

# LAMPIRAN

**A. Lampiran 1.**

**NOMOR:**

**KUESIONER PENELITIAN**

**PERAN MEDIASI KEPUASAN KERJA DALAM HUBUNGAN  
KEADILAN DISTRIBUTIF DAN KEPEMIMPINAN ETIS TERHADAP  
KOMITMEN ORGANISASIONAL**

Assalamu'alaikum wr.wb

Sehubungan dengan penyusunan tesis dengan judul yang telah disebutkan diatas, maka dengan hormat, saya:

Nama : Muchroni Subono

NIM : 20161020042

Memohon kesediaan Saudara/i untuk mengisi kuesioner (daftar pertanyaan) yang saya ajukan ini secara jujur dan terbuka. Data yang didapat hanya untuk kepentingan akademis dan akan dijaga kerahasiaannya. Maka dari itu mohon kesediaan anda untuk dapat mengisi kuesioner dengan lengkap dan sesuai dengan petunjuk yang diberikan dan memilih jawaban yang dianggap paling sesuai karena jawaban anda tidak dinilai benar atau salah.

Terimakasih atas kesediaan anda yang telah membantu saya dengan menjawab semua pertanyaan yang saya berikan.

Wassalamu'alaikum wr.wb

Hormat Saya

Muchroni Subono,S.E

## KUESIONER

### A. PETUNJUK PENGISIAN

Untuk menjawab pertanyaan dalam angket ini, saudara cukup memberikan **centang (✓)** pada salah satu jawaban **STS, TS, N, S** dan **SS** pada kolom yang telah disediakan, apabila menurut saudara jawaban itu benar - benar sesuai dengan keadaan sebenarnya pada Rumah sakit PKU Muhammadiyah yogyakarta.

**STS** : Jika pertanyaan **SANGAT TIDAK SETUJU** dengan diri anda

**TS** : Jika pertanyaan **TIDAK SETUJU** dengan diri anda

**N** : Jika pertanyaan **NETRAL** dengan diri anda

**S** : Jika pertanyaan **SETUJU** dengan diri anda.

**SS** : Jika pertanyaan **SANGAT SETUJU** dengan diri anda.

Jawaban anda tidak menyatakan benar atau salah, serta tidak ada pihak yang akan dirugikan oleh jawaban saudara, akan tetapi hanya pernyataan saja. Disamping itu jawaban saudara akan dijamin kerahasiaannya.

### A. IDENTITAS RESPONDEN

1. Nama :

2. Umur :  ≤25 tahun  26-30 tahun  
 31-35 tahun  36-40 tahun  
 41-45 tahun  >46 tahun

3. Jenis Kelamin :  Pria  Wanita

4. Tingkat Pendidikan :  D3  S1  
 SPK  lainnya\_\_(sebutkan)

5. Lama Bekerja :  1-4 tahun  >4 tahun

6. Status Kepegawaian :  Peg.Kontrak  Peg.Tetap

**Keadilan distributif**

No	PERNYATAAN	STS	TS	N	S	SS
1.	Jadwal kerja saya telah sesuai dengan pekerjaan saya sekarang					
2.	Jam kerja saya sesuai dengan pekerjaan yang saya kerjakan					
3.	Saya menganggap beban kerja pekerjaan saya cukup adil					
4.	Saya merasa beban kerja yang saya hadapi cukup ringan					
5.	Secara keseluruhan penghargaan (piala, sertifikat, dll) yang saya dapatkan sesuai dengan pekerjaan saya					
6.	Saya merasa imbalan yang saya dapatkan sesuai dengan apa yang saya kerjakan					
7.	Saya merasa tanggung jawab pekerjaan saya sesuai dengan yang saya dapatkan					
8.	Kewajiban pekerjaan saya dalam perusahaan ini sesuai dengan hak yang saya terima					

**Kepemimpinan Etis**

No	PERNYATAAN	STS	TS	N	S	SS
1.	Tindakan yang dilakukan pimpinan konsisten dengan nilai-nilai yang dianut organisasi					
2.	Pimpinan mengakui keterbatasan dan kesalahan					
3.	Pimpinan mendorong untuk menerima keberagaman, dan mendorong sifat memaafkan					
4.	Pimpinan memfasilitasi pengembangan kepercayaan diri dan keahlian karyawan serta memberikan mentoring					
5.	Pimpinan mendorong dan mendukung perlakuan yang adil					
6.	Pimpinan berkonsultasi dengan karyawan tentang keputusan yang akan mempengaruhi karyawan					

### Kepuasan Kerja

No	PERNYATAAN	STS	TS	N	S	SS
1.	Pekerjaan yang saya lakukan sudah sesuai dengan pendidikan, kemampuan dan keahlian saya					
2.	Atasan selalu memberikan penjelasan atau pengarahan tentang pekerjaan yang diberikan kepada saya					
3.	Perusahaan memberikan kesempatan untuk mengembangkan karir					
4.	Saya merasa nyaman bekerja disini karena banyaknya peluang untuk maju atau mengembangkan karier					
5.	Saya merasa puas dengan gaji dan insentif yang diberikan perusahaan					
6.	Rekan kerja saya membantu dalam menyelesaikan pekerjaan					
7.	Saya merasa nyaman dengan kondisi kerja saya saat ini					

### Komitmen Organisasional

No	PERNYATAAN	STS	TS	N	S	SS
1.	Saya akan merasa sangat berbahagia menghabiskan sisa karir saya di perusahaan ini					
2.	Saya merasa masalah yang terjadi di perusahaan menjadi permasalahan saya juga					
3.	Saya sulit meninggalkan perusahaan ini					
4.	Sulit mendapatkan pekerjaan dengan penghasilan yang bagus seperti pekerjaan saya sekarang					
5.	Saya merasa perusahaan ini telah banyak berjasa bagi hidup saya					

**\* ATAS KERJASAMA YANG BAIK, SAYA UCAPKAN  
TERIMAKASIH \***



## 2. Tabulasi silang jenis kelamin dan pendidikan

Jenis\_kelamin \* Pendidikan Crosstabulation

		Pendidikan				Total	
		D3	S1	SPK	lainnya		
Jenis_kelamin	pria	Count	21	6	1	0	28
		% within Jenis_kelamin	75.0%	21.4%	3.6%	.0%	100.0%
		% of Total	15.0%	4.3%	.7%	.0%	20.0%
	wanita	Count	92	16	3	1	112
		% within Jenis_kelamin	82.1%	14.3%	2.7%	.9%	100.0%
		% of Total	65.7%	11.4%	2.1%	.7%	80.0%
Total		Count	113	22	4	1	140
		% within Jenis_kelamin	80.7%	15.7%	2.9%	.7%	100.0%
		% of Total	80.7%	15.7%	2.9%	.7%	100.0%

## 3. Tabulasi silang jenis kelamin dan lama bekerja

Jenis\_kelamin \* Lama\_bekerja Crosstabulation

		Lama_bekerja		Total	
		1-4th	>4th		
Jenis_kelamin	pria	Count	3	25	28
		% within Jenis_kelamin	10.7%	89.3%	100.0%
		% of Total	2.1%	17.9%	20.0%
	wanita	Count	15	97	112
		% within Jenis_kelamin	13.4%	86.6%	100.0%
		% of Total	10.7%	69.3%	80.0%
Total		Count	18	122	140
		% within Jenis_kelamin	12.9%	87.1%	100.0%
		% of Total	12.9%	87.1%	100.0%

#### 4. Tabulasi silang jenis kelamin dan status

Jenis\_kelamin \* Status Crosstabulation

			Status		Total
			kontrak	tetap	
Jenis_kelamin	pria	Count	2	26	28
		% within Jenis_kelamin	7.1%	92.9%	100.0%
		% of Total	1.4%	18.6%	20.0%
	wanita	Count	10	102	112
		% within Jenis_kelamin	8.9%	91.1%	100.0%
		% of Total	7.1%	72.9%	80.0%
Total	Count	12	128	140	
	% within Jenis_kelamin	8.6%	91.4%	100.0%	
	% of Total	8.6%	91.4%	100.0%	

### C. Lampiran 3. Analisis deskriptif variabel penelitian menggunakan SPSS

#### 1. Variabel keadilan distributif

Statistics

		KD1	KD2	KD3	KD4	KD5	KD6	KD7	KD8
N	Valid	140	140	140	140	140	140	140	140
	Missing	0	0	0	0	0	0	0	0
Mean		3.63	3.69	3.57	3.56	3.57	3.56	3.76	3.47
Std. Error of Mean		.086	.086	.083	.079	.086	.084	.080	.077
Median		4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Std. Deviation		1.020	1.017	.983	.939	1.012	.991	.944	.909
Variance		1.041	1.034	.966	.882	1.024	.982	.890	.827
Range		4	4	4	3	4	4	4	3
Sum		508	517	500	498	500	498	526	486



**KD1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	2.1	2.1	2.1
	2	18	12.9	12.9	15.0
	3	36	25.7	25.7	40.7
	4	54	38.6	38.6	79.3
	5	29	20.7	20.7	100.0
	Total	140	100.0	100.0	

**KD2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	2.1	2.1	2.1
	2	18	12.9	12.9	15.0
	3	28	20.0	20.0	35.0
	4	61	43.6	43.6	78.6
	5	30	21.4	21.4	100.0
	Total	140	100.0	100.0	

**KD3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	2.1	2.1	2.1
	2	17	12.1	12.1	14.3
	3	41	29.3	29.3	43.6
	4	55	39.3	39.3	82.9
	5	24	17.1	17.1	100.0
	Total	140	100.0	100.0	

**KD4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	22	15.7	15.7	15.7
	3	40	28.6	28.6	44.3
	4	56	40.0	40.0	84.3
	5	22	15.7	15.7	100.0
	Total	140	100.0	100.0	

**KD5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	25	17.9	17.9	18.6
	3	33	23.6	23.6	42.1
	4	55	39.3	39.3	81.4
	5	26	18.6	18.6	100.0
	Total	140	100.0	100.0	

**KD6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	26	18.6	18.6	19.3
	3	29	20.7	20.7	40.0
	4	62	44.3	44.3	84.3
	5	22	15.7	15.7	100.0
	Total	140	100.0	100.0	

**KD7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	15	10.7	10.7	11.4
	3	32	22.9	22.9	34.3
	4	61	43.6	43.6	77.9
	5	31	22.1	22.1	100.0
	Total	140	100.0	100.0	

**KD8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	26	18.6	18.6	18.6
	3	36	25.7	25.7	44.3
	4	64	45.7	45.7	90.0
	5	14	10.0	10.0	100.0
	Total	140	100.0	100.0	

## 2. Variabel kepemimpinan etis

### Statistics

		KE1	KE2	KE3	KE4	KE5	KE6
N	Valid	140	140	140	140	140	140
	Missing	0	0	0	0	0	0
Mean		3.70	3.60	3.59	3.56	3.56	3.53
Std. Error of Mean		.082	.082	.084	.084	.086	.077
Median		4.00	4.00	4.00	4.00	4.00	4.00
Std. Deviation		.965	.973	.989	.991	1.012	.909
Variance		.931	.947	.978	.981	1.025	.827
Range		4	4	4	4	4	4
Sum		518	504	502	499	499	494

### KE1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	23	16.4	16.4	17.1
	3	17	12.1	12.1	29.3
	4	75	53.6	53.6	82.9
	5	24	17.1	17.1	100.0
Total		140	100.0	100.0	

### KE2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	24	17.1	17.1	17.9
	3	27	19.3	19.3	37.1
	4	66	47.1	47.1	84.3
	5	22	15.7	15.7	100.0
Total		140	100.0	100.0	

**KE3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	24	17.1	17.1	17.9
	3	31	22.1	22.1	40.0
	4	60	42.9	42.9	82.9
	5	24	17.1	17.1	100.0
	Total	140	100.0	100.0	

**KE4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.4	1.4	1.4
	2	25	17.9	17.9	19.3
	3	25	17.9	17.9	37.1
	4	68	48.6	48.6	85.7
	5	20	14.3	14.3	100.0
	Total	140	100.0	100.0	

**KE5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	26	18.6	18.6	19.3
	3	31	22.1	22.1	41.4
	4	57	40.7	40.7	82.1
	5	25	17.9	17.9	100.0
	Total	140	100.0	100.0	

**KE6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	21	15.0	15.0	15.7
3	37	26.4	26.4	42.1
4	65	46.4	46.4	88.6
5	16	11.4	11.4	100.0
Total	140	100.0	100.0	

**3. Variabel kepuasan kerja****Statistics**

	KK1	KK2	KK3	KK4	KK5	KK6	KK7
N Valid	140	140	140	140	140	140	140
Missing	0	0	0	0	0	0	0
Mean	3.47	3.40	3.44	3.38	3.41	3.40	3.56
Std. Error of Mean	.080	.086	.077	.079	.083	.080	.086
Median	4.00	4.00	4.00	4.00	4.00	3.00	4.00
Std. Deviation	.948	1.016	.908	.933	.981	.943	1.020
Variance	.898	1.033	.824	.870	.963	.889	1.040
Range	4	4	4	4	4	4	4
Sum	486	476	482	473	477	476	498

**KK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	6	4.3	4.3	4.3
2	17	12.1	12.1	16.4
3	32	22.9	22.9	39.3
4	75	53.6	53.6	92.9
5	10	7.1	7.1	100.0

**KK1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	4.3	4.3	4.3
	2	17	12.1	12.1	16.4
	3	32	22.9	22.9	39.3
	4	75	53.6	53.6	92.9
	5	10	7.1	7.1	100.0
	Total	140	100.0	100.0	

**KK2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	4.3	4.3	4.3
	2	22	15.7	15.7	20.0
	3	37	26.4	26.4	46.4
	4	60	42.9	42.9	89.3
	5	15	10.7	10.7	100.0
	Total	140	100.0	100.0	

**KK3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	2.1	2.1	2.1
	2	21	15.0	15.0	17.1
	3	37	26.4	26.4	43.6
	4	69	49.3	49.3	92.9
	5	10	7.1	7.1	100.0
	Total	140	100.0	100.0	

**KK4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	33	23.6	23.6	24.3
	3	26	18.6	18.6	42.9
	4	72	51.4	51.4	94.3
	5	8	5.7	5.7	100.0
	Total	140	100.0	100.0	

**KK5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	3.6	3.6	3.6
	2	23	16.4	16.4	20.0
	3	34	24.3	24.3	44.3
	4	66	47.1	47.1	91.4
	5	12	8.6	8.6	100.0
	Total	140	100.0	100.0	

**KK6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	25	17.9	17.9	18.6
	3	48	34.3	34.3	52.9
	4	49	35.0	35.0	87.9
	5	17	12.1	12.1	100.0
	Total	140	100.0	100.0	



**KK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	2.1	2.1	2.1
2	21	15.0	15.0	17.1
3	36	25.7	25.7	42.9
4	55	39.3	39.3	82.1
5	25	17.9	17.9	100.0
Total	140	100.0	100.0	

**4. Variabel komitmen organisasi****Statistics**

	KO1	KO2	KO3	KO4	KO5
N Valid	140	140	140	140	140
Missing	0	0	0	0	0
Mean	3.66	3.51	3.56	3.58	3.44
Std. Error of Mean	.083	.078	.077	.078	.079
Median	4.00	4.00	4.00	4.00	4.00
Std. Deviation	.979	.917	.907	.922	.931
Variance	.958	.842	.823	.850	.866
Range	4	4	4	4	4
Sum	513	492	499	501	481

**KO1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	1.4	1.4	1.4
2	22	15.7	15.7	17.1
3	20	14.3	14.3	31.4
4	73	52.1	52.1	83.6
5	23	16.4	16.4	100.0
Total	140	100.0	100.0	

**KO2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	26	18.6	18.6	19.3
	3	25	17.9	17.9	37.1
	4	76	54.3	54.3	91.4
	5	12	8.6	8.6	100.0
	Total	140	100.0	100.0	

**KO3**

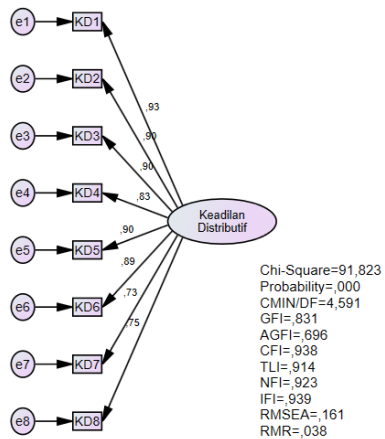
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	22	15.7	15.7	16.4
	3	29	20.7	20.7	37.1
	4	73	52.1	52.1	89.3
	5	15	10.7	10.7	100.0
	Total	140	100.0	100.0	

**KO4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	2.9	2.9	2.9
	2	17	12.1	12.1	15.0
	3	26	18.6	18.6	33.6
	4	80	57.1	57.1	90.7
	5	13	9.3	9.3	100.0
	Total	140	100.0	100.0	

**KO5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.4	1.4	1.4
	2	25	17.9	17.9	19.3
	3	35	25.0	25.0	44.3
	4	66	47.1	47.1	91.4
	5	12	8.6	8.6	100.0
	Total	140	100.0	100.0	

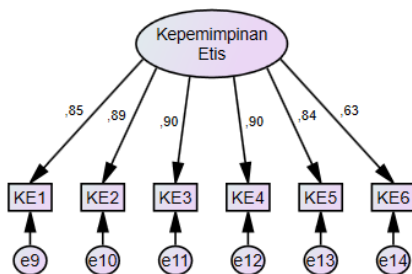
**D. Lampiran 4. Uji validitas****1. Uji validitas variabel keadilan distributif**

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

	Estimate	S.E.	C.R.	P	Label
KD8 <--- Keadilan_Distributif	1,000				
KD7 <--- Keadilan_Distributif	1,017	,114	8,921	***	
KD6 <--- Keadilan_Distributif	1,306	,116	11,234	***	
KD5 <--- Keadilan_Distributif	1,340	,119	11,297	***	
KD4 <--- Keadilan_Distributif	1,149	,112	10,303	***	
KD3 <--- Keadilan_Distributif	1,311	,115	11,398	***	
KD2 <--- Keadilan_Distributif	1,354	,119	11,367	***	
KD1 <--- Keadilan_Distributif	1,396	,119	11,745	***	

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

			Estimate
KD8 <--- Keadilan_Distributif			,745
KD7 <--- Keadilan_Distributif			,730
KD6 <--- Keadilan_Distributif			,893
KD5 <--- Keadilan_Distributif			,897
KD4 <--- Keadilan_Distributif			,829
KD3 <--- Keadilan_Distributif			,904
KD2 <--- Keadilan_Distributif			,902
KD1 <--- Keadilan_Distributif			,927

**2. Uji validitas variabel kepemimpinan etis**

Chi-Square=20,970  
 Probability=.013  
 CMIN/DF=2,330  
 GFI=.953  
 AGFI=.890  
 CFI=.983  
 TLI=.971  
 NFI=.970  
 IFI=.983  
 RMSEA=.098  
 RMR=.022

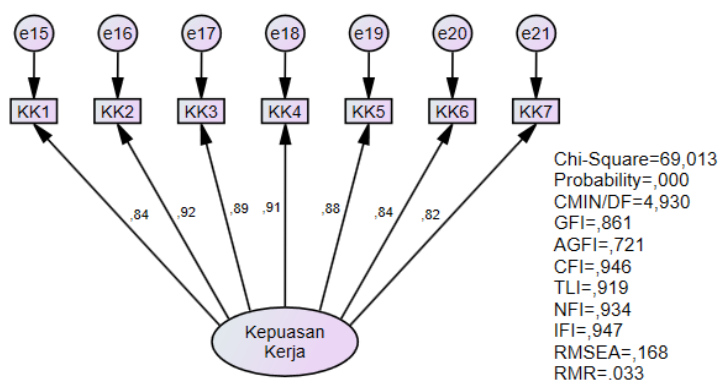
**Regression Weights: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
KE6 <--- Kepemimpinan_Etis	1,000				
KE5 <--- Kepemimpinan_Etis	1,489	,180	8,262	***	
KE4 <--- Kepemimpinan_Etis	1,547	,180	8,617	***	
KE3 <--- Kepemimpinan_Etis	1,551	,179	8,642	***	
KE2 <--- Kepemimpinan_Etis	1,503	,176	8,552	***	
KE1 <--- Kepemimpinan_Etis	1,434	,172	8,321	***	

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

	Estimate
KE6 <--- Kepemimpinan_Etis	,631
KE5 <--- Kepemimpinan_Etis	,844
KE4 <--- Kepemimpinan_Etis	,896
KE3 <--- Kepemimpinan_Etis	,900
KE2 <--- Kepemimpinan_Etis	,886
KE1 <--- Kepemimpinan_Etis	,853

### 3. Uji validitas kepuasan kerja



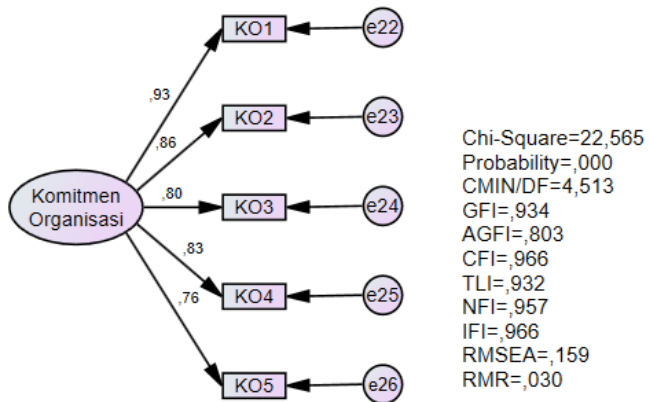
**Regression Weights: (Group number 1 - Default model)**

		Estimate	S.E.	C.R.	P	Label
KK1	<--- Kepuasan_Kerja	1,000				
KK2	<--- Kepuasan_Kerja	1,174	,079	14,938	***	
KK3	<--- Kepuasan_Kerja	1,010	,073	13,925	***	
KK5	<--- Kepuasan_Kerja	1,085	,079	13,760	***	
KK6	<--- Kepuasan_Kerja	,991	,079	12,595	***	
KK7	<--- Kepuasan_Kerja	1,053	,086	12,217	***	
KK4	<--- Kepuasan_Kerja	1,058	,073	14,427	***	

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

			Estimate
KK1	<--- Kepuasan_Kerja		,842
KK2	<--- Kepuasan_Kerja		,922
KK3	<--- Kepuasan_Kerja		,888
KK5	<--- Kepuasan_Kerja		,882
KK6	<--- Kepuasan_Kerja		,839
KK7	<--- Kepuasan_Kerja		,823
KK4	<--- Kepuasan_Kerja		,905

**4. Uji validitas komitmen organisasi**



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

	Estimate	S.E.	C.R.	P	Label
KO1 <--- Komitmen_Organisasi	1,000				
KO2 <--- Komitmen_Organisasi	,869	,058	14,985	***	
KO3 <--- Komitmen_Organisasi	,802	,062	12,959	***	
KO4 <--- Komitmen_Organisasi	,845	,061	13,947	***	
KO5 <--- Komitmen_Organisasi	,784	,066	11,820	***	

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

			Estimate
KO1 <---	Komitmen_Organisasi		,925
KO2 <---	Komitmen_Organisasi		,858
KO3 <---	Komitmen_Organisasi		,801
KO4 <---	Komitmen_Organisasi		,830
KO5 <---	Komitmen_Organisasi		,763

**E. Lampiran 5 uji reliabilitas****Regression Weights: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
Kepuasan_Kerja <--- Keadilan_Distributif	,337	,100	3,376	***	
Kepuasan_Kerja <--- Kepemimpinan_Etis	,920	,158	5,812	***	
Komitmen_Organisasi <--- Kepuasan_Kerja	,282	,131	2,156	,031	
Komitmen_Organisasi <--- Keadilan_Distributif	,560	,113	4,972	***	
Komitmen_Organisasi <--- Kepemimpinan_Etis	,487	,184	2,648	,008	
KD8 <--- Keadilan_Distributif	1,000				
KD7 <--- Keadilan_Distributif	1,014	,110	9,249	***	
KD6 <--- Keadilan_Distributif	1,295	,111	11,696	***	
KD5 <--- Keadilan_Distributif	1,321	,113	11,688	***	
KD4 <--- Keadilan_Distributif	1,133	,107	10,607	***	
KD3 <--- Keadilan_Distributif	1,276	,110	11,610	***	
KD2 <--- Keadilan_Distributif	1,328	,114	11,692	***	
KD1 <--- Keadilan_Distributif	1,365	,113	12,055	***	
KE6 <--- Kepemimpinan_Etis	1,000				
KE5 <--- Kepemimpinan_Etis	1,495	,179	8,335	***	
KE4 <--- Kepemimpinan_Etis	1,545	,178	8,663	***	

KE3	<---	Kepemimpinan_Etis	1,525	,177	8,594	***
KE2	<---	Kepemimpinan_Etis	1,524	,175	8,690	***
KE1	<---	Kepemimpinan_Etis	1,442	,172	8,405	***
KK1	<---	Kepuasan_Kerja	1,000			
KK2	<---	Kepuasan_Kerja	1,176	,080	14,659	***
KK3	<---	Kepuasan_Kerja	1,012	,074	13,706	***
KK5	<---	Kepuasan_Kerja	1,098	,080	13,797	***
KK6	<---	Kepuasan_Kerja	1,003	,079	12,632	***
KK7	<---	Kepuasan_Kerja	1,061	,087	12,178	***
KO1	<---	Komitmen_Organisasi	1,000			
KO2	<---	Komitmen_Organisasi	,876	,060	14,677	***
KO3	<---	Komitmen_Organisasi	,817	,063	12,987	***
KO4	<---	Komitmen_Organisasi	,872	,061	14,359	***
KO5	<---	Komitmen_Organisasi	,836	,065	12,903	***
KK4	<---	Kepuasan_Kerja	1,071	,074	14,452	***

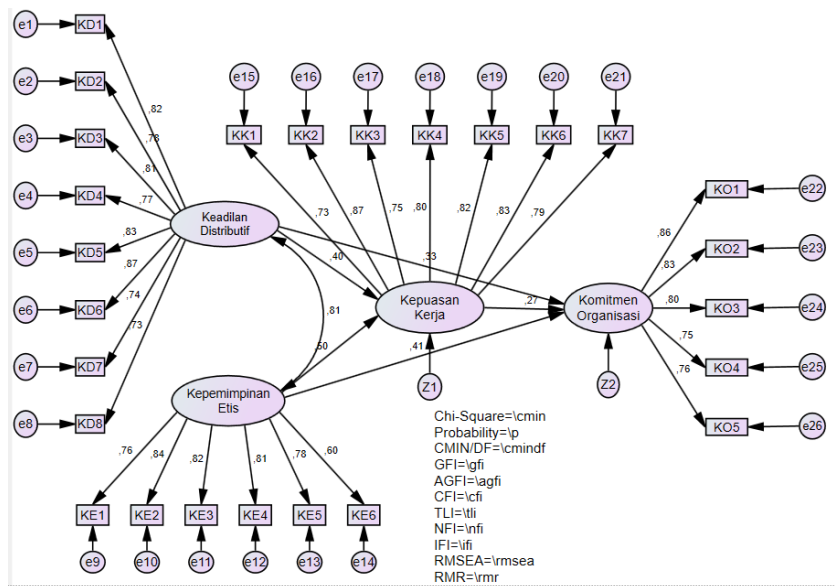
**Standardized Regression Weights: (Group number 1 - Default model)**

			Estimate
Kepuasan_Kerja	<---	Keadilan_Distributif	,293
Kepuasan_Kerja	<---	Kepemimpinan_Etis	,665
Komitmen_Organisasi	<---	Kepuasan_Kerja	,252
Komitmen_Organisasi	<---	Keadilan_Distributif	,434
Komitmen_Organisasi	<---	Kepemimpinan_Etis	,314
KD8	<---	Keadilan_Distributif	,757
KD7	<---	Keadilan_Distributif	,740
KD6	<---	Keadilan_Distributif	,899
KD5	<---	Keadilan_Distributif	,899
KD4	<---	Keadilan_Distributif	,831
KD3	<---	Keadilan_Distributif	,894
KD2	<---	Keadilan_Distributif	,899
KD1	<---	Keadilan_Distributif	,921
KE6	<---	Kepemimpinan_Etis	,630
KE5	<---	Kepemimpinan_Etis	,847
KE4	<---	Kepemimpinan_Etis	,894
KE3	<---	Kepemimpinan_Etis	,884
KE2	<---	Kepemimpinan_Etis	,898



KE1	<---	Kepemimpinan_Etis	,857
KK1	<---	Kepuasan_Kerja	,836
KK2	<---	Kepuasan_Kerja	,917
KK3	<---	Kepuasan_Kerja	,884
KK5	<---	Kepuasan_Kerja	,887
KK6	<---	Kepuasan_Kerja	,843
KK7	<---	Kepuasan_Kerja	,824
KO1	<---	Komitmen_Organisasi	,907
KO2	<---	Komitmen_Organisasi	,848
KO3	<---	Komitmen_Organisasi	,800
KO4	<---	Komitmen_Organisasi	,840
KO5	<---	Komitmen_Organisasi	,798
KK4	<---	Kepuasan_Kerja	,910

**F. Lampiran 6 full model SEM**



**G. Lampiran 7 Mahalanobis distance**

Observation number	Mahalanobis d-squared	p1	p2
57	69,025	,000	,002
5	67,662	,000	,000
59	67,515	,000	,000
135	58,046	,000	,000
88	56,148	,001	,000
43	55,761	,001	,000
73	54,278	,001	,000
61	53,815	,001	,000
15	45,945	,009	,000
54	45,230	,011	,000
1	44,340	,014	,000
165	44,138	,015	,000
60	43,707	,016	,000
129	43,546	,017	,000
150	43,471	,017	,000
58	42,317	,023	,000
106	42,208	,023	,000
143	41,721	,026	,000
126	40,698	,033	,000
123	39,520	,043	,000
133	39,102	,048	,000
152	38,326	,056	,001
45	37,842	,063	,001
175	37,809	,063	,001
159	37,722	,064	,000
112	37,323	,070	,000
3	36,216	,088	,005
79	36,030	,091	,004
139	35,827	,095	,004
77	35,666	,098	,003
44	35,609	,099	,002
153	35,500	,101	,001
114	35,491	,101	,001
70	34,741	,117	,004

Observation number	Mahalanobis d-squared	p1	p2
80	34,571	,121	,004
102	34,452	,124	,003
170	34,254	,129	,003
49	34,155	,131	,002
154	34,033	,134	,002
109	33,980	,136	,001
30	33,954	,136	,001
111	33,264	,155	,004
180	33,258	,155	,003
78	32,996	,162	,004
158	32,971	,163	,002
47	32,760	,169	,003
101	32,236	,185	,009
166	31,965	,194	,014
94	31,750	,202	,017
53	31,703	,203	,013
56	31,507	,210	,015
27	31,073	,226	,034
105	30,482	,248	,105
168	30,410	,251	,092
140	30,330	,254	,082
84	30,179	,260	,086
110	30,147	,262	,069
42	28,991	,312	,445
181	28,747	,323	,511
7	28,686	,326	,481
160	28,686	,326	,418
86	28,634	,328	,385
63	28,476	,335	,407
67	27,857	,366	,677
87	27,596	,379	,749
177	27,573	,380	,708
71	27,477	,385	,702
179	27,171	,400	,792
34	26,996	,410	,818
75	26,884	,415	,821

Observation number	Mahalanobis d-squared	p1	p2
142	26,538	,434	,897
24	26,419	,440	,902
147	26,419	,440	,873
174	26,285	,448	,882
178	26,043	,461	,918
35	25,975	,465	,911
33	25,893	,469	,906
95	25,828	,473	,897
119	25,292	,503	,973
50	25,178	,509	,974
113	25,168	,509	,965
31	25,015	,518	,971
22	24,809	,530	,981
145	24,809	,530	,972
72	24,804	,530	,962
134	24,799	,530	,949
173	24,733	,534	,944
14	24,690	,537	,934
167	24,690	,537	,913
40	24,541	,545	,925
157	24,425	,552	,930
164	24,275	,560	,941
25	24,085	,571	,956
116	24,020	,575	,952
118	23,446	,608	,992
11	23,383	,611	,991
65	23,017	,632	,998
171	22,844	,642	,998
29	22,835	,642	,997
131	22,583	,656	,999

## H. Lampiran 8 Uji normalitas

### Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
KO5	1,000	5,000	-,279	-1,539	-,506	-1,393
KO4	1,000	5,000	-,900	-4,956	,492	1,354
KO3	2,000	5,000	-,425	-2,341	-,517	-1,425
KO2	2,000	5,000	-,464	-2,555	-,723	-1,990
KO1	1,000	5,000	-,366	-2,018	-,756	-2,083
KK7	1,000	5,000	-,385	-2,120	-,466	-1,284
KK6	1,000	5,000	-,155	-,854	-,529	-1,456
KK5	1,000	5,000	-,410	-2,259	-,631	-1,738
KK4	1,000	5,000	-,374	-2,058	-1,038	-2,857
KK3	1,000	5,000	-,303	-1,671	-,757	-2,085
KK2	1,000	5,000	-,474	-2,612	-,390	-1,074
KK1	1,000	5,000	-,756	-4,165	,041	,112
KE1	1,000	5,000	-,643	-3,539	-,392	-1,081
KE2	2,000	5,000	-,347	-1,910	-,868	-2,390
KE3	2,000	5,000	-,198	-1,091	-1,011	-2,785
KE4	1,000	5,000	-,504	-2,774	-,571	-1,572
KE5	2,000	5,000	-,178	-,979	-1,007	-2,773
KE6	2,000	5,000	-,167	-,918	-,793	-2,185
KD1	1,000	5,000	-,367	-2,020	-,745	-2,051
KD2	1,000	5,000	-,609	-3,354	-,253	-,698
KD3	1,000	5,000	-,224	-1,235	-,708	-1,949
KD4	2,000	5,000	-,075	-,412	-,979	-2,696
KD5	1,000	5,000	-,250	-1,378	-,899	-2,476
KD6	2,000	5,000	-,323	-1,781	-,912	-2,512
KD7	2,000	5,000	-,463	-2,553	-,383	-1,056
KD8	2,000	5,000	-,288	-1,587	-,845	-2,326
Multivariate					91,918	16,249

## I. Lampiran 9 *goodness of fit*

### CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	58	532,761	293	,000	1,818
Saturated model	351	,000	0		
Independence model	26	4051,929	325	,000	12,467

### RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,038	,811	,773	,677
Saturated model	,000	1,000		
Independence model	,480	,116	,046	,108

### Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,869	,854	,936	,929	,936
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

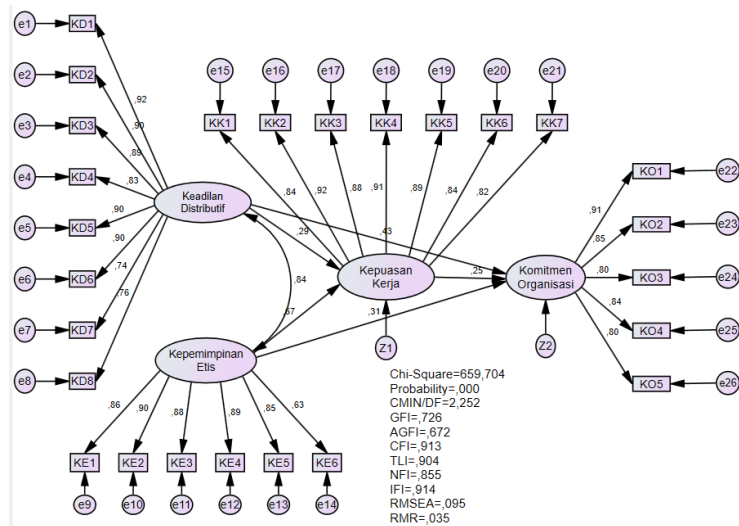
### Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,902	,783	,844
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

### RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,067	,058	,076	,001
Independence model	,252	,245	,259	,000

**J. Lampiran 10 full model SEM setelah seleksi data**



**K. Lampiran 11 mahalanobis distance setelah seleksi data**

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

Observation number	Mahalanobis d-squared	p1	p2
128	38,898	,050	,999
115	37,649	,065	,999
66	37,595	,066	,996
108	36,972	,075	,994
90	36,948	,076	,983
98	36,938	,076	,958
116	36,750	,079	,930
139	36,325	,086	,921
46	36,217	,088	,874
73	35,819	,095	,866
55	35,765	,096	,798

Observation number	Mahalanobis d-squared	p1	p2
37	35,705	,097	,718
19	35,517	,101	,665
111	35,517	,101	,555
36	35,173	,108	,552
44	35,070	,110	,477
34	35,036	,111	,384
20	34,868	,115	,338
62	34,739	,117	,286
3	34,542	,122	,259
121	34,542	,122	,186
86	34,398	,125	,156
102	34,198	,130	,142
64	34,179	,131	,098
25	34,156	,131	,067
120	33,936	,137	,063
138	33,710	,142	,061
91	33,688	,143	,040
135	33,302	,154	,054
100	33,224	,156	,040
39	32,893	,165	,051
24	32,732	,170	,046
126	32,720	,170	,030
117	32,495	,177	,031
52	31,963	,194	,063
137	31,799	,200	,059
133	31,508	,210	,073
119	31,267	,218	,081
85	30,619	,243	,186
67	30,526	,246	,163
41	30,449	,249	,138
26	30,259	,257	,143
17	29,900	,272	,198
109	29,900	,272	,150



Observation number	Mahalanobis d-squared	p1	p2
69	29,898	,272	,112
112	29,793	,276	,100
95	29,393	,293	,158
56	29,296	,298	,142
48	29,231	,301	,120
129	29,119	,306	,111
88	29,074	,308	,089
118	29,012	,311	,073
8	28,950	,313	,060
28	28,931	,314	,043
132	28,707	,325	,053
27	28,666	,326	,040
131	28,658	,327	,028
50	28,639	,328	,020
59	28,574	,331	,015
29	28,410	,339	,016
54	27,995	,359	,036
70	27,956	,361	,027
10	27,497	,384	,064
127	27,497	,384	,045
42	27,312	,393	,052
57	27,175	,400	,052
77	26,903	,414	,073
43	26,394	,442	,167
71	26,372	,443	,134
99	26,254	,449	,131
113	25,975	,464	,177
136	25,806	,474	,191
58	25,785	,475	,155
32	25,722	,478	,135
51	25,595	,486	,135
125	25,503	,491	,125
104	25,324	,501	,140

Observation number	Mahalanobis d-squared	p1	p2
124	25,058	,516	,185
7	25,036	,517	,150
89	24,998	,519	,124
49	24,789	,531	,148
83	24,689	,537	,140
63	23,941	,579	,407
82	23,723	,592	,458
114	23,720	,592	,392
76	23,649	,596	,363
130	23,508	,604	,372
103	23,193	,622	,474
30	23,106	,627	,452
18	23,098	,627	,388
110	23,098	,627	,323
93	23,010	,632	,303
9	22,784	,645	,353
23	22,772	,646	,295
1	22,766	,646	,239
134	22,692	,650	,216
80	22,519	,660	,234
68	22,384	,667	,235
105	22,268	,674	,229
38	22,174	,679	,213

## L. Lampiran 12 Uji normalitas setelah seleksi data

### Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
KO5	1,000	5,000	-,430	-2,076	-,524	-1,267
KO4	1,000	5,000	-,895	-4,325	,420	1,014
KO3	1,000	5,000	-,540	-2,608	-,388	-,937
KO2	1,000	5,000	-,575	-2,779	-,533	-1,287
KO1	1,000	5,000	-,674	-3,253	-,258	-,623
KK7	1,000	5,000	-,380	-1,835	-,550	-1,328
KK6	1,000	5,000	-,045	-,220	-,725	-1,752
KK5	1,000	5,000	-,565	-2,728	-,307	-,740
KK4	1,000	5,000	-,444	-2,146	-,916	-2,211
KK3	1,000	5,000	-,582	-2,813	-,175	-,423
KK2	1,000	5,000	-,490	-2,367	-,348	-,841
KK1	1,000	5,000	-,859	-4,148	,281	,680
KE1	1,000	5,000	-,673	-3,252	-,337	-,814
KE2	1,000	5,000	-,448	-2,163	-,634	-1,531
KE3	1,000	5,000	-,351	-1,696	-,744	-1,798
KE4	1,000	5,000	-,513	-2,478	-,547	-1,320
KE5	1,000	5,000	-,301	-1,455	-,858	-2,072
KE6	1,000	5,000	-,373	-1,803	-,490	-1,184
KD1	1,000	5,000	-,432	-2,089	-,465	-1,123
KD2	1,000	5,000	-,593	-2,866	-,291	-,702
KD3	1,000	5,000	-,383	-1,848	-,352	-,851
KD4	2,000	5,000	-,166	-,802	-,849	-2,051
KD5	1,000	5,000	-,279	-1,348	-,857	-2,071
KD6	1,000	5,000	-,359	-1,735	-,776	-1,875
KD7	1,000	5,000	-,480	-2,319	-,390	-,942
KD8	2,000	5,000	-,261	-1,260	-,825	-1,992
Multivariate					10,738	1,665

**M. Lampiran 13 Uji *goodness of fit* setelah seleksi data**

**CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	58	659,704	293	,000	2,252
Saturated model	351	,000	0		
Independence model	26	4543,837	325	,000	13,981

**RMR, GFI**

Model	RMR	GFI	AGFI	PGFI
Default model	,035	,726	,672	,606
Saturated model	,000	1,000		
Independence model	,599	,082	,008	,076

**Baseline Comparisons**

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,855	,839	,914	,904	,913
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

**Parsimony-Adjusted Measures**

Model	PRATIO	PNFI	PCFI
Default model	,902	,771	,823
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,095	,085	,105	,000
Independence model	,306	,298	,314	,000

## N. Lampiran 14 Uji hipotesis

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

			Est.	S.E.	C.R.	P	Label
Kepuasan_Kerja	<---	Keadilan_Distributif	,337	,100	3,376	***	
Kepuasan_Kerja	<---	Kepemimpinan_Etis	,920	,158	5,812	***	
Komitmen_Organisasi	<---	Kepuasan_Kerja	,282	,131	2,156	,031	
Komitmen_Organisasi	<---	Keadilan_Distributif	,560	,113	4,972	***	
Komitmen_Organisasi	<---	Kepemimpinan_Etis	,487	,184	2,648	,008	
KD8	<---	Keadilan_Distributif	1,000				
KD7	<---	Keadilan_Distributif	1,014	,110	9,249	***	
KD6	<---	Keadilan_Distributif	1,295	,111	11,696	***	
KD5	<---	Keadilan_Distributif	1,321	,113	11,688	***	
KD4	<---	Keadilan_Distributif	1,133	,107	10,607	***	
KD3	<---	Keadilan_Distributif	1,276	,110	11,610	***	
KD2	<---	Keadilan_Distributif	1,328	,114	11,692	***	
KD1	<---	Keadilan_Distributif	1,365	,113	12,055	***	
KE6	<---	Kepemimpinan_Etis	1,000				
KE5	<---	Kepemimpinan_Etis	1,495	,179	8,335	***	
KE4	<---	Kepemimpinan_Etis	1,545	,178	8,663	***	
KE3	<---	Kepemimpinan_Etis	1,525	,177	8,594	***	
KE2	<---	Kepemimpinan_Etis	1,524	,175	8,690	***	
KE1	<---	Kepemimpinan_Etis	1,442	,172	8,405	***	
KK1	<---	Kepuasan_Kerja	1,000				
KK2	<---	Kepuasan_Kerja	1,176	,080	14,659	***	
KK3	<---	Kepuasan_Kerja	1,012	,074	13,706	***	
KK5	<---	Kepuasan_Kerja	1,098	,080	13,797	***	
KK6	<---	Kepuasan_Kerja	1,003	,079	12,632	***	
KK7	<---	Kepuasan_Kerja	1,061	,087	12,178	***	
KO1	<---	Komitmen_Organisasi	1,000				

		Est.	S.E.	C.R.	P	Label
KO2	<--- Komitmen_Organisasi	,876	,060	14,677	***	
KO3	<--- Komitmen_Organisasi	,817	,063	12,987	***	
KO4	<--- Komitmen_Organisasi	,872	,061	14,359	***	
KO5	<--- Komitmen_Organisasi	,836	,065	12,903	***	
KK4	<--- Kepuasan_Kerja	1,071	,074	14,452	***	

### O. Lampiran 15 Uji pengaruh langsung

#### Direct Effects (Group number 1 - Default model)

	Kepemimpinan Etis	Keadilan Distributif	Kepuasan Kerja	Komitmen Organisasi
Kepuasan Kerja	,920	,337	,000	,000
Komitmen Organisasi	,487	,560	,282	,000
KO5	,000	,000	,000	,836
KO4	,000	,000	,000	,872
KO3	,000	,000	,000	,817
KO2	,000	,000	,000	,876
KO1	,000	,000	,000	1,000
KK7	,000	,000	1,061	,000
KK6	,000	,000	1,003	,000
KK5	,000	,000	1,098	,000
KK4	,000	,000	1,071	,000
KK3	,000	,000	1,012	,000
KK2	,000	,000	1,176	,000
KK1	,000	,000	1,000	,000
KE1	1,442	,000	,000	,000
KE2	1,524	,000	,000	,000
KE3	1,525	,000	,000	,000
KE4	1,545	,000	,000	,000
KE5	1,495	,000	,000	,000
KE6	1,000	,000	,000	,000

	Kepemimpinan Etis	Keadilan Distributif	Kepuasan Kerja	Komitmen Organisasi
KD1	,000	1,365	,000	,000
KD2	,000	1,328	,000	,000
KD3	,000	1,276	,000	,000
KD4	,000	1,133	,000	,000
KD5	,000	1,321	,000	,000
KD6	,000	1,295	,000	,000
KD7	,000	1,014	,000	,000
KD8	,000	1,000	,000	,000

### P. Lampiran 16 Uji Pengaruh tidak langsung

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

	Kepemimpinan Etis	Keadilan Distributif	Kepuasan Kerja	Komitmen Organisasi
Kepuasan Kerja	,000	,000	,000	,000
Komitmen Organisasi	,260	,095	,000	,000
KO5	,624	,548	,236	,000
KO4	,651	,571	,246	,000
KO3	,610	,536	,231	,000
KO2	,654	,574	,247	,000
KO1	,747	,655	,282	,000
KK7	,976	,358	,000	,000
KK6	,923	,338	,000	,000
KK5	1,010	,370	,000	,000
KK4	,985	,361	,000	,000
KK3	,931	,341	,000	,000
KK2	1,082	,396	,000	,000
KK1	,920	,337	,000	,000
KE1	,000	,000	,000	,000
KE2	,000	,000	,000	,000
KE3	,000	,000	,000	,000

	Kepemimpinan Etis	Keadilan Distributif	Kepuasan Kerja	Komitmen Organisasi
KE4	,000	,000	,000	,000
KE5	,000	,000	,000	,000
KE6	,000	,000	,000	,000
KD1	,000	,000	,000	,000
KD2	,000	,000	,000	,000
KD3	,000	,000	,000	,000
KD4	,000	,000	,000	,000
KD5	,000	,000	,000	,000
KD6	,000	,000	,000	,000
KD7	,000	,000	,000	,000
KD8	,000	,000	,000	,000