LAMPIRAN-LAMPIRAN

FORM KUESIONER

Dalam rangka menyelesaikan Tugas Akhir pada program Pascasarjana di Universitas Mercu Buana Jakarta, maka dalam kesempatan ini Saya Indra Gunawan selaku peneliti mengharapkan bantuan Bapak/Ibu sekalian untuk mengisi data identitas responden dan menjawab beberapa pernyataan yang ada di lembar kuesioner di bawah ini, Adapun penelitian ini berjudul *"Analisis Pengaruh Motivasi. Kepuasan Kerja dan Perilaku Kepemimpinan dalam Meningkatkan Kinerja Operator QC-Produksi di PT. Garudafood Putra Putri Jaya divisi Biscuits and Confectionary Branch Unit Rancaekek-Bandung"*. Demikian hal ini Saya sampaikan, atas bantuan dan kerjasamanya Saya ucapkan terima kasih.

I. IDENTITAS RESPONDEN

1. Usia :
2. Jenis Kelamin : L/P
3. Pekerjaan/Bagian/Departemen :
4. Status Pekerjaan : Tetap/Kontrak
5. Lama bekerja di Perusahaan ini :
6. Tingkat Pendidikan :

II. PETUNJUK PENGISIAN

Pilihlah salah satu alternatif jawaban yang Saya anggap paling sesuai dengan kenyataan yang Saya hadapi dengan memberikan tanda centang (√) pada salah satu kolom yang telah disediakan dengan memilih salah satu jawaban dari kelima jawaban di bawah ini:

1. **Sangat Tidak Setuju (STS)**
2. **Tidak setuju (TS)**
3. **Kurang Setuju (KS)**
4. **Setuju (S)**
5. **Sangat Setuju (SS)**

No	Pernyataan	Jawaban					No. Kuesioner
		1	2	3	4	5	
		STS	TS	KS	S	SS	
	A. Variabel Motivasi						
1	Saya telah berusaha keras dan mencurahkan sebagian besar waktu Saya untuk perusahaan						X1.101
2	Saya mengetahui risiko kerja dan merasa tertantang dengan setiap tugas yang diberikan perusahaan kepada Saya						X1.102
3	Perusahaan memberikan Saya upah yang sesuai dengan kinerja Saya						X1.201
4	Perusahaan memberikan Saya upah tepat waktu						X1.202
5	Saya memiliki hubungan kerja yang baik dengan rekan rekan kerja yang lain						X1.301
6	Saya diperlakukan dengan baik di tempat kerja						X1.302
7	Perusahaan selalu mengapresiasi pada karyawannya yang berprestasi						X1.401
8	Perusahaan selalu mendorong setiap karyawannya untuk selalu berprestasi dan meningkatkan kinerja						X1.402
9	Apabila Saya melanggar peraturan perusahaan maka Perusahaan dengan tegas memberikan Sanksi						X1.501
10	Perusahaan mau mendengarkan saran dan kritik dari Karyawan						X1.502
	B. Variabel Kepuasan kerja						
11	Perusahaan memberikan paket gaji yang menarik dan lebih baik jika dibandingkan perusahaan lain yang sejenis						X2.101
12	Perusahaan memberikan gaji sesuai dengan kinerja karyawannya						X2.102
13	Saya mengetahui kejelasan sistem promosi di perusahaan Saya						X2.201
14	Perusahaan memberikan kesempatan promosi pada karyawannya yang berprestasi dan telah mengabdi lama						X2.202
15	Pekerjaan saya cukup menarik dan menantang sehingga tidak semua orang bisa melakukannya						X2.301
16	Saya memiliki tanggung jawab yang jelas pada setiap pekerjaan yang saya lakukan						X2.302
	C. Variabel Perilaku Kepemimpinan						
17	Atasan memberikan perintah dengan jelas						X3.101
18	Atasan memberikan pengarahan terhadap pekerjaan dengan tepat						X3.102
19	Atasan menginformasikan setiap keputusannya dengan jelas						X3.201
20	Atasan mau menerima umpan balik dari bawahannya						X3.202
21	Atasan terlibat langsung dalam membuat bawahannya menjadi lebih aktif dalam bekerja						X3.301
22	Atasan mau bekerja sama dalam memecahkan setiap masalah yang terjadi di lapangan						X3.302
23	Atasan selalu memercayai bawahannya dalam melakukan kegiatan kerja sehari hari						X3.401
24	Atasan selalu mengatur aktivitas bawahannya setiap hari						X3.402
25	Atasan selalu mengatur aktivitas bawahannya setiap hari						X3.501
26	Atasan selalu memberikan bimbingan dan arahan kepada bawahannya apabila bawahan melakukan kesalahan kerja						X3.502

D. Variabel Kinerja (diisi atasan langsung)							
27	Bawahan anda mampu menyelesaikan setiap tugas yang diberikan kepadanya dengan baik						Y1.101
28	Bawahan anda selalu mendapatkan pujian dan hadiah atas hasil pekerjaan yang telah dilakukan						Y1.102
29	Bawahan anda mampu menyelesaikan setiap tugas yang diberikan kepadanya dengan cepat						Y1.201
30	Bawahan anda selalu menyelesaikan tugasnya sebelum batas waktu yang ditentukan						Y1.202
31	Bawahan anda mampu bekerja mandiri tanpa bantuan orang lain						Y1.301
32	Bawahan anda memberikan ide ide yang dapat membuat kontribusi terhadap kemajuan perusahaan						Y1.302
33	Bawahan anda terampil dalam melakukan pekerjaan yang menjadi tanggung jawabnya						Y1.401
34	Bawahan anda selalu berjuang dan berusaha keras dalam melakukan pekerjaan dan menyelesaikan setiap masalah yang dihadapi						Y1.402
35	Bawahan anda mampu menyampaikan informasi kepada rekan dan atasannya dengan jelas						Y1.501
36	Anda dan rekan-rekan bawahan anda dapat memahami informasi yang Bawahan anda sampaikan						Y1.502

Hasil Skoring Kuesioner

No. Responden	Variabel																																				Total
	Motivasi (X1)										Kepuasan kerja (X2)						Perilaku kepemimpinan (X3)										Kinerja (Y)										
	Rasa aman dalam bekerja		Mendapat gaji yang adil dan kompetitif		Lingkungan kerja yang menyenangkan		Penghargaan atas prestasi kerja		Pengakuan yang adil dari manajemen		Kepuasan atas gaji yang didapatkan		Kepuasan atas promosi		Kepuasan atas kondisi pekerjaan yang dikerjakan		Fungsi instruksi		Fungsi Konsultasi		Fungsi Partisipasi		Fungsi delegasi		Fungsi Pengendalian		Kualitas pekerjaan		Kecepatan atau ketepatan dalam melaksanakan pekerjaan		Inisiatif		Kemampuan		Motivasi		
	Dimensi X1		Dimensi X2		Dimensi X3		Dimensi X4		Dimensi X5		Dimensi X6		Dimensi X7		Dimensi X8		Dimensi X9		Dimensi X10		Dimensi X11		Dimensi X12		Dimensi X13		Dimensi X14		Dimensi X15		Dimensi X16		Dimensi X17		Dimensi X18		
	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	x17	x18	x19	x20	x21	x22	x23	x24	x25	x26	x27	x28	x29	x30	x31	x32	x33	x34	x35	x36	
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75	2	2	2	4	5	2	2	4	4	1	1	2	3	2	3	5	4	3	2	2	2	2	2	2	2	2	3	3	4	3	3	2	3	3	2	3	96
76	4	4	2	4	5	4	4	5	3	4	2	4	2	2	4	5	4	3	3	3	3	3	4	3	4	4	3	4	4	4	3	4	4	5	4	4	131
77	4	4	3	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	3	4	4	4	4	4	3	3	3	3	4	4	3	4	136
78	4	3	3	4	4	4	3	3	4	3	3	4	4	1	4	4	4	4	4	3	4	4	3	4	2	4	3	4	4	3	4	3	4	4	3	4	127
79	4	4	3	5	4	4	4	4	4	2	4	4	2	2	2	4	4	4	2	3	4	4	3	4	4	4	2	3	3	4	3	3	4	4	3	4	125
80	4	4	3	4	4	4	4	4	4	5	4	3	2	3	3	4	3	3	2	4	4	4	4	4	4	3	4	4	4	3	4	3	4	4	3	4	131
81	4	3	3	5	3	4	3	3	4	3	4	4	2	3	3	4	4	4	4	4	4	4	2	4	4	4	3	4	3	4	2	4	4	4	4	3	128
82	4	3	4	5	4	4	3	3	5	3	4	5	4	3	3	4	4	4	4	4	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	143
83	4	5	3	4	5	4	5	5	4	3	3	4	4	5	4	4	3	4	4	5	5	4	2	4	2	4	3	3	3	3	3	3	3	2	3	3	132
84	3	2	2	4	4	3	2	4	4	1	2	3	2	4	4	4	2	3	3	2	4	4	4	3	4	4	3	4	4	4	4	4	4	4	4	4	120
85	4	4	3	4	4	4	4	5	4	2	2	4	4	4	4	4	4	4	3	2	4	3	4	4	4	4	4	3	3	3	3	3	4	3	3	4	129
86	4	4	4	4	4	4	4	4	5	3	4	4	3	4	4	4	4	4	3	3	4	4	4	4	4	4	3	3	3	3	3	2	3	3	2	3	129
87	4	5	3	5	4	4	5	4	4	3	3	4	3	5	3	4	4	4	3	3	2	4	4	2	4	4	3	3	3	2	2	2	3	3	2	3	123
88	4	4	4	4	4	4	4	4	4	3	3	4	3	2	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	2	3	3	2	4	131
89	4	4	3	4	4	4	4	4	4	5	4	4	3	2	2	4	5	4	4	4	5	5	4	4	4	5	4	3	3	3	3	3	4	3	3	4	136
90	5	5	4	4	5	5	5	4	3	3	2	2	2	3	4	3	4	3	4	4	4	3	4	4	3	4	5	3	5	4	5	5	5	4	5	4	141
91	2	2	4	5	4	2	2	4	3	4	4	4	2	4	3	4	4	4	4	4	4	4	2	4	4	4	4	3	3	4	4	3	4	3	3	3	125
92	4	4	3	5	5	4	4	3	4	4	3	4	3	4	4	5	4	4	4	4	3	4	4	4	4	4	4	3	4	3	3	4	4	3	4	3	137
93	3	3	2	4	4	3	3	3	4	3	4	3	2	2	3	4	4	3	4	3	3	2	4	4	3	4	3	4	3	3	4	3	4	4	3	4	119
94	3	3	2	4	4	3	3	2	4	3	4	4	2	2	2	4	4	3	4	3	3	2	4	4	3	4	4	4	4	5	3	5	5	4	5	5	127
95	4	4	4	4	4	4	4	4	2	4	4	4	2	4	2	4	4	4	4	2	2	4	4	4	2	3	3	4	3	3	3	3	4	3	3	3	123
96	4	4	2	4	4	4	4	4	4	4	4	2	2	3	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	4	4	3	4	4	3	132
97	4	4	2	4	5	4	4	4	4	4	1	2	4	4	3	5	4	4	4	4	4	4	4	4	4	5	3	3	3	3	3	3	4	4	3	3	131
98	3	3	4	4	4	3	3	3	3	3	3	4	3	2	4	4	4	3	3	3	3	4	3	4	3	4	5	4	4	5	5	5	5	4	5	4	133
99	4	4	3	4	4	4	4	4	4	5	4	4	4	5	5	4	4	4	4	5	5	5	4	5	4	5	4	4	5	4	4	5	5	4	5	4	155
100	4	4	4	4	4	4	4	4	2	4	4	5	4	2	4	4	3	4	4	4	4	3	2	4	4	3	4	3	4	3	4	4	3	4	4	4	133
101	3	2	4	4	3	3	2	4	4	3	2	4	3	2	4	5	4	4	3	2	4	3	2	2	4	2	3	4	3	4	4	5	4	5	5	4	123
102	4	4	3	5	5	4	4	5	5	3	4	4	4	4	3	4	5	5	4	4	5	5	5	5	5	2	4	3	4	3	4	3	4	3	3	4	145
103	4	5	3	4	4	4	5	5	5	5	3	4	3	4	3	4	3	4	4	3	3	4	3	2	4	5	3	3	4	3	4	3	4	3	3	3	133
104	4	4	4	4	4	4	4	4	2	4	4	3	2	4	4	4	4	4	4	4	4	2	4	4	2	4	4	3	3	4	3	3	4	3	3	4	129
105	4	2	4	4	4	4	2	4	3	3	3	4	2	2	2	4	4	3	3	4	2	4	2	4	3	4	4	3	4	4	4	3	4	4	3	4	121
106	3	4	4	5	4	3	4	4	4	5	3	4	2	4	3	4	3	3	3	4	2	3	4	3	4	4	4	3	4	3	4	3	5	4	3	3	130
107	3	4	4	4	5	3	4	4	5	4	3	4	2	4	3	4	3	3	3	3	3	3	4	3	4	3	4	3	4	3	4	3	5	4	3	3	128
108	3	4	4	5	4	3	4	4	4	4	4	3	4	4	4	5	3	3	2	3	3	3	2	4	3	4	4	3	4	3	3	4	4	4	4	3	129

Hasil Skoring Total Kuesioner per Dimensi antar Variabel

No. Responden	Motivasi					Kepuasan Kerja			Perilaku Kepemimpinan					Kinerja				
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X6	X17	X18
1	7	7	8	6	4	5	4	6	6	6	8	7	7	5	6	6	8	7
2	8	7	8	8	7	8	6	7	8	7	8	7	8	7	8	7	7	8
3	8	9	8	8	8	9	7	8	10	9	10	8	9	7	8	7	8	8
4	7	7	9	6	7	6	6	8	10	9	10	9	9	7	8	7	7	8
5	7	7	8	7	7	6	5	8	8	7	8	8	8	7	8	7	8	8
6	5	6	6	6	4	6	7	6	8	8	8	7	8	6	6	6	7	7
7	7	5	7	7	6	5	5	5	7	8	7	7	6	6	8	6	7	7
8	4	5	6	6	8	4	3	6	8	8	8	8	9	7	8	6	8	7
9	8	8	8	8	7	8	6	7	6	10	8	10	10	8	7	7	7	8
10	6	6	8	4	5	4	4	9	8	7	8	8	10	7	8	7	7	8
11	7	7	9	7	8	7	7	9	9	9	10	8	7	7	8	7	8	8
12	8	7	8	8	7	8	7	8	9	10	9	9	10	8	8	7	8	8
13	6	7	5	7	6	5	2	7	4	7	6	9	9	6	6	7	8	8
14	6	4	8	3	3	3	2	8	6	4	2	4	5	8	8	8	8	8
15	9	6	7	9	7	6	6	9	9	8	10	7	9	9	8	8	9	9
16	8	6	9	7	7	6	3	8	7	7	8	8	7	8	7	8	7	8
17	6	6	7	6	6	4	6	6	8	8	8	8	8	8	8	8	8	8
18	6	4	6	7	4	2	3	7	7	6	4	8	6	7	7	8	8	8
19	8	6	8	8	7	8	7	7	8	7	8	8	7	8	8	7	8	7
20	7	7	8	7	7	6	6	8	7	8	8	7	8	8	8	8	8	8
21	8	7	8	8	7	7	9	7	8	9	9	9	8	8	8	7	7	8
22	8	8	8	8	7	7	8	9	10	9	9	9	10	7	7	8	8	8
23	8	7	9	8	9	8	6	9	8	9	9	7	10	8	8	7	8	8
24	8	7	9	9	9	6	8	8	10	8	9	9	10	8	8	8	8	8
25	6	8	7	6	6	5	2	5	6	7	7	6	8	7	9	8	8	8
26	9	7	10	8	8	7	8	8	9	8	10	8	9	8	10	9	10	8
27	8	8	10	8	9	8	7	7	9	9	9	8	8	9	9	8	10	8
28	8	8	8	8	7	6	6	7	7	8	8	8	8	9	9	10	9	9
29	6	8	7	6	7	8	5	6	8	8	8	6	8	8	8	9	10	8
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32	8	8	9	8	7	9	8	8	8	7	7	8	8	8	8	9	9	8
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34	8	9	8	8	8	8	8	10	9	10	10	9	10	7	7	8	8	7
35	8	10	9	9	9	9	8	6	10	9	10	10	10	7	8	7	10	8
36	7	8	9	7	9	8	9	9	8	10	10	10	10	9	10	10	9	10
37	9	7	7	10	7	7	9	8	8	9	10	9	9	7	8	9	7	8
38	9	8	9	10	9	8	7	8	10	9	10	9	7	7	10	7	10	9
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43	7	8	8	5	7	8	6	8	7	7	6	7	7	7	7	8	8	8
44	8	8	7	8	8	8	9	8	8	8	8	8	8	7	8	9	10	8
45	7	6	7	8	7	7	6	7	7	6	7	8	7	5	7	5	5	7
46	7	7	8	7	8	7	9	8	7	8	7	8	9	6	8	7	8	7
47	7	7	8	7	8	8	7	7	8	7	8	7	7	7	7	6	8	8
48	8	7	8	9	9	9	8	6	9	9	10	9	8	7	8	8	8	8
49	8	7	8	7	7	9	8	8	8	9	9	8	6	6	8	6	8	8
50	7	7	9	7	8	7	6	8	8	7	7	8	8	7	9	9	9	8
51	8	7	8	8	6	8	4	5	8	6	8	8	8	7	7	3	7	7
52	7	8	7	8	7	7	7	7	8	8	8	8	7	7	6	7	8	8
53	9	8	9	9	8	6	7	7	7	7	8	6	8	6	6	6	9	8
54	8	7	9	9	8	6	6	7	7	6	7	7	6	7	7	6	9	8
55	9	7	9	8	7	7	6	7	8	7	7	7	8	7	8	6	8	7
56	9	8	9	10	8	7	6	8	8	7	6	7	8	7	7	6	8	7
57	8	7	9	8	7	8	6	6	7	8	8	8	8	7	6	7	8	8
58	9	7	8	9	6	6	5	6	6	6	8	6	8	7	7	7	8	7
59	8	7	9	8	7	8	8	8	8	7	8	7	8	9	6	9	8	9
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61	7	9	8	7	7	7	8	8	6	6	5	8	7	7	6	7	8	6
62	8	7	8	9	7	8	7	8	9	8	8	8	7	8	7	7	8	6
63	7	8	8	7	7	7	7	7	7	8	9	8	7	7	7	5	7	7
64	8	7	8	8	8	7	4	8	7	7	7	8	8	7	7	6	6	8
65	8	9	8	8	9	7	6	8	6	8	8	8	8	4	3	3	2	5
66	7	6	7	8	5	6	3	8	4	6	6	6	8	5	5	6	6	6
67	8	7	8	10	6	7	6	10	7	10	7	8	8	8	8	9	9	8
68	6	6	6	7	7	5	7	7	7	6	7	6	8	8	8	8	8	8
69	8	7	8	8	8	8	6	7	8	8	8	8	7	8	8	9	9	7
70	8	7	8	8	7	6	7	8	8	6	8	7	8	8	8	8	9	6
71	9	9	9	10	8	8	7	8	10	8	7	9	10	10	9	8	8	7
72	9	7	9	10	9	8	7	9	8	8	8	8	8	10	8	8	8	9
73	7	6	8	7	6	7	6	7	7	6	8	8	8	10	8	8	8	9
74	7	6	7	8	5	6	3	9	7	6	6	7	6	6	8	7	9	8
75	4	6	7	6	5	3	5	8	7	4	4	4	4	6	7	5	6	5
76	8	6	9	9	7	6	4	9	7	6	6	7	8	7	8	7	9	8
77	8	7	8	8	8	8	8	7	8	8	8	7	8	8	6	6	8	7
78	7	7	8	6	7	7	5	8	8	8	8	8	6	7	7	7	8	7
79	8	8	8	8	6	8	4	6	8	5	8	7	8	5	7	6	8	7
80	8	7	8	8	9	7	5	7	6	6	8	8	7	8	7	7	8	7
81	7	8	7	6	7	8	5	7	8	8	8	8	8	8	8	8	8	8
82	7	9	8	6	8	9	7	7	8	8	10	8	8	6	6	6	5	6
83	9	7	9	10	7	7	9	8	7	9	9	6	8	7	8	8	8	8
84	5	6	7	6	5	5	6	8	8	5	8	7	8	7	6	6	7	7
85	8	7	8	9	6	6	8	8	8	5	7	8	8	6	6	5	6	5
86	8	8	8	8	8	8	7	8	8	5	8	8	8	6	5	4	6	5
87	9	8	8	9	7	7	8	7	8	6	6	8	8	8	7	6	6	6
88	8	8	8	8	7	7	5	7	8	8	8	8	8	7	6	6	7	7
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90	10	8	10	9	6	4	5	7	7	8	7	8	8	8	7	7	7	6
91	4	9	6	6	7	8	6	7	8	8	8	7	8	8	7	7	7	7
92	8	8	9	7	8	7	7	9	8	8	7	8	8	7	6	7	8	7
93	6	6	7	6	7	7	4	7	7	7	5	8	7	8	9	8	9	10
94	6	6	7	5	7	8	4	6	7	7	6	8	5	7	6	6	7	6
95	8	8	8	8	6	8	6	6	8	8	6	8	8	7	6	8	7	7
96	8	6	8	8	8	6	5	8	8	8	8	8	9	6	6	6	8	6
97	8	6	9	8	8	3	8	8	7	6	7	7	7	9	9	9	9	9
98	6	8	7	6	6	7	5	8	8	9	10	9	9	8	9	9	9	9
99	8	7	8	8	9	8	9	8	8	9	8	6	7	7	7	8	7	8
100	8	6	8	8	6	9	6	9	7	8	7	6	7	7	7	9	9	9
101	5	8	6	6	8	7	6	9	8	5	7	4	6	7	7	7	7	7
102	8	8	9	9	8	8	8	7	10	8	10	10	7	7	7	7	7	6
103	9	7	8	10	10	7	7	7	7	7	7	5	9	6	7	7	7	7
104	8	8	8	8	6	7	6	8	8	8	6	6	7	7	8	7	8	7
105	6	8	8	6	6	7	4	6	7	7	5	7	8	7	7	7	9	6
106	7	9	7	8	9	7	6	8	6	7	6	7	7	7	7	7	8	7
107	7	8	8	8	9	7	6	9	6	5	6	6	7	7	7	7	8	7
108	7	9	7	8	8	7	8	9	6	5	6	6	7	7	7	7	8	7
Total Skor Dimensi	811	784	862	822	768	740	665	808	819	798	823	812	836	780	802	777	853	809

No. Responden	SKOR Total Variabel			
	Motivasi	Kepuasan	Perilaku Kepemimpinan	Kinerja
1	32	15	34	32
2	38	21	38	37
3	41	24	46	38
4	36	20	47	37
5	36	19	39	38
6	27	19	39	32
7	32	15	35	34
8	25	13	41	36
9	39	21	44	37
10	29	17	41	37
11	38	23	43	38
12	38	23	47	39
13	31	14	35	35
14	24	13	21	40
15	38	21	43	43
16	37	17	37	38
17	31	16	40	40
18	27	12	31	38
19	37	22	38	38
20	36	20	38	40
21	38	23	43	38
22	39	24	47	38
23	41	23	43	39
24	42	22	46	40
25	33	17	34	40
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27	43	22	43	44
28	39	19	39	46
29	34	19	38	43
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50	38	21	38	42
51	37	17	38	31
52	37	21	39	36
53	43	20	36	35
54	41	19	33	37
55	40	20	37	36
56	44	21	36	35
57	39	20	40	36
58	39	17	34	36
59	39	24	38	41
60	40	22	36	33
61	38	23	32	34
62	39	23	40	36
63	37	21	36	33
64	39	19	37	34
65	42	21	38	17
66	33	17	30	28
67	39	23	40	42
68	32	19	34	40
69	39	21	39	41
70	38	21	37	39
71	45	23	44	42
72	44	24	40	41
73	34	20	37	43
74	33	18	32	38
75	28	16	23	29
76	39	19	34	39
77	39	23	39	35
78	35	20	36	36
79	38	18	36	33
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84	29	19	33	39
85	38	22	36	33
86	40	23	38	28
87	41	22	34	26
88	39	19	40	33
89	40	19	44	33
90	43	16	37	45
91	32	21	38	34
92	40	23	39	35
93	32	18	34	35
94	31	18	34	44
95	38	20	33	32
96	38	19	40	35
97	39	19	41	32
98	33	20	34	46
99	40	26	45	44
100	38	23	35	37
101	32	20	30	41
102	42	23	45	35
103	44	21	35	33
104	38	21	36	34
105	34	17	33	37
106	40	21	33	36
107	40	20	32	36
108	39	24	30	36
Total Skor Dimensi	4047	2213	4088	4021

Tabel r untuk df = 1 - 50

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432

Tabel Durbin-Watson (DW), α = 5%

	k=1		k=2		k=3		k=4		k=5	
n	dL	dU	dL	dU	dL	dU	dL	dU	dL	dU
71	1.5865	1.6435	1.5577	1.6733	1.5284	1.7041	1.4987	1.7358	1.4685	1.7685
72	1.5895	1.6457	1.5611	1.6751	1.5323	1.7054	1.5029	1.7366	1.4732	1.7688
73	1.5924	1.6479	1.5645	1.6768	1.5360	1.7067	1.5071	1.7375	1.4778	1.7691
74	1.5953	1.6500	1.5677	1.6785	1.5397	1.7079	1.5112	1.7383	1.4822	1.7694
75	1.5981	1.6521	1.5709	1.6802	1.5432	1.7092	1.5151	1.7390	1.4866	1.7698
76	1.6009	1.6541	1.5740	1.6819	1.5467	1.7104	1.5190	1.7399	1.4909	1.7701
77	1.6036	1.6561	1.5771	1.6835	1.5502	1.7117	1.5228	1.7407	1.4950	1.7704
78	1.6063	1.6581	1.5801	1.6851	1.5535	1.7129	1.5265	1.7415	1.4991	1.7708
79	1.6089	1.6601	1.5830	1.6867	1.5568	1.7141	1.5302	1.7423	1.5031	1.7712
80	1.6114	1.6620	1.5859	1.6882	1.5600	1.7153	1.5337	1.7430	1.5070	1.7716
81	1.6139	1.6639	1.5888	1.6898	1.5632	1.7164	1.5372	1.7438	1.5109	1.7720
82	1.6164	1.6657	1.5915	1.6913	1.5663	1.7176	1.5406	1.7446	1.5146	1.7724
83	1.6188	1.6675	1.5942	1.6928	1.5693	1.7187	1.5440	1.7454	1.5183	1.7728
84	1.6212	1.6693	1.5969	1.6942	1.5723	1.7199	1.5472	1.7462	1.5219	1.7732
85	1.6235	1.6711	1.5995	1.6957	1.5752	1.7210	1.5505	1.7470	1.5254	1.7736
86	1.6258	1.6728	1.6021	1.6971	1.5780	1.7221	1.5536	1.7478	1.5289	1.7740
87	1.6280	1.6745	1.6046	1.6985	1.5808	1.7232	1.5567	1.7485	1.5322	1.7745
88	1.6302	1.6762	1.6071	1.6999	1.5836	1.7243	1.5597	1.7493	1.5356	1.7749
89	1.6324	1.6778	1.6095	1.7013	1.5863	1.7254	1.5627	1.7501	1.5388	1.7754
90	1.6345	1.6794	1.6119	1.7026	1.5889	1.7264	1.5656	1.7508	1.5420	1.7758
91	1.6366	1.6810	1.6143	1.7040	1.5915	1.7275	1.5685	1.7516	1.5452	1.7763
92	1.6387	1.6826	1.6166	1.7053	1.5941	1.7285	1.5713	1.7523	1.5482	1.7767
93	1.6407	1.6841	1.6188	1.7066	1.5966	1.7295	1.5741	1.7531	1.5513	1.7772
94	1.6427	1.6857	1.6211	1.7078	1.5991	1.7306	1.5768	1.7538	1.5542	1.7776
95	1.6447	1.6872	1.6233	1.7091	1.6015	1.7316	1.5795	1.7546	1.5572	1.7781
96	1.6466	1.6887	1.6254	1.7103	1.6039	1.7326	1.5821	1.7553	1.5600	1.7785
97	1.6485	1.6901	1.6275	1.7116	1.6063	1.7335	1.5847	1.7560	1.5628	1.7790
98	1.6504	1.6916	1.6296	1.7128	1.6086	1.7345	1.5872	1.7567	1.5656	1.7795
99	1.6522	1.6930	1.6317	1.7140	1.6108	1.7355	1.5897	1.7575	1.5683	1.7799
100	1.6540	1.6944	1.6337	1.7152	1.6131	1.7364	1.5922	1.7582	1.5710	1.7804
101	1.6558	1.6958	1.6357	1.7163	1.6153	1.7374	1.5946	1.7589	1.5736	1.7809
102	1.6576	1.6971	1.6376	1.7175	1.6174	1.7383	1.5969	1.7596	1.5762	1.7813
103	1.6593	1.6985	1.6396	1.7186	1.6196	1.7392	1.5993	1.7603	1.5788	1.7818
104	1.6610	1.6998	1.6415	1.7198	1.6217	1.7402	1.6016	1.7610	1.5813	1.7823
105	1.6627	1.7011	1.6433	1.7209	1.6237	1.7411	1.6038	1.7617	1.5837	1.7827
106	1.6644	1.7024	1.6452	1.7220	1.6258	1.7420	1.6061	1.7624	1.5861	1.7832
107	1.6660	1.7037	1.6470	1.7231	1.6277	1.7428	1.6083	1.7631	1.5885	1.7837
108	1.6676	1.7050	1.6488	1.7241	1.6297	1.7437	1.6104	1.7637	1.5909	1.7841
109	1.6692	1.7062	1.6505	1.7252	1.6317	1.7446	1.6125	1.7644	1.5932	1.7846
110	1.6708	1.7074	1.6523	1.7262	1.6336	1.7455	1.6146	1.7651	1.5955	1.7851
111	1.6723	1.7086	1.6540	1.7273	1.6355	1.7463	1.6167	1.7657	1.5977	1.7855
112	1.6738	1.7098	1.6557	1.7283	1.6373	1.7472	1.6187	1.7664	1.5999	1.7860
113	1.6753	1.7110	1.6574	1.7293	1.6391	1.7480	1.6207	1.7670	1.6021	1.7864
114	1.6768	1.7122	1.6590	1.7303	1.6410	1.7488	1.6227	1.7677	1.6042	1.7869
115	1.6783	1.7133	1.6606	1.7313	1.6427	1.7496	1.6246	1.7683	1.6063	1.7874
116	1.6797	1.7145	1.6622	1.7323	1.6445	1.7504	1.6265	1.7690	1.6084	1.7878
117	1.6812	1.7156	1.6638	1.7332	1.6462	1.7512	1.6284	1.7696	1.6105	1.7883
118	1.6826	1.7167	1.6653	1.7342	1.6479	1.7520	1.6303	1.7702	1.6125	1.7887
119	1.6839	1.7178	1.6669	1.7352	1.6496	1.7528	1.6321	1.7709	1.6145	1.7892
120	1.6853	1.7189	1.6684	1.7361	1.6513	1.7536	1.6339	1.7715	1.6164	1.7896
121	1.6867	1.7200	1.6699	1.7370	1.6529	1.7544	1.6357	1.7721	1.6184	1.7901
122	1.6880	1.7210	1.6714	1.7379	1.6545	1.7552	1.6375	1.7727	1.6203	1.7905
123	1.6893	1.7221	1.6728	1.7388	1.6561	1.7559	1.6392	1.7733	1.6222	1.7910
124	1.6906	1.7231	1.6743	1.7397	1.6577	1.7567	1.6409	1.7739	1.6240	1.7914
125	1.6919	1.7241	1.6757	1.7406	1.6592	1.7574	1.6426	1.7745	1.6258	1.7919
126	1.6932	1.7252	1.6771	1.7415	1.6608	1.7582	1.6443	1.7751	1.6276	1.7923
127	1.6944	1.7261	1.6785	1.7424	1.6623	1.7589	1.6460	1.7757	1.6294	1.7928
128	1.6957	1.7271	1.6798	1.7432	1.6638	1.7596	1.6476	1.7763	1.6312	1.7932
129	1.6969	1.7281	1.6812	1.7441	1.6653	1.7603	1.6492	1.7769	1.6329	1.7937
130	1.6981	1.7291	1.6825	1.7449	1.6667	1.7610	1.6508	1.7774	1.6346	1.7941
131	1.6993	1.7301	1.6838	1.7458	1.6682	1.7617	1.6523	1.7780	1.6363	1.7945
132	1.7005	1.7310	1.6851	1.7466	1.6696	1.7624	1.6539	1.7786	1.6380	1.7950
133	1.7017	1.7319	1.6864	1.7474	1.6710	1.7631	1.6554	1.7791	1.6397	1.7954
134	1.7028	1.7329	1.6877	1.7482	1.6724	1.7638	1.6569	1.7797	1.6413	1.7958
135	1.7040	1.7338	1.6889	1.7490	1.6738	1.7645	1.6584	1.7802	1.6429	1.7962
136	1.7051	1.7347	1.6902	1.7498	1.6751	1.7652	1.6599	1.7808	1.6445	1.7967

Titik Persentase Distribusi F untuk Probabilita = 0,05

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
91	3.95	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94	1.90	1.86	1.83	1.80	1.78
92	3.94	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94	1.89	1.86	1.83	1.80	1.78
93	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.83	1.80	1.78
94	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.83	1.80	1.77
95	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.82	1.80	1.77
96	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93	1.89	1.85	1.82	1.80	1.77
97	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93	1.89	1.85	1.82	1.80	1.77
98	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93	1.89	1.85	1.82	1.79	1.77
99	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93	1.89	1.85	1.82	1.79	1.77
100	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.97	1.93	1.89	1.85	1.82	1.79	1.77
101	3.94	3.09	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.93	1.88	1.85	1.82	1.79	1.77
102	3.93	3.09	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.82	1.79	1.77
103	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.82	1.79	1.76
104	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.82	1.79	1.76
105	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.81	1.79	1.76
106	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.84	1.81	1.79	1.76
107	3.93	3.08	2.69	2.46	2.30	2.18	2.10	2.03	1.97	1.92	1.88	1.84	1.81	1.79	1.76
108	3.93	3.08	2.69	2.46	2.30	2.18	2.10	2.03	1.97	1.92	1.88	1.84	1.81	1.78	1.76
109	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92	1.88	1.84	1.81	1.78	1.76
110	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92	1.88	1.84	1.81	1.78	1.76
111	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92	1.88	1.84	1.81	1.78	1.76
112	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.96	1.92	1.88	1.84	1.81	1.78	1.76
113	3.93	3.08	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.92	1.87	1.84	1.81	1.78	1.76
114	3.92	3.08	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.81	1.78	1.75
115	3.92	3.08	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.81	1.78	1.75
116	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.81	1.78	1.75
117	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.80	1.78	1.75
118	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.80	1.78	1.75
119	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.83	1.80	1.78	1.75
120	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.83	1.80	1.78	1.75
121	3.92	3.07	2.68	2.45	2.29	2.17	2.09	2.02	1.96	1.91	1.87	1.83	1.80	1.77	1.75
122	3.92	3.07	2.68	2.45	2.29	2.17	2.09	2.02	1.96	1.91	1.87	1.83	1.80	1.77	1.75
123	3.92	3.07	2.68	2.45	2.29	2.17	2.08	2.01	1.96	1.91	1.87	1.83	1.80	1.77	1.75
124	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.96	1.91	1.87	1.83	1.80	1.77	1.75
125	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.96	1.91	1.87	1.83	1.80	1.77	1.75
126	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.95	1.91	1.87	1.83	1.80	1.77	1.75
127	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.95	1.91	1.86	1.83	1.80	1.77	1.75
128	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.95	1.91	1.86	1.83	1.80	1.77	1.75
129	3.91	3.07	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.80	1.77	1.74
130	3.91	3.07	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.80	1.77	1.74
131	3.91	3.07	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.80	1.77	1.74
132	3.91	3.06	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.79	1.77	1.74
133	3.91	3.06	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.79	1.77	1.74
134	3.91	3.06	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.79	1.77	1.74
135	3.91	3.06	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.82	1.79	1.77	1.74

Titik Persentase Distribusi t (df = 81 –120)

Pr / df	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
81	0.67753	1.29209	1.66388	1.98969	2.37327	2.63790	3.19392
82	0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262
83	0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135
84	0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011
85	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890
86	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657
88	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434
90	0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327
91	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222
92	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119
93	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96	0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731
97	0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639
98	0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549
99	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374
101	0.67693	1.28999	1.66008	1.98373	2.36384	2.62539	3.17289
102	0.67690	1.28991	1.65993	1.98350	2.36346	2.62489	3.17206
103	0.67688	1.28982	1.65978	1.98326	2.36310	2.62441	3.17125
104	0.67686	1.28974	1.65964	1.98304	2.36274	2.62393	3.17045
105	0.67683	1.28967	1.65950	1.98282	2.36239	2.62347	3.16967
106	0.67681	1.28959	1.65936	1.98260	2.36204	2.62301	3.16890
107	0.67679	1.28951	1.65922	1.98238	2.36170	2.62256	3.16815
108	0.67677	1.28944	1.65909	1.98217	2.36137	2.62212	3.16741
109	0.67675	1.28937	1.65895	1.98197	2.36105	2.62169	3.16669
110	0.67673	1.28930	1.65882	1.98177	2.36073	2.62126	3.16598
111	0.67671	1.28922	1.65870	1.98157	2.36041	2.62085	3.16528
112	0.67669	1.28916	1.65857	1.98137	2.36010	2.62044	3.16460
113	0.67667	1.28909	1.65845	1.98118	2.35980	2.62004	3.16392
114	0.67665	1.28902	1.65833	1.98099	2.35950	2.61964	3.16326
115	0.67663	1.28896	1.65821	1.98081	2.35921	2.61926	3.16262
116	0.67661	1.28889	1.65810	1.98063	2.35892	2.61888	3.16198
117	0.67659	1.28883	1.65798	1.98045	2.35864	2.61850	3.16135
118	0.67657	1.28877	1.65787	1.98027	2.35837	2.61814	3.16074
119	0.67656	1.28871	1.65776	1.98010	2.35809	2.61778	3.16013
120	0.67654	1.28865	1.65765	1.97993	2.35782	2.61742	3.15954

Catatan: Probabilita yang lebih kecil yang ditunjukkan pada judul tiap kolom adalah luas daerah dalam satu ujung, sedangkan probabilitas yang lebih besar adalah luas daerah dalam kedua ujung

Correlations

Correlations

		X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	TOTAL
X1	Pearson Correlation	1	.398*	.461**	.137	.406*	1.000**	.398*	.240	.237	.370*	.679**
	Sig. (2-tailed)	.	.018	.005	.433	.016	.	.018	.164	.171	.029	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X2	Pearson Correlation	.398*	1	.441**	.264	.164	.398*	1.000**	.502**	.262	.422*	.729**
	Sig. (2-tailed)	.018	.	.008	.126	.347	.018	.	.002	.128	.011	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X3	Pearson Correlation	.461**	.441**	1	.533**	.282	.461**	.441**	.421*	.385*	.470**	.748**
	Sig. (2-tailed)	.005	.008	.	.001	.101	.005	.008	.012	.023	.004	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X4	Pearson Correlation	.137	.264	.533**	1	.305	.137	.264	.197	.265	.432**	.507**
	Sig. (2-tailed)	.433	.126	.001	.	.075	.433	.126	.257	.124	.010	.002
	N	35	35	35	35	35	35	35	35	35	35	35
X5	Pearson Correlation	.406*	.164	.282	.305	1	.406*	.164	.096	.459**	.330	.516**
	Sig. (2-tailed)	.016	.347	.101	.075	.	.016	.347	.582	.005	.053	.001
	N	35	35	35	35	35	35	35	35	35	35	35
X6	Pearson Correlation	1.000**	.398*	.461**	.137	.406*	1	.398*	.240	.237	.370*	.679**
	Sig. (2-tailed)	.	.018	.005	.433	.016	.	.018	.164	.171	.029	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X7	Pearson Correlation	.398*	1.000**	.441**	.264	.164	.398*	1	.502**	.262	.422*	.729**
	Sig. (2-tailed)	.018	.	.008	.126	.347	.018	.	.002	.128	.011	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X8	Pearson Correlation	.240	.502**	.421*	.197	.096	.240	.502**	1	.525**	.650**	.691**
	Sig. (2-tailed)	.164	.002	.012	.257	.582	.164	.002	.	.001	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X9	Pearson Correlation	.237	.262	.385*	.265	.459**	.237	.262	.525**	1	.388*	.614**
	Sig. (2-tailed)	.171	.128	.023	.124	.005	.171	.128	.001	.	.021	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X10	Pearson Correlation	.370*	.422*	.470**	.432**	.330	.370*	.422*	.650**	.388*	1	.749**
	Sig. (2-tailed)	.029	.011	.004	.010	.053	.029	.011	.000	.021	.	.000
	N	35	35	35	35	35	35	35	35	35	35	35
TOTAL	Pearson Correlation	.679**	.729**	.748**	.507**	.516**	.679**	.729**	.691**	.614**	.749**	1
	Sig. (2-tailed)	.000	.000	.000	.002	.001	.000	.000	.000	.000	.000	.
	N	35	35	35	35	35	35	35	35	35	35	35

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Reliability

```
R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)
Reliability Coefficients

N of Cases =     35.0                    N of Items = 10

Alpha =     .8594
```

Correlations

Correlations

		X11	X12	X13	X14	X15	X16	TOTAL
X11	Pearson Correlation	1	.626**	.506**	.694**	.150	.207	.793**
	Sig. (2-tailed)	.	.000	.002	.000	.391	.232	.000
	N	35	35	35	35	35	35	35
X12	Pearson Correlation	.626**	1	.529**	.602**	.045	.164	.743**
	Sig. (2-tailed)	.000	.	.001	.000	.795	.346	.000
	N	35	35	35	35	35	35	35
X13	Pearson Correlation	.506**	.529**	1	.692**	.301	.284	.821**
	Sig. (2-tailed)	.002	.001	.	.000	.079	.099	.000
	N	35	35	35	35	35	35	35
X14	Pearson Correlation	.694**	.602**	.692**	1	.102	.278	.846**
	Sig. (2-tailed)	.000	.000	.000	.	.559	.105	.000
	N	35	35	35	35	35	35	35
X15	Pearson Correlation	.150	.045	.301	.102	1	.352*	.420*
	Sig. (2-tailed)	.391	.795	.079	.559	.	.038	.012
	N	35	35	35	35	35	35	35
X16	Pearson Correlation	.207	.164	.284	.278	.352*	1	.494**
	Sig. (2-tailed)	.232	.346	.099	.105	.038	.	.003
	N	35	35	35	35	35	35	35
TOTAL	Pearson Correlation	.793**	.743**	.821**	.846**	.420*	.494**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.012	.003	.
	N	35	35	35	35	35	35	35

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Reliability

```
R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)

Reliability Coefficients
N of Cases =     35.0                    N of Items =  6

Alpha =     .7936
```

Correlations

Correlations

		X17	X18	X19	X20	X21	X22	X23	X24	X25	X26	TOTAL
X17	Pearson Correlation	1	.651**	.582**	.295	.529**	.611**	.310	.367*	.340*	.243	.684**
	Sig. (2-tailed)	.	.000	.000	.085	.001	.000	.070	.030	.046	.160	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X18	Pearson Correlation	.651**	1	.590**	.270	.558**	.624**	.164	.340*	.359*	.391*	.696**
	Sig. (2-tailed)	.000	.	.000	.117	.000	.000	.346	.046	.034	.020	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X19	Pearson Correlation	.582**	.590**	1	.409*	.491**	.750**	.380*	.543**	.483**	.263	.756**
	Sig. (2-tailed)	.000	.000	.	.015	.003	.000	.024	.001	.003	.127	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X20	Pearson Correlation	.295	.270	.409*	1	.639**	.568**	.522**	.403*	.501**	.604**	.737**
	Sig. (2-tailed)	.085	.117	.015	.	.000	.000	.001	.016	.002	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X21	Pearson Correlation	.529**	.558**	.491**	.639**	1	.756**	.269	.484**	.415*	.562**	.810**
	Sig. (2-tailed)	.001	.000	.003	.000	.	.000	.118	.003	.013	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X22	Pearson Correlation	.611**	.624**	.750**	.568**	.756**	1	.383*	.600**	.515**	.443**	.875**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.	.023	.000	.002	.008	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X23	Pearson Correlation	.310	.164	.380*	.522**	.269	.383*	1	.360*	.537**	.292	.589**
	Sig. (2-tailed)	.070	.346	.024	.001	.118	.023	.	.034	.001	.089	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X24	Pearson Correlation	.367*	.340*	.543**	.403*	.484**	.600**	.360*	1	.693**	.157	.672**
	Sig. (2-tailed)	.030	.046	.001	.016	.003	.000	.034	.	.000	.367	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X25	Pearson Correlation	.340*	.359*	.483**	.501**	.415*	.515**	.537**	.693**	1	.335*	.716**
	Sig. (2-tailed)	.046	.034	.003	.002	.013	.002	.001	.000	.	.049	.000
	N	35	35	35	35	35	35	35	35	35	35	35
X26	Pearson Correlation	.243	.391*	.263	.604**	.562**	.443**	.292	.157	.335*	1	.612**
	Sig. (2-tailed)	.160	.020	.127	.000	.000	.008	.089	.367	.049	.	.000
	N	35	35	35	35	35	35	35	35	35	35	35
TOTAL	Pearson Correlation	.684**	.696**	.756**	.737**	.810**	.875**	.589**	.672**	.716**	.612**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.
	N	35	35	35	35	35	35	35	35	35	35	35

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Reliability

```
R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)
Reliability Coefficients
N of Cases =     35.0                    N of Items = 10

Alpha =     .8927
```

Correlations

Correlations

		X27	X28	X29	X30	X31	X32	X33	X34	X35	X36	TOTAL
X27	Pearson Correlation	1	.313**	.528**	.378**	.290**	.243*	.148	.240*	.243*	.176	.702**
	Sig. (2-tailed)	.	.001	.000	.000	.002	.011	.126	.012	.011	.068	.000
	N	108	108	108	108	108	108	108	108	108	108	35
X28	Pearson Correlation	.313**	1	.201*	-.010	.301**	.144	.121	.094	.144	.030	.643**
	Sig. (2-tailed)	.001	.	.037	.920	.002	.136	.213	.334	.136	.759	.000
	N	108	108	108	108	108	108	108	108	108	108	35
X29	Pearson Correlation	.528**	.201*	1	.326**	.275**	.198*	.242*	.168	.198*	.174	.597**
	Sig. (2-tailed)	.000	.037	.	.001	.004	.040	.012	.082	.040	.072	.000
	N	108	108	108	108	108	108	108	108	108	108	35
X30	Pearson Correlation	.378**	-.010	.326**	1	.273**	.495**	.480**	.424**	.495**	.436**	.708**
	Sig. (2-tailed)	.000	.920	.001	.	.004	.000	.000	.000	.000	.000	.000
	N	108	108	108	108	108	108	108	108	108	108	35
X31	Pearson Correlation	.290**	.301**	.275**	.273**	1	.183	.327**	.257**	.183	.110	.654**
	Sig. (2-tailed)	.002	.002	.004	.004	.	.058	.001	.007	.058	.255	.000
	N	108	108	108	108	108	108	108	108	108	108	35
X32	Pearson Correlation	.243*	.144	.198*	.495**	.183	1	.361**	.427**	1.000**	.319**	.643**
	Sig. (2-tailed)	.011	.136	.040	.000	.058	.	.000	.000	.	.001	.000
	N	108	108	108	108	108	108	108	108	108	108	35
X33	Pearson Correlation	.148	.121	.242*	.480**	.327**	.361**	1	.437**	.361**	.257**	.696**
	Sig. (2-tailed)	.126	.213	.012	.000	.001	.000	.	.000	.000	.007	.000
	N	108	108	108	108	108	108	108	108	108	108	35
X34	Pearson Correlation	.240*	.094	.168	.424**	.257**	.427**	.437**	1	.427**	.366**	.646**
	Sig. (2-tailed)	.012	.334	.082	.000	.007	.000	.000	.	.000	.000	.000
	N	108	108	108	108	108	108	108	108	108	108	35
X35	Pearson Correlation	.243*	.144	.198*	.495**	.183	1.000**	.361**	.427**	1	.319**	.643**
	Sig. (2-tailed)	.011	.136	.040	.000	.058	.	.000	.000	.	.001	.000
	N	108	108	108	108	108	108	108	108	108	108	35
X36	Pearson Correlation	.176	.030	.174	.436**	.110	.319**	.257**	.366**	.319**	1	.454**
	Sig. (2-tailed)	.068	.759	.072	.000	.255	.001	.007	.000	.001	.	.006
	N	108	108	108	108	108	108	108	108	108	108	35
TOTAL	Pearson Correlation	.702**	.643**	.597**	.708**	.654**	.643**	.696**	.646**	.643**	.454**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.006	.
	N	35	35	35	35	35	35	35	35	35	35	35

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Reliability

```
R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   (A L P H A)
Reliability Coefficients
N of Cases =    108.0                    N of Items = 10

Alpha =     .8078
```

UJI NORMALITAS DATA

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		MOTIVASI	KEPUASAN	PERILAKU	KINERJA
N		108	108	108	108
Normal Parameters[a,b]	Mean	37.47	20.49	37.85	37.23
	Std. Deviation	4.217	3.140	5.729	4.739
Most Extreme Differences	Absolute	.170	.123	.103	.087
	Positive	.071	.073	.085	.074
	Negative	-.170	-.123	-.103	-.087
Kolmogorov-Smirnov Z		1.768	1.279	1.065	.908
Asymp. Sig. (2-tailed)		.004	.076	.206	.382

a. Test distribution is Normal.

b. Calculated from data.

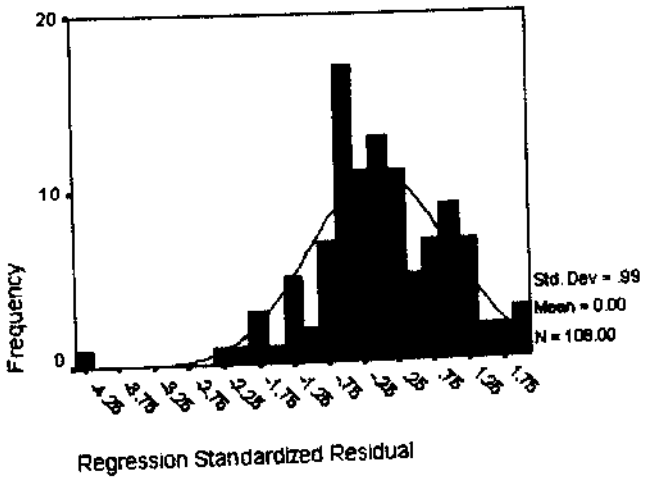
Runs Test

	MOTIVASI	KEPUASAN	PERILAKU	KINERJA
Test Value[a]	38	21	38	37
Cases < Test Value	41	50	48	47
Cases >= Test Value	67	58	60	61
Total Cases	108	108	108	108
Number of Runs	50	48	51	35
Z	-.384	-1.303	-.653	-3.755
Asymp. Sig. (2-tailed)	.701	.192	.514	.000

a. Median

Histogram

Dependent Variable: KINERJA



UJI MULTIKOLINEARITAS

Regression

Variables Entered/Removed [b]

Model	Variables Entered	Variables Removed	Method
1	PERILAKU, MOTIVASI, KEPUASAN[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: KINERJA

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.272[a]	.074	.047	4.626

a. Predictors: (Constant), PERILAKU, MOTIVASI, KEPUASAN

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	177.723	3	59.241	2.768	.045[a]
	Residual	2225.490	104	21.399		
	Total	2403.213	107			

a. Predictors: (Constant), PERILAKU, MOTIVASI, KEPUASAN

b. Dependent Variable: KINERJA

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	31.342	4.174		7.509	.000		
	MOTIVASI	-.117	.141	-.104	-.831	.408	.564	1.772
	KEPUASAN	.065	.201	.043	.323	.748	.500	1.999
	PERILAKU	.236	.096	.286	2.461	.015	.660	1.515

a. Dependent Variable: KINERJA

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	MOTIVASI	KEPUASAN	PERILAKU
1	1	3.973	1.000	.00	.00	.00	.00
	2	.012	18.014	.45	.03	.13	.37
	3	.010	19.619	.06	.04	.49	.62
	4	.005	28.770	.48	.93	.37	.01

a. Dependent Variable: KINERJA

UJI AUTOKORELASI

Regression

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	PERILAKU, MOTIVASI, KEPUASAN[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: KINERJA

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.272[a]	.074	.047	4.626	1.378

a. Predictors: (Constant), PERILAKU, MOTIVASI, KEPUASAN

b. Dependent Variable: KINERJA

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	177.723	3	59.241	2.768	.045[a]
	Residual	2225.490	104	21.399		
	Total	2403.213	107			

a. Predictors: (Constant), PERILAKU, MOTIVASI, KEPUASAN

b. Dependent Variable: KINERJA

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	31.342	4.174		7.509	.000
	MOTIVASI	-.117	.141	-.104	-.831	.408
	KEPUASAN	.065	.201	.043	.323	.748
	PERILAKU	.236	.096	.286	2.461	.015

a. Dependent Variable: KINERJA

Casewise Diagnostics[a]

Case Number	Std. Residual	KINERJA
65	-4.273	17

a. Dependent Variable: KINERJA

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	31.97	39.69	37.23	1.289	108
Residual	-19.77	9.19	.00	4.561	108
Std. Predicted Value	-4.082	1.910	.000	1.000	108
Std. Residual	-4.273	1.986	.000	.986	108

a. Dependent Variable: KINERJA

CFA Motivasi

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
x5	2.000	10.000	-.858	-3.640	1.581	3.354
x4	3.000	10.000	-.431	-1.829	.587	1.246
x1	4.000	10.000	-.898	-3.809	1.005	2.131
x2	4.000	10.000	-.343	-1.455	.587	1.246
x3	5.000	10.000	-.475	-2.015	.562	1.192
Multivariate					11.867	7.370

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

Observation number	Mahalanobis d-squared	p1	p2
39	27.941	.000	.004
14	24.162	.000	.000
75	18.877	.002	.001
91	18.240	.003	.000
8	16.719	.005	.000
18	13.918	.016	.008
13	12.265	.031	.054
15	11.193	.048	.144
10	9.630	.086	.595
67	9.521	.090	.511
6	9.425	.093	.427
90	9.353	.096	.339
30	9.278	.098	.264
35	9.214	.101	.198
37	9.097	.105	.162
103	8.836	.116	.182
84	8.105	.151	.462
43	7.979	.157	.435
101	7.916	.161	.375
27	7.739	.171	.389
94	7.082	.215	.730
106	6.903	.228	.759
1	6.568	.255	.867
76	6.523	.259	.835
82	6.426	.267	.827
68	6.163	.291	.896
26	5.963	.310	.929
71	5.868	.319	.927
81	5.831	.323	.907
33	5.801	.326	.881
44	5.723	.334	.874
40	5.653	.341	.863
83	5.555	.352	.867
36	5.548	.353	.822
7	5.516	.356	.786
108	5.453	.363	.770
105	5.391	.370	.754
66	5.259	.385	.790
74	5.259	.385	.728
72	4.782	.443	.948
4	4.627	.463	.968
65	4.539	.475	.971
24	4.409	.492	.980
16	4.326	.503	.982
58	4.259	.513	.982
11	4.234	.516	.976
50	4.234	.516	.963
97	4.193	.522	.956
56	4.033	.545	.977
61	3.972	.553	.976
38	3.945	.557	.969
102	3.850	.571	.976
54	3.838	.573	.965
80	3.764	.584	.968
89	3.764	.584	.952
99	3.764	.584	.929
85	3.737	.588	.913
25	3.682	.596	.911
98	3.682	.596	.875
42	3.529	.619	.926
96	3.529	.619	.895
93	3.497	.624	.878
23	3.490	.625	.839
29	3.439	.633	.832
87	3.379	.642	.833
107	3.182	.672	.925
48	3.176	.673	.896
3	3.120	.681	.895
34	3.120	.681	.853
55	3.032	.695	.877
92	3.014	.698	.846
45	3.007	.699	.800
32	2.950	.708	.799
52	2.660	.752	.955
17	2.657	.753	.932
49	2.358	.798	.993
78	2.332	.802	.990
79	2.246	.814	.993
95	2.246	.814	.988
100	2.246	.814	.978
104	2.246	.814	.963
19	2.167	.826	.970
73	2.032	.845	.986
57	2.011	.848	.981
59	2.011	.848	.966
53	1.943	.857	.969
62	1.871	.867	.973
41	1.527	.910	.999
46	1.355	.929	1.000
47	1.355	.929	1.000
31	1.300	.935	1.000
51	1.300	.935	.999
64	1.262	.939	.999
69	1.262	.939	.998
77	1.262	.939	.994
63	1.129	.952	.998
60	1.126	.952	.994
86	1.126	.952	.985
9	.846	.974	.999
22	.846	.974	.998

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 15
Number of distinct parameters to be estimated: 6
Degrees of freedom (15 - 6): 9

Result (Default model)

Minimum was achieved
Chi-square = 91.980
Degrees of freedom = 9
Probability level = .000

Scalar Estimates (Group number 1 - Default model)

[redacted]

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
x3	<---	motivasi	.010				
x2	<---	motivasi	.010				
x1	<---	motivasi	.010				
x4	<---	motivasi	.010				
x5	<---	motivasi	.010				

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

			Estimate
x3	<---	motivasi	.766
x2	<---	motivasi	.599
x1	<---	motivasi	.725
x4	<---	motivasi	.604
x5	<---	motivasi	.541

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
motivasi	5549.649	993.390	5.587	***	par_1
e3	.392	.076	5.136	***	par_2
e5	1.340	.201	6.656	***	par_3
e4	.966	.157	6.164	***	par_4
e1	.501	.094	5.319	***	par_5
e2	.994	.157	6.350	***	par_6

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

	Estimate
x5	.293
x4	.365
x1	.526
x2	.358
x3	.586

Pairwise Parameter Comparisons (Default model)

Variance-covariance Matrix of Estimates (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6
par_1	986824.046					
par_2	1.047	.006				
par_3	4.783	-.001	.041			
par_4	-24.669	-.002	.000	.025		
par_5	-25.984	.000	-.002	.003	.009	
par_6	21.196	-.001	.002	-.002	-.003	.025

Correlations of Estimates (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6
par_1	1.000					
par_2	.014	1.000				
par_3	.024	-.065	1.000			
par_4	-.158	-.194	.010	1.000		
par_5	-.278	.011	-.113	.213	1.000	
par_6	.136	-.080	.052	-.081	-.173	1.000

Critical Ratios for Differences between Parameters (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6
par_1	.000					
par_2	-5.586	.000				
par_3	-5.585	4.311	.000			
par_4	-5.585	3.068	-1.471	.000		
par_5	-5.586	.900	-3.623	-2.827	.000	
par_6	-5.586	3.352	-1.392	.120	2.516	.000

[redacted]

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	6	91.980	9	.000	10.220
Saturated model	15	.000	0		
Independence model	5	212.314	10	.000	21.231

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.257	.785	.642	.471
Saturated model	.000	1.000		
Independence model	.487	.573	.359	.382

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.567	.519	.592	.544	.590
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.900	.510	.531
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	82.980	55.856	117.566
Saturated model	.000	.000	.000
Independence model	202.314	158.605	253.455

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	.860	.776	.522	1.099
Saturated model	.000	.000	.000	.000
Independence model	1.984	1.891	1.482	2.369

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.294	.241	.349	.000
Independence model	.435	.385	.487	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	103.980	104.693	120.073	126.073
Saturated model	30.000	31.782	70.232	85.232
Independence model	222.314	222.908	235.725	240.725

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	.972	.718	1.295	.978
Saturated model	.280	.280	.280	.297
Independence model	2.078	1.669	2.556	2.083

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	20	26
Independence model	10	12

CFA Kepuasan Kerja

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments:	9
Number of distinct parameters to be estimated:	7
Degrees of freedom (9 - 7):	2

Result (Default model)

Minimum was achieved
Chi-square = 22.109
Degrees of freedom = 2
Probability level = .000

Pairwise Parameter Comparisons (Default model)

Variance-covariance Matrix of Estimates (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6	par_7
par_1	.019						
par_2	.004	.023					
par_3	.004	.004	.012				
par_4	.000	.000	.000	1650333.042			
par_5	.000	.000	.000	-25.750	.025		
par_6	.000	.000	.000	-131.257	.000	.110	
par_7	.000	.000	.000	-49.369	-.007	.011	.072

Correlations of Estimates (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6	par_7
par_1	1.000						
par_2	.193	1.000					
par_3	.270	.247	1.000				
par_4	.000	.000	.000	1.000			
par_5	.000	.000	.000	-.126	1.000		
par_6	.000	.000	.000	-.307	-.005	1.000	
par_7	.000	.000	.000	-.143	-.161	.122	1.000

Critical Ratios for Differences between Parameters (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6	par_7
par_1	.000						
par_2	-3.736	.000					
par_3	4.137	8.059	.000				
par_4	3.433	3.434	3.433	.000			
par_5	-28.424	-24.129	-34.444	-3.438	.000		
par_6	-13.282	-11.192	-15.486	-3.437	3.318	.000	
par_7	-17.220	-14.616	-20.158	-3.437	2.443	-1.029	.000

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	7	22.109	2	.000	11.054
Saturated model	9	.000	0		
Independence model	3	40.288	6	.000	6.715

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.451	-.646	.475	-.759	.414
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.333	.150	.138
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	20.109	8.538	39.118
Saturated model	.000	.000	.000
Independence model	34.288	17.814	58.249

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	.103	.094	.040	.182
Saturated model	.000	.000	.000	.000
Independence model	.187	.159	.083	.271

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.216	.141	.302	.000
Independence model	.163	.118	.212	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	36.109	36.374		
Saturated model	18.000	18.341		
Independence model	46.288	46.402		

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	.168	.114	.256	.169
Saturated model	.084	.084	.084	.085
Independence model	.215	.139	.327	.216

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	59	90
Independence model	68	90

CFA Perilaku Kepemimpinan

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments:	20
Number of distinct parameters to be estimated:	11
Degrees of freedom (20 - 11):	9

Result (Default model)

Minimum was achieved
Chi-square = 25.427
Degrees of freedom = 9
Probability level = .003

[redacted]

Scalar Estimates (Group number 1 - Default model)
Maximum Likelihood Estimates
Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
x11	<---	Perilaku	.010				
x12	<---	Perilaku	.010				
x10	<---	Perilaku	.010				
x9	<---	Perilaku	.010				
x13	<---	Perilaku	.010				

Intercepts: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
x13	7.741	.137	56.655	***	par_1
x12	7.519	.128	58.656	***	par_2
x11	7.620	.141	53.869	***	par_3
x10	7.389	.127	58.041	***	par_4
x9	7.583	.136	55.860	***	par_5

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Perilaku	11240.540	1764.939	6.369	***	par_6
e10	.618	.110	5.638	***	par_7
e9	.857	.141	6.096	***	par_8
e11	1.027	.164	6.270	***	par_9
e12	.642	.112	5.711	***	par_10
e13	.883	.143	6.161	***	par_11

Matrices (Group number 1 - Default model)

Factor Score Weights (Group number 1 - Default model)

	x13	x9	x10	x12	x11
Perilaku	15.439	15.899	22.047	21.222	13.268

Matrices (Group number 1 - Default model)

Factor Score Weights (Group number 1 - Default model)

	x13	x9	x10	x12	x11
Perilaku	15.439	15.899	22.047	21.222	13.268

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	11	25.427	9	.003	2.825
Saturated model	20	.000	0		
Independence model	5	272.500	15	.000	18.167

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.907	.844	.938	.894	.936
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.600	.544	.562
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	16.427	5.030	35.450
Saturated model	.000	.000	.000
Independence model	257.500	207.612	314.822

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	.118	.076	.023	.165
Saturated model	.000	.000	.000	.000
Independence model	1.267	1.198	.966	1.464

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.092	.051	.135	.047
Independence model	.283	.254	.312	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	47.427	48.059		
Saturated model	40.000	41.148		
Independence model	282.500	282.787		

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	.221	.168	.309	.224
Saturated model	.186	.186	.186	.191
Independence model	1.314	1.082	1.581	1.315

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	144	184
Independence model	20	25

CFA Kinerja

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments:	20
Number of distinct parameters to be estimated:	11
Degrees of freedom (20 - 11):	9

Result (Default model)

Minimum was achieved
Chi-square = 14.307
Degrees of freedom = 9
Probability level = .112

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
x16	<---	Kinerja	.010				
x17	<---	Kinerja	.010				
x18	<---	Kinerja	.010				
x15	<---	Kinerja	.010				
x14	<---	Kinerja	.010				

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

			Estimate
x16	<---	Kinerja	.720
x17	<---	Kinerja	.745
x18	<---	Kinerja	.805
x15	<---	Kinerja	.799
x14	<---	Kinerja	.748

	x14	x15	x18	x17	x16
Kinerja	15.468	21.581	22.498	15.178	13.091

Intercepts: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
x14	7.222	.112	64.309	***	par_1
x15	7.426	.105	70.680	***	par_2
x16	7.194	.117	61.642	***	par_3
x17	7.898	.113	70.033	***	par_4
x18	7.491	.104	71.827	***	par_5

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Kinerja	7584.223	1186.383	6.393	***	par_6
e14	.597	.097	6.148	***	par_7
e15	.428	.075	5.701	***	par_8
e16	.706	.111	6.337	***	par_9
e17	.609	.099	6.180	***	par_10
e18	.411	.073	5.606	***	par_11

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

	Estimate
x14	.559
x15	.639
x18	.649
x17	.555
x16	.518

Matrices (Group number 1 - Default model)

Factor Score Weights (Group number 1 - Default model)

Pairwise Parameter Comparisons (Default model)

Variance-covariance Matrix of Estimates (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11
par_1	.013										
par_2	.007	.011									
par_3	.007	.007	.014								
par_4	.007	.007	.007	.013							
par_5	.007	.007	.007	.007	.011						
par_6	.000	.000	.000	.000	.000	1407503.538					
par_7	.000	.000	.000	.000	.000	3.249	.009				
par_8	.000	.000	.000	.000	.000	-4.726	.000	.006			
par_9	.000	.000	.000	.000	.000	-11.008	.000	.000	.012		
par_10	.000	.000	.000	.000	.000	-6.407	.000	.000	.000	.010	
par_11	.000	.000	.000	.000	.000	2.474	-.001	-.001	.000	-.001	.005

Correlations of Estimates (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11
par_1	1.000										
par_2	.598	1.000									
par_3	.538	.575	1.000								
par_4	.557	.595	.536	1.000							
par_5	.602	.644	.580	.600	1.000						
par_6	.000	.000	.000	.000	.000	1.000					
par_7	.000	.000	.000	.000	.000	.028	1.000				
par_8	.000	.000	.000	.000	.000	-.053	-.035	1.000			
par_9	.000	.000	.000	.000	.000	-.083	-.011	-.055	1.000		
par_10	.000	.000	.000	.000	.000	-.055	-.050	.007	.015	1.000	
par_11	.000	.000	.000	.000	.000	.028	-.099	-.092	-.005	-.079	1.000

Critical Ratios for Differences between Parameters (Default model)

	par_1	par_2	par_3	par_4	par_5	par_6	par_7	par_8	par_9	par_10	par_11
par_1	.000										
par_2	2.085	.000									
par_3	-.252	-2.254	.000								
par_4	6.383	4.808	6.363	.000							
par_5	2.773	.734	2.907	-4.183	.000						
par_6	6.387	6.386	6.387	6.386	6.386	.000					
par_7	-44.607	-47.712	-43.437	-49.040	-48.357	-6.392	.000				
par_8	-50.286	-54.183	-48.751	-55.129	-54.953	-6.392	-1.355	.000			
par_9	-41.195	-43.885	-40.216	-45.372	-44.463	-6.392	.730	2.016	.000		
par_10	-44.268	-47.332	-43.118	-48.677	-47.970	-6.392	.081	1.464	-.658	.000	
par_11	-50.796	-54.767	-49.226	-55.673	-55.549	-6.392	-1.465	-.159	-2.209	-1.556	.000

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	11	14.307	9	.112	1.590
Saturated model	20	.000	0		
Independence model	5	263.901	15	.000	17.593

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.946	.910	.979	.964	.979
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.600	.567	.587
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	5.307	.000	19.746
Saturated model	.000	.000	.000
Independence model	248.901	199.891	305.349

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	.067	.025	.000	.092
Saturated model	.000	.000	.000	.000
Independence model	1.227	1.158	.930	1.420

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.052	.000	.101	.415
Independence model	.278	.249	.308	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	36.307	36.939		
Saturated model	40.000	41.148		
Independence model	273.901	274.188		

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	.169	.144	.236	.172
Saturated model	.186	.186	.186	.191
Independence model	1.274	1.046	1.537	1.275

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	255	326
Independence model	21	25

ANALISIS FULL SEM

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
x1	4.000	10.000	-.898	-3.809	1.005	2.131
x15	3.000	10.000	-.447	-1.896	1.484	3.149
x17	2.000	10.000	-1.093	-4.637	4.193	8.895
x16	3.000	10.000	-.336	-1.426	.811	1.720
x13	2.000	10.000	-.943	-4.002	2.636	5.593
x12	3.000	10.000	-.907	-3.846	1.600	3.394
x11	2.000	10.000	-.746	-3.165	1.017	2.157
x8	4.000	10.000	-.376	-1.596	.373	.792
x7	2.000	9.000	-.446	-1.892	-.251	-.533
x6	2.000	9.000	-1.008	-4.275	1.000	2.122
x5	2.000	10.000	-.858	-3.640	1.581	3.354
x4	3.000	10.000	-.431	-1.829	.587	1.246
x10	3.000	10.000	-.530	-2.251	.298	.632
x9	3.000	10.000	-.619	-2.625	1.466	3.109
x14	4.000	10.000	.076	.321	.642	1.361
x18	5.000	10.000	-.295	-1.251	.151	.321
x2	4.000	10.000	-.343	-1.455	.587	1.246
x3	5.000	10.000	-.475	-2.015	.562	1.192
Multivariate					32.886	6.368

Observations farthest from the centroid (Mahalanobis distance)

Observation number	Mahalanobis d-squared	p1	p2
39	45.110	.000	.042
40	40.271	.002	.019
65	38.643	.003	.005
75	36.427	.006	.005
101	36.420	.006	.001
14	33.762	.013	.004
13	33.344	.015	.001
67	29.683	.041	.074
84	29.470	.043	.043
103	28.736	.052	.053
90	28.705	.052	.025
18	28.361	.057	.020
83	27.868	.064	.021
71	27.573	.069	.016
97	27.525	.070	.008
8	27.026	.079	.010
15	26.235	.095	.025
59	26.214	.095	.013
91	25.435	.113	.035
38	25.061	.123	.041
66	24.815	.130	.038
10	24.694	.134	.028
94	24.367	.143	.032
51	23.980	.156	.043
6	23.959	.156	.026
79	23.425	.175	.051
35	22.731	.201	.127
25	22.465	.212	.140
37	21.764	.243	.298
74	21.373	.261	.381
53	21.125	.273	.408
1	20.966	.281	.398
49	20.899	.285	.348
36	20.399	.311	.500
106	19.725	.348	.735
9	19.128	.384	.882
7	19.083	.387	.851
33	18.776	.406	.893
108	18.727	.409	.866
80	18.578	.418	.866
30	18.348	.433	.888
87	18.187	.443	.893
102	18.098	.449	.878
45	17.949	.459	.880
61	17.718	.474	.903
73	17.705	.475	.869
72	17.686	.477	.831
57	17.501	.489	.847
85	17.383	.497	.840
76	17.176	.511	.864
16	17.156	.512	.824
95	16.847	.534	.881
46	16.366	.567	.955
68	16.201	.579	.959
26	16.149	.582	.948
29	15.997	.593	.952
54	15.927	.598	.942
44	15.581	.622	.971
100	15.374	.636	.978
70	15.156	.651	.984
23	15.088	.656	.981
93	14.870	.671	.986
89	14.870	.671	.978
34	14.093	.723	.999
24	13.946	.733	.999
4	13.791	.743	.999
81	13.656	.751	.999
86	13.602	.755	.999
98	13.589	.755	.998
31	13.526	.759	.997
96	13.401	.767	.997
27	13.291	.774	.996
22	13.148	.783	.996
107	12.942	.795	.997
63	12.939	.795	.995
11	12.729	.807	.997
64	12.695	.809	.995
48	12.694	.809	.990
17	12.654	.812	.985
77	12.443	.824	.989
42	12.306	.831	.988
50	11.956	.849	.995
58	11.952	.850	.991
104	11.889	.853	.987
105	11.796	.858	.983
69	11.771	.859	.973
41	11.766	.859	.954
82	11.722	.861	.933
32	11.608	.867	.922
62	11.512	.871	.904
88	11.496	.872	.856
56	11.399	.877	.826
99	11.299	.881	.791
43	11.203	.886	.748
21	11.154	.888	.674
52	11.063	.892	.612
60	10.718	.906	.684
28	10.405	.918	.727
78	10.224	.924	.700
3	10.151	.927	.607

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments:	189
Number of distinct parameters to be estimated:	44
Degrees of freedom (189 - 44):	145

Result (Default model)

Minimum was achieved
Chi-square = 406.906
Degrees of freedom = 145
Probability level = .000

Estimates (Group number 1 - Default model)
Scalar Estimates (Group number 1 - Default model)
Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Kinerja	<---	Perilaku	.268	.105	2.544	.011	par_1
Kinerja	<---	Kepuasan	.096	.236	.405	.686	par_2
Kinerja	<---	Motivasi	-.135	.170	-.796	.426	par_3
x6	<---	Kepuasan	.010				
x7	<---	Kepuasan	.010				
x8	<---	Kepuasan	.010				
x3	<---	Motivasi	.010				
x4	<---	Motivasi	.014	.002	7.523	***	par_4
x2	<---	Motivasi	.010				
x5	<---	Motivasi	.010				
x11	<---	Perilaku	.010				
x10	<---	Perilaku	.010				
x12	<---	Perilaku	.010				
x9	<---	Perilaku	.010				
x13	<---	Perilaku	.010				
x16	<---	Kinerja	.010				
x17	<---	Kinerja	.010				
x18	<---	Kinerja	.010				
x15	<---	Kinerja	.010				
x14	<---	Kinerja	.010				
x1	<---	Motivasi	.010				

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

			Estimate
Kinerja	<---	Perilaku	.324
Kinerja	<---	Kepuasan	.072
Kinerja	<---	Motivasi	-.108
x6	<---	Kepuasan	.458
x7	<---	Kepuasan	.419
x8	<---	Kepuasan	.589
x3	<---	Motivasi	.715
x4	<---	Motivasi	.759
x2	<---	Motivasi	.576
x5	<---	Motivasi	.521
x11	<---	Perilaku	.722
x10	<---	Perilaku	.804
x12	<---	Perilaku	.797
x9	<---	Perilaku	.755
x13	<---	Perilaku	.747
x16	<---	Kinerja	.720
x17	<---	Kinerja	.743
x18	<---	Kinerja	.808
x15	<---	Kinerja	.802
x14	<---	Kinerja	.753
x1	<---	Motivasi	.702

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

	Estimate
Kinerja	.122
x1	.492
x15	.644
x17	.552
x16	.518
x13	.558
x12	.636
x11	.522
x8	.347
x7	.176
x6	.210
x5	.272
x4	.577
x10	.646
x9	.570
x14	.567
x18	.653
x2	.332
x3	.512

Intercepts: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
x5	7.111	.130	54.645	***	par_5
x4	7.611	.128	59.410	***	par_6
x3	7.981	.095	84.156	***	par_7
x2	7.259	.118	61.628	***	par_8
x1	7.509	.097	77.675	***	par_9
x6	6.852	.140	48.906	***	par_10
x7	6.157	.153	40.184	***	par_11
x8	7.481	.109	68.612	***	par_12
x9	7.583	.136	55.843	***	par_13
x10	7.389	.128	57.949	***	par_14
x11	7.620	.142	53.706	***	par_15
x12	7.519	.129	58.489	***	par_16
x13	7.741	.137	56.436	***	par_17
x16	7.194	.118	61.145	***	par_18
x17	7.898	.114	69.296	***	par_19
x15	7.426	.106	70.330	***	par_20
x14	7.222	.112	64.209	***	par_21
x18	7.491	.105	71.430	***	par_22

Covariances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Motivasi	<-->	Perilaku	.005				
Perilaku	<-->	Kepuasan	.005				
Motivasi	<-->	Kepuasan	.005				

Correlations: (Group number 1 - Default model)

			Estimate
Motivasi	<-->	Perilaku	.000
Perilaku	<-->	Kepuasan	.000
Motivasi	<-->	Kepuasan	.000

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Perilaku	11239.710	1768.855	6.354	***	par_23
Kepuasan	4413.983	1284.642	3.436	***	par_24
Motivasi	4923.457	966.202	5.096	***	par_25
z	6742.090	1102.944	6.113	***	par_26
e3	.470	.091	5.164	***	par_27
e2	.992	.153	6.502	***	par_28
e18	.409	.073	5.591	***	par_29
e14	.586	.096	6.108	***	par_30
e9	.849	.140	6.081	***	par_31
e10	.616	.109	5.636	***	par_32
e4	.744	.168	4.433	***	par_33
e5	1.320	.195	6.758	***	par_34
e6	1.659	.270	6.149	***	par_35
e7	2.071	.334	6.195	***	par_36
e8	.831	.159	5.222	***	par_37
e11	1.030	.164	6.271	***	par_38
e12	.644	.113	5.725	***	par_39
e13	.889	.144	6.169	***	par_40
e16	.713	.113	6.326	***	par_41
e17	.622	.100	6.194	***	par_42
e15	.425	.075	5.690	***	par_43
e1	.508	.092	5.498	***	par_44

Modification Indices (Group number 1 - Default model)

Covariances: (Group number 1 - Default model)

			M.I.	Par Change
Perilaku	<-->	Kepuasan	29.525	5555.596
Motivasi	<-->	Kepuasan	28.323	3754.589
Motivasi	<-->	Perilaku	19.903	3799.821
e1	<-->	Motivasi	16.146	23.286
e16	<-->	z	6.004	18.867
e11	<-->	Kepuasan	6.482	25.078
e11	<-->	Perilaku	8.178	33.663
e11	<-->	Motivasi	7.968	23.162
e8	<-->	e16	6.934	.245
e7	<-->	Kepuasan	6.109	32.210
e7	<-->	Perilaku	20.591	75.433
e7	<-->	Motivasi	24.912	57.252
e7	<-->	e11	11.123	.534
e6	<-->	Perilaku	10.506	48.949
e6	<-->	Motivasi	15.597	41.154
e6	<-->	e11	6.860	.381
e6	<-->	e8	7.278	-.373
e6	<-->	e7	12.970	.726
e5	<-->	Kepuasan	15.782	42.840
e5	<-->	Perilaku	14.065	48.826
e5	<-->	e1	7.293	-.243
e5	<-->	e11	4.637	.270
e5	<-->	e7	7.867	.492
e5	<-->	e6	10.676	.520
e4	<-->	z	4.700	-18.686
e4	<-->	e1	16.504	.299
e10	<-->	Kepuasan	6.303	20.163
e10	<-->	e11	4.161	.187
e9	<-->	e16	4.046	-.177
e18	<-->	e7	4.987	-.238
e2	<-->	Motivasi	9.796	-24.398
e2	<-->	e1	5.512	-.185
e2	<-->	e6	9.777	.437
e3	<-->	z	6.996	17.439
e3	<-->	e1	8.487	.166
e3	<-->	e4	13.189	-.258

Variances: (Group number 1 - Default model)

	M.I.	Par Change

Regression Weights: (Group number 1 - Default model)

			M.I.	Par Change
x1	<---	Motivasi	16.146	.005
x16	<---	Kinerja	4.846	.002
x11	<---	Kepuasan	6.483	.006
x11	<---	Perilaku	8.178	.003
x11	<---	Motivasi	7.968	.005
x7	<---	Kepuasan	6.109	.007
x7	<---	Perilaku	20.591	.007
x7	<---	Motivasi	24.912	.012
x6	<---	Perilaku	10.506	.004
x6	<---	Motivasi	15.597	.008
x5	<---	Kepuasan	15.782	.010
x5	<---	Perilaku	14.065	.004
x10	<---	Kepuasan	6.303	.005
x2	<---	Motivasi	9.796	-.005
x3	<---	Kinerja	6.456	.002

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	44	406.906	145	.000	2.806
Saturated model	189	.000	0		
Independence model	36	1053.809	153	.000	6.888

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.614	.593	.712	.693	.709
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.948	.582	.672
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	261.906	205.531	325.930
Saturated model	.000	.000	.000
Independence model	900.809	801.664	1007.424

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	3.803	2.448	1.921	3.046
Saturated model	.000	.000	.000	.000
Independence model	9.849	8.419	7.492	9.415

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.130	.115	.145	.000
Independence model	.235	.221	.248	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	494.906	513.906		
Saturated model	378.000	459.614		
Independence model	1125.809	1141.354		

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	4.625	4.098	5.224	4.803
Saturated model	3.533	3.533	3.533	4.295
Independence model	10.522	9.595	11.518	10.667

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	46	50
Independence model	19	20