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# Lampiran Tesis

## Lampiran 1

### Kuesioner Penelitian

Kepada Yth.

Bapak/Ibu Responden Penelitian

Di tempat

Dengan hormat,

Melalui kuesioner ini saya mohon dengan hormat kesediaan Bapak/Ibu untuk meluangkan waktu memberikan respon terhadap pernyataan yang terlampir. Adapun topik penelitian yang dipilih oleh peneliti adalah tentang “**Peran Komitmen Anggota Dalam Memediasi Pengaruh Pelibatan Kerja, Kerja Sama Tim, Kejelasan Peran Dan Penghargaan Kerja Terhadap Kinerja Anggota Polres Brebes**”.

Tujuan dari pengumpulan data ini semata-mata hanya untuk kepentingan akademis dalam bentuk penyusunan tesis pada program studi Magister Manajemen Program Pascasarjana Universitas Pancasakti Tegal. Data yang diperoleh dari kuesioner ini hanya digunakan untuk penelitian ini dan semua jawaban akan diperlakukan sesuai kode etik ilmiah dan tidak sama sekali dimaksudkan untuk memberi penilaian yang dapat merugikan karier Bapak/ Ibu.

Atas bantuan dan waktu yang Bapak/Ibu berikan untuk mengisi kuesioner ini, saya ucapkan terima kasih.

Hormat Saya,  
Peneliti

**Novi Nilasari**

**Identitas Bapak / Ibu:**

1. Nama : (Boleh Tidak Diisi)
2. Jenis Kelamin :
  - a. Perempuan
  - b. Laki-laki
3. Umur :
  - a. 20- 29 tahun
  - b. 30-39 tahun
  - c. 40-49 tahun
  - d. 50 tahun atau lebih
4. Pendidikan Terakhir :
  - a. SMU
  - b. Diploma
  - c. Sarjana / Strata 1
  - d. Pascasarjana / Strata 2
  - e. Doktorat / Strata 3

**Petunjuk Pengisian**

Untuk pernyataan dibawah ini, dimohon memberikan respon terhadap semua pernyataan dalam kuesioner ini dengan dengan memberikan tanda (√) atau tanda (X) pada kolom yang mewakili jawaban Bapak/Ibu. Untuk lebih jelasnya dijelaskan sebagai berikut:

- |    |   |                     |
|----|---|---------------------|
| SS | = | Sangat setuju       |
| T  | = | Setuju              |
| KS | = | Kurang setuju       |
| TS | = | Tidak setuju        |
| SS | = | Sangat tidak setuju |

### Pernyataan berkaitan dengan Kinerja Anggota

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
Indikator Kualitas						
1	Anggota Polres Brebes memiliki hasil pelaksanaan pekerjaan sesuai tugas pokoknya dengan baik					
2	Anggota Polres Brebes memiliki syarat kesesuaian untuk menduduki jabatan tertentu					
Indikator Kuantitas						
3	Anggota Polres Brebes mampu menyelesaikan tugas dengan cepat dan tepat					
4	Anggota Polres Brebes mampu menyelesaikan pekerjaan rutin sesuai dengan tanggung jawabnya dengan baik					
Indikator Ketepatan waktu						
5	Anggota Polres Brebes hadir tepat waktu					
6	Anggota Polres Brebes menyelesaikan pekerjaan tepat waktu sesuai dengan yang ditetapkan instansi					
Indikator Efektivitas						
7	Anggota Polres Brebes menggunakan inventaris milik instansi hanya untuk keperluan pekerjaan.					
8	Anggota Polres Brebes menggunakan sumber daya yang dimiliki oleh instansi dengan efisien.					
Indikator Kemandirian						
9	Anggota Polres Brebes mandiri dalam bekerja tanpa perlu pengawasan berlebih dari atasan.					
10	Anggota Polres Brebes memiliki komitmen untuk dapat melaksanakan pekerjaan dengan sebaik-baiknya.					



**Pernyataan berkaitan dengan Komitmen Organisasi**

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
Indikator Komitmen afektif						
1	Terdapat kesesuaian nilai-nilai yang ada di instansi dengan nilai-nilai yang dianut oleh Anggota Polres Brebes					
2	Anggota Polres Brebes bangga bisa menjadi bagian anggota organisasi/instansi					
Indikator Komitmen Berkelanjutan						
3	Anggota Polres Brebes memiliki rasa “memiliki” ( <i>sense of belonging</i> ) dan rasa mencintai instansi					
4	Anggota Polres Brebes merasa rugi jika meninggalkan instansi (keluar dari instansi Polri)					
Indikator Komitmen Normatif						
5	Anggota Polres Brebes akan bertahan di instansi meskipun menghadapi masa sulit					
6	Anggota Polres Brebes memahami jika memiliki kewajiban loyal kepada instansi					

### Pernyataan berkaitan dengan Pelibatan Kerja

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
Indikator Semangat						
1	Anggota Polres Brebes memberikan usaha yang optimal demi kemajuan instansi.					
2	Anggota Polres Brebes mampu bertahan dan tetap menyelesaikan pekerjaan walau menghadapi berbagai kesulitan					
Indikator Dedikasi						
3	Anggota Polres Brebes memberikan ide/gagasan untuk kemajuan instansi					
4	Anggota Polres Brebes menerima segala kondisi pekerjaan yang diberikan atasan tanpa mengeluh					
Indikator Penghayatan						
5	Anggota Polres Brebes tidak pernah melalaikan pekerjaan					
6	Anggota Polres Brebes selalu berkonsentrasi pada pekerjaan					

### Pernyataan berkaitan dengan Kerja Sama Tim

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
Indikator Rasa saling percaya						
1	Anggota Polres Brebes saling mempercayai rekan kerja satu sama lain.					
2	Anggota Polres Brebes memiliki komitmen bersama dalam mencapai tujuan instansi					
Indikator Keterbukaan						
3	Anggota Polres Brebes terbuka dengan rekan kerja dan memberikan informasi yang diperlukan rekan mengenai pekerjaan.					
4	Anggota Polres Brebes saling terbuka dalam berbagi ide dan pemikiran mengenai pekerjaan					
Indikator Realisasi diri						
5	Anggota Polres Brebes saling mendukung pengembangan diri dan pertumbuhan diri masing-masing anggota					
6	Pimpinan memberikan kesempatan untuk mengambil inisiatif dan berkontribusi dalam setiap pekerjaan dalam tim					
Indikator Saling ketergantungan						
7	Anggota Polres Brebes saling mengandalkan anggota tim lain untuk menyelesaikan tugas.					
8	Anggota Polres Brebes nyaman ketika mempercayakan anggota tim lain untuk menyelesaikan pekerjaan.					

### Pernyataan berkaitan dengan Kejelasan Peran

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
Indikator Sistem peran						
1	Anggota Polres Brebes memahami besarnya wewenang dan tanggung jawab masing-masing anggota.					
2	Pimpinan menjelaskan tujuan dan sasaran instansi secara jelas kepada Anggota Polres Brebes					
Indikator Peran dalam struktur sosial						
3	Anggota Polres Brebes memahami dengan jelas posisi dalam struktur organisasi					
4	Peran Anggota Polres Brebes dalam tim diakui dan dihargai oleh anggota lainnya					
Indikator Sektor peran ekspektasi						
5	Anggota Polres Brebes dapat memenuhi ekspektasi dari atasan atau rekan kerja.					
6	Anggota Polres Brebes memiliki sumber daya dan dukungan dari atasan atau rekan kerja untuk menyelesaikan tugas sesuai dengan perannya.					
Indikator Ambiguitas peran						
7	Polres Brebes menetapkan konsistensi peran anggota dalam setiap pekerjaan					
8	Polres Brebes menetapkan peran anggota dalam setiap pekerjaan disesuaikan dengan kemampuan dan minat masing-masing anggota.					

### Pernyataan berkaitan dengan Penghargaan Kerja

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
Indikator Penghargaan ekstrinsik						
1	Instansi memberikan penghargaan berupa insentif kepada tim atau divisi yang berprestasi					
2	Instansi memberikan penghargaan berupa insentif secara personal kepada anggota yang berprestasi					
3	Instansi memberikan penghargaan berupa piagam atau tanda jasa kepada anggota yang berprestasi					
Indikator Penghargaan intrinsik						
4	Anggota Polres Brebes merasa bangga dan puas setiap kali berhasil menyelesaikan tugas yang menjadi tanggung jawabnya.					
5	Anggota Polres Brebes cenderung memotivasi diri sendiri dengan menetapkan hadiah untuk diri sendiri atau penghargaan setelah mencapai target tertentu					
6	Anggota Polres Brebes lebih termotivasi ketika diberikan kebebasan untuk menyelesaikan tugas sesuai caranya sendiri dan memberikan penghargaan pada diri sendiri setelahnya.					



## Lampiran 2

## Data dan Hasil pengujian Instrumen Penelitian Variabel Pelibatan Kerja

No. Resp	PL1	PL2	PL3	PL4	PL5	PL6	PL
R_1	5	4	5	5	5	5	29
R_2	5	5	5	5	5	5	30
R_3	5	5	5	5	5	5	30
R_4	5	5	5	5	5	5	30
R_5	5	5	5	4	4	5	28
R_6	4	4	4	4	4	4	24
R_7	5	5	5	5	5	5	30
R_8	5	5	5	5	5	5	30
R_9	5	5	5	5	5	5	30
R_10	5	5	5	5	5	5	30
R_11	5	5	5	5	5	5	30
R_12	5	5	5	5	5	5	30
R_13	5	5	5	5	5	4	29
R_14	5	5	5	5	5	5	30
R_15	4	3	5	3	4	5	24
R_16	4	4	4	4	4	4	24
R_17	5	5	5	4	5	5	29
R_18	4	4	4	4	4	4	24
R_19	5	5	5	5	5	5	30
R_20	5	5	5	5	5	5	30
R_21	5	5	5	5	5	5	30
R_22	4	5	5	5	5	5	29
R_23	5	5	5	5	5	5	30
R_24	5	4	5	5	5	5	29
R_25	5	5	5	5	5	5	30
R_26	4	4	4	4	4	4	24
R_27	5	5	5	5	5	5	30
R_28	5	5	5	4	4	4	27
R_29	5	5	5	5	5	5	30
R_30	5	5	5	5	5	5	30

## Correlations

		Correlations						
		PL1	PL2	PL3	PL4	PL5	PL6	PL
PL1	Pearson Correlation	1	.716**	.784**	.665**	.709**	.583**	.873**
	Sig. (2-tailed)		.000	.000	.000	.000	.001	.000
	N	30	30	30	30	30	30	30
PL2	Pearson Correlation	.716**	1	.562**	.693**	.636**	.391*	.810**
	Sig. (2-tailed)	.000		.001	.000	.000	.033	.000
	N	30	30	30	30	30	30	30
PL3	Pearson Correlation	.784**	.562**	1	.522**	.711**	.784**	.834**
	Sig. (2-tailed)	.000	.001		.003	.000	.000	.000
	N	30	30	30	30	30	30	30
PL4	Pearson Correlation	.665**	.693**	.522**	1	.884**	.507**	.866**
	Sig. (2-tailed)	.000	.000	.003		.000	.004	.000
	N	30	30	30	30	30	30	30
PL5	Pearson Correlation	.709**	.636**	.711**	.884**	1	.709**	.921**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30
PL6	Pearson Correlation	.583**	.391*	.784**	.507**	.709**	1	.759**
	Sig. (2-tailed)	.001	.033	.000	.004	.000		.000
	N	30	30	30	30	30	30	30
PL	Pearson Correlation	.873**	.810**	.834**	.866**	.921**	.759**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

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



## Reliability

### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.913	6





KS	Pearson	.948**	.948**	.971**	.870**	.971**	.926**	.971**	.858**	1
	Correlation									
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30

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

## Reliability

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.972	8





KJ	Pearson	.822**	.889**	.820**	.875**	.896**	.903**	.848**	.853**	1
	Correlation									
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30

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



## Reliability

### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.951	8

## Lampiran 5

## Data dan Hasil pengujian Instrumen Penelitian Variabel Penghargaan Kerja

No. Resp	PH1	PH2	PH3	PH4	PH5	PH6	PH
R_1	5	4	5	2	4	4	24
R_2	5	5	5	5	5	5	30
R_3	5	5	5	5	5	4	29
R_4	5	5	5	5	5	5	30
R_5	5	5	5	5	5	4	29
R_6	4	4	4	4	4	4	24
R_7	5	5	5	5	5	5	30
R_8	5	5	5	5	5	5	30
R_9	5	5	5	5	5	5	30
R_10	5	5	5	5	5	5	30
R_11	5	5	5	5	5	5	30
R_12	5	5	5	5	5	5	30
R_13	5	4	5	5	5	5	29
R_14	5	5	5	5	5	5	30
R_15	5	5	5	4	3	3	25
R_16	4	4	4	4	4	4	24
R_17	5	5	5	5	5	5	30
R_18	4	4	4	4	4	4	24
R_19	5	5	5	5	5	5	30
R_20	5	5	5	5	5	5	30
R_21	5	5	5	5	5	5	30
R_22	5	5	5	5	5	5	30
R_23	5	5	5	5	5	5	30
R_24	5	5	5	5	5	5	30
R_25	5	4	5	4	5	5	28
R_26	4	4	4	4	3	3	22
R_27	5	5	5	5	5	5	30
R_28	4	4	4	4	4	4	24
R_29	5	5	5	5	5	5	30
R_30	5	5	5	5	5	5	30

## Correlations

		Correlations						
		PH1	PH2	PH3	PH4	PH5	PH6	PH
PH1	Pearson Correlation	1	.742**	1.000**	.459*	.687**	.616**	.833**
	Sig. (2-tailed)		.000	.000	.011	.000	.000	.000
	N	30	30	30	30	30	30	30
PH2	Pearson Correlation	.742**	1	.742**	.735**	.592**	.507**	.825**
	Sig. (2-tailed)	.000		.000	.000	.001	.004	.000
	N	30	30	30	30	30	30	30
PH3	Pearson Correlation	1.000**	.742**	1	.459*	.687**	.616**	.833**
	Sig. (2-tailed)	.000	.000		.011	.000	.000	.000
	N	30	30	30	30	30	30	30
PH4	Pearson Correlation	.459*	.735**	.459*	1	.700**	.622**	.816**
	Sig. (2-tailed)	.011	.000	.011		.000	.000	.000
	N	30	30	30	30	30	30	30
PH5	Pearson Correlation	.687**	.592**	.687**	.700**	1	.913**	.918**
	Sig. (2-tailed)	.000	.001	.000	.000		.000	.000
	N	30	30	30	30	30	30	30
PH6	Pearson Correlation	.616**	.507**	.616**	.622**	.913**	1	.864**
	Sig. (2-tailed)	.000	.004	.000	.000	.000		.000
	N	30	30	30	30	30	30	30
PH	Pearson Correlation	.833**	.825**	.833**	.816**	.918**	.864**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

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

## Reliability

### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.910	6

## Lampiran 6

## Data dan Hasil pengujian Instrumen Penelitian Variabel Komitmen Anggota

No. Resp	KA1	KA2	KA3	KA4	KA5	KA6	KA
R_1	5	5	5	5	5	5	30
R_2	5	5	5	5	5	5	30
R_3	5	5	5	5	5	5	30
R_4	5	5	3	5	5	5	28
R_5	4	5	5	5	5	5	29
R_6	4	4	4	4	4	4	24
R_7	5	5	5	5	5	5	30
R_8	5	5	5	5	5	5	30
R_9	5	5	5	5	5	5	30
R_10	5	5	5	5	5	5	30
R_11	5	5	5	5	5	5	30
R_12	5	5	5	5	5	5	30
R_13	5	4	5	5	5	4	28
R_14	5	5	5	5	5	5	30
R_15	4	4	5	3	3	3	22
R_16	4	4	4	4	4	4	24
R_17	5	5	5	4	4	5	28
R_18	4	4	4	4	4	4	24
R_19	5	5	5	5	5	5	30
R_20	5	5	5	5	5	5	30
R_21	5	5	5	5	5	5	30
R_22	5	5	5	5	5	5	30
R_23	5	5	5	5	5	5	30
R_24	5	5	5	5	5	5	30
R_25	4	5	4	5	5	4	27
R_26	4	4	4	4	4	4	24
R_27	5	5	5	5	5	5	30
R_28	4	4	4	4	4	4	24
R_29	5	5	5	5	5	5	30
R_30	5	5	5	5	5	5	30

## Correlations

		Correlations						
		KA1	KA2	KA3	KA4	KA5	KA6	KA
KA1	Pearson Correlation	1	.737**	.569**	.716**	.716**	.803**	.876**
	Sig. (2-tailed)		.000	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30
KA2	Pearson Correlation	.737**	1	.482**	.790**	.790**	.884**	.904**
	Sig. (2-tailed)	.000		.007	.000	.000	.000	.000
	N	30	30	30	30	30	30	30
KA3	Pearson Correlation	.569**	.482**	1	.364*	.364*	.446*	.627**
	Sig. (2-tailed)	.001	.007		.048	.048	.014	.000
	N	30	30	30	30	30	30	30
KA4	Pearson Correlation	.716**	.790**	.364*	1	1.000**	.817**	.912**
	Sig. (2-tailed)	.000	.000	.048		.000	.000	.000
	N	30	30	30	30	30	30	30
KA5	Pearson Correlation	.716**	.790**	.364*	1.000**	1	.817**	.912**
	Sig. (2-tailed)	.000	.000	.048	.000		.000	.000
	N	30	30	30	30	30	30	30
KA6	Pearson Correlation	.803**	.884**	.446*	.817**	.817**	1	.924**
	Sig. (2-tailed)	.000	.000	.014	.000	.000		.000
	N	30	30	30	30	30	30	30
KA	Pearson Correlation	.876**	.904**	.627**	.912**	.912**	.924**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

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

## Reliability

### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.926	6







	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
KT8	Pearson Correlation	.553**	.482**	.482**	.716**	.553**	.716**	.879**	1	.543**	.482**	.734**
	Sig. (2-tailed)	.002	.007	.007	.000	.002	.000	.000		.002	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30
KT9	Pearson Correlation	.942**	.854**	.854**	.774**	.774**	.781**	.774**	.543**	1	.854**	.922**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.002		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
KT10	Pearson Correlation	.906**	.814**	.814**	.709**	.709**	.737**	.709**	.482**	.854**	1	.873**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.007	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
KT	Pearson Correlation	.951**	.873**	.915**	.863**	.885**	.909**	.907**	.734**	.922**	.873**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

## Reliability

### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.967	10

## Lampiran 8

## Data Penelitian Variabel Pelibatan Kerja

No. Resp	PL1	PL2	PL3	PL4	PL5	PL6
R_1	5	5	5	4	5	5
R_2	4	4	5	4	5	5
R_3	4	4	5	4	5	4
R_4	5	5	5	4	5	5
R_5	4	4	4	4	4	4
R_6	4	4	4	4	4	4
R_7	5	5	5	5	5	5
R_8	4	4	4	4	4	4
R_9	5	5	5	5	5	5
R_10	4	4	4	4	4	4
R_11	5	5	5	5	5	5
R_12	5	5	5	5	5	5
R_13	5	5	5	5	5	5
R_14	4	4	4	4	4	4
R_15	5	5	5	5	5	5
R_16	4	5	4	4	4	4
R_17	5	5	5	5	5	5
R_18	5	5	5	5	5	5
R_19	5	5	5	5	5	5
R_20	5	5	5	5	5	5
R_21	5	5	5	5	5	5
R_22	5	5	5	5	5	5
R_23	5	5	5	5	5	5
R_24	5	5	5	5	5	5
R_25	5	5	5	5	5	5
R_26	5	5	5	5	5	5
R_27	4	4	4	4	4	4
R_28	5	5	5	5	5	5
R_29	4	4	4	4	4	4
R_30	5	4	5	5	5	5
R_31	5	5	5	5	5	5
R_32	5	5	5	5	5	5
R_33	5	5	5	5	5	5
R_34	5	5	5	4	4	5
R_35	4	4	4	4	4	4
R_36	5	5	5	5	5	5
R_37	5	5	5	5	5	5
R_38	5	5	5	5	5	5
R_39	5	5	5	5	5	5
R_40	5	5	5	5	5	5
R_41	5	5	5	5	5	5
R_42	5	5	5	5	5	4
R_43	5	5	5	5	5	5

No. Resp	PL1	PL2	PL3	PL4	PL5	PL6
R_44	4	3	5	3	4	5
R_45	4	4	4	4	4	4
R_46	5	5	5	4	5	5
R_47	4	4	4	4	4	4
R_48	5	5	5	5	5	5
R_49	5	5	5	5	5	5
R_50	5	5	5	5	5	5
R_51	4	5	5	5	5	5
R_52	5	5	5	5	5	5
R_53	5	4	5	5	5	5
R_54	5	5	5	5	5	5
R_55	4	4	4	4	4	4
R_56	5	5	5	5	5	5
R_57	5	5	5	4	4	4
R_58	5	5	5	5	5	5
R_59	5	5	5	5	5	5
R_60	4	4	4	4	4	4
R_61	5	5	5	5	5	5
R_62	5	5	5	5	5	5
R_63	5	5	5	5	5	5
R_64	5	5	5	5	5	5
R_65	5	5	5	5	5	5
R_66	4	4	4	4	4	4
R_67	5	5	5	4	5	5
R_68	5	5	5	5	5	5
R_69	5	5	5	5	5	5
R_70	4	4	4	4	4	4
R_71	5	5	5	5	5	5
R_72	4	5	5	4	5	4
R_73	4	4	4	4	4	4
R_74	5	5	5	5	5	5
R_75	5	5	5	5	5	5
R_76	5	5	5	5	5	5
R_77	5	5	5	5	5	5
R_78	4	4	4	3	4	4
R_79	5	5	5	5	4	4
R_80	5	5	5	4	4	5
R_81	4	4	4	4	4	4
R_82	5	5	5	5	5	5
R_83	5	5	5	5	5	5
R_84	5	5	5	4	5	5
R_85	5	5	5	5	5	5
R_86	5	5	5	5	5	5
R_87	5	5	5	5	5	5
R_88	4	5	4	4	4	4
R_89	4	4	4	4	4	4
R_90	5	5	5	1	5	5

No. Resp	PL1	PL2	PL3	PL4	PL5	PL6
R_91	5	5	5	5	5	5
R_92	4	4	4	4	5	4
R_93	5	5	5	5	5	5
R_94	5	5	5	4	4	4
R_95	5	5	5	5	5	5
R_96	5	5	5	5	5	5
R_97	5	5	5	5	5	5
R_98	5	5	5	5	5	5
R_99	4	4	4	4	4	4
R_100	5	5	5	5	5	5
R_101	5	5	5	5	5	5
R_102	5	5	5	5	5	5
R_103	5	4	5	4	5	5
R_104	4	4	5	4	4	4
R_105	5	4	4	4	4	4
R_106	5	5	5	5	5	5
R_107	4	4	5	4	4	3
R_108	4	4	4	4	4	4
R_109	4	4	4	4	4	4
R_110	5	4	4	4	4	4
R_111	5	5	5	5	5	5
R_112	5	5	4	4	4	4
R_113	5	5	5	5	5	5
R_114	5	5	5	5	1	5
R_115	5	5	5	4	5	4
R_116	5	5	5	5	5	5
R_117	5	5	5	4	5	5
R_118	4	4	4	4	4	4
R_119	5	5	5	5	5	5
R_120	5	5	5	4	4	4
R_121	5	5	5	5	5	5
R_122	5	5	5	5	5	5
R_123	4	4	4	4	4	4
R_124	4	4	4	4	4	4
R_125	5	5	5	5	5	5
R_126	4	4	4	4	4	4
R_127	5	5	5	4	5	5
R_128	5	5	5	5	5	5
R_129	5	5	5	5	5	5
R_130	5	5	4	4	4	4
R_131	5	5	5	5	5	5
R_132	5	5	5	5	5	5
R_133	4	3	4	4	4	4
R_134	4	4	4	4	4	4
R_135	5	4	5	4	4	4
R_136	3	3	5	3	3	3
R_137	4	4	4	4	4	4

No. Resp	PL1	PL2	PL3	PL4	PL5	PL6
R_138	3	4	3	3	3	3
R_139	3	3	3	5	3	5
R_140	5	5	5	5	5	5
R_141	5	5	5	5	4	5
R_142	4	4	3	3	3	3
R_143	5	5	5	5	5	5
R_144	4	4	4	4	4	4
R_145	5	5	5	5	5	5
R_146	5	5	5	5	5	5
R_147	5	5	5	4	5	5
R_148	5	5	5	5	5	5
R_149	5	5	5	5	5	5
R_150	5	4	4	4	4	4
R_151	5	4	5	4	4	4
R_152	4	3	3	4	3	3
R_153	5	4	5	4	5	4
R_154	5	5	5	5	5	5
R_155	5	5	5	5	5	5
R_156	5	4	5	4	5	5
R_157	5	5	5	5	5	5
R_158	5	5	5	5	5	5
R_159	4	4	4	4	4	4
R_160	5	5	5	5	5	5
R_161	4	4	4	4	4	4
R_162	3	3	3	3	3	3
R_163	5	5	5	5	5	5
R_164	5	5	5	5	5	5
R_165	5	5	5	5	5	5
R_166	5	5	5	5	4	5
R_167	5	4	5	5	5	5
R_168	5	5	5	4	4	5
R_169	5	5	5	5	5	5
R_170	5	5	5	5	5	5
R_171	5	5	5	5	5	5
R_172	5	5	5	5	5	5
R_173	5	5	5	5	5	5
R_174	5	5	5	5	5	5
R_175	4	4	4	4	4	4
R_176	4	4	5	5	5	5
R_177	4	4	4	4	4	4
R_178	5	5	5	5	5	5
R_179	5	5	5	5	5	5
R_180	5	5	5	5	5	5
R_181	4	4	4	4	4	4
R_182	5	5	5	5	5	5
R_183	5	5	5	4	4	5
R_184	5	5	5	4	4	4

No. Resp	PL1	PL2	PL3	PL4	PL5	PL6
R_185	4	4	3	4	4	4
R_186	5	5	5	5	5	5
R_187	4	4	4	4	4	4
R_188	4	4	4	4	4	4
R_189	5	4	5	4	5	5
R_190	5	5	5	5	5	5
R_191	5	5	5	5	5	5
R_192	5	4	5	4	4	4
R_193	4	4	4	4	4	4
R_194	4	5	4	4	4	5
R_195	5	5	5	5	5	4
R_196	4	4	4	4	4	4
R_197	4	5	4	4	5	4
R_198	4	5	4	4	4	4
R_199	4	4	5	4	4	4
R_200	4	5	4	4	4	4
R_201	5	5	5	5	5	5
R_202	5	5	5	4	5	5
R_203	4	4	4	4	4	4
R_204	5	5	5	5	5	5
R_205	4	4	4	4	4	4
R_206	4	4	4	4	2	3
R_207	4	3	4	3	4	3
R_208	5	5	5	4	4	4
R_209	5	5	5	5	5	5
R_210	5	5	5	5	5	5
R_211	4	4	4	4	4	4
R_212	5	5	5	5	5	5
R_213	5	5	5	5	4	5
R_214	5	5	5	5	5	5
R_215	5	5	5	5	5	5
R_216	5	5	5	5	5	5
R_217	5	5	5	5	3	4
R_218	5	5	4	4	5	5
R_219	5	5	5	5	5	5
R_220	5	5	5	5	5	5
R_221	5	3	3	3	3	3
R_222	5	3	3	3	5	3
R_223	3	3	2	2	2	3
R_224	3	3	3	2	2	2
R_225	3	3	3	3	3	3
R_226	4	2	2	4	2	2
R_227	3	2	2	2	2	2
R_228	3	2	2	2	2	2
R_229	5	5	5	5	5	5
R_230	4	4	5	5	3	5
R_231	4	4	4	4	4	4



No. Resp	PL1	PL2	PL3	PL4	PL5	PL6
R_232	3	3	5	3	3	3
R_233	5	5	5	5	3	5
R_234	5	5	5	5	3	5
R_235	4	4	4	4	4	4
R_236	5	5	5	5	5	5
R_237	5	5	5	4	4	5
R_238	5	5	5	4	4	4
R_239	3	3	3	5	3	3
R_240	4	4	4	4	4	4
R_241	4	4	4	4	4	4
R_242	5	4	5	4	5	5
R_243	5	5	5	5	5	5
R_244	5	3	5	3	3	3
R_245	5	4	5	4	4	4
R_246	4	4	4	4	4	4
R_247	4	3	4	3	3	3
R_248	4	4	4	4	4	4
R_249	4	4	4	4	4	4
R_250	4	5	4	5	5	5
R_251	4	5	4	4	4	4
R_252	4	4	5	4	4	4



No. Resp	KS1	KS2	KS3	KS4	KS5	KS6	KS7	KS8
R_44	5	5	4	4	4	4	4	5
R_45	4	4	4	4	4	4	4	4
R_46	5	5	5	5	5	5	5	5
R_47	4	4	4	4	4	4	4	4
R_48	5	5	5	5	5	5	5	5
R_49	5	5	5	5	5	5	5	5
R_50	5	5	5	5	5	5	5	5
R_51	5	5	5	5	5	5	5	5
R_52	5	5	5	5	5	5	5	5
R_53	5	5	5	5	5	5	5	5
R_54	5	5	5	4	5	4	5	5
R_55	4	4	4	4	4	4	4	2
R_56	5	5	5	5	5	5	5	5
R_57	4	4	4	4	4	4	4	4
R_58	5	5	5	5	5	5	5	5
R_59	5	5	5	5	5	5	5	5
R_60	4	4	4	4	4	4	4	4
R_61	5	5	5	5	5	5	5	5
R_62	5	5	5	5	5	5	5	5
R_63	5	5	5	5	5	5	5	5
R_64	4	5	4	4	5	5	4	4
R_65	5	5	5	5	5	5	5	5
R_66	4	4	4	4	4	4	4	4
R_67	5	5	4	5	5	4	4	4
R_68	5	5	5	5	5	5	5	5
R_69	5	5	5	5	5	5	5	5
R_70	4	4	4	4	4	4	4	4
R_71	5	5	5	5	5	1	5	5
R_72	4	4	4	4	4	4	4	4
R_73	4	4	4	4	4	4	4	4
R_74	5	5	5	5	5	5	5	5
R_75	5	5	5	5	5	5	5	5
R_76	5	5	5	5	5	5	5	5
R_77	5	5	5	5	5	5	5	5
R_78	4	4	4	4	4	4	4	4
R_79	4	4	4	4	4	4	4	4
R_80	3	3	3	4	3	4	3	3
R_81	4	4	4	4	4	4	4	4
R_82	5	5	5	5	5	5	5	5
R_83	5	5	5	5	5	5	5	5
R_84	5	5	5	5	5	5	5	5
R_85	5	5	5	5	5	5	5	5
R_86	5	5	5	5	5	5	5	5
R_87	5	5	5	5	5	5	5	5
R_88	4	4	4	5	4	4	4	4
R_89	4	4	4	4	4	4	4	4
R_90	5	5	5	5	1	5	5	5







No. Resp	KS1	KS2	KS3	KS4	KS5	KS6	KS7	KS8
R_232	2	3	3	2	3	3	2	3
R_233	3	3	2	3	3	3	3	3
R_234	3	3	5	3	3	3	3	3
R_235	4	4	4	4	4	4	4	4
R_236	4	3	5	3	5	3	3	3
R_237	4	3	3	3	4	3	3	3
R_238	4	4	4	4	4	4	4	4
R_239	3	3	3	3	3	3	3	3
R_240	4	4	4	4	4	4	4	4
R_241	4	4	4	4	4	4	4	4
R_242	5	3	4	3	3	3	3	3
R_243	5	3	5	3	3	3	3	3
R_244	5	3	3	5	5	3	3	3
R_245	4	4	4	4	4	4	4	4
R_246	4	4	4	4	4	4	4	4
R_247	4	3	3	4	5	3	3	3
R_248	4	4	3	3	3	3	4	4
R_249	4	4	4	4	4	4	4	4
R_250	4	5	5	4	4	5	5	5
R_251	4	4	4	4	4	4	4	4
R_252	4	4	4	4	5	4	4	4















## Lampiran 11

## Data Penelitian Variabel Penghargaan Kerja

No. Resp	PH1	PH2	PH3	PH4	PH5	PH6
R_1	4	4	5	5	4	5
R_2	5	4	4	4	4	4
R_3	5	4	5	4	3	3
R_4	4	4	5	3	2	2
R_5	4	4	4	4	4	4
R_6	4	4	4	4	4	4
R_7	5	5	5	5	5	5
R_8	4	4	4	4	4	4
R_9	5	5	5	5	5	5
R_10	4	4	4	4	4	4
R_11	5	5	5	5	5	5
R_12	5	5	5	5	2	2
R_13	5	5	5	5	5	5
R_14	4	4	4	4	4	4
R_15	5	5	5	5	5	5
R_16	4	4	5	5	4	4
R_17	5	5	5	5	5	5
R_18	5	5	5	5	5	5
R_19	5	5	5	5	5	5
R_20	5	5	5	5	5	5
R_21	5	5	5	5	5	5
R_22	5	5	5	5	5	5
R_23	5	5	5	5	5	5
R_24	5	5	5	5	2	5
R_25	5	5	5	5	5	4
R_26	5	5	5	5	5	5
R_27	4	4	4	4	4	4
R_28	5	5	5	5	1	1
R_29	4	4	4	4	4	4
R_30	5	4	5	2	4	4
R_31	5	5	5	5	5	5
R_32	5	5	5	5	5	4
R_33	5	5	5	5	5	5
R_34	5	5	5	5	5	4
R_35	4	4	4	4	4	4
R_36	5	5	5	5	5	5
R_37	5	5	5	5	5	5
R_38	5	5	5	5	5	5
R_39	5	5	5	5	5	5
R_40	5	5	5	5	5	5
R_41	5	5	5	5	5	5
R_42	5	4	5	5	5	5
R_43	5	5	5	5	5	5

No. Resp	PH1	PH2	PH3	PH4	PH5	PH6
R_44	5	5	5	4	3	3
R_45	4	4	4	4	4	4
R_46	5	5	5	5	5	5
R_47	4	4	4	4	4	4
R_48	5	5	5	5	5	5
R_49	5	5	5	5	5	5
R_50	5	5	5	5	5	5
R_51	5	5	5	5	5	5
R_52	5	5	5	5	5	5
R_53	5	5	5	5	5	5
R_54	5	4	5	4	5	5
R_55	4	4	4	4	3	3
R_56	5	5	5	5	5	5
R_57	4	4	4	4	4	4
R_58	5	5	5	5	5	5
R_59	5	5	5	5	5	5
R_60	4	4	4	4	4	4
R_61	5	5	5	5	5	5
R_62	5	5	5	5	5	5
R_63	5	5	5	5	5	5
R_64	4	4	4	4	4	4
R_65	5	5	5	5	5	5
R_66	5	5	5	4	4	4
R_67	4	4	4	3	3	2
R_68	5	5	5	5	5	3
R_69	5	5	5	4	1	1
R_70	4	4	4	4	4	4
R_71	5	5	5	5	1	1
R_72	4	4	4	4	4	4
R_73	4	4	4	4	4	4
R_74	5	5	5	5	5	5
R_75	5	5	5	5	5	5
R_76	5	5	5	5	5	5
R_77	5	5	5	5	5	5
R_78	3	3	4	4	3	3
R_79	5	4	4	4	4	4
R_80	3	3	2	3	2	2
R_81	5	5	5	4	4	4
R_82	5	5	5	5	5	5
R_83	5	5	5	5	5	5
R_84	5	5	5	5	5	5
R_85	5	5	5	5	5	5
R_86	5	5	5	5	5	5
R_87	5	5	5	5	5	5
R_88	4	4	4	4	2	3
R_89	4	4	4	4	3	3
R_90	1	1	1	1	1	1

No. Resp	PH1	PH2	PH3	PH4	PH5	PH6
R_91	5	5	5	5	5	5
R_92	4	4	4	4	3	4
R_93	5	5	5	5	5	5
R_94	5	4	5	5	4	4
R_95	5	5	5	5	5	5
R_96	5	5	5	5	5	5
R_97	5	5	5	5	5	5
R_98	5	5	5	5	5	5
R_99	4	4	4	4	4	4
R_100	5	5	5	5	5	5
R_101	5	5	5	5	5	5
R_102	4	4	5	5	3	3
R_103	5	5	5	4	3	3
R_104	4	4	5	4	3	3
R_105	4	4	4	4	4	3
R_106	5	5	5	5	5	5
R_107	4	3	4	5	3	2
R_108	4	4	4	4	3	3
R_109	4	4	4	4	4	4
R_110	4	4	4	4	4	3
R_111	5	5	5	5	5	5
R_112	4	4	4	4	3	4
R_113	4	4	5	4	4	3
R_114	5	5	5	5	4	5
R_115	5	5	5	5	5	1
R_116	5	5	5	5	5	4
R_117	4	4	4	5	3	3
R_118	4	4	4	4	4	4
R_119	5	5	5	5	5	5
R_120	4	4	4	4	4	4
R_121	4	5	5	5	4	4
R_122	4	4	4	4	4	4
R_123	4	4	4	4	4	4
R_124	5	5	5	4	5	5
R_125	5	5	5	5	5	5
R_126	4	4	4	4	4	4
R_127	5	5	5	5	5	5
R_128	5	5	5	5	5	5
R_129	5	5	5	5	5	5
R_130	5	4	5	5	4	3
R_131	3	3	3	3	3	3
R_132	5	5	5	5	5	5
R_133	5	5	5	5	5	5
R_134	5	5	5	5	4	3
R_135	5	5	5	5	4	5
R_136	4	4	4	4	4	4
R_137	4	4	4	4	4	4



No. Resp	PH1	PH2	PH3	PH4	PH5	PH6
R_138	5	5	5	5	5	5
R_139	4	4	4	4	4	4
R_140	5	5	5	5	3	5
R_141	4	4	4	5	3	4
R_142	4	4	4	3	3	3
R_143	5	5	5	5	5	5
R_144	4	4	4	4	4	4
R_145	5	5	5	5	5	5
R_146	5	5	5	5	5	5
R_147	5	5	5	4	3	3
R_148	5	5	5	5	5	5
R_149	5	5	5	5	5	5
R_150	4	4	4	4	4	4
R_151	4	4	4	4	3	3
R_152	3	3	3	3	3	3
R_153	4	4	4	4	4	3
R_154	5	5	5	5	5	5
R_155	5	5	5	5	5	5
R_156	4	5	4	4	4	4
R_157	5	5	5	5	5	5
R_158	5	5	5	5	4	3
R_159	4	4	4	4	3	3
R_160	5	5	5	5	5	5
R_161	4	4	4	4	4	3
R_162	3	3	3	3	3	3
R_163	5	5	5	5	5	5
R_164	5	5	5	5	5	5
R_165	5	5	5	5	5	5
R_166	5	5	5	5	5	5
R_167	4	4	4	4	4	4
R_168	5	4	4	5	5	4
R_169	5	5	5	5	5	5
R_170	5	5	5	5	5	5
R_171	5	5	5	5	5	5
R_172	5	5	5	5	5	5
R_173	5	5	5	5	5	5
R_174	5	5	5	5	3	3
R_175	4	5	4	4	4	4
R_176	5	5	5	5	4	4
R_177	4	4	4	4	4	4
R_178	5	5	5	5	5	5
R_179	5	5	5	5	5	5
R_180	5	5	5	5	5	5
R_181	4	4	4	4	4	4
R_182	5	5	5	5	4	4
R_183	5	5	5	5	4	4
R_184	5	5	5	5	5	5

No. Resp	PH1	PH2	PH3	PH4	PH5	PH6
R_185	3	4	4	4	4	4
R_186	5	5	5	5	5	5
R_187	4	4	4	4	3	3
R_188	4	4	4	4	4	4
R_189	4	4	5	5	4	4
R_190	3	3	5	5	5	3
R_191	5	5	5	5	5	5
R_192	4	3	4	4	3	4
R_193	4	4	4	4	3	3
R_194	5	4	5	4	4	3
R_195	4	5	5	5	5	5
R_196	4	4	4	4	3	4
R_197	4	4	5	4	4	4
R_198	4	5	5	4	4	4
R_199	4	5	4	4	4	4
R_200	4	5	5	4	4	4
R_201	5	5	5	5	5	5
R_202	5	5	5	5	3	3
R_203	3	3	4	4	4	4
R_204	5	5	5	5	5	5
R_205	4	4	4	4	2	2
R_206	4	4	4	4	2	2
R_207	4	4	4	4	3	3
R_208	4	4	4	4	4	4
R_209	4	4	4	4	3	3
R_210	5	5	5	5	5	5
R_211	4	4	4	4	4	4
R_212	5	5	5	5	5	5
R_213	5	5	5	5	5	5
R_214	5	5	5	5	5	5
R_215	5	5	5	4	4	5
R_216	5	5	5	5	5	5
R_217	5	5	4	5	4	3
R_218	3	3	5	5	4	5
R_219	5	5	5	5	5	5
R_220	5	5	5	5	4	1
R_221	5	5	5	5	5	5
R_222	5	5	5	5	5	1
R_223	5	4	4	5	5	4
R_224	3	3	3	3	2	2
R_225	3	3	5	3	3	3
R_226	3	3	5	3	3	3
R_227	3	3	5	3	3	3
R_228	3	3	5	3	3	3
R_229	3	3	5	3	3	3
R_230	5	5	5	5	4	4
R_231	4	4	4	4	4	4

No. Resp	PH1	PH2	PH3	PH4	PH5	PH6
R_232	3	3	5	3	3	3
R_233	3	3	3	3	5	3
R_234	3	3	3	3	3	3
R_235	4	4	4	4	4	4
R_236	4	4	4	4	4	4
R_237	4	4	4	4	4	4
R_238	3	3	3	5	3	3
R_239	4	4	4	4	5	5
R_240	4	4	4	4	4	4
R_241	4	4	4	4	4	4
R_242	4	4	3	3	4	4
R_243	3	3	3	3	3	3
R_244	3	5	3	3	3	3
R_245	4	3	4	4	3	4
R_246	4	4	4	4	3	3
R_247	5	4	5	4	4	3
R_248	4	5	5	5	5	5
R_249	4	4	4	4	3	4
R_250	4	4	5	4	4	4
R_251	4	5	5	4	4	4
R_252	4	5	4	4	4	4

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## Data Penelitian Variabel Komitmen Anggota

No. Resp	KA1	KA2	KA3	KA4	KA5	KA6
R_1	5	5	5	5	5	5
R_2	5	5	5	5	5	5
R_3	3	4	5	5	5	5
R_4	4	5	5	5	4	4
R_5	4	4	4	4	4	4
R_6	4	4	4	4	4	4
R_7	5	5	5	5	5	5
R_8	4	4	4	4	4	4
R_9	5	5	5	5	5	5
R_10	4	4	4	4	4	4
R_11	5	5	5	5	5	5
R_12	5	5	5	5	5	5
R_13	5	5	5	5	5	5
R_14	4	4	4	4	4	4
R_15	5	5	5	5	5	5
R_16	4	4	4	4	4	4
R_17	5	5	5	5	5	5
R_18	5	5	5	5	5	5
R_19	5	5	5	5	5	5
R_20	5	5	5	5	5	5
R_21	5	5	5	5	5	5
R_22	5	5	5	5	5	5
R_23	5	5	5	5	5	5
R_24	5	5	5	5	5	5
R_25	5	5	5	5	5	5
R_26	5	5	5	5	5	5
R_27	4	4	3	4	4	4
R_28	5	5	5	5	5	5
R_29	4	4	4	4	4	4
R_30	5	5	5	5	5	5
R_31	5	5	5	5	5	5
R_32	5	5	5	5	5	5
R_33	5	5	3	5	5	5
R_34	4	5	5	5	5	5
R_35	4	4	4	4	4	4
R_36	5	5	5	5	5	5
R_37	5	5	5	5	5	5
R_38	5	5	5	5	5	5
R_39	5	5	5	5	5	5
R_40	5	5	5	5	5	5
R_41	5	5	5	5	5	5
R_42	5	4	5	5	5	4
R_43	5	5	5	5	5	5

No. Resp	KA1	KA2	KA3	KA4	KA5	KA6
R_44	4	4	5	3	3	3
R_45	4	4	4	4	4	4
R_46	5	5	5	4	4	5
R_47	4	4	4	4	4	4
R_48	5	5	5	5	5	5
R_49	5	5	5	5	5	5
R_50	5	5	5	5	5	5
R_51	5	5	5	5	5	5
R_52	5	5	5	5	5	5
R_53	5	5	5	5	5	5
R_54	4	5	4	5	5	4
R_55	4	4	4	4	4	4
R_56	5	5	5	5	5	5
R_57	4	4	4	4	4	4
R_58	5	5	5	5	5	5
R_59	5	5	5	5	5	5
R_60	4	4	4	4	4	4
R_61	5	5	5	5	5	5
R_62	5	5	5	5	5	5
R_63	5	5	5	5	5	5
R_64	4	4	4	4	4	4
R_65	5	5	5	5	5	5
R_66	4	4	4	4	4	4
R_67	2	5	5	5	5	5
R_68	5	5	5	5	5	5
R_69	5	5	5	5	5	5
R_70	4	4	4	4	4	4
R_71	5	5	5	5	5	5
R_72	4	4	4	5	5	5
R_73	4	4	4	4	4	4
R_74	5	5	5	5	5	5
R_75	5	5	5	5	4	5
R_76	5	5	5	5	5	5
R_77	5	5	5	5	5	5
R_78	4	4	4	4	4	4
R_79	4	4	4	5	5	4
R_80	3	4	4	4	4	4
R_81	3	4	4	4	4	4
R_82	5	5	5	5	5	5
R_83	5	5	5	5	5	5
R_84	5	5	5	5	5	5
R_85	5	5	5	5	5	5
R_86	5	5	5	5	5	5
R_87	5	5	5	5	5	5
R_88	4	4	4	4	4	4
R_89	5	4	5	4	4	5
R_90	3	3	3	4	4	4

No. Resp	KA1	KA2	KA3	KA4	KA5	KA6
R_91	5	5	5	5	5	5
R_92	4	4	5	5	5	5
R_93	5	5	5	5	5	5
R_94	4	5	5	4	4	4
R_95	5	5	5	5	5	5
R_96	5	5	5	5	5	5
R_97	5	5	5	5	5	5
R_98	5	5	5	5	5	5
R_99	4	4	4	4	4	4
R_100	5	5	5	5	5	5
R_101	5	5	5	5	5	5
R_102	4	5	5	5	5	5
R_103	3	5	5	5	5	5
R_104	4	4	5	5	4	4
R_105	3	4	4	5	4	2
R_106	5	5	5	5	5	5
R_107	4	5	4	5	5	5
R_108	4	4	4	4	4	4
R_109	4	4	4	4	4	4
R_110	4	4	4	4	4	4
R_111	5	5	5	5	5	5
R_112	4	4	4	4	4	4
R_113	4	5	5	5	5	5
R_114	5	5	5	5	5	5
R_115	5	5	5	5	5	5
R_116	5	5	5	5	5	5
R_117	5	5	5	5	5	5
R_118	4	4	4	4	4	4
R_119	5	5	5	5	5	5
R_120	4	4	4	4	4	4
R_121	4	4	4	4	4	4
R_122	4	4	4	4	4	4
R_123	4	4	4	4	4	4
R_124	4	4	4	4	4	4
R_125	5	5	5	5	5	5
R_126	4	5	4	5	4	4
R_127	5	5	5	5	5	5
R_128	5	5	5	5	5	5
R_129	5	5	5	5	5	5
R_130	5	5	5	5	5	5
R_131	5	5	5	5	5	5
R_132	5	5	5	5	5	5
R_133	5	5	5	5	5	5
R_134	4	5	5	5	4	4
R_135	5	4	4	5	5	5
R_136	4	4	4	4	4	4
R_137	4	4	4	4	4	4

No. Resp	KA1	KA2	KA3	KA4	KA5	KA6
R_138	4	4	4	5	5	5
R_139	5	5	5	5	5	5
R_140	5	5	5	5	5	5
R_141	5	5	5	5	5	5
R_142	4	4	3	4	4	4
R_143	5	5	5	5	5	5
R_144	4	4	4	4	4	4
R_145	5	5	5	5	5	5
R_146	5	5	5	5	5	5
R_147	4	5	5	5	5	4
R_148	5	5	5	5	5	5
R_149	5	5	5	5	5	5
R_150	4	4	4	4	4	4
R_151	4	4	4	4	4	4
R_152	5	5	5	5	5	5
R_153	4	4	4	5	4	4
R_154	5	5	5	5	5	5
R_155	5	5	5	5	5	5
R_156	4	4	4	4	4	4
R_157	5	5	5	5	5	5
R_158	4	5	5	5	5	5
R_159	4	4	4	5	4	4
R_160	5	5	5	5	5	5
R_161	4	4	4	3	4	4
R_162	5	5	5	5	5	5
R_163	5	5	5	5	5	5
R_164	5	5	5	5	5	5
R_165	5	5	5	5	5	5
R_166	5	5	5	5	5	5
R_167	4	4	4	4	4	4
R_168	4	4	5	5	4	4
R_169	4	5	5	5	5	5
R_170	4	5	5	5	5	5
R_171	5	5	5	5	5	5
R_172	5	5	5	5	5	5
R_173	5	5	5	5	5	5
R_174	5	5	5	5	5	5
R_175	4	4	4	4	4	4
R_176	5	4	4	4	5	5
R_177	4	4	4	4	4	4
R_178	5	5	5	5	5	5
R_179	5	5	5	5	5	5
R_180	5	5	5	5	5	5
R_181	4	4	4	4	4	4
R_182	5	5	5	5	5	5
R_183	4	4	4	5	5	5
R_184	5	5	5	5	5	5

No. Resp	KA1	KA2	KA3	KA4	KA5	KA6
R_185	4	4	4	4	5	4
R_186	5	5	5	5	5	5
R_187	4	4	4	3	4	4
R_188	4	4	4	4	4	4
R_189	5	5	5	5	5	5
R_190	5	5	5	5	5	5
R_191	5	5	5	5	5	5
R_192	4	4	4	4	3	4
R_193	4	4	4	4	4	4
R_194	4	5	5	4	4	4
R_195	5	5	5	5	5	5
R_196	4	4	4	4	4	4
R_197	4	4	4	5	5	4
R_198	4	4	4	4	4	4
R_199	4	4	5	4	5	4
R_200	4	4	4	4	4	4
R_201	5	5	5	5	5	5
R_202	5	5	5	5	5	5
R_203	4	4	4	4	4	4
R_204	5	5	5	5	5	5
R_205	4	4	4	4	4	4
R_206	4	4	4	4	4	4
R_207	4	4	4	4	3	4
R_208	4	4	4	4	4	4
R_209	4	5	5	5	5	5
R_210	5	5	5	5	5	5
R_211	4	4	4	4	4	4
R_212	5	5	5	5	5	5
R_213	5	5	5	5	5	5
R_214	5	5	5	5	5	5
R_215	5	5	5	5	5	5
R_216	5	5	5	5	5	5
R_217	4	5	5	4	4	5
R_218	4	4	4	4	4	4
R_219	5	5	5	5	5	5
R_220	4	4	4	4	4	5
R_221	4	4	4	4	4	4
R_222	4	4	4	4	4	4
R_223	4	4	4	4	4	4
R_224	4	5	5	5	5	5
R_225	4	5	5	5	5	5
R_226	5	5	5	5	5	5
R_227	5	5	5	5	5	5
R_228	5	5	5	5	5	5
R_229	5	5	5	5	5	5
R_230	5	5	5	5	5	5
R_231	5	5	5	5	4	5



No. Resp	KA1	KA2	KA3	KA4	KA5	KA6
R_232	5	5	5	5	5	5
R_233	5	5	5	5	5	5
R_234	5	5	5	5	5	5
R_235	5	5	5	5	4	5
R_236	5	5	5	5	5	5
R_237	5	5	5	5	5	5
R_238	5	5	5	5	5	5
R_239	5	5	5	5	5	5
R_240	5	5	5	5	4	5
R_241	4	4	4	4	4	4
R_242	3	5	5	5	5	5
R_243	5	5	5	5	5	5
R_244	3	5	5	5	5	5
R_245	5	5	5	5	5	5
R_246	4	4	4	4	4	4
R_247	4	5	5	4	4	4
R_248	5	5	5	5	5	5
R_249	5	5	5	5	5	5
R_250	4	4	4	5	5	4
R_251	4	4	4	4	4	4
R_252	4	4	5	4	5	4



No. Resp5	KT1	KT2	KT3	KT4	KT5	KT6	KT7	KT8	KT9	KT10
R_44	4	4	4	5	5	4	5	5	4	4
R_45	4	4	4	4	4	4	4	4	4	4
R_46	5	5	5	5	5	5	5	5	5	5
R_47	4	4	4	4	4	4	4	4	4	4
R_48	5	5	5	5	5	5	5	5	5	5
R_49	5	5	5	5	5	5	5	5	5	5
R_50	5	5	5	5	5	5	5	5	5	5
R_51	5	5	5	5	5	5	5	5	5	5
R_52	5	5	5	5	5	5	5	5	5	5
R_53	5	5	5	5	5	5	5	5	5	5
R_54	5	5	5	4	5	5	5	4	5	5
R_55	4	4	4	4	4	4	4	4	3	4
R_56	5	5	5	5	5	5	5	5	5	5
R_57	4	4	4	4	4	4	4	4	4	4
R_58	5	5	5	5	5	5	5	5	5	5
R_59	5	5	5	5	5	5	5	5	5	5
R_60	4	4	4	4	4	4	4	4	4	4
R_61	5	5	5	5	5	5	5	5	5	5
R_62	5	5	5	5	5	5	5	5	5	5
R_63	5	5	5	5	5	5	5	5	5	5
R_64	4	4	4	4	4	4	4	4	4	4
R_65	5	5	5	5	5	5	5	5	5	5
R_66	4	4	4	4	4	4	4	4	4	4
R_67	5	4	5	5	5	5	5	4	5	5
R_68	5	5	5	5	5	5	5	5	5	5
R_69	5	5	5	5	5	5	5	5	5	5
R_70	4	4	4	4	4	4	4	4	4	4
R_71	5	5	5	5	5	5	5	5	5	5
R_72	4	4	4	4	4	4	4	4	4	4
R_73	4	4	4	4	4	4	4	4	4	4
R_74	5	5	5	5	5	5	5	5	5	5
R_75	5	5	5	5	5	5	5	5	5	5
R_76	5	5	5	5	5	5	5	5	5	5
R_77	5	5	5	5	5	5	5	5	5	5
R_78	4	4	4	4	4	4	4	4	4	4
R_79	4	4	4	4	4	4	4	4	4	4
R_80	2	2	2	3	3	3	3	2	3	2
R_81	4	4	4	4	4	4	4	4	4	4
R_82	5	5	5	5	5	5	5	5	5	5
R_83	5	5	5	5	5	5	5	5	5	5
R_84	5	5	5	5	5	5	5	5	5	5
R_85	5	5	5	5	5	5	5	5	5	5
R_86	5	5	5	5	5	5	5	5	5	5
R_87	5	5	5	5	5	5	5	5	5	5
R_88	4	4	4	4	4	4	4	4	5	4
R_89	4	4	4	4	5	4	4	5	4	5
R_90	3	3	3	5	5	5	5	5	5	5



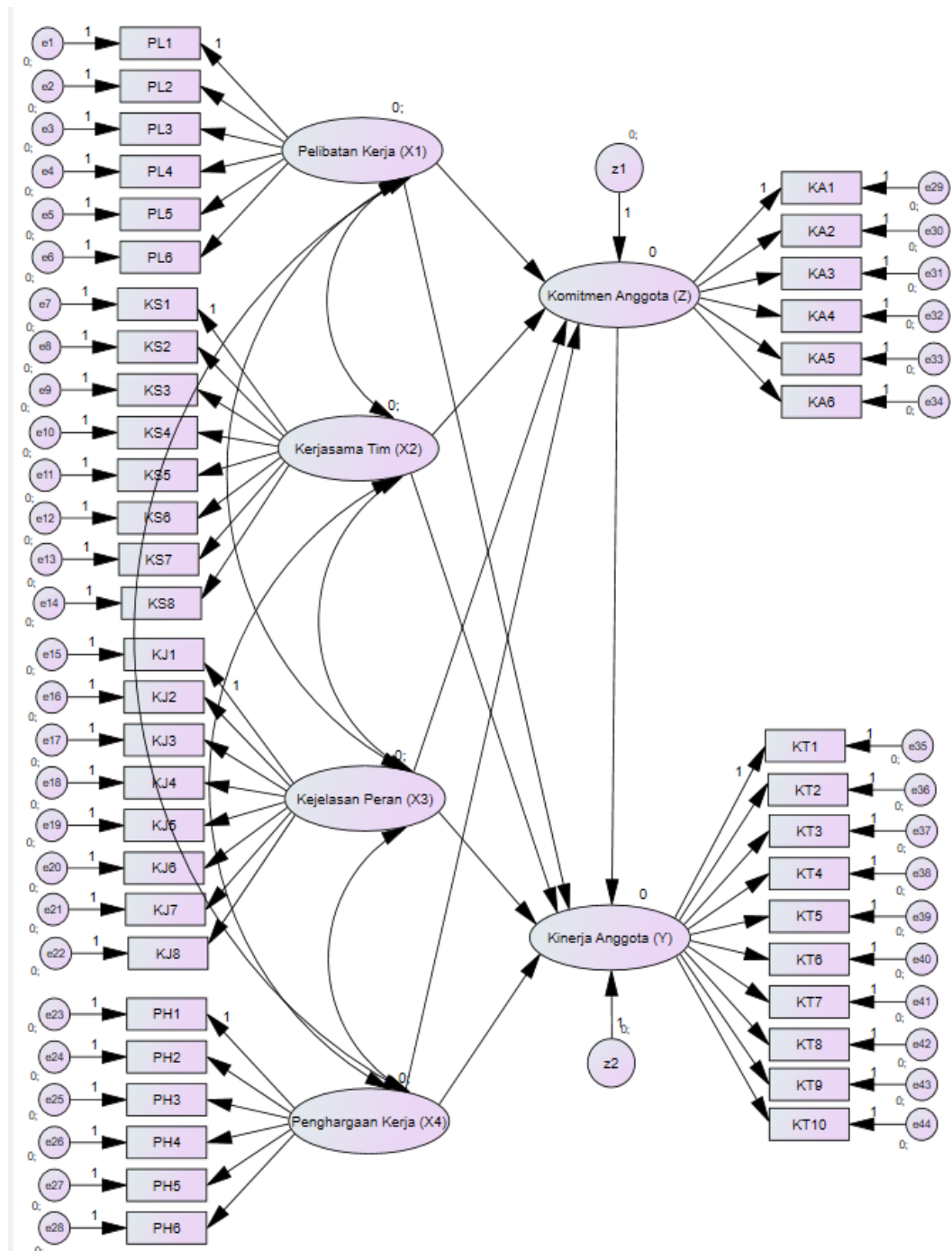
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R_138	4	4	5	4	3	4	4	4	4	4
R_139	5	3	5	5	5	5	5	5	5	5
R_140	5	5	5	5	5	5	5	5	5	5
R_141	5	5	5	5	5	5	5	5	5	5
R_142	4	4	4	4	4	4	4	4	4	4
R_143	5	5	5	5	5	5	5	5	5	5
R_144	4	4	4	4	4	4	4	4	4	4
R_145	5	5	5	5	5	5	5	5	5	5
R_146	5	5	5	5	5	5	5	5	5	5
R_147	5	4	4	5	5	5	5	4	3	4
R_148	5	5	5	5	5	5	5	5	5	5
R_149	5	5	5	5	5	5	5	5	5	5
R_150	4	2	4	4	4	4	4	4	4	4
R_151	4	4	4	4	4	4	4	4	4	4
R_152	5	5	5	5	5	5	5	5	5	5
R_153	4	4	4	4	4	4	4	4	4	4
R_154	5	5	5	5	5	5	5	5	5	5
R_155	5	5	5	5	4	4	4	4	4	4
R_156	4	4	4	4	4	4	4	4	4	4
R_157	5	5	5	5	5	5	5	5	5	5
R_158	5	5	5	5	5	5	5	5	5	5
R_159	4	4	4	4	4	4	4	4	3	4
R_160	5	5	5	5	5	5	5	5	5	5
R_161	4	3	4	4	4	4	4	4	4	4
R_162	5	5	5	5	5	5	5	5	5	5
R_163	5	5	5	5	5	5	5	5	5	5
R_164	5	5	5	5	5	5	5	5	5	5
R_165	5	5	5	5	5	5	5	5	5	5
R_166	5	5	5	5	4	5	5	5	5	5
R_167	4	4	4	4	4	4	4	4	3	4
R_168	4	5	4	5	4	5	4	5	4	5
R_169	4	5	5	5	5	5	5	5	5	5
R_170	5	5	5	5	5	5	5	5	5	5
R_171	5	5	5	5	5	5	5	5	5	5
R_172	5	5	5	5	5	5	5	5	5	5
R_173	5	5	5	5	5	5	5	5	5	5
R_174	5	4	5	5	5	5	5	5	4	5
R_175	4	4	4	4	4	4	4	4	4	4
R_176	5	5	5	4	4	5	4	4	4	4
R_177	4	4	4	4	4	4	4	4	4	4
R_178	5	5	5	5	5	5	5	5	5	5
R_179	5	5	5	5	5	5	5	5	5	5
R_180	5	5	5	5	5	5	5	5	5	5
R_181	4	4	4	4	4	4	4	4	4	4
R_182	5	5	4	4	5	5	5	5	4	4
R_183	5	5	5	4	5	4	5	5	4	4
R_184	5	4	4	5	5	5	5	5	5	5



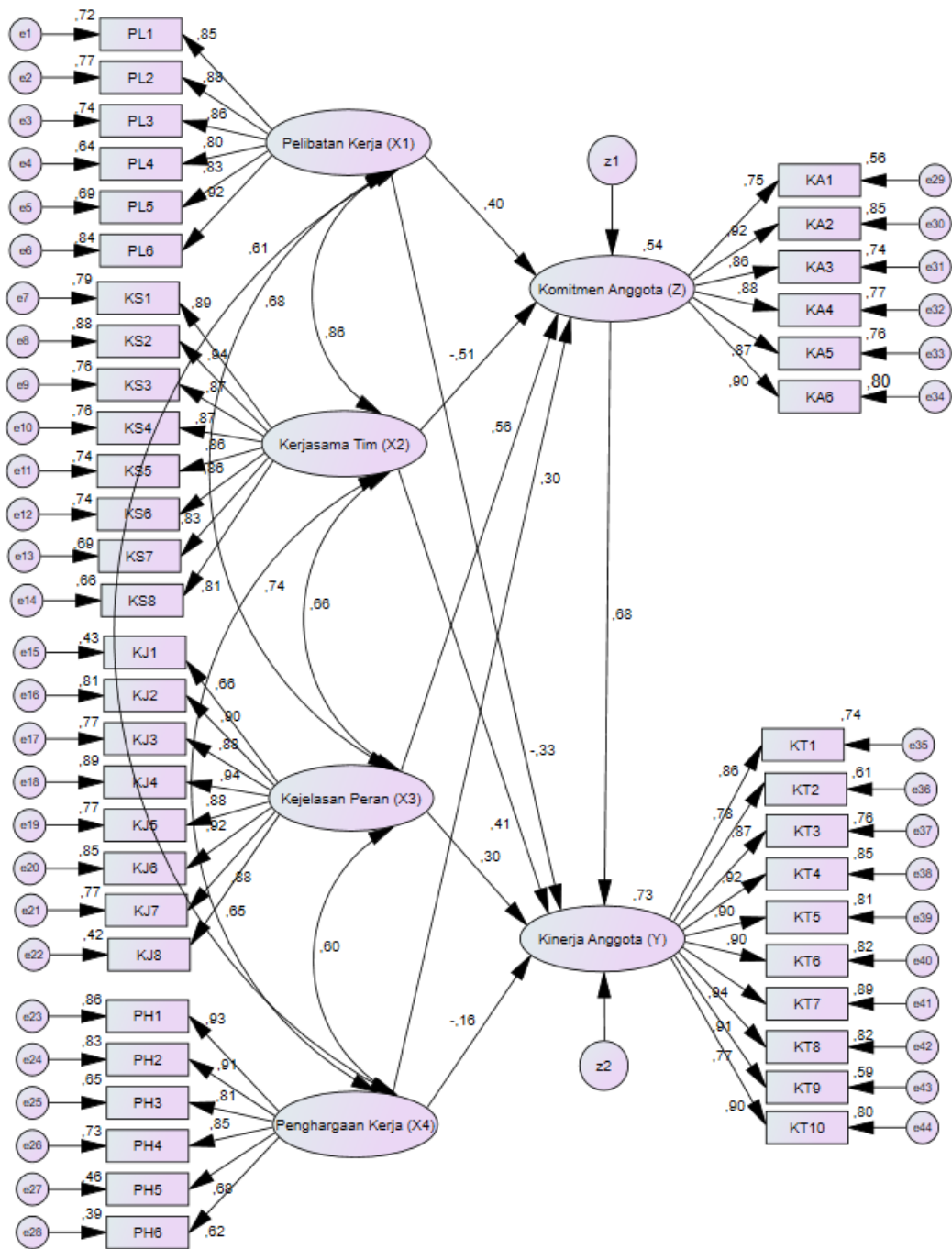
No. Resp5	KT1	KT2	KT3	KT4	KT5	KT6	KT7	KT8	KT9	KT10
R_232	5	5	5	5	5	5	5	5	5	5
R_233	5	5	5	5	5	5	5	5	5	5
R_234	5	5	5	5	5	5	5	5	5	5
R_235	4	4	4	4	4	4	4	4	4	4
R_236	5	5	4	4	5	5	5	5	4	4
R_237	5	5	5	4	5	4	5	5	4	4
R_238	5	4	4	5	5	5	5	5	5	5
R_239	5	5	5	5	5	5	5	5	5	5
R_240	4	4	4	4	4	4	4	4	3	4
R_241	4	4	4	4	4	4	4	4	4	4
R_242	5	5	5	5	5	5	5	5	5	5
R_243	5	5	5	5	5	5	5	5	5	5
R_244	4	4	4	4	4	4	4	4	4	4
R_245	4	4	4	4	3	4	4	4	4	4
R_246	4	4	4	4	4	4	4	4	4	4
R_247	5	4	4	5	4	5	4	4	4	5
R_248	4	4	5	4	4	4	4	4	4	4
R_249	4	4	4	4	4	4	4	4	4	4
R_250	4	4	4	4	4	5	4	4	4	4
R_251	4	4	4	4	4	4	4	4	4	4
R_252	4	5	5	4	4	5	4	4	4	5

Lampiran 14

Hasil Perhitungan Menggunakan Aplikasi SEM AMOS







Outer Loading

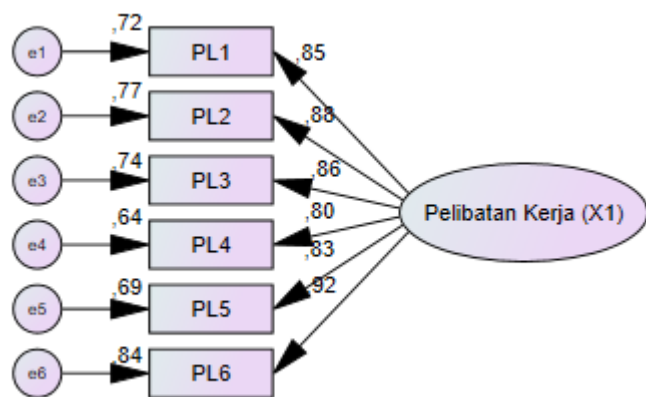
**Standardized Regression Weights: (Group number 1 - Default model)**

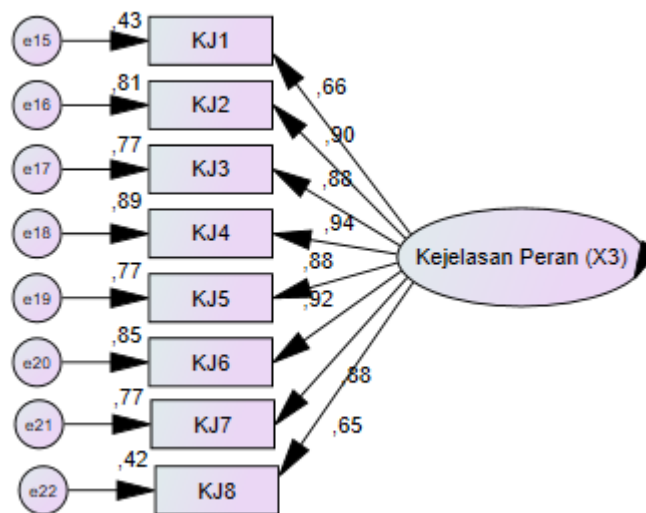
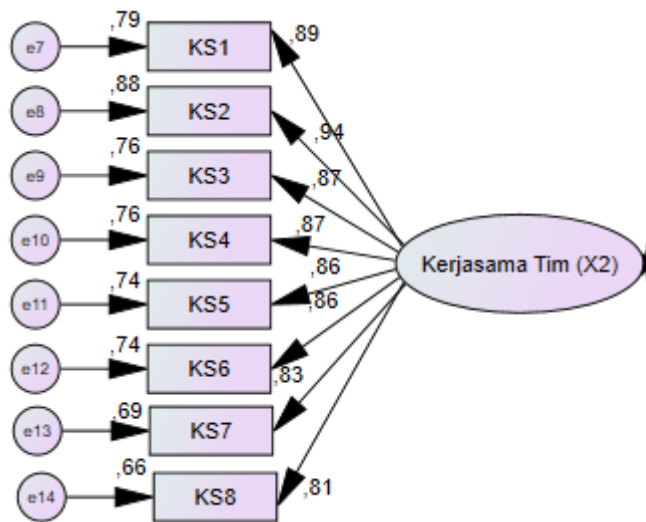
***Standardized Regression Weights: (Group number 1 - Default model)***

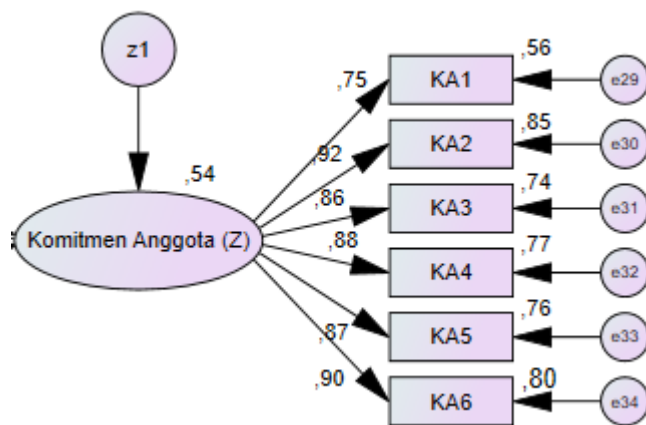
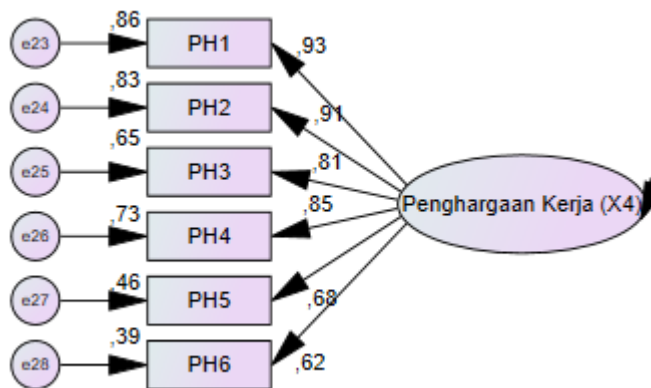
		Estimate
Z	<--- X1	,400
Z	<--- X2	,508
Z	<--- X3	,565
Z	<--- X4	,300
Y	<--- X2	,407
Y	<--- X4	,157
Y	<--- Z	,684
Y	<--- X3	,296
Y	<--- X1	,331
PL6	<--- X1	,918
PL5	<--- X1	,831
PL4	<--- X1	,797
PL3	<--- X1	,859
PL2	<--- X1	,877
PL1	<--- X1	,849
KS6	<--- X2	,859
KS5	<--- X2	,859
KS4	<--- X2	,870
KS3	<--- X2	,873
KS2	<--- X2	,936

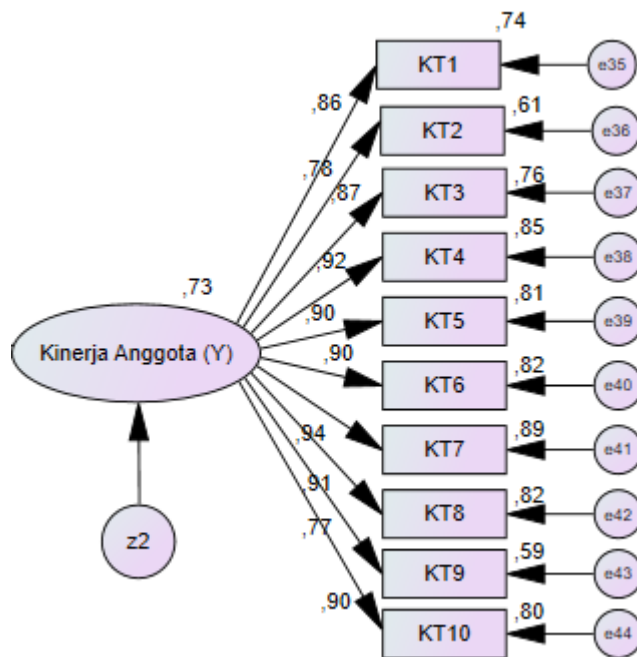
	Estimate
PH6 <--- X4	,620
PH5 <--- X4	,681
PH4 <--- X4	,852
PH3 <--- X4	,805
PH2 <--- X4	,910
PH1 <--- X4	,927
KA1 <--- Z	,750
KA2 <--- Z	,922
KA3 <--- Z	,861
KA4 <--- Z	,876
KA5 <--- Z	,874
KA6 <--- Z	,895
KS7 <--- X2	,831
KJ6 <--- X3	,921
KJ5 <--- X3	,879
KJ4 <--- X3	,943
KJ3 <--- X3	,876
KJ2 <--- X3	,902
KJ7 <--- X3	,878
KT3 <--- Y	,871
KT4 <--- Y	,919
KT5 <--- Y	,903
KT6 <--- Y	,903
KT7 <--- Y	,944
KS1 <--- X2	,889

	Estimate
KS8 <--- X2	,810
KJ1 <--- X3	,659
KJ8 <--- X3	,652
KT8 <--- Y	,906
KT1 <--- Y	,858
KT2 <--- Y	,783
KT10 <--- Y	,897
KT9 <--- Y	,768









**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	,360	,105	3,438	***	par_33
Z	<---	X2	-,370	,094	-3,927	***	par_34
Z	<---	X3	,557	,086	6,441	***	par_43
Z	<---	X4	,207	,056	3,715	***	par_44
Y	<---	X2	,323	,086	3,762	***	par_35
Y	<---	X4	-,118	,050	-2,384	,017	par_36
Y	<---	Z	,746	,081	9,188	***	par_37
Y	<---	X3	,319	,075	4,262	***	par_41
Y	<---	X1	-,325	,094	-3,445	***	par_42
PL6	<---	X1	1,306	,065	20,199	***	par_1
PL5	<---	X1	1,293	,077	16,829	***	par_2
PL4	<---	X1	1,157	,074	15,710	***	par_3
PL3	<---	X1	1,154	,065	17,804	***	par_4
PL2	<---	X1	1,213	,066	18,488	***	par_5
PL1	<---	X1	1,000				
KS6	<---	X2	1,059	,054	19,689	***	par_6
KS5	<---	X2	1,049	,053	19,725	***	par_7
KS4	<---	X2	,981	,048	20,256	***	par_8
KS3	<---	X2	,967	,047	20,411	***	par_9
KS2	<---	X2	1,127	,046	24,280	***	par_10
PH6	<---	X4	,983	,085	11,563	***	par_11
PH5	<---	X4	1,006	,076	13,328	***	par_12
PH4	<---	X4	,927	,045	20,580	***	par_13
PH3	<---	X4	,803	,044	18,103	***	par_14
PH2	<---	X4	,990	,040	24,438	***	par_15
PH1	<---	X4	1,000				
KA1	<---	Z	1,000				
KA2	<---	Z	1,031	,065	15,809	***	par_16
KA3	<---	Z	1,005	,069	14,560	***	par_17
KA4	<---	Z	,990	,067	14,862	***	par_18
KA5	<---	Z	1,009	,068	14,829	***	par_19
KA6	<---	Z	1,052	,069	15,256	***	par_20
KS7	<---	X2	1,075	,058	18,381	***	par_21



			Estimate	S.E.	C.R.	P	Label
KJ6	<---	X3	1,168	,091	12,806	***	par_22
KJ5	<---	X3	1,144	,093	12,334	***	par_23
KJ4	<---	X3	1,178	,090	13,039	***	par_24
KJ3	<---	X3	1,051	,085	12,302	***	par_25
KJ2	<---	X3	1,111	,088	12,591	***	par_26
KJ7	<---	X3	1,067	,087	12,319	***	par_27
KT3	<---	Y	,995	,052	18,982	***	par_28
KT4	<---	Y	1,002	,047	21,229	***	par_29
KT5	<---	Y	1,014	,050	20,415	***	par_30
KT6	<---	Y	,979	,048	20,438	***	par_31
KT7	<---	Y	1,061	,047	22,523	***	par_32
KS1	<---	X2	1,000				
KS8	<---	X2	1,048	,060	17,471	***	par_38
KJ1	<---	X3	1,000				
KJ8	<---	X3	,998	,104	9,564	***	par_39
KT8	<---	Y	1,025	,050	20,589	***	par_40
KT1	<---	Y	1,000				
KT2	<---	Y	,954	,061	15,716	***	par_45
KT10	<---	Y	1,023	,051	20,132	***	par_46
KT9	<---	Y	1,073	,070	15,228	***	par_47

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

		Estimate
Z	<--- X1	,400
Z	<--- X2	-,508
Z	<--- X3	,565
Z	<--- X4	,300
Y	<--- X2	,407
Y	<--- X4	-,157
Y	<--- Z	,684
Y	<--- X3	,296
Y	<--- X1	-,331
PL6	<--- X1	,918
PL5	<--- X1	,831
PL4	<--- X1	,797
PL3	<--- X1	,859
PL2	<--- X1	,877
PL1	<--- X1	,849
KS6	<--- X2	,859
KS5	<--- X2	,859
KS4	<--- X2	,870
KS3	<--- X2	,873
KS2	<--- X2	,936
PH6	<--- X4	,620
PH5	<--- X4	,681
PH4	<--- X4	,852
PH3	<--- X4	,805
PH2	<--- X4	,910
PH1	<--- X4	,927
KA1	<--- Z	,750
KA2	<--- Z	,922
KA3	<--- Z	,861
KA4	<--- Z	,876
KA5	<--- Z	,874
KA6	<--- Z	,895
KS7	<--- X2	,831
KJ6	<--- X3	,921
KJ5	<--- X3	,879
KJ4	<--- X3	,943
KJ3	<--- X3	,876
KJ2	<--- X3	,902
KJ7	<--- X3	,878
KT3	<--- Y	,871
KT4	<--- Y	,919
KT5	<--- Y	,903

	Estimate
KT6 <--- Y	,903
KT7 <--- Y	,944
KS1 <--- X2	,889
KS8 <--- X2	,810
KJ1 <--- X3	,659
KJ8 <--- X3	,652
KT8 <--- Y	,906
KT1 <--- Y	,858
KT2 <--- Y	,783
KT10 <--- Y	,897
KT9 <--- Y	,768

**Intercepts: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
PL6	4,500	,043	103,747	***	par_54
PL5	4,448	,047	93,777	***	par_55
PL4	4,429	,044	100,136	***	par_56
PL3	4,603	,041	112,277	***	par_57
PL2	4,540	,042	107,594	***	par_58
PL1	4,615	,036	128,441	***	par_59
KS6	4,417	,047	94,815	***	par_60
KS5	4,456	,046	96,632	***	par_61
KS4	4,468	,043	104,907	***	par_62
KS3	4,468	,042	106,785	***	par_63
KS2	4,464	,045	98,217	***	par_64
KS1	4,444	,042	104,587	***	par_65
PH6	4,095	,063	64,918	***	par_66
PH5	4,167	,059	70,812	***	par_67
PH4	4,456	,043	102,949	***	par_68
PH3	4,571	,040	115,136	***	par_69
PH2	4,456	,043	102,949	***	par_70
PH1	4,464	,043	103,943	***	par_71
KA1	4,536	,037	123,964	***	par_72
KA2	4,647	,031	151,422	***	par_73
KA3	4,655	,032	145,244	***	par_74
KA4	4,679	,031	150,700	***	par_75
KA5	4,647	,032	146,580	***	par_76
KA6	4,643	,032	143,887	***	par_77
KS7	4,373	,049	89,520	***	par_78
KS8	4,377	,049	89,527	***	par_79
KJ6	4,536	,035	128,604	***	par_80
KJ5	4,516	,036	124,711	***	par_81
KJ4	4,544	,035	130,634	***	par_82
KJ3	4,599	,033	137,741	***	par_83
KJ2	4,603	,034	134,292	***	par_84
KJ1	4,536	,042	107,464	***	par_85

	Estimate	S.E.	C.R.	P	Label
KJ7	4,548	,034	134,390	***	par_86
KJ8	4,488	,043	105,273	***	par_87
KT3	4,607	,034	134,598	***	par_88
KT4	4,619	,033	141,471	***	par_89
KT5	4,615	,034	137,110	***	par_90
KT6	4,631	,032	142,631	***	par_91
KT7	4,615	,034	137,110	***	par_92
KT8	4,599	,034	135,829	***	par_93
KT2	4,552	,037	124,655	***	par_94
KT1	4,587	,035	131,409	***	par_95
KT9	4,476	,042	106,921	***	par_96
KT10	4,611	,034	134,913	***	par_97

**Covariances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
X3 <--> X1	,145	,021	7,084	***	par_48
X2 <--> X4	,278	,032	8,619	***	par_49
X1 <--> X4	,186	,025	7,504	***	par_50
X1 <--> X2	,248	,027	9,035	***	par_51
X3 <--> X2	,173	,025	7,060	***	par_52
X3 <--> X4	,168	,025	6,792	***	par_53

**Correlations: (Group number 1 - Default model)**

	Estimate
X3 <--> X1	,683
X2 <--> X4	,737
X1 <--> X4	,612
X1 <--> X2	,860
X3 <--> X2	,657
X3 <--> X4	,603

**Variances: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
X1	,233	,028	8,299	***	par_98
X2	,358	,040	8,989	***	par_99
X4	,398	,041	9,595	***	par_100
X3	,194	,033	5,835	***	par_101
z1	,088	,013	6,557	***	par_102
z2	,062	,008	7,531	***	par_103
e6	,074	,009	8,330	***	par_104
e5	,175	,017	10,020	***	par_105
e4	,179	,017	10,281	***	par_106
e3	,111	,011	9,716	***	par_107
e2	,103	,011	9,439	***	par_108
e1	,091	,009	9,839	***	par_109
e12	,143	,014	10,187	***	par_110
e11	,140	,014	10,180	***	par_111
e10	,111	,011	10,076	***	par_112
e9	,105	,010	10,043	***	par_113
e8	,064	,007	8,608	***	par_114
e7	,095	,010	9,839	***	par_115
e28	,614	,057	10,819	***	par_116
e27	,466	,044	10,671	***	par_117
e26	,129	,013	9,535	***	par_118
e25	,139	,014	10,056	***	par_119
e24	,081	,010	8,111	***	par_120
e23	,065	,009	7,320	***	par_121
e29	,147	,014	10,567	***	par_122
e30	,035	,004	8,355	***	par_123
e31	,067	,007	9,782	***	par_124
e32	,056	,006	9,565	***	par_125
e33	,060	,006	9,591	***	par_126
e34	,052	,006	9,188	***	par_127
e13	,186	,018	10,397	***	par_128
e14	,207	,020	10,516	***	par_129
e20	,047	,005	9,172	***	par_130
e19	,075	,007	9,982	***	par_131
e18	,034	,004	8,305	***	par_132
e17	,065	,006	10,017	***	par_133
e16	,055	,006	9,633	***	par_134
e15	,253	,023	10,929	***	par_135
e21	,066	,007	9,998	***	par_136
e22	,263	,024	10,940	***	par_137
e37	,071	,007	10,371	***	par_138
e38	,041	,004	9,746	***	par_139

	Estimate	S.E.	C.R.	P	Label
e39	,053	,005	10,032	***	par_140
e40	,049	,005	10,025	***	par_141
e41	,031	,003	9,014	***	par_142
e42	,051	,005	9,978	***	par_143
e36	,130	,012	10,783	***	par_144
e35	,081	,008	10,462	***	par_145
e43	,181	,017	10,822	***	par_146
e44	,058	,006	10,112	***	par_147

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

	Estimate
Z	,536
Y	,725
KT10	,804
KT9	,589
KT1	,736
KT2	,613
KT8	,821
KT7	,891
KT6	,816
KT5	,815
KT4	,845
KT3	,758
KJ8	,425
KJ7	,770
KJ1	,435
KJ2	,813
KJ3	,768
KJ4	,889
KJ5	,773
KJ6	,849
KS8	,655
KS7	,690
KA6	,801
KA5	,764
KA4	,767
KA3	,741
KA2	,851
KA1	,563
PH1	,859
PH2	,828
PH3	,649
PH4	,727
PH5	,464
PH6	,385
KS1	,790
KS2	,877
KS3	,762
KS4	,757
KS5	,739
KS6	,737
PL1	,720
PL2	,768



	Estimate
PL3	,737
PL4	,636
PL5	,691
PL6	,843

**Assessment of normality (Group number 1)**

Variable	min	max	skew	c.r.	kurtosis	c.r.
KT10	2,000	5,000	-1,274	-8,257	2,349	7,613
KT9	2,000	5,000	-1,137	-7,367	1,089	3,529
KT1	2,000	5,000	-1,193	-7,731	2,004	6,493
KT2	2,000	5,000	-1,124	-7,285	1,561	5,059
KT8	2,000	5,000	-1,017	-6,593	,888	2,879
KT7	2,000	5,000	-1,096	-7,101	1,087	3,522
KT6	3,000	5,000	-,890	-5,765	-,461	-1,493
KT5	3,000	5,000	-,939	-6,084	-,226	-,733
KT4	2,000	5,000	-1,004	-6,504	,915	2,965
KT3	2,000	5,000	-1,254	-8,124	2,286	7,408
KJ8	1,000	5,000	-1,657	-10,737	4,694	15,210
KJ7	3,000	5,000	-,576	-3,734	-,885	-2,868
KJ1	2,000	5,000	-1,604	-10,393	2,977	9,647
KJ2	3,000	5,000	-,936	-6,067	-,191	-,619
KJ3	3,000	5,000	-,804	-5,209	-,544	-1,764
KJ4	3,000	5,000	-,671	-4,348	-,641	-2,077
KJ5	2,000	5,000	-,819	-5,305	,374	1,212
KJ6	3,000	5,000	-,687	-4,451	-,579	-1,878
KS8	1,000	5,000	-1,072	-6,945	,729	2,362
KS7	1,000	5,000	-1,164	-7,544	1,181	3,828
KA6	2,000	5,000	-1,127	-7,307	1,257	4,074
KA5	3,000	5,000	-,894	-5,795	-,557	-1,804
KA4	3,000	5,000	-1,062	-6,882	-,181	-,587
KA3	3,000	5,000	-1,011	-6,552	-,199	-,644
KA2	3,000	5,000	-,718	-4,651	-1,215	-3,937
KA1	2,000	5,000	-,934	-6,051	,537	1,741
PH1	1,000	5,000	-1,193	-7,733	1,745	5,653
PH2	1,000	5,000	-1,171	-7,591	1,624	5,264
PH3	1,000	5,000	-1,657	-10,741	4,132	13,389
PH4	1,000	5,000	-1,245	-8,070	2,036	6,598
PH5	1,000	5,000	-1,042	-6,751	,757	2,454
PH6	1,000	5,000	-1,050	-6,804	,742	2,405
KS1	2,000	5,000	-1,046	-6,777	,820	2,656
KS2	2,000	5,000	-1,214	-7,867	,902	2,923
KS3	2,000	5,000	-,946	-6,130	,087	,283
KS4	2,000	5,000	-1,124	-7,287	,943	3,055
KS5	1,000	5,000	-1,436	-9,305	2,369	7,678
KS6	1,000	5,000	-1,370	-8,880	2,267	7,347
PL1	3,000	5,000	-1,169	-7,574	,372	1,204
PL2	2,000	5,000	-1,381	-8,948	1,535	4,974

Variable	min	max	skew	c.r.	kurtosis	c.r.
PL3	2,000	5,000	-1,733	-11,232	3,004	9,735
PL4	1,000	5,000	-1,372	-8,889	2,746	8,898
PL5	1,000	5,000	-1,507	-9,766	2,526	8,185
PL6	2,000	5,000	-1,321	-8,559	1,480	4,796
Multivariate					2076,169	259,008

#### Bollen-Stine Bootstrap (Default model)

The model fit better in 251 bootstrap samples.

It fit about equally well in 0 bootstrap samples.

It fit worse or failed to fit in 1 bootstrap samples.

Testing the null hypothesis that the model is correct, Bollen-Stine bootstrap  $p = ,008$

#### ML discrepancy (implied vs sample) (Default model)

		-----
	1246,856	**
	1416,961	**
	1587,066	****
	1757,171	*****
	1927,276	*****
	2097,381	*****
	2267,486	*****
N = 252	2437,591	*****
Mean = 2211,717	2607,696	*****
S. e. = 25,994	2777,801	*****
	2947,906	****

3118,011	**
3288,116	*
3458,221	
3628,326	*
	-----

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

Observation number	Mahalanobis d-squared	p1	p2
90	186,410	,000	,000
107	185,856	,000	,000
71	170,276	,000	,000
136	155,885	,000	,000
133	149,705	,000	,000
168	145,382	,000	,000
44	142,603	,000	,000
139	136,540	,000	,000
80	134,643	,000	,000
105	134,281	,000	,000
3	132,019	,000	,000
218	128,613	,000	,000
42	127,526	,000	,000
138	127,516	,000	,000
244	127,332	,000	,000
114	126,990	,000	,000
4	126,499	,000	,000
54	125,572	,000	,000
222	122,925	,000	,000
232	121,284	,000	,000
223	121,013	,000	,000
67	118,399	,000	,000
103	118,000	,000	,000

Observation number	Mahalanobis d-squared	p1	p2
124	114,219	,000	,000
194	114,169	,000	,000
230	112,191	,000	,000
34	111,466	,000	,000
248	109,782	,000	,000
225	109,116	,000	,000
226	108,968	,000	,000
147	108,738	,000	,000
228	108,248	,000	,000
1	108,163	,000	,000
217	107,862	,000	,000
221	107,817	,000	,000
236	106,309	,000	,000
135	105,948	,000	,000
247	104,338	,000	,000
30	102,113	,000	,000
224	102,020	,000	,000
233	99,183	,000	,000
2	97,360	,000	,000
242	96,455	,000	,000
16	96,294	,000	,000
195	94,884	,000	,000
176	92,662	,000	,000
142	92,270	,000	,000
234	92,171	,000	,000

Observation number	Mahalanobis d-squared	p1	p2
227	91,727	,000	,000
152	90,132	,000	,000
104	88,134	,000	,000
183	87,774	,000	,000
7	87,374	,000	,000
229	87,250	,000	,000
190	85,861	,000	,000
89	84,739	,000	,000
33	84,660	,000	,000
121	83,548	,000	,000
94	83,489	,000	,000
237	82,436	,000	,000
55	81,030	,001	,000
239	80,078	,001	,000
199	77,797	,001	,000
252	77,797	,001	,000
102	77,626	,001	,000
207	77,292	,001	,000
243	76,719	,002	,000
161	76,217	,002	,000
192	75,921	,002	,000
182	75,823	,002	,000
92	74,106	,003	,000
130	72,796	,004	,000
150	70,561	,007	,000

Observation number	Mahalanobis d-squared	p1	p2
126	70,287	,007	,000
134	69,796	,008	,000
113	68,792	,010	,000
250	68,638	,010	,000
238	68,407	,011	,000
166	68,177	,011	,000
197	67,853	,012	,000
220	67,208	,014	,000
115	66,584	,016	,000
209	66,573	,016	,000
245	65,993	,018	,000
88	65,006	,021	,000
158	64,880	,022	,000
117	62,643	,034	,000
141	62,262	,036	,000
206	62,055	,038	,000
162	61,542	,041	,000
159	60,566	,049	,000
118	58,669	,069	,000
184	57,677	,081	,000
122	57,370	,085	,000
79	56,032	,105	,000
185	53,639	,151	,000
189	52,506	,178	,000
156	49,565	,261	,000



Observation number	Mahalanobis d-squared	p1	p2
69	48,003	,314	,005
47	47,311	,339	,032

**Indirect Effects (Group number 1 - Default model)**

	X4	X2	X1	X3	Z	Y
Z	,000	,000	,000	,000	,000	,000
Y	,154	-,276	,269	,415	,000	,000
KT10	,037	,048	-,058	,751	,763	,000
KT9	,039	,050	-,060	,788	,800	,000
KT1	,036	,047	-,056	,734	,746	,000
KT2	,034	,045	-,054	,701	,712	,000
KT8	,037	,048	-,058	,752	,764	,000
KT7	,038	,050	-,060	,779	,791	,000
KT6	,035	,046	-,055	,719	,730	,000
KT5	,037	,048	-,057	,745	,756	,000
KT4	,036	,047	-,056	,736	,747	,000
KT3	,036	,047	-,056	,730	,742	,000
KJ8	,000	,000	,000	,000	,000	,000
KJ7	,000	,000	,000	,000	,000	,000
KJ1	,000	,000	,000	,000	,000	,000
KJ2	,000	,000	,000	,000	,000	,000
KJ3	,000	,000	,000	,000	,000	,000
KJ4	,000	,000	,000	,000	,000	,000
KJ5	,000	,000	,000	,000	,000	,000
KJ6	,000	,000	,000	,000	,000	,000
KS8	,000	,000	,000	,000	,000	,000
KS7	,000	,000	,000	,000	,000	,000
KA6	,218	-,389	,379	,586	,000	,000



**Standardized Indirect Effects (Group number 1 - Default model)**

	X4	X2	X1	X3	Z	Y
Z	,000	,000	,000	,000	,000	,000
Y	,205	-,348	,274	,386	,000	,000
KT10	,043	,053	-,051	,612	,613	,000
KT9	,037	,045	-,044	,524	,525	,000
KT1	,041	,051	-,049	,585	,587	,000
KT2	,038	,046	-,045	,534	,535	,000
KT8	,044	,054	-,052	,618	,620	,000
KT7	,045	,056	-,054	,644	,645	,000
KT6	,043	,053	-,052	,616	,617	,000
KT5	,043	,053	-,052	,616	,617	,000
KT4	,044	,054	-,053	,627	,629	,000
KT3	,042	,052	-,050	,594	,595	,000
KJ8	,000	,000	,000	,000	,000	,000
KJ7	,000	,000	,000	,000	,000	,000
KJ1	,000	,000	,000	,000	,000	,000
KJ2	,000	,000	,000	,000	,000	,000
KJ3	,000	,000	,000	,000	,000	,000
KJ4	,000	,000	,000	,000	,000	,000
KJ5	,000	,000	,000	,000	,000	,000
KJ6	,000	,000	,000	,000	,000	,000
KS8	,000	,000	,000	,000	,000	,000
KS7	,000	,000	,000	,000	,000	,000
KA6	,269	-,455	,358	,505	,000	,000



**Model Fit Summary****CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	147	3439,041	887	,000	3,877
Saturated model	1034	,000	0		
Independence model	88	15213,447	946	,000	16,082

**Baseline Comparisons**

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,774	,759	,822	,809	,821
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

**Parsimony-Adjusted Measures**

Model	PRATIO	PNFI	PCFI
Default model	,938	,726	,770
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

**NCP**

Model	NCP	LO 90	HI 90
Default model	2552,041	2375,666	2735,889
Saturated model	,000	,000	,000
Independence model	14267,447	13871,258	14670,052

**FMIN**

Model	FMIN	F0	LO 90	HI 90
Default model	13,701	10,167	9,465	10,900
Saturated model	,000	,000	,000	,000
Independence model	60,611	56,842	55,264	58,446

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,107	,103	,111	,000
Independence model	,245	,242	,249	,000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	3733,041	3797,265		
Saturated model	2068,000	2519,748		
Independence model	15389,447	15427,894		

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	14,873	14,170	15,605	15,129
Saturated model	8,239	8,239	8,239	10,039
Independence model	61,313	59,734	62,917	61,466

**HOELTER**

Model	HOELTER .05	HOELTER .01
Default model	70	73
Independence model	17	18