Kuisioner

Pengaruh Budaya Organisasi, Kontrak Psikologis dan *Job Insecurity* Terhadap *Burnout* dan *Turnover Intention* Pada Tenaga Kerja Milenial di CV. Mapan Jaya Surabaya

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kami mohon dengan sangat hormat kesediaan Bapak/Ibu/Saudara/i untuk mengisi daftar pernyataan ini. Pengisian kuisoner ini semata-mata untuk tujuan ilmiah dan pengembangan ilmu pengetahuan, Data yang terkumpul nantinya akan dianalisis dan disajikan secara keseluruhan. Adapun kerahasiaan data yang Bapak/Ibu/Saudara/i sampaikan akan dijaga kerahasiaannya.

IDENTITAS RESPONDEN

1. Nama : .....(Boleh tidak diisi)

2. Pendidikan Terakhir :

☐ SD ☐ SMP ☐ SMA/SMK ☐ S1

☐ S2 ☐ S3

3. Lama Bekerja :

☐ <1 tahun ☐ 1-3 tahun ☐ 3-5 tahun

☐ 5-7 Tahun ☐ >7 Tahun

5. Pengalaman Kerja

☐ Ada ☐ Tidak Ada

Isi Apabila memiliki pengalaman pekerjaan :

1. Posisi :……
2. Perusahaan :……

PETUNJUK PENGISIAN :

Pilihlah jawaban yang saudara anggap paling memenuhi presepsi 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)**

No	Pernyataan	STS	TS	N	S	SS
I.	**Variabel Budaya Organisasi**					
	A. Kesadaran diri	STS	TS	N	S	SS
1.	Saya memahami visi dan misi perusahaan					
2.	Saya memahami peraturan perusahaan					
	B. Keagresifan	STS	TS	N	S	SS
3.	Saya mampu mengaplikasikan visi dan misi perusahaan dalam pekerjaan					
4	Saya disiplin mengikuti peraturan perusahaan					
	C. Kepribadian	STS	TS	N	S	SS
5.	Saya berorientasi kepada kepuasan pelangan					
6.	Saya memiliki loyalitas kepada perusahaan					
	D. Performa	STS	TS	N	S	SS
7.	Saya memberikan pelayanan terbaik sesuai dengan prosedur yang telah ditetapkan.					
8.	Saya menyelesaikan pekerjaan sesuai target yang telah ditentukan oleh perusahaan					
	E. Orientasi Tim	STS	TS	N	S	SS
9.	Dalam menyelesaikan pekerjaan saya lebih mengutamakan kepentingan bersama daripada kepentingan individu					
10.	Saya bersedia membantu pekerjaan rekan kerja saya untuk mencapai target perusahaan					

II.	**Variabel Kontrak Psikologis**					
	A. Kontrak Transaksional	STS	TS	N	S	SS
11.	Perusahaan memberikan kompensasi yang sebanding dengan kontribusi saya					
12.	Sistem penilaian kerja di perusahaan terlaksana dengan adil					
	B. Kontrak Relasional	STS	TS	N	S	SS
13.	Saya diberikan kesempatan untuk mengembangkan potensi yang saya miliki					
14.	Saya merasa bangga menjadi bagian dari perusahaan					
	C. Balanced Contract	STS	TS	N	S	SS
15.	Saya tidak keberatan untuk mengerjakan pekerjaan di luar jam kerja					
16.	Saya merasa di hargai atas usaha kerja yang di berikan untuk kemajuan perusahaan					
	III. Job Insecurity (X3)					
	A. Arti pekerjaan bagi individu.	STS	TS	N	S	SS
17.	Pekerjaan yang saya lakukan sesuai dengan *Passion* saya					
18.	Perusahaan telah memberikan jenjang karier bagi masa depan saya					
	B. Tingkat ancaman yang mungkin terjadi saat ini	STS	TS	N	S	SS
19.	Saya merasa dirugikan karena Kebijakan-kebijakan baru yang dibuat perusahaan					
20;	Saya merasa cemas karena adanya efisiensi bagi karyawann					
	C. Tingkat ancaman yang terjadi di masa yang akan datang	STS	TS	N	S	SS
21.	Saya merasa cemas akan pemutusan hubungan kerja akibat dari kesalahan yang dilakukan saya					
22.	Saya merasa cemas akan Pemutusan kontrak sepihak oleh perusahaan apabila kondisi perusahaan tidak stabil					
	D. Ketidakberdayaan yang dirasakan individu.	STS	TS	N	S	SS

23.	Saya merasa beban pekerjaan yang di berikan perusahaan terlalu berat					
24.	Sulit bagi saya mendapatkan pekerjaan yang lebih baik daripada pekerjaan saat ini					
E. Tingkat Kepentingan Bagi Individu.		STS	TS	N	S	SS
25.	Ada Aspek di luar pekerjaan yang menjadi tanggung jawab saya sehingga saya memerlukan pekerjaan ini					
26.	Saya tidak memiliki sumber penghasilan lain selain di perusahaa ini					
IV. Burnout (Z)						
A. Kelelahan Fisik		STS	TS	N	S	SS
27.	Saya merasa tidak bisa berkonsentrasi didalam mengerjakan pekerjaan saya					
28.	Saya merasakan kelelahan berlebih setelah pulang kerja					
B. Kelelahan Emosional		STS	TS	N	S	SS
29.	Saya merasa tidak nyaman di lingkungan kerja saya saat ini					
30..	Saya tidak bisa mengendalikan perasanaan saya di tempat kerja					
C. Kelelahan Mental		STS	TS	N	S	SS
31.	Saya merasa jenuh dengan pekerjaan saat ini					
32.	Saya merasa jenuh dengan orang-orang di lingkungan kerja saya saat ini					
D. Rendahnya Pengahargaan Terhadap diri sendiri		STS	TS	N	S	SS
33.	Saya merasa performa kerja saya tidak sebaik pekerjaan karyawan lain					
34.	Saya merasa atasan saya menilai saya secara subjective, sehingga apapun yang saya lakukan akan tetap salah					
E. Depersonalisasi		STS	TS	N	S	SS
35.	Saya merasa tertekan saat menjalani hari di tempat kerja					
36.	Saya merasakan kecemasan berlebih hingga kesulitan tidur di malam hari walaupun sudah lelah bekerja seharian					

V. Turnover Intention (Y)						
A. Faktor Psikologis		STS	TS	N	S	SS
37.	Saya memiliki keinginan keluar dari tempat kerja karena beban kerja yang terlalu berat					
38.	Saya memiliki keinginan keluar dari tempat kerja karena lingkungan kerja saat ini tidak membuat saya nyaman					
B. Faktor Ekonomi		STS	TS	N	S	SS
39.	Saya memiliki keinginan keluar dari tempat kerja bila sudah mendapatkan pekerjaan dengan gaji yang lebih besar					
40,	Saya memiliki keinginan keluar dari tempat kerja apabila ada perusahaan lain menawarkan posisi pekerjaan yang lebih baik					
C. Faktor demografis		STS	TS	N	S	SS
41.	Saya memiliki keinginan keluar dari tempat bekerja ketika merasa tidak ada perkembangan karir					
42.	Saya memiliki keinginan keluar dari tempat bekerja karena ingin mendapatkan pengalaman yang lain di luar lingkungan pekerjaan saya saat ini					

Lampiran
Tabulasi

XI (Budaya Organisasi)

	X1									
No.	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10
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X2 (Kontrak Psikologis)

	X2					
No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6
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132	2	2	5	3	1	3
133	4	3	4	4	3	4
134	2	3	5	3	2	2
135	3	3	5	5	2	3
136	4	3	4	4	2	3
137	3	3	4	3	3	3
138	4	4	5	4	3	4
139	3	2	3	3	3	3
140	3	3	4	4	3	3
141	2	2	2	3	1	2
142	4	5	4	4	4	4
143	4	4	5	5	5	5
144	3	4	5	5	5	4
145	4	4	4	5	4	4
146	4	4	4	4	4	4
147	5	5	5	5	5	5
148	4	4	5	5	4	4
149	5	4	5	4	5	5
150	5	4	5	4	4	4
151	3	3	3	4	4	3

152	4	4	4	5	4	4
153	4	4	4	4	4	4
154	5	5	5	5	5	5
155	4	4	5	5	4	4
156	4	4	4	5	4	4

X3(Job Insecurity)

	X3									
No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10
1	4	5	3	4	3	1	3	4	4	4
2	5	4	3	5	5	5	2	1	4	5
3	4	4	1	1	4	4	1	4	5	4
4	4	5	3	4	3	2	2	4	3	4
5	3	4	3	4	4	4	3	4	3	4
6	4	5	4	3	5	4	2	3	3	4
7	1	5	5	5	5	5	1	3	5	3
8	2	3	3	3	3	3	2	2	3	3
9	3	3	2	3	3	3	2	2	3	3

10	2	3	2	3	3	3	3	3	3	3
11	4	4	2	3	4	4	2	4	5	5
12	4	5	2	3	4	4	2	2	4	4
13	4	4	2	3	4	5	2	3	4	4
14	4	4	2	3	4	5	2	3	4	4
15	5	5	4	2	3	1	3	3	4	5
16	2	3	4	3	4	3	3	4	2	3
17	4	5	2	2	3	2	2	4	2	2
18	4	5	3	4	4	4	3	3	4	3
19	3	3	3	5	3	3	3	1	5	5
20	4	4	3	4	4	3	3	4	3	4
21	5	4	4	4	4	4	3	3	3	3
22	5	5	3	3	3	4	3	3	5	3
23	4	4	3	3	3	3	3	3	4	4
24	3	5	2	3	3	2	3	2	3	3
25	4	5	2	2	2	2	2	2	4	3
26	3	2	3	3	4	3	3	2	3	2
27	3	4	2	3	3	4	2	2	3	3
28	4	4	2	3	2	2	2	2	3	3
29	4	4	3	3	3	4	4	1	3	3
30	5	5	2	2	2	2	2	4	4	4
31	4	5	1	2	2	2	2	3	3	2
32	4	4	2	4	4	4	2	4	3	4
33	4	4	4	4	4	4	4	4	4	4
34	4	5	2	2	1	1	3	4	4	4
35	4	4	2	3	4	4	2	4	4	4
36	3	5	3	3	3	3	3	4	4	3
37	3	5	4	4	4	4	3	4	4	3
38	5	3	4	3	2	3	3	2	3	3
39	5	5	2	3	3	3	3	3	3	3
40	4	4	3	4	4	2	3	4	3	3
41	3	3	3	4	3	5	3	3	4	4
42	4	4	2	3	4	3	2	2	3	3
43	4	4	3	4	4	4	3	4	4	4
44	3	3	3	3	3	3	3	3	3	3
45	4	4	2	2	3	3	2	3	3	3
46	4	4	3	3	3	3	3	3	3	3

47	4	3	2	3	4	3	2	2	3	4
48	3	3	2	3	3	2	3	3	3	3
49	5	3	1	5	5	5	2	2	5	5
50	5	5	2	3	4	4	4	2	5	2
51	4	3	5	3	3	3	3	5	3	5
52	5	2	4	2	2	2	4	2	2	4
53	2	2	4	1	2	2	3	2	2	5
54	5	3	3	3	3	3	4	2	4	2
55	4	4	2	2	2	2	4	4	2	5
56	4	5	5	4	5	5	4	3	3	5
57	5	4	4	4	4	4	4	4	4	2
58	5	4	4	3	3	3	2	3	3	3
59	5	4	4	3	3	3	2	3	3	3
60	4	5	3	3	3	2	3	3	4	3
61	3	4	4	4	4	3	1	3	4	5
62	3	5	4	5	5	5	5	2	5	4
63	1	1	5	4	1	4	4	1	4	4
64	3	4	3	4	4	3	2	2	4	5
65	3	4	3	4	4	4	4	3	3	4
66	4	3	3	4	3	5	4	2	4	5
67	5	5	5	3	5	5	5	1	1	5
68	3	3	3	3	3	3	3	2	2	3
69	2	3	3	3	3	3	3	2	3	3
70	2	3	3	3	3	3	3	3	2	3
71	2	3	5	5	3	4	4	2	4	4
72	2	3	4	4	3	4	4	2	4	5
73	2	3	4	4	3	4	5	2	4	4
74	2	3	4	4	3	4	5	2	4	4
75	4	2	4	5	2	3	1	3	5	5
76	4	3	2	3	3	4	3	3	2	3
77	2	2	2	2	2	3	2	2	4	5
78	3	4	4	3	4	4	4	3	4	5
79	3	5	5	5	5	3	3	3	3	3
80	3	4	3	4	4	4	3	3	4	4
81	4	4	3	3	4	4	4	3	5	4
82	3	3	5	3	3	3	4	3	5	5
83	3	3	4	4	3	3	3	3	4	4

84	2	3	3	3	3	3	2	3	3	5
85	2	2	4	3	2	2	2	2	4	5
86	3	3	3	2	3	4	3	3	3	2
87	2	3	3	3	3	3	4	2	3	4
88	2	3	3	3	3	2	2	2	4	4
89	3	3	3	3	3	3	4	4	4	4
90	2	2	4	4	2	2	2	2	5	5
91	1	2	3	2	2	2	2	2	4	5
92	2	4	3	4	4	4	4	2	4	4
93	4	4	4	4	4	4	4	4	4	4
94	2	2	4	4	2	1	1	3	4	5
95	2	3	4	4	3	4	4	2	4	4
96	3	3	4	3	3	3	3	3	3	5
97	4	4	4	3	4	4	4	3	3	5
98	4	3	3	3	3	2	3	3	5	3
99	2	3	3	3	3	3	3	3	5	5
100	3	4	3	3	4	4	2	3	4	4
101	3	4	4	4	4	3	5	3	3	3
102	2	3	3	3	3	4	3	2	4	4
103	3	4	4	4	4	4	4	3	4	4
104	3	3	3	3	3	3	3	3	3	3
105	2	2	3	3	2	3	3	2	4	4
106	3	3	3	3	3	3	3	3	4	4
107	2	3	3	4	3	4	3	2	4	3
108	2	3	3	3	3	3	2	3	3	3
109	1	5	5	5	5	5	5	2	5	3
110	2	3	5	2	3	4	4	4	5	5
111	5	3	3	5	3	3	3	3	4	3
112	4	2	2	4	2	2	2	4	5	2
113	4	1	2	5	1	2	2	3	2	2
114	3	3	4	2	3	3	3	4	5	3
115	2	2	2	5	2	2	2	4	4	4
116	5	4	3	5	4	5	5	4	4	5
117	4	4	4	2	4	4	4	4	5	4
118	4	3	3	3	3	3	3	2	5	4
119	4	3	3	3	3	3	3	2	5	4
120	3	3	4	3	3	3	2	3	4	5

121	4	5	5	4	5	5	4	3	3	5
122	5	4	4	4	4	4	4	4	4	2
123	5	4	4	3	3	3	2	3	3	3
124	5	4	4	3	3	3	2	3	3	3
125	4	5	3	3	3	2	3	3	4	3
126	3	4	4	4	4	3	1	3	4	5
127	3	5	4	5	5	5	5	2	5	4
128	1	1	5	4	1	4	4	1	4	4
129	3	4	3	4	4	3	2	2	4	5
130	3	4	3	4	4	4	4	3	3	4
131	4	3	3	4	3	5	4	2	4	5
132	5	5	5	3	5	5	5	1	1	5
133	3	3	3	3	3	3	3	2	2	3
134	2	3	3	3	3	3	3	2	3	3
135	2	3	3	3	3	3	2	3	3	3
136	1	5	5	5	5	5	5	2	5	3
137	2	3	5	2	3	4	4	4	5	5
138	5	3	3	5	3	3	3	3	4	3
139	4	2	2	4	2	2	2	4	5	2
140	4	1	2	5	1	2	2	3	2	2
141	3	3	4	2	3	3	3	4	5	3
142	2	2	2	5	2	2	2	4	4	4
143	5	4	3	5	4	5	5	4	4	5
144	4	4	4	2	4	4	4	4	5	4
145	4	3	3	3	3	3	3	2	5	4
146	4	3	3	3	3	3	3	2	5	4
147	3	3	4	3	3	3	2	3	4	5
148	4	5	5	4	5	5	4	3	3	5
149	5	4	4	4	4	4	4	4	4	2
150	5	4	4	3	3	3	2	3	3	3
151	5	4	4	3	3	3	2	3	3	3
152	5	4	3	5	4	5	5	4	4	5
153	4	4	4	2	4	4	4	4	5	4
154	4	3	3	3	3	3	3	2	5	4
155	4	3	3	3	3	3	3	2	5	4
156	3	3	4	3	3	3	2	3	4	5

Z (Job Burnout)

	Z									
No	Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10
1	3	3	2	3	2	3	3	3	3	3
2	2	3	2	3	3	2	3	3	2	4
3	1	3	1	1	1	1	1	1	1	1
4	2	2	3	2	2	2	2	3	2	3
5	2	3	2	2	2	2	5	3	2	2
6	2	4	3	1	3	1	2	1	1	1
7	1	3	1	1	3	1	2	2	1	1
8	3	2	2	2	2	2	3	3	2	4
9	3	2	2	2	2	2	3	3	2	4
10	2	3	3	3	2	3	3	3	2	2
11	2	2	2	3	2	2	2	2	2	3
12	2	2	2	3	2	2	2	2	2	3
13	2	3	4	4	4	1	2	3	2	1
14	2	3	2	2	2	1	2	3	2	2
15	3	2	3	2	1	1	2	3	1	1

16	1	2	3	2	3	2	2	2	3	3
17	2	3	2	3	2	2	2	4	2	2
18	4	3	4	4	3	3	3	3	4	3
19	1	1	3	3	4	3	1	1	1	1
20	2	2	3	3	2	2	3	3	2	2
21	2	3	4	3	2	4	3	4	3	2
22	2	2	2	2	2	2	3	3	2	2
23	2	1	2	2	1	1	2	3	2	2
24	2	2	2	3	2	2	2	2	2	2
25	1	2	2	2	3	1	3	3	3	1
26	4	4	4	4	4	4	3	3	4	5
27	2	1	1	1	1	1	1	5	1	1
28	1	2	3	3	3	3	3	4	3	1
29	3	4	3	3	3	1	3	2	2	2
30	2	1	1	1	1	2	1	1	2	1
31	2	2	2	2	2	2	2	2	2	2
32	2	3	2	2	3	3	3	2	2	1
33	3	3	3	3	3	3	3	3	3	3
34	3	3	3	3	3	3	3	3	3	3
35	4	4	2	2	2	2	4	3	2	4
36	2	2	1	3	2	2	3	3	1	3
37	2	2	1	3	2	2	3	3	1	3
38	2	2	1	1	2	2	1	2	1	2
39	1	1	1	1	1	1	1	1	1	1
40	3	3	3	2	2	2	2	2	2	2
41	1	2	1	2	2	3	1	1	1	2
42	2	2	2	2	2	2	2	2	2	2
43	2	4	3	2	2	2	2	2	2	2
44	3	3	3	3	3	3	3	3	3	3
45	2	2	2	2	2	2	2	2	2	1
46	3	3	3	3	3	3	3	3	3	3
47	2	2	2	2	3	3	2	2	2	2
48	3	2	2	3	2	1	1	1	1	1
49	1	2	3	3	2	2	1	1	1	1
50	2	3	5	2	2	4	2	4	3	3
51	3	4	3	4	4	2	5	3	4	4
52	5	5	4	5	5	3	5	5	5	5

53	2	3	3	3	3	3	3	3	4	5
54	5	5	3	5	5	3	3	5	5	5
55	2	4	4	3	2	3	2	2	4	4
56	2	3	1	1	2	1	3	3	3	5
57	4	5	2	5	4	3	4	3	3	3
58	2	3	2	2	2	2	2	2	2	1
59	2	3	2	2	2	2	2	2	2	1
60	2	2	3	2	2	2	2	2	2	2
61	5	2	4	2	2	2	4	2	2	4
62	2	2	4	1	2	2	3	2	2	5
63	5	3	3	3	3	3	4	2	4	2
64	4	4	2	2	2	2	4	4	2	5
65	4	5	5	4	5	5	4	3	3	5
66	5	4	4	4	4	4	4	4	4	2
67	5	4	4	3	3	3	2	3	3	3
68	5	4	4	3	3	3	2	3	3	3
69	4	5	3	3	3	2	3	3	4	3
70	3	4	4	4	4	3	1	3	4	5
71	3	5	4	5	5	5	5	2	5	4
72	1	1	5	4	1	4	4	1	4	4
73	3	4	3	4	4	3	2	2	4	5
74	1	3	1	1	3	1	2	2	1	1
75	3	2	2	2	2	2	3	3	2	4
76	3	2	2	2	2	2	3	3	2	4
77	2	3	3	3	2	3	3	3	2	2
78	2	2	2	3	2	2	2	2	2	3
79	2	2	2	3	2	2	2	2	2	3
80	2	3	4	4	4	1	2	3	2	1
81	2	3	2	2	2	1	2	3	2	2
82	3	2	3	2	1	1	2	3	1	1
83	1	2	3	2	3	2	2	2	3	3
84	2	3	2	3	2	2	2	4	2	2
85	4	3	4	4	3	3	3	3	4	3
86	1	1	3	3	4	3	1	1	1	1
87	2	2	3	3	2	2	3	3	2	2
88	2	3	4	3	2	4	3	4	3	2
89	2	2	2	2	2	2	3	3	2	2

90	2	1	2	2	1	1	2	3	2	2
91	2	2	2	3	2	2	2	2	2	2
92	1	2	2	2	3	1	3	3	3	1
93	4	4	4	4	4	4	3	3	4	5
94	2	1	1	1	1	1	1	5	1	1
95	1	2	3	3	3	3	3	4	3	1
96	3	4	3	3	3	1	3	2	2	2
97	2	1	1	1	1	2	1	1	2	1
98	2	2	2	2	2	2	2	2	2	2
99	2	3	2	2	3	3	3	2	2	1
100	3	3	3	3	3	3	3	3	3	3
101	3	3	3	3	3	3	3	3	3	3
102	4	4	2	2	2	2	4	3	2	4
103	2	2	1	3	2	2	3	3	1	3
104	2	2	1	3	2	2	3	3	1	3
105	2	2	1	1	2	2	1	2	1	2
106	2	2	4	1	2	2	3	2	2	5
107	5	3	3	3	3	3	4	2	4	2
108	4	4	2	2	2	2	4	4	2	5
109	4	5	5	4	5	5	4	3	3	5
110	5	4	4	4	4	4	4	4	4	2
111	5	4	4	3	3	3	2	3	3	3
112	5	4	4	3	3	3	2	3	3	3
113	4	5	3	3	3	2	3	3	4	3
114	3	4	4	4	4	3	1	3	4	5
115	3	5	4	5	5	5	5	2	5	4
116	1	1	5	4	1	4	4	1	4	4
117	3	4	3	4	4	3	2	2	4	5
118	1	3	1	1	3	1	2	2	1	1
119	3	2	2	2	2	2	3	3	2	4
120	3	2	2	2	2	2	3	3	2	4
121	2	3	3	3	2	3	3	3	2	2
122	2	2	2	3	2	2	2	2	2	3
123	2	2	2	3	2	2	2	2	2	3
124	2	3	4	4	4	1	2	3	2	1
125	2	3	2	3	3	3	3	3	3	3
126	2	3	3	2	3	3	2	4	2	2

127	1	1	1	1	1	1	1	1	4	5
128	3	2	2	2	2	3	2	3	4	4
129	2	2	2	2	5	3	2	2	3	3
130	3	1	3	1	2	1	1	1	3	3
131	1	1	3	1	2	2	1	1	3	3
132	2	2	2	2	3	3	2	4	4	4
133	2	2	2	2	3	3	2	4	5	5
134	3	3	2	3	3	3	2	2	4	1
135	2	3	2	2	2	2	2	3	4	4
136	2	3	2	2	2	2	2	3	1	3
137	4	4	4	1	2	3	2	1	2	2
138	2	2	2	1	2	3	2	2	2	2
139	3	2	1	1	2	3	1	1	3	2
140	3	2	3	2	2	2	3	3	3	2
141	2	3	2	2	2	4	2	2	3	2
142	4	4	3	3	3	3	4	3	4	4
143	3	3	4	3	1	1	1	1	2	2
144	3	3	2	2	3	3	2	2	2	1
145	4	3	2	4	3	4	3	2	2	3
146	2	2	2	2	3	3	2	2	3	2
147	2	2	1	1	2	3	2	2	4	3
148	2	3	2	2	2	2	2	2	3	4
149	2	2	3	1	3	3	3	1	3	2
150	4	4	4	4	3	3	4	5	3	2
151	3	3	4	3	1	1	1	1	2	2
152	3	3	2	2	3	3	2	2	2	1
153	4	3	2	4	3	4	3	2	2	3
154	2	2	2	2	3	3	2	2	3	2
155	2	2	1	1	2	3	2	2	4	3
156	2	3	2	2	2	2	2	2	3	4

Y (Turnover Intention)

	Y					
No	y1	y2	y3	y4	y5	y6
1	2	2	3	3	3	3
2	2	3	3	3	4	3
3	1	1	3	2	4	4
4	3	3	4	4	3	3
5	2	2	2	2	2	2
6	1	1	1	3	3	3
7	1	3	1	3	5	1
8	2	2	4	3	4	3
9	2	2	3	4	3	3
10	2	2	2	3	3	3
11	2	2	3	3	4	2
12	2	2	3	3	4	4
13	2	2	3	3	3	3
14	1	1	3	3	3	3
15	1	1	2	1	3	3
16	3	3	3	3	3	3
17	2	2	3	3	3	3
18	3	3	3	3	3	3
19	1	3	5	5	5	5
20	2	2	3	3	3	2
21	2	4	3	4	4	4

22	2	2	3	3	3	3
23	1	1	3	3	3	1
24	2	2	2	2	2	2
25	3	3	3	3	3	3
26	4	4	2	4	4	5
27	2	2	3	3	4	3
28	2	2	2	3	3	2
29	2	2	2	3	3	3
30	1	1	1	1	1	1
31	2	2	2	4	4	3
32	1	1	2	3	2	2
33	3	3	3	3	3	3
34	1	1	3	3	3	3
35	1	1	1	1	1	1
36	2	2	3	4	3	3
37	2	2	3	3	4	3
38	2	1	3	3	3	5
39	1	1	1	4	3	4
40	2	2	3	3	2	2
41	2	2	5	3	3	3
42	2	2	4	4	3	3
43	2	2	4	4	3	4
44	3	3	3	3	3	3
45	2	2	2	2	2	2
46	3	3	3	3	3	3
47	2	2	4	4	3	3
48	1	1	1	3	3	3
49	1	1	4	3	1	2
50	2	2	2	2	2	2
51	3	4	4	5	5	4
52	3	5	5	5	5	5
53	2	4	5	5	3	1
54	5	4	4	4	3	3
55	2	2	2	2	2	2
56	3	3	4	5	3	3
57	2	2	5	5	5	5
58	2	2	3	3	3	3

59	2	2	3	3	3	3
60	2	2	3	4	4	5
61	2	2	3	3	3	3
62	2	3	3	3	4	3
63	1	1	3	2	4	4
64	3	3	4	4	3	3
65	2	2	2	2	2	2
66	1	1	1	3	3	3
67	1	3	1	3	5	1
68	2	2	4	3	4	3
69	2	2	3	4	3	3
70	2	2	2	3	3	3
71	2	2	3	3	4	2
72	2	2	3	3	4	4
73	2	2	3	3	3	3
74	1	1	3	3	3	3
75	3	3	3	3	3	3
76	2	2	2	2	2	2
77	3	3	3	3	3	3
78	2	2	4	4	3	3
79	1	1	1	3	3	3
80	1	1	4	3	1	2
81	2	2	2	2	2	2
82	3	4	4	5	5	4
83	3	5	5	5	5	5
84	2	4	5	5	3	1
85	5	4	4	4	3	3
86	2	2	2	2	2	2
87	3	3	4	5	3	3
88	2	2	5	5	5	5
89	2	2	3	3	3	3
90	2	2	3	3	3	3
91	2	2	3	4	4	5
92	2	2	3	3	3	3
93	2	3	3	3	4	3
94	1	1	3	2	4	4
95	3	3	4	4	3	3

96	2	2	2	2	2	2
97	1	1	1	3	3	3
98	1	3	1	3	5	1
99	2	2	4	3	4	3
100	2	2	3	4	3	3
101	2	2	2	3	3	3
102	2	2	3	3	4	2
103	2	2	3	3	4	4
104	2	2	3	3	3	3
105	1	1	3	3	3	3
106	1	1	1	3	3	3
107	1	1	4	3	1	2
108	2	2	2	2	2	2
109	3	4	4	5	5	4
110	3	5	5	5	5	5
111	2	4	5	5	3	1
112	5	4	4	4	3	3
113	2	2	2	2	2	2
114	3	3	4	5	3	3
115	2	2	5	5	5	5
116	2	2	3	3	3	3
117	2	2	3	3	3	3
118	2	2	3	4	4	5
119	2	2	3	3	3	3
120	2	3	3	3	4	3
121	1	1	3	2	4	4
122	3	3	4	4	3	3
123	2	2	2	2	2	2
124	1	1	1	3	3	3
125	1	3	1	3	5	1
126	2	2	4	3	4	3
127	2	2	3	4	3	3
128	2	2	2	3	3	3
129	2	2	3	3	4	2
130	2	2	3	3	4	4
131	2	2	3	3	3	3
132	1	1	3	3	3	3

133	3	3	3	3	3	3
134	2	2	2	2	2	2
135	3	3	3	3	3	3
136	2	2	4	4	3	3
137	1	1	1	3	3	3
138	1	1	4	3	1	2
139	2	2	2	2	2	2
140	3	4	4	5	5	4
141	1	3	5	5	5	5
142	2	2	3	3	3	2
143	2	4	3	4	4	4
144	2	2	3	3	3	3
145	1	1	3	3	3	1
146	2	2	2	2	2	2
147	3	3	3	3	3	3
148	4	4	2	4	4	5
149	2	2	3	3	4	3
150	2	2	2	3	3	2
151	2	2	2	3	3	3
152	1	1	1	1	1	1
153	2	2	2	4	4	3
154	3	3	3	3	3	3
155	4	4	2	4	4	5
156	2	2	3	3	4	3

Lampiran
Hasil Pengolahan Data Dengan Aplikasi AMOS

Analysis Summary
Date and Time
Date: 10 July 2020

Time: 04:37:22

Title
path analisis amos: 10 July 2020 4:37

Groups
Group number 1 (Group number 1)
Notes for Group (Group number 1)
The model is recursive.

Sample size = 156

Variable Summary (Group number 1)

Variable counts (Group number 1)

Number of variables in your model:	91
Number of observed variables:	42
Number of unobserved variables:	49
Number of exogenous variables:	47
Number of endogenous variables:	44

Parameter Summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	49	0	0	0	0	49
Labeled	0	0	0	0	0	0
Unlabeled	44	2	47	0	0	93
Total	93	2	47	0	0	142

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
X1.10	3,000	5,000	-,495	-2,522	-,731	-1,863
X1.9	3,000	5,000	-,544	-2,776	-,627	-1,599
X1.8	2,000	5,000	-,655	-3,339	,114	,291

Variable	min	max	skew	c.r.	kurtosis	c.r.
X1.7	3,000	5,000	-,351	-1,789	-,758	-1,932
X1.6	2,000	5,000	-,912	-4,648	,988	2,520
X1.5	3,000	5,000	-,258	-1,316	-,891	-2,271
X1.4	2,000	5,000	-,888	-4,527	1,242	3,167
X1.3	2,000	5,000	-,841	-4,286	,667	1,701
X1.2	1,000	5,000	-1,226	-6,252	2,886	7,357
X1.1	1,000	5,000	-1,278	-6,518	2,122	5,411
y6	1,000	5,000	,221	1,126	,191	,486
y5	1,000	5,000	-,023	-,117	,205	,522
y4	1,000	5,000	,257	1,310	,170	,434
y3	1,000	5,000	,018	,089	-,266	-,679
y2	1,000	5,000	,764	3,896	,316	,805
y1	1,000	5,000	1,059	5,399	2,299	5,861
X2.1	2,000	5,000	-,288	-1,467	-,765	-1,950
X2.2	2,000	5,000	-,113	-,575	-,429	-1,095
X2.3	2,000	5,000	-,918	-4,683	,659	1,681
X2.4	2,000	5,000	-,575	-2,933	-,478	-1,219
X2.5	1,000	5,000	-,395	-2,016	-,387	-,986
X2.6	2,000	5,000	-,291	-1,486	-,260	-,663
X3.1	1,000	5,000	-,283	-1,445	-,777	-1,981
X3.2	1,000	5,000	-,279	-1,421	-,284	-,725
X3.3	1,000	5,000	,042	,215	-,507	-1,292
X3.4	1,000	5,000	,111	,565	-,304	-,774
X3.5	1,000	5,000	-,099	-,507	,095	,242
X3.6	1,000	5,000	-,044	-,226	-,448	-1,142
X3.7	1,000	5,000	,235	1,200	-,566	-1,444

Variable	min	max	skew	c.r.	kurtosis	c.r.
X3.8	1,000	5,000	-,068	-,348	-,689	-1,756
X3.9	1,000	5,000	-,380	-1,936	-,171	-,436
X3.10	2,000	5,000	-,158	-,804	-,933	-2,379
Z10	1,000	5,000	,370	1,885	-,855	-2,179
Z9	1,000	5,000	,419	2,137	-,548	-1,397
Z8	1,000	5,000	,279	1,422	,047	,119
Z7	1,000	5,000	,457	2,328	-,014	-,037
Z6	1,000	5,000	,391	1,995	-,014	-,034
Z5	1,000	5,000	,693	3,532	,303	,773
Z4	1,000	5,000	,290	1,477	-,401	-1,023
Z3	1,000	5,000	,321	1,635	-,603	-1,538
Z2	1,000	5,000	,376	1,917	-,373	-,952
Z1	1,000	5,000	,730	3,724	-,085	-,218
Multivariate					99,671	10,239

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

Observation number	Mahalanobis d-squared	p1	p2
19	80,704	,000	,047
53	74,202	,002	,026
7	72,925	,002	,005
28	69,329	,005	,008
6	65,982	,010	,025
67	65,287	,012	,013
50	64,554	,014	,007
141	62,190	,023	,029
55	61,803	,025	,017

Observation number	Mahalanobis d-squared	p1	p2
115	61,128	,028	,014
143	60,756	,031	,009
52	60,726	,031	,003
54	60,438	,032	,002
137	59,665	,038	,002
116	59,019	,042	,003
51	58,548	,046	,003
57	57,890	,052	,003
127	57,676	,054	,002
3	56,846	,063	,004
111	56,675	,065	,003
129	56,178	,071	,003
72	55,927	,074	,003
63	55,762	,076	,002
130	55,343	,081	,002
109	54,978	,086	,002
15	54,860	,088	,001
98	54,499	,094	,001
94	54,249	,097	,001
21	54,121	,100	,001
61	53,852	,104	,001
86	53,343	,113	,001
132	53,293	,114	,001
110	53,161	,116	,000
49	53,124	,117	,000
41	52,431	,130	,001

Observation number	Mahalanobis d-squared	p1	p2
112	52,307	,132	,001
16	51,831	,142	,001
128	51,773	,143	,001
149	51,387	,152	,001
107	51,157	,157	,001
152	51,078	,159	,001
56	50,550	,172	,002
73	49,869	,189	,005
71	49,740	,192	,004
25	49,333	,203	,007
140	49,034	,212	,009
27	48,924	,215	,007
91	48,875	,216	,005
75	48,543	,226	,007
68	47,839	,248	,024
26	47,738	,251	,020
113	47,458	,260	,025
85	46,795	,282	,067
48	46,367	,297	,106
118	46,264	,301	,093
92	45,947	,312	,120
2	45,702	,321	,136
66	45,094	,344	,256
106	44,689	,360	,341
80	44,358	,373	,407
84	44,343	,373	,350

Observation number	Mahalanobis d-squared	p1	p2
108	44,294	,375	,309
155	44,024	,386	,351
151	43,944	,389	,322
38	43,334	,414	,506
102	43,281	,416	,464
145	42,982	,429	,525
87	42,811	,436	,534
125	42,799	,437	,475
139	42,501	,449	,538
17	42,353	,456	,537
23	42,247	,460	,519
74	42,211	,462	,470
134	42,195	,463	,414
65	42,074	,468	,403
135	41,753	,482	,477
88	41,750	,482	,415
138	41,622	,487	,407
77	41,510	,492	,393
5	41,232	,505	,450
62	40,967	,516	,502
34	40,899	,519	,469
148	40,894	,519	,407
82	40,675	,529	,440
114	40,575	,534	,420
131	40,519	,536	,382
79	40,171	,551	,471

Observation number	Mahalanobis d-squared	p1	p2
136	40,055	,557	,459
29	39,680	,573	,562
124	39,207	,594	,701
101	39,043	,602	,708
99	38,882	,609	,715
39	38,846	,610	,672
142	38,797	,612	,633
36	38,751	,614	,590
64	38,194	,639	,756
83	38,141	,641	,722
31	37,195	,682	,934
150	37,162	,683	,916
70	37,066	,687	,906

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

Number of distinct sample moments:	903
Number of distinct parameters to be estimated:	93
Degrees of freedom (903 - 93):	810

Result (Default model)
Minimum was achieved

Chi-square = 1526,447

Degrees of freedom = 810

Probability level = ,000

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

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Z	<---	X1	,074	,147	,501	,616	par_29
Z	<---	X2	-,138	,114	-1,216	,224	par_31
Z	<---	X3	-,323	,499	-,647	,518	par_33
Y	<---	X1	,014	,095	,148	,882	par_30
Y	<---	X2	-,177	,077	-2,292	,022	par_32
Y	<---	X3	-,041	,303	-,134	,893	par_34
Y	<---	Z	,214	,074	2,880	,004	par_35
Z1	<---	Z	1,000				
Z2	<---	Z	1,102	,143	7,697	***	par_1
Z3	<---	Z	,962	,145	6,626	***	par_2
Z4	<---	Z	1,124	,149	7,518	***	par_3
Z5	<---	Z	,995	,139	7,160	***	par_4
Z6	<---	Z	,906	,136	6,666	***	par_5
Z7	<---	Z	,871	,132	6,583	***	par_6
Z8	<---	Z	,520	,122	4,270	***	par_7
Z9	<---	Z	1,036	,149	6,938	***	par_8
Z10	<---	Z	,923	,170	5,434	***	par_9
X3.10	<---	X3	1,000				
X3.9	<---	X3	,437	,639	,684	,494	par_10
X3.8	<---	X3	,440	,605	,728	,467	par_11
X3.7	<---	X3	2,241	1,460	1,534	,125	par_12
X3.6	<---	X3	5,217	3,092	1,687	,092	par_13
X3.5	<---	X3	7,307	4,382	1,667	,095	par_14

			Estimate	S.E.	C.R.	P	Label
X3.4	<---	X3	1,937	1,262	1,536	,125	par_15
X3.3	<---	X3	1,932	1,274	1,517	,129	par_16
X3.2	<---	X3	4,903	2,926	1,676	,094	par_17
X3.1	<---	X3	1,494	1,110	1,346	,178	par_18
X2.6	<---	X2	1,000				
X2.5	<---	X2	1,197	,136	8,771	***	par_19
X2.4	<---	X2	,986	,103	9,595	***	par_20
X2.3	<---	X2	,633	,098	6,441	***	par_21
X2.2	<---	X2	1,067	,110	9,678	***	par_22
X2.1	<---	X2	1,073	,129	8,300	***	par_23
y1	<---	Y	1,000				
y2	<---	Y	1,495	,214	7,001	***	par_24
y3	<---	Y	1,537	,274	5,600	***	par_25
y4	<---	Y	1,670	,284	5,877	***	par_26
y5	<---	Y	1,233	,237	5,202	***	par_27
y6	<---	Y	1,178	,242	4,875	***	par_28
X1.1	<---	X1	1,000				
X1.2	<---	X1	,967	,141	6,858	***	par_38
X1.3	<---	X1	,974	,155	6,272	***	par_39
X1.4	<---	X1	,808	,142	5,676	***	par_40
X1.5	<---	X1	,400	,132	3,032	,002	par_41
X1.6	<---	X1	,867	,151	5,745	***	par_42
X1.7	<---	X1	,550	,119	4,620	***	par_43
X1.8	<---	X1	,552	,125	4,407	***	par_44
X1.9	<---	X1	,507	,131	3,885	***	par_45
X1.10	<---	X1	,507	,118	4,287	***	par_46

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

			Estimate
Z	<---	X1	,052
Z	<---	X2	-,123
Z	<---	X3	-,059
Y	<---	X1	,015
Y	<---	X2	-,231
Y	<---	X3	-,011
Y	<---	Z	,315
Z1	<---	Z	,634
Z2	<---	Z	,732
Z3	<---	Z	,633
Z4	<---	Z	,756
Z5	<---	Z	,711
Z6	<---	Z	,650
Z7	<---	Z	,617
Z8	<---	Z	,377
Z9	<---	Z	,680
Z10	<---	Z	,497
X3.10	<---	X3	,135
X3.9	<---	X3	,060
X3.8	<---	X3	,064
X3.7	<---	X3	,281
X3.6	<---	X3	,667
X3.5	<---	X3	1,010
X3.4	<---	X3	,268
X3.3	<---	X3	,254

			Estimate
X3.2	<---	X3	,624
X3.1	<---	X3	,170
X2.6	<---	X2	,769
X2.5	<---	X2	,695
X2.4	<---	X2	,785
X2.3	<---	X2	,536
X2.2	<---	X2	,809
X2.1	<---	X2	,693
y1	<---	Y	,577
y2	<---	Y	,737
y3	<---	Y	,681
y4	<---	Y	,852
y5	<---	Y	,608
y6	<---	Y	,548
X1.1	<---	X1	,631
X1.2	<---	X1	,676
X1.3	<---	X1	,632
X1.4	<---	X1	,589
X1.5	<---	X1	,281
X1.6	<---	X1	,612
X1.7	<---	X1	,461
X1.8	<---	X1	,416
X1.9	<---	X1	,391
X1.10	<---	X1	,429

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X2 <--> X1	,104	,031	3,308	***	par_36
X3 <--> X2	,002	,006	,359	,720	par_37

Correlations: (Group number 1 - Default model)

	Estimate
X2 <--> X1	,357
X3 <--> X2	,030

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X3	,016	,019	,842	,400	par_47
X2	,363	,068	5,357	***	par_48
X1	,233	,060	3,866	***	par_49
e33	,453	,109	4,138	***	par_50
e34	,178	,053	3,333	***	par_51
e1	,685	,087	7,913	***	par_52
e2	,484	,066	7,278	***	par_53
e3	,636	,080	7,995	***	par_54
e4	,436	,061	7,157	***	par_55
e5	,447	,059	7,543	***	par_56
e6	,516	,066	7,868	***	par_57
e7	,567	,070	8,057	***	par_58
e8	,750	,087	8,597	***	par_59
e9	,575	,075	7,667	***	par_60
e10	1,197	,143	8,374	***	par_61
e11	,841	,096	8,803	***	par_62
e12	,828	,094	8,803	***	par_63
e13	,730	,083	8,804	***	par_64

	Estimate	S.E.	C.R.	P	Label
e14	,909	,107	8,479	***	par_65
e15	,529	,072	7,357	***	par_66
e16	-,017	,077	-,218	,828	par_67
e17	,755	,086	8,792	***	par_68
e18	,841	,096	8,751	***	par_69
e19	,588	,067	8,746	***	par_70
e20	1,171	,133	8,797	***	par_71
e21	,251	,037	6,822	***	par_72
e22	,555	,076	7,338	***	par_73
e23	,219	,032	6,754	***	par_74
e24	,361	,044	8,270	***	par_75
e25	,218	,036	6,099	***	par_76
e26	,452	,061	7,387	***	par_77
e27	,427	,060	7,115	***	par_78
e28	,400	,068	5,853	***	par_79
e29	,581	,079	7,360	***	par_80
e30	,225	,054	4,185	***	par_81
e31	,552	,070	7,833	***	par_82
e32	,689	,086	8,045	***	par_83
e35	,352	,049	7,154	***	par_84
e36	,259	,038	6,871	***	par_85
e37	,334	,045	7,375	***	par_86
e38	,288	,037	7,696	***	par_87
e39	,435	,050	8,624	***	par_88
e40	,293	,039	7,511	***	par_89
e41	,261	,032	8,216	***	par_90

	Estimate	S.E.	C.R.	P	Label
e42	,340	,041	8,363	***	par_91
e43	,333	,040	8,353	***	par_92
e44	,266	,032	8,270	***	par_93

Total Effects (Group number 1 - Default model)

	X1	X2	X3	Z	Y
Z	,074	-,138	-,323	,000	,000
Y	,030	-,206	-,110	,214	,000
X1.10	,507	,000	,000	,000	,000
X1.9	,507	,000	,000	,000	,000
X1.8	,552	,000	,000	,000	,000
X1.7	,550	,000	,000	,000	,000
X1.6	,867	,000	,000	,000	,000
X1.5	,400	,000	,000	,000	,000
X1.4	,808	,000	,000	,000	,000
X1.3	,974	,000	,000	,000	,000
X1.2	,967	,000	,000	,000	,000
X1.1	1,000	,000	,000	,000	,000
y6	,035	-,243	-,129	,252	1,178
y5	,037	-,255	-,135	,264	1,233
y4	,050	-,345	-,183	,358	1,670
y3	,046	-,317	-,169	,329	1,537
y2	,045	-,309	-,164	,320	1,495
y1	,030	-,206	-,110	,214	1,000
X2.1	,000	1,073	,000	,000	,000
X2.2	,000	1,067	,000	,000	,000
X2.3	,000	,633	,000	,000	,000

	X1	X2	X3	Z	Y
X2.4	,000	,986	,000	,000	,000
X2.5	,000	1,197	,000	,000	,000
X2.6	,000	1,000	,000	,000	,000
X3.1	,000	,000	1,494	,000	,000
X3.2	,000	,000	4,903	,000	,000
X3.3	,000	,000	1,932	,000	,000
X3.4	,000	,000	1,937	,000	,000
X3.5	,000	,000	7,307	,000	,000
X3.6	,000	,000	5,217	,000	,000
X3.7	,000	,000	2,241	,000	,000
X3.8	,000	,000	,440	,000	,000
X3.9	,000	,000	,437	,000	,000
X3.10	,000	,000	1,000	,000	,000
Z10	,068	-,128	-,298	,923	,000
Z9	,076	-,143	-,334	1,036	,000
Z8	,038	-,072	-,168	,520	,000
Z7	,064	-,120	-,281	,871	,000
Z6	,067	-,125	-,292	,906	,000
Z5	,073	-,138	-,321	,995	,000
Z4	,083	-,155	-,363	1,124	,000
Z3	,071	-,133	-,310	,962	,000
Z2	,081	-,152	-,356	1,102	,000
Z1	,074	-,138	-,323	1,000	,000

Standardized Total Effects (Group number 1 - Default model)

	X1	X2	X3	Z	Y
Z	,052	-,123	-,059	,000	,000
Y	,031	-,269	-,030	,315	,000
X1.10	,429	,000	,000	,000	,000
X1.9	,391	,000	,000	,000	,000
X1.8	,416	,000	,000	,000	,000
X1.7	,461	,000	,000	,000	,000
X1.6	,612	,000	,000	,000	,000
X1.5	,281	,000	,000	,000	,000
X1.4	,589	,000	,000	,000	,000
X1.3	,632	,000	,000	,000	,000
X1.2	,676	,000	,000	,000	,000
X1.1	,631	,000	,000	,000	,000
y6	,017	-,148	-,016	,173	,548
y5	,019	-,164	-,018	,192	,608
y4	,027	-,230	-,025	,268	,852
y3	,021	-,184	-,020	,215	,681
y2	,023	-,199	-,022	,232	,737
y1	,018	-,156	-,017	,182	,577
X2.1	,000	,693	,000	,000	,000
X2.2	,000	,809	,000	,000	,000
X2.3	,000	,536	,000	,000	,000
X2.4	,000	,785	,000	,000	,000
X2.5	,000	,695	,000	,000	,000
X2.6	,000	,769	,000	,000	,000
X3.1	,000	,000	,170	,000	,000
X3.2	,000	,000	,624	,000	,000

	X1	X2	X3	Z	Y
X3.3	,000	,000	,254	,000	,000
X3.4	,000	,000	,268	,000	,000
X3.5	,000	,000	1,010	,000	,000
X3.6	,000	,000	,667	,000	,000
X3.7	,000	,000	,281	,000	,000
X3.8	,000	,000	,064	,000	,000
X3.9	,000	,000	,060	,000	,000
X3.10	,000	,000	,135	,000	,000
Z10	,026	-,061	-,029	,497	,000
Z9	,036	-,083	-,040	,680	,000
Z8	,020	-,046	-,022	,377	,000
Z7	,032	-,076	-,037	,617	,000
Z6	,034	-,080	-,039	,650	,000
Z5	,037	-,087	-,042	,711	,000
Z4	,040	-,093	-,045	,756	,000
Z3	,033	-,078	-,038	,633	,000
Z2	,038	-,090	-,043	,732	,000
Z1	,033	-,078	-,038	,634	,000

Direct Effects (Group number 1 - Default model)

	X1	X2	X3	Z	Y
Z	,074	-,138	-,323	,000	,000
Y	,014	-,177	-,041	,214	,000
X1.10	,507	,000	,000	,000	,000
X1.9	,507	,000	,000	,000	,000
X1.8	,552	,000	,000	,000	,000
X1.7	,550	,000	,000	,000	,000

	X1	X2	X3	Z	Y
X1.6	,867	,000	,000	,000	,000
X1.5	,400	,000	,000	,000	,000
X1.4	,808	,000	,000	,000	,000
X1.3	,974	,000	,000	,000	,000
X1.2	,967	,000	,000	,000	,000
X1.1	1,000	,000	,000	,000	,000
y6	,000	,000	,000	,000	1,178
y5	,000	,000	,000	,000	1,233
y4	,000	,000	,000	,000	1,670
y3	,000	,000	,000	,000	1,537
y2	,000	,000	,000	,000	1,495
y1	,000	,000	,000	,000	1,000
X2.1	,000	1,073	,000	,000	,000
X2.2	,000	1,067	,000	,000	,000
X2.3	,000	,633	,000	,000	,000
X2.4	,000	,986	,000	,000	,000
X2.5	,000	1,197	,000	,000	,000
X2.6	,000	1,000	,000	,000	,000
X3.1	,000	,000	1,494	,000	,000
X3.2	,000	,000	4,903	,000	,000
X3.3	,000	,000	1,932	,000	,000
X3.4	,000	,000	1,937	,000	,000
X3.5	,000	,000	7,307	,000	,000
X3.6	,000	,000	5,217	,000	,000
X3.7	,000	,000	2,241	,000	,000
X3.8	,000	,000	,440	,000	,000

	X1	X2	X3	Z	Y
X3.9	,000	,000	,437	,000	,000
X3.10	,000	,000	1,000	,000	,000
Z10	,000	,000	,000	,923	,000
Z9	,000	,000	,000	1,036	,000
Z8	,000	,000	,000	,520	,000
Z7	,000	,000	,000	,871	,000
Z6	,000	,000	,000	,906	,000
Z5	,000	,000	,000	,995	,000
Z4	,000	,000	,000	1,124	,000
Z3	,000	,000	,000	,962	,000
Z2	,000	,000	,000	1,102	,000
Z1	,000	,000	,000	1,000	,000

Standardized Direct Effects (Group number 1 - Default model)

	X1	X2	X3	Z	Y
Z	,052	-,123	-,059	,000	,000
Y	,015	-,231	-,011	,315	,000
X1.10	,429	,000	,000	,000	,000
X1.9	,391	,000	,000	,000	,000
X1.8	,416	,000	,000	,000	,000
X1.7	,461	,000	,000	,000	,000
X1.6	,612	,000	,000	,000	,000
X1.5	,281	,000	,000	,000	,000
X1.4	,589	,000	,000	,000	,000
X1.3	,632	,000	,000	,000	,000
X1.2	,676	,000	,000	,000	,000
X1.1	,631	,000	,000	,000	,000

	X1	X2	X3	Z	Y
y6	,000	,000	,000	,000	,548
y5	,000	,000	,000	,000	,608
y4	,000	,000	,000	,000	,852
y3	,000	,000	,000	,000	,681
y2	,000	,000	,000	,000	,737
y1	,000	,000	,000	,000	,577
X2.1	,000	,693	,000	,000	,000
X2.2	,000	,809	,000	,000	,000
X2.3	,000	,536	,000	,000	,000
X2.4	,000	,785	,000	,000	,000
X2.5	,000	,695	,000	,000	,000
X2.6	,000	,769	,000	,000	,000
X3.1	,000	,000	,170	,000	,000
X3.2	,000	,000	,624	,000	,000
X3.3	,000	,000	,254	,000	,000
X3.4	,000	,000	,268	,000	,000
X3.5	,000	,000	1,010	,000	,000
X3.6	,000	,000	,667	,000	,000
X3.7	,000	,000	,281	,000	,000
X3.8	,000	,000	,064	,000	,000
X3.9	,000	,000	,060	,000	,000
X3.10	,000	,000	,135	,000	,000
Z10	,000	,000	,000	,497	,000
Z9	,000	,000	,000	,680	,000
Z8	,000	,000	,000	,377	,000
Z7	,000	,000	,000	,617	,000

	X1	X2	X3	Z	Y
Z6	,000	,000	,000	,650	,000
Z5	,000	,000	,000	,711	,000
Z4	,000	,000	,000	,756	,000
Z3	,000	,000	,000	,633	,000
Z2	,000	,000	,000	,732	,000
Z1	,000	,000	,000	,634	,000

Indirect Effects (Group number 1 - Default model)

	X1	X2	X3	Z	Y
Z	,000	,000	,000	,000	,000
Y	,016	-,030	-,069	,000	,000
X1.10	,000	,000	,000	,000	,000
X1.9	,000	,000	,000	,000	,000
X1.8	,000	,000	,000	,000	,000
X1.7	,000	,000	,000	,000	,000
X1.6	,000	,000	,000	,000	,000
X1.5	,000	,000	,000	,000	,000
X1.4	,000	,000	,000	,000	,000
X1.3	,000	,000	,000	,000	,000
X1.2	,000	,000	,000	,000	,000
X1.1	,000	,000	,000	,000	,000
y6	,035	-,243	-,129	,252	,000
y5	,037	-,255	-,135	,264	,000
y4	,050	-,345	-,183	,358	,000
y3	,046	-,317	-,169	,329	,000
y2	,045	-,309	-,164	,320	,000
y1	,030	-,206	-,110	,214	,000

	X1	X2	X3	Z	Y
X2.1	,000	,000	,000	,000	,000
X2.2	,000	,000	,000	,000	,000
X2.3	,000	,000	,000	,000	,000
X2.4	,000	,000	,000	,000	,000
X2.5	,000	,000	,000	,000	,000
X2.6	,000	,000	,000	,000	,000
X3.1	,000	,000	,000	,000	,000
X3.2	,000	,000	,000	,000	,000
X3.3	,000	,000	,000	,000	,000
X3.4	,000	,000	,000	,000	,000
X3.5	,000	,000	,000	,000	,000
X3.6	,000	,000	,000	,000	,000
X3.7	,000	,000	,000	,000	,000
X3.8	,000	,000	,000	,000	,000
X3.9	,000	,000	,000	,000	,000
X3.10	,000	,000	,000	,000	,000
Z10	,068	-,128	-,298	,000	,000
Z9	,076	-,143	-,334	,000	,000
Z8	,038	-,072	-,168	,000	,000
Z7	,064	-,120	-,281	,000	,000
Z6	,067	-,125	-,292	,000	,000
Z5	,073	-,138	-,321	,000	,000
Z4	,083	-,155	-,363	,000	,000
Z3	,071	-,133	-,310	,000	,000
Z2	,081	-,152	-,356	,000	,000
Z1	,074	-,138	-,323	,000	,000

Standardized Indirect Effects (Group number 1 - Default model)

	X1	X2	X3	Z	Y
Z	,000	,000	,000	,000	,000
Y	,017	-,039	-,019	,000	,000
X1.10	,000	,000	,000	,000	,000
X1.9	,000	,000	,000	,000	,000
X1.8	,000	,000	,000	,000	,000
X1.7	,000	,000	,000	,000	,000
X1.6	,000	,000	,000	,000	,000
X1.5	,000	,000	,000	,000	,000
X1.4	,000	,000	,000	,000	,000
X1.3	,000	,000	,000	,000	,000
X1.2	,000	,000	,000	,000	,000
X1.1	,000	,000	,000	,000	,000
y6	,017	-,148	-,016	,173	,000
y5	,019	-,164	-,018	,192	,000
y4	,027	-,230	-,025	,268	,000
y3	,021	-,184	-,020	,215	,000
y2	,023	-,199	-,022	,232	,000
y1	,018	-,156	-,017	,182	,000
X2.1	,000	,000	,000	,000	,000
X2.2	,000	,000	,000	,000	,000
X2.3	,000	,000	,000	,000	,000
X2.4	,000	,000	,000	,000	,000
X2.5	,000	,000	,000	,000	,000
X2.6	,000	,000	,000	,000	,000

	X1	X2	X3	Z	Y
X3.1	,000	,000	,000	,000	,000
X3.2	,000	,000	,000	,000	,000
X3.3	,000	,000	,000	,000	,000
X3.4	,000	,000	,000	,000	,000
X3.5	,000	,000	,000	,000	,000
X3.6	,000	,000	,000	,000	,000
X3.7	,000	,000	,000	,000	,000
X3.8	,000	,000	,000	,000	,000
X3.9	,000	,000	,000	,000	,000
X3.10	,000	,000	,000	,000	,000
Z10	,026	-,061	-,029	,000	,000
Z9	,036	-,083	-,040	,000	,000
Z8	,020	-,046	-,022	,000	,000
Z7	,032	-,076	-,037	,000	,000
Z6	,034	-,080	-,039	,000	,000
Z5	,037	-,087	-,042	,000	,000
Z4	,040	-,093	-,045	,000	,000
Z3	,033	-,078	-,038	,000	,000
Z2	,038	-,090	-,043	,000	,000
Z1	,033	-,078	-,038	,000	,000

Notes for Group/Model (Group number 1 - Default model)
The following variances are negative. (Group number 1 - Default model)

	e16
	-,017

This solution is not admissible.

Minimization History (Default model)

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	11		-,845	9999,000	3178,776	0	9999,000
1	e	5		-,245	3,589	2183,237	20	,332
2	e	2		-,084	1,693	1795,409	5	,788
3	e	0	106,101		1,446	1628,910	5	,795
4	e	1		-,031	,848	1589,602	2	,000
5	e	0	192,964		,824	1555,712	7	1,063
6	e	0	321,466		,748	1544,232	2	,000
7	e	0	1132,998		,708	1535,210	1	1,243
8	e	0	3893,680		,835	1532,003	1	1,069
9	e	0	13815,458		,580	1529,482	1	1,242
10	e	0	27530,503		1,081	1529,364	1	,098
11	e	0	115233,621		,473	1527,410	1	1,099
12	e	0	136668,580		1,068	1527,298	1	,266
13	e	0	692062,635		,404	1526,704	1	1,090
14	e	0	710575,525		,531	1526,603	2	,000
15	e	0	1417453,373		,563	1526,517	1	1,289

Iteration	Negative eigenvalues		Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
16	e	0	2294387,321		,506	1526,474	1	1,263
17	e	0	4222049,052		,381	1526,455	1	1,262
18	e	0	6194047,566		,295	1526,449	1	1,208
19	e	0	8597979,669		,148	1526,448	1	1,155
20	e	0	9496886,085		,054	1526,447	1	1,061
21	e	0	10074935,218		,005	1526,447	1	1,007
22	e	0	10026629,313		,000	1526,447	1	1,000

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	93	1526,447	810	,000	1,885
Saturated model	903	,000	0		
Independence model	42	3243,992	861	,000	3,768

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,077	,692	,657	,621
Saturated model	,000	1,000		
Independence model	,155	,407	,378	,388

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,529	,500	,706	,680	,699
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,941	,498	,658
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	716,447	610,146	830,541
Saturated model	,000	,000	,000
Independence model	2382,992	2212,190	2561,286

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	9,848	4,622	3,936	5,358
Saturated model	,000	,000	,000	,000
Independence model	20,929	15,374	14,272	16,524

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,076	,070	,081	,000
Independence model	,134	,129	,139	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	1712,447	1783,858	1996,084	2089,084

Model	AIC	BCC	BIC	CAIC
Saturated model	1806,000	2499,375	4560,020	5463,020
Independence model	3327,992	3360,242	3456,086	3498,086

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	11,048	10,362	11,784	11,509
Saturated model	11,652	11,652	11,652	16,125
Independence model	21,471	20,369	22,621	21,679

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	90	93
Independence model	45	46

Execution time summary

Minimization: ,229

Miscellaneous: 4,258

Bootstrap: ,000

Total: 4,487