Lampiran 1 Mapping Penelitian

Tabel Mapping Penelitian Terdahulu

No	Peneliti, Topik/Judul Penelitian	Variabel penelitian	Teknik Analisis	Hasil Penelitian
1.	Tae-Yeol Kim, Xiaowan Lin, and Sang-Pyo Kim, 2019. Person–Organization Fit and Friendship From Coworkers: Effects on Feeling Self-Verified and Employee Outcomes. *Group & Organization Management*, 2019, Vol. 44(4) 777 –806.	Person–Organization Fit, Friendship, Coworkers, Feeling Self-Verified, Employee Outcomes	SEM	Kesesuaian orang-organisasi dan persepsi verifikasi diri berhubungan positif ketika persahabatan dari rekan kerja tinggi, tetapi tidak signifikan ketika persahabatan dari rekan kerja rendah. Selain itu, persepsi verifikasi diri karyawan secara positif dan signifikan terkait dengan kinerja pekerjaan dan perilaku kewarganegaraan organisasi.
2.	Vivi Gusrini Rahmadani, Indah Rasulinta Sebayang, 2017. The Influence of Person-Organization Fit and Person-Job Fit on Work Engagement amongPolicemen in Sumatera Utara. *International Journal of Management Scinceand Business Administration* Volume 4, Issue 1, November 2017 , 45-51.	Person-Organization Fit, Person-Job Fit, Work Engagement	SEM	Kesesuaian karakteristik individu dengan karakteristik organisasi (person-organization fit) dan tuntutan pekerjaan sebagai polisi (person-job fit) mempengaruhi tingkat keterikatan kerja mereka. Jenjang karir dan masa kerja polisi berpengaruh terhadap tingkat keterikatan kerja mereka.
3.	Mache S, Vitzthum K, Wanke E; David A, Klapp BF, Danzer G., 2014. Exploring the impact of resilience, self-efficacy, optimism and organizational resources on work	resilience, self-efficacy, optimism, organizational resources, work engagement	Multiple regression	Hasil menunjukkan hubungan penting antara sumber daya pribadi dan organisasi dan keterlibatan kerja. Manajemen perawatan kesehatan perlu menggunakan informasi ini untuk memelihara atau mengembangkan kondisi kerja

	engagement. *Work*. 2014;47(4):491-500			yang melibatkan pekerjaan di rumah sakit sebagai salah satu faktor kunci untuk memastikan layanan perawatan kesehatan yang berkualitas.
4	Fatimah Azzahra, 2017. Pengaruh Resiliensi Terhadap Distres Psikologis Pada Mahasiswa, *Jurnal Ilniah Pisikologi Terapan*, V*ol*. 05, No.01 Januari 2017 , 80-96.	F Resiliens, Distres Psikologis	Simple regression	resiliensi memberikan pengaruh negatif sebesar 3.6% yang artinya semakin tinggi resiliensi maka semakin rendah distres psikologis, dan semakin rendah resiliensi maka semakin tinggi distres psikologis.
5	Johanes Gregorious Gozalie, 2016. Hubungan Antara Kesesuaian Individu-Organisasi Dan Modal psikologis Dengan Keterikatan Kerja pada Staf Administrasi perguruan Tinggi *Senaspro 2016*| *Seminar Nasional dan Gelar Produk*, 186-196.	Kesesuaian Individu-Organisasi, Modal psikologis, Keterikatan Kerja	Multiple regression	Sikap kerja yang primaakan ditunjukkan seorang staf ketika staf tersebut memiliki keterikatan kerja yang tinggi terhadap pekerjaannya. Keterikatan kerja seorang staf diindikasikan oleh tiga hal yaitu semangat, dedikasi,dan penghayatan. Staf akan memiliki keterikatan kerja jika staf tersebut memilikikesesuaiandengan organisasinya.
6	Djoko Santoso, Isnu Irwantoro, 2014. Pengaruh Person-Organization Fit (P-O Fit) Terhadap Organization Citizenship Behaviour (OCB) Dengan Kepuasan Kerja Dan Komitmen Organisasi Sebagai Variabel Intervening (Studi Pada KPPBC TMP Tanjung Emas Semarang), *Jurnal*	Person-Organization Fit (P-O Fit), Organization Citizenship Behaviour (OCB), Kepuasan Kerja, Komitmen Organisasi	SEM	P-O Fit memiliki dampak yang signifikan dan positif terhadap kepuasan kerja dan variabel komitmen organisasitetapi dampaknya tidak signifikan dan negatif terhadap variabel OCB . Variabel kepuasan kerja berpengaruh signifikan dan positif terhadap variabel komitmen organisasi. Selanjutnya, kepuasan kerja dan variabel komitmen organisasi memiliki dampak yang signifikan dan positif terhadap variabel OCB.

	Neo-Bis, volume 8, No.1,Juni2014, 1-17.			
7	Wiwit Nur Afie Aussy, Ketut Sudarma, 2017. Pengaruh *Person Organization Fit* Dan *Personality* Pada *Organizational Citizenship Behavior* Dengan *Organizational Commitment* Sebagai Variabel *Intervening*, *Management Analysis Journal* 6 (3) (2017), 285-296.	*Person Organizatio n Fit, Personality, Organizatio nal Citizenship Behavior, Organizatio nal Commitment*	Multiple regression	*Person Organization Fit* dan *Personality* berpengaruh positif dan signifikan pada *Organizational Commitment. Personality* dan *Organizational Commitment* berpengaruh positif dan signifikan pada *Organizational Citizenship Behavior. Person Organization Fit* tidak berpengaruh pada *Organizational Citizenship Behavior. Organizational Commitment* dapat memediasi hubungan antara *Person Organization Fit*, dan *personality* pada *Organizational Citizenship Behavior* melalui.
8	Nurlintang Fitri Listya Astika, *Ridwan Saptoto,* 2016. Peran Resiliensi Dan Iklim Organisasi Terhadap *Work Engagement, Gadjah Mada Journal of Psychology*, Volume 2, No. 1, 2016: 38-47.	Resiliensi, Iklim Organisasi, *Work Engagemen.*	Multiple regression	Variabel resiliensi dan iklim organisasi tidak dapat secara bersama-sama berperan dalam meningkatkan *work engagement*. Resiliensi dapat memprediksikan *work engagement* secara signifikan. iklim organisasi tidak dapat memprediksikan *work engagement* secara signifikan
9	Dianawati Suryaningtyas, Sri Wilujeng, 2017. Resiliensi Organisasi dan Kinerja Organisasi: Peran Kepemimpinan Resilien sebagai Mediator, *Jurnal Ekonomi Modernisasi*, 13(3) 2017, 166-174.	Resiliensi Organisasi,K inerja Organisasi, Kepemimpin an Resilien	Multiple regression	resiliensi organisasi tidak berpengaruh signifikan terhadap kinerja organisasi, namun berpengaruh signifikan melalui kepemimpinan resilien. bahwa responden cenderung menggunakan resiliensi organisasi strategik.
10	Tutut Wahyu Fatmasari, 2017. *Person Organization*	*Person Organizatio n Fit,*	PLS (Partial	kecocokan organisasi orang berpengaruh positif terhadap kinerja, kecocokan organisasi

	Fit Terhadap Kinerja Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Karyawan Pdam Kabupaten Ponorogo, *Jurnal Ilmu Manajemen Volume 5 Nomor 4 – Jurusan Manajemen Fakultas Ekonomi Universitas Negeri Surabaya, 1-7.*	Kinerja, Kepuasan Kerja	Least Square)	orang berpengaruh positif terhadap kepuasan kerja, kepuasan kerja berpengaruh positif terhadap kinerja, dan kepuasan kerja dapat memediasi pengaruh organisasi orang terhadap kinerja.
11	Nurina Putri Handayan, Pengaruh Transformational Leadership Terhadap Employee Engagement: Telaah Pada Organisasi Non Profit Area Pulau Jawa, Sumatera, Sulawesi dan Bali. *Ultima Management* Vol. 9 No. 1 Juni 201, 39-54.	Transformational Leadership, Employee Engagement,	Multiple regression	kepemimpinan transformasional dan keterlibatan karyawan telah diimplementasikan dengan baik di Indonesian Future Leaders (IFL). Variabel keterlibatan karyawan dapat dijelaskan oleh variabel independen dari pengaruh ideal, motivasi inspirasional, stimulasi intelektual, dan masalah individual
12	Garvin Goei, Willy Budiman Winata, 2016**.** Peran Gaya Kepemimpinan Transformasional Dan Transaksional Terhadap Keterikatan Kerja (Studi Pada Karyawan Universitas **X),** *PSIBERNETIKA* Vol. 9 No. 1 April 2016.	Gaya Kepemimpinan Transformasional, Transaksional, Keterikatan Kerja	Multiple regression	kepemimpinan transformasional dan transaksional keduanya memberikan peran signifikan terhadap pekerjaan pertunangan.
13	Agoes Dariyo, 2016. Peran *Self-Awareness* Dan *Ego Support* Terhadap Kepuasan Hidup Remaja Tionghoa,	*Self-Awareness, Ego Support,* Kepuasan Hidup	Multiple regression	*Self-awareness* terhadap kepuasan hidup; ada pengaruh ego support terhadap kepuasan hidup, dan ada pengaruh Self-awareness dan Ego Support terhadap kepuasan hidup.

	Psikodimensia Volume 15 / 2 Edisi Juli - Desember 2016, 254-274.	Remaja Tionghoa		
14	Anik Herminingsih, 2012. Spiritualitas Dan Kepuasan Kerja Sebagai Faktororganizational Citizenship Behavior (Ocb), *Jurnal Ilmu Ekonomi Dan Sosial*, Jilid 1, Nomor 2, November 2012, Hlm. 126-140.	Spiritualitas, Kepuasan Kerja, Faktororganizational, Citizenship Behavior (Ocb).	SEM	bahwa tingkat spiritualitas dan OCB para karyawan termasuk dalam taraf baik, sedangkan kepuasan kerja dalam taraf sedang.Spiritualitas berpengaruh positif dan signifikan terhadap kepuasan kerja dan OCB karyawan, namun kepuasan kerja tidak berpengaruh signifikan terhadap OCB.
15	Eka Ruliza Harahap, Ferry Novliadi, Gustiarti Leila, Peranan Kohesivitas Kelompok Dan Kecerdasan Emosional Terhadap *Organizational Citizenship Behavior, Analitika Jurnal Magister Psikologi* Volume 6, No.1, Juni 2014 : (52-62).	Kohesivitas Kelompok, Kecerdasan Emosional, *Organizational Citizenship Behavior*	Multiple regression	bahwa kohesivitas kelompok dan kecerdasan emosional berperan terhadap *organizational citizenship behavior*.Kecerdasan emosional diketahui memberikan sumbangan lebih besar terhadap *organizational citizenship behavior* dibandingkan kohesivitas kelompok. Aspek *group integration social* dari kohesivitas kelompok dan dimensi *self-awareness* dari kecerdasan emosional memberikan kontribusi paling besar terhadap *organizational citizenship behavior*.
16	Ida Bagus Made Juniartha, I Made Wardana, Made Surya Putra, 2016. Pengaruh Kepemimpinan Transformasional Terhadap Organizational Citizenship Behavior (Ocb) Melalui Mediasi	Kepemimpinan Transformasional, Organizational Citizenship Behavior (Ocb), Kepercayaan	*Partial Least square (PLS)*	bahwa kepemimpinan transformasional tidak berpengaruh terhadap *OCB*, kepemimpinan transformasional berpengaruh positif terhadap kepercayaan kepada atasan dan kepuasan kerja, kepercayaan kepada atasan dan kepuasan kerja berpengaruh positif terhadap *OCB.*

	Kepercayaan Kepada Atasan Dan Kepuasan Kerja (Studi Pada Pegawai Tetap Balai Diklat Industri Kementerian Perindustrian Republik Indonesia), *Jurnal Buletin Studi Ekonomi Vol. 21, No. 2, Agustus 2016, 182-196*	, Kepuasan Kerja		
17	Kyoung Yong Kim, Robert Eisenberger, Kibok Baik, 2016. Perceived organizational support and affective organizational commitment: Moderating influence of perceived organizational competence. *Journal of Organizational Behavior* 37(4), May 2016.	Perceived organizational support, affective organizational commitment, perceived organizational competence	Multiple regression	struktur inisiasi pemimpin berkontribusi lebih banyak pada POC daripada POS, sedangkan pertimbangan pemimpin berkontribusi lebih banyak pada POS daripada POC
18	Ahmed, Nazar Omer Abdallah, 2019. Career commitment: the role of self-efficacy, career satisfaction and organizational commitment. *World Journal of Entrepreneurship, Management and Sustainable Development*, 28 June 2019.	Career commitment, self-efficacy, career satisfaction, organizational commitment		self-efficacy dan komitmen organisasi memiliki hubungan yang signifikan dan positif dengan komitmen karir. komitmen organisasi secara signifikan terkait dengan komitmen karir. Karyawan dengan komitmen organisasi tertinggi berkomitmen untuk karier mereka dan akan tetap berada di organisasi.
19	Ming-Chuan Yu, Qiang Mai, Sang-Bing Tsai, and Yi Dai,	Organizational Trust, Employee-		kreativitas secara positif memprediksi perilaku inovatif melalui kepercayaan organisasi,

	2018. An Empirical Study on the Organizational Trust, Employee-Organization Relationship and Innovative Behavior from the Integrated Perspective of Social Exchange and Organizational Sustainability. *Sustainability* 2018, *10*(3), 864.	Organization Relationship, Innovative Behavior, Perspective, Social Exchange and Organization al		dan iklim inovatif memoderasi efek tidak langsung EOR pada perilaku inovatif melalui kepercayaan organisasi.
20	Soon Dong Ming (2001)**,** The Effect Of Leadership Style and Employe's Commitment Toward Employee's Performance	Leadership Style, Employe's, Commitment , mployee's Performance		Manager Jepang memiliki skor yang lebih tinggi pada gaya kepemimpinan dan komitmen terhadap kinerja karyawan.
21	Bycio, *et al*., (2005), *Further Assessment of Bass (1998) Conceptualization of Transsactional and Transformational Leadership*	*Transsaction al, Transformati onal Leadership*		hubungan positif yang kuat antara variabel dalam kepemimpinan, kinerja dan kepuasan terhadap kepemimpinan serta komitmen terhadap organisasi
22	Charan John dan John Wesley Taylor *Leadership Style, School Climate, and Institutional Commitment of Teachers* yang dipublikasikan dalam jurnal Info volume 2 nomer 1 (April) tahun 1999	*Leadership Style, School Climate, Institutional Commitment of Teachers*		kepemimpinan yang lebih banyak timbang rasa akan membawa guru pada keterlibatan secara sosial dan profesi terhadap kehidupan perusahaan.
23	Kwon (2002) *A Process Model of Organizational of Korean Government*	*Organization al, Government Employees,*	SEM	bahwa tindakan-tindakan yang berorientasi pada sumber daya manusia, seperti pengembangan karir dan pelatihan yang lebih

	Employees: The Effects of Organizational Practices, Role of Ambiguity, and Trus on Altruism	*rganizational Practices, Trus on Altruism*		berhubungan secara angsung dengan komitmen efektif dan normatif
24	Irvan Trang (2012) "Komitmen Organisasi Sebagai Variabel Mediator Pengaruh Motivasi Kerja, Gaya Kepemimpinan, Dan Organisasi Pembelajaran Terhadap Kinerja Karyawan	Komitmen Organisasi, Motivasi Kerja, Gaya Kepemimpinan, Organisasi Pembelajaran, Kinerja Karyawan	SEM	Gaya kepemimpinan tidak berpengaruh terhadap kinerja karyawan; pengaruh yang signifikan antara organisasi pembelajaran terhadap kinerja karyawan yang dimediasi oleh komitmen organisasi; Terdapat pengaruh yang signifikan antara komitmen organisasi terhadap kinerja karyawan.
25.	Fitri Afriani, 2017. Pengaruh Keterlibatan Kerja Dan Loyalitas Karyawan Terhadap Kinerja Karyawan (Pada Karyawan Bank Uob Cabang Pekanbaru), *Jom Fisip* Vol. 4 No. 1 – Februari 2017, 1-14.	Keterlibatan Kerja, Loyalitas Karyawan, Kinerja Karyawan	Multiple regression	keterlibatan kerja berpengaruh terhadap kinerja karyawan. loyalitas karyawan berpengaruh terhadap kinerja karyawan. .
26	McCook (2002) *Organizational and Their Relationship to Job Attitudes, Effort, Performance, and Organizational Citizenships Behavior*.	*Organizational, Relationship, Job Attitudes, Effort, Performance, and Organizational Citizenships Behavior*.	Multiple regression	kepuasan kerja yang semakin tinggi akan menyebabkan peningkatan dalam kinerja organisasi. Oleh karena itu, keterlibatan dalam suatau perkerjaan akan memberikan dampak komitmen karyawan terhadap organisasi.
27	Isabel Buil, Eva Martínez, Jorge Matute, 2019. Transformational leadership and	Transformational leadership, employee performance,	Multiple regression	identifikasi dan keterlibatan sepenuhnya memediasi hubungan antara kepemimpinan transformasional dan organisasi perilaku kewarganegaraan,

	employee performance: The role of identification, engagement and proactive personality, *International Journal of Hospitality Management* 77 (2019) 64–75.	identification , engagement and proactive personality		sedangkan keterlibatan sebagian memediasi hubungan antara kepemimpinan transformasional dan kinerja pekerjaan
28	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. *International Review of Management and Business Research* Vol. 5 Issue.3. September 2016, 870-901	Organizational Commitment , Organizational Identification , Person-Organization Fit and Job Satisfaction	Multiple regression	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.
29	Soon Dong Ming (2001)**,** The Effect Of Leadership Style and Employe's Commitment Toward Employee's Performance	Leadership Style, Employe's Commitment , Employee's Performance	Multiple regression	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
30.	Arifin H. Abd. Majid, 2020. *Influence Person Organization Fit and Transformational Leadership on Self Awareness Work More, Resilience and*	*Person Organization Fit, Transformational Leadership, Self*	SEM	*Person organization Fit* (P-O-Fit) berpengaruh signifikan terhadap *Self Awarness Works More* dosen, *Person organization Fit* (P-O-Fit) berpengaruh signifikan terhadap *resilience* dosen, *Person*

	Its Impact on Ocb-Organization Lecturers In The College of Sea Levels In South Sulawesi	*Awareness Work More, Resilience, Ocb-Organization*		*organization Fit* (P-O-Fit) berpengaruh signifikan terhadap *OCB organization* dosen, *Transformational Leadership* berpengaruh tidak signifikan terhadap *Self Awarness Works More* dosen, *Transformational Leadership* berpengaruh signifikan terhadap *resilience* dosen, *Transformational Leadership* berpengaruh signifikan terhadap *OCB organization* dosen, *Self Awarness Works More* berpengaruh signifikan terhadap *Resilience* dosen, *Self Awarness Works More* berpengaruh signifikan terhadap *OCB organization* dosen, *Resilience* berpengaruh signifikan terhadap *OCB organization* dosen

Lampiran 2 Kuesioner

KUESIONER

Pengaruh Person Organization Fit dan Transformational Leadership Terhadap Self Awareness Work More, Resilience dan Dampaknya Terhadap Ocb-Organization Dosen Pada Perguruan Tinggi Kepelautan di Sulawesi Selatan
(di isi oleh Dosen)

Kami mohon dengan sangat hormat kesediaan bpk/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. Pendidikan Akhir : .....
e. Masa Kerja Dosen : .....

No	PERTANYAAN	STS	TS	N	S	SS
I. Variabel *Person-Organization Fit* (P-O Fit)						
a. Kesesuaian nilai *(value congruence)*						
1.	Nilai-nilai yang ada pada organisasi, sesuai dengan nilai yang ada pada diri saya					

2.	Nilai-nilai yang ada pada organiosasi, dapat saya terima karena mirip dengan nilai yang ada pada diri saya					
b. Kesesuaian tujuan *(goal congruence)*						
3.	Tujuan yang ingin saya capai tertuang dalam tujuan organisasi					
4.	Tujuan hidup yang saya inginkan, terkandung sama dengan tujuan organisasi					
c. Pemenuhan kebutuhan karyawan *(employee need fulfillment)*						
5	Organisasi memberikan pendapatan sesuai dengan kebutuhan pegawai					
6	Gaji yang diterima, cukup digunakan untuk kebutuhan sehari-hari					
d. Kesesuaian karakteristik kultur-kepribadian *(culture personality congruence)*						
7	Karakteristik kepribadian pegawai, sesuai dengan budaya organisasi					
8	Karakteristik kepribadian pegawai, sesuai dengan iklim organisasi					
II. Variabel Kepemimpinan transformasional						
a. *Idealized influence*		**STS**	**TS**	**N**	**S**	**SS**
9.	Pimpinan mempercayai bawahan, sehingga mereka mengagumi pimpinan					
10.	Pimpinan meyakinkan bawahan, hingga bawahan memuji pimpinan					
b. *Inspirasional motivation*						
11.	Pemimpin meng- inspirasi bawahan, pada tantangan tugas-tugas yang dihadapi					
12.	Pemimpin memotivasi bawahan, pada tantangan tugas yang dihadapi					
c. *Intelectual stimulation,*						
13.	Pimpinan berupaya mendorong bawahan untuk dapat berfikir inovatif- kreatifitas					
14.	Pimpinan berupaya mendorong bawahan untuk dapat berfikir dengan metode (cara-cara) baru					
d. *Individualized consideration*						

15.	Pimpinan dengan penuh keyakinan memberikan perhatian terhadap pengembangan bawahan					
16.	Pimpinan dengan penuh keyakinan memberikan perhatian terhadap kebutuhan berprestasi bawahan					
III. Variabel Kesadaran diri *(self awareness)*						
a. Mengenali emosi		**STS**	**TS**	**N**	**S**	**SS**
17.	Mengetahui emosi (makna) yang sedang dirasakan dan mengapa itu terjadi					
18.	Mengetahui bagaimana perasaan mereka mempengaruhi kinerja					
b. Pengakuan diri yang akurat						
19.	Menyempatkan diri untuk merenung, belajar dari pengalaman, terbuka bagi umpan balik yang tulus, perspektif baru, mau terus belajar dan mengembangkan diri					
20.	Mampu menunjukkan rasa humor, bersedia memandang diri sendiri dengan perspektif yang luas					
c. Kepercayaan diri						
21.	Berani tampil dengan keyakinan diri, berani menyatakan keberadaannya					
22.	Tegas, mampu membuat keputusan yang baik kendati dalam keadaan tidak pasti					
IV. Variabel Ketangguhan *(Resilience)*						
a. *Emotion Regulation*		**STS**	**TS**	**N**	**S**	**SS**
23	Mampu untuk tetap tenang ketika berada di bawah tekanan					
24	Mampu mengatur emosi membina hubungan dengan orang lain					
b. *Impulse Control*						
25	Mampu untuk mengendalikan dorongan-dorongan primitif yang ada dalam diri					
26	Mampu untuk lebih mengutamakan pikiran-pikiran yang rasional					
c. Optimisme						

27.	Optimis, percaya bahwa segala sesuatu bisa berubah menjadi lebih baik.					
28.	Optimis, ada harapan untuk masa depan, percaya bahwa dapat mengatur kehidupan sendiri					
d. *Causal Analysis*						
29.	Mampu mengenali penyebab dari masalah yang dialami					
30.	Mampu menilai penyebab dari setiap masalah yang dialami dengan baik					
e. *Self-efficacy*						
31.	Mampu menunjukkan penyebab masalah yang dialami					
32.	Mampu memecahkan masalah yang dialami demi mencapai kesuksesan					
IV. Variabel *Organizational Citizenship Behavior* (OCB)						
a. *Altruism (perilaku menolong)*		**STS**	**TS**	**N**	**S**	**SS**
33	Suka menolong rekan kerjanya yang sedang mengalami kesulitan dalam tugas organisasi					
34	Suka menolong rekan kerjanya yang sedang mengalami kesulitan dalam masalah pribadi					
b. *Conscientiousness (kesungguhan dalam bekerja)*						
35	Saya sungguh-sungguh mengerjakan tugas yang dibebankan pada saya					
36	Saya sering bekerja melebihi kerja yang telah ditetapkan organisasi					
c. *Sportmanship (toleransi yang tinggi)*						
37	Kalau pekerjaan belum tuntas, saya bersediaan mengerjakannya sampai tuntas, walupun melampaui jamkerja					
38	Saya tidak mengeluh, walapun berkerja sampai melebihi (diatas) jamkerja					
d. *Courtessy (bersikap sopan)*						
39	Saya menjaga hubungan baik dengan rekan kerja agar terhindar dari konflik interpersonal.					

40	Saya menghargai (memperhatikan) orang lain.					
e. *Civic Virtue (mengedepankan kepentingan bersama)*						
41	Saya senang terhadap kemajuan organisasi.					
42	Saya senang terhadap keberhasilan organisasi.					

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

Lampiran 3. Uji Validitas dan Reliabilitas

Correlations

Correlations

		x1	x2	x1.1
x1	Pearson Correlation	1	.453**	.869**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x2	Pearson Correlation	.453**	1	.834**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
x1.1	Pearson Correlation	.869**	.834**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x3	x4	x1.2
x3	Pearson Correlation	1	.477**	.863**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x4	Pearson Correlation	.477**	1	.855**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
x1.2	Pearson Correlation	.863**	.855**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x5	x6	x1.3
x5	Pearson Correlation	1	.460**	.859**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x6	Pearson Correlation	.460**	1	.850**

	Sig. (2-tailed)	.000		.000
	N	30	30	30
x1.3	Pearson Correlation	.859**	.850**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x7	x8	x1.4
x7	Pearson Correlation	1	.616**	.899**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x8	Pearson Correlation	.616**	1	.899**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
x1.4	Pearson Correlation	.899**	.899**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x9	x10	x2.1
x9	Pearson Correlation	1	.496**	.816**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x10	Pearson Correlation	.496**	1	.906**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
x2.1	Pearson Correlation	.816**	.906**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x11	x12	x2.2
x11	Pearson Correlation	1	.315**	.791**
	Sig. (2-tailed)		.000	.000
	N	30	30	30

x12	Pearson Correlation	.315**	1	.830**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
x2.2	Pearson Correlation	.791**	.830**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x13	x14	x2.3
x13	Pearson Correlation	1	.535**	.870**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x14	Pearson Correlation	.535**	1	.882**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
x2.3	Pearson Correlation	.870**	.882**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x15	x16	x2.4
x15	Pearson Correlation	1	.475**	.862**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x16	Pearson Correlation	.475**	1	.855**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
x2.4	Pearson Correlation	.862**	.855**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x17	x18	z1.1
x17	Pearson Correlation	1	.480**	.867**
	Sig. (2-tailed)		.000	.000

	N	30	30	30
x18	Pearson Correlation	.480**	1	.854**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
z1.1	Pearson Correlation	.867**	.854**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x19	x20	z1.2
x19	Pearson Correlation	1	.283**	.837**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x20	Pearson Correlation	.283**	1	.762**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
z1.2	Pearson Correlation	.837**	.762**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x21	x22	z1.3
x21	Pearson Correlation	1	.323**	.779**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x22	Pearson Correlation	.323**	1	.845**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
z1.3	Pearson Correlation	.779**	.845**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x23	x24	z2.1
x23	Pearson Correlation	1	.385**	.855**
	Sig. (2-tailed)		.000	.000

	N	30	30	30
x24	Pearson Correlation	.385**	1	.808**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
z2.1	Pearson Correlation	.855**	.808**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x25	x26	z2.2
x25	Pearson Correlation	1	.134*	.809**
	Sig. (2-tailed)		.034	.000
	N	30	30	30
x26	Pearson Correlation	.134*	1	.691**
	Sig. (2-tailed)	.034		.000
	N	30	30	30
z2.2	Pearson Correlation	.809**	.691**	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

Correlations

		x27	x28	z2.3
x27	Pearson Correlation	1	.173**	.807**
	Sig. (2-tailed)		.006	.000
	N	30	30	30
x28	Pearson Correlation	.173**	1	.722**
	Sig. (2-tailed)	.006		.000
	N	30	30	30
z2.3	Pearson Correlation	.807**	.722**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x29	x30	z2.4
x29	Pearson Correlation	1	.189**	.767**
	Sig. (2-tailed)		.003	.000
	N	30	30	30
x30	Pearson Correlation	.189**	1	.775**
	Sig. (2-tailed)	.003		.000
	N	30	30	30
z2.4	Pearson Correlation	.767**	.775**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x31	x32	z2.5
x31	Pearson Correlation	1	.113	.718**
	Sig. (2-tailed)		.074	.000
	N	30	30	30
x32	Pearson Correlation	.113	1	.773**
	Sig. (2-tailed)	.074		.000
	N	30	30	30
z2.5	Pearson Correlation	.718**	.773**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x33	x34	y1
x33	Pearson Correlation	1	.405**	.825**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x34	Pearson Correlation	.405**	1	.851**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
y1	Pearson Correlation	.825**	.851**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x35	x36	y2
x35	Pearson Correlation	1	.616**	.893**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x36	Pearson Correlation	.616**	1	.905**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
y2	Pearson Correlation	.893**	.905**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x37	x38	y3
x37	Pearson Correlation	1	.437**	.848**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x38	Pearson Correlation	.437**	1	.847**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
y3	Pearson Correlation	.848**	.847**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Correlations

Correlations

		x39	x40	y4
x39	Pearson Correlation	1	.429**	.851**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x40	Pearson Correlation	.429**	1	.839**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
y4	Pearson Correlation	.851**	.839**	1
	Sig. (2-tailed)	.000	.000	

	N	30	30	30

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

Correlations

Correlations

		x41	x42	y5
x41	Pearson Correlation	1	.491**	.865**
	Sig. (2-tailed)		.000	.000
	N	30	30	30
x42	Pearson Correlation	.491**	1	.861**
	Sig. (2-tailed)	.000		.000
	N	30	30	30
y5	Pearson Correlation	.865**	.861**	1
	Sig. (2-tailed)	.000	.000	
	N	30	30	30

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

Lampiran Reliability

Reliability
Scale: ALL VARIABLES

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
.768	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	11.5380	4.090	.431	.777

x1.2	11.7800	2.919	.772	.595
x1.3	11.7300	3.050	.781	.598
x1.4	11.8360	3.577	.371	.834

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
15.6280	5.626	2.37194	4

Reliability
Scale: ALL VARIABLES

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
.814	4

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	11.3440	3.719	.647	.761
x2.2	11.5320	3.451	.718	.726
x2.3	11.6340	3.459	.585	.797
z2.4	11.6180	3.935	.603	.782

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
15.3760	6.095	2.46881	4

Reliability
Scale: ALL VARIABLES

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
.950	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	7.3880	2.078	.869	.954
z1.2	7.2980	2.277	.908	.917
z1.3	7.3140	2.342	.920	.911

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.0000	4.900	2.21350	3

Reliability
Scale: ALL VARIABLES

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
.810	5

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	15.0073	4.140	.661	.752
z2.2	15.0793	4.380	.626	.764
z2.3	14.9553	4.866	.518	.795
z2.4	15.0233	4.516	.555	.786
z2.5	15.0600	4.394	.627	.764

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
18.7813	6.651	2.57904	5

Reliability
Scale: ALL VARIABLES

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
.894	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y1	15.2160	8.184	.643	.891
y2	15.2560	7.109	.778	.862
y3	15.3100	7.164	.815	.853
y4	15.1760	8.204	.658	.888
y5	15.3060	7.054	.809	.854

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
19.0660	11.481	3.38830	5

Lampiran 4. Bio Data Responden

Frequencies

Statistics

		Jenis Kelamin	Usia	Pendidikan akhir	Masa kerja
N	Valid	147	147	147	147
	Missing	0	0	0	0

Frequency Table

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	77	52.4	52.4	52.4
	2	70	47.6	47.6	100.0
	Total	147	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25	3	2.0	2.0	2.0
	26	6	4.1	4.1	6.1
	27	4	2.7	2.7	8.8
	28	4	2.7	2.7	11.6
	29	4	2.7	2.7	14.3
	30	4	2.7	2.7	17.0
	32	1	.7	.7	17.7
	33	3	2.0	2.0	19.7
	34	18	12.2	12.2	32.0
	35	29	19.7	19.7	51.7
	36	19	12.9	12.9	64.6
	37	7	4.8	4.8	69.4
	38	7	4.8	4.8	74.1
	39	3	2.0	2.0	76.2
	40	12	8.2	8.2	84.4
	43	1	.7	.7	85.0
	44	1	.7	.7	85.7
	45	10	6.8	6.8	92.5
	47	4	2.7	2.7	95.2
	50	3	2.0	2.0	97.3
	53	1	.7	.7	98.0
	56	2	1.4	1.4	99.3
	57	1	.7	.7	100.0
	Total	147	100.0	100.0	

Pendidikan akhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	118	80.3	80.3	80.3
	3	29	19.7	19.7	100.0
	Total	147	100.0	100.0	

Masa kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	15	10.2	10.2	10.2
	2	20	13.6	13.6	23.8
	3	41	27.9	27.9	51.7
	4	71	48.3	48.3	100.0

	Total	147	100.0	00.0	

Status perkawinan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	147	100.0	100.0	100.0

Lampiran 5. Descriptives analisis

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
x1.1	250	1.00	5.00	4.0900	.64386
x1.2	250	1.00	5.00	3.8480	.78955
x1.3	250	1.50	5.00	3.8980	.74216
x1.4	250	1.00	5.00	3.7920	.89214
Valid N (listwise)	250				

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
x2.1	250	1.00	5.00	4.0320	.73562
x2.2	250	1.00	5.00	3.8440	.76944
x2.3	250	1.00	5.00	3.7420	.86686
x2.4	250	1.00	5.00	3.7840	.76530
Valid N (listwise)	250				

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
z1.1	250	1.00	5.00	3.6120	.84279
z1.2	250	1.00	5.00	3.7020	.75130
z1.3	250	1.00	5.00	3.6860	.72284
Valid N (listwise)	250				

Descriptives

Descriptive Statistics

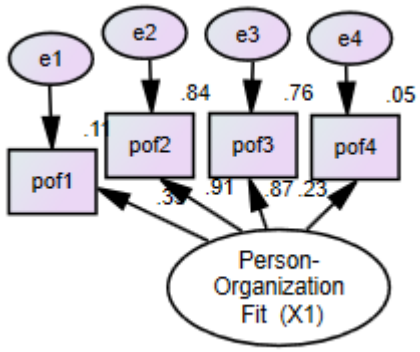
	N	Minimum	Maximum	Mean	Std. Deviation
z2.1	250	1.00	5.00	3.7740	.73354
z2.2	250	2.00	5.00	3.7020	.68708
z2.3	250	1.50	5.00	3.8260	.61501
z2.4	250	1.00	5.00	3.7580	.69885
z2.5	250	1.50	5.00	3.7213	.68181
Valid N (listwise)	250				

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
y1	250	1.50	5.00	3.8500	.74479
y2	250	1.00	5.00	3.8100	.87059
y3	250	1.00	5.00	3.7560	.83140
y4	250	1.50	5.00	3.8900	.72871
y5	250	1.00	5.00	3.7600	.85869
Valid N (listwise)	250				

Lampiran 6. loading factor

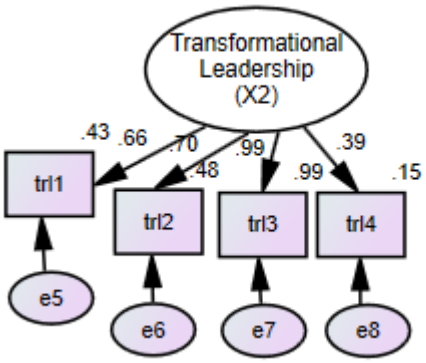


Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
pof3 <--- POF	3.296	1.509	2.184	.029	par_1
pof2 <--- POF	3.571	1.727	2.068	.039	par_2
pof1 <--- POF	1.000				
pof4 <--- POF	.673	.242	2.786	.005	par_3

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

	Estimate
pof3 <--- POF	.873
pof2 <--- POF	.915
pof1 <--- POF	.333
pof4 <--- POF	.338

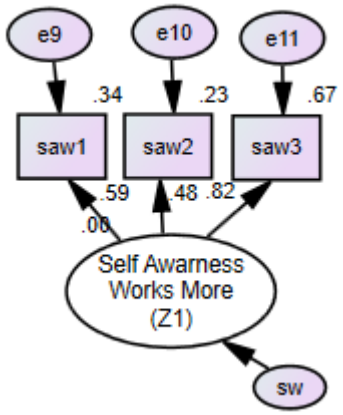


Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
trl2	<---	TRL	1.071	.115	9.328	***	par_1
trl3	<---	TRL	1.152	.110	10.440	***	par_2
trl4	<---	TRL	.517	.091	5.679	***	par_3
trl1	<---	TRL	1.000				

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

			Estimate
trl2	<---	TRL	.695
trl3	<---	TRL	.993
trl4	<---	TRL	.386
trl1	<---	TRL	.657

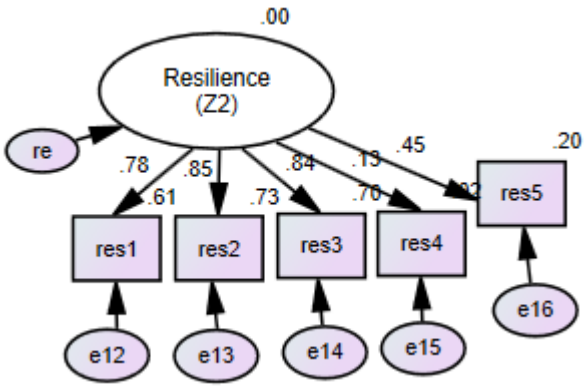


Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
saw1	<---	SAW	1.000				
saw2	<---	SAW	.911	.159	5.737	***	par_1
saw3	<---	SAW	1.763	.355	4.966	***	par_2

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

			Estimate
saw1	<---	SAW	.585
saw2	<---	SAW	.479
saw3	<---	SAW	.819

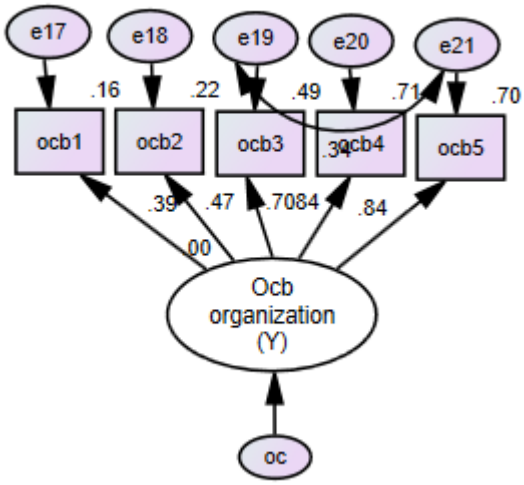


Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
res3	<---	RES	1.030	.081	12.711	***	par_1
res1	<---	RES	1.000				
res2	<---	RES	1.250	.098	12.730	***	par_2
res4	<---	RES	.217	.109	2.985	.047	par_3
res5	<---	RES	.759	.105	7.203	***	par_4

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

			Estimate
res3	<---	RES	.839
res1	<---	RES	.779
res2	<---	RES	.852
res4	<---	RES	.332
res5	<---	RES	.447



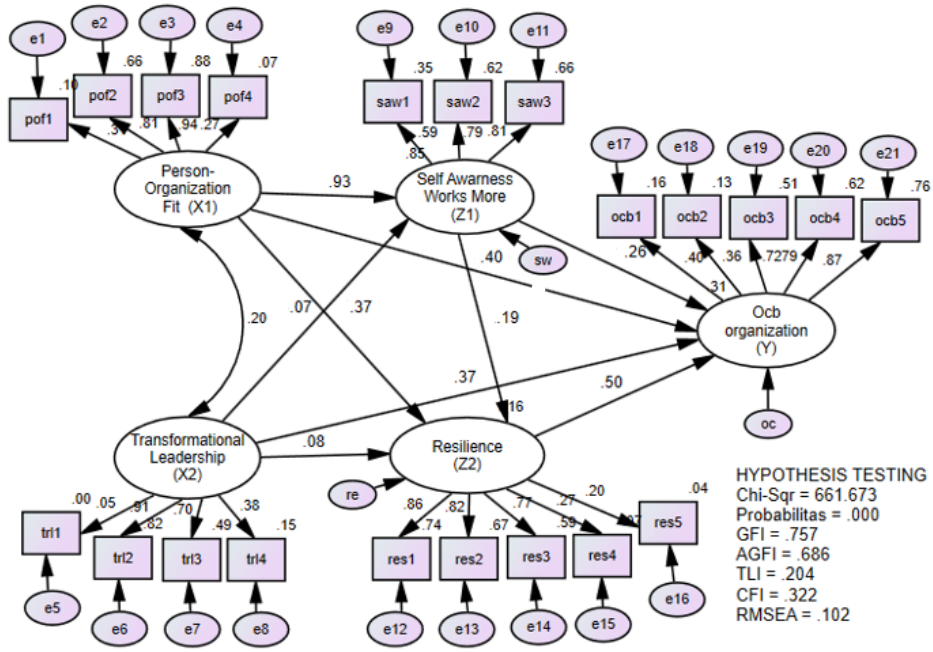
Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
ocb3	<---	OCB	2.947	2.262	7.303	.193	par_1
ocb4	<---	OCB	3.482	2.662	8.308	.191	par_2
ocb2	<---	OCB	1.117	.249	4.487	***	par_3
ocb1	<---	OCB	1.000				
ocb5	<---	OCB	3.021	2.244	8.346	.178	par_4

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

			Estimate
ocb3	<---	OCB	.702
ocb4	<---	OCB	.843
ocb2	<---	OCB	.466
ocb1	<---	OCB	.395
ocb5	<---	OCB	.836

Lampiran 7. Analysis Summary Proposed Model



Analysis Summary

Date and Time

Date: Monday, May 18, 2020

Time: 10:58:44 AM

Title

PENGARUH PERSON ORGANIZATION FIT DAN TRANSFORMATIONAL LEADERSHIP TERHADAP SELF AWARENESS WORK MORE, RESILIENCE DAN DAMPAKNYA TERHADAP OCB-ORGANIZATION DOSEN PADA PERGURUAN TINGGI KEPELAUTAN

Notes for Group (Group number 1)

The model is recursive.

Sample size = 147

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

res3

trl3

trl2

trl1
res1
res2
pof1
pof2
pof3
saw1
saw2
saw3
ocb2
ocb3
ocb4
ocb1
res4
ocb5
pof4
trl4
res5
Unobserved, endogenous variables
RES
OCB
SAW
Unobserved, exogenous variables
e14
e7
TRL
e5
e6
e12
e1
e2
e3
e13
e9
e10
e11
e18
e19
re
POF

e17
e15
e20
e21
oc
e4
e8
e16
sw

Variable counts (Group number 1)

Number of variables in your model:	50
Number of observed variables:	21
Number of unobserved variables:	29
Number of exogenous variables:	26
Number of endogenous variables:	24

Parameter Summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	29	0	0	0	0	29
Labeled	0	0	0	0	0	0
Unlabeled	25	1	26	0	0	52
Total	54	1	26	0	0	81

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
res5	1.000	5.000	-.433	-2.850	-.512	-1.686
trl4	1.000	5.000	-.690	-4.539	.577	1.899
pof4	1.000	5.000	-.729	-4.799	.379	1.248
ocb5	1.000	5.000	-.834	-5.489	.763	2.511
res4	1.000	5.000	-1.199	-7.890	1.842	6.061
ocb1	1.000	5.000	-.445	-2.930	-.243	-.801
ocb4	1.000	5.000	-.664	-4.373	-.023	-.077
ocb3	1.000	5.000	-.971	-6.392	.564	1.856
ocb2	1.000	5.000	-.425	-2.795	.134	.440
saw3	1.000	5.000	-.917	-6.039	1.246	4.102

Variable	min	max	skew	c.r.	kurtosis	c.r.
saw2	1.000	5.000	-.652	-4.290	.484	1.592
saw1	2.000	5.000	-.303	-1.994	.231	.760
pof3	1.000	5.000	-.446	-2.935	-.188	-.619
pof2	1.000	5.000	-.457	-3.009	.059	.194
pof1	1.000	5.000	-.862	-5.676	.778	2.559
res2	1.000	5.000	-.879	-5.787	1.460	4.805
res1	1.500	5.000	-.628	-4.134	.560	1.843
trl1	1.000	5.000	-.679	-4.472	-.081	-.266
trl2	1.000	5.000	-.758	-4.988	.321	1.057
trl3	2.000	5.000	-.715	-4.704	.424	1.395
res3	1.000	5.000	-.958	-6.306	2.170	7.143
Multivariate					118.443	30.724

Observations farthest from the centroid (Mahalanobis distance) (Group number 1)
Sample Moments (Group number 1)
Sample Covariances (Group number 1)
Condition number = 51.783
Eigenvalues
4.019 2.048 1.541 1.266 .843 .715 .645 .506 .419 .327 .300 .258 .218 .175 .155 .134 .118 .110 .108 .082 .078
Determinant of sample covariance matrix = .010
Sample Correlations (Group number 1)
Condition number = 56.614
Eigenvalues
6.091 2.924 2.344 1.869 1.237 1.045 .828 .721 .626 .526 .488 .391 .346 .307 .262 .230 .188 .179 .157 .133 .108

Estimates (Group number 1 - Default model)
Scalar Estimates (Group number 1 - Default model)
Generalized Least Squares Estimates
Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
SAW <--- POF	1.984	1.814	1.094	.274	par_12
SAW <--- TRL	-1.622	5.944	-.273	.785	par_26
RES <--- TRL	2.776	10.166	.273	.785	par_18
RES <--- POF	-4.099	4.276	-.959	.338	par_20

			Estimate	S.E.	C.R.	P	Label
RES	<---	SAW	3.086	1.126	2.741	.006	par_25
OCB	<---	TRL	4.678	16.051	.291	.771	par_10
OCB	<---	POF	-.447	1.066	-.419	.675	par_14
OCB	<---	RES	-.188	.320	-.589	.556	par_15
OCB	<---	SAW	.663	.797	.831	.406	par_22
res3	<---	RES	.923	.121	7.647	***	par_1
trl2	<---	TRL	52.165	174.630	.299	.765	par_2
res1	<---	RES	1.000				
res2	<---	RES	1.171	.163	7.202	***	par_3
trl3	<---	TRL	22.161	72.060	.308	.758	par_4
ocb3	<---	OCB	2.975	1.599	1.860	.063	par_5
ocb4	<---	OCB	3.819	2.035	1.877	.061	par_6
ocb2	<---	OCB	.992	.294	3.380	***	par_7
pof3	<---	POF	4.213	3.902	1.080	.280	par_8
pof2	<---	POF	3.570	3.252	1.098	.272	par_9
ocb1	<---	OCB	1.000				
res4	<---	RES	.327	.157	2.084	.037	par_11
ocb5	<---	OCB	2.701	1.470	1.837	.066	par_13
pof1	<---	POF	1.000				
pof4	<---	POF	.615	.300	2.053	.040	par_16
trl4	<---	TRL	13.151	43.231	.304	.761	par_17
res5	<---	RES	.136	.096	1.424	.154	par_21
trl1	<---	TRL	1.000				
saw1	<---	SAW	1.000				
saw2	<---	SAW	1.528	.299	5.117	***	par_23
saw3	<---	SAW	1.638	.227	7.216	***	par_24

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

			Estimate
SAW	<---	POF	.934
SAW	<---	TRL	-.067
RES	<---	TRL	.081
RES	<---	POF	-1.371
RES	<---	SAW	2.193
OCB	<---	TRL	.366

			Estimate
OCB	<---	POF	-.400
OCB	<---	RES	-.505
OCB	<---	SAW	1.262
res3	<---	RES	.770
trl2	<---	TRL	.906
res1	<---	RES	.863
res2	<---	RES	.821
trl3	<---	TRL	.700
ocb3	<---	OCB	.716
ocb4	<---	OCB	.789
ocb2	<---	OCB	.361
pof3	<---	POF	.938
pof2	<---	POF	.811
ocb1	<---	OCB	.401
res4	<---	RES	.271
ocb5	<---	OCB	.873
pof1	<---	POF	.309
pof4	<---	POF	.269
trl4	<---	TRL	.383
res5	<---	RES	.197
trl1	<---	TRL	.055
saw1	<---	SAW	.587
saw2	<---	SAW	.787
saw3	<---	SAW	.814

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

	Estimate
SAW	.852
RES	.856
OCB	.807
res5	.039
trl4	.147
pof4	.072
ocb5	.763
res4	.073

	Estimate
ocb1	.161
ocb4	.623
ocb3	.513
ocb2	.130
saw3	.663
saw2	.620
saw1	.345
pof3	.879
pof2	.657
pof1	.096
res2	.674
res1	.745
trl1	.003
trl2	.821
trl3	.490
res3	.592

Standardized Total Effects (Group number 1 - Default model)

	POF	TRL	SAW	RES	OCB
SAW	.934	-.067	.000	.000	.000
RES	.677	-.065	2.193	.000	.000
OCB	.436	.315	.155	-.505	.000
res5	.133	-.013	.432	.197	.000
trl4	.000	.383	.000	.000	.000
pof4	.269	.000	.000	.000	.000
ocb5	.381	.275	.135	-.441	.873
res4	.183	-.018	.594	.271	.000
ocb1	.175	.126	.062	-.203	.401
ocb4	.344	.249	.122	-.398	.789
ocb3	.312	.226	.111	-.362	.716
ocb2	.157	.114	.056	-.182	.361
saw3	.760	-.054	.814	.000	.000
saw2	.735	-.052	.787	.000	.000
saw1	.549	-.039	.587	.000	.000
pof3	.938	.000	.000	.000	.000

	POF	TRL	SAW	RES	OCB
pof2	.811	.000	.000	.000	.000
pof1	.309	.000	.000	.000	.000
res2	.555	-.053	1.800	.821	.000
res1	.584	-.056	1.892	.863	.000
trl1	.000	.055	.000	.000	.000
trl2	.000	.906	.000	.000	.000
trl3	.000	.700	.000	.000	.000
res3	.521	-.050	1.688	.770	.000

Standardized Direct Effects (Group number 1 - Default model)

	POF	TRL	SAW	RES	OCB
SAW	.934	-.067	.000	.000	.000
RES	-1.371	.081	2.193	.000	.000
OCB	-.400	.366	1.262	-.505	.000
res5	.000	.000	.000	.197	.000
trl4	.000	.383	.000	.000	.000
pof4	.269	.000	.000	.000	.000
ocb5	.000	.000	.000	.000	.873
res4	.000	.000	.000	.271	.000
ocb1	.000	.000	.000	.000	.401
ocb4	.000	.000	.000	.000	.789
ocb3	.000	.000	.000	.000	.716
ocb2	.000	.000	.000	.000	.361
saw3	.000	.000	.814	.000	.000
saw2	.000	.000	.787	.000	.000
saw1	.000	.000	.587	.000	.000
pof3	.938	.000	.000	.000	.000
pof2	.811	.000	.000	.000	.000
pof1	.309	.000	.000	.000	.000
res2	.000	.000	.000	.821	.000
res1	.000	.000	.000	.863	.000
trl1	.000	.055	.000	.000	.000
trl2	.000	.906	.000	.000	.000
trl3	.000	.700	.000	.000	.000
res3	.000	.000	.000	.770	.000

Standardized Indirect Effects (Group number 1 - Default model)

	POF	TRL	SAW	RES	OCB
SAW	.000	.000	.000	.000	.000
RES	2.048	-.146	.000	.000	.000
OCB	.837	-.051	-1.107	.000	.000
res5	.133	-.013	.432	.000	.000
trl4	.000	.000	.000	.000	.000
pof4	.000	.000	.000	.000	.000
ocb5	.381	.275	.135	-.441	.000
res4	.183	-.018	.594	.000	.000
ocb1	.175	.126	.062	-.203	.000
ocb4	.344	.249	.122	-.398	.000
ocb3	.312	.226	.111	-.362	.000
ocb2	.157	.114	.056	-.182	.000
saw3	.760	-.054	.000	.000	.000
saw2	.735	-.052	.000	.000	.000
saw1	.549	-.039	.000	.000	.000
pof3	.000	.000	.000	.000	.000
pof2	.000	.000	.000	.000	.000
pof1	.000	.000	.000	.000	.000
res2	.555	-.053	1.800	.000	.000
res1	.584	-.056	1.892	.000	.000
trl1	.000	.000	.000	.000	.000
trl2	.000	.000	.000	.000	.000
trl3	.000	.000	.000	.000	.000
res3	.521	-.050	1.688	.000	.000

Estimates (Group number 1 - Default model)

Generalized Least Squares Estimates

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
SAW	<---	POF	1.984	1.814	1.094	.274	par_12
SAW	<---	TRL	1.622	5.944	.273	.785	par_26
RES	<---	TRL	2.776	1.166	.273	.785	par_18
RES	<---	POF	4.099	4.276	.959	.338	par_20
RES	<---	SAW	3.086	1.126	2.741	.006	par_25

			Estimate	S.E.	C.R.	P	Label
OCB	<---	TRL	4.678	1.051	.291	.771	par_10
OCB	<---	POF	.447	1.066	.419	.675	par_14
OCB	<---	RES	.188	.320	.589	.556	par_15
OCB	<---	SAW	.663	.797	.831	.406	par_22
res3	<---	RES	.923	.121	7.647	***	par_1
trl2	<---	TRL	2.165	1.630	.299	.765	par_2
res1	<---	RES	1.000				
res2	<---	RES	1.171	.163	7.202	***	par_3
trl3	<---	TRL	2.161	7.060	.308	.758	par_4
ocb3	<---	OCB	2.975	1.599	1.860	.063	par_5
ocb4	<---	OCB	3.819	2.035	1.877	.061	par_6
ocb2	<---	OCB	.992	.294	3.380	***	par_7
pof3	<---	POF	4.213	3.902	1.080	.280	par_8
pof2	<---	POF	3.570	3.252	1.098	.272	par_9
ocb1	<---	OCB	1.000				
res4	<---	RES	.327	.157	2.084	.037	par_11
ocb5	<---	OCB	2.701	1.470	1.837	.066	par_13
pof1	<---	POF	1.000				
pof4	<---	POF	.615	.300	2.053	.040	par_16
trl4	<---	TRL	1.151	4.231	.304	.761	par_17
res5	<---	RES	.136	.096	1.424	.154	par_21
trl1	<---	TRL	1.000				
saw1	<---	SAW	1.000				
saw2	<---	SAW	1.528	.299	5.117	***	par_23
saw3	<---	SAW	1.638	.227	7.216	***	par_24

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

			Estimate
SAW	<---	POF	.934
SAW	<---	TRL	.067
RES	<---	TRL	.081
RES	<---	POF	.371
RES	<---	SAW	.193
OCB	<---	TRL	.366
OCB	<---	POF	.400

			Estimate
OCB	<---	RES	.505
OCB	<---	SAW	.262
res3	<---	RES	.770
trl2	<---	TRL	.906
res1	<---	RES	.863
res2	<---	RES	.821
trl3	<---	TRL	.700
ocb3	<---	OCB	.716
ocb4	<---	OCB	.789
ocb2	<---	OCB	.361
pof3	<---	POF	.938
pof2	<---	POF	.811
ocb1	<---	OCB	.401
res4	<---	RES	.271
ocb5	<---	OCB	.873
pof1	<---	POF	.309
pof4	<---	POF	.269
trl4	<---	TRL	.383
res5	<---	RES	.197
trl1	<---	TRL	.055
saw1	<---	SAW	.587
saw2	<---	SAW	.787
saw3	<---	SAW	.814

Covariances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
TRL	<-->	POF	.000	.001	.282	.778	par_19

Correlations: (Group number 1 - Default model)

			Estimate
TRL	<-->	POF	.195

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
TRL	.000	.001	.150	.881	par_27
POF	.024	.044	.551	.582	par_28
sw	.016	.010	1.632	.103	par_29
re	-.034	.041	-.832	.405	par_30
oc	.021	.020	1.037	.300	par_31
e14	.128	.016	8.050	***	par_32
e7	.095	.023	4.224	***	par_33
e5	.062	.020	3.159	.002	par_34
e6	.110	.117	.941	.347	par_35
e12	.075	.013	5.656	***	par_36
e1	.230	.034	6.717	***	par_37
e2	.162	.021	7.765	***	par_38
e3	.059	.020	2.988	.003	par_39
e13	.145	.021	6.832	***	par_40
e9	.209	.022	9.636	***	par_41
e10	.158	.022	7.084	***	par_42
e11	.150	.022	6.953	***	par_43
e18	.199	.025	7.936	***	par_44
e19	.255	.032	7.892	***	par_45
e17	.158	.026	6.069	***	par_46
e15	.295	.040	7.318	***	par_47
e20	.268	.039	6.889	***	par_48
e21	.069	.017	4.060	***	par_49
e4	.118	.026	4.481	***	par_50
e8	.187	.025	7.386	***	par_51
e16	.100	.022	4.591	***	par_52

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

	Estimate
SAW	.852
RES	1.156
OCB	.307
res5	.039
trl4	.147

	Estimate
pof4	.072
ocb5	.763
res4	.073
ocb1	.161
ocb4	.623
ocb3	.513
ocb2	.130
saw3	.663
saw2	.620
saw1	.345
pof3	.879
pof2	.657
pof1	.096
res2	.674
res1	.745
trl1	.003
trl2	.821
trl3	.490
res3	.592

Standardized Total Effects (Group number 1 - Default model)

	POF	TRL	SAW	RES	OCB
SAW	.934	-.067	.000	.000	.000
RES	.677	-.065	2.193	.000	.000
OCB	.436	.315	.155	-.505	.000
res5	.133	-.013	.432	.197	.000
trl4	.000	.383	.000	.000	.000
pof4	.269	.000	.000	.000	.000
ocb5	.381	.275	.135	-.441	.873
res4	.183	-.018	.594	.271	.000
ocb1	.175	.126	.062	-.203	.401
ocb4	.344	.249	.122	-.398	.789
ocb3	.312	.226	.111	-.362	.716
ocb2	.157	.114	.056	-.182	.361
saw3	.760	-.054	.814	.000	.000

	POF	TRL	SAW	RES	OCB
saw2	.735	-.052	.787	.000	.000
saw1	.549	-.039	.587	.000	.000
pof3	.938	.000	.000	.000	.000
pof2	.811	.000	.000	.000	.000
pof1	.309	.000	.000	.000	.000
res2	.555	-.053	1.800	.821	.000
res1	.584	-.056	1.892	.863	.000
trl1	.000	.055	.000	.000	.000
trl2	.000	.906	.000	.000	.000
trl3	.000	.700	.000	.000	.000
res3	.521	-.050	1.688	.770	.000

Standardized Direct Effects (Group number 1 - Default model)

	POF	TRL	SAW	RES	OCB
SAW	.934	-.067	.000	.000	.000
RES	-1.371	.081	2.193	.000	.000
OCB	-.400	.366	1.262	-.505	.000
res5	.000	.000	.000	.197	.000
trl4	.000	.383	.000	.000	.000
pof4	.269	.000	.000	.000	.000
ocb5	.000	.000	.000	.000	.873
res4	.000	.000	.000	.271	.000
ocb1	.000	.000	.000	.000	.401
ocb4	.000	.000	.000	.000	.789
ocb3	.000	.000	.000	.000	.716
ocb2	.000	.000	.000	.000	.361
saw3	.000	.000	.814	.000	.000
saw2	.000	.000	.787	.000	.000
saw1	.000	.000	.587	.000	.000
pof3	.938	.000	.000	.000	.000
pof2	.811	.000	.000	.000	.000
pof1	.309	.000	.000	.000	.000
res2	.000	.000	.000	.821	.000
res1	.000	.000	.000	.863	.000
trl1	.000	.055	.000	.000	.000

	POF	TRL	SAW	RES	OCB
trl2	.000	.906	.000	.000	.000
trl3	.000	.700	.000	.000	.000
res3	.000	.000	.000	.770	.000

Standardized Indirect Effects (Group number 1 - Default model)

	POF	TRL	SAW	RES	OCB
SAW	.000	.000	.000	.000	.000
RES	2.048	-.146	.000	.000	.000
OCB	.837	-.051	-1.107	.000	.000
res5	.133	-.013	.432	.000	.000
trl4	.000	.000	.000	.000	.000
pof4	.000	.000	.000	.000	.000
ocb5	.381	.275	.135	-.441	.000
res4	.183	-.018	.594	.000	.000
ocb1	.175	.126	.062	-.203	.000
ocb4	.344	.249	.122	-.398	.000
ocb3	.312	.226	.111	-.362	.000
ocb2	.157	.114	.056	-.182	.000
saw3	.760	-.054	.000	.000	.000
saw2	.735	-.052	.000	.000	.000
saw1	.549	-.039	.000	.000	.000
pof3	.000	.000	.000	.000	.000
pof2	.000	.000	.000	.000	.000
pof1	.000	.000	.000	.000	.000
res2	.555	-.053	1.800	.000	.000
res1	.584	-.056	1.892	.000	.000
trl1	.000	.000	.000	.000	.000
trl2	.000	.000	.000	.000	.000
trl3	.000	.000	.000	.000	.000
res3	.521	-.050	1.688	.000	.000

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	52	661.673	179	.000	3.696
Saturated model	231	.000	0		
Independence model	21	921.414	210	.000	4.388
Zero model	0	2719.500	231	.000	11.773

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.176	.757	.686	.586
Saturated model	.000	1.000		
Independence model	.248	.661	.627	.601
Zero model	.282	.000	.000	.000

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.282	.158	.350	.204	.322
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.852	.240	.274
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	482.673	407.733	565.188
Saturated model	.000	.000	.000
Independence model	711.414	621.149	809.214

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	2.555	1.864	1.574	2.182
Saturated model	.000	.000	.000	.000
Independence model	3.558	2.747	2.398	3.124

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.102	.094	.110	.000
Independence model	.114	.107	.122	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	765.673	775.327	950.829	1002.829
Saturated model	462.000	504.886	1284.517	1515.517
Independence model	963.414	967.313	1038.188	1059.188
Zero model	2719.500	2719.500	2719.500	2719.500

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	2.956	2.667	3.275	2.994
Saturated model	1.784	1.784	1.784	1.949
Independence model	3.720	3.371	4.097	3.735
Zero model	10.500	9.866	11.163	10.500

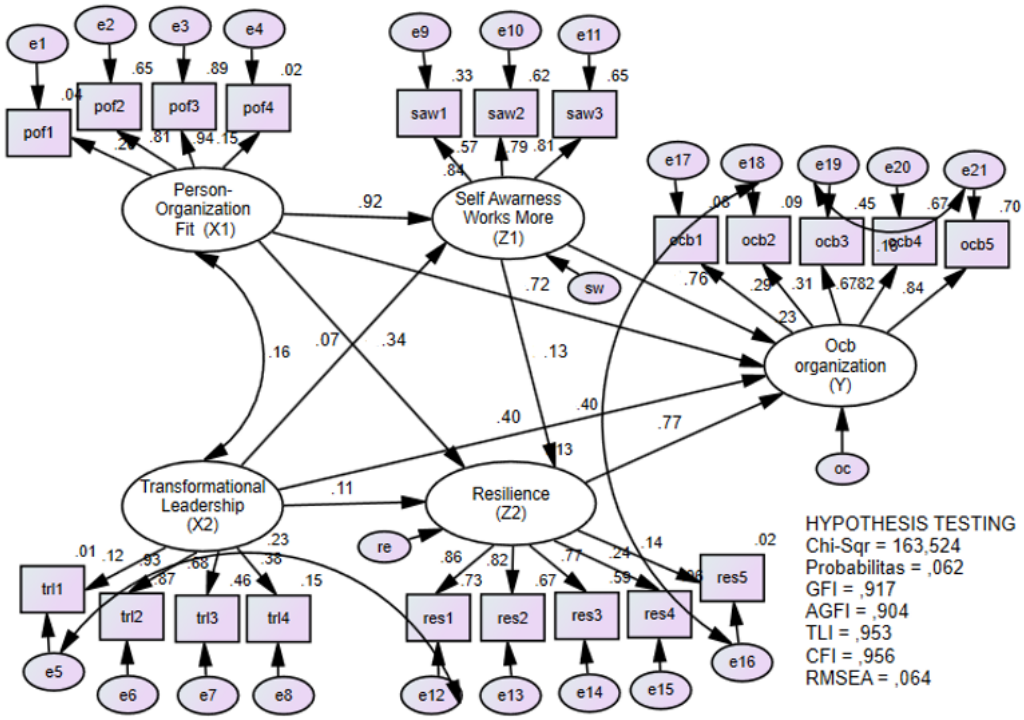
HOELTER

Model	HOELTER .05	HOELTER .01
Default model	83	89
Independence model	69	74
Zero model	26	28

Execution time summary

Minimization:	.297
Miscellaneous:	1.094
Bootstrap:	.000
Total:	1.391

Lampira 8. Analysis Summary Final Model



Analysis Summary

Date and Time

Date: Monday, May 18, 2020

Time: 10:33:51 AM

Title

PENGARUH PERSON ORGANIZATION FIT DAN TRANSFORMATIONAL LEADERSHIP TERHADAP SELF AWARENESS WORK MORE, RESILIENCE DAN DAMPAKNYA TERHADAP OCB-ORGANIZATION DOSEN PADA PERGURUAN TINGGI KEPELAUTAN

Notes for Group (Group number 1)

The model is recursive.

Sample size = 147

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

res3

trl3

trl2

trl1

res1

res2
pof1
pof2
pof3
saw1
saw2
saw3
ocb2
ocb3
ocb4
ocb1
res4
ocb5
pof4
trl4
res5
Unobserved, endogenous variables
RES
OCB
SAW
Unobserved, exogenous variables
e14
e7
TRL
e5
e6
e12
e1
e2
e3
e13
e9
e10
e11
e18
e19
re
POF
e17
e15
e20
e21
oc
e4

e8
e16
sw

Variable counts (Group number 1)

Number of variables in your model:	50
Number of observed variables:	21
Number of unobserved variables:	29
Number of exogenous variables:	26
Number of endogenous variables:	24

Parameter Summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	29	0	0	0	0	29
Labeled	0	0	0	0	0	0
Unlabeled	25	4	26	0	0	55
Total	54	4	26	0	0	84

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
res5	1.000	5.000	-.433	-2.850	-.512	-1.686
trl4	1.000	5.000	-.690	-4.539	.577	1.899
pof4	1.000	5.000	-.729	-4.799	.379	1.248
ocb5	1.000	5.000	-.834	-5.489	.763	2.511
res4	1.000	5.000	-1.199	-7.890	1.842	6.061
ocb1	1.000	5.000	-.445	-2.930	-.243	-.801
ocb4	1.000	5.000	-.664	-4.373	-.023	-.077
ocb3	1.000	5.000	-.971	-6.392	.564	1.856
ocb2	1.000	5.000	-.425	-2.795	.134	.440
saw3	1.000	5.000	-.917	-6.039	1.246	4.102
saw2	1.000	5.000	-.652	-4.290	.484	1.592
saw1	2.000	5.000	-.303	-1.994	.231	.760
pof3	1.000	5.000	-.446	-2.935	-.188	-.619
pof2	1.000	5.000	-.457	-3.009	.059	.194
pof1	1.000	5.000	-.862	-5.676	.778	2.559
res2	1.000	5.000	-.879	-5.787	1.460	4.805
res1	1.500	5.000	-.628	-4.134	.560	1.843
trl1	1.000	5.000	-.679	-4.472	-.081	-.266

Variable	min	max	skew	c.r.	kurtosis	c.r.
trl2	1.000	5.000	-.758	-4.988	.321	1.057
trl3	2.000	5.000	-.715	-4.704	.424	1.395
res3	1.000	5.000	-.958	-6.306	2.170	7.143
Multivariate					118.443	30.724

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

Observation number	Mahalanobis d-squared	p1	p2
43	83.173	.000	.000
167	70.586	.000	.000
6	69.850	.000	.000
54	57.068	.000	.000
193	54.479	.000	.000
240	53.506	.000	.000
140	49.862	.000	.000
97	49.673	.000	.000
93	49.485	.000	.000
4	48.689	.001	.000
229	47.075	.001	.000
16	47.057	.001	.000
180	44.069	.002	.000
56	43.986	.002	.000
161	43.631	.003	.000
25	42.093	.004	.000
246	41.457	.005	.000
232	39.736	.008	.000
230	39.336	.009	.000
100	39.161	.009	.000
116	39.127	.009	.000
216	38.403	.012	.000
176	37.417	.015	.000
69	37.302	.016	.000
37	37.147	.016	.000
132	36.796	.018	.000
245	36.686	.018	.000
145	36.650	.018	.000
86	36.433	.020	.000
33	36.378	.020	.000

Observation number	Mahalanobis d-squared	p1	p2
223	35.991	.022	.000
129	35.957	.022	.000
88	35.702	.024	.000
96	34.822	.030	.000
178	34.736	.030	.000
46	34.637	.031	.000
113	33.902	.037	.000
237	33.447	.041	.000
62	33.396	.042	.000
28	33.384	.042	.000
11	32.795	.049	.000
103	32.158	.056	.000
63	31.956	.059	.000
213	31.829	.061	.000
81	31.531	.065	.000
228	31.428	.067	.000
182	30.915	.075	.000
189	30.892	.075	.000
221	30.704	.079	.000
10	30.214	.088	.000
14	30.196	.088	.000
146	30.031	.091	.000
234	29.831	.095	.000
166	29.821	.096	.000
20	29.307	.107	.000
128	28.729	.121	.000
29	28.661	.122	.000
89	28.323	.131	.000
238	28.165	.136	.000
188	27.873	.144	.000
123	27.688	.149	.000
169	27.555	.153	.000
1	27.439	.157	.000
72	27.191	.165	.000
211	27.119	.167	.000
255	26.922	.173	.001
12	26.856	.176	.001
76	26.760	.179	.001

Observation number	Mahalanobis d-squared	p1	p2
52	26.728	.180	.000
172	26.619	.184	.000
122	26.427	.191	.001
170	26.374	.193	.001
5	26.349	.193	.000
244	26.206	.199	.001
222	25.813	.214	.003
203	25.439	.229	.010
130	25.296	.235	.013
186	25.249	.237	.011
249	25.013	.247	.021
26	24.967	.249	.018
138	24.767	.257	.029
134	24.148	.286	.163
165	24.093	.289	.153
247	23.898	.298	.207
31	23.870	.299	.183
39	23.870	.299	.150
13	23.592	.313	.248
196	23.589	.313	.210
99	23.307	.328	.331
241	22.718	.359	.691
79	22.496	.371	.781
21	22.404	.377	.793
22	22.252	.385	.835
78	22.239	.386	.807
15	22.208	.388	.787
111	22.152	.391	.781
80	22.060	.396	.794
137	22.054	.396	.759
102	22.034	.398	.730
252	22.033	.398	.688

Sample Moments (Group number 1)
Sample Covariances (Group number 1)
Condition number = 51.783
Eigenvalues
4.019 2.048 1.541 1.266 .843 .715 .645 .506 .419 .327 .300 .258 .218 .175 .155 .134
.118 .110 .108 .082 .078

Determinant of sample covariance matrix = .010
Sample Correlations (Group number 1)
Condition number = 56.614
Eigenvalues
6.091 2.924 2.344 1.869 1.237 1.045 .828 .721 .626 .526 .488 .391 .346 .307 .262 .230 .188 .179 .157 .133 .108

Estimates (Group number 1 - Default model)
Scalar Estimates (Group number 1 - Default model)
Generalized Least Squares Estimates
Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
SAW	<---	POF	1.031	.757	10.637	***	par_12
SAW	<---	TRL	.071	1.384	1.519	.204	par_29
RES	<---	TRL	.143	.146	2.522	***	par_19
RES	<---	POF	.345	.196	3.622	***	par_21
RES	<---	SAW	.185	.084	2.847	***	par_28
OCB	<---	TRL	.734	.934	8.591	***	par_10
OCB	<---	POF	.785	.644	3.373	***	par_14
OCB	<---	RES	.921	.396	10.560	***	par_15
OCB	<---	SAW	.731	.026	7.712	***	par_23
res3	<---	RES	.939	.127	7.401	***	par_1
trl2	<---	TRL	2.458	.349	.622	.534	par_2
res1	<---	RES	1.000				
res2	<---	RES	1.198	.175	6.848	***	par_3
trl3	<---	TRL	9.713	1.801	.704	.482	par_4
ocb3	<---	OCB	3.666	.136	1.716	.086	par_5
ocb4	<---	OCB	5.272	3.076	1.714	.087	par_6
ocb2	<---	OCB	1.109	.398	2.788	.005	par_7
pof3	<---	POF	6.843	.858	.630	.529	par_8
pof2	<---	POF	5.734	8.955	.640	.522	par_9
ocb1	<---	OCB	1.000				
res4	<---	RES	.291	.161	1.802	.072	par_11
ocb5	<---	OCB	3.420	.995	1.715	.086	par_13
pof1	<---	POF	1.000				
pof4	<---	POF	.552	.518	1.065	.287	par_17
trl4	<---	TRL	5.949	.875	.670	.503	par_18
res5	<---	RES	.098	.098	1.002	.317	par_22
trl1	<---	TRL	1.000				
saw1	<---	SAW	1.000				

			Estimate	S.E.	C.R.	P	Label
saw2	<---	SAW	1.609	.326	4.936	***	par_24
saw3	<---	SAW	1.658	.241	6.888	***	par_25

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

			Estimate
SAW	<---	POF	.924
SAW	<---	TRL	.068
RES	<---	TRL	.108
RES	<---	POF	.339
RES	<---	SAW	.135
OCB	<---	TRL	.398
OCB	<---	POF	.725
OCB	<---	RES	.772
OCB	<---	SAW	.764
res3	<---	RES	.770
trl2	<---	TRL	.934
res1	<---	RES	.857
res2	<---	RES	.821
trl3	<---	TRL	.678
ocb3	<---	OCB	.670
ocb4	<---	OCB	.819
ocb2	<---	OCB	.306
pof3	<---	POF	.941
pof2	<---	POF	.806
ocb1	<---	OCB	.291
res4	<---	RES	.238
ocb5	<---	OCB	.836
pof1	<---	POF	.198
pof4	<---	POF	.152
trl4	<---	TRL	.383
res5	<---	RES	.141
trl1	<---	TRL	.116
saw1	<---	SAW	.570
saw2	<---	SAW	.789
saw3	<---	SAW	.807

Covariances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
TRL	<-->	POF	.000	.001	.375	.708	par_20
e19	<-->	e21	.024	.031	.775	.439	par_16
e18	<-->	e16	-.057	.015	-3.760	***	par_26
e5	<-->	e12	.016	.010	1.685	.092	par_27

Correlations: (Group number 1 - Default model)

			Estimate
TRL	<-->	POF	.155
e19	<-->	e21	.155
e18	<-->	e16	-.399
e5	<-->	e12	.230

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
TRL	.001	.003	.322	.748	par_30
POF	.009	.030	.313	.754	par_31
sw	.016	.010	1.682	.092	par_32
re	-.027	.039	-.688	.492	par_33
oc	.013	.014	.922	.356	par_34
e14	.127	.016	7.933	***	par_35
e7	.101	.023	4.389	***	par_36
e5	.066	.020	3.405	***	par_37
e6	.080	.139	.573	.566	par_38
e12	.076	.013	5.694	***	par_39
e1	.227	.034	6.624	***	par_40
e2	.165	.021	7.872	***	par_41
e3	.056	.020	2.773	.006	par_42
e13	.145	.021	6.750	***	par_43
e9	.208	.022	9.591	***	par_44
e10	.157	.023	6.950	***	par_45
e11	.147	.021	6.870	***	par_46
e18	.205	.025	8.165	***	par_47
e19	.284	.048	5.970	***	par_48
e17	.186	.027	6.975	***	par_49
e15	.294	.040	7.346	***	par_50
e20	.234	.064	3.665	***	par_51

	Estimate	S.E.	C.R.	P	Label
e21	.086	.029	3.006	.003	par_52
e4	.120	.026	4.539	***	par_53
e8	.186	.026	7.280	***	par_54
e16	.099	.022	4.511	***	par_55

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

	Estimate
SAW	.839
RES	.828
OCB	.833
res5	.020
trl4	.147
pof4	.023
ocb5	.699
res4	.057
ocb1	.085
ocb4	.672
ocb3	.448
ocb2	.093
saw3	.651
saw2	.623
saw1	.325
pof3	.885
pof2	.649
pof1	.039
res2	.675
res1	.734
trl1	.013
trl2	.872
trl3	.459
res3	.593

Standardized Total Effects (Group number 1 - Default model)

	POF	TRL	SAW	RES	OCB
SAW	.924	.068	.000	.000	.000
RES	.465	.108	.135	.000	.000
OCB	1.141	.466	.868	.772	.000
res5	.089	-.005	.301	.141	.000

	POF	TRL	SAW	RES	OCB
trl4	.000	.383	.000	.000	.000
pof4	.152	.000	.000	.000	.000
ocb5	.348	.257	.097	-.645	.836
res4	.151	-.009	.508	.238	.000
ocb1	.121	.089	.034	-.225	.291
ocb4	.341	.252	.095	-.632	.819
ocb3	.278	.206	.078	-.517	.670
ocb2	.127	.094	.035	-.236	.306
saw3	.746	-.055	.807	.000	.000
saw2	.729	-.054	.789	.000	.000
saw1	.527	-.039	.570	.000	.000
pof3	.941	.000	.000	.000	.000
pof2	.806	.000	.000	.000	.000
pof1	.198	.000	.000	.000	.000
res2	.521	-.031	1.753	.821	.000
res1	.544	-.032	1.830	.857	.000
trl1	.000	.116	.000	.000	.000
trl2	.000	.934	.000	.000	.000
trl3	.000	.678	.000	.000	.000
res3	.488	-.029	1.644	.770	.000

Standardized Direct Effects (Group number 1 - Default model)

	POF	TRL	SAW	RES	OCB
SAW	.924	.068	.000	.000	.000
RES	.339	.108	.135	.000	.000
OCB	.725	.398	.764	.772	.000
res5	.000	.000	.000	.141	.000
trl4	.000	.383	.000	.000	.000
pof4	.152	.000	.000	.000	.000
ocb5	.000	.000	.000	.000	.836
res4	.000	.000	.000	.238	.000
ocb1	.000	.000	.000	.000	.291
ocb4	.000	.000	.000	.000	.819
ocb3	.000	.000	.000	.000	.670
ocb2	.000	.000	.000	.000	.306
saw3	.000	.000	.807	.000	.000
saw2	.000	.000	.789	.000	.000
saw1	.000	.000	.570	.000	.000

	POF	TRL	SAW	RES	OCB
pof3	.941	.000	.000	.000	.000
pof2	.806	.000	.000	.000	.000
pof1	.198	.000	.000	.000	.000
res2	.000	.000	.000	.821	.000
res1	.000	.000	.000	.857	.000
trl1	.000	.116	.000	.000	.000
trl2	.000	.934	.000	.000	.000
trl3	.000	.678	.000	.000	.000
res3	.000	.000	.000	.770	.000

Standardized Indirect Effects (Group number 1 - Default model)

	POF	TRL	SAW	RES	OCB
SAW	.000	.000	.000	.000	.000
RES	.126	.000	.000	.000	.000
OCB	.706	.068	.104	.000	.000
res5	.089	-.005	.301	.000	.000
trl4	.000	.000	.000	.000	.000
pof4	.000	.000	.000	.000	.000
ocb5	.348	.257	.097	-.645	.000
res4	.151	-.009	.508	.000	.000
ocb1	.121	.089	.034	-.225	.000
ocb4	.341	.252	.095	-.632	.000
ocb3	.278	.206	.078	-.517	.000
ocb2	.127	.094	.035	-.236	.000
saw3	.746	-.055	.000	.000	.000
saw2	.729	-.054	.000	.000	.000
saw1	.527	-.039	.000	.000	.000
pof3	.000	.000	.000	.000	.000
pof2	.000	.000	.000	.000	.000
pof1	.000	.000	.000	.000	.000
res2	.521	-.031	1.753	.000	.000
res1	.544	-.032	1.830	.000	.000
trl1	.000	.000	.000	.000	.000
trl2	.000	.000	.000	.000	.000
trl3	.000	.000	.000	.000	.000
res3	.488	-.029	1.644	.000	.000

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	55	163.524	176	.062	.929
Saturated model	231	.000	0		
Independence model	21	921.414	210	.000	4.388
Zero model	0	2719.500	231	.000	11.773

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.919	.903	.917	.904
Saturated model	.000	1.000		
Independence model	.248	.661	.627	.601
Zero model	.282	.000	.000	.000

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.900	.964	.963	.953	.956
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.838	.251	.285
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	469.341	395.427	550.830
Saturated model	.000	.000	.000
Independence model	711.414	621.149	809.214

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	2.492	1.812	1.527	2.127
Saturated model	.000	.000	.000	.000
Independence model	3.558	2.747	2.398	3.124

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.101	.093	.110	.000
Independence model	.114	.107	.122	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	755.341	765.552	951.178	1006.178
Saturated model	462.000	504.886	1284.517	1515.517
Independence model	963.414	967.313	1038.188	1059.188
Zero model	2719.500	2719.500	2719.500	2719.500

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	2.916	2.631	3.231	2.956
Saturated model	1.784	1.784	1.784	1.949
Independence model	3.720	3.371	4.097	3.735
Zero model	10.500	9.866	11.163	10.500

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	84	90
Independence model	69	74
Zero model	26	28

Execution time summary

Minimization: .172
Miscellaneous: 1.109
Bootstrap: .000
Total: 1.281