

LAMPIRAN 3. OUTPUT UJI VALIDITAS KUESIONER

Correlations

	Tot_X1		
	Pearson Correlation	Sig. (2-tailed)	N
Item.1	.832	.000	354
Item.2	.836	.000	354
Item.3	.839	.000	354
Item.4	.765	.000	354
Item.5	.793	.000	354
Item.6	.750	.000	354
Item.7	.780	.000	354
Item.8	.698	.000	354
Item.9	.791	.000	354

Correlations

	Tot_X2		
	Pearson Correlation	Sig. (2-tailed)	N
Item.10	.835	.000	354
Item.11	.840	.000	354
Item.12	.850	.000	354
Item.13	.847	.000	354
Item.14	.825	.000	354
Item.15	.794	.000	354
Item.16	.738	.000	354

Correlations

	Tot_X3		
	Pearson Correlation	Sig. (2-tailed)	N
Item.17	.714	.000	354
Item.18	.752	.000	354
Item.19	.798	.000	354
Item.20	.719	.000	354
Item.21	.710	.000	354
Item.22	.701	.000	354
Item.23	.785	.000	354
Item.24	.644	.000	354
Item.25	.684	.000	354
Item.26	.579	.000	354
Item.27	.754	.000	354
Item.28	.757	.000	354
Item.29	.736	.000	354
Item.30	.718	.000	354

Correlations

	Tot_Z		
	Pearson Correlation	Sig. (2-tailed)	N
Item.31	.657	.000	354
Item.32	.662	.000	354
Item.33	.768	.000	354
Item.34	.757	.000	354
Item.35	.800	.000	354
Item.36	.799	.000	354
Item.37	.641	.000	354
Item.38	.740	.000	354
Item.39	.760	.000	354
Item.40	.677	.000	354
Item.41	.737	.000	354
Item.42	.779	.000	354
Item.43	.819	.000	354
Item.44	.783	.000	354

Correlations

	Tot_Y		N
	Pearson Correlation	Sig. (2-tailed)	
Item.45	.787	.000	354
Item.46	.845	.000	354
Item.47	.805	.000	354
Item.48	.796	.000	354
Item.49	.807	.000	354
Item.50	.713	.000	354
Item.51	.760	.000	354
Item.52	.809	.000	354
Item.53	.808	.000	354
Item.54	.804	.000	354
Item.55	.751	.000	354

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Item.1	34.48	12.959	.779	.910
Item.2	34.51	12.987	.784	.910
Item.3	34.55	12.974	.788	.910
Item.4	34.56	13.329	.695	.916
Item.5	34.60	13.345	.733	.913
Item.6	34.42	13.469	.679	.917
Item.7	34.57	13.254	.714	.915
Item.8	34.62	13.529	.608	.922
Item.9	34.46	13.337	.731	.914

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Item.10	25.18	8.810	.768	.903
Item.11	25.15	8.970	.779	.902
Item.12	25.25	8.723	.787	.901
Item.13	25.30	8.573	.778	.901
Item.14	25.13	8.967	.758	.904
Item.15	25.26	8.895	.709	.909
Item.16	25.07	9.275	.644	.915

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Item.17	55.51	36.047	.656	.920
Item.18	55.35	36.437	.707	.918
Item.19	55.32	35.935	.759	.917
Item.20	55.37	36.012	.662	.920
Item.21	55.55	35.733	.647	.920
Item.22	55.61	35.389	.630	.921
Item.23	55.38	36.158	.745	.917
Item.24	55.26	36.871	.579	.922
Item.25	55.44	35.986	.616	.921
Item.26	54.95	37.972	.515	.924
Item.27	55.18	36.930	.714	.919
Item.28	55.17	36.851	.717	.918
Item.29	55.18	36.876	.692	.919
Item.30	55.45	35.880	.659	.920

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Item.31	54.85	36.862	.592	.934
Item.32	54.97	36.169	.588	.934
Item.33	54.66	36.673	.728	.930
Item.34	54.76	36.262	.710	.930
Item.35	54.78	35.821	.759	.929
Item.36	54.78	35.753	.757	.929
Item.37	54.55	37.262	.578	.934
Item.38	54.56	36.769	.694	.931
Item.39	54.47	36.748	.718	.930
Item.40	54.50	37.174	.621	.933
Item.41	54.58	36.556	.688	.931
Item.42	54.49	36.687	.741	.930
Item.43	54.59	36.015	.784	.928
Item.44	54.62	36.242	.741	.929

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Item.45	41.79	23.405	.742	.931
Item.46	41.86	23.013	.811	.928
Item.47	41.99	22.852	.758	.930
Item.48	41.91	23.246	.752	.930
Item.49	41.86	23.234	.765	.930
Item.50	42.22	22.728	.634	.936
Item.51	42.12	22.477	.693	.933
Item.52	42.10	22.358	.757	.930
Item.53	41.85	23.040	.765	.930
Item.54	41.86	23.115	.761	.930
Item.55	41.90	23.166	.694	.933

LAMPIRAN 4. OUTPUT UJI RELIABILITAS KUESIONER

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	354	100.0
	Excluded ^a	0	.0
	Total	354	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.923	9

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	354	100.0
	Excluded ^a	0	.0
	Total	354	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.917	7

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	354	100.0
	Excluded ^a	0	.0
	Total	354	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.925	14

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	354	100.0
	Excluded ^a	0	.0
	Total	354	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.935	14

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	354	100.0
	Excluded ^a	0	.0
	Total	354	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.937	11

LAMPIRAN 5. TABEL FREKUENSI KARAKTERISTIK RESPONDEN

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 40 tahun	153	43.2	43.2	43.2
	20 - 30 tahun	47	13.3	13.3	56.5
	31 - 40 tahun	154	43.5	43.5	100.0
	Total	354	100.0	100.0	

Kecamatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	BLULUK	3	.8	.8	.8
	BRONDONG	3	.8	.8	1.7
	DEKET	29	8.2	8.2	9.9
	KALITENGAH	8	2.3	2.3	12.1
	KARANG BINANGUN	1	.3	.3	12.4
	KARANGBINANGUN	6	1.7	1.7	14.1
	KARANGGENENG	55	15.5	15.5	29.7
	LAREN	23	6.5	6.5	36.2
	MODO	30	8.5	8.5	44.6
	NGIMBANG	31	8.8	8.8	53.4
	NGINBANG	1	.3	.3	53.7
	PACIRAN	38	10.7	10.7	64.4
	PACRAN	1	.3	.3	64.7
	SOIOKURO	1	.3	.3	65.0
	SOLOKURO	20	5.6	5.6	70.6
	SUGIO	6	1.7	1.7	72.3
	SUKODADI	31	8.8	8.8	81.1
	SUKORAME	28	7.9	7.9	89.0
	TIKUNG	36	10.2	10.2	99.2
	TURI	3	.8	.8	100.0
Total		354	100.0	100.0	

Unsur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bidan/ Tenaga Kesehatan	74	20.9	20.9	20.9
	Kader KB	161	45.5	45.5	66.4
	Kader PKK	119	33.6	33.6	100.0
	Total	354	100.0	100.0	

LAMPIRAN 6. STATISTIK DESKRIPTIF VARIABEL PENELITIAN

	STS Count	TS Count	N Count	S Count	SS Count
Item.1	0	0	20	185	149
Item.2	0	0	20	196	138
Item.3	0	1	19	206	128
Item.4	0	0	23	207	124
Item.5	0	1	18	229	106
Item.6	0	0	13	178	163
Item.7	0	1	21	212	120
Item.8	0	0	33	206	115
Item.9	0	0	12	192	150
Item.10	0	0	35	209	110
Item.11	0	0	24	220	110
Item.12	0	0	45	216	93
Item.13	1	0	53	212	88
Item.14	0	1	22	214	117
Item.15	1	0	43	218	92
Item.16	0	1	20	199	134
Item.17	0	4	58	197	95
Item.18	0	0	31	205	118
Item.19	0	0	32	193	129
Item.20	0	4	40	182	128
Item.21	2	4	63	192	93
Item.22	3	8	71	182	90
Item.23	0	0	35	210	109
Item.24	0	2	31	167	154
Item.25	1	4	53	176	120
Item.26	1	1	8	104	240
Item.27	0	0	9	190	155
Item.28	0	0	10	185	159
Item.29	0	0	13	180	161
Item.30	0	3	57	181	113

	STS Count	TS Count	N Count	S Count	SS Count
Item.31	0	6	60	214	74
Item.32	0	13	84	185	72
Item.33	0	0	31	221	102
Item.34	0	3	47	216	88
Item.35	0	5	46	219	84
Item.36	1	4	45	220	84
Item.37	0	1	30	183	140
Item.38	0	1	22	200	131
Item.39	0	1	14	185	154
Item.40	0	0	24	180	150
Item.41	0	3	24	199	128
Item.42	0	0	16	191	147
Item.43	0	0	31	198	125
Item.44	0	1	32	203	118
Item.45	0	0	12	205	137
Item.46	0	1	15	221	117
Item.47	0	1	38	218	97
Item.48	0	1	20	226	107
Item.49	0	0	18	218	118
Item.50	0	8	82	192	72
Item.51	0	7	63	199	85
Item.52	1	3	57	211	82
Item.53	0	0	22	205	127
Item.54	0	0	21	209	124
Item.55	0	2	27	207	118

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Item.1	354	3	5	4.36	.588
Item.2	354	3	5	4.33	.580
Item.3	354	2	5	4.30	.580
Item.4	354	3	5	4.29	.579
Item.5	354	2	5	4.24	.551
Item.6	354	3	5	4.42	.564
Item.7	354	2	5	4.27	.579
Item.8	354	3	5	4.23	.605
Item.9	354	3	5	4.39	.554
Item.10	354	3	5	4.21	.605
Item.11	354	3	5	4.24	.566
Item.12	354	3	5	4.14	.610
Item.13	354	1	5	4.09	.646
Item.14	354	2	5	4.26	.580
Item.15	354	1	5	4.13	.625
Item.16	354	2	5	4.32	.589
Item.17	354	2	5	4.08	.687
Item.18	354	3	5	4.25	.601
Item.19	354	3	5	4.27	.617
Item.20	354	2	5	4.23	.686
Item.21	354	1	5	4.05	.732
Item.22	354	1	5	3.98	.789
Item.23	354	3	5	4.21	.603
Item.24	354	2	5	4.34	.658
Item.25	354	1	5	4.16	.732
Item.26	354	1	5	4.64	.572
Item.27	354	3	5	4.41	.542
Item.28	354	3	5	4.42	.549
Item.29	354	3	5	4.42	.564
Item.30	354	2	5	4.14	.704
Valid N (listwise)	354				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Item.31	354	2	5	4.01	.669
Item.32	354	2	5	3.89	.760
Item.33	354	3	5	4.20	.580
Item.34	354	2	5	4.10	.638
Item.35	354	2	5	4.08	.647
Item.36	354	1	5	4.08	.656
Item.37	354	2	5	4.31	.632
Item.38	354	2	5	4.30	.594
Item.39	354	2	5	4.39	.579
Item.40	354	3	5	4.36	.605
Item.41	354	2	5	4.28	.623
Item.42	354	3	5	4.37	.570
Item.43	354	3	5	4.27	.609
Item.44	354	2	5	4.24	.616
Item.45	354	3	5	4.35	.545
Item.46	354	2	5	4.28	.552
Item.47	354	2	5	4.16	.606
Item.48	354	2	5	4.24	.560
Item.49	354	3	5	4.28	.552
Item.50	354	2	5	3.93	.722
Item.51	354	2	5	4.02	.706
Item.52	354	1	5	4.05	.672
Item.53	354	3	5	4.30	.578
Item.54	354	3	5	4.29	.571
Item.55	354	2	5	4.25	.611
Valid N (listwise)	354				

LAMPIRAN 7. PENGUJIAN ASUMSI DALAM SEM

A. Evaluasi *Multivariate Normality*

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
Z4	2.800	5.000	-.164	-1.261	-.492	-1.889
Z3	3.000	5.000	-.140	-1.077	-.683	-2.624
X22	3.000	5.000	-.016	-.124	-.374	-1.437
X21	3.000	5.000	.090	.694	-.486	-1.865
Y3	3.000	5.000	-.090	-.692	-.511	-1.962
Y2	2.800	5.000	.167	1.282	-.385	-1.480
Y1	3.000	5.000	.116	.893	-.563	-2.162
X33	3.000	5.000	-.060	-.458	-.938	-3.602
X32	2.714	5.000	-.093	-.713	-.379	-1.455
X31	3.000	5.000	-.002	-.018	-.684	-2.629
X13	3.000	5.000	-.003	-.027	-.531	-2.041
X12	3.000	5.000	-.061	-.470	-.460	-1.768
X11	3.000	5.000	-.193	-1.485	-.556	-2.136
Z2	2.500	5.000	-.070	-.541	.065	.251
Z1	2.000	5.000	-.263	-2.018	.068	.261
Multivariate					63.395	26.408

B. Evaluasi *Univariate Outlier*

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Zscore(X1.1)	354	-2.44086	1.22043	.0000000	1.0000000
Zscore(X1.2)	354	-2.64813	1.37233	.0000000	1.0000000
Zscore(X1.3)	354	-2.56982	1.38834	.0000000	1.0000000
Zscore(X2.1)	354	-2.16353	1.54313	.0000000	1.0000000
Zscore(X2.2)	354	-2.37326	1.47468	.0000000	1.0000000
Zscore(X3.1)	354	-2.11381	1.40755	.0000000	1.0000000
Zscore(X3.2)	354	-2.94215	1.49930	.0000000	1.0000000
Zscore(X3.3)	354	-2.64944	1.28100	.0000000	1.0000000
Zscore(Z.1)	354	-2.87978	1.54616	.0000000	1.0000000
Zscore(Z.2)	354	-2.85984	1.56105	.0000000	1.0000000
Zscore(Z.3)	354	-2.51706	1.25321	.0000000	1.0000000
Zscore(Z.4)	354	-2.86840	1.33068	.0000000	1.0000000
Zscore(Y.1)	354	-2.48292	1.44098	.0000000	1.0000000
Zscore(Y.2)	354	-2.39834	1.64984	.0000000	1.0000000
Zscore(Y.3)	354	-2.36785	1.33835	.0000000	1.0000000
Valid N (listwise)	354				

Minimum Z-score : -2.942

Maximum Z-score : 1.650

C. Evaluasi *Multivariate Outlier*

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

Observation number	Mahalanobis d-squared	p1	p2
68	37.069	.001	.000
308	36.914	.001	.000
37	36.438	.002	.000
284	34.872	.003	.000
162	33.816	.004	.000
74	33.082	.005	.000
142	32.749	.005	.000
211	31.789	.007	.000
320	31.107	.009	.000
202	31.020	.009	.000
51	30.845	.009	.000
256	30.028	.012	.000
194	29.974	.012	.000
274	29.893	.012	.000
56	29.883	.012	.000
156	29.619	.013	.000
160	29.474	.014	.000
175	29.421	.014	.000
343	28.977	.016	.000
94	28.908	.017	.000
114	28.853	.017	.000
232	28.643	.018	.000
140	28.632	.018	.000
118	28.609	.018	.000
331	28.603	.018	.000
197	28.238	.020	.000
58	27.680	.024	.000
113	27.633	.024	.000
285	27.526	.025	.000
292	27.515	.025	.000
267	27.424	.025	.000
70	27.393	.026	.000
353	27.298	.026	.000
247	27.130	.028	.000
158	26.894	.030	.000
55	26.414	.034	.000
35	26.200	.036	.000

Observation number	Mahalanobis d-squared	p1	p2
53	25.855	.040	.000
293	25.186	.048	.000
269	25.179	.048	.000
344	24.963	.050	.000
294	24.947	.051	.000
304	24.938	.051	.000
164	24.780	.053	.000
223	24.758	.053	.000
198	24.675	.054	.000
174	24.487	.057	.000
95	24.454	.058	.000
19	23.861	.067	.000
255	23.729	.070	.000
3	23.652	.071	.000
167	23.552	.073	.000
83	23.491	.074	.000
80	23.054	.083	.000
216	22.943	.085	.000
141	22.665	.092	.000
196	22.523	.095	.000
61	22.427	.097	.000
168	22.353	.099	.000
240	22.320	.100	.000
176	22.290	.100	.000
306	22.274	.101	.000
79	22.188	.103	.000
105	22.107	.105	.000
246	21.986	.108	.000
193	21.985	.108	.000
145	21.983	.108	.000
345	21.928	.110	.000
210	21.256	.129	.000
171	21.195	.131	.000
205	21.104	.134	.000
1	21.014	.136	.000
199	20.938	.139	.000
265	20.844	.142	.000
335	20.794	.144	.000
135	20.573	.151	.000
185	20.311	.160	.000

Observation number	Mahalanobis d-squared	p1	p2
290	19.689	.184	.002
270	19.591	.188	.002
305	19.294	.201	.008
126	19.284	.201	.006
15	19.254	.202	.005
288	19.213	.204	.005
123	19.182	.206	.004
289	19.163	.206	.003
217	18.982	.215	.007
186	18.969	.215	.005
254	18.929	.217	.005
117	18.777	.224	.008
157	18.777	.224	.006

D. Evaluasi Singularity dan Multicollinearity

Condition number = 42.818

Eigenvalues

2.090 .422 .366 .321 .204 .185 .131 .114 .108 .095 .087 .074 .070 .062 .049

Determinant of sample covariance matrix = 1.636

Sample correlation matrix

	Z4	Z3	X22	X21	Y3	Y2	Y1	X33	X32	X31	X13	X12	X11	Z2	Z1
Z4															
Z3	0.660														
X22	0.403	0.444													
X21	0.445	0.476	0.719												
Y3	0.564	0.551	0.546	0.571											
Y2	0.497	0.398	0.475	0.495	0.614										
Y1	0.598	0.534	0.516	0.556	0.791	0.717									
X33	0.504	0.447	0.302	0.295	0.494	0.412	0.514								
X32	0.444	0.388	0.276	0.294	0.415	0.447	0.465	0.622							
X31	0.465	0.406	0.307	0.298	0.429	0.443	0.460	0.747	0.619						
X13	0.387	0.414	0.341	0.352	0.397	0.388	0.452	0.304	0.277	0.327					
X12	0.440	0.342	0.258	0.249	0.371	0.377	0.431	0.274	0.261	0.308	0.633				
X11	0.449	0.433	0.327	0.290	0.438	0.429	0.496	0.228	0.202	0.225	0.650	0.674			
Z2	0.615	0.588	0.448	0.457	0.544	0.515	0.544	0.413	0.418	0.434	0.437	0.348	0.383		
Z1	0.476	0.403	0.348	0.427	0.394	0.378	0.390	0.329	0.315	0.353	0.356	0.269	0.261	0.574	

Sample correlation (minimum) = .202

Sample correlation (maximum) = .791

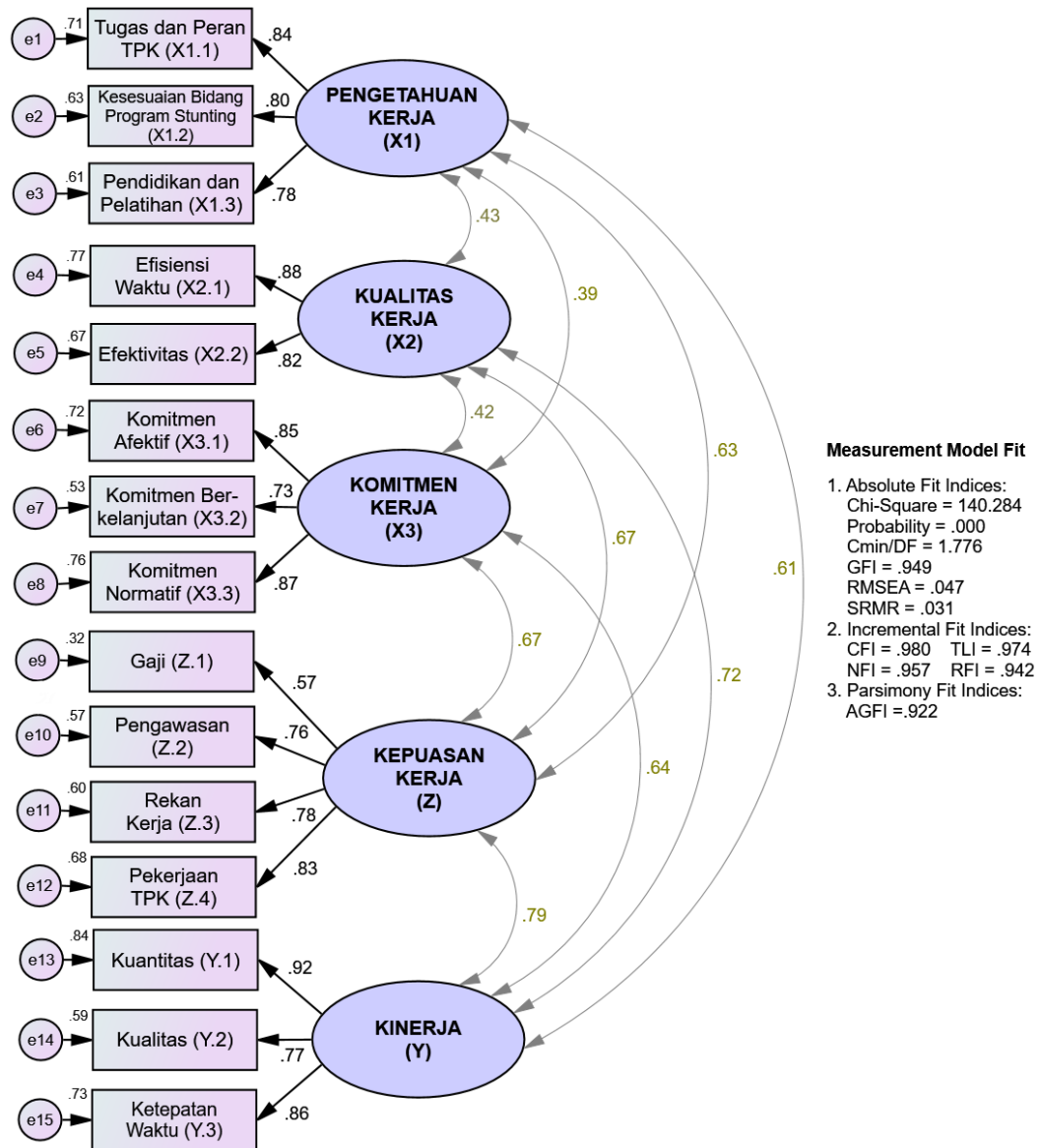
Variance Inflation Factor (VIF)

Multicollinearity Analysis^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Pengetahuan Kerja (X1)	.810	1.235
	Kualitas Kerja (X2)	.799	1.251
	Komitmen Kerja (X3)	.818	1.223

a. Dependent Variable: Kepuasan Kerja (Z); Kinerja (Y)

LAMPIRAN 8. SEM - ANALISIS MEASUREMENT MODEL



Notes for Group (Group number 1)

The model is recursive.
 Sample size = 354

Regression Weights: (All Sample - Default model)

	Estimate	S.E.	C.R.	P
Z1 <--- Z	1.000			

	Estimate	S.E.	C.R.	P
Z2 <--- Z	1.109	.094	11.792	***
X11 <--- X1	1.000			
X12 <--- X1	.859	.055	15.727	***
X13 <--- X1	.858	.057	15.175	***
X31 <--- X3	1.000			
X32 <--- X3	.782	.052	14.980	***
X33 <--- X3	.925	.050	18.516	***
Y1 <--- Y	1.000			
Y2 <--- Y	.888	.048	18.501	***
Y3 <--- Y	.985	.044	22.494	***
X21 <--- X2	1.000			
X22 <--- X2	.896	.060	15.023	***
Z3 <--- Z	1.068	.104	10.267	***
Z4 <--- Z	1.123	.105	10.669	***

Standardized Regression Weights: (All Sample - Default model)

	Estimate
Z1 <--- Z	.570
Z2 <--- Z	.757
X11 <--- X1	.844
X12 <--- X1	.796
X13 <--- X1	.783
X31 <--- X3	.846
X32 <--- X3	.730
X33 <--- X3	.874
Y1 <--- Y	.919
Y2 <--- Y	.765
Y3 <--- Y	.855
X21 <--- X2	.879
X22 <--- X2	.818
Z3 <--- Z	.777
Z4 <--- Z	.828

Covariances: (All Sample - Default model)

	Estimate	S.E.	C.R.	P
X1 <--> Y	.132	.016	8.453	***
Z <--> Y	.142	.018	8.013	***
Z <--> X3	.125	.017	7.279	***
X3 <--> X2	.094	.015	6.131	***

	Estimate	S.E.	C.R.	P
X1 <--> X2	.095	.015	6.310	***
X1 <--> X3	.086	.015	5.817	***
Z <--> X1	.113	.016	7.062	***
Z <--> X2	.122	.017	7.174	***
Y <--> X2	.159	.017	9.620	***
X3 <--> Y	.143	.016	8.850	***

Correlations: (All Sample - Default model)

	Estimate
X1 <--> Y	.615
Z <--> Y	.786
Z <--> X3	.673
X3 <--> X2	.415
X1 <--> X2	.434
X1 <--> X3	.390
Z <--> X1	.635
Z <--> X2	.666
Y <--> X2	.719
X3 <--> Y	.639

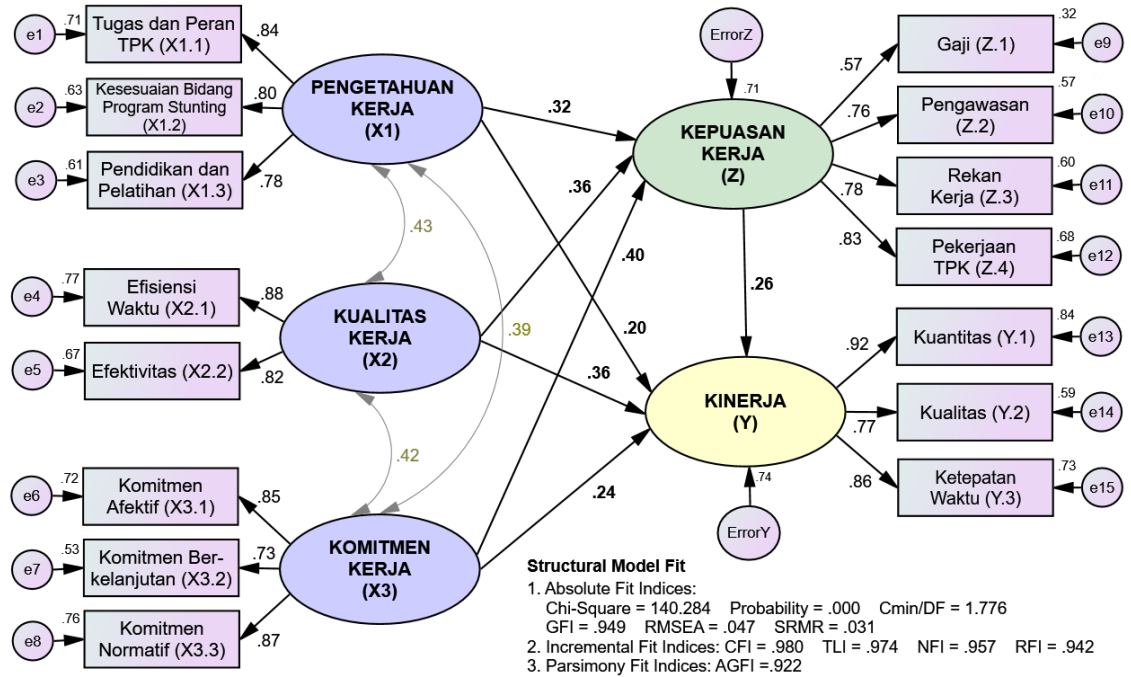
Construct Reliability and Average Variance Extracted (AVE)

Construct	Indikator	Factor Loading (FL)	FL ²	Error	Construct Reliability	Average Variance Extracted (AVE)
Pengetahuan Kerja (X1)	X1.1	0.844	0.712	0.288	0.849	0.653
	X1.2	0.796	0.634	0.366		
	X1.3	0.783	0.613	0.387		
Kualitas Kerja (X2)	X2.1	0.879	0.773	0.227	0.838	0.721
	X2.2	0.818	0.669	0.331		
Komitmen Kerja (X3)	X3.1	0.846	0.716	0.284	0.859	0.671
	X3.2	0.730	0.533	0.467		
	X3.3	0.874	0.764	0.236		
Kepuasan Kerja (Z)	Z.1	0.570	0.325	0.675	0.826	0.547
	Z.2	0.757	0.573	0.427		
	Z.3	0.777	0.604	0.396		
	Z.4	0.828	0.686	0.314		
Kinerja (Y)	Y.1	0.919	0.845	0.155	0.885	0.720
	Y.2	0.765	0.585	0.415		
	Y.3	0.855	0.731	0.269		

$$\text{Construct Reliability} = \frac{\sum(FL)^2}{\sum(FL)^2 + \sum(\text{error})}$$

$$\text{Average Variance Extracted (AVE)} = \frac{\sum(FL^2)}{\sum(FL^2) + \sum(\text{error})}$$

LAMPIRAN 9. SEM - ANALISIS STRUCTURAL MODEL



Notes for Group (Group number 1)

The model is recursive.
Sample size = 354

Parameter Summary (All Sample)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	22	0	0	0	0	22
Labeled	0	0	0	0	0	0
Unlabeled	17	4	20	0	0	41
Total	39	4	20	0	0	63

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 120
 Number of distinct parameters to be estimated: 41
 Degrees of freedom (120 - 41): 79

Result (Default model)

Minimum was achieved
 Chi-square = 140.284
 Degrees of freedom = 79
 Probability level = .000

Regression Weights: (All Sample - Default model)

	Estimate	S.E.	C.R.	P
Z <--- X2	.294	.051	5.790	***
Z <--- X1	.271	.048	5.611	***
Z <--- X3	.319	.049	6.555	***
Y <--- X2	.356	.059	6.048	***
Y <--- X1	.206	.055	3.715	***
Y <--- X3	.230	.057	4.050	***
Y <--- Z	.313	.112	2.798	.005

Regression Weights: (All Sample – Bootstrapp, bias-corrected percentile method)

	Estimate	Std. Estimate	S.E. bootstrapp	C.R.	Lower	Upper	P
Z <--- X2	.294	.361	.069	4.261	.185	.470	.003
Z <--- X1	.271	.323	.047	5.766	.184	.367	.006
Z <--- X3	.319	.397	.052	6.135	.214	.424	.013
Y <--- X2	.356	.361	.082	4.341	.190	.517	.012
Y <--- X1	.206	.202	.060	3.433	.096	.321	.007
Y <--- X3	.230	.236	.072	3.194	.083	.354	.021
Y <--- Z	.313	.258	.141	2.220	.088	.682	.019

Standardized Regression Weights: (All Sample - Default model)

	Estimate
Z <--- X2	.361
Z <--- X1	.323
Z <--- X3	.397
Y <--- X2	.361
Y <--- X1	.202
Y <--- X3	.236
Y <--- Z	.258
Z1 <--- Z	.570
Z2 <--- Z	.757
X11 <--- X1	.844

	Estimate
X12 <--- X1	.796
X13 <--- X1	.783
X31 <--- X3	.846
X32 <--- X3	.730
X33 <--- X3	.874
Y1 <--- Y	.919
Y2 <--- Y	.765
Y3 <--- Y	.855
X21 <--- X2	.879
X22 <--- X2	.818
Z3 <--- Z	.777
Z4 <--- Z	.828

Covariances: (All Sample - Default model)

	Estimate	S.E.	C.R.	P	Label
X1 <--> X2	.095	.015	6.310	***	par_18
X3 <--> X2	.094	.015	6.131	***	par_19
X1 <--> X3	.086	.015	5.817	***	par_20

Correlations: (All Sample - Default model)

	Estimate
X1 <--> X2	.434
X3 <--> X2	.415
X1 <--> X3	.390

Squared Multiple Correlations: (All Sample - Default model)

	Estimate
Z	.713
Y	.737

Standardized Residual Covariances (All Sample - Default model)

	Z4	Z3	X22	X21	Y3	Y2	Y1	X33	X32	X31	X13	X12	X11	Z2	Z1
Z4	0.00														
Z3	0.26	0.00													
X22	-0.81	0.35	0.00												
X21	-0.68	0.35	0.00	0.00											
Y3	0.13	0.48	0.73	0.51	0.00										
Y2	-0.01	-1.19	0.44	0.20	-0.64	0.00									
Y1	0.01	-0.45	-0.39	-0.41	0.07	0.21	0.00								
X33	0.29	-0.17	0.10	-0.44	0.28	-0.25	0.01	0.00							
X32	0.65	0.11	0.51	0.50	0.29	1.59	0.63	-0.25	0.00						
X31	-0.11	-0.63	0.35	-0.19	-0.57	0.51	-0.61	0.11	0.02	0.00					
X13	-0.42	0.48	1.16	0.97	-0.25	0.35	0.16	0.68	0.98	1.25	0.00				
X12	0.39	-0.88	-0.44	-0.97	-0.83	0.05	-0.31	0.05	0.63	0.82	0.16	0.00			
X11	0.10	0.30	0.50	-0.57	-0.10	0.56	0.33	-1.09	-0.70	-0.97	-0.16	0.04	0.00		
Z2	-0.19	-0.01	0.62	0.24	0.59	1.02	-0.03	-0.55	0.81	0.05	1.08	-0.60	-0.39	0.00	
Z1	0.07	-0.68	0.68	1.66	0.20	0.63	-0.38	-0.11	0.63	0.50	1.33	-0.33	-0.78	0.00	0.00

Standardized Total Effects (All Sample - Default model)

	X2	X3	X1	Z	Y
Z	.361	.397	.323	.000	.000
Y	.454	.338	.286	.258	.000

Standardized Total Effects: (All Sample – Bootstrapp, bias-corrected percentile method)

	Estimate	Std. Estimate	S.E. bootstrapp	C.R.	P
Y <--- X1	.290	.286	.053	5.472	.008
Y <--- X2	.448	.454	.065	6.892	.012
Y <--- X3	.330	.338	.059	5.593	.018
Y <--- Z	.313	.258	.141	2.220	.019

Standardized Indirect Effects (All Sample - Default model)

	X2	X3	X1	Z	Y
Z	.000	.000	.000	.000	.000
Y	.093	.102	.083	.000	.000

Standardized Indirect Effects: (All Sample – Bootstrapp, bias-corrected percentile method)

	Estimate	Std. Estimate	S.E. bootstrapp	C.R.	P
Y <--- Z <--- X1	.085	.083	.042	2.024	.022
Y <--- Z <--- X2	.092	.093	.046	2.000	.010
Y <--- Z <--- X3	.100	.102	.048	2.083	.021

Modification Indices (All Sample - Default model)

Covariances: (All Sample - Default model)

	M.I.	Par Change
e12 <--> X2	4.316	-.017
e15 <--> X2	4.120	.016
e15 <--> e11	4.140	.013
e14 <--> e11	10.875	-.024
e14 <--> e15	7.206	-.016
e8 <--> e14	6.153	-.015
e7 <--> e14	5.060	.017
e6 <--> e14	4.104	.014
e3 <--> e12	11.799	-.022
e2 <--> X2	4.858	-.018
e2 <--> e12	5.947	.015
e2 <--> e11	5.139	-.015
e1 <--> X3	6.632	-.023
e1 <--> ErrorY	5.405	.013
e1 <--> e4	4.258	-.014
e9 <--> e4	8.835	.030
e9 <--> e3	4.238	.021

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	41	140.284	79	.000	1.776
Saturated model	120	.000	0		
Independence model	15	3242.506	105	.000	30.881

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.009	.949	.922	.625
Saturated model	.000	1.000		
Independence model	.123	.257	.151	.225

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.957	.942	.981	.974	.980
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.752	.720	.738
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	61.284	32.119	98.298
Saturated model	.000	.000	.000
Independence model	3137.506	2955.290	3327.031

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	.397	.174	.091	.278
Saturated model	.000	.000	.000	.000
Independence model	9.186	8.888	8.372	9.425

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.047	.034	.059	.644
Independence model	.291	.282	.300	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	222.284	226.177	380.925	421.925
Saturated model	240.000	251.395	704.316	824.316
Independence model	3272.506	3273.931	3330.546	3345.546

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	.630	.547	.735	.641
Saturated model	.680	.680	.680	.712
Independence model	9.271	8.754	9.807	9.275

HOELTER

Model	HOELTER	HOELTER
	.05	.01
Default model	254	280
Independence model	15	16