                  5.16

PERFORM4 = 0.76*PERFORM, Errorvar.= 0.19  , R² = 0.26
          (0.29)                (0.039)
           2.65                  4.72


  TRANS1 = 1.00*TRANS, Errorvar.= 0.21  , R² = 0.16
                               (0.037)
                                5.73
```

```
   TRANS2 = 2.47*TRANS, Errorvar.= 0.21  , R² = 0.54
           (0.78)                (0.042)
            3.19                  5.00

   TRANS3 = 2.15*TRANS, Errorvar.= 0.24  , R² = 0.45
           (0.70)                (0.045)
            3.09                  5.28

   TRANS4 = 2.98*TRANS, Errorvar.= 0.19  , R² = 0.66
           (0.91)                (0.042)
            3.28                  4.42

   TRANS5 = 1.93*TRANS, Errorvar.= 0.26  , R² = 0.37
           (0.65)                (0.048)
            2.99                  5.44

   TRANS6 = 2.29*TRANS, Errorvar.= 0.12  , R² = 0.64
           (0.70)                (0.027)
            3.27                  4.56

   TRANS7 = 1.77*TRANS, Errorvar.= 0.21  , R² = 0.39
           (0.59)                (0.038)
            3.01                  5.42


         Structural Equations


    SATIS = 0.22*COMMIT + 1.04*TRANS, Errorvar.= 0.071 , R² = 0.57
           (0.11)        (0.43)                (0.024)
            2.02          2.40                  2.96

   COMMIT = 1.85*TRANS, Errorvar.= 0.23  , R² = 0.38
           (0.67)                (0.073)
            2.76                  3.09

  PERFORM =  - 0.095*SATIS + 0.025*COMMIT - 0.087*TRANS, Errorvar.= 0.11  , R² =
0.018
             (0.24)        (0.13)         (0.44)                  (0.057)
             -0.40          0.19          -0.20                    1.88


         Reduced Form Equations

    SATIS = 1.44*TRANS, Errorvar.= 0.082, R² = 0.51
           (0.49)
            2.96

   COMMIT = 1.85*TRANS, Errorvar.= 0.23, R² = 0.38
           (0.67)
```

2.76

PERFORM = - 0.18*TRANS, Errorvar.= 0.11, R² = 0.012
(0.27)
-0.67

Variances of Independent Variables

TRANS
0.04
(0.02)
1.66

Covariance Matrix of Latent Variables

	SATIS	COMMIT	PERFORM	TRANS
SATIS	0.17			
COMMIT	0.16	0.37		
PERFORM	-0.02	-0.01	0.11	
TRANS	0.06	0.08	-0.01	0.04

Goodness of Fit Statistics

Degrees of Freedom = 183
Minimum Fit Function Chi-Square = 343.42 (P = 0.00)
Normal Theory Weighted Least Squares Chi-Square = 326.17 (P = 0.00)
Estimated Non-centrality Parameter (NCP) = 143.17
90 Percent Confidence Interval for NCP = (96.66 ; 197.53)

Minimum Fit Function Value = 4.98
Population Discrepancy Function Value (F0) = 2.07
90 Percent Confidence Interval for F0 = (1.40 ; 2.86)
Root Mean Square Error of Approximation (RMSEA) = 0.11
90 Percent Confidence Interval for RMSEA = (0.087 ; 0.13)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

Expected Cross-Validation Index (ECVI) = 6.12
90 Percent Confidence Interval for ECVI = (5.44 ; 6.91)
ECVI for Saturated Model = 6.70
ECVI for Independence Model = 11.80

Chi-Square for Independence Model with 210 Degrees of Freedom = 772.20
Independence AIC = 814.20
Model AIC = 422.17
Saturated AIC = 462.00
Independence CAIC = 882.42

Model CAIC = 578.10
Saturated CAIC = 1212.40

Normed Fit Index (NFI) = 0.56
Non-Normed Fit Index (NNFI) = 0.67
Parsimony Normed Fit Index (PNFI) = 0.48
Comparative Fit Index (CFI) = 0.71
Incremental Fit Index (IFI) = 0.73
Relative Fit Index (RFI) = 0.49

Critical N (CN) = 47.30

Root Mean Square Residual (RMR) = 0.056
Standardized RMR = 0.11
Goodness of Fit Index (GFI) = 0.69
Adjusted Goodness of Fit Index (AGFI) = 0.61
Parsimony Goodness of Fit Index (PGFI) = 0.55

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
PERFORM4	SATIS	7.9	0.44

The Modification Indices Suggest to Add an Error Covariance

Between	and	Decrease in Chi-Square	New Estimate
COMMIT4	COMMIT3	11.6	0.18
COMMIT5	SATIS2	9.0	0.20
PERFORM4	COMMIT3	9.5	-0.10
TRANS1	COMMIT5	8.4	0.14
TRANS3	SATIS2	8.7	-0.11
TRANS3	COMMIT5	8.6	-0.16
TRANS5	TRANS3	10.6	0.11
TRANS6	TRANS5	9.6	-0.08
TRANS7	TRANS3	12.2	0.10

Standardized Solution

LAMBDA-Y

	SATIS	COMMIT	PERFORM
SATIS1	0.41	- -	- -
SATIS2	0.73	- -	- -
SATIS3	0.24	- -	- -
SATIS4	0.21	- -	- -
SATIS5	0.16	- -	- -
COMMIT1	- -	0.61	- -
COMMIT2	- -	0.09	- -
COMMIT3	- -	0.57	- -

COMMIT4	- -	0.61	- -
COMMIT5	- -	1.08	- -
PERFORM1	- -	- -	0.33
PERFORM2	- -	- -	0.38
PERFORM3	- -	- -	0.30
PERFORM4	- -	- -	0.25

LAMBDA-X

	TRANS
TRANS1	0.20
TRANS2	0.50
TRANS3	0.44
TRANS4	0.61
TRANS5	0.39
TRANS6	0.47
TRANS7	0.36

BETA

	SATIS	COMMIT	PERFORM
SATIS	- -	0.32	- -
COMMIT	- -	- -	- -
PERFORM	-0.12	0.05	- -

GAMMA

	TRANS
SATIS	0.52
COMMIT	0.62
PERFORM	-0.05

Correlation Matrix of ETA and KSI

	SATIS	COMMIT	PERFORM	TRANS
SATIS	1.00			
COMMIT	0.64	1.00		
PERFORM	-0.13	-0.06	1.00	
TRANS	0.71	0.62	-0.11	1.00

PSI
Note: This matrix is diagonal.

SATIS	COMMIT	PERFORM
0.43	0.62	0.98

Regression Matrix ETA on KSI (Standardized)

	TRANS
SATIS	0.71
COMMIT	0.62
PERFORM	-0.11

Completely Standardized Solution

LAMBDA-Y

	SATIS	COMMIT	PERFORM
SATIS1	0.81	- -	- -
SATIS2	0.83	- -	- -
SATIS3	0.30	- -	- -
SATIS4	0.34	- -	- -
SATIS5	0.23	- -	- -
COMMIT1	- -	0.73	- -
COMMIT2	- -	0.17	- -
COMMIT3	- -	0.74	- -
COMMIT4	- -	0.69	- -
COMMIT5	- -	0.83	- -
PERFORM1	- -	- -	0.55
PERFORM2	- -	- -	0.68
PERFORM3	- -	- -	0.42
PERFORM4	- -	- -	0.51

LAMBDA-X

	TRANS
TRANS1	0.40
TRANS2	0.74
TRANS3	0.67
TRANS4	0.81
TRANS5	0.61
TRANS6	0.80
TRANS7	0.62

BETA

	SATIS	COMMIT	PERFORM
SATIS	- -	0.32	- -
COMMIT	- -	- -	- -
PERFORM	-0.12	0.05	- -

GAMMA

	TRANS
SATIS	0.52
COMMIT	0.62
PERFORM	-0.05

Correlation Matrix of ETA and KSI

	SATIS	COMMIT	PERFORM	TRANS
SATIS	1.00			
COMMIT	0.64	1.00		
PERFORM	-0.13	-0.06	1.00	
TRANS	0.71	0.62	-0.11	1.00

PSI
Note: This matrix is diagonal.

SATIS	COMMIT	PERFORM
0.43	0.62	0.98

THETA-EPS

SATIS1	SATIS2	SATIS3	SATIS4	SATIS5	COMMIT1
0.34	0.32	0.91	0.89	0.95	0.46

THETA-EPS

COMMIT2	COMMIT3	COMMIT4	COMMIT5	PERFORM1	PERFORM2
0.97	0.46	0.52	0.30	0.69	0.53

THETA-EPS

PERFORM3	PERFORM4
0.82	0.74

THETA-DELTA

TRANS1	TRANS2	TRANS3	TRANS4	TRANS5	TRANS6
0.84	0.46	0.55	0.34	0.63	0.36

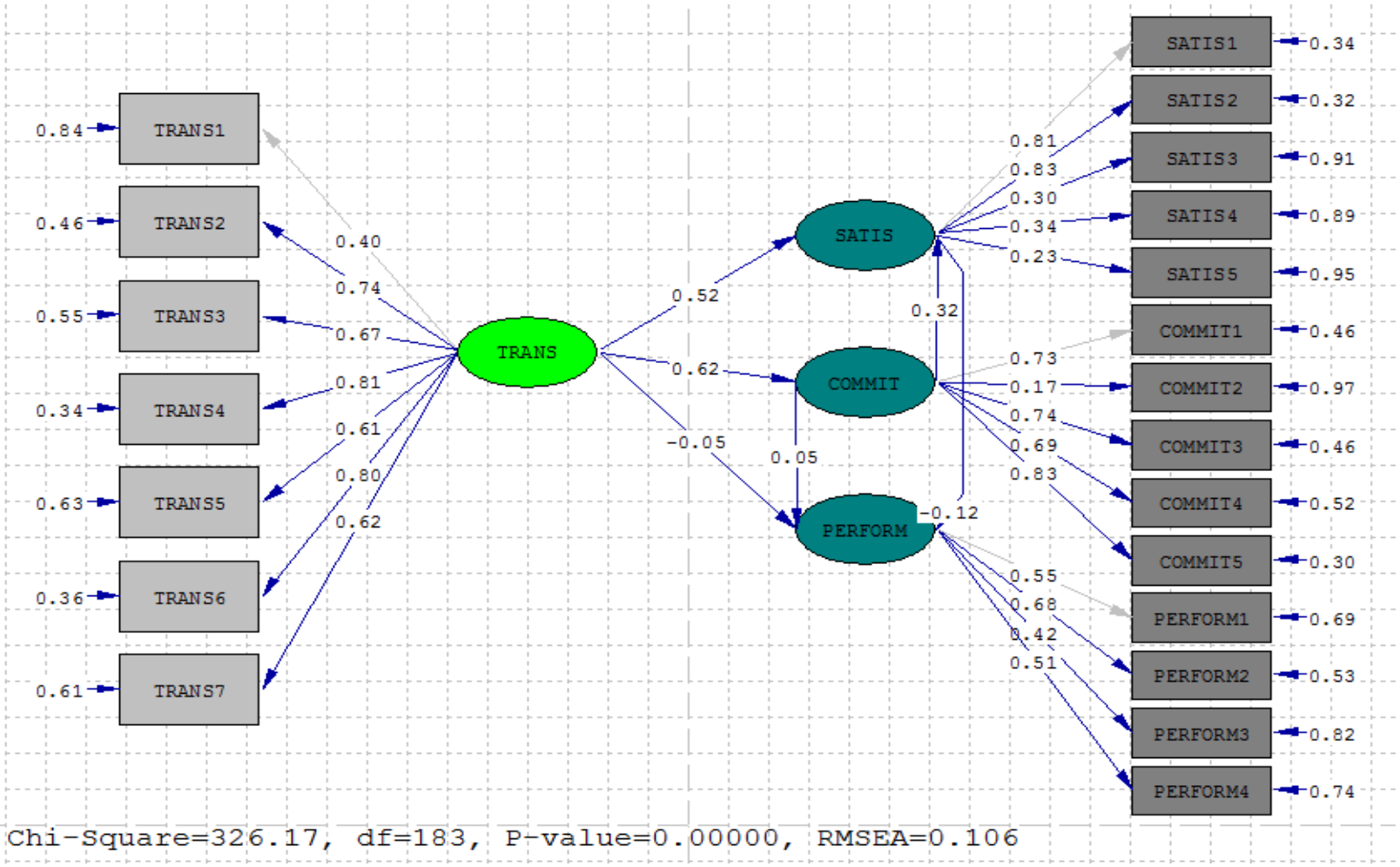
THETA-DELTA

TRANS7
0.61

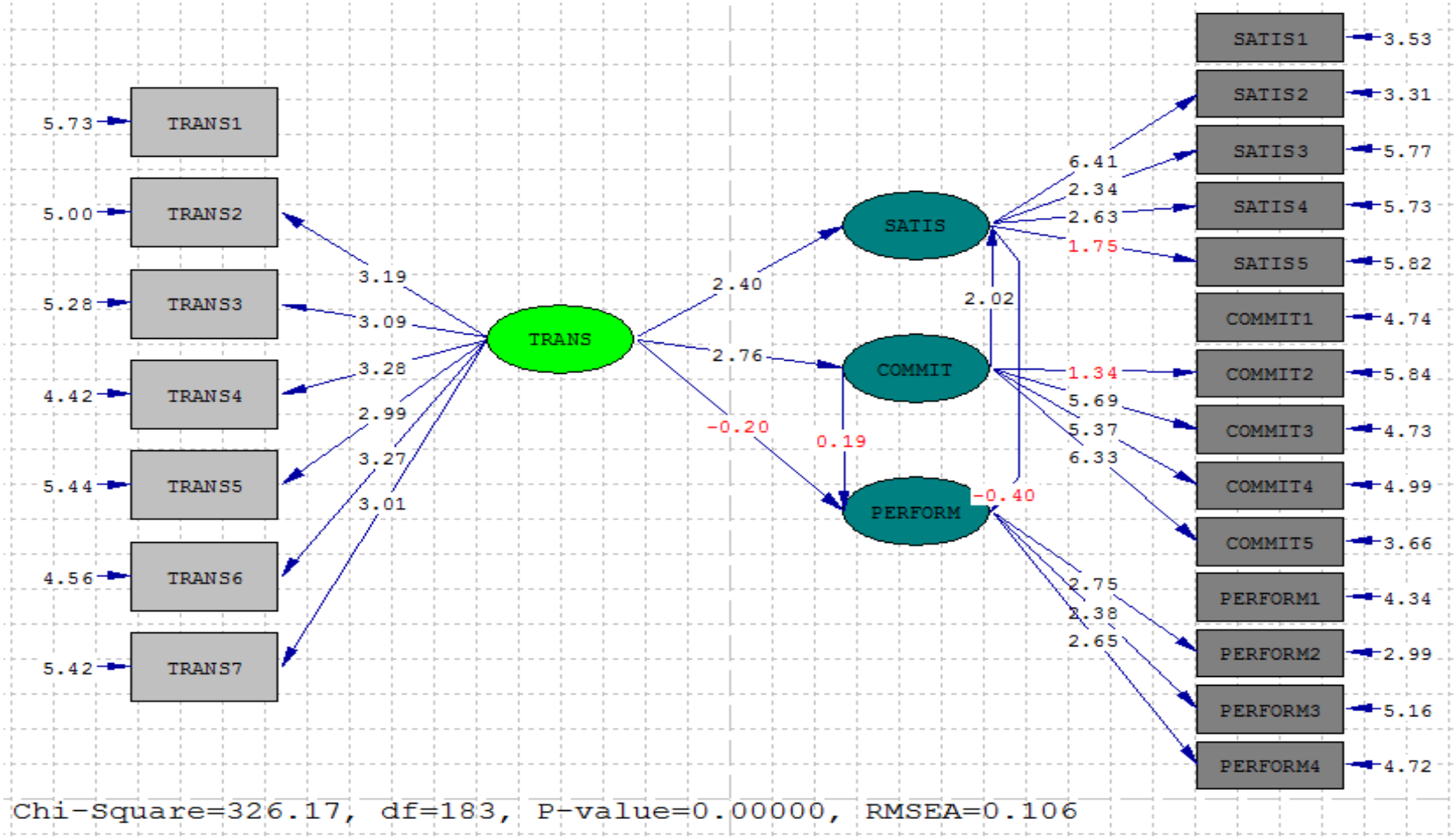
Regression Matrix ETA on KSI (Standardized)

	TRANS
SATIS	0.71
COMMIT	0.62
PERFORM	-0.11

Time used: 0.421 Seconds



Standardized Solution


5.73
TRANS1
5.00
TRANS2
5.28
TRANS3
4.42
TRANS4
5.44
TRANS5
4.56
TRANS6
5.42
TRANS7
3.19
3.09
3.28
2.99
3.27
3.01
TRANS
2.40
2.76
-0.20
SATIS
COMMIT
PERFORM
2.02
0.19
-0.40
6.41
2.34
2.63
1.75
1.34
5.69
5.37
6.33
2.75
2.38
2.65
SATIS1
SATIS2
SATIS3
SATIS4
SATIS5
COMMIT1
COMMIT2
COMMIT3
COMMIT4
COMMIT5
PERFORM1
PERFORM2
PERFORM3
PERFORM4
3.53
3.31
5.77
5.73
5.82
4.74
5.84
4.73
4.99
3.66
4.34
2.99
5.16
4.72
Chi-Square=326.17, df=183, P-value=0.00000, RMSEA=0.106

T-values

HASIL UJI LISREL

DATE: 2/20/2015
TIME: 11:08

L I S R E L 8.51

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Users\ASUS X45U\Desktop\Uji Lisrel\syntax ujii.pr2:

```
raw data from file ujii.psf
latent vartiables: TRANS SATIS COMMIT PERFORM
relationships:
!TRANS1 = 1*TRANS
TRANS2 = 1*TRANS
TRANS3 = TRANS
TRANS4 = TRANS
TRANS5 = TRANS
TRANS6 = TRANS
TRANS7 = TRANS
SATIS1 = 1*SATIS
SATIS2 = SATIS
!SATIS3 = SATIS
SATIS4 = SATIS
!SATIS5 = SATIS
COMMIT1 = 1*COMMIT
!COMMIT2 = COMMIT
COMMIT3 = COMMIT
COMMIT4 = COMMIT
COMMIT5 = COMMIT
PERFORM1 = 1*PERFORM
```

```
PERFORM2 = PERFORM
!PERFORM3 = PERFORM
!PERFORM4 = PERFORM

SATIS=TRANS COMMIT
COMMIT=TRANS
PERFORM=TRANS SATIS COMMIT

set error covariance of COMMIT4 and COMMIT3 correlate
set error covariance of TRANS3 and SATIS1 correlate
set error covariance of TRANS5 and TRANS3 correlate
set error covariance of TRANS7 and TRANS3 correlate

admissibility check off
path diagram
options: sc
end of problem

Sample Size =    70
```

Covariance Matrix

	SATIS1	SATIS2	SATIS4	COMMIT1	COMMIT3	COMMIT4
SATIS1	0.25					
SATIS2	0.30	0.77				
SATIS4	0.11	0.14	0.39			
COMMIT1	0.17	0.32	-0.02	0.68		
COMMIT3	0.12	0.19	0.02	0.34	0.60	
COMMIT4	0.14	0.17	-0.01	0.29	0.45	0.77
COMMIT5	0.33	0.67	0.05	0.70	0.55	0.66
PERFORM1	-0.05	-0.15	-0.10	-0.04	-0.09	-0.11
PERFORM2	-0.05	-0.02	-0.05	0.02	0.00	0.07
TRANS2	0.10	0.27	-0.01	0.20	0.20	0.28
TRANS3	0.14	0.14	0.05	0.13	0.17	0.15
TRANS4	0.17	0.34	0.08	0.20	0.18	0.15
TRANS5	0.12	0.23	0.04	0.20	0.17	0.14
TRANS6	0.16	0.24	0.06	0.19	0.20	0.22
TRANS7	0.06	0.12	0.04	0.10	0.09	0.02

Covariance Matrix

	COMMIT5	PERFORM1	PERFORM2	TRANS2	TRANS3	TRANS4
COMMIT5	1.68					
PERFORM1	-0.18	0.36				
PERFORM2	0.03	0.13	0.31			
TRANS2	0.47	-0.07	- -	0.46		
TRANS3	0.14	0.02	-0.01	0.20	0.43	

TRANS4	0.37	-0.11	-0.05	0.31	0.24	0.56
TRANS5	0.29	-0.02	-0.02	0.21	0.26	0.22
TRANS6	0.30	-0.11	-0.05	0.23	0.19	0.31
TRANS7	0.13	0.01	0.00	0.16	0.24	0.24

Covariance Matrix

	TRANS5	TRANS6	TRANS7
TRANS5	0.42		
TRANS6	0.13	0.34	
TRANS7	0.16	0.17	0.34

Number of Iterations = 26

LISREL Estimates (Maximum Likelihood)

Measurement Equations

SATIS1 = 1.00*SATIS, Errorvar.= 0.092 , R² = 0.66
(0.025)
3.72

SATIS2 = 1.82*SATIS, Errorvar.= 0.19 , R² = 0.75
(0.26) (0.067)
6.94 2.83

SATIS4 = 0.48*SATIS, Errorvar.= 0.35 , R² = 0.10
(0.19) (0.060)
2.56 5.77

COMMIT1 = 1.00*COMMIT, Errorvar.= 0.33 , R² = 0.52
(0.067)
4.87

COMMIT3 = 0.80*COMMIT, Errorvar.= 0.38 , R² = 0.37
(0.17) (0.070)
4.81 5.36

COMMIT4 = 0.90*COMMIT, Errorvar.= 0.49 , R² = 0.36
(0.19) (0.092)
4.74 5.39

COMMIT5 = 2.03*COMMIT, Errorvar.= 0.24 , R² = 0.86
(0.32) (0.15)
6.38 1.64

PERFORM1 = 1.00*PERFORM, Errorvar.= -0.14 , R² = 1.38
(0.60)
-0.23

W_A_R_N_I_N_G : Error variance is negative.

PERFORM2 = 0.26*PERFORM, Errorvar.= 0.27 , R² = 0.11
(0.34) (0.063)
0.78 4.36

TRANS2 = 1.00*TRANS, Errorvar.= 0.22 , R² = 0.54
(0.043)
4.96

TRANS3 = 0.77*TRANS, Errorvar.= 0.27 , R² = 0.35
(0.16) (0.046)
4.73 5.96

TRANS4 = 1.29*TRANS, Errorvar.= 0.14 , R² = 0.75
(0.19) (0.040)
6.75 3.54

TRANS5 = 0.71*TRANS, Errorvar.= 0.29 , R² = 0.30
(0.16) (0.053)
4.32 5.54

TRANS6 = 0.95*TRANS, Errorvar.= 0.12 , R² = 0.66
(0.15) (0.027)
6.41 4.32

TRANS7 = 0.69*TRANS, Errorvar.= 0.22 , R² = 0.36
(0.15) (0.040)
4.71 5.45

Error Covariance for COMMIT4 and COMMIT3 = 0.20
(0.064)
3.13

Error Covariance for TRANS3 and SATIS1 = 0.068
(0.020)
3.35

Error Covariance for TRANS5 and TRANS3 = 0.11
(0.033)
3.26

Error Covariance for TRANS7 and TRANS3 = 0.10
(0.030)

3.44

Structural Equations

```
  SATIS = 0.33*COMMIT + 0.32*TRANS, Errorvar.= 0.074 , R² = 0.58
         (0.10)        (0.12)                 (0.023)
          3.19          2.61                   3.27

 COMMIT = 0.67*TRANS, Errorvar.= 0.24  , R² = 0.32
         (0.18)                (0.076)
          3.68                  3.14

PERFORM =  - 0.26*SATIS - 0.069*COMMIT - 0.13*TRANS, Errorvar.= 0.46 , R² = 0.073
           (0.31)       (0.19)         (0.21)                 (0.61)
           -0.86        -0.36          -0.59                   0.75
```

Reduced Form Equations

```
  SATIS = 0.55*TRANS, Errorvar.= 0.10, R² = 0.43
         (0.13)
          4.33

 COMMIT = 0.67*TRANS, Errorvar.= 0.24, R² = 0.32
         (0.18)
          3.68

PERFORM =  - 0.32*TRANS, Errorvar.= 0.47, R² = 0.051
           (0.15)
           -2.07
```

Variances of Independent Variables

	TRANS
	0.25
	(0.07)
	3.37

Covariance Matrix of Latent Variables

	SATIS	COMMIT	PERFORM	TRANS
SATIS	0.18			

COMMIT	0.17	0.35		
PERFORM	-0.08	-0.09	0.49	
TRANS	0.14	0.17	-0.08	0.25

Goodness of Fit Statistics

Degrees of Freedom = 80
Minimum Fit Function Chi-Square = 117.31 (P = 0.0042)
Normal Theory Weighted Least Squares Chi-Square = 106.89 (P = 0.024)
Estimated Non-centrality Parameter (NCP) = 26.89
90 Percent Confidence Interval for NCP = (3.95 ; 57.90)

Minimum Fit Function Value = 1.70
Population Discrepancy Function Value (F0) = 0.39
90 Percent Confidence Interval for F0 = (0.057 ; 0.84)
Root Mean Square Error of Approximation (RMSEA) = 0.070
90 Percent Confidence Interval for RMSEA = (0.027 ; 0.10)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.18

Expected Cross-Validation Index (ECVI) = 2.71
90 Percent Confidence Interval for ECVI = (2.38 ; 3.16)
ECVI for Saturated Model = 3.48
ECVI for Independence Model = 8.62

Chi-Square for Independence Model with 105 Degrees of Freedom = 564.81
Independence AIC = 594.81
Model AIC = 186.89
Saturated AIC = 240.00
Independence CAIC = 643.54
Model CAIC = 316.83
Saturated CAIC = 629.82

Normed Fit Index (NFI) = 0.79
Non-Normed Fit Index (NNFI) = 0.89
Parsimony Normed Fit Index (PNFI) = 0.60
Comparative Fit Index (CFI) = 0.92
Incremental Fit Index (IFI) = 0.92
Relative Fit Index (RFI) = 0.73

Critical N (CN) = 67.07

Root Mean Square Residual (RMR) = 0.044
Standardized RMR = 0.083
Goodness of Fit Index (GFI) = 0.83
Adjusted Goodness of Fit Index (AGFI) = 0.74
Parsimony Goodness of Fit Index (PGFI) = 0.55

Standardized Solution

LAMBDA-Y

	SATIS	COMMIT	PERFORM
SATIS1	0.42	- -	- -
SATIS2	0.76	- -	- -
SATIS4	0.20	- -	- -
COMMIT1	- -	0.59	- -
COMMIT3	- -	0.47	- -
COMMIT4	- -	0.53	- -
COMMIT5	- -	1.20	- -
PERFORM1	- -	- -	0.70
PERFORM2	- -	- -	0.19

LAMBDA-X

	TRANS
TRANS2	0.50
TRANS3	0.38
TRANS4	0.64
TRANS5	0.35
TRANS6	0.47
TRANS7	0.35

BETA

	SATIS	COMMIT	PERFORM
SATIS	- -	0.47	- -
COMMIT	- -	- -	- -
PERFORM	-0.16	-0.06	- -

GAMMA

	TRANS
SATIS	0.39
COMMIT	0.57
PERFORM	-0.09

Correlation Matrix of ETA and KSI

	SATIS	COMMIT	PERFORM	TRANS

SATIS	1.00			
COMMIT	0.69	1.00		
PERFORM	-0.26	-0.22	1.00	
TRANS	0.65	0.57	-0.23	1.00

PSI
Note: This matrix is diagonal.

SATIS	COMMIT	PERFORM
0.42	0.68	0.93

Regression Matrix ETA on KSI (Standardized)

	TRANS
SATIS	0.65
COMMIT	0.57
PERFORM	-0.23

Completely Standardized Solution

LAMBDA-Y

	SATIS	COMMIT	PERFORM
SATIS1	0.81	- -	- -
SATIS2	0.87	- -	- -
SATIS4	0.32	- -	- -
COMMIT1	- -	0.72	- -
COMMIT3	- -	0.61	- -
COMMIT4	- -	0.60	- -
COMMIT5	- -	0.93	- -
PERFORM1	- -	- -	1.18
PERFORM2	- -	- -	0.34

LAMBDA-X

	TRANS
TRANS2	0.73
TRANS3	0.59
TRANS4	0.86
TRANS5	0.55
TRANS6	0.81
TRANS7	0.60

BETA

	SATIS	COMMIT	PERFORM
SATIS	- -	0.47	- -
COMMIT	- -	- -	- -
PERFORM	-0.16	-0.06	- -

GAMMA

	TRANS
SATIS	0.39
COMMIT	0.57
PERFORM	-0.09

Correlation Matrix of ETA and KSI

	SATIS	COMMIT	PERFORM	TRANS
SATIS	1.00			
COMMIT	0.69	1.00		
PERFORM	-0.26	-0.22	1.00	
TRANS	0.65	0.57	-0.23	1.00

PSI
Note: This matrix is diagonal.

SATIS	COMMIT	PERFORM
0.42	0.68	0.93

THETA-EPS

	SATIS1	SATIS2	SATIS4	COMMIT1	COMMIT3	COMMIT4
SATIS1	0.34					
SATIS2	- -	0.25				
SATIS4	- -	- -	0.90			
COMMIT1	- -	- -	- -	0.48		
COMMIT3	- -	- -	- -	- -	0.63	
COMMIT4	- -	- -	- -	- -	0.29	0.64
COMMIT5	- -	- -	- -	- -	- -	- -
PERFORM1	- -	- -	- -	- -	- -	- -
PERFORM2	- -	- -	- -	- -	- -	- -

THETA-EPS

	COMMIT5	PERFORM1	PERFORM2
COMMIT5	0.14		
PERFORM1	- -	-0.38	

PERFORM2 - - - - 0.89

THETA-DELTA-EPS

	SATIS1	SATIS2	SATIS4	COMMIT1	COMMIT3	COMMIT4
TRANS2	- -	- -	- -	- -	- -	- -
TRANS3	0.20	- -	- -	- -	- -	- -
TRANS4	- -	- -	- -	- -	- -	- -
TRANS5	- -	- -	- -	- -	- -	- -
TRANS6	- -	- -	- -	- -	- -	- -
TRANS7	- -	- -	- -	- -	- -	- -

THETA-DELTA-EPS

	COMMIT5	PERFORM1	PERFORM2
TRANS2	- -	- -	- -
TRANS3	- -	- -	- -
TRANS4	- -	- -	- -
TRANS5	- -	- -	- -
TRANS6	- -	- -	- -
TRANS7	- -	- -	- -

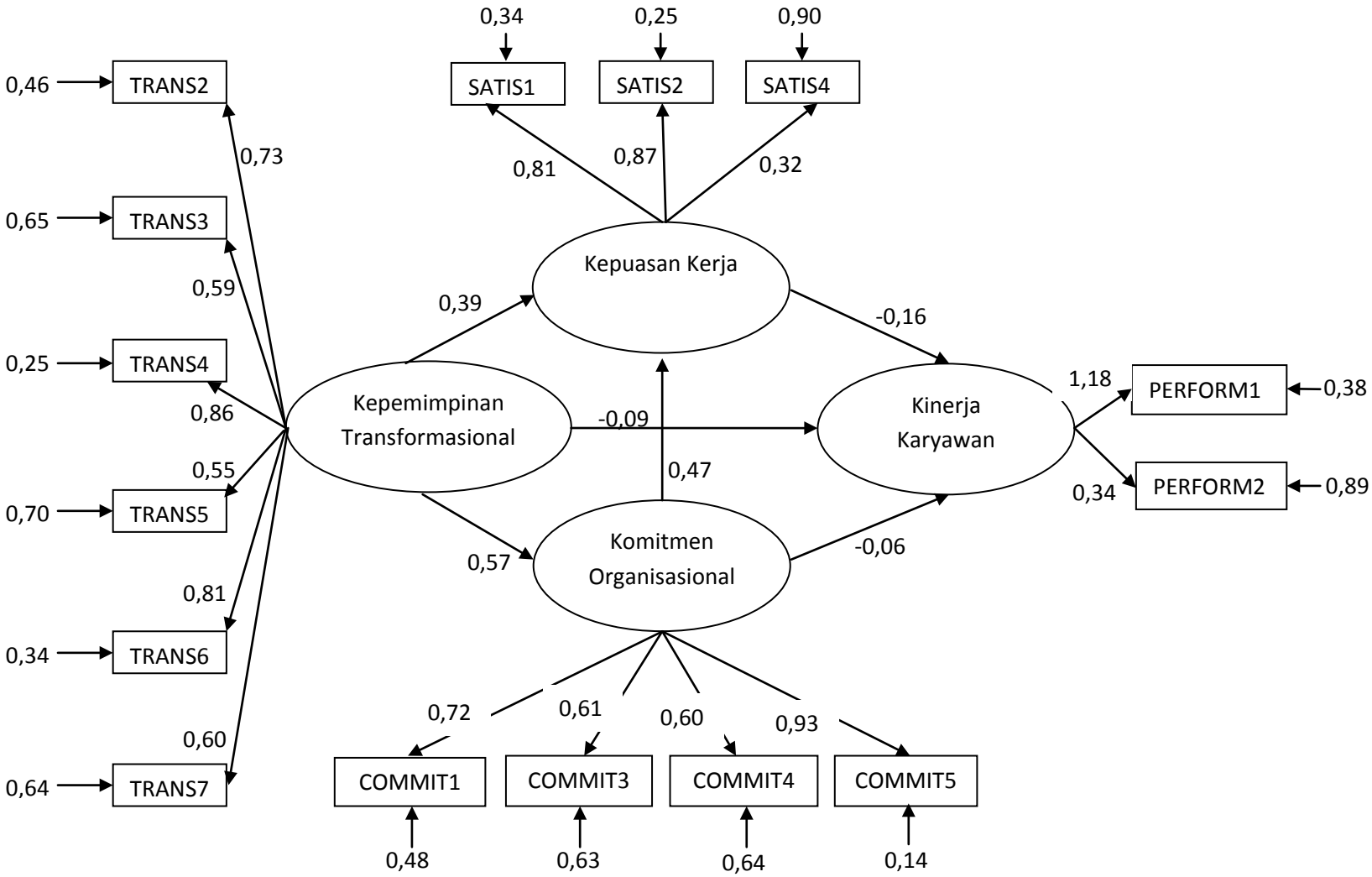
THETA-DELTA

	TRANS2	TRANS3	TRANS4	TRANS5	TRANS6	TRANS7
TRANS2	0.46					
TRANS3	- -	0.65				
TRANS4	- -	- -	0.25			
TRANS5	- -	0.25	- -	0.70		
TRANS6	- -	- -	- -	- -	0.34	
TRANS7	- -	0.27	- -	- -	- -	0.64

Regression Matrix ETA on KSI (Standardized)

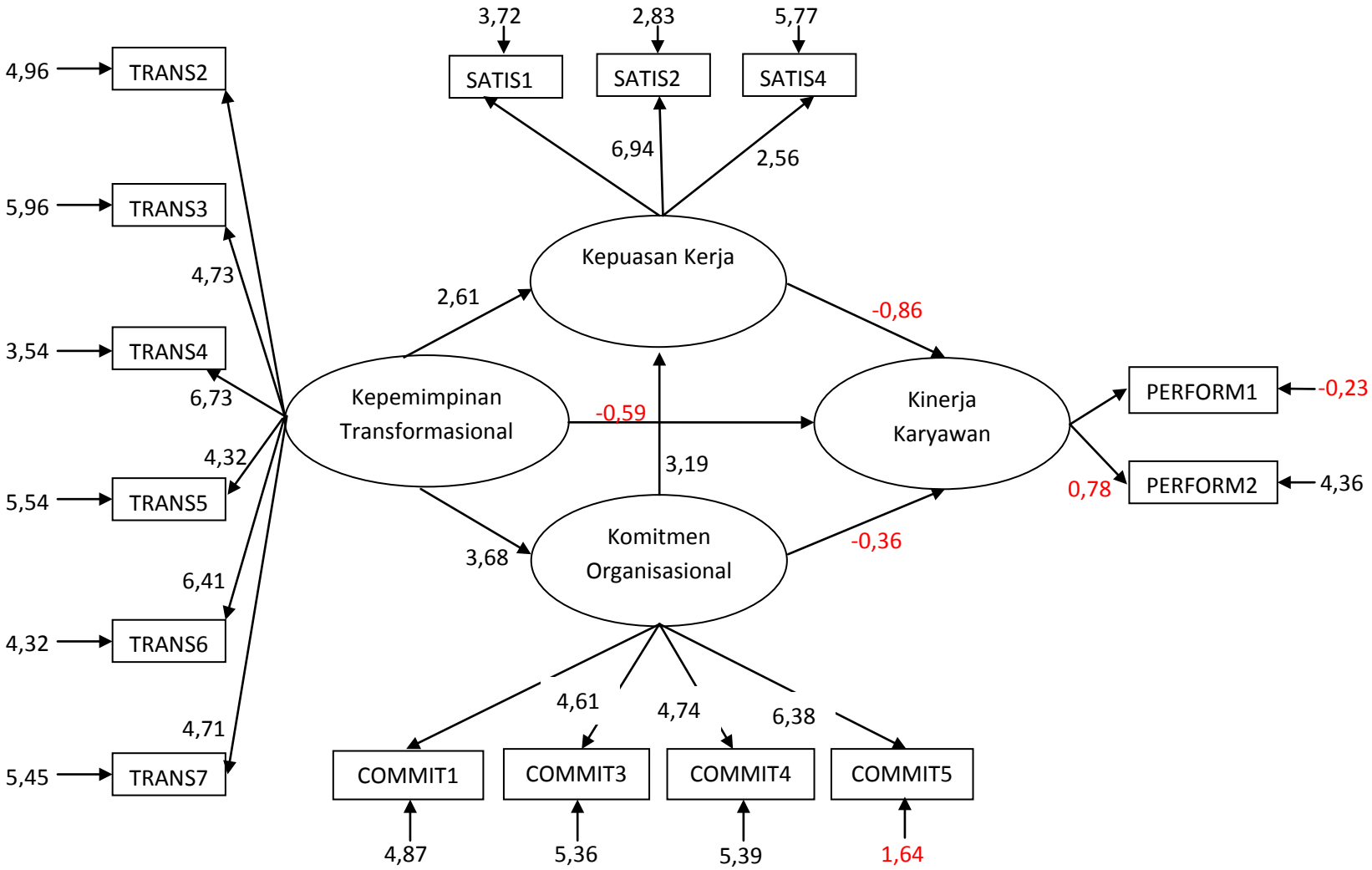
	TRANS
SATIS	0.65
COMMIT	0.57
PERFORM	-0.23

Time used: 0.234 Seconds



Chi-square = 106,89, df = 80, P-value = 0,02403, RMSEA = 0,070

Gambar 5.1 Path Diagram *Standardized Solution*



Chi-square = 106,89, df = 80, P-value = 0,02403, RMSEA = 0,070

Gambar 5.1 Path Diagram *T-values*