

## LAMPIRAN I: KUISIONER PENELITIAN

Kepada **Yth.**

**Bapak/Ibu Responden**

Di tempat

Assalamu ‘alaikum Warahmatullahi Wabarrokaturuh

Dengan hormat, sehubungan dengan penyelesaian tugas akhir strata dua di Universitas Muhammadiyah Yogyakarta, bersama dengan ini saya :

Nama : Efa Wakhidatus Solikhah, S.Si

Prodi : Magister Manajemen

Akan melakukan penelitian mengenai **“Pengaruh budaya organisasional dan leader member exchange terhadap intention to leave dimediasi oleh kepuasan kerja pada karyawan kontrak Perguruan Tinggi Muhammadiyah di Yogyakarta”**. Berkaitan dengan hal tersebut saya mohon kesediaan Bapak/Ibu agar berkenan meluangkan waktunya mengisi kuisisioner di bawah ini.

Penelitian ini diharapkan memberikan hasil yang bermanfaat bagi semua pihak yang terkait, oleh karena itu dimohon untuk mengisi / menjawab kuisisioner ini dengan sejujur-jujurnya dan sebenar-benarnya. Jawaban yang Anda berikan akan **dijamin kerahasiaannya** dan hanya akan digunakan untuk kepentingan ilmiah.

Atas kerjasama yang baik dan kesungguhan Saudara/i dalam mengisi kuisisioner ini, saya ucapkan terima kasih.

Wassalamu ‘alaikum Warahmatullahi Wabarrokaturuh

Peneliti,

**Efa Wakhidatus S**  
NIM. 20171020019

## i. Data Responden

Nama :

Jenis Kelamin :

Usia :

Lama Bekerja :

## ii. Daftar Pernyataan dan Pertanyaan

**Petunjuk Pengisian Kuesioner :**

- Bapak/Ibu diminta untuk memberi tanda silang (✓) pada salah satu pilihan yang tersedia pada kolom di samping pernyataan untuk menentukan seberapa setuju Bapak/Ibu mengenai hal-hal tersebut.
- Jika menurut Bapak/Ibu tidak ada jawaban yang tepat, maka jawaban dapat diberikan pada pilihan yang paling mendekati.
- Masing-masing simbol menunjukkan persetujuan terhadap sikap yang terdapat pada kolom yang bersangkutan, diantaranya :

Simbol	Kategori
STS	Sangat Tidak Setuju
TS	Tidak Setuju
N	Netral
S	Setuju
SS	Sangat Setuju

KODE	Pernyataan/Pertanyaan	Pilihan Sikap/Jawaban				
		STS	TS	N	S	SS
<b>BO</b>	<b>Budaya Organisasional (Organizational Culture)</b>					
<b>BO1</b>	<b>Saya didorong untuk kreatif, inovatif, dan berani mengambil risiko dalam mengerjakan pekerjaan saya</b>					
<b>BO2</b>	<b>Saya didorong untuk lebih perhatian terhadap detail dalam melakukan pekerjaan</b>					
<b>BO3</b>	<b>Saya berusaha menyelesaikan pekerjaan untuk mendapatkan hasil kerja yang optimal</b>					
<b>BO4</b>	<b>Saya didorong untuk menyelesaikan pekerjaan sesuai dengan target</b>					

BO5	Saya berusaha saling monolong jika ada yang mengalami kesulitan dalam bekerja					
BO6	Saya didorong untuk bekerja giat melaksanakan tugas yang menjadi tanggung jawab saya					
BO7	Saya merasa nyaman dengan perusahaan					

KODE	Pernyataan/Pertanyaan	Pilihan Sikap/Jawaban				
		STS	TS	N	S	SS
<b>LMX</b>	<b>LMX</b> <i>(Leader Member Exchange)</i>					
LMX1	Saya bersedia melakukan usaha lebih untuk memenuhi tujuan kerja yang diinginkan atasan saya.					
LMX2	Saya saling mendukung dan setia dengan atasan saya.					
LMX3	Saya dan atasan saya saling peduli					
LMX4	Saya menghormati keahlian profesional atasan saya dalam bekerja.					

KODE	Pernyataan/Pertanyaan	Pilihan Sikap/Jawaban				
		STS	TS	N	S	SS
<b>KK</b>	<b>Kepuasan Kerja</b> <i>(Job Satisfaction)</i>					
KK1	Saya merasa pekerjaan sesuai dengan keinginan saya.					
KK2	Saya merasa gaji yang diterima sesuai.					
KK3	Saya merasa pelaksanaan promosi dilakukan dengan obyektif					
KK4	Saya merasa atasan saya bersikap baik.					
KK5	Saya merasa hubungan dengan rekan kerja terjalin baik.					

KODE	Pernyataan/Pertanyaan	Pilihan Sikap/Jawaban				
		STS	TS	N	S	SS
<b>IL</b>	<b>Intention to Leave</b>					
IL1	Saya sering berpikir untuk meninggalkan pekerjaan ini.					
IL2	Saya akan mencari pekerjaan baru.					
IL3	Saya akan secepatnya meninggalkan perusahaan ini.					
IL4	Saya berniat tetap dalam profesi saya sambil menunggu keputusan yang lebih baik pada akhir tahun ini					

**LAMPIRAN II: STATISTIK DESKRIPTIF****Statistics**

		BO1	BO2	BO3	BO4	BO5	BO6	BO7
N	Valid	117	117	117	117	117	117	117
	Missing	0	0	0	0	0	0	0
Mean		3,87	4,26	4,37	4,24	4,32	4,26	3,88

**BO1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	1,7	1,7	1,7
3	31	26,5	26,5	28,2
Valid 4	64	54,7	54,7	82,9
5	20	17,1	17,1	100,0
Total	117	100,0	100,0	

**BO2**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	14	12,0	12,0	12,0
Valid 4	59	50,4	50,4	62,4
5	44	37,6	37,6	100,0
Total	117	100,0	100,0	

**BO3**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	6,8	6,8	6,8
4	58	49,6	49,6	56,4
5	51	43,6	43,6	100,0
Total	117	100,0	100,0	

**BO4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	,9	,9	,9
3	12	10,3	10,3	11,1
4	62	53,0	53,0	64,1
5	42	35,9	35,9	100,0
Total	117	100,0	100,0	

**BO5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	,9	,9	,9
3	11	9,4	9,4	10,3
4	54	46,2	46,2	56,4
5	51	43,6	43,6	100,0
Total	117	100,0	100,0	

**BO6**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	9,4	9,4	9,4
4	64	54,7	54,7	64,1
5	42	35,9	35,9	100,0
Total	117	100,0	100,0	

**BO7**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	9	7,7	7,7	7,7
3	21	17,9	17,9	25,6
4	62	53,0	53,0	78,6
5	25	21,4	21,4	100,0
Total	117	100,0	100,0	

**Statistics**

		LMX1	LMX2	LMX3	LMX4
N	Valid	117	117	117	117
	Missing	0	0	0	0
Mean		3,95	3,74	3,67	4,05

**LMX1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	,9	,9	,9
3	26	22,2	22,2	23,1
Valid 4	68	58,1	58,1	81,2
5	22	18,8	18,8	100,0
Total	117	100,0	100,0	

**LMX2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	3,4	3,4	3,4
3	31	26,5	26,5	29,9
Valid 4	74	63,2	63,2	93,2
5	8	6,8	6,8	100,0
Total	117	100,0	100,0	

**LMX3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	6,0	6,0	6,0
Valid 3	35	29,9	29,9	35,9
4	65	55,6	55,6	91,5

5	10	8,5	8,5	100,0
Total	117	100,0	100,0	

**LMX4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	23	19,7	19,7	19,7
4	65	55,6	55,6	75,2
5	29	24,8	24,8	100,0
Total	117	100,0	100,0	

**Statistics**

		KK1	KK2	KK3	KK4	KK5
N	Valid	117	117	117	117	117
	Missing	0	0	0	0	0
Mean		3,62	3,66	3,79	4,14	4,09

**KK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	11	9,4	9,4	9,4
3	41	35,0	35,0	44,4
4	46	39,3	39,3	83,8
5	19	16,2	16,2	100,0
Total	117	100,0	100,0	



**KK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	12	10,3	10,3	10,3
3	35	29,9	29,9	40,2
Valid 4	51	43,6	43,6	83,8
5	19	16,2	16,2	100,0
Total	117	100,0	100,0	

**KK3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	2,6	2,6	2,6
3	39	33,3	33,3	35,9
Valid 4	55	47,0	47,0	82,9
5	20	17,1	17,1	100,0
Total	117	100,0	100,0	

**KK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	23	19,7	19,7	19,7
Valid 4	56	47,9	47,9	67,5
5	37	31,6	31,6	99,1

6	1	,9	,9	100,0
Total	117	100,0	100,0	

**KK5**

	Frequenc y	Percent	Valid Percent	Cumulative Percent
2	4	3,4	3,4	3,4
3	20	17,1	17,1	20,5
Valid 4	54	46,2	46,2	66,7
5	39	33,3	33,3	100,0
Total	117	100,0	100,0	

**Statistics**

		KK1	KK2	KK3	KK4	KK5
N	Valid	117	117	117	117	117
	Missing	0	0	0	0	0
Mean		3,62	3,66	3,79	4,13	4,09

**KK1**

	Frequenc y	Percent	Valid Percent	Cumulative Percent
2	11	9,4	9,4	9,4
Valid 3	41	35,0	35,0	44,4
4	46	39,3	39,3	83,8
5	19	16,2	16,2	100,0

Total	117	100,0	100,0
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**KK2**

	Frekuensi	Percent	Valid Percent	Cumulative Percent
2	12	10,3	10,3	10,3
3	35	29,9	29,9	40,2
Valid 4	51	43,6	43,6	83,8
5	19	16,2	16,2	100,0
Total	117	100,0	100,0	

**KK3**

	Frekuensi	Percent	Valid Percent	Cumulative Percent
2	3	2,6	2,6	2,6
3	39	33,3	33,3	35,9
Valid 4	55	47,0	47,0	82,9
5	20	17,1	17,1	100,0
Total	117	100,0	100,0	

**KK4**

	Frekuensi	Percent	Valid Percent	Cumulative Percent
Valid 3	23	19,7	19,7	19,7
4	56	47,9	47,9	67,5

5	38	32,5	32,5	100,0
Total	117	100,0	100,0	

**KK5**

	Frequenc y	Percent	Valid Percent	Cumulative Percent
2	4	3,4	3,4	3,4
3	20	17,1	17,1	20,5
Valid 4	54	46,2	46,2	66,7
5	39	33,3	33,3	100,0
Total	117	100,0	100,0	

**Statistics**

		IL1	IL2	IL3	IL4
N	Valid	117	117	117	117
	Missing	0	0	0	0
Mean		1,85	2,24	1,79	2,25

**IL1**

	Frequenc y	Percent	Valid Percent	Cumulative Percent
1	45	38,5	38,5	38,5
Valid 2	48	41,0	41,0	79,5
3	22	18,8	18,8	98,3
4	1	,9	,9	99,1

5	1	,9	,9	100,0
Total	117	100,0	100,0	

**IL2**

	Frequenc y	Percent	Valid Percent	Cumulative Percent
1	33	28,2	28,2	28,2
2	40	34,2	34,2	62,4
3	28	23,9	23,9	86,3
4	15	12,8	12,8	99,1
5	1	,9	,9	100,0
Total	117	100,0	100,0	

**IL3**

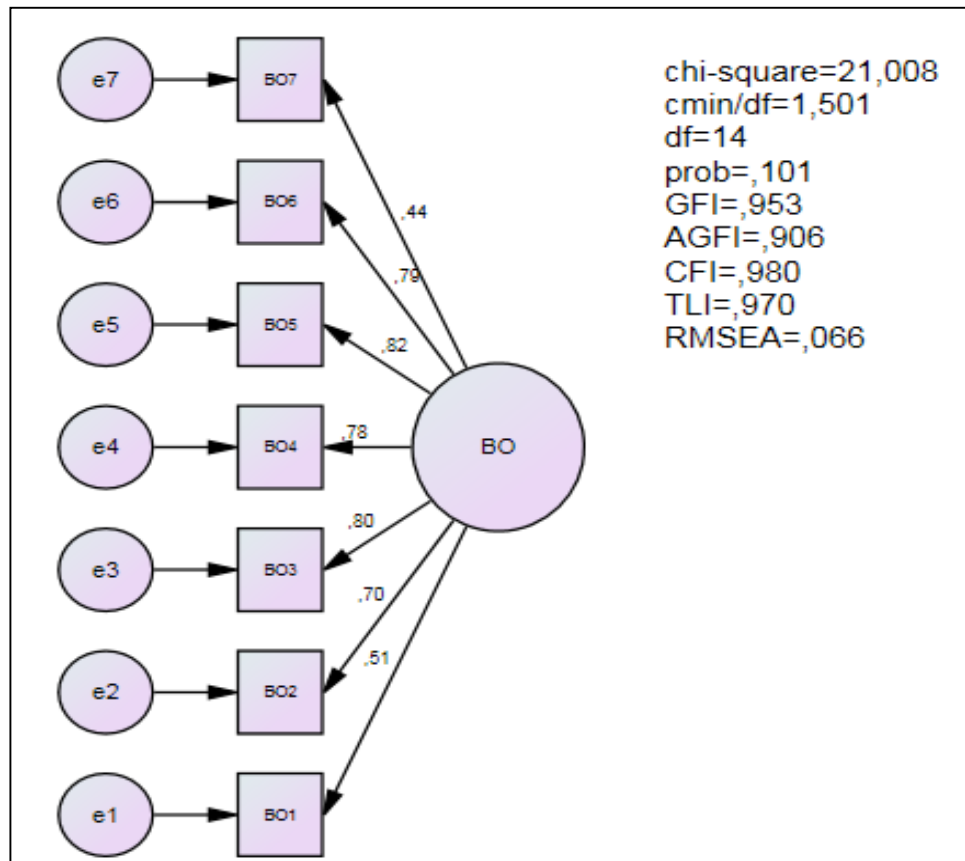
	Frequenc y	Percent	Valid Percent	Cumulative Percent
1	45	38,5	38,5	38,5
2	54	46,2	46,2	84,6
3	16	13,7	13,7	98,3
4	1	,9	,9	99,1
5	1	,9	,9	100,0
Total	117	100,0	100,0	

**IL4**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	18	15,4	15,4	15,4
2	57	48,7	48,7	64,1
3	38	32,5	32,5	96,6
4	3	2,6	2,6	99,1
5	1	,9	,9	100,0
Total	117	100,0	100,0	

**LAMPIRAN III: HASIL AMOS***Uji Confirmatory Factor Analysis CFA*

## Uji CFA Variabel Budaya Organisasional



**Scalar Estimates (Group number 1 - Default model)****Maximum Likelihood Estimates****Regression Weights: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
BO1 <--- BO	1,000				
BO2 <--- BO	1,292	,251	5,151	***	
BO3 <--- BO	1,364	,249	5,481	***	
BO4 <--- BO	1,441	,267	5,406	***	
BO5 <--- BO	1,563	,282	5,544	***	
BO6 <--- BO	1,377	,252	5,460	***	
BO7 <--- BO	1,022	,266	3,838	***	

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

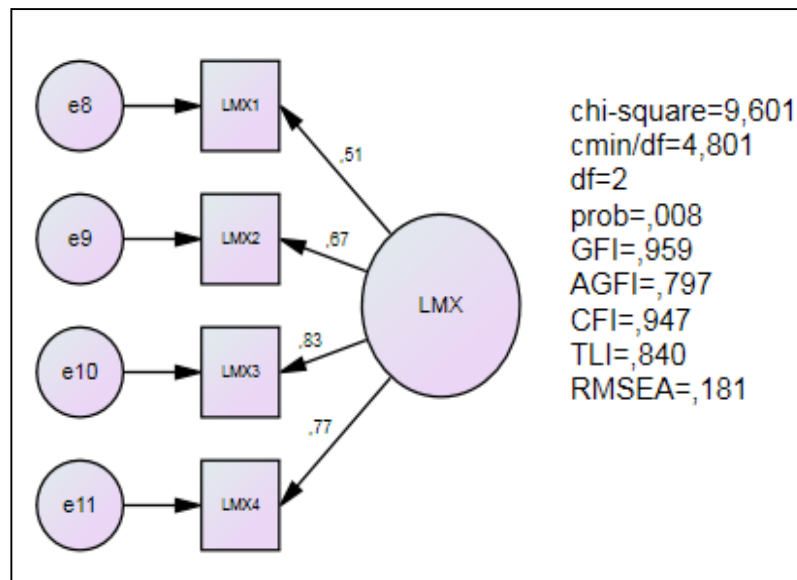
	Estimate
BO1 <--- BO	,510
BO2 <--- BO	,703
BO3 <--- BO	,801
BO4 <--- BO	,776
BO5 <--- BO	,823
BO6 <--- BO	,794
BO7 <--- BO	,440

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



	Estimate	S.E.	C.R.	P	Label
BO	,127	,045	2,804	,005	
e1	,361	,049	7,304	***	
e2	,218	,032	6,746	***	
e3	,133	,022	6,007	***	
e4	,174	,028	6,254	***	
e5	,148	,026	5,726	***	
e6	,142	,023	6,082	***	
e7	,554	,075	7,404	***	

#### Uji CFA Variabel *Leader Member Exchange*



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

	Estimate	S.E.	C.R.	P	Label
LMX4 <--- LMX	1,000				

	Estimate	S.E.	C.R.	P	Label
LMX3 <--- LMX	1,162	,157	7,407	***	par_1
LMX2 <--- LMX	,828	,125	6,610	***	par_2
LMX1 <--- LMX	,661	,132	5,021	***	par_3

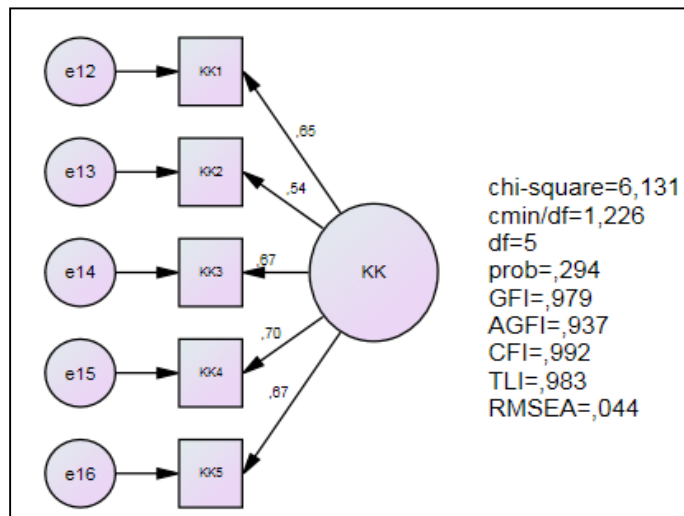
**Standardized Regression Weights: (Group number 1 - Default model)**

	Estimate
LMX4 <--- LMX	,769
LMX3 <--- LMX	,830
LMX2 <--- LMX	,670
LMX1 <--- LMX	,508

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

	Estimate	S.E.	C.R.	P	Label
LMX	,262	,060	4,380	***	par_4
e11	,180	,036	4,957	***	par_5
e10	,160	,042	3,792	***	par_6
e9	,220	,035	6,235	***	par_7
e8	,328	,046	7,050	***	par_8

Uji CFA Variabel Kepuasan Kerja

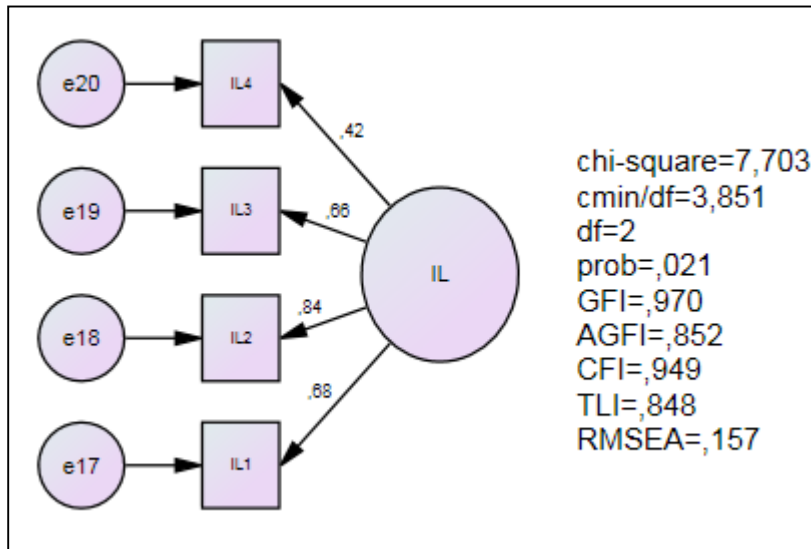


### Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KK5 <--- KK	1,000				
KK4 <--- KK	,927	,159	5,848	***	par_1
KK3 <--- KK	,942	,165	5,710	***	par_2
KK2 <--- KK	,874	,182	4,794	***	par_3
KK1 <--- KK	1,043	,188	5,543	***	par_4

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

	Estimate
KK5 <--- KK	,674
KK4 <--- KK	,699
KK3 <--- KK	,674
KK2 <--- KK	,539
KK1 <--- KK	,646

Uji CFA Variabel *Intention to Leave***Regression Weights: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
IL1 <--- IL	1,000				
IL2 <--- IL	1,577	,259	6,078	***	par_1
IL3 <--- IL	,927	,159	5,834	***	par_2
IL4 <--- IL	,594	,151	3,937	***	par_3

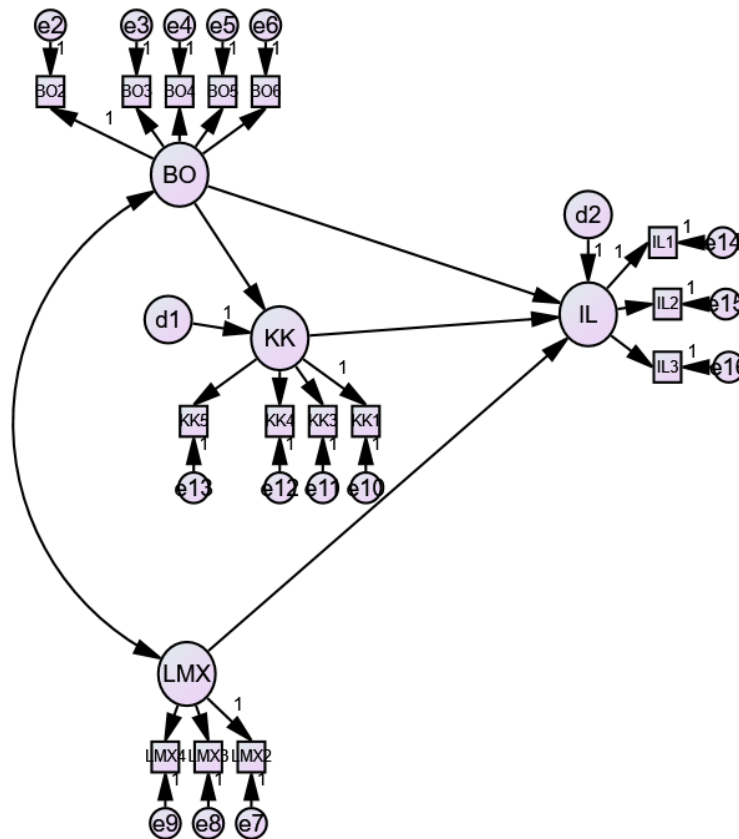
**Standardized Regression Weights: (Group number 1 - Default model)**

	Estimate
IL1 <--- IL	,675
IL2 <--- IL	,843
IL3 <--- IL	,662
IL4 <--- IL	,422

## Uji Reliabilitas

No	Variabel	Indikator	Standardize Factor Loading	SFL Kuadrat	Error [εj]	Construct Reliability	AVE
1	Budaya Organisasi (BO)	BO2	0,703	0,494209	0,506	0,885989	0,666011
		BO3	0,801	0,641601	0,358		
		BO4	0,776	0,602176	0,398		
		BO5	0,823	0,677329	0,323		
		BO6	0,794	0,630436	0,370		
2	Leader Member Exchange (LMX)	LMX2	0,830	0,6889	0,311	0,715387	0,555903
		LMX3	0,670	0,4489	0,551		
		LMX4	0,508	0,258064	0,742		
3	Kepuasan Kerja (KK)	KK1	0,646	0,417	0,583	0,729126	0,515192
		KK3	0,674	0,454	0,546		
		KK4	0,699	0,489	0,709		
		KK5	0,674	0,454	0,511		
4	Intention to Leave (IL)	IL1	0,675	0,456	0,544	0,773014	0,609708
		IL2	0,843	0,711	0,289		
		IL3	0,662	0,438	0,562		

### Analisis Model Struktural



Hasil Uji Outlier

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

Observation number	Mahalanobis d-squared	p1	p2
84	47,699	,000	,019
28	36,029	,007	,198
29	31,698	,024	,531
17	31,538	,025	,334
111	31,487	,025	,175
87	31,095	,028	,112
20	30,201	,036	,124

Observation number	Mahalanobis d-squared	p1	p2
41	29,736	,040	,099
24	29,719	,040	,047
63	29,267	,045	,040
100	29,194	,046	,019
30	28,846	,050	,015
49	28,286	,058	,018
42	27,934	,063	,016
6	26,912	,081	,050
18	26,776	,083	,034
102	26,349	,092	,040
71	26,208	,095	,028
81	26,179	,096	,016
57	24,671	,134	,152
74	24,596	,136	,113
70	24,492	,140	,088
9	24,048	,153	,124
78	23,967	,156	,094
68	23,650	,167	,111
25	22,147	,226	,570
27	21,815	,240	,630
54	21,695	,246	,600
48	21,652	,248	,535
45	21,605	,250	,472
36	21,566	,252	,406
114	20,706	,295	,723

Observation number	Mahalanobis d-squared	p1	p2
83	20,633	,298	,683
66	20,529	,304	,656
34	19,934	,337	,830
69	19,750	,347	,839
113	19,594	,356	,841
110	19,115	,385	,925
21	18,834	,402	,948
91	18,790	,405	,932
88	18,473	,425	,959
53	18,429	,428	,946
39	18,296	,436	,945
77	18,277	,438	,925
51	18,094	,449	,934
106	18,094	,449	,907
47	18,013	,455	,894
13	17,996	,456	,861
90	17,871	,464	,859
44	17,727	,474	,864
56	17,509	,488	,891
46	17,410	,495	,883
62	17,400	,496	,846
16	17,374	,498	,808
79	17,250	,506	,808
2	17,101	,516	,817
5	17,004	,523	,806



Observation number	Mahalanobis d-squared	p1	p2
35	16,654	,547	,886
115	16,319	,570	,937
75	16,031	,590	,963
10	16,017	,591	,948
40	15,823	,605	,959
4	15,782	,608	,947
112	15,733	,611	,935
65	15,608	,620	,936
1	15,567	,623	,919
64	15,311	,641	,947
89	15,248	,645	,936
92	15,147	,652	,933
59	14,962	,665	,945
76	14,960	,665	,921
98	14,958	,665	,890
15	14,929	,667	,860
101	14,929	,667	,813
11	14,906	,668	,768
52	14,875	,671	,722
14	14,788	,676	,703
8	14,669	,685	,700
43	14,545	,693	,700
108	14,458	,699	,679
7	14,445	,700	,613
19	14,359	,705	,588

Observation number	Mahalanobis d-squared	p1	p2
33	14,347	,706	,516
105	14,182	,717	,539
22	14,030	,727	,553
37	13,959	,732	,516
96	13,867	,738	,491
32	13,860	,738	,412
86	13,829	,740	,350
58	13,771	,744	,305
60	13,636	,752	,304
31	13,628	,753	,236
80	13,259	,776	,359
82	13,121	,784	,356
116	12,928	,796	,383
26	12,830	,802	,353
103	12,776	,805	,298
107	12,737	,807	,238
12	12,257	,834	,416
72	11,585	,868	,719

### Uji Normalitas Data

Variabel	Min	Max	skew	c.r.	kurtosis	sc.r.
IL3	1,000	5,000	-,973	-4,187	1,492	3,210

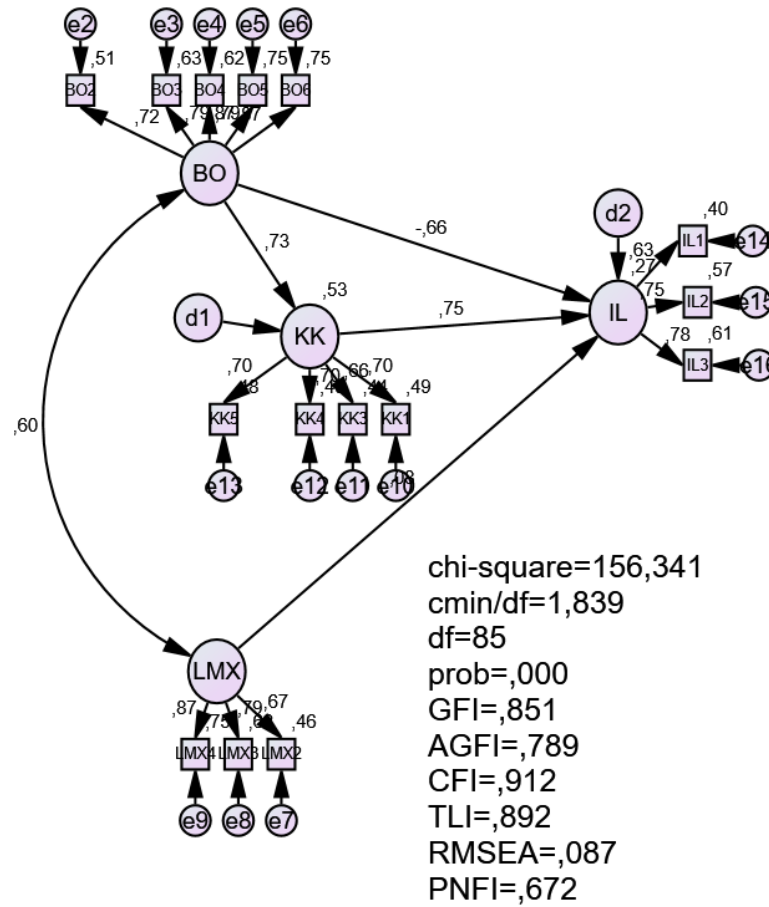
Variabel	Min	Max	skew	c.r.	kurtosis	sc.r.
IL2	1,000	5,000	-,509	-2,189	-,581	-1,248
IL1	3,000	5,000	-,392	-1,687	-,981	-2,109
KK5	2,000	5,000	-,514	-2,210	-,309	-,664
KK4	3,000	6,000	-,100	-,429	-,809	-1,740
KK3	2,000	5,000	,046	,198	-,592	-1,274
KK1	2,000	5,000	-,063	-,271	-,672	-1,446
LMX4	3,000	5,000	-,062	-,268	-,770	-1,656
LMX3	2,000	5,000	-,400	-1,720	,106	,228
LMX2	2,000	5,000	-,265	-1,140	,290	,623
BO6	3,000	5,000	-,235	-1,013	-,623	-1,340
BO5	2,000	5,000	-,599	-2,577	-,002	-,004
BO4	2,000	5,000	-,501	-2,156	,178	,382
BO3	3,000	5,000	-,399	-1,715	-,666	-1,433
BO2	3,000	5,000	-,333	-1,432	-,785	-1,689
Multivariate					6,181	1,442

### Uji Multikolinieritas

Correlations: (Group number 1 - Default model)

	Estimate
BO <--> LMX	,597

### Uji Model Goodness of Fit



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

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KK <--- BO	,914	,167	5,457	***	par_12
IL <--- BO	-,618	,211	-2,925	,003	par_13
IL <--- KK	,563	,187	3,006	,003	par_14
IL <--- LMX	,089	,194	,459	,646	par_16
BO2 <--- BO	1,000				
BO3 <--- BO	1,022	,128	7,958	***	par_1

	Estimate	S.E.	C.R.	P	Label
BO4 <--- BO	1,080	,136	7,960	***	par_2
BO5 <--- BO	1,236	,141	8,775	***	par_3
BO6 <--- BO	1,090	,125	8,694	***	par_4
LMX2 <--- LMX	1,000				
LMX3 <--- LMX	1,441	,207	6,964	***	par_5
LMX4 <--- LMX	1,507	,219	6,878	***	par_6
KK1 <--- KK	1,000				
KK3 <--- KK	,830	,139	5,957	***	par_7
KK4 <--- KK	,854	,151	5,667	***	par_8
KK5 <--- KK	,912	,159	5,733	***	par_9
IL1 <--- IL	1,000				
IL2 <--- IL	1,684	,289	5,821	***	par_10
IL3 <--- IL	1,346	,263	5,124	***	par_11

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

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

	Estimate
KK <--- BO	,727
IL <--- BO	-,657
IL <--- KK	,753
IL <--- LMX	,077
BO2 <--- BO	,715
BO3 <--- BO	,793
BO4 <--- BO	,789
BO5 <--- BO	,868

	Estimate
BO6 <--- BO	,867
LMX2 <--- LMX	,675
LMX3 <--- LMX	,785
LMX4 <--- LMX	,868
KK1 <--- KK	,699
KK3 <--- KK	,661
KK4 <--- KK	,703
KK5 <--- KK	,696
IL1 <--- IL	,629
IL2 <--- IL	,754
IL3 <--- IL	,780

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

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
BO <--> LMX	,109	,027	3,979	***	par_15

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

Correlations: (Group number 1 - Default model)

	Estimate
BO <--> LMX	,597

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

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
BO	,226	,054	4,211	***	par_17

	Estimate	S.E.	C.R.	P	Label
LMX	,149	,040	3,703	***	par_18
d1	,168	,054	3,130	,002	par_19
d2	,145	,055	2,651	,008	par_20
e2	,215	,032	6,734	***	par_21
e3	,139	,022	6,310	***	par_22
e4	,160	,025	6,346	***	par_23
e5	,113	,021	5,380	***	par_24
e6	,088	,016	5,439	***	par_25
e7	,178	,029	6,190	***	par_26
e8	,192	,039	4,904	***	par_27
e9	,110	,034	3,191	,001	par_28
e10	,373	,068	5,478	***	par_29
e11	,317	,051	6,163	***	par_30
e12	,266	,048	5,591	***	par_31
e13	,315	,055	5,704	***	par_32
e14	,305	,052	5,877	***	par_33
e15	,430	,108	3,968	***	par_34
e16	,234	,067	3,475	***	par_35

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

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

	Estimate
KK	,528
IL	,275
IL3	,608
IL2	,568

	Estimate
IL1	,396
KK5	,484
KK4	,495
KK3	,437
KK1	,489
LMX4	,754
LMX3	,617
LMX2	,456
BO6	,752
BO5	,754
BO4	,622
BO3	,629
BO2	,512

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

Total Effects (Group number 1 - Default model)

	LMX	BO	KK	IL
KK	,000	,914	,000	,000
IL	,089	-,103	,563	,000
IL3	,120	-,139	,758	1,346
IL2	,150	-,174	,949	1,684
IL1	,089	-,103	,563	1,000
KK5	,000	,833	,912	,000
KK4	,000	,781	,854	,000
KK3	,000	,759	,830	,000



	LMX	BO	KK	IL
KK1	,000	,914	1,000	,000
LMX4	1,507	,000	,000	,000
LMX3	1,441	,000	,000	,000
LMX2	1,000	,000	,000	,000
BO6	,000	1,090	,000	,000
BO5	,000	1,236	,000	,000
BO4	,000	1,080	,000	,000
BO3	,000	1,022	,000	,000
BO2	,000	1,000	,000	,000

### Standardized Total Effects (Group number 1 - Default model)

Standardized Total Effects (Group number 1 - Default model)

	LMX	BO	KK	IL
KK	,000	,727	,000	,000
IL	,077	-,110	,753	,000
IL3	,060	-,086	,587	,780
IL2	,058	-,083	,567	,754
IL1	,048	-,069	,473	,629
KK5	,000	,506	,696	,000
KK4	,000	,511	,703	,000
KK3	,000	,481	,661	,000
KK1	,000	,508	,699	,000
LMX4	,868	,000	,000	,000
LMX3	,785	,000	,000	,000
LMX2	,675	,000	,000	,000

	LMX	BO	KK	IL
BO6	,000	,867	,000	,000
BO5	,000	,868	,000	,000
BO4	,000	,789	,000	,000
BO3	,000	,793	,000	,000
BO2	,000	,715	,000	,000

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

Standardized Direct Effects (Group number 1 - Default model)

	LMX	BO	KK	IL
KK	,000	,727	,000	,000
IL	,077	-,657	,753	,000
IL3	,000	,000	,000	,780
IL2	,000	,000	,000	,754
IL1	,000	,000	,000	,629
KK5	,000	,000	,696	,000
KK4	,000	,000	,703	,000
KK3	,000	,000	,661	,000
KK1	,000	,000	,699	,000
LMX4	,868	,000	,000	,000
LMX3	,785	,000	,000	,000
LMX2	,675	,000	,000	,000
BO6	,000	,867	,000	,000
BO5	,000	,868	,000	,000
BO4	,000	,789	,000	,000
BO3	,000	,793	,000	,000

	LMX	BO	KK	IL
BO2	,000	,715	,000	,000

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

Standardized Indirect Effects (Group number 1 - Default model)

	LMX	BO	KK	IL
KK	,000	,000	,000	,000
IL	,000	,547	,000	,000
IL3	,060	-,086	,587	,000
IL2	,058	-,083	,567	,000
IL1	,048	-,069	,473	,000
KK5	,000	,506	,000	,000
KK4	,000	,511	,000	,000
KK3	,000	,481	,000	,000
KK1	,000	,508	,000	,000
LMX4	,000	,000	,000	,000
LMX3	,000	,000	,000	,000
LMX2	,000	,000	,000	,000
BO6	,000	,000	,000	,000
BO5	,000	,000	,000	,000
BO4	,000	,000	,000	,000
BO3	,000	,000	,000	,000
BO2	,000	,000	,000	,000

## Model Fit Summary

### CMIN

#### CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	35	156,341	85	,000	1,839
Saturated model	120	,000	0		
Independence model	15	917,273	105	,000	8,736

### RMR, GFI

#### RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,053	,851	,789	,603
Saturated model	,000	1,000		
Independence model	,179	,325	,229	,284

### Baseline Comparisons

#### Baseline Comparisons

Model	NFI	RFI	IFI	TLI	CFI
	Delta1	rho1	Delta2	rho2	
Default model	,830	,789	,914	,892	,912
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

### Parsimony-Adjusted Measures

#### Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,810	,672	,738
Saturated model	,000	,000	,000

Model	PRATIO	PNFI	PCFI
Independence model	1,000	,000	,000

## NCP

NCP

Model	NCP	LO 90	HI 90
Default model	71,341	40,095	110,416
Saturated model	,000	,000	,000
Independence model	812,273	719,221	912,779

## FMIN

FMIN

Model	FMIN	FO	LO 90	HI 90
Default model	1,421	,649	,364	1,004
Saturated model	,000	,000	,000	,000
Independence model	8,339	7,384	6,538	8,298

## RMSEA

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,087	,065	,109	,004
Independence model	,265	,250	,281	,000

## AIC

AIC

Model	AIC	BCC	BIC	CAIC
Default model	226,341	238,256	321,174	356,174

Model	AIC	BCC	BIC	CAIC
Saturated model	240,000	280,851	565,144	685,144
Independence model	947,273	952,380	987,916	1002,916

## ECVI

### ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	2,058	1,774	2,413	2,166
Saturated model	2,182	2,182	2,182	2,553
Independence model	8,612	7,766	9,525	8,658

## HOELTER

### HOELTER

Model	HOELTER .05	HOELTER .01
Default model	76	84
Independence model	16	17