KUESIONER PENELITIAN
FAKULTAS EKONOMI
JURUSAN MANAJEMEN
UNIVERSITAS ESA UNGGUL

No. Resp:

Yth. Bapak/Ibu/Sdra/i
Perawat Instalasi Rawat Jalan
Rumah Sakit Kanker Dharmais

Dengan hormat,

Saya Nur Mudiyati Sabatini Nasution (201211291) mahasiswi Jurusan Manajemen Fakultas Ekonomi Universitas Esa Unggul Program Sarjana, memohon kesediaan Bapak/Ibu/Sdra/i untuk berpartisipasi mengisi kuesioner ini. Jawaban anda akan menjadi masukan yang sangat berharga bagi kepentingan penelitian saya ini. Penelitian ini dilakukan dalam rangka penyusunan skripsi dan sebagai salah satu persyaratan untuk menyelesaikan studi saya. Penelitian ini bertujuan untuk menganalisa "Pengaruh Beban Kerja, Stres Kerja Terhadap Kinerja Perawat Instalasi Rawat Jalan Rumah Sakit Kanker Dharmais"

Jawaban yang anda berikan tidak dinilai benar atau salah, tetapi saya sangat mengahrapkan kejujuran dan keikhlasan anda dalam menjawab setiap pertanyaan kuesioner yang disediakan. Demi kepentingan penelitian, peneliti akan menjaga kerahasiaan identitas responden. Saya mengucapkan terima kasih yang sebesar-besarnya atas partisipasi dan kerja sama anda dalam mensukseskan penelitian ini.

Hormat saya,

Nur Mudiyati Sabatini Nasution

KUESIONER PENELITIAN

Jenis Kelamin : P / L

Umur : tahun

Lama Bekerja : tahun

Pendidikan Terakhir : SMA / D3 / S1

Status Pegawai : PNS / Honorer / Lainnya

Status Pernikahan :

(lingkari salah satu)

***Petunjuk pengisian:**

Mohon anda memberi tanda silang (X) pada jawaban yang anda pilih dan menuliskan jawaban pada tempat yang disediakan. Penilaian dapat dilakukan dengan skala sebagai berikut :

Sangat Setuju (SS) = 5
Setuju (S) = 4
Setuju/Tidak Setuju (S/TS) = 3
Tidak setuju (TS) = 2
Sangat Tidak Setuju (STS) = 1

1. **Beban Kerja**

NO	DIMENSI	PERTANYAAN	STS	TS	S/TS	S	SS
1	Tuntutan Tugas	1. Pekerjaan yang diberikan kepada saya terlalu berat	1	2	3	4	5
		2. Terlalu banyak pekerjaan yang harus saya lakukan	1	2	3	4	5
		3. Saya bekerja selama 8 jam per hari	1	2	3	4	5
		4. Waktu istirahat yang diberikan sudah sangat cukup	1	2	3	4	5
2	Tuntutan Fisik	5. Kondisi kesehatan mempengaruhi saya dalam melakukan pekerjaan	1	2	3	4	5

2. Stres Kerja

NO	DIMENSI	PERTANYAAN/PERNYATAAN	STS	TS	S/TS	S	SS
1	Konflik Kerja	6. Konflik dengan teman sekerja terjadi, menimbulkan ketidaknyamanan saya dalam bekerja	1	2	3	4	5
		7. Saya mengetahui tentang dampak negatif dari adanya konflik dengan teman sekerja.	1	2	3	4	5
2	Beban Kerja	8. Mampu menyelesaikan sendiri setiap pekerjaan	1	2	3	4	5
		9. Berusaha mengerjakan tugas dengan baik	1	2	3	4	5
3	Waktu Kerja	10. Waktu yang disediakan sudah cukup untuk menyelesaikan pekerjaan	1	2	3	4	5

3. KINERJA PERAWAT (diisi oleh Kepala Ruangan)

No	DIMENSI	PERTANYAAN/PERNYATAAN	STS	TS	S/TS	S	SS
1	Kualitas kerja	11. Hasil pekerjaan karyawan sesuai dengan standart kualitas perusahaan	1	2	3	4	5
		12. Mempunyai semangat dan dedikasi yang tinggi untuk perusahaan	1	2	3	4	5
		13. Dapat bekerja sama dengan pegawai lain	1	2	3	4	5
2	Kuantitas Kerja	14. Tercapainya jumlah tindakan keperawatan yang dibuat dalam satu bulan	1	2	3	4	5
		15. Tercapainya jumlah evaluasi keperawatan yang dibuat dalam satu bulan	1	2	3	4	5
3	Kerja Sama	16. Mengikuti petunjuk kerja yang dijelaskan oleh atasan dengan baik.	1	2	3	4	5
		17. Menerima pasien baru sesuai Standart Operating Rumah Sakit.	1	2	3	4	5

Lampiran 1. Analisis Faktor Variabel Beban Kerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.528
Bartlett's Test of Sphericity	Approx. Chi-Square	164.114
	df	45
	Sig.	.000

Communalities

	Initial	Extraction
X1	1.000	.817
X2	1.000	.889
X3	1.000	.794
X4	1.000	.752
X5	1.000	.814
X6	1.000	.681
X7	1.000	.834
X8	1.000	.804
X9	1.000	.874
X10	1.000	.949

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component			
	1	2	3	4
X1	.832	-.014	-.275	-.224
X2	.828	.129	-.281	-.328
X3	.530	-.579	-.318	.275
X4	.322	-.612	.150	.501
X5	.754	-.247	.237	.358
X6	-.719	.096	.314	.235
X7	-.106	.666	-.393	.475
X8	.284	.684	-.297	.408
X9	.647	.544	.392	-.076
X10	.599	.315	.699	.054

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Anti-image Matrices

		X1	X2	X3	X4	X5	X6	X7	X8	X9	X10
Anti-image Covariance	X1	.140	-.113	.082	-.134	-.050	.027	-.006	.031	-.048	.056
	X2	-.113	.130	-.103	.125	.049	.031	.017	-.041	.015	-.047
	X3	.082	-.103	.315	-.159	-.150	.012	-.024	.088	-.042	.104
	X4	-.134	.125	-.159	.447	-.017	-.090	.078	-.020	.026	-.037
	X5	-.050	.049	-.150	-.017	.211	.108	.004	-.086	.090	-.128
	X6	.027	.031	.012	-.090	.108	.478	-.087	.015	.054	-.064
	X7	-.006	.017	-.024	.078	.004	-.087	.591	-.296	-.032	.028
	X8	.031	-.041	.088	-.020	-.086	.015	-.296	.521	-.095	.066
	X9	-.048	.015	-.042	.026	.090	.054	-.032	-.095	.204	-.134
	X10	.056	-.047	.104	-.037	-.128	-.064	.028	.066	-.134	.143
Anti-image Correlation	X1	.549[a]	-.838	.392	-.534	-.293	.105	-.021	.116	-.285	.395
	X2	-.838	.552[a]	-.511	.520	.299	.123	.062	-.157	.091	-.345
	X3	.392	-.511	.455[a]	-.425	-.583	.032	-.056	.217	-.164	.489
	X4	-.534	.520	-.425	.421[a]	-.054	-.195	.153	-.042	.086	-.147
	X5	-.293	.299	-.583	-.054	.517[a]	.341	.011	-.260	.434	-.738
	X6	.105	.123	.032	-.195	.341	.812[a]	-.163	.030	.172	-.243
	X7	-.021	.062	-.056	.153	.011	-.163	.572[a]	-.532	-.092	.096
	X8	.116	-.157	.217	-.042	-.260	.030	-.532	.530[a]	-.291	.240
	X9	-.285	.091	-.164	.086	.434	.172	-.092	-.291	.575[a]	-.785
	X10	.395	-.345	.489	-.147	-.738	-.243	.096	.240	-.785	.397[a]

a. Measures of Sampling Adequacy(MSA)

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.718	37.181	37.181	3.718	37.181	37.181
2	2.104	21.043	58.223	2.104	21.043	58.223
3	1.318	13.183	71.406	1.318	13.183	71.406
4	1.068	10.680	82.086	1.068	10.680	82.086
5	.605	6.048	88.134			
6	.431	4.308	92.442			
7	.334	3.343	95.784			
8	.266	2.659	98.443			
9	.106	1.056	99.499			
10	.050	.501	100.000			

Extraction Method: Principal Component Analysis.

Reproduced Correlations

		X1	X2	X3	X4	X5	X6	X7	X8	X9	X10
Reproduced Correlation	X1	.817[a]	.837	.475	.123	.486	-.738	-.095	.217	.440	.290
	X2	.837	.889[a]	.364	-.019	.409	-.749	-.047	.274	.520	.322
	X3	.475	.364	.794[a]	.615	.566	-.473	-.186	-.039	-.118	-.073
	X4	.123	-.019	.615	.752[a]	.609	-.126	-.262	-.167	-.103	.132
	X5	.486	.409	.566	.609	.814[a]	-.408	-.168	.120	.419	.559
	X6	-.738	-.749	-.473	-.126	-.408	.681[a]	.128	-.136	-.307	-.168
	X7	-.095	-.047	-.186	-.262	-.168	.128	.834[a]	.736	.104	-.102
	X8	.217	.274	-.039	-.167	.120	-.136	.736	.804[a]	.409	.200
	X9	.440	.520	-.118	-.103	.419	-.307	.104	.409	.874[a]	.829
	X10	.290	.322	-.073	.132	.559	-.168	-.102	.200	.829	.949[a]
Residual[b]	X1		.031	-.097	.131	-.060	.140	.022	-.019	.004	-.029
	X2	.031		.021	.029	-.034	.145	.018	-.023	-.015	.016
	X3	-.097	.021		-.138	-.009	.054	.013	-.038	.056	.032
	X4	.131	.029	-.138		-.160	.045	-.001	.015	.054	-.043
	X5	-.060	-.034	-.009	-.160		-.067	.002	-.003	-.092	.012
	X6	.140	.145	.054	.045	-.067		.001	-.019	.020	-.011
	X7	.022	.018	.013	-.001	.002	.001		-.178	.012	.032
	X8	-.019	-.023	-.038	.015	-.003	-.019	-.178		-.029	-.028
	X9	.004	-.015	.056	.054	-.092	.020	.012	-.029		-.044
	X10	-.029	.016	.032	-.043	.012	-.011	.032	-.028	-.044	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 13 (28,0%) nonredundant residuals with absolute values greater than 0.05.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.743
Bartlett's Test of Sphericity	Approx. Chi-Square	67.006
	df	10
	Sig.	.000

Anti-image Matrices

		X1	X2	X5	X6	X9
Anti-image Covariance	X1	.230	-.170	-.068	.043	.007
	X2	-.170	.214	.043	.080	-.112
	X5	-.068	.043	.714	.200	-.137
	X6	.043	.080	.200	.551	-.055
	X9	.007	-.112	-.137	-.055	.716
Anti-image Correlation	X1	.704[a]	-.764	-.169	.121	.018
	X2	-.764	.674[a]	.109	.234	-.285
	X5	-.169	.109	.785[a]	.318	-.192
	X6	.121	.234	.318	.852[a]	-.087
	X9	.018	-.285	-.192	-.087	.836[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
X1	1.000	.796
X2	1.000	.803
X5	1.000	.411
X6	1.000	.601
X9	1.000	.404

Communalities

	Initial	Extraction
X1	1.000	.796
X2	1.000	.803
X5	1.000	.411
X6	1.000	.601
X9	1.000	.404

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
X1	.892
X2	.896
X5	.641
X6	-.775
X9	.636

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.014	60.290	60.290	3.014	60.290	60.290
2	.760	15.203	75.493			
3	.701	14.026	89.519			
4	.400	7.998	97.517			
5	.124	2.483	100.000			

Extraction Method: Principal Component Analysis.

Reproduced Correlations

		X1	X2	X5	X6	X9
Reproduced Correlation	X1	.796[a]	.799	.572	-.692	.567
	X2	.799	.803[a]	.574	-.695	.570
	X5	.572	.574	.411[a]	-.497	.408
	X6	-.692	-.695	-.497	.601[a]	-.493
	X9	.567	.570	.408	-.493	.404[a]
Residual[b]	X1		.070	-.146	.093	-.124

	X2	.070		-.200	.091	-.064
	X5	-.146	-.200		.022	-.081
	X6	.093	.091	.022		.205
	X9	-.124	-.064	-.081	.205	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 9 (90,0%) nonredundant residuals with absolute values greater than 0.05.

Component Score Coefficient Matrix

	Component
	1
X1	.296
X2	.297
X5	.213
X6	-.257
X9	.211

Extraction Method: Principal Component Analysis.
Component Scores.

Component Score Covariance Matrix

Component	1
1	1.000

Extraction Method: Principal Component Analysis.
Component Scores.

Lampiran 2. Analisis Faktor Variabel Stres Kerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.412
Bartlett's Test of Sphericity	Approx. Chi-Square	359.024
	df	78
	Sig.	.000

Anti-image Matrices

		X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23
Anti-image Covariance	X11	.146	.026	-.043	.052	-.030	-.052	.102	.026	-.047	.026	.087	.087	-.044
	X12	.026	.027	-.034	.026	.000	-.007	.044	.023	.000	.029	.023	.040	-.019
	X13	-.043	-.034	.057	-.052	.000	.018	-.060	-.029	.006	-.034	-.033	-.049	.025
	X14	.052	.026	-.052	.104	-.018	-.008	.073	.025	.009	.005	.058	.052	-.037
	X15	-.030	.000	.000	-.018	.073	-.049	.006	-.020	-.040	.023	.012	-.025	-.050
	X16	-.052	-.007	.018	-.008	-.049	.108	-.057	.006	.097	-.009	-.065	-.004	.074
	X17	.102	.044	-.060	.073	.006	-.057	.150	.030	-.043	.051	.111	.091	-.082
	X18	.026	.023	-.029	.025	-.020	.006	.030	.027	.013	.014	.009	.038	.001
	X19	-.047	.000	.006	.009	-.040	.097	-.043	.013	.152	.011	-.047	.022	.080
	X20	.026	.029	-.034	.005	.023	-.009	.051	.014	.011	.077	.030	.060	-.017
	X21	.087	.023	-.033	.058	.012	-.065	.111	.009	-.047	.030	.137	.052	-.095
	X22	.087	.040	-.049	.052	-.025	-.004	.091	.038	.022	.060	.052	.130	-.003
	X23	-.044	-.019	.025	-.037	-.050	.074	-.082	.001	.080	-.017	-.095	-.003	.129
Anti-image Correlation	X11	.269[a]	.408	-.474	.420	-.286	-.415	.688	.419	-.315	.247	.616	.629	-.317
	X12	.408	.329[a]	-.856	.481	-.017	-.121	.693	.848	-.014	.625	.381	.672	-.318
	X13	-.474	-.856	.388[a]	-.675	-.005	.230	-.649	-.748	.069	-.522	-.374	-.571	.294
	X14	.420	.481	-.675	.530[a]	-.210	-.076	.582	.473	.070	.060	.483	.449	-.319
	X15	-.286	-.017	-.005	-.210	.638[a]	-.555	.058	-.437	-.384	.313	.121	-.257	-.512
	X16	-.415	-.121	.230	-.076	-.555	.450[a]	-.445	.118	.757	-.094	-.536	-.037	.628
	X17	.688	.693	-.649	.582	.058	-.445	.063[a]	.477	-.286	.481	.774	.654	-.587
	X18	.419	.848	-.748	.473	-.437	.118	.477	.498[a]	.204	.301	.141	.639	.019
	X19	-.315	-.014	.069	.070	-.384	.757	-.286	.204	.600[a]	.103	-.324	.159	.573
	X20	.247	.625	-.522	.060	.313	-.094	.481	.301	.103	.568[a]	.295	.605	-.168
	X21	.616	.381	-.374	.483	.121	-.536	.774	.141	-.324	.295	.346[a]	.387	-.713
	X22	.629	.672	-.571	.449	-.257	-.037	.654	.639	.159	.605	.387	.338[a]	-.023

X23	-.317	-.318	.294	-.319	-.512	.628	-.587	.019	.573	-.168	-.713	-.023	.392[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
X11	1.000	.731
X12	1.000	.903
X13	1.000	.846
X14	1.000	.884
X15	1.000	.871
X16	1.000	.813
X17	1.000	.918
X18	1.000	.901
X19	1.000	.754
X20	1.000	.916
X21	1.000	.728
X22	1.000	.771
X23	1.000	.669

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component			
	1	2	3	4
X11	.199	.213	.796	.112
X12	-.541	-.079	.754	-.192
X13	.669	-.521	.350	-.067
X14	.710	-.558	.211	-.153
X15	.657	.611	.220	.134
X16	.441	.776	-.020	.122
X17	-.129	-.025	-.162	.935
X18	.851	-.026	-.409	.091
X19	-.783	-.143	.306	.164
X20	.617	-.673	-.283	-.037
X21	.464	.645	-.082	-.301
X22	-.524	.447	-.437	-.326
X23	.555	.312	.507	.088

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.443	34.174	34.174	4.443	34.174	34.174
2	2.798	21.525	55.699	2.798	21.525	55.699
3	2.239	17.220	72.919	2.239	17.220	72.919
4	1.225	9.427	82.345	1.225	9.427	82.345
5	.820	6.311	88.657			
6	.536	4.126	92.782			
7	.404	3.104	95.887			
8	.208	1.598	97.485			
9	.128	.983	98.468			
10	.099	.765	99.233			
11	.060	.464	99.696			
12	.029	.226	99.922			
13	.010	.078	100.000			

Extraction Method: Principal Component Analysis.

Reproduced Correlations

		X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23
Reproduced Correlation	X11	.731[a]	.454	.293	.173	.450	.251	-.055	-.152	.076	-.250	.130	-.393	.590
	X12	.454	.903[a]	-.044	-.152	-.264	-.338	-.229	-.784	.634	-.487	-.306	-.019	.040
	X13	.293	-.044	.846[a]	.850	.189	-.124	-.193	.434	-.353	.667	-.034	-.714	.380
	X14	.173	-.152	.850	.884[a]	.151	-.143	-.255	.519	-.437	.760	-.001	-.664	.314
	X15	.450	-.264	.189	.151	.871[a]	.777	-.010	.465	-.512	-.073	.641	-.210	.678
	X16	.251	-.338	-.124	-.143	.777	.813[a]	.041	.375	-.442	-.249	.670	.085	.488
	X17	-.055	-.229	-.193	-.255	-.010	.041	.918[a]	.042	.208	-.053	-.344	-.178	-.079
	X18	-.152	-.784	.434	.519	.465	.375	.042	.901[a]	-.773	.655	.385	-.308	.265
	X19	.076	.634	-.353	-.437	-.512	-.442	.208	-.773	.754[a]	-.480	-.530	.159	-.309
	X20	-.250	-.487	.667	.760	-.073	-.249	-.053	.655	-.480	.916[a]	-.113	-.488	-.014
	X21	.130	-.306	-.034	-.001	.641	.670	-.344	.385	-.530	-.113	.728[a]	.179	.391
	X22	-.393	-.019	-.714	-.664	-.210	.085	-.178	-.308	.159	-.488	.179	.771[a]	-.401
	X23	.590	.040	.380	.314	.678	.488	-.079	.265	-.309	-.014	.391	-.401	.669[a]
Residual[b]	X11		-.118	-.039	-.031	.047	.078	-.113	.065	.052	.051	-.138	.014	-.223
	X12	-.118		.044	.006	-.042	.024	.067	-.051	-.096	-.018	.028	.005	.064
	X13	-.039	.044		.007	.042	.006	.052	.025	.002	-.056	-.017	.115	-.031
	X14	-.031	.006	.007		.032	.030	.031	-.038	-.023	-.042	-.061	.085	.008
	X15	.047	-.042	.042	.032		-.021	-.035	.061	.080	-.032	-.092	.086	-.080
	X16	.078	.024	.006	.030	-.021		-.022	-.045	-.072	.033	-.109	.003	-.154
	X17	-.113	.067	.052	.031	-.035	-.022		-.051	-.063	-.027	.051	.047	.101
	X18	.065	-.051	.025	-.038	.061	-.045	-.051		.103	-.025	-.012	.001	-.070
	X19	.052	-.096	.002	-.023	.080	-.072	-.063	.103		.011	.084	-.033	-.061
	X20	.051	-.018	-.056	-.042	-.032	.033	-.027	-.025	.011		.019	-.050	-.012
	X21	-.138	.028	-.017	-.061	-.092	-.109	.051	-.012	.084	.019		-.140	.138
	X22	.014	.005	.115	.085	.086	.003	.047	.001	-.033	-.050	-.140		.001

	X23	-.223	.064	-.031	.008	-.080	-.154	.101	-.070	-.061	-.012	.138	.001

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 36 (46,0%) nonredundant residuals with absolute values greater than 0.05.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.760
Bartlett's Test of Sphericity	Approx. Chi-Square	82.352
	df	10
	Sig.	.000

Anti-image Matrices

		X13	X14	X18	X20	X22
Anti-image Covariance	X13	.244	-.162	-.054	.038	.101
	X14	-.162	.205	.019	-.115	.010
	X18	-.054	.019	.586	-.218	-.061
	X20	.038	-.115	-.218	.354	.112
	X22	.101	.010	-.061	.112	.586
Anti-image Correlation	X13	.727[a]	-.723	-.144	.129	.266
	X14	-.723	.719[a]	.054	-.427	.028
	X18	-.144	.054	.780[a]	-.479	-.104
	X20	.129	-.427	-.479	.763[a]	.246
	X22	.266	.028	-.104	.246	.883[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
X13	1.000	.771
X14	1.000	.823
X18	1.000	.470
X20	1.000	.740
X22	1.000	.542

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
X13	.878
X14	.907
X18	.685
X20	.860
X22	-.736

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.344	66.886	66.886	3.344	66.886	66.886
2	.752	15.035	81.921			
3	.470	9.393	91.314			
4	.314	6.271	97.585			
5	.121	2.415	100.000			

Extraction Method: Principal Component Analysis.

Reproduced Correlations

		X13	X14	X18	X20	X22
Reproduced Correlation	X13	.771[a]	.796	.602	.755	-.646
	X14	.796	.823[a]	.622	.780	-.667
	X18	.602	.622	.470[a]	.590	-.504
	X20	.755	.780	.590	.740[a]	-.633
	X22	-.646	-.667	-.504	-.633	.542[a]
Residual[b]	X13		.060	-.144	-.144	.046
	X14	.060		-.140	-.061	.088
	X18	-.144	-.140		.041	.197
	X20	-.144	-.061	.041		.095
	X22	.046	.088	.197	.095	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 8 (80,0%) nonredundant residuals with absolute values greater than 0.05.

Component Score Coefficient Matrix

	Component
	1
X13	.262
X14	.271
X18	.205
X20	.257
X22	-.220

Component Score Coefficient Matrix

	Component
	1
X13	.262
X14	.271
X18	.205
X20	.257
X22	-.220

Extraction Method: Principal Component Analysis.
Component Scores.

Component Score Covariance Matrix

Component	1
1	1.000

Extraction Method: Principal Component Analysis.
Component Scores.

Lampiran 3. Analisis Faktor Variabel Kinerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.591
Bartlett's Test of Sphericity	Approx. Chi-Square	179.029
	Df	66
	Sig.	.000

Anti-image Matrices

		X24	X25	X26	X27	X28	X29	X30	X31	X32	X33	X34	X35
Anti-image Covariance	X24	.594	-.005	.140	.121	-.058	.024	-.217	-.141	.079	-.023	.130	-.069
	X25	-.005	.256	-.037	.034	.071	-.180	.085	.049	-.118	-.141	-.055	-.055
	X26	.140	-.037	.244	.099	-.121	.007	-.131	-.087	.070	-.044	-.026	-.072
	X27	.121	.034	.099	.289	-.023	-.049	-.090	-.151	-.010	-.082	.039	-.047
	X28	-.058	.071	-.121	-.023	.281	-.163	.035	.073	-.138	-.086	.008	.176
	X29	.024	-.180	.007	-.049	-.163	.369	-.089	-.043	.149	.167	.017	-.078
	X30	-.217	.085	-.131	-.090	.035	-.089	.351	.059	-.065	-.030	-.086	-.041
	X31	-.141	.049	-.087	-.151	.073	-.043	.059	.213	-.094	.004	-.085	.068
	X32	.079	-.118	.070	-.010	-.138	.149	-.065	-.094	.155	.096	.025	-.100
	X33	-.023	-.141	-.044	-.082	-.086	.167	-.030	.004	.096	.301	-.097	-.028
	X34	.130	-.055	-.026	.039	.008	.017	-.086	-.085	.025	-.097	.363	.004
	X35	-.069	-.055	-.072	-.047	.176	-.078	-.041	.068	-.100	-.028	.004	.551
Anti-image Correlation	X24	.260[a]	-.012	.368	.292	-.142	.051	-.475	-.397	.261	-.055	.280	-.120
	X25	-.012	.611[a]	-.149	.124	.263	-.585	.285	.208	-.594	-.509	-.179	-.147
	X26	.368	-.149	.669[a]	.373	-.460	.023	-.448	-.382	.358	-.164	-.086	-.196
	X27	.292	.124	.373	.663[a]	-.080	-.151	-.284	-.606	-.045	-.278	.120	-.119
	X28	-.142	.263	-.460	-.080	.544[a]	-.506	.111	.300	-.662	-.296	.025	.447
	X29	.051	-.585	.023	-.151	-.506	.368[a]	-.247	-.153	.622	.502	.046	-.173
	X30	-.475	.285	-.448	-.284	.111	-.247	.679[a]	.217	-.280	-.091	-.240	-.093
	X31	-.397	.208	-.382	-.606	.300	-.153	.217	.594[a]	-.517	.014	-.306	.198
	X32	.261	-.594	.358	-.045	-.662	.622	-.280	-.517	.438[a]	.446	.103	-.341
	X33	-.055	-.509	-.164	-.278	-.296	.502	-.091	.014	.446	.628[a]	-.295	-.069
	X34	.280	-.179	-.086	.120	.025	.046	-.240	-.306	.103	-.295	.846[a]	.008
	X35	-.120	-.147	-.196	-.119	.447	-.173	-.093	.198	-.341	-.069	.008	.641[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
X24	1.000	.815
X25	1.000	.737
X26	1.000	.801
X27	1.000	.759
X28	1.000	.745
X29	1.000	.497
X30	1.000	.764
X31	1.000	.827
X32	1.000	.820
X33	1.000	.602
X34	1.000	.657
X35	1.000	.863

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.744	39.530	39.530	4.744	39.530	39.530
2	1.857	15.479	55.009	1.857	15.479	55.009
3	1.268	10.567	65.576	1.268	10.567	65.576
4	1.018	8.483	74.059	1.018	8.483	74.059
5	.959	7.996	82.055			
6	.597	4.971	87.026			
7	.493	4.110	91.136			
8	.364	3.033	94.170			
9	.282	2.348	96.517			
10	.232	1.932	98.450			

11	.120	.997	99.447			
12	.066	.553	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component			
	1	2	3	4
X24	-.167	.325	.784	.259
X25	.731	-.229	-.305	.240
X26	.743	-.468	.143	-.094
X27	.622	.599	.003	-.118
X28	.683	-.106	.126	-.501
X29	.435	-.402	.382	.006
X30	.711	.064	.496	.088
X31	.666	.602	.042	-.137
X32	.597	.604	-.300	-.093
X33	.672	-.375	-.073	.068
X34	.767	-.236	-.112	.020
X35	.490	.145	-.150	.761

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Reproduced Correlations

		X24	X25	X26	X27	X28	X29	X30	X31	X32	X33	X34	X35
Reproduced Correlation	X24	.815[a]	-.373	-.189	.063	-.180	.098	.313	.082	-.163	-.274	-.288	.045
	X25	-.373	.737[a]	.584	.288	.364	.295	.375	.304	.367	.615	.653	.554
	X26	-.189	.584	.801[a]	.193	.622	.566	.562	.232	.127	.659	.663	.204
	X27	.063	.288	.193	.759[a]	.420	.030	.471	.791	.743	.185	.332	.302
	X28	-.180	.364	.622	.420	.745[a]	.385	.497	.465	.353	.456	.524	-.081
	X29	.098	.295	.566	.030	.385	.497[a]	.474	.064	-.098	.416	.386	.103
	X30	.313	.375	.562	.471	.497	.474	.764[a]	.521	.306	.424	.476	.351
	X31	.082	.304	.232	.791	.465	.064	.521	.827[a]	.761	.210	.361	.303
	X32	-.163	.367	.127	.743	.353	-.098	.306	.761	.820[a]	.190	.347	.354
	X33	-.274	.615	.659	.185	.456	.416	.424	.210	.190	.602[a]	.613	.338
	X34	-.288	.653	.663	.332	.524	.386	.476	.361	.347	.613	.657[a]	.374
	X35	.045	.554	.204	.302	-.081	.103	.351	.303	.354	.338	.374	.863[a]
Residual[b]	X24		.101	-.017	-.076	.054	-.122	-.108	.000	.047	.117	.046	-.066
	X25	.101		-.081	-.045	.057	.119	-.080	-.024	.087	-.061	-.103	-.074
	X26	-.017	-.081		-.040	-.037	-.125	.017	.046	-.006	-.033	-.028	.036
	X27	-.076	-.045	-.040		-.092	.080	-.018	-.014	-.147	.070	-.002	-.014
	X28	.054	.057	-.037	-.092		.037	-.055	-.115	.119	-.069	-.139	.123
	X29	-.122	.119	-.125	.080	.037		-.122	.012	.040	-.263	-.145	.070
	X30	-.108	-.080	.017	-.018	-.055	-.122		-.067	.012	-.013	.019	-.011
	X31	.000	-.024	.046	-.014	-.115	.012	-.067		-.086	.023	.070	-.040
	X32	.047	.087	-.006	-.147	.119	.040	.012	-.086		-.097	-.086	.027
	X33	.117	-.061	-.033	.070	-.069	-.263	-.013	.023	-.097		.054	-.100
	X34	.046	-.103	-.028	-.002	-.139	-.145	.019	.070	-.086	.054		-.092
	X35	-.066	-.074	.036	-.014	.123	.070	-.011	-.040	.027	-.100	-.092	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

Reproduced Correlations

		X24	X25	X26	X27	X28	X29	X30	X31	X32	X33	X34	X35
Reproduced Correlation	X24	.815[a]	-.373	-.189	.063	-.180	.098	.313	.082	-.163	-.274	-.288	.045
	X25	-.373	.737[a]	.584	.288	.364	.295	.375	.304	.367	.615	.653	.554
	X26	-.189	.584	.801[a]	.193	.622	.566	.562	.232	.127	.659	.663	.204
	X27	.063	.288	.193	.759[a]	.420	.030	.471	.791	.743	.185	.332	.302
	X28	-.180	.364	.622	.420	.745[a]	.385	.497	.465	.353	.456	.524	-.081
	X29	.098	.295	.566	.030	.385	.497[a]	.474	.064	-.098	.416	.386	.103
	X30	.313	.375	.562	.471	.497	.474	.764[a]	.521	.306	.424	.476	.351
	X31	.082	.304	.232	.791	.465	.064	.521	.827[a]	.761	.210	.361	.303
	X32	-.163	.367	.127	.743	.353	-.098	.306	.761	.820[a]	.190	.347	.354
	X33	-.274	.615	.659	.185	.456	.416	.424	.210	.190	.602[a]	.613	.338
	X34	-.288	.653	.663	.332	.524	.386	.476	.361	.347	.613	.657[a]	.374
	X35	.045	.554	.204	.302	-.081	.103	.351	.303	.354	.338	.374	.863[a]
Residual[b]	X24		.101	-.017	-.076	.054	-.122	-.108	.000	.047	.117	.046	-.066
	X25	.101		-.081	-.045	.057	.119	-.080	-.024	.087	-.061	-.103	-.074
	X26	-.017	-.081		-.040	-.037	-.125	.017	.046	-.006	-.033	-.028	.036
	X27	-.076	-.045	-.040		-.092	.080	-.018	-.014	-.147	.070	-.002	-.014
	X28	.054	.057	-.037	-.092		.037	-.055	-.115	.119	-.069	-.139	.123
	X29	-.122	.119	-.125	.080	.037		-.122	.012	.040	-.263	-.145	.070
	X30	-.108	-.080	.017	-.018	-.055	-.122		-.067	.012	-.013	.019	-.011
	X31	.000	-.024	.046	-.014	-.115	.012	-.067		-.086	.023	.070	-.040
	X32	.047	.087	-.006	-.147	.119	.040	.012	-.086		-.097	-.086	.027
	X33	.117	-.061	-.033	.070	-.069	-.263	-.013	.023	-.097		.054	-.100
	X34	.046	-.103	-.028	-.002	-.139	-.145	.019	.070	-.086	.054		-.092
	X35	-.066	-.074	.036	-.014	.123	.070	-.011	-.040	.027	-.100	-.092	

Extraction Method: Principal Component Analysis.

b. Residuals are computed between observed and reproduced correlations. There are 38 (57,0%) nonredundant residuals with absolute values greater than 0.05.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.827
Bartlett's Test of Sphericity	Approx. Chi-Square	78.428
	df	21
	Sig.	.000

Anti-image Matrices

		X25	X26	X28	X30	X31	X33	X34
Anti-image Covariance	X25	.590	-.042	-.107	.067	-.044	-.125	-.102
	X26	-.042	.370	-.177	-.148	.088	-.100	-.102
	X28	-.107	-.177	.591	-.056	-.125	.000	.058
	X30	.067	-.148	-.056	.556	-.192	-.019	-.047
	X31	-.044	.088	-.125	-.192	.683	.062	-.150
	X33	-.125	-.100	.000	-.019	.062	.453	-.159
	X34	-.102	-.102	.058	-.047	-.150	-.159	.397
Anti-image Correlation	X25	.881[a]	-.090	-.180	.117	-.070	-.243	-.210
	X26	-.090	.812[a]	-.378	-.327	.175	-.243	-.266
	X28	-.180	-.378	.827[a]	-.098	-.197	-.001	.121
	X30	.117	-.327	-.098	.839[a]	-.311	-.038	-.100
	X31	-.070	.175	-.197	-.311	.731[a]	.111	-.289
	X33	-.243	-.243	-.001	-.038	.111	.847[a]	-.376
	X34	-.210	-.266	.121	-.100	-.289	-.376	.826[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
X25	1.000	.499
X26	1.000	.706
X28	1.000	.476
X30	1.000	.507
X31	1.000	.305
X33	1.000	.602
X34	1.000	.683

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
X25	.706
X26	.840
X28	.690
X30	.712
X31	.552
X33	.776
X34	.827

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.778	53.974	53.974	3.778	53.974	53.974
2	.937	13.383	67.357			
3	.702	10.027	77.383			
4	.625	8.931	86.314			
5	.398	5.681	91.994			
6	.307	4.389	96.383			
7	.253	3.617	100.000			

Extraction Method: Principal Component Analysis.

Reproduced Correlations

		X25	X26	X28	X30	X31	X33	X34
Reproduced Correlation	X25	.499[a]	.594	.487	.503	.390	.548	.584
	X26	.594	.706[a]	.580	.599	.464	.652	.695
	X28	.487	.580	.476[a]	.491	.381	.535	.570
	X30	.503	.599	.491	.507[a]	.393	.553	.589
	X31	.390	.464	.381	.393	.305[a]	.428	.456
	X33	.548	.652	.535	.553	.428	.602[a]	.641
	X34	.584	.695	.570	.589	.456	.641	.683[a]
Residual[b]	X25		-.091	-.066	-.208	-.110	.006	-.033
	X26	-.091		.006	-.020	-.185	-.027	-.060
	X28	-.066	.006		-.049	-.031	-.149	-.185
	X30	-.208	-.020	-.049		.061	-.142	-.093
	X31	-.110	-.185	-.031	.061		-.195	-.025
	X33	.006	-.027	-.149	-.142	-.195		.026
	X34	-.033	-.060	-.185	-.093	-.025	.026	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 12 (57,0%) nonredundant residuals with absolute values greater than 0.05.

Component Score Coefficient Matrix

	Component
	1
X25	.187
X26	.222
X28	.183
X30	.188
X31	.146
X33	.205
X34	.219

Extraction Method: Principal Component Analysis.
Component Scores.

Component Score Covariance Matrix

Component	1
1	1.000

Extraction Method: Principal Component Analysis.
Component Scores.

Lampiran 4. Reliabilitas Variabel Beban Kerja

Case Processing Summary

		N	%
Cases	Valid	60	100.0
	Excluded[a]	0	.0
	Total	60	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.737	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
BK1	12.7667	7.640	.700	.607
BK2	12.5667	7.063	.909	.521
BK3	12.6167	7.223	.777	.570
BK4	13.8667	15.270	-.424	.948
BK5	12.5833	7.162	.905	.526

Lampiran 5. Reliabilitas Variabel Stres Kerja

Case Processing Summary

		N	%
Cases	Valid	60	100.0
	Excluded[a]	0	.0
	Total	60	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.658	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
SK1	15.4833	4.051	.291	.064
SK2	15.2833	4.105	.368	.026
SK3	15.9167	3.400	.223	.086
SK4	14.9500	3.472	.543	-.174[a]
SK5	16.2333	6.894	-.403	.685

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Laampiran 6. Reliabilitas Variabel Kinerja

Case Processing Summary

		N	%
Cases	Valid	60	100.0
	Excluded[a]	0	.0
	Total	60	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.856	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KP1	25.4500	8.455	.690	.826
KP2	25.1667	9.362	.643	.833
KP3	25.1333	9.067	.744	.820
KP4	25.1333	8.185	.684	.828
KP5	25.1667	9.158	.604	.838
KP6	24.8833	9.901	.536	.847
KP7	24.9667	10.406	.476	.854

Lampiran 7. Output SEM

DATE: 6/ 9/2015
TIME: 16:32

L I S R E L 8.70

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Users\user\Documents\lisrel
aing\sntxlisrel.pr2:

raw data from file forlisrel.psf
latent variables: BK SK KP
relationship:

BK1=BK
BK2=BK
BK3=BK
!BK4=BK
BK5=BK
SK1=SK
SK2=SK
!SK3=SK
!SK4=SK
SK5=SK
KP1=KP
KP2=KP

KP3=KP
KP4=KP
!KP5=KP
!KP6=KP
!KP7=KP

SK=BK
KP=BK SK

options: sc
path diagram
end of problem

Sample Size = 60

Covariance Matrix

	SK1	SK2	SK5	KP1	KP2	KP3
SK1	0.73					
SK2	0.39	0.56				
SK5	-0.42	-0.28	1.23			
KP1	0.05	-0.01	0.17	0.63		
KP2	0.04	-0.03	0.15	0.31	0.40	
KP3	0.02	-0.05	0.23	0.26	0.31	0.39
KP4	-0.06	-0.19	0.48	0.38	0.24	0.29
BK1	-0.08	0.07	-0.11	-0.16	-0.22	-0.27
BK2	0.04	0.12	-0.14	-0.08	-0.15	-0.20
BK3	0.11	0.13	0.00	-0.07	-0.09	-0.14
BK5	0.01	0.09	-0.14	-0.10	-0.15	-0.20

Covariance Matrix

	KP4	BK1	BK2	BK3	BK5
KP4	0.73				
BK1	-0.21	1.18			
BK2	-0.15	0.90	1.03		
BK3	-0.07	0.77	0.96	1.20	
BK5	-0.18	0.88	0.99	0.93	1.00

Number of Iterations = 19

LISREL Estimates (Maximum Likelihood)

Measurement Equations

SK1 = 0.73*SK, Errorvar.= 0.19 , R^2 = 0.74
(0.14)
1.31

SK2 = 0.53*SK, Errorvar.= 0.27 , R^2 = 0.51
(0.15) (0.090)
3.45 3.06

SK5 = - 0.56*SK, Errorvar.= 0.91 , R^2 = 0.26
(0.18) (0.19)
-3.07 4.87

KP1 = 0.53*KP, Errorvar.= 0.35 , R^2 = 0.44
(0.071)
4.90

KP2 = 0.56*KP, Errorvar.= 0.091 , R^2 = 0.77
(0.099) (0.033)
5.61 2.80

KP3 = 0.55*KP, Errorvar.= 0.085 , R^2 = 0.78
(0.098) (0.032)
5.62 2.69

KP4 = 0.51*KP, Errorvar.= 0.47 , R^2 = 0.35
(0.12) (0.093)
4.09 5.07

BK1 = 0.89*BK, Errorvar.= 0.38 , R^2 = 0.68
(0.12) (0.071)
7.75 5.33

BK2 = 1.01*BK, Errorvar.= 0.0088, R^2 = 0.99
(0.094) (0.013)
10.74 0.66

BK3 = 0.95*BK, Errorvar.= 0.31 , R^2 = 0.74
(0.11) (0.058)
8.35 5.28

BK5 = 0.98*BK, Errorvar.= 0.040 , R^2 = 0.96
(0.094) (0.015)
10.41 2.77

Structural Equations

SK = 0.11*BK, Errorvar.= 0.99 , R^2 = 0.011
(0.15) (0.35)
0.73 2.82

KP = - 0.024*SK - 0.30*BK, Errorvar.= 0.91 , R^2 = 0.090
(0.15) (0.14) (0.33)
-0.16 -2.07 2.75

Reduced Form Equations

SK = 0.11*BK, Errorvar.= 0.99, R^2 = 0.011
(0.15)
0.73

KP = - 0.30*BK, Errorvar.= 0.91, R^2 = 0.090
(0.14)
-2.10

Correlation Matrix of Independent Variables

BK

1.00

Covariance Matrix of Latent Variables

	SK	KP	BK
SK	1.00		
KP	-0.06	1.00	
BK	0.11	-0.30	1.00

Goodness of Fit Statistics

Degrees of Freedom = 41
Minimum Fit Function Chi-Square = 68.97 (P = 0.0040)
Normal Theory Weighted Least Squares Chi-Square = 61.78 (P = 0.020)
Estimated Non-centrality Parameter (NCP) = 20.78
90 Percent Confidence Interval for NCP = (3.53 ; 45.99)

Minimum Fit Function Value = 1.17
Population Discrepancy Function Value (F0) = 0.35
90 Percent Confidence Interval for F0 = (0.060 ; 0.78)
Root Mean Square Error of Approximation (RMSEA) = 0.093
90 Percent Confidence Interval for RMSEA = (0.038 ; 0.14)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.085

Expected Cross-Validation Index (ECVI) = 1.89
90 Percent Confidence Interval for ECVI = (1.60 ; 2.32)
ECVI for Saturated Model = 2.24
ECVI for Independence Model = 8.85

Chi-Square for Independence Model with 55 Degrees of Freedom = 499.89
Independence AIC = 521.89
Model AIC = 111.78
Saturated AIC = 132.00
Independence CAIC = 555.92
Model CAIC = 189.14
Saturated CAIC = 336.23

Normed Fit Index (NFI) = 0.86
Non-Normed Fit Index (NNFI) = 0.92
Parsimony Normed Fit Index (PNFI) = 0.64
Comparative Fit Index (CFI) = 0.94
Incremental Fit Index (IFI) = 0.94

Relative Fit Index (RFI) = 0.81

Critical N (CN) = 56.56

Root Mean Square Residual (RMR) = 0.086
Standardized RMR = 0.10
Goodness of Fit Index (GFI) = 0.84
Adjusted Goodness of Fit Index (AGFI) = 0.74
Parsimony Goodness of Fit Index (PGFI) = 0.52

Standardized Solution

LAMBDA-Y

	SK	KP
SK1	0.73	- -
SK2	0.53	- -
SK5	-0.56	- -
KP1	- -	0.53
KP2	- -	0.56
KP3	- -	0.55
KP4	- -	0.51

LAMBDA-X

	BK
BK1	0.89
BK2	1.01
BK3	0.95
BK5	0.98

BETA

	SK	KP
SK	- -	- -
KP	-0.02	- -

GAMMA

	BK
SK	0.11
KP	-0.30

Correlation Matrix of ETA and KSI

	SK	KP	BK
SK	1.00		
KP	-0.06	1.00	
BK	0.11	-0.30	1.00

PSI
Note: This matrix is diagonal.

SK	KP
0.99	0.91

Regression Matrix ETA on KSI (Standardized)

	BK
SK	0.11
KP	-0.30

Completely Standardized Solution

LAMBDA-Y

	SK	KP
SK1	0.86	- -
SK2	0.71	- -
SK5	-0.51	- -
KP1	- -	0.67

KP2	- -	0.88
KP3	- -	0.88
KP4	- -	0.5

LAMBDA-X

	BK
BK1	0.82
BK2	1.00
BK3	0.86
BK5	0.98

BETA

	SK	KP
SK	- -	- -
KP	-0.02	- -

GAMMA

	BK
SK	0.11
KP	-0.30

Correlation Matrix of ETA and KSI

	SK	KP	BK
SK	1.00		
KP	-0.06	1.00	
BK	0.11	-0.30	1.00

PSI

Note: This matrix is diagonal.

SK	KP
0.99	0.91

THETA-EPS

SK1	SK2	SK5	KP1	KP2	KP3
0.26	0.49	0.74	0.56	0.23	0.22

THETA-EPS

KP4
0.65

THETA-DELTA

BK1	BK2	BK3	BK5
0.32	0.01	0.26	0.04

Regression Matrix ETA on KSI (Standardized)

	BK
SK	0.11
KP	-0.30

Time used: 0.109 Seconds

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Lampiran 9. Hasil Kuesioner

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