

Lampiran 1 Mapping Penelitian

Tabel Mapping Penelitian Terdahulu

No	Peneliti, Topik/Judul Penelitian	Variabel penelitian	Teknik Analisis	Hasil Penelitian
1	Era Anggriyani, 2016. Pengaruh Iklim Organisasi Terhadap Loyalitas Kerja Karyawan Pada Hotel Bintang Lima Pekanbaru, <i>JOM FISIP</i> Vol. 3 No. 2 – Oktober 2016, 1-12	Iklim Organisasi, Loyalitas Kerja	Regresi berganda	iklim organisasi berpengaruh signifikan terhadap loyalitas kerja karyawan.
2	Onuoha Charity Ekwutosi, Okebaram Sunday Moses, 2013. Internalization of Organizational Culture : A Theoretical Perspective, <i>International Journal of Business Tourism and Applied Sciences</i> Vol. 1 No.2 July-December, 2013, 77-96.	Internalization Organizational, Culture	Regresi berganda	untuk mencapai kontrol melalui budaya organisasi, perlu untuk dapat mempengaruhi (menginternalisasi) proses yang menciptakan, mempertahankan dan mengubah elemen individu dari budaya organisasi
3.	Fitri Afriani, 2017. Pengaruh Keterlibatan Kerja Dan Loyalitas Karyawan Terhadap Kinerja Karyawan (Pada Karyawan Bank Uob Cabang Pekanbaru), <i>Jom Fisip</i> Vol. 4 No. 1 – Februari 2017, 1-14.	Keterlibatan Kerja, Loyalitas Karyawan, Kinerja Karyawan	Regresi Berganda	keterlibatan kerja berpengaruh terhadap kinerja karyawan. loyalitas karyawan berpengaruh terhadap kinerja karyawan.
4.	Darwis A. Yousef (2002), 1” <i>Job Satisfaction as a mediator of the relationship between Role Stressor and Organizational Commitment (a study from an Arabic Cultural Perspective)</i> ” <i>Journal of</i>	<i>Job Satisfaction, relationship, Role Stressor, Organizational Commitment</i>	<i>path analysis</i>	<i>role ambiguity</i> berpengaruh langsung dan negatif terhadap komitmen afektif dan normatif, kepuasan kerja berpengaruh langsung dan positif terhadap komitmen afektif dan

	Management Psychology, Vol.17, No.4, pp.250-266			normatif, serta <i>role conflict</i> dan <i>role ambiguity</i> berpengaruh langsung dan negatif terhadap kepuasan kerja.
5.	Allen, N. J. & Meyer, J. P. (1996). Affective, continuance, and normative commitment to the organization. <i>Journal of Vocational Behavior</i> , 49, 252-276.	Affective, continuance, normative commitment, organization.	Regresi Berganda	Secara mental pekerjaan bersifat menantang tetapi memungkinkan untuk dicapai; Ketertarikan individu terhadap pekerjaan itu sendiri; Pekerjaan yang terlalu membutuhkan kekuatan fisik; Penghargaan untuk yang berkinerja tinggi; Kondisi kerja yang baik; Penghargaan diri yang tinggi; Mendapatkan ketertarikan kerja, gaji, dan promosi, dan membantu meminimalkan konflik dan kesalahpahaman.
6	Locke, A Edwin, 1997. What is Job Satisfaction?. <i>Journal of Organizational Behavior and Human performance</i> , Vol. 4. Pp. 309-336	Job Satisfaction. <i>Organizational Behavior, Human performance</i>	Regresi Berganda	Pengawasan secara baik yang dilakukan oleh stabilitas dari kemampuan memimpin dapat meningkatkan kinerja perorangan individu, yang memiliki tujuan pembelajaran atau <i>learning goal</i> akan mempunyai kinerja lebih baik apabila dibandingkan dengan yang tidak memiliki tujuan pembelajaran.
7	McCook (2002) <i>Organizational and Their Relationship to Job Attitudes, Effort, Performance, and Organizational Citizenships Behavior</i> .	<i>Organizational, Relationship, Job Attitudes, Effort, Performance, and Organizational</i>	Regresi Berganda	kepuasan kerja yang semakin tinggi akan menyebabkan peningkatan dalam kinerja organisasi. Oleh karena itu, keterlibatan dalam suatu pekerjaan akan memberikan dampak komitmen

		<i>Citizenships Behavior.</i>		karyawan terhadap organisasi.
8	Roni Mohamad, 2015. Dampak Budaya Kerja Terhadap Kinerja Karyawan, <i>Jurnal Kebijakan Publik – Edisi XXIV/Januari – Maret/2015</i> , 1-22.	Budaya Kerja Terhadap Kinerja Karyawan	Regresi Berganda	Budaya organisasi merupakan transformasi dari kuat pengaruh yang lebih besar terhadap karyawan dibandingkan budaya yang lemah. Jika memang kuat dan mendukung standar etis yang tinggi budaya itu seharusnya memiliki pengaruh yang sangat kuat dan positif terhadap perilaku karyawan.
9	Andromike Maineldi, Susi Hendriani, Iwan Nauli Daulay, Pengaruh kompensasi dan lingkungan kerja terhadap loyalitas karyawan pada PT. Jatim Jaya Perkasa Kebun Banjar Balam Indragiri Hulu, <i>JOM FEKON</i> Vol. 1 No. 2 Oktober 2014, 1-15.	kompensasi, lingkungan kerja, loyalitas karyawan	Regresi Berganda	karyawan memiliki tingkat loyalitas yang cukup baik terhadap perusahaan. Ini karena karyawan merasa bahwa kompensasi yang mereka terima cukup memuaskan dan lingkungan kerja cukup baik.
10	Agus Tunggal Saputra, I Wayan Bagia, Ni Nyoman Yulianthini, 2016. Pengaruh Kepuasan Kerja Dan Loyalitas Karyawan Terhadap Kinerja Karyawan, <i>Journal Bisma Universitas Pendidikan Ganesha Jurusan Manajemen (Volume 4 Tahun 2016)</i> .	Kepuasan Kerja, Loyalitas Karyawan, Kinerja Karyawan	SEM	kepuasan kerja dan loyalitas karyawan tentang kinerja karyawan, kepuasan kerja terhadap kinerja karyawan, dan loyalitas karyawan terhadap kinerja karyawan, kepuasan kerja terhadap loyalitas karyawan
11	Lydia Gomes Idan Eddy Madiono Sutanto , 2017. Pengaruh Motivasi Kerja Dan Loyalitas Karyawan Terhadap Kinerja Karyawan Di Cv Hartono Flash Surabaya, <i>AGORA</i> Vol. 5, No. 3, (2017), 1-8	Motivasi Kerja, Loyalitas Karyawan, Kinerja Karyawan	Regresi Berganda	motivasi kerja dan loyalitas karyawan secara parsial maupun secara simultan memiliki pengaruh positif dan signifikan terhadap kinerja karyawan

12	Isabel Buil, Eva Martínez, Jorge Matute, 2019. Transformational leadership and employee performance: The role of identification, engagement and proactive personality, <i>International Journal of Hospitality Management</i> 77 (2019) 64–75.	Transformational leadership, employee performance, identification, engagement and proactive personality	Regresi Berganda	identifikasi dan keterlibatan sepenuhnya memediasi hubungan antara kepemimpinan transformasional dan organisasi perilaku kewarganegaraan, sedangkan keterlibatan sebagian memediasi hubungan antara kepemimpinan transformasional dan kinerja pekerjaan
13	Harif Amali Rivai, 2013. Anteseden Komitmen Organisasional Dan Dampaknya Terhadap Kinerja Tugas (<i>Job Performance</i>) Guru. <i>Jurnal Siasat Bisnis</i> Vol. 17 No. 1, Januari 2013 1-16.	Komitmen Organisasional, Kinerja Tugas (<i>Job Performance</i>)	SEM	persepsi yang terdiri dari gaya kepemimpinan partisipatif dan dukungan organisasional berpengaruh signifikan terhadap komitmen organisasional para guru. Komitmen organisasional juga memperlihatkan pengaruh yang signifikan terhadap kinerja tugas para guru. Sementara itu, variable pemberdayaan psikologis tidak berpengaruh signifikan terhadap komitmen organisasional.
14	Anis Eliyana, Dyah Sawitri, Haryo Bramantyo, 2018. Is Job Performance Affected By Job Motivation and Job Satisfaction?. <i>KnE Social Sciences / The 2018 International Conference of Organizational Innovation (ICOI-2018)</i> .	Job Performance, Job Motivation, and Job Satisfaction	Regresi Berganda	motivasi kerja dan kepuasan kerja tidak memiliki pengaruh yang signifikan terhadap kinerja karyawan, tetapi tidak memiliki pengaruh yang signifikan terhadap komitmen organisasi. Ditemukan juga bahwa komitmen organisasi memiliki pengaruh yang signifikan terhadap kinerja karyawan. Ini berarti bahwa komitmen organisasi adalah mediasi

				penuh dalam model kerangka kerja konseptual ini.
15	Monica Amani Ihdaryanti dan Mutiara S. Panggabean, 2014. Pengaruh High Performance Work Practice(Hpwp) Terhadap Job Performance Padafrontliner Bank. <i>Jurnal Manajemen dan Pemasaran Jasa</i> Volume 7, No.2 Tahun 2014.	High Performance, Work Practice(Hpwp), Job Performance	Regresi Berganda	bahwa HPWP memiliki pengaruh dengan Kepuasan Kerja, tidak ada korelasi positif antara HPWP dengan Organisasi. Komitmen; ada corelasi positif Kepuasan Kerja dengan Komitmen Organisasi; ada korelasi positif Kepuasan Kerja dengan kinerja Pekerjaan; ada korelasi positif Komitmen Organisasi dengan Prestasi Kerja.
16	Aida Nur Mohd Kodri, The Relationship Between Service Qualities Towards Customer Satisfaction At Pertubuhan Peladang Negeri Selangor. <i>Internatonal Conference on Accountng, Management, Economics, and Social Sciences, ICAMESS 2016</i> , 1-7.	Service Qualities, Towards Customer Satisfaction At Pertubuhan Peladang Negeri Selangor. <i>Internatonal Conference on Accountng, Management, Economics, and Social Sciences, ICAMESS 2016</i> , 1-7.	Regresi Berganda	kepribadian proaktif memperkuat pengaruh kepemimpinan identifikasi dan keterlibatan. Studi ini memberikan informasi untuk manajer hotel tentang mengapa dan apa keadaan karyawan melakukan apa yang mereka lakukan.
17	Maria Karanika_Murray, Nikita Duncan, Halley M Pontes, Mark D Griffiths, 2015. Organizational identification, work	Organizational identification, work engagement, and job	kualitatif	Hasil ini diperoleh memberikan wawasan berharga tentang efek identifikasi organisasi dan mengatasi

	engagement, and job satisfaction. <i>Journal of Managerial Psychology</i> , September 2015, 30(8):1-17	satisfaction.		beberapa kesenjangan dalam memahami identitas sosial sebagai konteks untuk perilaku kerja. Implikasi teoritis dan praktis untuk memperkuat keterlibatan karyawan dan meningkatkan identifikasi organisasi dibahas.
18	Edip Sabahattin Mete, Alptekin Sökmen, Yunus Biyik, 2016. The Relationship between Organizational Commitment, Organizational Identification, Person-Organization Fit and Job Satisfaction: A Research on IT Employees. <i>International Review of Management and Business Research</i> Vol. 5 Issue.3. September 2016, 870-901	Organizational Commitment, Organizational Identification, Person-Organization Fit and Job Satisfaction	Regresi Berganda	Manajer TI dapat menggunakan informasi ini untuk meningkatkan komitmen organisasi karyawan dan kepuasan kerja dengan mempertimbangkan kecocokan orang-organisasi, dan identifikasi organisasi saat membuat tugas proyek dan keputusan desain pekerjaan / pekerjaan.
19	Soon Dong Ming (2001), The Effect Of Leadership Style and Employee's Commitment Toward Employee's Performance	Leadership Style, Employee's Commitment, Employee's Performance	Regresi Berganda	Manager Jepang memiliki skor yang lebih tinggi pada gaya kepemimpinan dan komitmen terhadap kinerja karyawan. Manager Korea Selatan memiliki komitmen karyawan terhadap perusahaan lebih tinggi dari pada manager Jepang
20	Ahmad, A. (2018), "The relationship among job characteristics organizational commitment and employee turnover intentions", <i>Journal of Work-Applied Management</i> , Vol. 10 No. 1, pp. 74-92	job characteristics organizational, commitment, employee turnover intentions	SEM	Korelasi karakteristik ekstrinsik pekerjaan yang relatif kuat dapat dikaitkan dengan fakta bahwa para profesional umumnya memiliki kendali terbatas atas faktor-faktor ekstrinsik dan memiliki tingkat kontrol

				yang tinggi terhadap unsur-unsur intrinsik. Oleh karena itu, persepsi mereka tentang pekerjaan sangat tergantung pada tingkat kepuasan dengan faktor ekstrinsik
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Lampiran 2 Kuesioner**KUESIONER**

Pengaruh *internalization at work* dan *organization identification* terhadap *voluntary involved in work*, *loyalty* dan dampaknya pada *employee job performance* transportasi laut di Sulawesi Selatan
(di isi oleh Pegawai)

Kami mohon dengan sangat hormat kesediaan bapak/ibu untuk mengisi kuesioner ini. Pengisian kuesioner ini semata-mata untuk tujuan ilmiah dan pengembangan ilmu pengetahuan, semua jawaban dan pendapat saudara akan dirahasiakan oleh peneliti.

Petunjuk Pengisian:

Pilihlah jawaban yang saudara anggap paling memenuhi persepsi saudara, dan berilah tanda *thick mark* (√) pada jawaban yang sesuai di kolom yang telah di sediakan

1. Sangat tidak setuju (STS)
2. Tidak setuju (TS)
3. Netral (N)
4. Setuju (S)
5. Sangat setuju (SS)

IDENTITAS RESPONDEN:

- a. Nama : (boleh tidak diisi)
- b. Jenis kelamin : 1. Pria 2. Wanita
- c. Umur :Tahun
- d. Masa Kerja Pegawai :
- e. Pendidikan :

No	PERTANYAAN	STS	TS	N	S	SS
I. Variabel Identifikasi organisasi						
a. Consistency		STS	TS	N	S	SS
1.	Organisasi selalu konsisten dengan sasaran yang akan dicapai, tidak boleh menghadirkan sasaran dan kebijakan yang tidak konsisten					

2.	Organisasi selalu konsisten dengan kebijakan yang diambil					
b. Consonance						
3.	Strategi organisasi adalah merepresentasikan tanggapan yang disesuaikan dengan lingkungan eksternal					
4.	Strategi organisasi adalah merepresentasikan tanggapan yang disesuaikan dengan perubahan-perubahan penting yang mungkin terjadi					
c. Advantage						
5.	Pimpinan membuat strategi yang memberikan peluang bagi terjadinya pembuatan keunggulan kompetitif organisasi					
6.	Pimpinan membuat strategi untuk memelihara keunggulan kompetitif organisasi					
d. Feasibility						
7.	Strategi organisasi adalah bahwa menggunakan sumber daya tidak secara berlebihan					
8.	Strategi organisasi adalah bahwa tidak boleh menghadirkan persoalan – persoalan baru yang tidak terpecahkan					
II. Variabel <i>Internalization At Work</i>						
a. transformasi nilai						
9.	Pimpinan menginformasikan nilai-nilai baik, yang seharusnya dilakukan pegawai					
10.	Pimpinan menginformasikan nilai-nilai yang tidak baik, yang seharusnya tidak dilakukan pegawai					
b. transaksi nilai						
11.	Pimpinan melakukan komunikasi dua arah tentang nilai-nilai baik yang ada di tempat kerja					
12.	Interaksi tentang nilai-nilai ditempat kerja, antara pimpinan dan bawahan berlangsung dua arah					
c. transinternalisasi						
13.	Pimpinan mengkomunikasikan bagaimana sikapmental pegawai yang baik					

14	Pimpinan berusaha memberi pengertian bagaimana menjadi pribadi yang baik.					
III. Variabel <i>Voluntary Involved In Work</i>						
a. Sukarela		STS	TS	N	S	SS
15.	Pegawai melakukan tugas tanpa mengharapkan imbalan					
16.	Pegawai memberikan waktunya tanpa mengharapkan imbalan					
b. Baik hati						
17.	Pegawai tidak mementingkan diri sendiri					
18.	Pegawai melakukan tugasnya untuk kepentingan bersama					
c. Suka menolong						
19.	Suka memberikan bantuan kepada seseorang yang membutuhkan pertolongan					
20.	Suka memberikan bantuan kepada suatu kelompok yang membutuhkan pertolongan					
IV. Variabel <i>Employee Loyalty</i>						
a. Ketaatan atau kepatuhan		STS	TS	N	S	SS
21	Pegawai sanggup untuk mentaati segala peraturan yang berlaku di organisasi.					
22	Menaati perintah yang diberikan atasan yang berwenang, serta sanggup tidak melanggar larangan yang ditentukan.					
b. Tanggung jawab						
23	Sanggup menyelesaikan pekerjaan yang diserahkan kepadanya dengan baik, tepat.					
24	Berani mengambil resiko untuk keputusan yang dibuat atau tindakan yang dilakukan.					
c. Pengabdian						
25.	Memberikan sumbangan pemikiran secara ikhlas kepada organisasi					
26.	Memberikan sumbangan tenaga secara ikhlas kepada					

	organisasi					
d. Kejujuran						
27.	Dalam bekerja tidak menyalahgunakan wewenang yang ada padanya					
28.	Pegawai melaporkan hasil pekerjaannya kepada atasan					
IV. Variabel <i>Employee Job Performance</i>						
a. Kualitas Hasil Kerja		STS	TS	N	S	SS
29	Dalam menyelesaikan pekerjaan memperhatikan kualitas dan petunjuk teknis					
30	Dalam menyelesaikan pekerjaan berdasarkan standar kualitas yang ditetapkan pimpinan					
b. Ketepatan Waktu Kerja						
31	Menyelesaikan pekerjaan berdasarkan waktu yang ditetapkan					
32	Menyelesaikan pekerjaan dengan lancar.					
c. Kuantitas Hasil Kerja						
33	Menyelesaikan pekerjaan berdasarkan target kualitas yang ditetapkan					
34	Mencapai hasil pekerjaan diatas target kuantitas yang sudah ditetapkan					

*Atas segala partisipasi yang telah saudara berikan diucapkan terimakasih,
semoga bermanfaat bagi perkembangan ilmu pengetahuan.*

Lampiran 3. Bio Data Responden

Statistics

		Jenis Kelamin	Umur	Pendidikan akhir	masa kerja
N	Valid	194	194	194	194
	Missing	0	0	0	0

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	126	64.9	64.9	64.9
	2	68	35.1	35.1	100.0
	Total	194	100.0	100.0	

Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	23	1	.5	.5	.5
	24	4	2.1	2.1	2.6
	25	7	3.6	3.6	6.2
	26	9	4.6	4.6	10.8
	27	8	4.1	4.1	14.9
	28	10	5.2	5.2	20.1
	29	9	4.6	4.6	24.7
	30	7	3.6	3.6	28.4
	31	1	.5	.5	28.9
	32	9	4.6	4.6	33.5
	33	4	2.1	2.1	35.6
	34	20	10.3	10.3	45.9
	35	37	19.1	19.1	64.9
	36	17	8.8	8.8	73.7
	37	7	3.6	3.6	77.3
	38	7	3.6	3.6	80.9
	39	1	.5	.5	81.4
	40	11	5.7	5.7	87.1
	41	1	.5	.5	87.6
	42	2	1.0	1.0	88.7
	43	1	.5	.5	89.2
	44	1	.5	.5	89.7
	45	10	5.2	5.2	94.8
47	4	2.1	2.1	96.9	
48	2	1.0	1.0	97.9	
50	4	2.1	2.1	100.0	
Total	194	100.0	100.0		

Pendidikan akhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	95	49.0	49.0	49.0
	2	56	28.9	28.9	77.8
	3	43	22.2	22.2	100.0
	Total	194	100.0	100.0	

masa kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	21	10.8	10.8	10.8
	2	60	30.9	30.9	41.8
	3	83	42.8	42.8	84.5
	4	30	15.5	15.5	100.0
	Total	194	100.0	100.0	

Lampiran 4 . Validitas dan Reliabilitas

Correlations

		x1	x2	x1.1
x1	Pearson Correlation	1	.437*	.896**
	Sig. (2-tailed)		.016	.000
	N	30	30	30
x2	Pearson Correlation	.437*	1	.790**
	Sig. (2-tailed)	.016		.000
	N	30	30	30
x1.1	Pearson Correlation	.896**	.790**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

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

Correlations

		x3	x4	x1.2
x3	Pearson Correlation	1	.583**	.866**
	Sig. (2-tailed)		.001	.000
	N	30	30	30
x4	Pearson Correlation	.583**	1	.911**
	Sig. (2-tailed)	.001		.000
	N	30	30	30
x1.2	Pearson Correlation	.866**	.911**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

		x5	x6	x1.3
x5	Pearson Correlation	1	.321	.739**
	Sig. (2-tailed)		.084	.000
	N	30	30	30
x6	Pearson Correlation	.321	1	.875**
	Sig. (2-tailed)	.084		.000
	N	30	30	30
x1.3	Pearson Correlation	.739**	.875**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

		x7	x8	x1.4
x7	Pearson Correlation	1	.457*	.895**
	Sig. (2-tailed)		.011	.000
	N	30	30	30

x8	Pearson Correlation	.457 [*]	1	.805 ^{**}
	Sig. (2-tailed)	.011		.000
	N	30	30	30
x1.4	Pearson Correlation	.895 ^{**}	.805 ^{**}	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

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

Correlations

		x9	x10	x2.1
x9	Pearson Correlation	1	.658 ^{**}	.893 ^{**}
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x10	Pearson Correlation	.658 ^{**}	1	.927 ^{**}
	Sig. (2-tailed)	.000		.000
	N	30	30	30
x2.1	Pearson Correlation	.893 ^{**}	.927 ^{**}	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

		x11	x12	x2.2
x11	Pearson Correlation	1	.367 [*]	.734 ^{**}
	Sig. (2-tailed)		.046	.000
	N	30	30	30
x12	Pearson Correlation	.367 [*]	1	.901 ^{**}
	Sig. (2-tailed)	.046		.000
	N	30	30	30
x2.2	Pearson Correlation	.734 ^{**}	.901 ^{**}	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

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

Correlations

		x13	x14	x2.3
x13	Pearson Correlation	1	.653 ^{**}	.884 ^{**}
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x14	Pearson Correlation	.653 ^{**}	1	.932 ^{**}
	Sig. (2-tailed)	.000		.000
	N	30	30	30
x2.3	Pearson Correlation	.884 ^{**}	.932 ^{**}	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

		x15	x16	z1.1
x15	Pearson Correlation	1	.671**	.895**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x16	Pearson Correlation	.671**	1	.931**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
z1.1	Pearson Correlation	.895**	.931**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

		x17	x18	z1.2
x17	Pearson Correlation	1	.002	.643**
	Sig. (2-tailed)		.992	.000
	N	30	30	30
x18	Pearson Correlation	.002	1	.841**
	Sig. (2-tailed)	.992		.000
	N	30	30	30
z1.2	Pearson Correlation	.643**	.841**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

		x19	x20	z1.3
x19	Pearson Correlation	1	.014	.791**
	Sig. (2-tailed)		.941	.000
	N	30	30	30
x20	Pearson Correlation	.014	1	.622**
	Sig. (2-tailed)	.941		.000
	N	30	30	30
z1.3	Pearson Correlation	.791**	.622**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

		x21	x22	z2.1
x21	Pearson Correlation	1	.381*	.747**
	Sig. (2-tailed)		.038	.000

	N	30	30	30
x22	Pearson Correlation	.381*	1	.899**
	Sig. (2-tailed)	.038		.000
	N	30	30	30
z2.1	Pearson Correlation	.747**	.899**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

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

Correlations

		x23	x24	z2.2
x23	Pearson Correlation	1	.032	.766**
	Sig. (2-tailed)		.868	.000
	N	30	30	30
x24	Pearson Correlation	.032	1	.666**
	Sig. (2-tailed)	.868		.000
	N	30	30	30
z2.2	Pearson Correlation	.766**	.666**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

		x25	x26	z2.3
x25	Pearson Correlation	1	-.009	.773**
	Sig. (2-tailed)		.962	.000
	N	30	30	30
x26	Pearson Correlation	-.009	1	.627**
	Sig. (2-tailed)	.962		.000
	N	30	30	30
z2.3	Pearson Correlation	.773**	.627**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

		x27	x28	z2.4
x27	Pearson Correlation	1	.035	.814**
	Sig. (2-tailed)		.855	.000
	N	30	30	30
x28	Pearson Correlation	.035	1	.609**
	Sig. (2-tailed)	.855		.000
	N	30	30	30
z2.4	Pearson Correlation	.814**	.609**	1

	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

		x29	x30	y1
x29	Pearson Correlation	1	-.095	.734**
	Sig. (2-tailed)		.619	.000
	N	30	30	30
x30	Pearson Correlation	-.095	1	.607**
	Sig. (2-tailed)	.619		.000
	N	30	30	30
y1	Pearson Correlation	.734**	.607**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

		x31	x32	y2
x31	Pearson Correlation	1	.151	.602**
	Sig. (2-tailed)		.425	.000
	N	30	30	30
x32	Pearson Correlation	.151	1	.881**
	Sig. (2-tailed)	.425		.000
	N	30	30	30
y2	Pearson Correlation	.602**	.881**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

		x33	x34	y3
x33	Pearson Correlation	1	-.047	.635**
	Sig. (2-tailed)		.805	.000
	N	30	30	30
x34	Pearson Correlation	-.047	1	.741**
	Sig. (2-tailed)	.805		.000
	N	30	30	30
y3	Pearson Correlation	.635**	.741**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Reliability**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.674	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1.1	11.9000	3.248	.454	.610
x1.2	11.9500	2.885	.626	.480
x1.3	11.7667	3.426	.670	.498
x1.4	11.8833	4.219	.170	.782

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.602	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x2.1	7.9667	1.447	.402	.245
x2.2	7.7833	1.770	.462	.219
x2.3	8.1167	1.857	.151	.698

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.639	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
z1.1	7.7333	1.220	.328	.820
z1.2	7.8333	1.695	.481	.529
z1.3	7.9000	1.421	.641	.316

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.775	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
z2.1	11.2667	1.944	.822	.577
z2.2	11.6167	2.150	.558	.743
z2.3	11.0167	3.095	.339	.822
z2.4	11.3500	2.365	.643	.689

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.754	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y1	7.2944	1.068	.199	.488
y2	7.3333	1.109	.196	.487
y3	7.2944	1.083	.168	.562

Lampiran 5. Descriptives Variables

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
x1.1	194	1.00	5.00	4.0740	.67436
x1.2	194	1.00	5.00	3.8520	.82029
x1.3	194	1.50	5.00	3.9133	.75964
x1.4	194	1.00	5.00	3.7908	.91406
Valid N (listwise)	194				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
x2.1	194	1.00	5.00	4.0306	.75044
x2.2	194	1.00	5.00	3.8673	.80080
x2.3	194	1.00	5.00	3.7423	.92470
Valid N (listwise)	194				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
z1.1	194	1.00	5.00	3.7883	.79892
z1.2	194	1.00	5.00	3.5740	.88919
z1.3	194	1.00	5.00	3.6888	.78124
Valid N (listwise)	194				

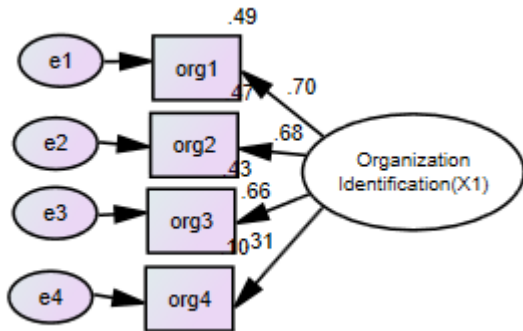
Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
z2.1	194	1.00	5.00	3.6684	.74574
z2.2	194	1.00	5.00	3.7857	.76292
z2.3	194	2.00	5.00	3.6862	.69964
z2.4	194	1.50	5.00	3.8418	.61016
Valid N (listwise)	194				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
y1	194	1.00	5.00	3.7628	.71690
y2	194	1.50	5.00	3.7066	.69489
y3	194	1.50	5.00	3.8495	.76396
Valid N (listwise)	194				

Lampiran 6. Loading factor

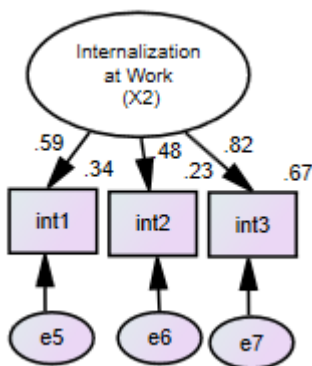


Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
org3 <--- Organiz	.853	.130	6.585	***	par_1
org1 <--- Organiz	1.000				
org2 <--- Organiz	.803	.100	8.055	***	par_2
org4 <--- Organiz	.421	.117	3.586	***	par_3

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

	Estimate
org3 <--- Organiz	.658
org1 <--- Organiz	.702
org2 <--- Organiz	.683
org4 <--- Organiz	.308



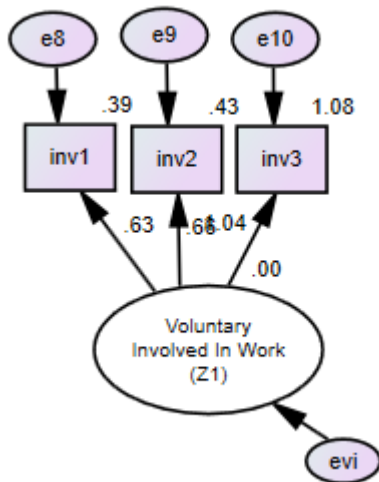
Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
int3 <--- Internaliz	1.763	.355	4.966	***	par_1

	Estimate	S.E.	C.R.	P	Label
int2 <--- Internaliz	.911	.159	5.737	***	par_2
int1 <--- Internaliz	1.000				

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

	Estimate
int3 <--- Internaliz	.819
int2 <--- Internaliz	.479
int1 <--- Internaliz	.585

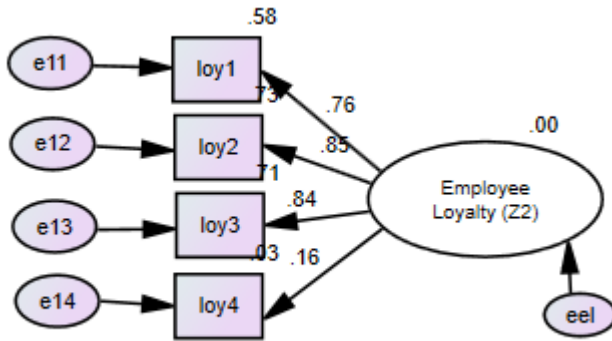


Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
inv3 <--- Voluntary	2.236	.636	3.517	***	par_1
inv1 <--- Voluntary	1.000				
inv2 <--- Voluntary	.866	.120	7.240	***	par_2

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

	Estimate
inv3 <--- Voluntary	.966
inv1 <--- Voluntary	.404
inv2 <--- Voluntary	.423

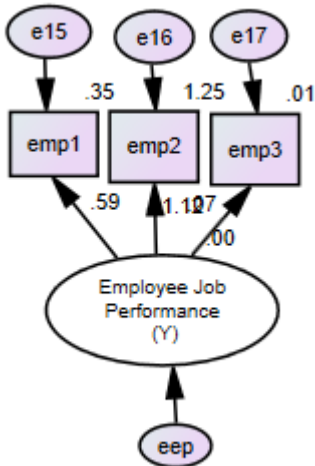


Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
loy2 <--- Loyalty	1.278	.098	12.981	***	par_1
loy1 <--- Loyalty	1.000				
loy3 <--- Loyalty	1.054	.081	12.933	***	par_2
loy4 <--- Loyalty	.440	.100	2.396	***	par_3

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

	Estimate
loy2 <--- Loyalty	.854
loy1 <--- Loyalty	.762
loy3 <--- Loyalty	.843
loy4 <--- Loyalty	.459



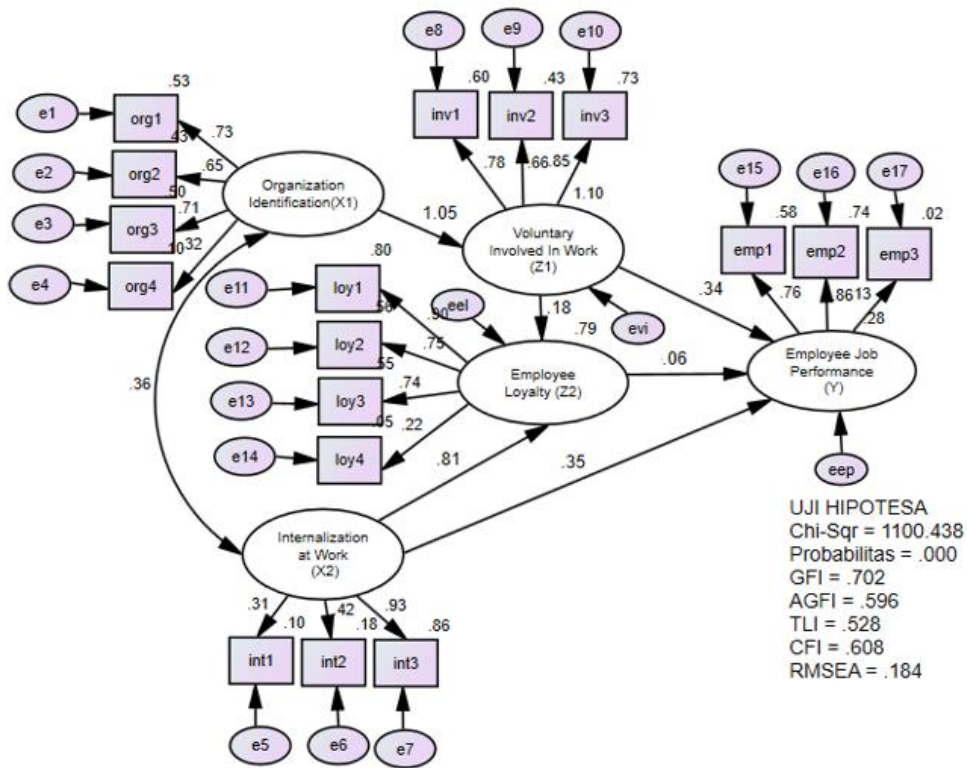
Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
emp2 <--- Peformance	1.743	.099	8.918	***	par_1
emp1 <--- Peformance	1.000				
emp3 <--- Peformance	.444	.109	3.322	***	par_2

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

	Estimate
emp2 <--- Peformance	.917
emp1 <--- Peformance	.590
emp3 <--- Peformance	.374

Lampiran 7 Analysis Summary proposed Model



Analysis Summary

Date and Time

Date: Sunday, September 6, 2020

Time: 11:37:04 AM

Title

PENGARUH INTERNALIZATION AT WORK DAN ORGANIZATION IDENTIFICATION TERHADAP VOLUNTARY INVOLVED IN WORK, LOYALTY DAN DAMPAKNYA PADA EMPLOYEE JOB PERFORMANCE TRANSPORTASI LAUT DI SULAWESI SELATAN

Notes for Group (Group number 1)

The model is recursive.

Sample size = 194

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

int3

emp3

emp2

emp1

int1
 loy1
 loy2
 loy3
 loy4
 int2
 inv3
 inv2
 inv1
 org1
 org2
 org3
 org4
 Unobserved, endogenous variables
 Performance
 Voluntary
 Loyalty
 Unobserved, exogenous variables
 e7
 Internaliz
 e17
 e16
 e15
 e5
 e11
 e12
 e13
 e14
 eep
 e6
 e8
 e10
 e9
 e1
 e2
 e3
 e4
 evi
 ekc
 Organiz
Variable counts (Group number 1)
 Number of variables in your model: 42
 Number of observed variables: 17

Number of unobserved variables: 25

Number of exogenous variables: 22

Number of endogenous variables: 20

Parameter Summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	25	0	1	0	0	26
Labeled	0	0	0	0	0	0
Unlabeled	18	1	21	0	0	40
Total	43	1	22	0	0	66

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
org4	1.000	5.000	-.729	-4.799	.379	1.248
org3	1.000	5.000	-1.045	-6.881	1.551	5.105
org2	1.000	5.000	-.664	-4.374	.899	2.958
org1	1.000	5.000	-.433	-2.850	-.512	-1.686
inv1	1.000	5.000	-.679	-4.472	-.081	-.266
inv2	1.000	5.000	-.758	-4.988	.321	1.057
inv3	2.000	5.000	-.715	-4.704	.424	1.395
int2	1.000	5.000	-.652	-4.290	.484	1.592
loy4	1.000	5.000	-.690	-4.539	.577	1.899
loy3	1.000	5.000	-.958	-6.306	2.170	7.143
loy2	1.000	5.000	-.879	-5.787	1.460	4.805
loy1	1.500	5.000	-.628	-4.134	.560	1.843
int1	2.000	5.000	-.303	-1.994	.231	.760
emp1	1.000	5.000	-.445	-2.930	-.243	-.801
emp2	1.000	5.000	-.425	-2.795	.134	.440
emp3	1.000	5.000	-.971	-6.392	.564	1.856
int3	1.000	5.000	-.917	-6.039	1.246	4.102
Multivariate					115.051	36.495

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

Observation number	Mahalanobis d-squared	p1	p2
43	81.399	.000	.000
6	70.897	.000	.000
167	63.314	.000	.000
54	54.630	.000	.000
193	53.952	.000	.000
16	52.502	.000	.000
140	48.202	.000	.000

Observation number	Mahalanobis d-squared	p1	p2
240	46.774	.000	.000
180	45.442	.000	.000
93	42.709	.001	.000
56	42.088	.001	.000
100	40.985	.001	.000
37	40.333	.001	.000
189	39.654	.001	.000
96	38.388	.002	.000
116	37.651	.003	.000
33	36.147	.004	.000
46	36.001	.005	.000
97	35.339	.006	.000
145	34.615	.007	.000
63	34.491	.007	.000
11	34.166	.008	.000
4	33.949	.009	.000
25	33.861	.009	.000
178	33.697	.009	.000
103	33.096	.011	.000
81	32.254	.014	.000
89	31.653	.017	.000
28	31.013	.020	.000
14	30.795	.021	.000
245	30.446	.023	.000
10	30.035	.026	.000
76	29.968	.027	.000
69	29.358	.031	.000
138	29.167	.033	.000
230	28.723	.037	.000
62	28.601	.038	.000
161	28.567	.039	.000
132	28.505	.039	.000
72	28.318	.041	.000
20	27.772	.048	.000
238	27.645	.049	.000
232	27.351	.053	.000
170	26.994	.058	.000
130	26.936	.059	.000

Observation number	Mahalanobis d-squared	p1	p2
26	26.373	.068	.000
176	26.282	.069	.000
1	26.032	.074	.000
88	25.931	.076	.000
5	25.165	.091	.000
29	25.043	.094	.000
102	24.838	.098	.000
169	24.735	.101	.000
123	24.488	.107	.000
234	24.121	.116	.000
13	23.638	.130	.000
188	23.635	.130	.000
95	23.617	.130	.000
165	23.571	.132	.000
12	23.044	.148	.000
22	22.669	.160	.001
223	22.657	.161	.001
228	22.418	.169	.002
129	22.413	.169	.001
134	22.226	.176	.002
31	21.909	.188	.005
39	21.909	.188	.004
204	21.822	.192	.004
182	21.625	.200	.006
244	21.513	.204	.007
104	21.197	.218	.020
252	21.011	.226	.031
21	20.164	.266	.316
86	20.109	.269	.303
75	20.054	.271	.290
128	20.003	.274	.275
113	19.939	.277	.270
152	19.749	.287	.347
216	19.616	.294	.391
149	19.576	.297	.369
249	19.576	.297	.319
15	19.508	.300	.318
229	19.483	.302	.287

Observation number	Mahalanobis d-squared	p1	p2
30	19.299	.312	.368
87	18.604	.352	.816
246	18.585	.353	.791
110	18.543	.355	.777
181	18.272	.372	.881
186	17.997	.389	.947
203	17.996	.389	.932
117	17.883	.396	.945
90	17.820	.400	.945
98	17.725	.406	.952
166	17.712	.407	.942
82	17.687	.409	.932
196	17.641	.412	.928
235	17.471	.423	.955
111	17.205	.441	.984
163	17.125	.446	.986
8	16.713	.474	.998

Sample Moments (Group number 1)**Sample Covariances (Group number 1)**

Condition number = 51.898

Eigenvalues

3.760 1.347 1.234 1.067 .679 .556 .379 .308 .298 .273 .210 .179 .144 .121 .102 .088 .072

Determinant of sample covariance matrix = .010

Sample Correlations (Group number 1)

Condition number = 60.755

Eigenvalues

5.942 2.344 1.822 1.344 1.042 .765 .700 .526 .525 .444 .350 .304 .259 .206 .175 .156 .098

Estimates (Group number 1 - Default model)**Scalar Estimates (Group number 1 - Default model)****Generalized Least Square Estimation****Regression Weights: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
Voluntary <--- Organiz	1.085	.090	12.081	***	par_19
Loyalty <--- Voluntary	.157	.052	2.993	.003	par_12
Loyalty <--- Internaliz	1.495	.307	4.870	***	par_13
Peformance <--- Loyalty	.061	.260	.235	.814	par_7
Peformance <--- Voluntary	.310	.081	3.822	***	par_11

		Estimate	S.E.	C.R.	P	Label
Peformance	<--- Internaliz	.673	.473	1.421	.155	par_14
int3	<--- Internaliz	2.294	.484	4.736	***	par_1
inv3	<--- Voluntary	.835	.066	12.713	***	par_2
inv2	<--- Voluntary	.868	.091	9.525	***	par_3
loy2	<--- Loyalty	.955	.072	13.274	***	par_4
loy1	<--- Loyalty	1.000				
int1	<--- Internaliz	1.000				
emp2	<--- Peformance	1.043	.125	8.373	***	par_5
emp1	<--- Peformance	1.000				
emp3	<--- Peformance	.195	.105	1.856	.063	par_6
loy3	<--- Loyalty	.788	.060	13.062	***	par_8
loy4	<--- Loyalty	.287	.084	3.419	***	par_9
inv1	<--- Voluntary	1.000				
int2	<--- Internaliz	.916	.219	4.192	***	par_10
org4	<--- Organiz	.420	.087	4.823	***	par_15
org3	<--- Organiz	.886	.084	10.598	***	par_17
org2	<--- Organiz	.741	.076	9.769	***	par_18
org1	<--- Organiz	1.000				

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

		Estimate
Voluntary	<--- Organiz	1.048
Loyalty	<--- Voluntary	.176
Loyalty	<--- Internaliz	.807
Peformance	<--- Loyalty	.059
Peformance	<--- Voluntary	.338
Peformance	<--- Internaliz	.352
int3	<--- Internaliz	.927
inv3	<--- Voluntary	.852
inv2	<--- Voluntary	.659
loy2	<--- Loyalty	.750
loy1	<--- Loyalty	.896
int1	<--- Internaliz	.313
emp2	<--- Peformance	.860
emp1	<--- Peformance	.760
emp3	<--- Peformance	.129
loy3	<--- Loyalty	.741
loy4	<--- Loyalty	.222
inv1	<--- Voluntary	.776

			Estimate
int2	<---	Internaliz	.419
org4	<---	Organiz	.320
org3	<---	Organiz	.709
org2	<---	Organiz	.654
org1	<---	Organiz	.729

Covariances: (Group number 1 - Default model)

		Estimate	S.E.	C.R.	P	Label
Internaliz	<--> Organiz	.079	.024	3.346	***	par_16

Correlations: (Group number 1 - Default model)

		Estimate
Internaliz	<--> Organiz	.359

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Internaliz	.109	.043	2.512	.012	par_20
Organiz	.440	.069	6.348	***	par_21
evi	-.046	.029	-1.571	.116	par_22
ekc	.079	.031	2.576	.010	par_23
eep	.288	.050	5.712	***	par_24
e5	1.000				
e7	.093	.061	1.523	.128	par_25
e17	.900	.079	11.330	***	par_26
e16	.152	.048	3.147	.002	par_27
e15	.291	.049	5.937	***	par_28
e11	.092	.017	5.466	***	par_29
e12	.265	.030	8.862	***	par_30
e13	.191	.021	9.005	***	par_31
e14	.591	.052	11.298	***	par_32
e6	.429	.039	11.032	***	par_33
e8	.311	.037	8.511	***	par_34
e10	.124	.021	5.853	***	par_35
e9	.462	.049	9.405	***	par_36
e1	.388	.043	9.056	***	par_37
e2	.323	.032	10.207	***	par_38
e3	.341	.034	10.101	***	par_39
e4	.680	.061	11.243	***	par_40

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

	Estimate
Voluntary	1.097
Loyalty	.789
Peformance	.275
org4	.102
org3	.503
org2	.428
org1	.531
inv1	.603
inv2	.434
inv3	.726
int2	.176
loy4	.049
loy3	.549
loy2	.562
loy1	.803
int1	.098
emp1	.577
emp2	.739
emp3	.017
int3	.860

Standardized Total Effects (Group number 1 - Default model)

	Organiz	Internaliz	Voluntary	Loyalty	Peformance
Voluntary	1.048	.000	.000	.000	.000
Loyalty	.185	.807	.176	.000	.000
Peformance	.343	.304	.327	-.059	.000
org4	.320	.000	.000	.000	.000
org3	.709	.000	.000	.000	.000
org2	.654	.000	.000	.000	.000
org1	.729	.000	.000	.000	.000
inv1	.813	.000	.776	.000	.000
inv2	.690	.000	.659	.000	.000
inv3	.892	.000	.852	.000	.000
int2	.000	.419	.000	.000	.000
loy4	.041	.179	.039	.222	.000
loy3	.137	.598	.131	.741	.000
loy2	.138	.605	.132	.750	.000

	Organiz	Internaliz	Voluntary	Loyalty	Peformance
loy1	.165	.723	.158	.896	.000
int1	.000	.313	.000	.000	.000
emp1	.260	.231	.249	-.045	.760
emp2	.295	.262	.281	-.051	.860
emp3	.044	.039	.042	-.008	.129
int3	.000	.927	.000	.000	.000

Standardized Direct Effects (Group number 1 - Default model)

	Organiz	Internaliz	Voluntary	Loyalty	Peformance
Voluntary	1.048	.000	.000	.000	.000
Loyalty	.000	.807	.176	.000	.000
Peformance	.000	.352	.338	-.059	.000
org4	.320	.000	.000	.000	.000
org3	.709	.000	.000	.000	.000
org2	.654	.000	.000	.000	.000
org1	.729	.000	.000	.000	.000
inv1	.000	.000	.776	.000	.000
inv2	.000	.000	.659	.000	.000
inv3	.000	.000	.852	.000	.000
int2	.000	.419	.000	.000	.000
loy4	.000	.000	.000	.222	.000
loy3	.000	.000	.000	.741	.000
loy2	.000	.000	.000	.750	.000
loy1	.000	.000	.000	.896	.000
int1	.000	.313	.000	.000	.000
emp1	.000	.000	.000	.000	.760
emp2	.000	.000	.000	.000	.860
emp3	.000	.000	.000	.000	.129
int3	.000	.927	.000	.000	.000

Standardized Indirect Effects (Group number 1 - Default model)

	Organiz	Internaliz	Voluntary	Loyalty	Peformance
Voluntary	.000	.000	.000	.000	.000
Loyalty	.185	.000	.000	.000	.000
Peformance	.343	-.048	-.010	.000	.000
org4	.000	.000	.000	.000	.000
org3	.000	.000	.000	.000	.000
org2	.000	.000	.000	.000	.000
org1	.000	.000	.000	.000	.000
inv1	.813	.000	.000	.000	.000

	Organiz	Internaliz	Voluntary	Loyalty	Peformance
inv2	.690	.000	.000	.000	.000
inv3	.892	.000	.000	.000	.000
int2	.000	.000	.000	.000	.000
loy4	.041	.179	.039	.000	.000
loy3	.137	.598	.131	.000	.000
loy2	.138	.605	.132	.000	.000
loy1	.165	.723	.158	.000	.000
int1	.000	.000	.000	.000	.000
emp1	.260	.231	.249	-.045	.000
emp2	.295	.262	.281	-.051	.000
emp3	.044	.039	.042	-.008	.000
int3	.000	.000	.000	.000	.000

Model Fit Summary**CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	40	1100.438	113	.000	9.738
Saturated model	153	.000	0		
Independence model	17	2656.142	136	.000	19.530

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.104	.702	.596	.518
Saturated model	.000	1.000		
Independence model	.204	.345	.264	.307

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.586	.501	.612	.528	.608
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.831	.487	.505
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	987.438	884.826	1097.487
Saturated model	.000	.000	.000

Model	NCP	LO 90	HI 90
Independence model	2520.142	2356.394	2691.232

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	4.249	3.813	3.416	4.237
Saturated model	.000	.000	.000	.000
Independence model	10.255	9.730	9.098	10.391

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.184	.174	.194	.000
Independence model	.267	.259	.276	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	1180.438	1186.413	1322.865	1362.865
Saturated model	306.000	328.855	850.784	1003.784
Independence model	2690.142	2692.681	2750.673	2767.673

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	4.558	4.161	4.983	4.581
Saturated model	1.181	1.181	1.181	1.270
Independence model	10.387	9.754	11.047	10.396

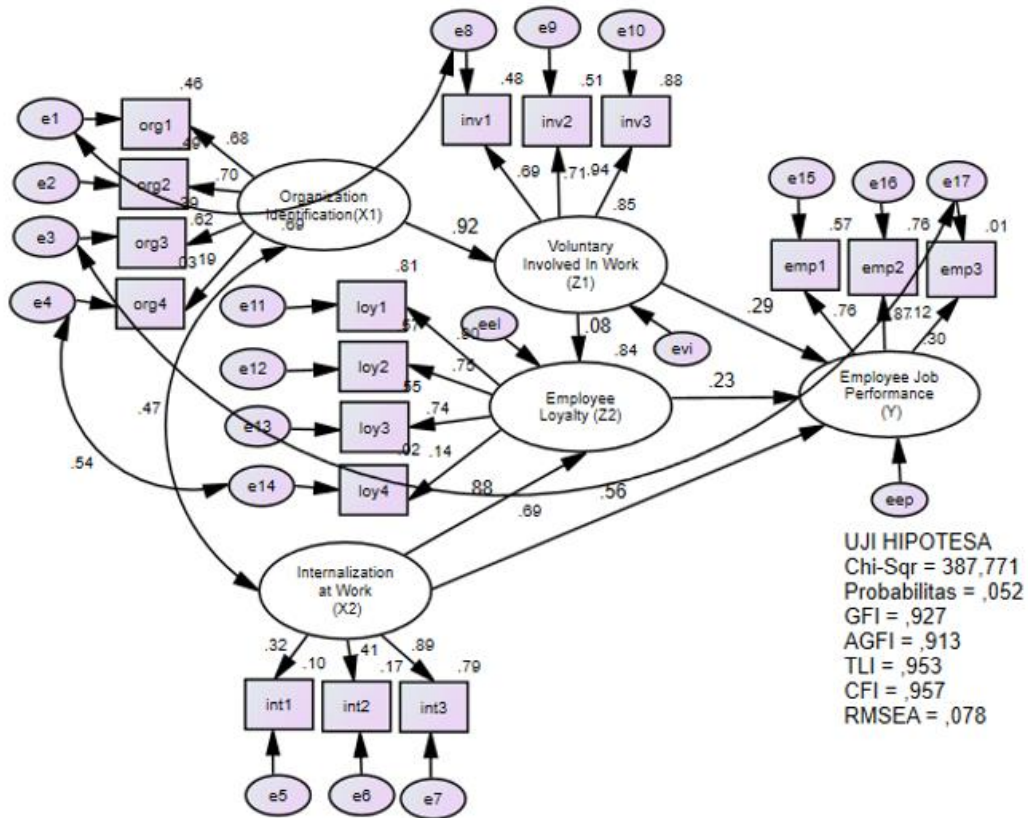
HOELTER

Model	HOELTER	HOELTER
	.05	.01
Default model	33	36
Independence model	17	18

Execution time summary

Minimization:	.028
Miscellaneous:	.755
Bootstrap:	.000
Total:	.783

Lampiran 8. Analysis Summary Final Model



Analysis Summary

Date and Time

Date: Sunday, September 6, 2020

Time: 11:21:01 AM

Title

PENGARUH INTERNALIZATION AT WORK DAN ORGANIZATION IDENTIFICATION TERHADAP VOLUNTARY INVOLVED IN WORK, LOYALTY DAN DAMPAKNYA PADA EMPLOYEE JOB PERFORMANCE TRANSPORTASI LAUT DI SULAWESI SELATAN

Notes for Group (Group number 1)

The model is recursive.

Sample size = 194

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

int3

emp3
emp2
emp1
int1
loy1
loy2
loy3
loy4
int2
inv3
inv2
inv1
org1
org2
org3
org4
Unobserved, endogenous variables
Performance
Voluntary
Loyalty
Unobserved, exogenous variables
e7
Internaliz
e17
e16
e15
e5
e11
e12
e13
e14
eep
e6
e8
e10
e9
e1
e2
e3
e4
evi
ekc
Organiz

Variable counts (Group number 1)

Number of variables in your model:	42
Number of observed variables:	17
Number of unobserved variables:	25
Number of exogenous variables:	22
Number of endogenous variables:	20

Parameter Summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	25	0	1	0	0	26
Labeled	0	0	0	0	0	0
Unlabeled	18	4	21	0	0	43
Total	43	4	22	0	0	69

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
org4	1.000	5.000	-.729	-4.799	.379	1.248
org3	1.000	5.000	-1.045	-6.881	1.551	5.105
org2	1.000	5.000	-.664	-4.374	.899	2.958
org1	1.000	5.000	-.433	-2.850	-.512	-1.686
inv1	1.000	5.000	-.679	-4.472	-.081	-.266
inv2	1.000	5.000	-.758	-4.988	.321	1.057
inv3	2.000	5.000	-.715	-4.704	.424	1.395
int2	1.000	5.000	-.652	-4.290	.484	1.592
loy4	1.000	5.000	-.690	-4.539	.577	1.899
loy3	1.000	5.000	-.958	-6.306	2.170	7.143
loy2	1.000	5.000	-.879	-5.787	1.460	4.805
loy1	1.500	5.000	-.628	-4.134	.560	1.843
int1	2.000	5.000	-.303	-1.994	.231	.760
emp1	1.000	5.000	-.445	-2.930	-.243	-.801
emp2	1.000	5.000	-.425	-2.795	.134	.440
emp3	1.000	5.000	-.971	-6.392	.564	1.856
int3	1.000	5.000	-.917	-6.039	1.246	4.102
Multivariate					115.051	36.495

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

Observation number	Mahalanobis d-squared	p1	p2
43	81.399	.000	.000
6	70.897	.000	.000
167	63.314	.000	.000
54	54.630	.000	.000

Observation number	Mahalanobis d-squared	p1	p2
193	53.952	.000	.000
16	52.502	.000	.000
140	48.202	.000	.000
240	46.774	.000	.000
180	45.442	.000	.000
93	42.709	.001	.000
56	42.088	.001	.000
100	40.985	.001	.000
37	40.333	.001	.000
189	39.654	.001	.000
96	38.388	.002	.000
116	37.651	.003	.000
33	36.147	.004	.000
46	36.001	.005	.000
97	35.339	.006	.000
145	34.615	.007	.000
63	34.491	.007	.000
11	34.166	.008	.000
4	33.949	.009	.000
25	33.861	.009	.000
178	33.697	.009	.000
103	33.096	.011	.000
81	32.254	.014	.000
89	31.653	.017	.000
28	31.013	.020	.000
14	30.795	.021	.000
245	30.446	.023	.000
10	30.035	.026	.000
76	29.968	.027	.000
69	29.358	.031	.000
138	29.167	.033	.000
230	28.723	.037	.000
62	28.601	.038	.000
161	28.567	.039	.000
132	28.505	.039	.000
72	28.318	.041	.000
20	27.772	.048	.000
238	27.645	.049	.000

Observation number	Mahalanobis d-squared	p1	p2
232	27.351	.053	.000
170	26.994	.058	.000
130	26.936	.059	.000
26	26.373	.068	.000
176	26.282	.069	.000
1	26.032	.074	.000
88	25.931	.076	.000
5	25.165	.091	.000
29	25.043	.094	.000
102	24.838	.098	.000
169	24.735	.101	.000
123	24.488	.107	.000
234	24.121	.116	.000
13	23.638	.130	.000
188	23.635	.130	.000
95	23.617	.130	.000
165	23.571	.132	.000
12	23.044	.148	.000
22	22.669	.160	.001
223	22.657	.161	.001
228	22.418	.169	.002
129	22.413	.169	.001
134	22.226	.176	.002
31	21.909	.188	.005
39	21.909	.188	.004
204	21.822	.192	.004
182	21.625	.200	.006
244	21.513	.204	.007
104	21.197	.218	.020
252	21.011	.226	.031
21	20.164	.266	.316
86	20.109	.269	.303
75	20.054	.271	.290
128	20.003	.274	.275
113	19.939	.277	.270
152	19.749	.287	.347
216	19.616	.294	.391
149	19.576	.297	.369

Observation number	Mahalanobis d-squared	p1	p2
249	19.576	.297	.319
15	19.508	.300	.318
229	19.483	.302	.287
30	19.299	.312	.368
87	18.604	.352	.816
246	18.585	.353	.791
110	18.543	.355	.777
181	18.272	.372	.881
186	17.997	.389	.947
203	17.996	.389	.932
117	17.883	.396	.945
90	17.820	.400	.945
98	17.725	.406	.952
166	17.712	.407	.942
82	17.687	.409	.932
196	17.641	.412	.928
235	17.471	.423	.955
111	17.205	.441	.984
163	17.125	.446	.986
8	16.713	.474	.998

Sample Moments (Group number 1)**Sample Covariances (Group number 1)**

Condition number = 51.898

Eigenvalues

3.760 1.347 1.234 1.067 .679 .556 .379 .308 .298 .273 .210 .179 .144 .121 .102 .088 .072

Determinant of sample covariance matrix = .010

Sample Correlations (Group number 1)

Condition number = 60.755

Eigenvalues

5.942 2.344 1.822 1.344 1.042 .765 .700 .526 .525 .444 .350 .304 .259 .206 .175 .156 .098

Notes for Model (Default model)**Computation of degrees of freedom (Default model)**

Number of distinct sample moments: 153

Number of distinct parameters to be estimated: 43

Degrees of freedom (153 - 43): 110

Result (Default model)

Minimum was achieved

Chi-square = 387.771

Degrees of freedom = 194

Probability level = .052

Generalized Least Square Estimation**Regression Weights: (Group number 1 - Default model)**

			Estimate	S.E.	C.R.	P	Label
Voluntary	<---	Organiz	.921	.068	13.560	***	par_21
Loyalty	<---	Voluntary	.079	.065	1.212	.225	par_12
Loyalty	<---	Internaliz	1.601	.320	9.010	***	par_13
Peformance	<---	Loyalty	.232	.462	2.503	***	par_7
Peformance	<---	Voluntary	.299	.081	3.669	***	par_11
Peformance	<---	Internaliz	1.036	.855	6.211	***	par_14
int3	<---	Internaliz	2.130	.435	10.901	***	par_1
inv3	<---	Voluntary	1.023	.080	12.808	***	par_2
inv2	<---	Voluntary	1.049	.099	10.567	***	par_3
loy2	<---	Loyalty	.953	.073	13.129	***	par_4
loy1	<---	Loyalty	1.000				
int1	<---	Internaliz	1.000				
emp2	<---	Peformance	1.063	.133	8.016	***	par_5
emp1	<---	Peformance	1.000				
emp3	<---	Peformance	.176	.086	2.046	.041	par_6
loy3	<---	Loyalty	.784	.061	12.911	***	par_8
loy4	<---	Loyalty	.180	.075	2.398	.017	par_9
inv1	<---	Voluntary	1.000				
int2	<---	Internaliz	.876	.212	4.141	***	par_10
org4	<---	Organiz	.257	.089	2.878	.004	par_15
org3	<---	Organiz	.782	.084	9.307	***	par_19
org2	<---	Organiz	.851	.085	10.034	***	par_20
org1	<---	Organiz	1.000				

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

			Estimate
Voluntary	<---	Organiz	.921
Loyalty	<---	Voluntary	.079
Loyalty	<---	Internaliz	.881
Peformance	<---	Loyalty	.228
Peformance	<---	Voluntary	.292
Peformance	<---	Internaliz	.560
int3	<---	Internaliz	.889
inv3	<---	Voluntary	.936
inv2	<---	Voluntary	.714

			Estimate
loy2	<---	Loyalty	.754
loy1	<---	Loyalty	.901
int1	<---	Internaliz	.322
emp2	<---	Peformance	.871
emp1	<---	Peformance	.756
emp3	<---	Peformance	.116
loy3	<---	Loyalty	.742
loy4	<---	Loyalty	.143
inv1	<---	Voluntary	.693
int2	<---	Internaliz	.414
org4	<---	Organiz	.187
org3	<---	Organiz	.624
org2	<---	Organiz	.698
org1	<---	Organiz	.680

Covariances: (Group number 1 - Default model)

		Estimate	S.E.	C.R.	P	Label
Internaliz	<--> Organiz	.098	.027	3.631	***	par_18
e14	<--> e4	.349	.048	7.273	***	par_16
e8	<--> e1	.295	.036	8.181	***	par_17
e17	<--> e3	.394	.046	8.587	***	par_22

Correlations: (Group number 1 - Default model)

		Estimate
Internaliz	<--> Organiz	.468
e14	<--> e4	.543
e8	<--> e1	.695
e17	<--> e3	.688

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Internaliz	.116	.045	2.597	.009	par_23
Organiz	.379	.065	5.834	***	par_24
evi	.057	.018	3.170	.002	par_25
ekc	.060	.034	1.775	.076	par_26
eep	.279	.052	5.398	***	par_27
e5	1.000				
e7	.140	.058	2.420	.016	par_28
e17	.902	.079	11.342	***	par_29
e16	.143	.051	2.768	.006	par_30
e15	.298	.051	5.872	***	par_31

	Estimate	S.E.	C.R.	P	Label
e11	.089	.017	5.198	***	par_32
e12	.265	.030	8.733	***	par_33
e13	.192	.021	8.947	***	par_34
e14	.597	.053	11.275	***	par_35
e6	.431	.039	10.950	***	par_36
e8	.409	.040	10.188	***	par_37
e10	.056	.017	3.412	***	par_38
e9	.400	.040	10.124	***	par_39
e1	.440	.046	9.528	***	par_40
e2	.290	.031	9.205	***	par_41
e3	.365	.039	9.336	***	par_42
e4	.690	.063	10.892	***	par_43

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

	Estimate
Voluntary	.849
Loyalty	.842
Peformance	.831
org4	.035
org3	.389
org2	.487
org1	.463
inv1	.481
inv2	.510
inv3	.875
int2	.171
loy4	.020
loy3	.551
loy2	.568
loy1	.811
int1	.104
emp1	.572
emp2	.759
emp3	.014
int3	.789

Standardized Total Effects (Group number 1 - Default model)

	Organiz	Internaliz	Voluntary	Loyalty	Peformance
Voluntary	.921	.000	.000	.000	.000
Loyalty	.072	.881	.079	.000	.000

	Organiz	Internaliz	Voluntary	Loyalty	Peformance
Peformance	.252	.359	.274	-.228	.000
org4	.187	.000	.000	.000	.000
org3	.624	.000	.000	.000	.000
org2	.698	.000	.000	.000	.000
org1	.680	.000	.000	.000	.000
inv1	.639	.000	.693	.000	.000
inv2	.658	.000	.714	.000	.000
inv3	.862	.000	.936	.000	.000
int2	.000	.414	.000	.000	.000
loy4	.010	.126	.011	.143	.000
loy3	.054	.654	.058	.742	.000
loy2	.055	.664	.059	.754	.000
loy1	.065	.793	.071	.901	.000
int1	.000	.322	.000	.000	.000
emp1	.191	.271	.207	-.172	.756
emp2	.220	.313	.239	-.199	.871
emp3	.029	.042	.032	-.027	.116
int3	.000	.889	.000	.000	.000

Standardized Direct Effects (Group number 1 - Default model)

	Organiz	Internaliz	Voluntary	Loyalty	Peformance
Voluntary	.921	.000	.000	.000	.000
Loyalty	.000	.881	.079	.000	.000
Peformance	.000	.560	.292	-.228	.000
org4	.187	.000	.000	.000	.000
org3	.624	.000	.000	.000	.000
org2	.698	.000	.000	.000	.000
org1	.680	.000	.000	.000	.000
inv1	.000	.000	.693	.000	.000
inv2	.000	.000	.714	.000	.000
inv3	.000	.000	.936	.000	.000
int2	.000	.414	.000	.000	.000
loy4	.000	.000	.000	.143	.000
loy3	.000	.000	.000	.742	.000
loy2	.000	.000	.000	.754	.000
loy1	.000	.000	.000	.901	.000
int1	.000	.322	.000	.000	.000
emp1	.000	.000	.000	.000	.756
emp2	.000	.000	.000	.000	.871

	Organiz	Internaliz	Voluntary	Loyalty	Peformance
emp3	.000	.000	.000	.000	.116
int3	.000	.889	.000	.000	.000

Standardized Indirect Effects (Group number 1 - Default model)

	Organiz	Internaliz	Voluntary	Loyalty	Peformance
Voluntary	.000	.000	.000	.000	.000
Loyalty	.072	.000	.000	.000	.000
Peformance	.252	-.201	-.018	.000	.000
org4	.000	.000	.000	.000	.000
org3	.000	.000	.000	.000	.000
org2	.000	.000	.000	.000	.000
org1	.000	.000	.000	.000	.000
inv1	.639	.000	.000	.000	.000
inv2	.658	.000	.000	.000	.000
inv3	.862	.000	.000	.000	.000
int2	.000	.000	.000	.000	.000
loy4	.010	.126	.011	.000	.000
loy3	.054	.654	.058	.000	.000
loy2	.055	.664	.059	.000	.000
loy1	.065	.793	.071	.000	.000
int1	.000	.000	.000	.000	.000
emp1	.191	.271	.207	-.172	.000
emp2	.220	.313	.239	-.199	.000
emp3	.029	.042	.032	-.027	.000
int3	.000	.000	.000	.000	.000

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	42	387.771	194	.052	1.998
Saturated model	153	.000	0		
Independence model	17	2656.142	136	.000	19.530

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.099	.927	.913	.948
Saturated model	.000	1.000		
Independence model	.204	.345	.264	.307

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.634	.552	.862	.953	.957
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.816	.518	.538
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	860.305	764.441	963.623
Saturated model	.000	.000	.000
Independence model	2520.142	2356.394	2691.232

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	3.750	3.322	2.952	3.721
Saturated model	.000	.000	.000	.000
Independence model	10.255	9.730	9.098	10.391

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.078	.163	.183	.000
Independence model	.267	.259	.276	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	1055.305	1061.579	1204.854	1246.854
Saturated model	306.000	328.855	850.784	1003.784
Independence model	2690.142	2692.681	2750.673	2767.673

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	4.075	3.704	4.473	4.099
Saturated model	1.181	1.181	1.181	1.270
Independence model	10.387	9.754	11.047	10.396

HOELTER

Model	HOELTER	HOELTER
	.05	.01
Default model	37	40
Independence model	17	18

Execution time summary

Minimization: .036

Miscellaneous: 1.076

Bootstrap: .000

Total: 1.112

Lampiran 9. Tabulasi Responden Uji 30

Resp	x1	x2	X1.1	x3	x4	X1.2	x5	x6	X1.3	x7	x8	X1.4	x9	x10	X2.1	x11	x12	X2.2	x13	x14	X2.3	x15	x16	Z1.1	x17	x18	Z1.2
1	5	5	5	5	5	5	5	5	5	5	4	4.5	4	5	4.5	4	5	4.5	5	5	5	5	3	4	4	4	4
2	4	4	4	4	3	3.5	4	4	4	1	5	3	5	5	5	5	4	4.5	4	2	3	5	2	3.5	5	3	4
3	4	5	4.5	4	4	4	4	4	4	4	5	4.5	5	5	5	5	5	5	5	5	5	4	4	4	5	4	4.5
4	3	3	3	4	3	3.5	4	4	4	4	4	4	4	5	4.5	5	5	5	3	2	2.5	4	3	3.5	5	4	4.5
5	4	4	4	4	3	3.5	4	3	3.5	4	4	4	3	4	3.5	5	5	5	4	4	4	5	5	5	5	3	4
6	1	4	2.5	3	4	3.5	4	3	3.5	1	4	2.5	4	3	3.5	3	4	3.5	4	5	4.5	5	5	5	3	5	4
7	4	4	4	5	3	4	4	4	4	1	1	1	1	1	1	5	1	3	4	4	4	5	5	5	5	4	4.5
8	4	4	4	3	2	2.5	3	3	3	4	3	3.5	4	3	3.5	3	2	2.5	2	4	3	5	5	5	3	3	3
9	4	4	4	4	3	3.5	3	4	3.5	4	4	4	4	4	4	4	4	4	4	4	4	4	2	3	4	4	4
10	5	4	4.5	4	5	4.5	4	5	4.5	4	5	4.5	5	4	4.5	4	4	4	3	3	3	3	4	3.5	4	3	3.5
11	1	5	3	5	5	5	5	4	4.5	4	4	4	5	4	4.5	4	4	4	3	2	2.5	5	5	5	4	3	3.5
12	4	5	4.5	5	5	5	5	5	5	4	3	3.5	5	4	4.5	4	5	4.5	4	4	4	4	4	4	4	2	3
13	4	4	4	4	5	4.5	5	5	5	5	5	5	4	4	4	4	5	4.5	5	5	5	5	5	5	4	5	4.5
14	4	4	4	3	4	3.5	5	5	5	5	5	5	4	4	4	5	4	4.5	5	5	5	5	5	5	5	4	4.5
15	1	4	2.5	4	3	3.5	3	4	3.5	5	5	5	4	5	4.5	5	5	5	4	4	4	2	1	1.5	5	2	3.5
16	1	1	1	1	1	1	5	1	3	4	4	4	4	2	3	4	4	4	5	5	5	4	4	4	4	5	4.5
17	4	3	3.5	4	3	3.5	3	2	2.5	4	4	4	5	5	5	5	5	5	4	3	3.5	4	3	3.5	5	3	4
18	4	4	4	4	4	4	4	4	4	4	5	4.5	5	4	4.5	4	4	4	4	4	4	5	5	5	4	4	4
19	4	5	4.5	5	4	4.5	4	4	4	5	4	4.5	3	2	2.5	4	3	3.5	3	3	3	5	5	5	4	4	4
20	4	4	4	5	4	4.5	4	4	4	3	3	3	3	4	3.5	4	4	4	3	2	2.5	4	4	4	4	2	3
21	4	3	3.5	5	4	4.5	4	5	4.5	5	5	5	4	4	4	5	5	5	4	4	4	5	4	4.5	5	4	4.5
22	5	5	5	4	4	4	4	5	4.5	3	4	3.5	4	3	3.5	4	3	3.5	3	2	2.5	2	3	2.5	4	4	4
23	5	5	5	4	4	4	5	4	4.5	4	4	4	4	4	4	4	5	4.5	4	4	4	4	4	4	4	5	4.5
24	5	5	5	4	5	4.5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	5	5	5	5	4	4.5
25	4	4	4	4	2	3	4	4	4	4	4	4	5	4	4.5	4	4	4	4	4	4	4	4	4	4	2	3
26	4	4	4	5	5	5	5	5	5	4	4	4	4	4	4	3	3	3	5	5	5	4	4	4	3	2	2.5
27	4	5	4.5	5	4	4.5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	2	2.5	4	3	3.5
28	5	4	4.5	3	2	2.5	4	3	3.5	3	4	3.5	3	2	2.5	4	4	4	2	2	2	3	3	3	4	4	4
29	3	3	3	3	4	3.5	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	4	4	4	4	5	4.5
30	5	5	5	4	5	4.5	3	4	3.5	3	4	3.5	4	5	4.5	4	3	3.5	5	2	3.5	3	3	3	4	3	3.5

x19	x20	Z1.3	x21	x22	Z2.1	x23	x24	Z2.2	x25	x26	Z2.3	x27	x28	Z2.4	x29	x30	V1	x31	x32	V2	x33	x34	V3
4	5	4.5	4	4	4	3	4	3.5	5	4	4.5	4	5	4.5	4	4	4	4	3	3.5	5	5	5
3	4	3.5	4	3	3.5	3	3	3	4	4	4	3	4	3.5	3	3	3	4	3	3.5	3	3	3
4	3	3.5	4	4	4	4	4	4	3	4	3.5	4	4	4	4	4	4	4	4	4	5	4	4.5
4	4	4	4	4	4	1	4	2.5	4	4	4	4	4	4	4	4	4	4	1	2.5	4	3	3.5
3	4	3.5	4	3	3.5	3	3	3	4	4	4	3	3	3	3	3	3	5	3	4	5	3	4
5	2	3.5	5	5	5	4	5	4.5	2	5	3.5	5	4	4.5	5	2	3.5	3	4	3.5	3	4	3.5
4	4	4	5	4	4.5	4	4	4	4	5	4.5	4	4	4	4	4	4	4	4	4	3	3	3
3	5	4	3	3	3	3	3	3	5	3	4	3	3	3	3	4	3.5	4	3	3.5	4	2	3
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3.5
3	5	4	5	3	4	3	3	3	5	5	5	3	4	3.5	3	5	4	5	3	4	5	5	5
3	5	4	5	3	4	5	3	4	5	5	5	3	4	3.5	3	5	4	5	5	5	5	5	5
2	4	3	4	2	3	4	2	3	4	4	4	2	4	3	2	5	3.5	4	4	4	3	5	4
5	5	5	4	5	4.5	2	5	3.5	5	4	4.5	5	4	4.5	5	4	4.5	4	2	3	4	5	4.5
4	5	4.5	4	4	4	1	4	2.5	5	4	4.5	4	3	3.5	4	2	3	3	1	2	3	4	3.5
2	4	3	4	2	3	4	2	3	4	4	4	2	2	2	2	2	2	4	4	4	3	3	3
5	5	5	5	5	5	2	5	3.5	5	5	5	5	4	4.5	5	4	4.5	4	2	3	4	1	2.5
3	4	3.5	3	3	3	2	3	2.5	4	3	3.5	3	4	3.5	3	4	3.5	4	2	3	3	3	3
4	4	4	4	4	4	4	4	4	4	4	4	4	5	4.5	4	4	4	4	4	4	3	4	3.5
4	4	4	4	4	4	3	4	3.5	4	4	4	4	3	3.5	4	4	4	4	3	3.5	4	4	4
2	4	3	4	2	3	3	2	2.5	4	4	4	2	5	3.5	2	4	3	5	3	4	2	4	3
4	5	4.5	4	4	4	4	4	4	5	4	4.5	4	5	4.5	4	4	4	4	4	4	4	4	4
4	4	4	5	4	4.5	4	4	4	4	5	4.5	4	4	4	4	4	4	4	4	4	3	4	3.5
5	4	4.5	4	5	4.5	4	5	4.5	4	4	4	5	4	4.5	5	4	4.5	3	4	3.5	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4.5
2	4	3	4	2	3	3	2	2.5	4	4	4	2	4	3	2	4	3	3	3	3	4	2	3
2	4	3	2	2	2	4	2	3	4	2	3	2	5	3.5	2	4	3	4	3.67	3.83	1	5	3
3	2	2.5	4	3	3.5	1	3	2	2	4	3	3	4	3.5	3	2	2.5	4	4	4	4	4	4
4	4	4	4	4	4	5	4	4.5	4	4	4	4	4	4	4	4	4	4	3.67	3.83	4	2	3
5	4	4.5	4	5	4.5	5	5	5	4	4	4	5	3	4	5	3	4	4	3.33	3.67	3	4	3.5
3	4	3.5	4	3	3.5	4	4	4	3	4	3.5	3	3	3	4	4	4	3	3	3	4	3	3.5