

LAMPIRAN

Lampiran 1 : Lembar Kuisisioner

LEMBAR KUISISIONER

Dengan Hormat,

Dalam rangka melakukan penelitian untuk memenuhi salah satu syarat menyelesaikan Program Pascasarja Program Magister Manajemen pada Universitas Mercu Buana, bersama ini saya mohon kesediaan Bapak/Ibu/Saudara untuk mengisi Lembar Kuesioner. Dalam penelitian ini mengambil judul, Pengaruh Kebijakan Pengembangan Karir terhadap Motivasi dan Kinerja Pegawai Sekretariat Jenderal Majelis Permusyawaratan Rakyat Republik Indonesia.

Hasil atau nilai dari kuesioner ini akan dipergunakan untuk kepentingan pengembangan keilmuan/akademis. Apabila Bapak/Ibu/Saudara keberatan mencantumkan nama, maka tidak perlu ditulis nama. Akhir kata penulis sangat berterima kasih atas bantuan dan kesediaan Bapak/Ibu/Saudara melakukan pengisian pada Lembar Kuesioner ilmiah ini.

BAGIAN I

Beri tanda silang (X) pada kotak yang disediakan

1. Jenis Kelamin Bapak/Ibu/Saudara.

a Pria

b Wanita

2. Usia Bapak/Ibu/Saudara saat ini.

a < 30 tahun

b 30 tahun s/d 50 tahun

c > 50 tahun

3. Pendidikan terakhir

a SMA/Diploma

b S1

c S2,S3

4. Lama Bekerja Bapak/Ibu/Saudara.

a < 10 tahun

b 11 tahun s/d 25 tahun

c > 25 tahun

BAGIAN II

Beri tanda silang pada salah satu pilihan jawaban yang dianggap paling sesuai menurut Bapak/Ibu/Saudara.

JAWABAN	Sangat Setuju	(SS)
	Setuju	(S)
	Netral	(N)
	Tidak Setuju	(TS)
	Sangat Tidak Setuju	(STS)

1. Pengembangan Karir

Pertanyaan	Jawaban				
	SS	S	N	TS	STS
Individu					
1. Karyawan yang mengerjakan tugas atau pekerjaan dengan baik berarti akan menunjang prestasi kerja.					
2. Apabila diberi tugas-tugas yang lebih penting karyawan akan lebih menguasai pekerjaan dan lebih dikenal dalam lingkungan organisasi.					
3. Karyawan yang mempunyai dedikasi dan loyalitas yang tinggi senantiasa mengutamakan kepentingan organisasi dibanding kepentingan pribadi.					
4. Karyawan yang dapat menjalin hubungan kerja yang baik dengan atasan, bawahan serta rekan kerja akan lebih menunjang keberhasilan karir.					
Dukungan Organisasi					
1. Bagian kepegawaian memberikan informasi tentang karir yang ada.					
2. Pihak organisasi membantu perkembangan karir melalui program pelatihan dan perkembangan pegawai.					
3. Pihak organisasi menggunakan peraturan perundang-undangan yang berlaku dalam proses pengangkatan jabatan.					
Peran Pimpinan					
1. Pimpinan memberi dukungan untuk mengikuti pelatihan.					
2. Pimpinan memberikan pembagian tugas berdasarkan kemampuan dan wewenang.					
3. Pimpinan membantu dan memberi peluang untuk menduduki jabatan yang lebih tinggi.					

2. Motivasi

Pertanyaan	Jawaban				
	SS	S	N	TS	STS
Kebutuhan Prestasi (<i>need for achievement</i>)					
1. Tugas pekerjaan yang diberikan dilakukan dengan semangat dan penuh tanggung jawab agar mendapat prestasi tinggi.					
2. Suasana dalam bekerja cukup nyaman sehingga dapat bekerja dengan baik.					
3. Adanya pengakuan dan penghargaan atas prestasi kerja					
4. Mencapai prestasi kerja yang tinggi akan memperoleh pendapatan yang besar					
Kebutuhan Kekuasaan (<i>need for power</i>)					
1. Adanya kebijakan atasan memberi kesempatan mengembangkan diri					
2. Mendapat kesempatan untuk memperoleh kemajuan dalam berbagai kegiatan di organisasi					
3. Mendapat kesempatan untuk kenaikan pangkat dan promosi jabatan.					
Kebutuhan Afiliasi (<i>need for affiliation</i>)					
1. Saya mendapat perlakuan yang adil dalam segala hal					
2. Penerimaan oleh kelompok (bagian) dimana bekerja sangat baik.					
3. Saya dapat bekerja sama dengan atasan, bawahan maupun dengan rekan kerja.					

3. Kinerja Pegawai

Pertanyaan	Jawaban				
	SS	S	N	TS	STS
Kesetiaan					
Menjunjung tinggi kehormatan Negara dan atau Pemerintah					
Prestasi kerja					
Sehat jasmani dan rohani sehingga dapat bekerja dengan baik dan menunjukkan prestasi					
Tanggungjawab					
Tugas pekerjaan yang diberikan dapat diselesaikan tepat waktu					
Apabila terdapat suatu permasalahan maka saya tidak melemparkan kesalahan pada orang lain					
Ketaatan					
Mentaati peraturan perundang-undangan dan atau peraturan kedinasan					
Kejujuran					
Melaporkan hasil pekerjaan menurut keadaan yang sebenarnya					
Kerjasama					
Menerima usul yang baik dari orang lain					
Menerima keputusan yang diambil secara sah					
Prakarsa					
Berusaha mencari tatacara yang baru dalam mencapai hasil kerja sesuai dengan tujuan.					
Kepemimpinan					
Selalu memupuk sikap dan mengembangkan kerjasama yang baik					

Lampiran 2 : Analisis Frequencies

Frequencies

Statistics

		Jenis Kelamin responden	Usia responden	Pendidikan terakhir responden	Lama bekerja responden
N	Valid	73	73	73	73
	Missing	0	0	0	0

Frequency Table

Jenis Kelamin responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pria	37	50.7	50.7	50.7
	Wanita	36	49.3	49.3	100.0
	Total	73	100.0	100.0	

Usia responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 30 tahun	14	19.2	19.2	19.2
	30 tahun -50 tahun	51	69.9	69.9	89.0
	> 50 tahun	8	11.0	11.0	100.0
	Total	73	100.0	100.0	

Pendidikan terakhir responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA/Diploma	32	43.8	43.8	43.8
	S1	36	49.3	49.3	93.2
	S2/S3	5	6.8	6.8	100.0
	Total	73	100.0	100.0	

Lama bekerja responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 10 tahun	46	63.0	63.0	63.0
	11 tahun - 25 tahun	21	28.8	28.8	91.8
	> 25 tahun	6	8.2	8.2	100.0

Lampiran 3 : Analisis Faktor

Factor Analysis

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KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.771
Bartlett's Test of Sphericity	Approx. Chi-Square	279.577
	df	45
	Sig.	.000

Anti-image Matrices

	Individu 1	Individu 2	Individu 3	Individu 4	Dukungan organisasi1	Dukungan organisasi2	Dukungan organisasi3	Peran pimpinan1	Peran pimpinan2	Peran pimpinan3
Anti-image Covariance										
Individu1	.475	-.136	-.228	-.105	-.142	.040	-.122	.051	-.060	.128
Individu2	-.136	.557	-.036	-.182	.106	-.083	.095	.052	.099	-.185
Individu3	-.228	-.036	.599	.016	.084	-.092	.013	-.046	-.020	-.080
Individu4	-.105	-.182	.016	.636	-.034	.033	.053	-.062	.001	-.193
Dukungan organisasi1	-.142	.106	.084	-.034	.506	-.135	-.040	.023	-.130	-.030
Dukungan organisasi2	.040	-.083	-.092	.033	-.135	.370	-.142	-.137	.018	.043
Dukungan organisasi3	-.122	.095	.013	.053	-.040	-.142	.359	-.098	-.030	-.087
Peran pimpinan1	.051	.052	-.046	-.062	.023	-.137	-.098	.445	-.129	-.085
Peran pimpinan2	-.060	.099	-.020	.001	-.130	.018	-.030	.618	.618	-.030
Peran pimpinan3	.128	-.185	-.080	-.193	-.030	.043	-.087	-.085	-.030	.638
Anti-image Correlation										
Individu1	.683 ^a	-.264	-.428	-.192	-.289	.095	-.296	.112	-.110	.232
Individu2	-.264	.580 ^a	-.063	-.306	.200	-.183	.211	.104	.169	-.310
Individu3	-.428	-.063	.784 ^a	.026	.152	-.195	.029	-.090	-.033	-.129
Individu4	-.192	-.306	.026	.698 ^a	-.060	.067	.110	-.116	.002	-.303
Dukungan organisasi1	-.289	.200	.152	-.060	.813 ^a	-.311	-.094	.048	-.232	-.052
Dukungan organisasi2	.095	-.183	-.195	.067	-.311	.796 ^a	-.390	-.337	.038	.089
Dukungan organisasi3	-.296	.211	.029	.110	-.094	-.390	.822 ^a	-.245	-.063	-.182
Peran pimpinan1	.112	.104	-.090	-.116	.048	-.337	-.245	.836 ^a	-.246	-.159
Peran pimpinan2	-.110	.169	-.033	.002	-.232	.038	-.063	-.246	.872 ^a	-.047
Peran pimpinan3	.232	-.310	-.129	-.303	-.052	.089	-.182	-.159	-.047	.658 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Individu1	1.000	.485
Individu2	1.000	.723
Individu3	1.000	.465
Individu4	1.000	.619
Dukungan organisasi1	1.000	.584
Dukungan organisasi2	1.000	.686
Dukungan organisasi3	1.000	.736
Peran pimpinan1	1.000	.605
Peran pimpinan2	1.000	.512
Peran pimpinan3	1.000	.477

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	3.888	38.884	38.884	3.888	38.884	38.884
2	2.005	20.052	58.936	2.005	20.052	58.936
3	.976	9.764	68.701			
4	.730	7.304	76.004			
5	.601	6.007	82.012			
6	.480	4.801	86.813			
7	.444	4.440	91.253			
8	.378	3.775	95.028			
9	.287	2.869	97.897			
10	.210	2.103	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
Individu1	.655	.237
Individu2	.038	.850
Individu3	.607	.311
Individu4	.262	.742
Dukungan organisasi1	.715	-.270
Dukungan organisasi2	.816	-.143
Dukungan organisasi3	.826	-.233
Peran pimpinan1	.768	-.126
Peran pimpinan2	.651	-.296
Peran pimpinan3	.385	.573

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

Factor Analysis

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KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.764
Bartlett's Test of Sphericity	Approx. Chi-Square	246.034
	Df	36
	Sig.	.000

Anti-Image Matrices

	Individu1	Individu2	Individu4	Dukungan organisasi1	Dukungan organisasi2	Dukungan organisasi3	Peran pimpinan1	Peran pimpinan2	Peran pimpinan3
Anti-image Covariance									
Individu1	.581	-.184	-.122	-.138	.006	-.144	.042	-.082	.121
Individu2	-.184	.559	-.182	.114	-.093	.096	.050	.099	-.194
Individu4	-.122	-.182	.636	-.037	.036	.052	-.061	.002	.002
Dukungan organisasi1	-.138	.114	-.037	.518	-.130	-.043	.030	-.130	.030
Dukungan organisasi2	.006	-.093	.036	-.130	.384	-.146	-.151	.016	.033
Dukungan organisasi3	-.144	.096	.052	-.043	-.146	.360	-.098	-.029	-.132
Peran pimpinan1	.042	.050	-.061	.030	-.151	.360	.449	-.132	.619
Peran pimpinan2	-.082	.099	.002	-.130	.016	-.029	-.132	.619	-.033
Peran pimpinan3	.121	-.194	.002	.030	.033	-.087	-.093	-.033	.649
Anti-image Correlation									
Individu1	.704 ^a	-.323	-.200	-.251	.013	-.314	.082	-.137	.197
Individu2	-.323	.530 ^a	-.305	.212	-.200	.214	.099	.168	-.322
Individu4	-.200	-.305	.678 ^a	-.065	.074	.109	-.115	.003	-.302
Dukungan organisasi1	-.251	.212	-.065	.833 ^a	-.291	-.099	.063	-.230	-.033
Dukungan organisasi2	.013	-.200	.074	-.291	.792 ^a	-.392	-.363	.032	-.033
Dukungan organisasi3	-.314	.214	.109	-.099	-.392	.807 ^a	-.243	-.062	.065
Peran pimpinan1	.082	.099	-.115	.063	-.363	-.243	.820 ^a	-.250	-.180
Peran pimpinan2	-.137	.168	.003	-.230	.032	-.062	-.250	.862 ^a	-.173
Peran pimpinan3	.197	-.322	-.302	-.033	.065	-.180	-.052	-.052	.651 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Individu1	1.000	.430
Individu2	1.000	.719
Individu4	1.000	.672
Dukungan organisasi1	1.000	.601
Dukungan organisasi2	1.000	.686
Dukungan organisasi3	1.000	.744
Peran pimpinan1	1.000	.619
Peran pimpinan2	1.000	.517
Peran pimpinan3	1.000	.533

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	3.593	39.926	39.926	3.593	39.926	39.926
2	1.929	21.429	61.354	1.929	21.429	61.354
3	.903	10.034	71.388			
4	.671	7.458	78.846			
5	.496	5.513	84.359			
6	.475	5.276	89.635			
7	.417	4.630	94.265			
8	.289	3.211	97.476			
9	.227	2.524	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
Individu1	.606	.250
Individu2	-.034	.847
Individu4	.219	.790
Dukungan organisasi1	.753	-.187
Dukungan organisasi2	.825	-.073
Dukungan organisasi3	.848	-.156
Peran pimpinan1	.786	-.044
Peran pimpinan2	.683	-.226
Peran pimpinan3	.356	.637

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

Validitas Kebijakan

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KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.774
Bartlett's Test of Sphericity	Approx. Chi-Square	210.078
	Df	28
	Sig.	.000

Anti-image Matrices

	Individu2	Individu4	Dukungan organisasi1	Dukungan organisasi2	Dukungan organisasi3	Peran pimpinan1	Peran pimpinan2	Peran pimpinan3
Anti-image	.625	-.256	.084	-.101	.062	.071	.083	-.181
Covariance		.663	-.074	.039	.026	-.055	-.016	-.183
Dukungan organisasi1	.084	-.074	.553	-.137	-.091	.043	-.163	.011
Dukungan organisasi2	-.101	.039	-.137	.384	-.160	-.152	.017	.033
Dukungan organisasi3	.062	.026	-.091	-.160	.399	-.098	-.056	-.066
Peran pimpinan1	.071	-.055	.043	-.152	-.098	.452	-.129	-.107
Peran pimpinan2	.083	-.016	-.163	.017	-.056	-.129	.631	-.017
Peran pimpinan3	-.181	-.183	.011	.033	-.066	-.107	-.017	.675
Anti-image	.577 ^a	-.399	.143	-.207	.125	.133	.132	-.278
Correlation		.634 ^a	-.122	.078	.050	-.101	-.026	-.273
Dukungan organisasi1	.143	-.122	.820 ^a	-.297	-.194	.086	-.276	.017
Dukungan organisasi2	-.207	.078	-.297	.767 ^a	-.409	-.366	.034	.064
Dukungan organisasi3	.125	.050	-.194	-.409	.833 ^a	-.230	-.112	-.127
Peran pimpinan1	.133	-.101	.086	-.366	-.230	.811 ^a	-.242	-.194
Peran pimpinan2	.132	-.026	-.276	.034	-.112	-.242	.852 ^a	-.026
Peran pimpinan3	-.278	-.273	.017	.064	-.127	-.194	-.026	.724 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Individu2	1.000	.692
Individu4	1.000	.663
Dukungan organisasi1	1.000	.581
Dukungan organisasi2	1.000	.701
Dukungan organisasi3	1.000	.736
Peran pimpinan1	1.000	.672
Peran pimpinan2	1.000	.519
Peran pimpinan3	1.000	.621

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	3.304	41.304	41.304	3.304	41.304	41.304
2	1.881	23.514	64.818	1.881	23.514	64.818
3	.672	8.406	73.224			
4	.623	7.791	81.015			
5	.490	6.124	87.139			
6	.464	5.794	92.933			
7	.317	3.966	96.899			
8	.248	3.101	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
Individu2	-.115	.824
Individu4	.155	.800
Dukungan organisasi1	.748	-.149
Dukungan organisasi2	.837	-.002
Dukungan organisasi3	.853	-.095
Peran pimpinan1	.818	.049
Peran pimpinan2	.699	-.173
Peran pimpinan3	.348	.707

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Factor Analysis

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KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.717
Bartlett's Test of Sphericity	Approx. Chi-Square	256.402
	Df	45
	Sig.	.000

Anti-image Matrices

	Kebutuhan prestasi1	Kebutuhan prestasi2	Kebutuhan prestasi3	Kebutuhan prestasi4	Kebutuhan kekuasaan1	Kebutuhan kekuasaan2	Kebutuhan kekuasaan3	Kebutuhan afiliasi1	Kebutuhan afiliasi2	Kebutuhan afiliasi3
Image Variance	.651	.272	.558	.038	.185	.034	.016	.046	.011	.095
Kebutuhan prestasi1	.272	.558	.038	.185	.034	.016	.046	.011	.095	.760 ^a
Kebutuhan prestasi2	.034	.038	.565	.174	.071	.022	.002	.050	.057	.452
Kebutuhan prestasi3	.054	.185	.071	.416	.022	.060	.060	.084	.084	.056
Kebutuhan prestasi4	.036	.034	.071	.022	.022	.124	.057	.048	.015	.067
Kebutuhan kekuasaan1	.004	.030	.140	.060	.124	.401	.161	.281	.022	.102
Kebutuhan kekuasaan2	.016	.123	.047	.199	.057	.161	.086	.086	.022	.102
Kebutuhan kekuasaan3	.046	.050	.100	.002	.006	.040	.086	.549	.257	.054
Kebutuhan afiliasi1	.011	.057	.031	.084	.048	.059	.022	.257	.566	.054
Kebutuhan afiliasi2	.095	.053	.042	.088	.096	.015	.063	.074	.224	.054
Kebutuhan afiliasi3	.760 ^a	.452	.056	.105	.055	.007	.038	.077	.018	.702
Anti-image Correlation	.452	.585 ^a	.067	.384	.056	.064	.311	.091	.102	.084
Kebutuhan prestasi2	.056	.067	.801 ^a	.359	.116	.293	.119	.179	.054	.067
Kebutuhan prestasi3	.105	.384	.359	.594 ^a	.043	.146	.584	.003	.174	.067
Kebutuhan prestasi4	.055	.056	.116	.043	.890 ^a	.243	.134	.010	.079	.067
Kebutuhan kekuasaan1	.007	.064	.293	.146	.243	.787 ^a	.480	.086	.079	.067
Kebutuhan kekuasaan2	.038	.311	.119	.584	.134	.480	.701 ^a	.219	.054	.067
Kebutuhan kekuasaan3	.077	.091	.179	.003	.010	.086	.219	.751 ^a	.461	.067
Kebutuhan afiliasi1	.018	.102	.054	.174	.079	.124	.054	.461	.615 ^a	.067
Kebutuhan afiliasi2	.140	.084	.067	.163	.142	.028	.143	.119	.356	.067
Kebutuhan afiliasi3	.067	.067	.067	.163	.142	.028	.143	.119	.356	.685 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Kebutuhan prestasi1	1.000	.621
Kebutuhan prestasi2	1.000	.796
Kebutuhan prestasi3	1.000	.596
Kebutuhan prestasi4	1.000	.713
Kebutuhan kekuasaan1	1.000	.488
Kebutuhan kekuasaan2	1.000	.674
Kebutuhan kekuasaan3	1.000	.769
Kebutuhan afiliasi1	1.000	.687
Kebutuhan afiliasi2	1.000	.753
Kebutuhan afiliasi3	1.000	.592

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	3.753	37.527	37.527	3.753	37.527	37.527
2	1.603	16.027	53.554	1.603	16.027	53.554
3	1.333	13.330	66.883	1.333	13.330	66.883
4	.736	7.360	74.244			
5	.679	6.792	81.036			
6	.541	5.407	86.443			
7	.472	4.724	91.168			
8	.402	4.020	95.188			
9	.315	3.147	98.335			
10	.167	1.665	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
Kebutuhan prestasi1	.549	.050	.563
Kebutuhan prestasi2	.467	-.148	.746
Kebutuhan prestasi3	.687	-.244	-.254
Kebutuhan prestasi4	.612	-.237	-.531
Kebutuhan kekuasaan1	.652	-.213	.133
Kebutuhan kekuasaan2	.786	-.237	.006
Kebutuhan kekuasaan3	.834	-.227	-.149
Kebutuhan afiliasi1	.590	.532	-.236
Kebutuhan afiliasi2	.390	.772	-.072
Kebutuhan afiliasi3	.387	.656	.109

Extraction Method: Principal Component Analysis.
a. 3 components extracted.

Validitas Motivasi

[DataSet1] C:\Users\TOSHIBA\Documents\Penelitian dan Artikel\Data
Win.sav

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.675
Bartlett's Test of Sphericity	Approx. Chi-Square	228.989
	df	36
	Sig.	.000

Anti-image Matrices

	Kebutuhan prestasi1	Kebutuhan prestasi2	Kebutuhan prestasi3	Kebutuhan prestasi4	Kebutuhan kekuasaan3	Kebutuhan afiliasi1	Kebutuhan afiliasi2	Kebutuhan afiliasi3	Kebutuhan kekuasaan2
Anti-image Covariance	.652	-.276	-.039	-.053	.013	-.046	-.009	-.102	-.011
Kebutuhan prestasi1	-.276	.559	-.042	.187	-.129	.051	.060	-.059	-.039
Kebutuhan prestasi2	-.039	-.042	.573	-.174	.042	-.100	.036	.033	-.165
Kebutuhan prestasi3	-.053	.187	-.174	.417	-.202	.001	.083	-.087	.068
Kebutuhan prestasi4	.013	-.129	.042	-.202	.286	-.087	-.018	.057	-.186
Kebutuhan kekuasaan3	-.046	.051	-.100	.001	-.087	.549	-.259	-.075	.044
Kebutuhan afiliasi1	-.009	.060	.036	.083	-.018	-.259	.569	-.223	-.053
Kebutuhan afiliasi2	-.102	-.059	.033	-.087	.057	-.075	-.223	.717	-.003
Kebutuhan afiliasi3	-.011	-.039	-.165	.068	-.186	.044	-.053	-.003	.426
Anti-image Correlation	.736 ^a	-.456	-.063	-.103	.031	-.077	-.014	-.150	-.021
Kebutuhan prestasi1	-.456	.538 ^a	-.074	.388	-.322	.092	.107	-.093	-.080
Kebutuhan prestasi2	-.063	-.074	.773 ^a	-.357	.105	-.179	.064	.052	-.334
Kebutuhan prestasi3	-.103	.388	-.357	.575 ^a	-.584	.003	.171	-.159	.161
Kebutuhan prestasi4	.031	-.322	.105	-.584	.662 ^a	-.220	-.044	.126	-.534
Kebutuhan kekuasaan3	-.077	.092	-.179	.003	-.220	.740 ^a	-.463	-.119	.091
Kebutuhan afiliasi1	-.014	.107	.064	.171	-.044	-.463	.619 ^a	-.349	-.108
Kebutuhan afiliasi2	-.150	-.093	.052	-.159	.126	-.119	-.349	.699 ^a	-.006
Kebutuhan afiliasi3	-.021	-.080	-.334	.161	-.534	.091	-.108	-.006	.741 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Kebutuhan prestasi1	1.000	.661
Kebutuhan prestasi2	1.000	.825
Kebutuhan prestasi3	1.000	.608
Kebutuhan prestasi4	1.000	.728
Kebutuhan kekuasaan3	1.000	.782
Kebutuhan afiliasi1	1.000	.685
Kebutuhan afiliasi2	1.000	.753
Kebutuhan afiliasi3	1.000	.596
Kebutuhan kekuasaan2	1.000	.658

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	3.404	37.826	37.826	3.404	37.826	37.826
2	1.571	17.457	55.283	1.571	17.457	55.283
3	1.320	14.672	69.955	1.320	14.672	69.955
4	.715	7.946	77.902			
5	.568	6.307	84.208			
6	.525	5.828	90.037			
7	.403	4.477	94.514			
8	.327	3.631	98.145			
9	.167	1.855	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
Kebutuhan prestasi1	.554	.046	.593
Kebutuhan prestasi2	.450	-.125	.779
Kebutuhan prestasi3	.687	-.305	-.206
Kebutuhan prestasi4	.629	-.324	-.478
Kebutuhan kekuasaan3	.831	-.286	-.101
Kebutuhan afiliasi1	.632	.473	-.250
Kebutuhan afiliasi2	.433	.743	-.118
Kebutuhan afiliasi3	.407	.653	.061
Kebutuhan kekuasaan2	.765	-.268	.040

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Factor Analysis Kinerja

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KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.825
Bartlett's Test of Sphericity	Approx. Chi-Square	357.532
	Df	45
	Sig.	.000

Anti-image Matrices

	Kesetiaan	Prestasi kerja	Tanggung jawab1	Tanggung jawab2	Ketaatan	Kejujuran	Kerjasama1	Kerjasama2	Prakarsa	Kepemimpinan
Anti-image Covariance	.473	-.114	-.114	-.134	-.044	-.120	-.025	.061	.065	-.009
Kesetiaan		.439	-.081	-.107	-.147	.036	-.091	.035	.059	.849 ^a
Prestasi kerja	-.114		.485	-.039	.049	-.162	.019	-.077	.035	-.251
Tanggungjawab1	.061	-.081		.534	.084	-.060	.000	-.030	-.138	.848 ^a
Tanggungjawab2	-.134	-.107	-.039		.361	-.152	.006	-.052	-.140	.128
Ketaatan	-.044	-.147	.049	.084		.304	.007	.374	.047	-.176
Kejujuran	-.120	.036	-.060	-.060	-.152		.343	-.222	.013	.837 ^a
Kerjasama1	-.025	-.091	.019	.000	.006	.007		.374	.047	-.423
Kerjasama2	.061	.035	-.077	-.030	-.052	-.014	-.222		.013	.047
Prakarsa	.065	.059	.035	-.138	-.140	.084	.013	.374		.028
Kepemimpinan	-.009	.039	.006	-.053	-.004	-.051	-.118	.047	.047	
Anti-image Correlation	.849 ^a	-.251	-.251	-.266	-.106	-.316	-.062	.144	.119	.538
Kesetiaan			.848 ^a	-.220	-.368	.099	-.234	.087	.112	-.019
Prestasi kerja	-.251		-.176	-.076	.118	-.423	.047	-.180	-.288	.079
Tanggungjawab1	.128	-.176		.876 ^a	.192	-.149	.001	-.067	.112	.011
Tanggungjawab2	-.266	-.220	.837 ^a		.818 ^a	-.459	.017	-.620	.097	-.099
Ketaatan	-.106	-.368	-.076	.876 ^a		.816 ^a	.022	-.620	.028	-.010
Kejujuran	-.316	.099	-.423	-.149	-.459		.798 ^a	-.620	.028	-.127
Kerjasama1	-.062	-.234	.047	.001	.017	.022		.793 ^a	.097	-.276
Kerjasama2	.144	.087	-.180	-.067	-.141	-.042	-.620		.097	-.081
Prakarsa	.119	.112	-.288	-.236	-.291	-.291	.793 ^a	.097		.683 ^a
Kepemimpinan	-.009	.849 ^a	.848 ^a	-.099	-.010	-.127	-.276	.683 ^a	-.302	

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Kesetiaan	1.000	.755
Prestasi kerja	1.000	.672
Tanggungjawab1	1.000	.521
Tanggungjawab2	1.000	.511
Ketaatan	1.000	.654
Kejujuran	1.000	.733
Kerjasama1	1.000	.639
Kerjasama2	1.000	.646
Prakarsa	1.000	.399
Kepemimpinan	1.000	.642

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	5.000	50.001	50.001	5.000	50.001	50.001
2	1.172	11.719	61.720	1.172	11.719	61.720
3	.996	9.963	71.682			
4	.653	6.529	78.211			
5	.584	5.836	84.047			
6	.507	5.073	89.120			
7	.374	3.743	92.864			
8	.325	3.253	96.117			
9	.211	2.113	98.230			
10	.177	1.770	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
Kesetiaan	.666	-.559
Prestasi kerja	.744	-.344
Tanggungjawab1	.714	.104
Tanggungjawab2	.702	-.134
Ketaatan	.786	-.191
Kejujuran	.821	-.244
Kerjasama1	.733	.319
Kerjasama2	.697	.401
Prakarsa	.470	.422
Kepemimpinan	.682	.420

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Factor Analysis

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KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.846
Bartlett's Test of Sphericity	Approx. Chi-Square	328.855
	df	36
	Sig.	.000

Anti-image Matrices

	Kesetiaan	Prestasi kerja	Tanggung jawab1	Tanggung jawab2	Ketaatan	Kejujuran	Kerjasama1	Kerjasama2	Kepemimpinan
Anti-image	.480	-.124	.086	-.128	-.033	-.135	-.027	.057	.010
Covariance		.445	-.073	-.101	-.148	.030	-.093	.031	.061
	.086	-.073	.529	-.084	.017	-.160	.025	-.071	-.046
	-.128	-.101	-.084	.565	.063	-.046	.003	-.021	-.106
	-.033	-.148	.017	.063	.394	-.152	.010	-.046	-.052
	-.135	.030	-.160	-.046	-.152	.315	.005	-.021	-.032
	-.027	-.093	.025	.003	.010	.005	.343	-.225	-.126
	.057	.031	-.071	-.021	-.046	-.021	-.225	.378	-.026
	.010	.061	-.046	-.106	-.052	-.032	-.126	-.026	.592
Anti-image	.843 ^a	-.268	.171	-.247	-.075	-.347	-.066	.134	.018
Correlation		.855 ^a	-.151	-.201	-.353	.080	-.239	.077	.119
	.171	-.151	.864 ^a	-.154	.037	-.391	.058	-.160	-.083
	-.247	-.201	-.154	.897 ^a	.133	-.109	.008	-.045	-.183
	-.075	-.353	.037	.133	.858 ^a	-.430	.026	-.118	-.107
	-.347	.080	-.391	-.109	-.430	.836 ^a	.017	-.062	-.075
	-.066	-.239	.058	.008	.026	.017	.790 ^a	-.626	-.280
	.134	.077	-.160	-.045	-.118	-.062	-.626	.797 ^a	-.055
	.018	.119	-.083	-.183	-.107	-.075	-.280	-.055	.908 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Kesetiaan	1.000	.717
Prestasi kerja	1.000	.647
Tanggungjawab1	1.000	.493
Tanggungjawab2	1.000	.525
Ketaatan	1.000	.650
Kejujuran	1.000	.739
Kerjasama1	1.000	.785
Kerjasama2	1.000	.806
Kepemimpinan	1.000	.586

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	4.816	53.516	53.516	4.816	53.516	53.516
2	1.132	12.583	66.099	1.132	12.583	66.099
3	.681	7.569	73.667			
4	.651	7.234	80.902			
5	.545	6.052	86.954			
6	.416	4.619	91.573			
7	.347	3.852	95.426			
8	.215	2.388	97.814			
9	.197	2.186	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
Kesetiaan	.685	-.498
Prestasi kerja	.757	-.271
Tanggungjawab1	.702	.020
Tanggungjawab2	.696	-.200
Ketaatan	.784	-.188
Kejujuran	.831	-.222
Kerjasama1	.743	.483
Kerjasama2	.705	.556
Kepemimpinan	.665	.378

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Validitas Kinerja

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KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.837
Bartlett's Test of Sphericity	Approx. Chi-Square	286.826
	Df	28
	Sig.	.000

Anti-image Matrices

	Kesetiaan	Prestasi kerja	Tanggungjawab2	Ketaatan	Kejujuran	Kerjasama1	Kerjasama2	Kepemimpinan
Anti-image	Kesetiaan	Prestasi kerja	Tanggungjawab2	Ketaatan	Kejujuran	Kerjasama1	Kerjasama2	Kepemimpinan
Covariance								
	.494	-.118	-.121	-.036	-.133	-.032	.073	.018
	-.118	.455	-.118	-.149	.009	-.092	.023	.056
	-.121	-.118	.579	.067	-.087	.007	-.034	.073
	-.036	-.149	.067	.395	-.173	.009	-.045	.073
	-.133	.009	-.087	-.173	.372	.015	-.052	.073
	-.032	-.092	.007	.009	.015	.344	-.229	.073
	.073	.023	-.034	-.045	-.052	-.229	.387	.073
	.018	.056	-.117	-.051	-.055	-.125	-.033	.596
Anti-image	Kesetiaan	Prestasi kerja	Tanggungjawab2	Ketaatan	Kejujuran	Kerjasama1	Kerjasama2	Kepemimpinan
Correlation								
	.862 ^a	-.249	-.226	-.083	-.309	-.077	.166	.033
	-.249	.855 ^a	-.230	-.352	.023	-.233	.054	.108
	-.226	-.230	.876 ^a	.141	-.186	.017	-.072	-.199
	-.083	-.352	.141	.838 ^a	-.452	.024	-.114	-.104
	-.309	.023	-.186	-.452	.850 ^a	.043	-.137	-.117
	-.077	-.233	.017	.024	.043	.777 ^a	-.626	-.277
	.166	.054	-.072	-.114	-.137	-.626	.776 ^a	-.069
	.033	.108	-.199	-.104	-.117	-.277	-.069	.895 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Kesetiaan	1.000	.742
Prestasi kerja	1.000	.658
Tanggungjawab2	1.000	.523
Ketaatan	1.000	.661
Kejujuran	1.000	.716
Kerjasama1	1.000	.811
Kerjasama2	1.000	.809
Kepemimpinan	1.000	.593

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	4.382	54.776	54.776	4.382	54.776	54.776
2	1.132	14.153	68.930	1.132	14.153	68.930
3	.656	8.198	77.128			
4	.563	7.037	84.165			
5	.423	5.293	89.458			
6	.400	5.000	94.458			
7	.236	2.948	97.406			
8	.208	2.594	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
Kesetiaan	.706	-.493
Prestasi kerja	.766	-.267
Tanggungjawab2	.695	-.198
Ketaatan	.792	-.184
Kejujuran	.817	-.222
Kerjasama1	.757	.488
Kerjasama2	.705	.559
Kepemimpinan	.670	.381

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Lampiran 4 : Hasil Uji Reliabilitas

UJI RELIABILITAS

Reliability Pengembangan Karir

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Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	73	100.0
	Excluded ^a	0	.0
	Total	73	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.723	8

Reliability Motivasi

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Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	72	98.6
	Excluded ^a	1	1.4
	Total	73	100.0

Case Processing Summary

		N	%
Cases	Valid	72	98.6
	Excluded ^a	1	1.4
	Total	73	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.788	9

Reliability Kinerja

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Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	73	100.0
	Excluded ^a	0	.0
	Total	73	100.0

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

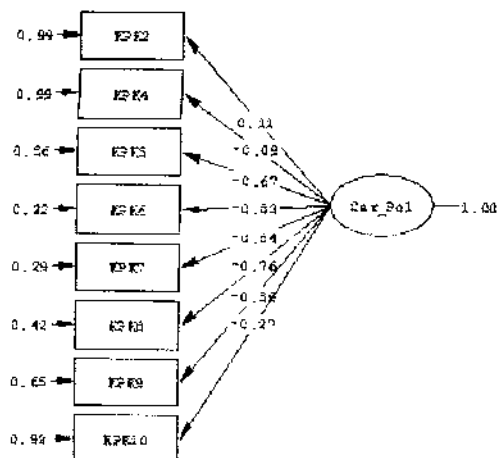
Reliability Statistics

Cronbach's Alpha	N of Items
.875	8

Lampiran 5 : Hasil Analisis SEM

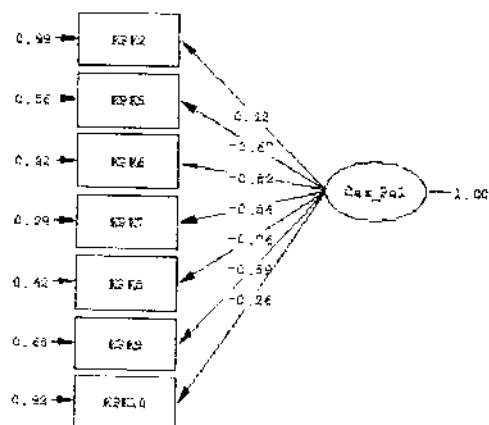
Analisis Model Pengukuran

Pengembangan Karir

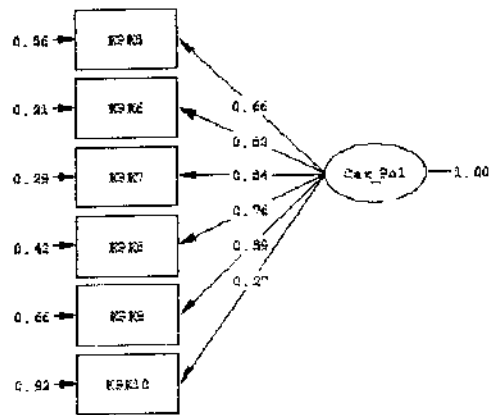


Chi-Square=61.79, df=20, P-value=0.00000, RMSEA=0.170

Chi Square=61.79, df=20, P-value=0.00, RMSEA=0.170



Chi-Square=28.31, df=14, P-value=0.01293, RMSEA=0.119

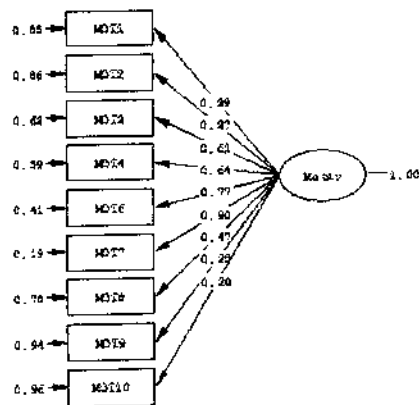


Chi-Square=9.60, df=9, P-value=0.38364, RMSEA=0.030

Chi Square=9.60, df=9, P-value=0.38364, RMSEA=0.030

KPK_5, KPK_6, KPK_7, KPK_8, KPK_9 dan KPK_10

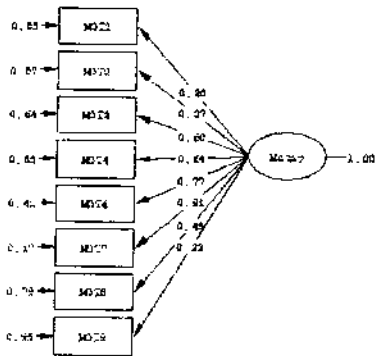
Motivasi



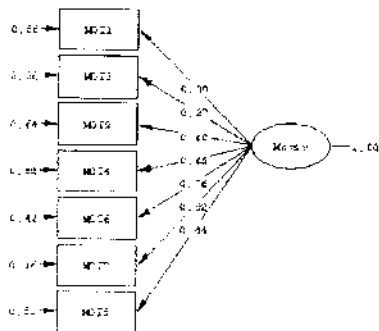
Chi-Square=90.64, df=27, P-value=0.00000, RMSEA=0.181

Chi Square=90.64, df=27, P-value=0.00000, RMSEA=0.181

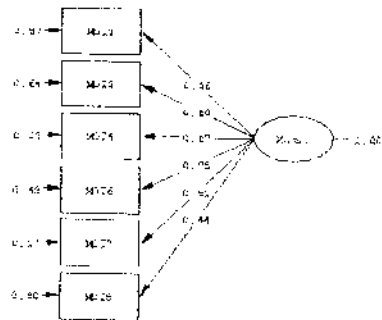
MOT_1, MOT_2, MOT_3, MOT_4, MOT_6, MOT_7, MOT_8, MOT_9, MOT_10,



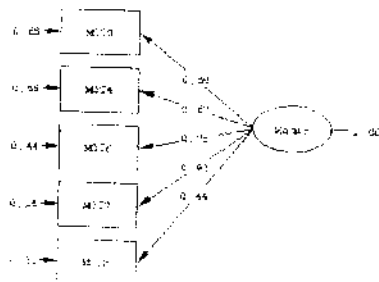
Chi-Square=64.85, df=20, P-value=0.00000, RMSEA=0.176



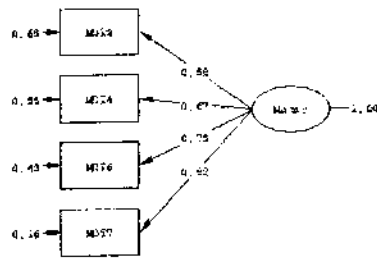
Chi-Square=41.97, df=14, P-value=0.00012, RMSEA=0.167



Chi-Square=14.33, df=9, P-value=0.11219, RMSEA=0.193



Chi-Square=12.45, df=5, P-value=0.02806, RMSEA=0.144

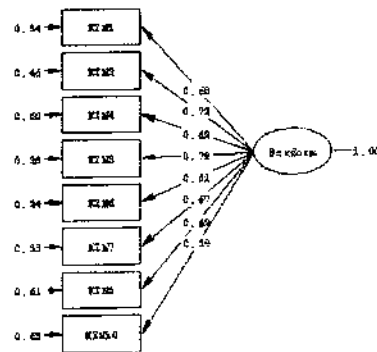


Chi-Square=11.63, df=2, P-value=0.00298, RMSEA=0.259

Chi Square=11.63, df=2, P-value=0.00298, RMSEA=0.259

MOT_3, MOT_4, MOT_6, MOT_7

Kinerja

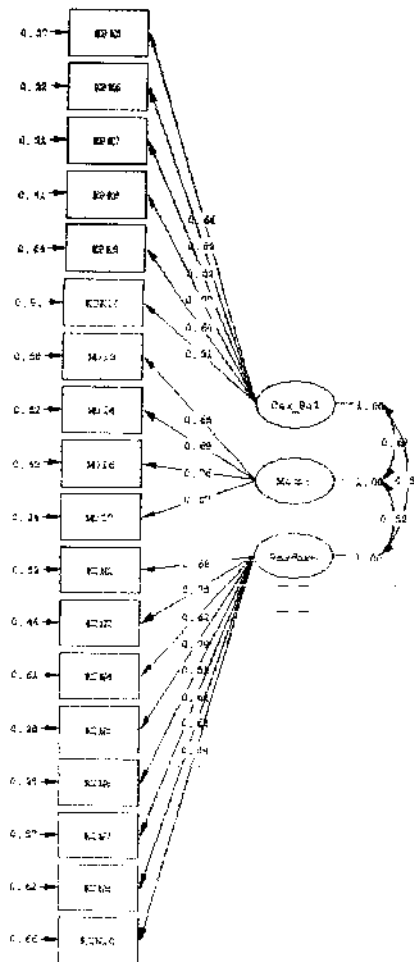


Chi-Square=68.90, df=20, P-value=0.00000, RMSEA=0.184

Chi Square=68.90, df=20, P-value=0.00000, RMSEA=0.184

KIN_1, KIN_2, KIN_4, KIN_5, KIN_6, KIN_7, KIN_8, KIN_10.

MODEL PENGUKURAN KESELURUHAN



Chi-Square=233.22, df=132, P-Value=0.00003, RMSEA=0.103

Minimum Fit Function Value = 3.64

Population Discrepancy Function Value (F0) = 1.41

90 Percent Confidence Interval for F0 = (0.87 ; 2.05)

Root Mean Square Error of Approximation (RMSEA) = 0.10

90 Percent Confidence Interval for RMSEA = (0.081 ; 0.12)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00016

Expected Cross-Validation Index (ECVI) = 4.32

90 Percent Confidence Interval for ECVI = (3.79 ; 4.97)

ECVI for Saturated Model = 4.75

ECVI for Independence Model = 11.80

Chi-Square for Independence Model with 153 Degrees of Freedom = 813.47

Independence AIC = 849.47

Model AIC = 311.22

Saturated AIC = 342.00
 Independence CAIC = 908.70
 Model CAIC = 439.55
 Saturated CAIC = 904.67

Normed Fit Index (NFI) = 0.68
 Non-Normed Fit Index (NNFI) = 0.77
 Parsimony Normed Fit Index (PNFI) = 0.58
 Comparative Fit Index (CFI) = 0.80
 Incremental Fit Index (IFI) = 0.81
 Relative Fit Index (RFI) = 0.63

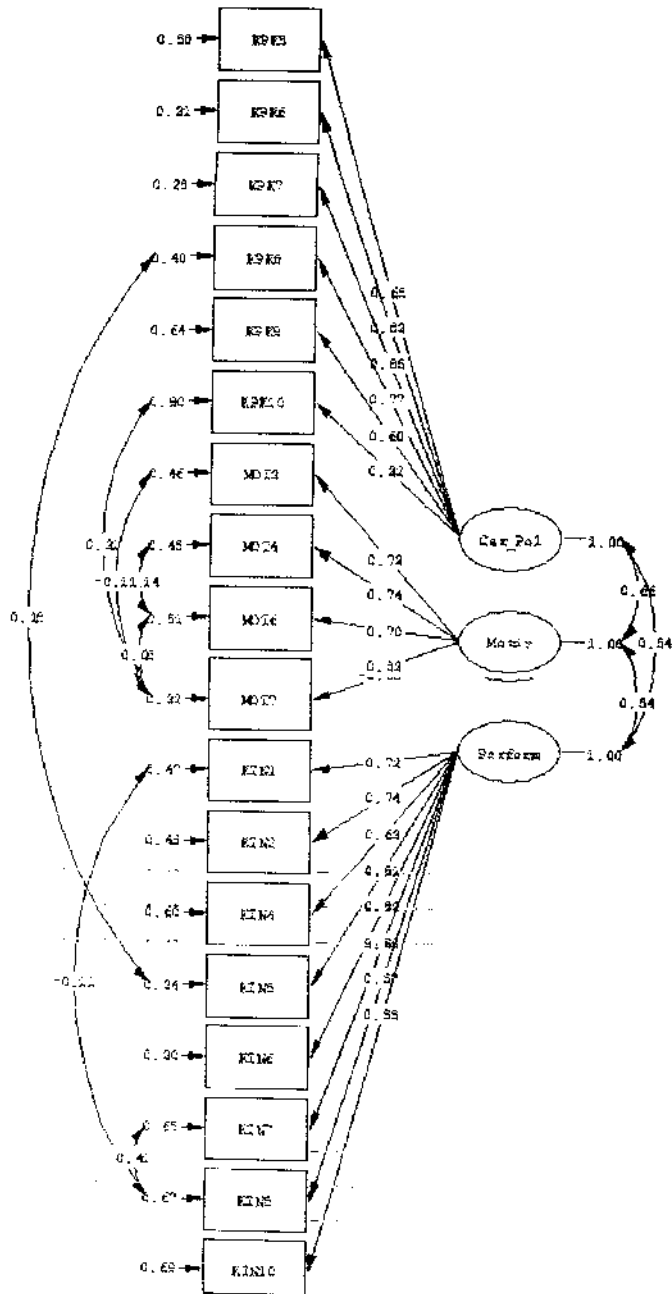
Critical N (CN) = 48.47

Root Mean Square Residual (RMR) = 0.054
 Standardized RMR = 0.091
 Goodness of Fit Index (GFI) = 0.74
 Adjusted Goodness of Fit Index (AGFI) = 0.66
 Parsimony Goodness of Fit Index (PGFI) = 0.57

The Modification Indices Suggest to Add the
 Path to from Decrease in Chi-Square New Estimate
 KPK10 Motiv 16.6 0.61

The Modification Indices Suggest to Add an Error Covariance
 Between and Decrease in Chi-Square New Estimate
 MOT6 MOT4 12.3 -0.19
 MOT7 KPK10 20.8 0.28
 MOT7 MOT3 8.3 -0.19
 MOT7 MOT6 8.2 0.17
 KIN5 KPK8 9.3 0.06
 KIN8 KIN1 8.3 -0.05
 KIN8 KIN7 30.7 0.10

RESPESIFIKASI 1



Chi-Square=141.45, df=125, F-value=0.14923, RMSEA=0.043

Goodness of Fit Statistics

Degrees of Freedom = 125
Minimum Fit Function Chi-Square = 172.35 (P = 0.0032)
Normal Theory Weighted Least Squares Chi-Square = 141.45 (P = 0.15)
Estimated Non-centrality Parameter (NCP) = 16.45
90 Percent Confidence Interval for NCP = (0.0 ; 49.88)

Minimum Fit Function Value = 2.39
Population Discrepancy Function Value (F0) = 0.23
90 Percent Confidence Interval for F0 = (0.0 ; 0.69)
Root Mean Square Error of Approximation (RMSEA) = 0.043
90 Percent Confidence Interval for RMSEA = (0.0 ; 0.074)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.61

Expected Cross-Validation Index (ECVI) = 3.24
90 Percent Confidence Interval for ECVI = (3.01 ; 3.71)
ECVI for Saturated Model = 4.75
ECVI for Independence Model = 11.80

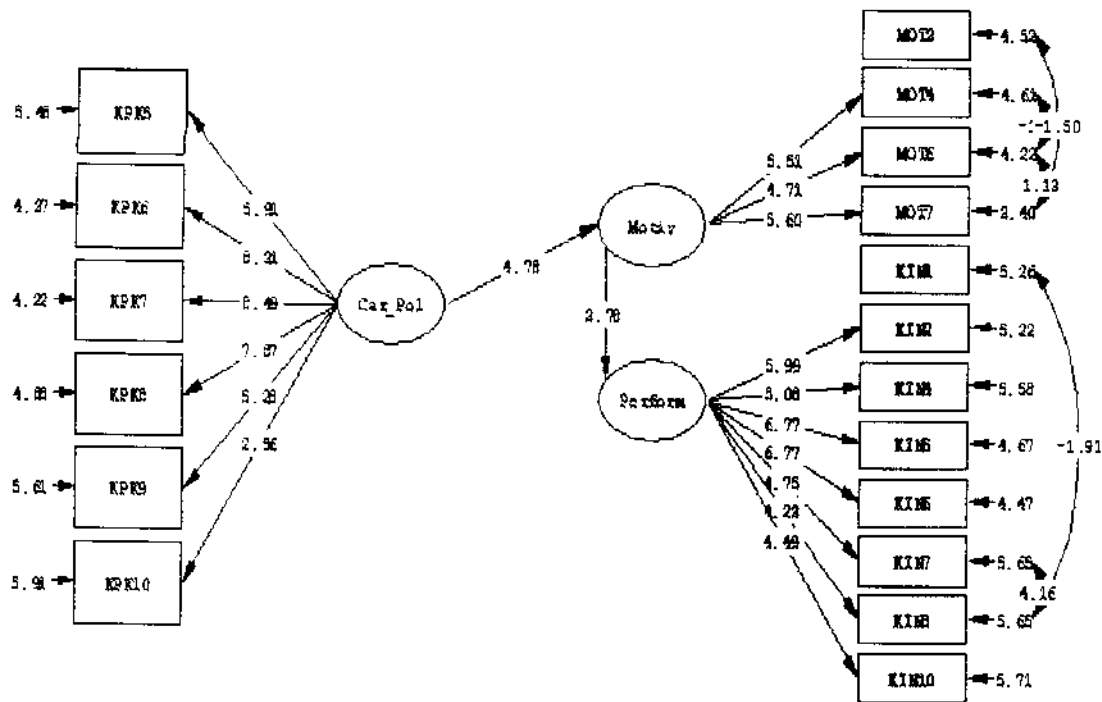
Chi-Square for Independence Model with 153 Degrees of Freedom = 813.47
Independence AIC = 849.47
Model AIC = 233.45
Saturated AIC = 342.00
Independence CAIC = 908.70
Model CAIC = 384.81
Saturated CAIC = 904.67

Normed Fit Index (NFI) = 0.79
Non-Normed Fit Index (NNFI) = 0.91
Parsimony Normed Fit Index (PNFI) = 0.64
Comparative Fit Index (CFI) = 0.93
Incremental Fit Index (IFI) = 0.93
Relative Fit Index (RFI) = 0.74

Critical N (CN) = 69.80

Root Mean Square Residual (RMR) = 0.042
Standardized RMR = 0.079
Goodness of Fit Index (GFI) = 0.82
Adjusted Goodness of Fit Index (AGFI) = 0.75
Parsimony Goodness of Fit Index (PGFI) = 0.60

ANALISIS MODEL STRUKTURAL



Chi-Square=145.42, df=126, P-value=0.11368, RMSEA=0.046

Goodness of Fit Statistics

Degrees of Freedom = 126

Minimum Fit Function Chi-Square = 176.34 (P = 0.0021)

Normal Theory Weighted Least Squares Chi-Square = 145.42 (P = 0.11)

Estimated Non-centrality Parameter (NCP) = 19.42

90 Percent Confidence Interval for NCP = (0.0 ; 53.47)

Minimum Fit Function Value = 2.45

Population Discrepancy Function Value (F0) = 0.27

90 Percent Confidence Interval for F0 = (0.0 ; 0.74)

Root Mean Square Error of Approximation (RMSEA) = 0.046

90 Percent Confidence Interval for RMSEA = (0.0 ; 0.077)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.55

Expected Cross-Validation Index (ECVI) = 3.27

90 Percent Confidence Interval for ECVI = (3.00 ; 3.74)

ECVI for Saturated Model = 4.75

ECVI for Independence Model = 11.80

Chi-Square for Independence Model with 153 Degrees of Freedom = 813.47

Independence AIC = 849.47
Model AIC = 235.42
Saturated AIC = 342.00
Independence CAIC = 908.70
Model CAIC = 383.49
Saturated CAIC = 904.67

Normed Fit Index (NFI) = 0.78
Non-Normed Fit Index (NNFI) = 0.91
Parsimony Normed Fit Index (PNFI) = 0.65
Comparative Fit Index (CFI) = 0.92
Incremental Fit Index (IFI) = 0.93
Relative Fit Index (RFI) = 0.74

Critical N (CN) = 68.72

Root Mean Square Residual (RMR) = 0.045
Standardized RMR = 0.089
Goodness of Fit Index (GFI) = 0.82
Adjusted Goodness of Fit Index (AGFI) = 0.75
Parsimony Goodness of Fit Index (PGFI) = 0.60

L I S R E L 8.80
BY
Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Users\TOSHIBA\Documents\Penelitian dan Artikel\Data Win\Syntax_Win.LS8:

Raw Data from File Data_Win.PSF
Latent Variables: Car, Pol, Motiv, Perform
Relationship:

KPK5 - KPK10 = Car, Pol
MOT3 - MOT4 = Motiv
MOT6 - MOT7 = Motiv
KIN1 - KIN2 = Perform
KIN4 - KIN8 = Perform
KIN10 = Perform

Let Error Covariance of MOT6 and MOT4 free
Let Error Covariance of MOT7 and KPK10 free
Let Error Covariance of MOT7 and MOT3 free
Let Error Covariance of MOT7 and MOT6 free
Let Error Covariance of KIN5 and KPK8 free
Let Error Covariance of KIN8 and KIN1 free
Let Error Covariance of KIN8 and KIN7 free

Motiv = Car, Pol
Perform = Motiv

Options: SC
Path Diagram

End of Problem

Sample Size = 73

Covariance Matrix

	MOT3	MOT4	MOT6	MOT7	KIN1	KIN2
MOT3	0.79					
MOT4	0.47	1.00				
MOT6	0.33	0.27	0.51			
MOT7	0.42	0.60	0.48	0.90		
KIN1	0.14	0.13	0.13	0.16	0.25	
KIN2	0.11	0.18	0.15	0.18	0.14	0.23
KIN4	0.08	0.02	0.08	0.13	0.18	0.17
KIN5	0.14	0.11	0.15	0.17	0.13	0.15
KIN6	0.12	0.12	0.12	0.17	0.15	0.13
KIN7	0.07	0.05	0.08	0.07	0.08	0.12
KIN8	0.08	0.07	0.09	0.10	0.06	0.09
KIN10	0.16	0.10	0.11	0.12	0.09	0.09
KPK5	0.42	0.49	0.13	0.32	0.11	0.15
KPK6	0.29	0.31	0.18	0.24	0.13	0.15
KPK7	0.32	0.38	0.15	0.30	0.19	0.15
KPK8	0.19	0.24	0.19	0.26	0.08	0.11
KPK9	0.15	0.21	0.10	0.18	0.08	0.11
KPK10	0.18	0.28	0.25	0.52	0.09	0.11

Covariance Matrix

	KIN4	KIN5	KIN6	KIN7	KIN8	KIN10
KIN4	0.48					
KIN5	0.14	0.25				
KIN6	0.17	0.17	0.23			
KIN7	0.13	0.11	0.10	0.23		
KIN8	0.13	0.11	0.11	0.18	0.25	
KIN10	0.16	0.12	0.12	0.15	0.14	0.31
KPK5	0.12	0.14	0.07	0.10	0.14	0.05
KPK6	0.14	0.12	0.12	0.07	0.09	0.09
KPK7	0.16	0.13	0.17	0.12	0.12	0.17
KPK8	0.05	0.14	0.08	0.07	0.09	0.08
KPK9	0.15	0.09	0.11	0.10	0.13	0.08
KPK10	0.12	0.03	0.06	-0.03	-0.01	0.01

Covariance Matrix

	KPK5	KPK6	KPK7	KPK8	KPK9	KPK10
KPK5	1.14					
KPK6	0.42	0.48				
KPK7	0.51	0.42	0.73			
KPK8	0.30	0.29	0.35	0.43		
KPK9	0.32	0.18	0.25	0.20	0.37	
KPK10	0.10	0.12	0.17	0.18	0.07	0.80

Number of Iterations = 26

LISREL Estimates (Maximum Likelihood)

Measurement Equations

$$\text{MOT3} = 0.65 * \text{Motiv}, \text{Errorvar.} = 0.37, R^2 = 0.53$$

(0.083)	
4.52	

$$\text{MOT4} = 0.75 * \text{Motiv}, \text{Errorvar.} = 0.44, R^2 = 0.56$$

(0.14)	(0.096)
5.51	4.61

$$\text{MOT6} = 0.49 * \text{Motiv}, \text{Errorvar.} = 0.27, R^2 = 0.47$$

(0.10)	(0.064)
4.71	4.22

$$\text{MOT7} = 0.73 * \text{Motiv}, \text{Errorvar.} = 0.28, R^2 = 0.65$$

(0.13)	(0.083)
5.60	3.40

$$\text{KIN1} = 0.36 * \text{Perform.}, \text{Errorvar.} = 0.12, R^2 = 0.52$$

(0.023)	
5.26	

$$\text{KIN2} = 0.36 * \text{Perform.}, \text{Errorvar.} = 0.11, R^2 = 0.54$$

(0.059)	(0.020)
5.99	5.22

$$\text{KIN4} = 0.43 * \text{Perform.}, \text{Errorvar.} = 0.29, R^2 = 0.39$$

(0.085)	(0.052)
5.08	5.58

$$\text{KIN5} = 0.41 * \text{Perform.}, \text{Errorvar.} = 0.087, R^2 = 0.66$$

(0.061)	(0.019)
6.77	4.67

$$\text{KIN6} = 0.40 * \text{Perform.}, \text{Errorvar.} = 0.069, R^2 = 0.70$$

(0.059)	(0.015)
6.77	4.47

$$\text{KIN7} = 0.28 * \text{Perform.}, \text{Errorvar.} = 0.15, R^2 = 0.34$$

(0.059)	(0.027)
4.75	5.65

$$\text{KIN8} = 0.28 * \text{Perform.}, \text{Errorvar.} = 0.16, R^2 = 0.32$$

(0.066)	(0.029)
4.23	5.65

$$\text{KIN10} = 0.31 * \text{Perform.}, \text{Errorvar.} = 0.21, R^2 = 0.31$$

(0.068)	(0.037)
4.49	5.71

$$\text{KPK5} = 0.69 * \text{Car_Pol}, \text{Errorvar.} = 0.66, R^2 = 0.42$$

(0.12)	(0.12)
5.91	5.48

$$\text{KPK6} = 0.58 * \text{Car_Pol}, \text{Errorvar.} = 0.15, R^2 = 0.69$$

(0.069)	(0.034)
8.31	4.37

$$\text{KPK7} = 0.72 * \text{Car_Pol}, \text{Errorvar.} = 0.21, R^2 = 0.71$$

(0.085)	(0.051)
8.49	4.22

$$\text{KPK8} = 0.52 * \text{Car_Pol}, \text{Errorvar.} = 0.18, R^2 = 0.60$$

(0.066)	(0.036)
7.87	4.88

$$\text{KPK9} = 0.36 * \text{Car_Pol}, \text{Errorvar.} = 0.24, R^2 = 0.35$$

(0.068)	(0.043)
5.28	5.61

$$\text{KPK10} = 0.30 * \text{Car_Pol}, \text{Errorvar.} = 0.72, R^2 = 0.11$$

(0.10)	(0.12)
2.86	5.91

$$\text{Error Covariance for MOT6 and MOT4} = -0.10$$

(0.053)
-1.86

$$\text{Error Covariance for MOT7 and MOT3} = -0.07$$

(0.049)
-1.50

$$\text{Error Covariance for MOT7 and MOT6} = 0.066$$

(0.059)
1.13

$$\text{Error Covariance for KIN8 and KIN1} = -0.03$$

(0.014)
-1.91

$$\text{Error Covariance for KIN8 and KIN7} = 0.098$$

(0.024)
4.16

$$\text{Error Covariance for KPK8 and KIN5} = 0.061$$

(0.019)
3.17

$$\text{Error Covariance for KPK10 and MOT7} = 0.26$$

(0.065)
3.94

Structural Equations

$$\text{Motiv} = 0.69 * \text{Car_Pol}, \text{Errorvar.} = 0.53, R^2 = 0.47$$

(0.14)	(0.18)
4.78	2.96

$$\text{Perform} = 0.56 * \text{Motiv}, \text{Errorvar.} = 0.68, R^2 = 0.32$$

(0.15)	(0.21)
3.78	3.27

Reduced Form Equations

$$\text{Motiv} = 0.69 * \text{Car_Pol}, \text{Errorvar.} = 0.53, R^2 = 0.47$$

(0.14)
4.78

$$\text{Perform} = 0.39 * \text{Car_Pol}, \text{Errorvar.} = 0.85, R^2 = 0.15$$

(0.11)
3.51

Correlation Matrix of Independent Variables

Car Pol

1.00

Covariance Matrix of Latent Variables

	Motiv	Perform	Car Pol
	-----	-----	-----
Motiv	1.00		
Perform	0.56	1.00	
Car_Pol	0.69	0.39	1.00

Goodness of Fit Statistics

Degrees of Freedom = 126
 Minimum Fit Function Chi-Square = 176.34 (P = 0.0021)
 Normal Theory Weighted Least Squares Chi-Square = 145.42 (P = 0.11)
 Estimated Non-centrality Parameter (NCP) = 19.42
 90 Percent Confidence Interval for NCP = (0.0 ; 53.47)

Minimum Fit Function Value = 2.45
 Population Discrepancy Function Value (F0) = 0.27
 90 Percent Confidence Interval for F0 = (0.0 ; 0.74)
 Root Mean Square Error of Approximation (RMSEA) = 0.046
 90 Percent Confidence Interval for RMSEA = (0.0 ; 0.077)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.55

Expected Cross-Validation Index (ECVI) = 3.27
 90 Percent Confidence Interval for ECVI = (3.00 ; 3.74)
 ECVI for Saturated Model = 4.75
 ECVI for Independence Model = 11.80

Chi-Square for Independence Model with 153 Degrees of Freedom = 813.47

Independence AIC = 849.47

Model AIC = 235.42

Saturated AIC = 342.00

Independence CAIC = 908.70

Model CAIC = 383.49

Saturated CAIC = 904.67

Normed Fit Index (NFI) = 0.78

Non-Normed Fit Index (NNFI) = 0.91

Parsimony Normed Fit Index (PNFI) = 0.65

Comparative Fit Index (CFI) = 0.92

Incremental Fit Index (IFI) = 0.93

Relative Fit Index (RFI) = 0.74

Critical N (CN) = 68.72

Root Mean Square Residual (RMR) = 0.045

Standardized RMR = 0.089

Goodness of Fit Index (GFI) = 0.82

Adjusted Goodness of Fit Index (AGFI) = 0.75

Parsimony Goodness of Fit Index (PGFI) = 0.60

Standardized Solution

LAMBDA-Y

Motiv Perform

	-----	-----
MOT3	0.65	--
MOT4	0.75	--
MOT6	0.49	--
MOT7	0.73	--
KIN1	--	0.36
KIN2	--	0.36
KIN4	--	0.43
KIN5	--	0.41
KIN6	--	0.40
KIN7	--	0.28
KIN8	--	0.28
KIN10	--	0.31

LAMBDA-X

Car_Pol

KPK5	0.69
KPK6	0.58
KPK7	0.72
KPK8	0.52
KPK9	0.36
KPK10	0.30

BETA

Motiv Perform

	-----	-----
Motiv	--	--
Perform	0.56	--

GAMMA

	Car_Pol
Motiv	0.69
Perform	--

Correlation Matrix of ETA and KSI

	Motiv	Perform	Car_Pol
Motiv	1.00		
Perform	0.56	1.00	
Car_Pol	0.69	0.39	1.00

PSI

Note: This matrix is diagonal.

	Motiv	Perform
	0.53	0.68

Regression Matrix ETA on KSI (Standardized)

	Car_Pol
Motiv	0.69
Perform	0.39

Completely Standardized Solution

LAMBDA-Y

	Motiv	Perform
MOT3	0.73	--
MOT4	0.75	--
MOT6	0.69	--
MOT7	0.81	--
KIN1	--	0.72
KIN2	--	0.74
KIN4	--	0.63
KIN5	--	0.81
KIN6	--	0.84
KIN7	--	0.59
KIN8	--	0.57
KIN10	--	0.55

LAMBDA-X

	Car_Pol
KPK5	0.65

KPK6 0.83
 KPK7 0.84
 KPK8 0.77
 KPK9 0.59
 KPK10 0.33

BETA

	Motiv	Perform
Motiv	--	--
Perform	0.56	--

GAMMA

	Car_Pol
Motiv	0.69
Perform	--

Correlation Matrix of ETA and KSI

	Motiv	Perform	Car_Pol
Motiv	1.00		
Perform	0.56	1.00	
Car_Pol	0.69	0.39	1.00

PSI

Note: This matrix is diagonal.

	Motiv	Perform
Motiv	0.53	0.68

THETA-EPS

	MOT3	MOT4	MOT6	MOT7	KIN1	KIN2
MOT3	0.47					
MOT4	--	0.44				
MOT6	--	-0.14	0.53			
MOT7	-0.09	--	0.10	0.35		
KIN1	--	--	--	--	0.48	
KIN2	--	--	--	--	--	0.46
KIN4	--	--	--	--	--	--
KIN5	--	--	--	--	--	--
KIN6	--	--	--	--	--	--
KIN7	--	--	--	--	--	--
KIN8	--	--	--	--	-0.11	--
KIN10	--	--	--	--	--	--

THETA-EPS

	KIN4	KIN5	KIN6	KIN7	KIN8	KIN10
KIN4	0.61					
KIN5	--	0.34				
KIN6	--	--	0.30			
KIN7	--	--	--	0.66		
KIN8	--	--	--	0.42	0.68	
KIN10	--	--	--	--	--	0.69

THETA-DELTA-EPS

	MOT3	MOT4	MOT6	MOT7	KIN1	KIN2
KPK5	--	--	--	--	--	--
KPK6	--	--	--	--	--	--
KPK7	--	--	--	--	--	--
KPK8	--	--	--	--	--	--
KPK9	--	--	--	--	--	--
KPK10	--	--	--	0.32	--	--

THETA-DELTA-EPS

	KIN4	KIN5	KIN6	KIN7	KIN8	KIN10
KPK5	--	--	--	--	--	--
KPK6	--	--	--	--	--	--
KPK7	--	--	--	--	--	--
KPK8	--	0.18	--	--	--	--
KPK9	--	--	--	--	--	--
KPK10	--	--	--	--	--	--

THETA-DELTA

	KPK5	KPK6	KPK7	KPK8	KPK9	KPK10
	0.58	0.31	0.29	0.40	0.65	0.89

Regression Matrix ETA on KSI (Standardized)

	Car_Pol
Motiv	0.69
Perform	0.39

Time used: 0.140 Seconds

Lampiran 6 : Korelasi antar Dimensi

Correlations Dimensi Pengembangan Karir dengan Dimensi Motivasi

	Individu	Organisasi	Pimpinan	Prestasi	Kekuasaan	Afiliasi
Individu	1	.081	.218	.098	-.036	.041
Pearson Correlation						
Sig. (2-tailed)		.496	.064	.408	.761	.732
N	73	73	73	73	73	73
Organisasi	.081	1	.591**	.649**	.438**	.177
Pearson Correlation						
Sig. (2-tailed)	.496		.000	.000	.000	.133
N	73	73	73	73	73	73
Pimpinan	.218	.591**	1	.536**	.643**	.512
Pearson Correlation						
Sig. (2-tailed)	.064	.000		.000	.000	.000
N	73	73	73	73	73	73
Prestasi	.098	.649**	.536**	1	.685**	.300
Pearson Correlation						
Sig. (2-tailed)	.408	.000	.000		.000	.010
N	73	73	73	73	73	73
Kekuasaan	-.036	.438**	.643**	.685**	1	.297
Pearson Correlation						
Sig. (2-tailed)	.761	.000	.000	.000		.011
N	73	73	73	73	73	73
Afiliasi	.041	.177	.512**	.300	.297	1
Pearson Correlation						
Sig. (2-tailed)	.732	.133	.000	.010	.011	
N	73	73	73	73	73	73

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

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

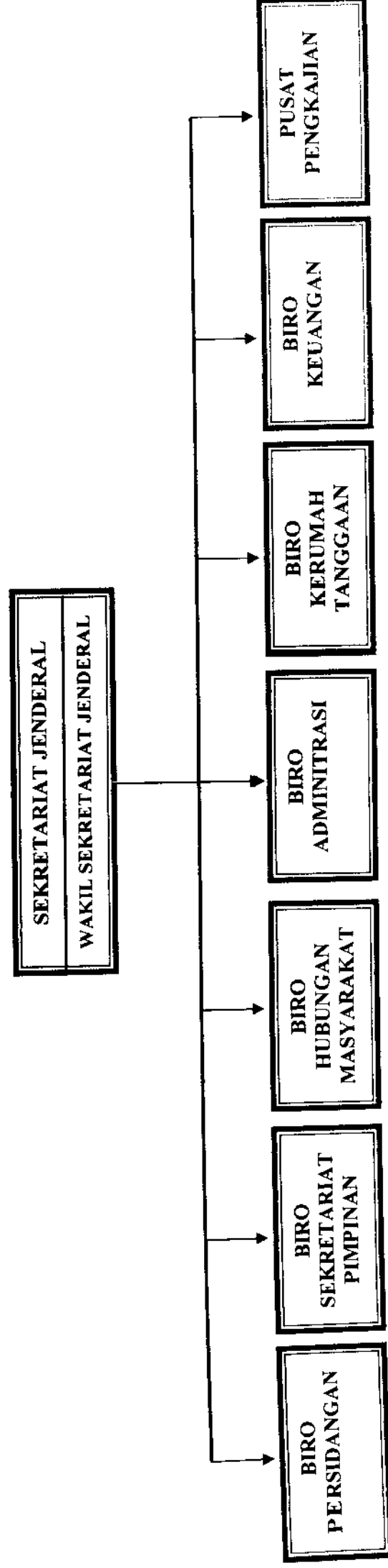
Correlations Dimensi Motivasi dengan Dimensi Kinerja Pegawai

	Prestasi	Kekuasaan	Afiliasi	Kesetiaan	Pkerja	Tanggungjawab	Ketaatan	Kejujuran	Kerjasama	Prakarsa	Keperimpinan
Prestasi	Pearson Correlation Sig. (2-tailed) N	1 .685** 73	.300* .010 73	.462** .000 73	.542** .000 73	.372** .001 73	.455** .000 73	.429** .000 73	.328** .005 73	.175 .138 73	.441** .000 73
Kekuasaan	Pearson Correlation Sig. (2-tailed) N	1 .685** 73	.297* .011 73	.369** .001 73	.402** .000 73	.244* .038 73	.421** .000 73	.370** .001 73	.215 .068 73	.083 .487 73	.276* .018 73
Afiliasi	Pearson Correlation Sig. (2-tailed) N	.300* .010 73	1 .011 73	.159 .180 73	.224 .057 73	.249* .034 73	.176 .137 73	.212 .072 73	.053 .657 73	.349** .002 73	.202 .087 73
Kesetiaan	Pearson Correlation Sig. (2-tailed) N	.462** .000 73	.369** .001 73	1 .180 73	.582** .000 73	.510** .000 73	.537** .000 73	.616** .000 73	.321** .006 73	.120 .313 73	.307** .008 73
Pkerja	Pearson Correlation Sig. (2-tailed) N	.542** .000 73	.402** .000 73	.582** .000 73	1 .000 73	.566** .000 73	.627** .000 73	.548** .000 73	.475** .000 73	.198 .093 73	.335** .004 73
Tanggungjawab	Pearson Correlation Sig. (2-tailed) N	.372** .001 73	.244* .038 73	.510** .000 73	.566** .000 73	1 .000 73	.505** .000 73	.665** .000 73	.503** .000 73	.446** .000 73	.489** .000 73
Ketaatan	Pearson Correlation Sig. (2-tailed) N	.455** .000 73	.421** .000 73	.537** .000 73	.627** .000 73	.505** .000 73	1 .000 73	.710** .000 73	.492** .000 73	.355** .002 73	.426** .000 73
Kejujuran	Pearson Correlation Sig. (2-tailed) N	.429** .000 73	.370** .001 73	.616** .000 73	.548** .000 73	.665** .000 73	.710** .000 73	1 .000 73	.490** .000 73	.256* .029 73	.461** .000 73
Kerjasama	Pearson Correlation Sig. (2-tailed) N	.328** .005 73	.215 .068 73	.321** .006 73	.475** .000 73	.503** .000 73	.492** .000 73	.490** .000 73	1 .000 73	.236* .045 73	.568** .000 73
Prakarsa	Pearson Correlation Sig. (2-tailed) N	.175 .138 73	.083 .487 73	.120 .313 73	.198 .093 73	.446** .000 73	.355** .002 73	.256* .029 73	.236* .045 73	1 .000 73	.439** .000 73
Keperimpinan	Pearson Correlation Sig. (2-tailed) N	.441** .000 73	.276* .018 73	.307** .008 73	.335** .004 73	.489** .000 73	.426** .000 73	.461** .000 73	.568** .000 73	.439** .000 73	1 73

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

Lampiran 7 : Struktur Organisasi

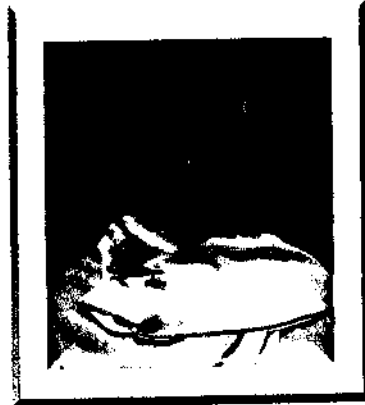
STRUKTUR ORGANISASI SEKRETARIAT JENDERAL MPR RI



Sumber : Sekretariat Jenderal MPR RI (2012)



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