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**LAMPIRAN**

Lampiran 1. Struktur Organisasi PT GSP



Lampiran 2. Kuesioner Penelitian

Kepada Yth.

Bapak/Ibu Responden Penelitian

Dengan Hormat,

Perkenankanlah kami meminta kesediaan Bapak/ Ibu untuk berpartisipasi dalam mengisi dan menjawab seluruh pertanyaan yang ada dalam kuesioner ini. Penelitian ini bertujuan untuk memperoleh data dari Bapak/Ibu tentang “Pengaruh Optimisme Perkembangan Karir, *Job Insecurity*, dan *Work Engagement* Terhadap Kinerja Karyawan *Outsourcing* PT Gemilang Sapta Perdana dengan *Job Fatigue* Sebagai Variabel Mediasi”.

Hasil dari penelitian ini hanya diperuntukkan bagi keperluan penulisan ilmiah yang merupakan tugas akhir pada Program Magister Manajemen Universitas Pancasakti Tegal. Oleh karena itu jawaban Bapak/Ibu tidak dipublikasikan dan dijamin kerahasiannya. Setiap jawaban yang Bapak/Ibu berikan merupakan bantuan yang berharga bagi penelitian ini. Untuk bantuan tersebut sebelum dan sesudahnya Saya ucapkan terimakasih.

Peneliti,

Pentarina Intan L.

NPM: 7120800028

Isilah dan berilah tanda silang (X) atau checklist (√) pada isian berikut :

1. Umur :
	* 1. Kurang dari 25 tahun
		2. 25 – 30 tahun
		3. 31 – 35 tahun
		4. Lebih dari 35 tahun
2. Masa Kerja
	* 1. Kurang dari 1 tahun
		2. 1 – 2 tahun
		3. Lebih dari 2 tahun
3. Jenis Kelamin

a. Laki-Laki b. Perempuan

1. Tingkat pendidikan terakhir

a. SMA/Sederajat

b. Diploma

c. Sarjana

d. Pascasarjana

**Petunjuk Pengisian Kuesioner**

Untuk pertanyaan dibawah ini, berikan jawaban terhadap semua pertanyaan dalam kuesioner ini dengan memberikan penilaian tentang sejauh mana pertanyaan itu sesuai dengan realita. Berilah tanda centan (V) pada SS (Sangat Setuju), Setuju (S), Netral (N), Tidak Setuju (TS), atau Sangat Tidak Setuju (STS).

1. Kuesioner Optimisme Perkembangan Karir

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya berusaha untuk tidak berpikir negatif dalam meraih impian saya |  |  |  |  |  |
| 2 | Saya semangat bekerja untuk perkembangan karir saya di masa mendatang |  |  |  |  |  |
| 3 | Saya yakin mampu menyelesaikan masalah saya sendiri |  |  |  |  |  |
| 4 | Saya yakin impian saya dapat terwujud melalui strategi yang saya miliki |  |  |  |  |  |
| 5 | Saya akan berjuang sekuat tenaga supaya karir saya berkembang |  |  |  |  |  |

1. Kuesioner *Job Insecurity*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya merasa takut apabila tidak dapat mempertahankan pekerjaan ini. |  |  |  |  |  |
| 2 | Saya merasa bahwa masa depan saya akan terus terombang-ombang oleh ancaman putus kontrak. |  |  |  |  |  |
| 3 | Saya peduli terhadap perubahan-perubahan yang terjadi baik pada *vendor* maupun perusahaan ini. |  |  |  |  |  |
| 4 | Saya tidak berdaya ketika menandatangani kontrak baru sebagai karyawan *outsourcing* yang baru dan masa kerja yang dihitung mulai dari nol lagi. |  |  |  |  |  |
| 5 | Saya merasa masa depan karir saya tidak pasti di perusahaan ini. |  |  |  |  |  |

1. Kuesioner *Work Engagement*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya mencurahkan segala tenaga dan mental saya untuk pekerjaan saya |  |  |  |  |  |
| 2 | Saya berantusias dalam menjalankan pekerjaan saya |  |  |  |  |  |
| 3 | Antara diri saya dan pekerjaan saya telah menyatu |  |  |  |  |  |
| 4 | Saya berantusias dalam menjalankan pekerjaan saya |  |  |  |  |  |
| 5 | Saya tahan bekerja dalam jangka waktu yang lama |  |  |  |  |  |

1. Kuesioner *Job Fatigue*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya sangat terganggu oleh rasa lelah yang saya rasakan |  |  |  |  |  |
| 2 | Secara fisik, saya merasa lelah |  |  |  |  |  |
| 3 | Saya merasa kesulitan untuk berpikir secara jernih |  |  |  |  |  |
| 4 | Saya merasa malas untuk melakukan berbagai kegiatan kerja |  |  |  |  |  |
| 5 | Secara mental saya merasa lelah |  |  |  |  |  |
| 6 | Ketika saya sedang melakukan kegiatan, saya dengan mudah berkonsentrasi penuh |  |  |  |  |  |

1. Kuesioner Kinerja Karyawan

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya bekerja sesuai dengan target dan menyelesaikan pekerjaan sesuai dengan standar kualitas yang telah ditetapkan perusahaan. |  |  |  |  |  |
| 2 | Saya melakukan pekerjaan dengan terampil dan teliti sesuai dengan kuantitas perusahaan. |  |  |  |  |  |
| 3 | Saya bekerja dengan fokus dan tepat waktu walaupun tidak ada atasan yang melakukan pengawasan. |  |  |  |  |  |
| 4 | Saya dapat bekerja sama dengan sesama karyawan dan atasan. |  |  |  |  |  |
| 5 | Saya selalu mencoba hal baru dalam bekerja agar menguasai seluruh bagian departemen produksi dan dapat meningkatkan mutu kinerja. |  |  |  |  |  |

Lampiran 3. Hasil Olah Data

1. Hasi Uji Validitas Variabel Optimisme Perkembangan Karir (X1)

|  |
| --- |
| **Correlations** |
|  | Soal\_01 | Soal\_02 | Soal\_03 | Soal\_04 | Soal\_05 | Total |
| Soal\_01 | Pearson Correlation | 1 | .343 | .310 | .364\* | .190 | **.642\*\*** |
| Sig. (2-tailed) |  | .063 | .095 | .048 | .314 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_02 | Pearson Correlation | .343 | 1 | .912\*\* | .474\*\* | .802\*\* | **.871\*\*** |
| Sig. (2-tailed) | .063 |  | .000 | .008 | .000 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_03 | Pearson Correlation | .310 | .912\*\* | 1 | .525\*\* | .734\*\* | **.880\*\*** |
| Sig. (2-tailed) | .095 | .000 |  | .003 | .000 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_04 | Pearson Correlation | .364\* | .474\*\* | .525\*\* | 1 | .371\* | **.746\*\*** |
| Sig. (2-tailed) | .048 | .008 | .003 |  | .044 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_05 | Pearson Correlation | .190 | .802\*\* | .734\*\* | .371\* | 1 | **.670\*\*** |
| Sig. (2-tailed) | .314 | .000 | .000 | .044 |  | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Total | Pearson Correlation | .642\*\* | .871\*\* | .880\*\* | .746\*\* | .670\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

2. Hasil Uji Reliabiltas Optimisme Perkembangan Karir (X1)

|  |
| --- |
| **Reliability Statistics** |
| **Cronbach's Alpha** | Cronbach's Alpha Based on Standardized Items | N of Items |
| **.835** | .835 | 5 |

3. Hasi Uji Validitas *Job Insecurity* (X2)

|  |
| --- |
| **Correlations** |
|  | Soal\_01 | Soal\_02 | Soal\_03 | Soal\_04 | Soal\_05 | **Total** |
| Soal\_01 | Pearson Correlation | 1 | .599\*\* | .479\*\* | .429\* | .539\*\* | **.742\*\*** |
| Sig. (2-tailed) |  | .000 | .007 | .018 | .002 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_02 | Pearson Correlation | .599\*\* | 1 | .499\*\* | .921\*\* | .582\*\* | **.918\*\*** |
| Sig. (2-tailed) | .000 |  | .005 | .000 | .001 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_03 | Pearson Correlation | .479\*\* | .499\*\* | 1 | .380\* | .512\*\* | **.721\*\*** |
| Sig. (2-tailed) | .007 | .005 |  | .038 | .004 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_04 | Pearson Correlation | .429\* | .921\*\* | .380\* | 1 | .452\* | **.820\*\*** |
| Sig. (2-tailed) | .018 | .000 | .038 |  | .012 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_05 | Pearson Correlation | .539\*\* | .582\*\* | .512\*\* | .452\* | 1 | **.769\*\*** |
| Sig. (2-tailed) | .002 | .001 | .004 | .012 |  | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Total | Pearson Correlation | .742\*\* | .918\*\* | .721\*\* | .820\*\* | .769\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 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). |

4. Hasil Uji Reliabiltas *Job Insecurity* (X2)

|  |
| --- |
| **Reliability Statistics** |
| **Cronbach's Alpha** | Cronbach's Alpha Based on Standardized Items | N of Items |
| **.854** | .854 | 5 |

5. Hasi Uji Validitas *Work Engagement* (X3)

|  |
| --- |
| **Correlations** |
|  | Soal\_01 | Soal\_02 | Soal\_03 | Soal\_04 | Soal\_05 | **Total** |
| Soal\_01 | Pearson Correlation | 1 | .810\*\* | .670\*\* | .746\*\* | .714\*\* | **.925\*\*** |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_02 | Pearson Correlation | .810\*\* | 1 | .449\* | .571\*\* | .519\*\* | **.773\*\*** |
| Sig. (2-tailed) | .000 |  | .013 | .001 | .003 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_03 | Pearson Correlation | .670\*\* | .449\* | 1 | .541\*\* | .493\*\* | **.762\*\*** |
| Sig. (2-tailed) | .000 | .013 |  | .002 | .006 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_04 | Pearson Correlation | .746\*\* | .571\*\* | .541\*\* | 1 | .921\*\* | **.897\*\*** |
| Sig. (2-tailed) | .000 | .001 | .002 |  | .000 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_05 | Pearson Correlation | .714\*\* | .519\*\* | .493\*\* | .921\*\* | 1 | **.867\*\*** |
| Sig. (2-tailed) | .000 | .003 | .006 | .000 |  | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Total | Pearson Correlation | .925\*\* | .773\*\* | .762\*\* | .897\*\* | .867\*\* | **1** |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 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). |

6. Hasil Uji Reliabiltas *Work Engagement* (X3)

|  |
| --- |
| **Reliability Statistics** |
| **Cronbach's Alpha** | Cronbach's Alpha Based on Standardized Items | N of Items |
| **.896** | .900 | 5 |

 7. Hasi Uji Validitas Kinerja Karyawan (Y)

|  |
| --- |
| **Correlations** |
|  | Soal\_01 | Soal\_02 | Soal\_03 | Soal\_04 | Soal\_05 | **Total** |
| Soal\_01 | Pearson Correlation | 1 | .238 | .593\*\* | .449\* | .059 | **.660\*\*** |
| Sig. (2-tailed) |  | .206 | .001 | .013 | .758 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_02 | Pearson Correlation | .238 | 1 | .410\* | .397\* | .480\*\* | **.731\*\*** |
| Sig. (2-tailed) | .206 |  | .024 | .030 | .007 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_03 | Pearson Correlation | .593\*\* | .410\* | 1 | .241 | .160 | **.684\*\*** |
| Sig. (2-tailed) | .001 | .024 |  | .200 | .397 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_04 | Pearson Correlation | .449\* | .397\* | .241 | 1 | .403\* | **.723\*\*** |
| Sig. (2-tailed) | .013 | .030 | .200 |  | .027 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_05 | Pearson Correlation | .059 | .480\*\* | .160 | .403\* | 1 | **.643\*\*** |
| Sig. (2-tailed) | .758 | .007 | .397 | .027 |  | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | **30** |
| Total | Pearson Correlation | .660\*\* | .731\*\* | .684\*\* | .723\*\* | .643\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 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). |

8. Hasil Uji Reliabiltas Kinerja Karyawan (Y)

|  |
| --- |
| **Reliability Statistics** |
| **Cronbach's Alpha** | Cronbach's Alpha Based on Standardized Items | N of Items |
| **.716** | .723 | 5 |

7. Hasi Uji Validitas *Job Fatigue* (Z)

|  |
| --- |
| **Correlations** |
|  | Soal\_01 | Soal\_02 | Soal\_03 | Soal\_04 | Soal\_05 | Soal\_06 | **Total** |
| Soal\_01 | Pearson Correlation | 1 | .537\*\* | .835\*\* | .250 | .537\*\* | .223 | **.780\*\*** |
| Sig. (2-tailed) |  | .002 | .000 | .182 | .002 | .237 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_02 | Pearson Correlation | .537\*\* | 1 | .410\* | .366\* | 1.000\*\* | .376\* | **.842\*\*** |
| Sig. (2-tailed) | .002 |  | .024 | .046 | .000 | .041 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_03 | Pearson Correlation | .835\*\* | .410\* | 1 | .099 | .410\* | .072 | **.654\*\*** |
| Sig. (2-tailed) | .000 | .024 |  | .602 | .024 | .705 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_04 | Pearson Correlation | .250 | .366\* | .099 | 1 | .366\* | .945\*\* | **.658\*\*** |
| Sig. (2-tailed) | .182 | .046 | .602 |  | .046 | .000 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_05 | Pearson Correlation | .537\*\* | 1.000\*\* | .410\* | .366\* | 1 | .376\* | **.842\*\*** |
| Sig. (2-tailed) | .002 | .000 | .024 | .046 |  | .041 | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | 30 | **30** |
| Soal\_06 | Pearson Correlation | .223 | .376\* | .072 | .945\*\* | .376\* | 1 | **.650\*\*** |
| Sig. (2-tailed) | .237 | .041 | .705 | .000 | .041 |  | **.000** |
| N | 30 | 30 | 30 | 30 | 30 | 30 | **30** |
| Total | Pearson Correlation | .780\*\* | .842\*\* | .654\*\* | .658\*\* | .842\*\* | .650\*\* | 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). |

8. Hasil Uji Reliabiltas *Job Fatigue* (Z)

|  |
| --- |
| **Reliability Statistics** |
| **Cronbach's Alpha** | Cronbach's Alpha Based on Standardized Items | N of Items |
| **.835** | .833 | 6 |

9. Model Persamaan SEM



10. Hasil Analisis Konfirmatori

|  |  |  | Estimate |
| --- | --- | --- | --- |
| X1.1 | <--- | OPK (X1) | 1,000 |
| X1.2 | <--- | OPK (X1) | 1,080 |
| X1.3 | <--- | OPK (X1) | ,647 |
| X1.4 | <--- | OPK (X1) | ,550 |
| X1.5 | <--- | OPK (X1) | ,719 |
| X2.1 | <--- | JI (X2) | 1,000 |
| X2.2 | <--- | JI (X2) | 2,270 |
| X2.3 | <--- | JI (X2) | 0,923 |
| X2.4 | <--- | JI (X2) | 1,206 |
| X2.5 | <--- | JI (X2) | 1,300 |
| X3.1 | <--- | WE (X3) | 1,000 |
| X3.2 | <--- | WE (X3) | 1,258 |
| X3.3 | <--- | WE (X3) | 1,370 |
| X3.4 | <--- | WE (X3) | 1,802 |
| X3.5 | <--- | WE (X3) | 0,866 |
| Z1.1 | <--- | JF (Z) | 1,000 |
| Z1.2 | <--- | JF (Z) | 2,884 |
| Z1.3 | <--- | JF (Z) | 1,926 |
| Z1.4 | <--- | JF (Z) | 2,131 |
| Z1.5 | <--- | JF (Z) | 2,970 |
| Z1.6 | <--- | JF (Z) | 0,481 |
| Y1.1 | <--- | KK (Y) | 1,000 |
| Y1.2 | <--- | KK (Y) | ,945 |
| Y1.3 | <--- | KK (Y) | 1,223 |
| Y1.4 | <--- | KK (Y) | 1,232 |
| Y1.5 | <--- | KK (Y) | ,771 |

11. Model Pengukuran Variabel

 

 



12. Model Persamaan Memenuhi Syarat C*onvergent Validity* SEM



13. Evaluasi *Outliers*

|  |  |  |  |
| --- | --- | --- | --- |
| Observation number | Mahalanobis d-squared | p1 | p2 |
| 1 | 122,491 | 0,000 | 0,000 |
| 2 | 110,545 | 0,000 | 0,000 |
| 4 | 117,282 | 0,000 | 0,000 |
| 5 | 154,341 | 0,000 | 0,000 |
| 6 | 101,567 | 0,000 | 0,000 |
| 8 | 133,42 | 0,000 | 0,000 |
| 9 | 149,943 | 0,000 | 0,000 |
| 10 | 87,785 | 0,000 | 0,000 |
| 11 | 138,865 | 0,000 | 0,000 |
| 16 | 87,754 | 0,000 | 0,000 |
| Observation number | Mahalanobis d-squared | p1 | p2 |
| 17 | 87,754 | 0,000 | 0,000 |
| 18 | 86,066 | 0,000 | 0,000 |
| 19 | 124,1 | 0,000 | 0,000 |
| 20 | 89,681 | 0,000 | 0,000 |
| 22 | 89,043 | 0,000 | 0,000 |
| 23 | 85,981 | 0,000 | 0,000 |
| 24 | 149,943 | 0,000 | 0,000 |
| 26 | 154,341 | 0,000 | 0,000 |
| 27 | 198,946 | 0,000 | 0,000 |
| 29 | 91,818 | 0,000 | 0,000 |
| 30 | 64,213 | 0,000 | 0,000 |
| 32 | 77,168 | 0,000 | 0,000 |
| 33 | 114,963 | 0,000 | 0,000 |
| 34 | 75,276 | 0,000 | 0,000 |
| 35 | 123,162 | 0,000 | 0,000 |
| 36 | 112,338 | 0,000 | 0,000 |
| 37 | 81,436 | 0,000 | 0,000 |
| 38 | 57,578 | 0,000 | 0,000 |
| 39 | 183,996 | 0,000 | 0,000 |
| 41 | 85,428 | 0,000 | 0,000 |
| 42 | 84,981 | 0,000 | 0,000 |
| 43 | 106,437 | 0,000 | 0,000 |
| 44 | 70,962 | 0,000 | 0,000 |
| 45 | 136,684 | 0,000 | 0,000 |
| 46 | 89,021 | 0,000 | 0,000 |
| 47 | 105,003 | 0,000 | 0,000 |
| 48 | 66,688 | 0,000 | 0,000 |
| 50 | 100,38 | 0,000 | 0,000 |
| 51 | 134,295 | 0,000 | 0,000 |
| 52 | 91,114 | 0,000 | 0,000 |
| 53 | 87,921 | 0,000 | 0,000 |
| 54 | 138,865 | 0,000 | 0,000 |
| 55 | 133,42 | 0,000 | 0,000 |
| 56 | 96,082 | 0,000 | 0,000 |
| 57 | 92,234 | 0,000 | 0,000 |
| 58 | 124,1 | 0,000 | 0,000 |
| 59 | 75,276 | 0,000 | 0,000 |

|  |  |  |  |
| --- | --- | --- | --- |
| Observation number | Mahalanobis d-squared | p1 | p2 |
| 60 | 89,024 | 0,000 | 0,000 |
| 61 | 89,043 | 0,000 | 0,000 |
| 62 | 91,114 | 0,000 | 0,000 |
| 63 | 91,818 | 0,000 | 0,000 |
| 64 | 117,148 | 0,000 | 0,000 |
| 65 | 80,576 | 0,000 | 0,000 |
| 68 | 92,463 | 0,000 | 0,000 |
| 69 | 100,231 | 0,000 | 0,000 |
| 70 | 96,082 | 0,000 | 0,000 |
| 72 | 117,815 | 0,000 | 0,000 |
| 73 | 114,85 | 0,000 | 0,000 |
| 74 | 87,785 | 0,000 | 0,000 |
| 75 | 50,121 | 0,000 | 0,000 |
| 76 | 96,082 | 0,000 | 0,000 |
| 77 | 96,792 | 0,000 | 0,000 |
| 78 | 100,231 | 0,000 | 0,000 |
| 79 | 84,981 | 0,000 | 0,000 |
| 80 | 96,792 | 0,000 | 0,000 |
| 81 | 83,713 | 0,000 | 0,000 |
| 82 | 86,066 | 0,000 | 0,000 |
| 83 | 100,38 | 0,000 | 0,000 |
| 84 | 100,786 | 0,000 | 0,000 |
| 86 | 81,436 | 0,000 | 0,000 |
| 87 | 106,437 | 0,000 | 0,000 |
| 88 | 111,133 | 0,000 | 0,000 |
| 89 | 85,428 | 0,000 | 0,000 |
| 90 | 89,024 | 0,000 | 0,000 |
| 91 | 80,576 | 0,000 | 0,000 |
| 92 | 114,85 | 0,000 | 0,000 |
| 93 | 111,133 | 0,000 | 0,000 |
| 94 | 114,963 | 0,000 | 0,000 |
| 96 | 117,148 | 0,000 | 0,000 |
| 97 | 110,545 | 0,000 | 0,000 |
| 98 | 117,282 | 0,000 | 0,000 |
| 99 | 136,616 | 0,000 | 0,000 |
| 100 | 117,815 | 0,000 | 0,000 |
| 101 | 117,96 | 0,000 | 0,000 |

|  |  |  |  |
| --- | --- | --- | --- |
| Observation number | Mahalanobis d-squared | p1 | p2 |
| 102 | 87,921 | 0,000 | 0,000 |
| 103 | 100,231 | 0,000 | 0,000 |
| 104 | 123,162 | 0,000 | 0,000 |
| 105 | 78,979 | 0,000 | 0,000 |
| 109 | 74,892 | 0,000 | 0,000 |
| 110 | 100,786 | 0,000 | 0,000 |
| 111 | 156,054 | 0,000 | 0,000 |
| 112 | 124,1 | 0,000 | 0,000 |
| 113 | 133,42 | 0,000 | 0,000 |
| 114 | 136,684 | 0,000 | 0,000 |
| 115 | 138,865 | 0,000 | 0,000 |
| 117 | 154,341 | 0,000 | 0,000 |
| 119 | 156,054 | 0,000 | 0,000 |
| 120 | 124,1 | 0,000 | 0,000 |
| 121 | 92,463 | 0,000 | 0,000 |
| 123 | 183,996 | 0,000 | 0,000 |
| 124 | 117,148 | 0,000 | 0,000 |
| 125 | 117,96 | 0,000 | 0,000 |
| 127 | 81,436 | 0,000 | 0,000 |
| 128 | 80,576 | 0,000 | 0,000 |
| 130 | 83,219 | 0,000 | 0,000 |

14. Normalitas Data

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Variabel | min | max | skew | c.r. | kurtosis | c.r. |
| Y1.1 | 2,000 | 5,000 | -1,191 | -5,545 | 1,465 | ,241 |
| Y1.2 | 1,000 | 5,000 | -1,727 | -8,041 | 3,375 | ,369 |
| Y1.3 | 2,000 | 5,000 | -1,613 | -7,509 | 3,669 | -,780 |
| Y1.4 | 2,000 | 5,000 | -1,034 | -4,815 | ,364 | 1,823 |
| Y1.5 | 2,000 | 5,000 | -1,399 | -6,514 | 1,502 | 1,724 |
| Z1.1 | 1,000 | 5,000 | -1,586 | -7,383 | 2,800 | -1,840 |
| Z1.2 | 1,000 | 5,000 | -1,097 | -5,105 | -,816 | 1,900 |
| Z1.3 | 1,000 | 5,000 | -1,283 | -5,972 | 1,578 | -1,152 |
| Z1.4 | 1,000 | 5,000 | -1,369 | -6,374 | 2,010 | -2,206 |
| Z1.5 | 1,000 | 5,000 | -1,098 | -5,111 | ,635 | 1,477 |
| X3.1 | 1,000 | 5,000 | -1,922 | -8,945 | 5,213 | -,653 |
| X3.2 | 1,000 | 5,000 | -1,434 | -6,675 | 2,588 | -1,524 |
| X3.3 | 1,000 | 5,000 | -1,362 | -6,340 | 1,996 | -1,593 |
| Variabel | min | max | skew | c.r. | kurtosis | c.r. |
| X3.4 | 1,000 | 5,000 | -1,152 | -5,362 | ,753 | -1,536 |
| X3.5 | 1,000 | 5,000 | -2,006 | -9,335 | 5,594 | 1,027 |
| X2.1 | 1,000 | 5,000 | -2,113 | -9,836 | 6,334 | -893 |
| X2.2 | 1,000 | 5,000 | -1,592 | -7,411 | -2905 | -1,680 |
| X2.3 | 1,000 | 5,000 | -1,680 | -7,821 | 3,256 | -2,309 |
| X2.4 | 2,000 | 7,000 | -1,850 | -10,838 | 4,174 | 1,442 |
| X2.5 | 2,000 | 7,000 | -1,218 | -7,136 | ,860 | 2,500 |
| X1.1 | 1,000 | 5,000 | -1,477 | -6,873 | 3,473 | 1,847 |
| X1.2 | 1,000 | 5,000 | -1,690 | -7,866 | 3,785 | 1,393 |
| X1.3 | 1,000 | 5,000 | -1,249 | -5,816 | 1,145 | -920 |
| X1.4 | 1,000 | 5,000 | -1,329 | -6,184 | 2,175 | -558 |
| X1.5 | 1,000 | 5,000 | -1,485 | -6,914 | 4,403 | -1,105 |
| Multivariate  | 105,333 | ,424 |

15. Hasil Uji *Multicollinearty*

|  |  |  | Estimate |
| --- | --- | --- | --- |
| OPK | <--> | JI | ,085 |
| OPK | <--> | WE | ,063 |
| JI | <--> | WE | ,042 |

16. Hasil Pengujian *Goodness-of-Fit*

|  |  |  |  |
| --- | --- | --- | --- |
| *Goodness of Fit Indeks* | *Cut off Value* | Hasil | Evaluasi Model |
| *Chi-Square* | ≤ 939,02 | 342,301 | Memenuhi |
| DF |  | 242 |  |
| P-Value | ≥ 0,05 | 0,000 | Tidak Memenuhi |
| RMSEA | ≤ 0,1 | 0,1 | Memenuhi |
| GFI | ≥ 0,90 | 0,832 | Tidak Memenuhi |
| AGFI | ≥ 0,90 | 0,791 | Tidak Memenuhi |
| CMIN/DF | ≤ 2,0 | 1,414 | Memenuhi |
| TLI | ≥ 0,95 | 0,710 | Tidak Memenuhi |
| CFI | ≥ 0,95 | 0,746 | Tidak Memenuhi |

17*. Regression Weights*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|   |   |   | Estimate | S.E. | C.R. | P | Label |
| JF (Z) | <--- | OPK (X1) | ,175 | ,062 | 2,841 | ,004 |  |
| JF (Z) | <--- | JI (X2) | ,217 | ,130 | ,814 | ,411 |  |
| JF (Z) | <--- | WE (X3) | 1,156 | ,133 | 3,120 | ,002 |  |
| KK (Y) | <--- | OPK (X1) | ,013 | ,082 | 4,685 | \*\*\* |  |
| KK (Y) | <--- | JI (X2) | 1,156 | ,172 | 4,565 | \*\*\* |  |
| KK (Y) | <--- | WE (X3) | ,600 | ,182 | 2,021 | ,043 |  |
| KK (Y) | <--- | JF (Z) | ,974 | ,129 | 7,731 | ,118 |  |
| X1.1 | <--- | OPK (X1) | 1,000 |  |  |  |  |
| X1.2 | <--- | OPK (X1) | 1,080 | ,054 | 19,619 | \*\*\* |  |
| X1.3 | <--- | OPK (X1) | ,647 | ,077 | 15,461 | \*\*\* |  |
| X1.4 | <--- | OPK (X1) | ,550 | ,059 | 20,717 | \*\*\* |  |
| X1.5 | <--- | OPK (X1) | ,719 | ,057 | 20,431 | \*\*\* |  |
| X2.1 | <--- | JI (X2) | 1,000 |  |  |  |  |
| X2.2 | <--- | JI (X2) | 2,270 | ,059 | 14,462 | \*\*\* |  |
| X2.3 | <--- | JI (X2) | 0,923 | ,057 | 14,918 | \*\*\* |  |
| X2.4 | <--- | JI (X2) | 1,206 | ,093 | 10,580 | \*\*\* |  |
| X2.5 | <--- | JI (X2) | 1,300 | ,085 | 12,410 | \*\*\* |  |
| X3.1 | <--- | WE (X3) | 1,000 |  |  |  |  |
| X3.2 | <--- | WE (X3) | 1,258 | ,079 | 14,004 | \*\*\* |  |
| X3.3 | <--- | WE (X3) | 1,370 | ,077 | 13,440 | \*\*\* |  |
| X3.4 | <--- | WE (X3) | 1,802 | ,058 | 15,654 | \*\*\* |  |
| X3.5 | <--- | WE (X3) | 0,866 | ,052 | 15,962 | \*\*\* |  |
| Z1.1 | <--- | JF (Z) | 1,000 |  |  |  |  |
| Z1.2 | <--- | JF (Z) | 2,884 | ,059 | 18,190 | \*\*\* |  |
| Z1.3 | <--- | JF (Z) | 1,926 | ,064 | 16,860 | \*\*\* |  |
| Z1.4 | <--- | JF (Z) | 2,131 | ,062 | 18,674 | \*\*\* |  |
| Z1.5 | <--- | JF (Z) | 2,970 | ,053 | 14,679 | \*\*\* |  |
| Y1.1 | <--- | KK (Y) | 1,000 |  |  |  |  |
| Y1.2 | <--- | KK (Y) | ,945 | ,068 | 15,129 | \*\*\* |  |
| Y1.3 | <--- | KK (Y) | 1,223 | ,065 | 14,450 | \*\*\* |  |
| Y1.4 | <--- | KK (Y) | 1,232 | ,057 | 14,751 | \*\*\* |  |
| Y1.5 | <--- | KK (Y) | ,771 | ,063 | 14,063 | \*\*\* |  |

18. Hasil Analisis *Standardized Regression Weights* SEM

|  |  |
| --- | --- |
|   | Estimate |
| JF (Z) | <--- | OPK (X1) | ,237 |
| JF (Z) | <--- | JI (X2) | ,151 |
| JF (Z) | <--- | WE (X3) | ,517 |
| KK (Y) | <--- | OPK (X1) | ,065 |
| KK (Y) | <--- | JI (X2) | -,329 |
| KK (Y) | <--- | WE (X3) | ,850 |
| KK (Y) | <--- | JF (Z) | -,393 |
| X1.1 | <--- | OPK (X1) | ,873 |
| X1.2 | <--- | OPK (X1) | ,911 |
| X1.3 | <--- | OPK (X1) | ,811 |
| X1.4 | <--- | OPK (X1) | ,933 |
| X1.5 | <--- | OPK (X1) | ,927 |
| X2.1 | <--- | JI (X2) | ,779 |
| X2.2 | <--- | JI (X2) | ,880 |
| X2.3 | <--- | JI (X2) | ,900 |
| X2.4 | <--- | JI (X2) | ,688 |
| X2.5 | <--- | JI (X2) | ,783 |
| X3.1 | <--- | WE (X3) | ,817 |
| X3.2 | <--- | WE (X3) | ,813 |
| X3.3 | <--- | WE (X3) | ,790 |
| X3.4 | <--- | WE (X3) | ,873 |
| X3.5 | <--- | WE (X3) | ,884 |
| Z1.1 | <--- | JF (Z) | ,869 |
| Z1.2 | <--- | JF (Z) | ,887 |
| Z1.3 | <--- | JF (Z) | ,855 |
| Z1.4 | <--- | JF (Z) | ,898 |
| Z1.5 | <--- | JF (Z) | ,793 |
| Y1.1 | <--- | KK (Y) | ,799 |
| Y1.2 | <--- | KK (Y) | ,887 |
| Y1.3 | <--- | KK (Y) | ,859 |
| Y1.4 | <--- | KK (Y) | ,871 |
| Y1.5 | <--- | KK (Y) | ,843 |

19. Model Penelitian Relasi antar Variabel Laten

