

Lampiran 2 : Hasil Uji Reabilitas

Reliability

Scale: Motivasi Berprestasi

Case Processing Summary

		N	%
Cases	Valid	119	100,0
	Excluded ^a	0	,0
	Total	119	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,768	20

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1_1	68,3193	36,338	,074	,777
X1_2	68,2437	30,847	,674	,730
X1_3	68,3277	31,443	,694	,732
X1_4	68,3529	36,688	,064	,775
X1_5	68,3697	31,710	,684	,733
X1_6	68,2353	30,961	,662	,731
X1_7	68,2689	36,385	,098	,773
X1_8	68,2437	35,711	,200	,767
X1_9	68,2773	30,694	,710	,728
X1_10	68,3277	30,782	,706	,728
X1_11	68,2857	36,680	,083	,773
X1_12	68,3613	36,656	,072	,774
X1_13	68,4034	36,717	,080	,773
X1_14	68,1933	36,411	,078	,776
X1_15	68,2605	37,025	,025	,776
X1_16	68,2185	30,511	,699	,728
X1_17	68,2017	36,552	,064	,776
X1_18	68,2437	36,440	,062	,778
X1_19	68,1933	31,022	,642	,733
X1_20	68,2773	37,134	,001	,779

Reliability

Scale: Motivasi Berafiliasi

Case Processing Summary

		N	%
Cases	Valid	119	100,0
	Excluded ^a	0	,0
	Total	119	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,719	20

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2_1	68,9496	29,523	,580	,677
X2_2	69,0168	34,661	,092	,724
X2_3	69,0336	30,321	,598	,680
X2_4	68,9496	33,472	,175	,719
X2_5	69,0840	29,908	,594	,678
X2_6	68,9076	34,746	,083	,725
X2_7	69,0504	29,489	,681	,670
X2_8	69,0168	34,813	,077	,725
X2_9	69,0084	29,500	,686	,670
X2_10	68,9580	34,583	,082	,726
X2_11	69,0336	30,287	,614	,679
X2_12	69,0168	29,559	,655	,672
X2_13	68,9496	34,879	,060	,727
X2_14	68,9328	35,419	-,003	,732
X2_15	68,9580	35,719	-,030	,732
X2_16	69,0084	35,907	-,058	,735
X2_17	69,0168	35,729	-,031	,732
X2_18	69,1597	29,813	,667	,673
X2_19	69,1008	35,769	-,047	,736
X2_20	69,1429	33,632	,168	,720

Reliability

Scale: Motivasi Kekuasaan

Case Processing Summary

		N	%
Cases	Valid	119	100,0
	Excluded ^a	0	,0
	Total	119	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,782	20

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3_1	68,5294	34,455	,612	,755
X3_2	68,4958	39,201	,096	,787
X3_3	68,4286	39,128	,083	,789
X3_4	68,5714	34,010	,704	,749
X3_5	68,5210	33,438	,670	,749
X3_6	68,3277	39,459	,056	,790
X3_7	68,3529	39,196	,075	,790
X3_8	68,3950	39,563	,028	,793
X3_9	68,5042	34,184	,687	,751
X3_10	68,5798	34,500	,616	,755
X3_11	68,4874	38,489	,203	,781
X3_12	68,5966	38,480	,160	,784
X3_13	68,4958	38,405	,182	,783
X3_14	68,6134	34,375	,588	,756
X3_15	68,4790	34,031	,659	,751
X3_16	68,4622	39,420	,048	,791
X3_17	68,4706	39,133	,087	,788
X3_18	68,5042	33,744	,704	,748
X3_19	68,5042	39,574	,009	,797
X3_20	68,4370	33,994	,649	,752

Reliability

Scale: Kepuasan Kerja

Case Processing Summary

		N	%
Cases	Valid	119	100,0
	Excluded ^a	0	,0
	Total	119	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,815	20

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1_1	67,2101	52,845	,145	,821
Y1_2	67,1429	52,598	,158	,821
Y1_3	67,1765	47,909	,674	,792
Y1_4	67,2605	47,296	,698	,790
Y1_5	67,2101	52,252	,195	,818
Y1_6	67,0168	53,101	,179	,817
Y1_7	67,0336	46,253	,738	,786
Y1_8	67,0168	52,525	,194	,817
Y1_9	66,9748	53,194	,150	,819
Y1_10	67,0504	48,336	,687	,793
Y1_11	67,0924	47,729	,707	,790
Y1_12	67,0756	53,477	,166	,817
Y1_13	67,2857	46,680	,699	,788
Y1_14	67,1681	46,582	,750	,786
Y1_15	67,0756	54,087	,043	,828
Y1_16	67,1261	47,433	,689	,790
Y1_17	67,2185	47,901	,728	,790
Y1_18	67,0924	53,932	,081	,823
Y1_19	67,0168	53,813	,126	,819
Y1_20	67,2101	54,489	,094	,818

Reliability

Scale: Kinerja

Case Processing Summary

		N	%
Cases	Valid	119	100,0
	Excluded ^a	0	,0
	Total	119	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,781	16

Item-Total Statistics

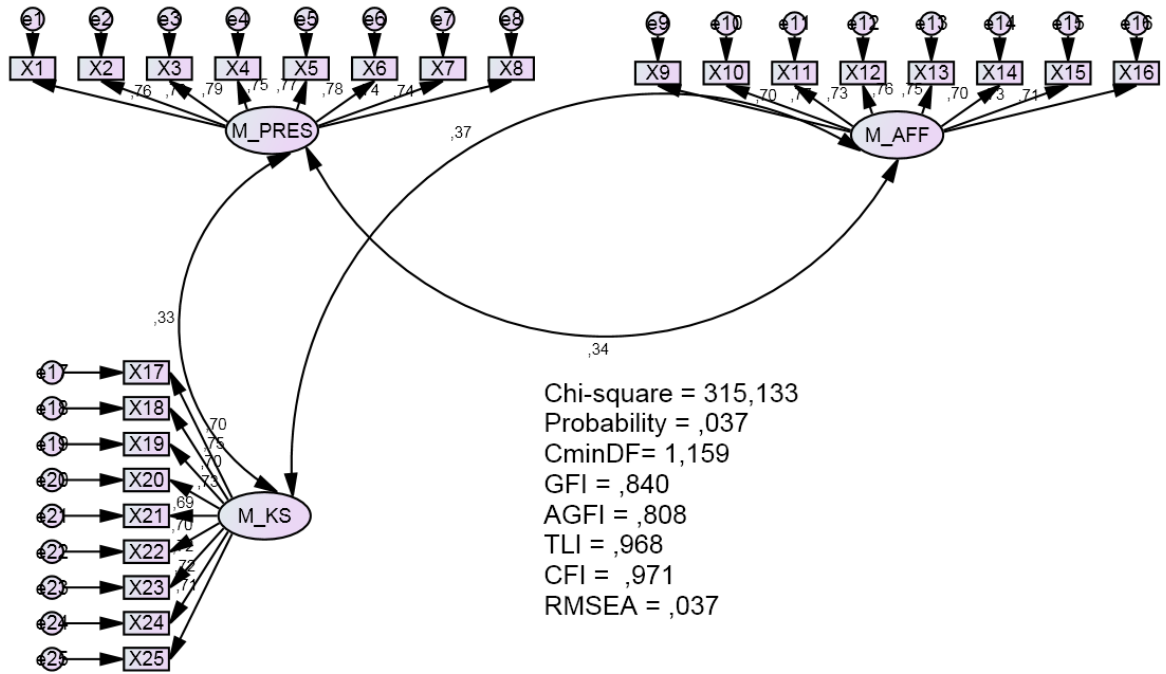
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y2_1	53,1261	31,060	,172	,789
Y2_2	53,1849	28,050	,589	,752
Y2_3	53,2605	29,093	,605	,755
Y2_4	53,2857	31,172	,201	,784
Y2_5	53,3193	31,423	,231	,780
Y2_6	53,2269	28,296	,582	,753
Y2_7	53,2269	28,719	,594	,754
Y2_8	53,1765	31,265	,215	,782
Y2_9	53,2101	31,337	,227	,780
Y2_10	53,3193	28,456	,614	,752
Y2_11	53,3361	31,089	,196	,785
Y2_12	53,3193	31,270	,134	,794
Y2_13	53,2773	28,372	,568	,754
Y2_14	53,3866	28,663	,564	,755
Y2_15	53,2941	28,599	,620	,752
Y2_16	53,2773	31,456	,167	,786

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Motivasi Berprestasi	119	18,00	39,00	28,7983	5,00098
Motivasi Beraf iliasi	119	19,00	37,00	28,8403	4,87641
Motivasi Kekuasaan	119	23,00	41,00	32,0924	5,05728
Kepuasan	119	21,00	43,00	31,4874	5,54162
Kinerja	119	21,00	36,00	28,3445	4,09306
Valid N (listwise)	119				

Lampiran 3 : Hasil Uji Model Faktor Konfirmatori Faktor Eksogen



Analysis Summary

Date and Time

Date: 11 Agustus 2016

Time: 12:52:13

Title

Grafik eksogen: 11 Agustus 2016 12:52

Notes for Group (Group number 1)

The model is recursive.

Sample size = 119

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

X1

X2

X3

X4
X5
X6
X7
X8
X9
X10
X11
X12
X13
X14
X15
X16
X25
X24
X23
X22
X21
X20
X19
X18
X17

Unobserved, exogenous variables

M_PRES

e1
e2
e3
e4
e5
e6
e7
e8

M_AFF

e9
e10
e11
e12
e13
e14
e15
e16

M_KS

e25
e24
e23
e22

e21
e20
e19
e18
e17

Variable counts (Group number 1)

Number of variables in your model: 53
Number of observed variables: 25
Number of unobserved variables: 28
Number of exogenous variables: 28
Number of endogenous variables: 25

Parameter Summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	28	0	0	0	0	28
Labeled	0	0	0	0	0	0
Unlabeled	22	3	28	0	0	53
Total	50	3	28	0	0	81

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 325
Number of distinct parameters to be estimated: 53
Degrees of freedom (325 - 53): 272

Result (Default model)

Minimum was achieved
Chi-square = 315,133
Degrees of freedom = 272
Probability level = ,037

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Lampiran 4 : Hasil Regression Weight Faktor Konfirmatory Faktor Eksogen

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X1 <--- M_PRES	1,000				
X2 <--- M_PRES	,908	,105	8,690	***	
X3 <--- M_PRES	,898	,101	8,891	***	
X4 <--- M_PRES	,992	,118	8,422	***	
X5 <--- M_PRES	,991	,115	8,594	***	
X6 <--- M_PRES	1,004	,114	8,798	***	
X7 <--- M_PRES	,991	,121	8,205	***	
X8 <--- M_PRES	,990	,120	8,257	***	
X9 <--- M_AFF	1,000				
X10 <--- M_AFF	,938	,121	7,759	***	
X11 <--- M_AFF	,954	,130	7,341	***	
X12 <--- M_AFF	,958	,125	7,683	***	
X13 <--- M_AFF	,932	,124	7,545	***	
X14 <--- M_AFF	,841	,119	7,097	***	
X15 <--- M_AFF	,934	,127	7,357	***	
X16 <--- M_AFF	,865	,120	7,209	***	
X25 <--- M_KS	1,000				
X24 <--- M_KS	,989	,134	7,377	***	
X23 <--- M_KS	,995	,135	7,346	***	
X22 <--- M_KS	1,010	,141	7,174	***	
X21 <--- M_KS	,939	,133	7,074	***	
X20 <--- M_KS	,953	,128	7,461	***	
X19 <--- M_KS	1,049	,146	7,180	***	
X18 <--- M_KS	,986	,129	7,659	***	
X17 <--- M_KS	,959	,134	7,136	***	

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

	Estimate
X1 <--- M_PRES	,759
X2 <--- M_PRES	,775
X3 <--- M_PRES	,791
X4 <--- M_PRES	,754
X5 <--- M_PRES	,768
X6 <--- M_PRES	,784
X7 <--- M_PRES	,737

	Estimate
X8 <--- M_PRES	,741
X9 <--- M_AFF	,702
X10 <--- M_AFF	,769
X11 <--- M_AFF	,725
X12 <--- M_AFF	,761
X13 <--- M_AFF	,747
X14 <--- M_AFF	,700
X15 <--- M_AFF	,727
X16 <--- M_AFF	,712
X25 <--- M_KS	,708
X24 <--- M_KS	,722
X23 <--- M_KS	,719
X22 <--- M_KS	,701
X21 <--- M_KS	,691
X20 <--- M_KS	,730
X19 <--- M_KS	,702
X18 <--- M_KS	,750
X17 <--- M_KS	,698

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
M_PRES <--> M_KS	,110	,037	2,945	,003	
M_PRES <--> M_AFF	,128	,043	2,958	,003	
M_AFF <--> M_KS	,123	,039	3,127	,002	

Correlations: (Group number 1 - Default model)

	Estimate
M_PRES <--> M_KS	,333
M_PRES <--> M_AFF	,335
M_AFF <--> M_KS	,369

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
M_PRES	,376	,079	4,738	***	
M_AFF	,386	,091	4,218	***	
M_KS	,290	,068	4,271	***	
e1	,277	,041	6,762	***	
e2	,206	,031	6,663	***	

	Estimate	S.E.	C.R.	P	Label
e3	,182	,028	6,552	***	
e4	,281	,041	6,790	***	
e5	,258	,038	6,711	***	
e6	,238	,036	6,605	***	
e7	,310	,045	6,878	***	
e8	,302	,044	6,858	***	
e9	,397	,058	6,889	***	
e10	,234	,036	6,496	***	
e11	,316	,047	6,774	***	
e12	,257	,039	6,555	***	
e13	,266	,040	6,651	***	
e14	,284	,041	6,897	***	
e15	,300	,044	6,766	***	
e16	,281	,041	6,844	***	
e25	,288	,042	6,871	***	
e24	,261	,038	6,805	***	
e23	,269	,039	6,821	***	
e22	,306	,044	6,902	***	
e21	,280	,040	6,945	***	
e20	,231	,034	6,761	***	
e19	,329	,048	6,899	***	
e18	,219	,033	6,643	***	
e17	,282	,041	6,918	***	

Minimization History (Default model)

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	6		-1,085	9999,000	1708,250	0	9999,000
1	e	7		-,281	5,464	672,184	20	,176
2	e	4		-,103	1,246	413,294	4	,880
3	e	1		-,042	,437	377,851	4	,826
4	e	0	143,204		1,167	328,623	7	,898
5	e	0	49,233		,866	321,245	3	,000
6	e	0	71,693		,229	315,560	1	1,128
7	e	0	70,379		,063	315,145	1	1,097
8	e	0	71,196		,018	315,133	1	1,022
9	e	0	70,487		,001	315,133	1	1,001

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	53	315,133	272	,037	1,159
Saturated model	325	,000	0		
Independence model	25	1809,631	300	,000	6,032

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,036	,840	,808	,703
Saturated model	,000	1,000		
Independence model	,196	,262	,200	,242

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,826	,808	,972	,968	,971
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,907	,749	,881
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	43,133	3,204	91,332
Saturated model	,000	,000	,000
Independence model	1509,631	1379,300	1647,421

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	2,671	,366	,027	,774

Model	FMIN	F0	LO 90	HI 90
Saturated model	,000	,000	,000	,000
Independence model	15,336	12,793	11,689	13,961

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,037	,010	,053	,900
Independence model	,207	,197	,216	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	421,133	451,090	568,427	621,427
Saturated model	650,000	833,696	1553,215	1878,215
Independence model	1859,631	1873,761	1929,109	1954,109

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	3,569	3,231	3,977	3,823
Saturated model	5,508	5,508	5,508	7,065
Independence model	15,760	14,655	16,927	15,879

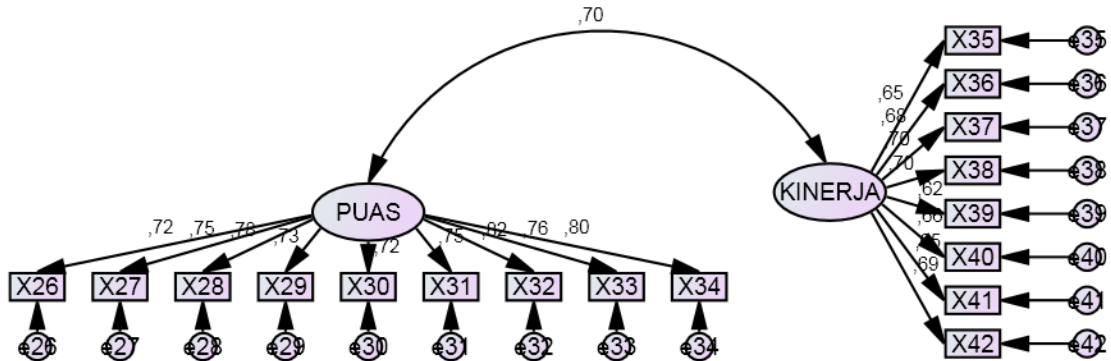
HOELTER

Model	HOELTER .05	HOELTER .01
Default model	117	124
Independence model	23	24

Execution time summary

Minimization: ,031
 Miscellaneous: 1,469
 Bootstrap: ,000
 Total: 1,500

Lampiran 5 : Hasil Uji Model Faktor Konfirmatori Faktor Endogen



Chi-square = 140,671
 Probability = ,076
 CminDF= 1,192
 GFI = ,881
 AGFI = ,846
 TLI = ,974
 CFI = ,977
 RMSEA = ,040

Analysis Summary

Date and Time

Date: 11 Agustus 2016
 Time: 12:57:07

Title

Grafik endogen: 11 Agustus 2016 12:57

Notes for Group (Group number 1)

The model is recursive.
 Sample size = 119

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

- X35
- X36
- X37

X38
X39
X40
X41
X42
X34
X33
X32
X31
X30
X29
X28
X27
X26
Unobserved, exogenous variables
KINERJA
e35
e36
e37
e38
e39
e40
e41
e42
PUAS
e34
e33
e32
e31
e30
e29
e28
e27
e26

Variable counts (Group number 1)

Number of variables in your model:	36
Number of observed variables:	17
Number of unobserved variables:	19
Number of exogenous variables:	19
Number of endogenous variables:	17

Parameter Summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	19	0	0	0	0	19
Labeled	0	0	0	0	0	0
Unlabeled	15	1	19	0	0	35
Total	34	1	19	0	0	54

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 153
Number of distinct parameters to be estimated: 35
Degrees of freedom (153 - 35): 118

Result (Default model)

Minimum was achieved
Chi-square = 140,671
Degrees of freedom = 118
Probability level = ,076

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Lampiran 6 : Hasil Regression Weight Faktor Konfirmatory Faktor Endogen

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X35 <--- KINERJA	1,000				
X36 <--- KINERJA	,839	,133	6,299	***	
X37 <--- KINERJA	1,050	,163	6,460	***	
X38 <--- KINERJA	,942	,147	6,409	***	
X39 <--- KINERJA	,865	,148	5,846	***	
X40 <--- KINERJA	,990	,162	6,127	***	
X41 <--- KINERJA	,926	,153	6,047	***	
X42 <--- KINERJA	,926	,145	6,374	***	
X34 <--- PUAS	1,000				
X33 <--- PUAS	1,070	,117	9,132	***	
X32 <--- PUAS	1,178	,118	10,005	***	
X31 <--- PUAS	1,134	,127	8,922	***	
X30 <--- PUAS	,951	,112	8,488	***	
X29 <--- PUAS	,908	,106	8,583	***	
X28 <--- PUAS	1,184	,126	9,420	***	
X27 <--- PUAS	1,054	,118	8,891	***	
X26 <--- PUAS	,963	,114	8,428	***	

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

	Estimate
X35 <--- KINERJA	,647
X36 <--- KINERJA	,682
X37 <--- KINERJA	,704
X38 <--- KINERJA	,697
X39 <--- KINERJA	,623
X40 <--- KINERJA	,660
X41 <--- KINERJA	,649
X42 <--- KINERJA	,692
X34 <--- PUAS	,796
X33 <--- PUAS	,764
X32 <--- PUAS	,819
X31 <--- PUAS	,751
X30 <--- PUAS	,722
X29 <--- PUAS	,728
X28 <--- PUAS	,783

	Estimate
X27 <--- PUAS	,749
X26 <--- PUAS	,718

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KINERJA <--> PUAS	,196	,043	4,605	***	

Correlations: (Group number 1 - Default model)

	Estimate
KINERJA <--> PUAS	,695

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KINERJA	,252	,067	3,739	***	
PUAS	,316	,062	5,107	***	
e35	,350	,051	6,928	***	
e36	,204	,030	6,768	***	
e37	,283	,043	6,650	***	
e38	,237	,035	6,690	***	
e39	,297	,042	7,016	***	
e40	,321	,047	6,875	***	
e41	,297	,043	6,919	***	
e42	,235	,035	6,716	***	
e34	,182	,027	6,675	***	
e33	,257	,037	6,866	***	
e32	,215	,033	6,495	***	
e31	,314	,045	6,933	***	
e30	,263	,037	7,051	***	
e29	,231	,033	7,027	***	
e28	,280	,041	6,762	***	
e27	,275	,040	6,942	***	
e26	,276	,039	7,066	***	

Minimization History (Default model)

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	4		-1,205	9999,000	1069,723	0	9999,000
1	e	2		-,134	4,502	406,624	20	,155
2	e	1		-,090	,798	279,093	5	,914

Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
3	e	1	-,010	1,315	179,636	6	,703
4	e*	0	137,885	1,177	151,121	5	,634
5	e	0	180,910	,317	141,515	1	1,130
6	e	0	240,120	,161	140,706	1	1,111
7	e	0	252,888	,036	140,671	1	1,038
8	e	0	253,212	,002	140,671	1	1,003
9	e	0	253,212	,000	140,671	1	,999

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	35	140,671	118	,076	1,192
Saturated model	153	,000	0		
Independence model	17	1137,714	136	,000	8,366

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,030	,881	,846	,679
Saturated model	,000	1,000		
Independence model	,238	,239	,144	,212

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,876	,857	,978	,974	,977
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,868	,760	,848
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	22,671	,000	56,565
Saturated model	,000	,000	,000
Independence model	1001,714	897,809	1113,073

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	1,192	,192	,000	,479
Saturated model	,000	,000	,000	,000
Independence model	9,642	8,489	7,609	9,433

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,040	,000	,064	,726
Independence model	,250	,237	,263	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	210,671	223,271	307,940	342,940
Saturated model	306,000	361,080	731,206	884,206
Independence model	1171,714	1177,834	1218,959	1235,959

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	1,785	1,593	2,073	1,892
Saturated model	2,593	2,593	2,593	3,060
Independence model	9,930	9,049	10,873	9,982

HOELTER

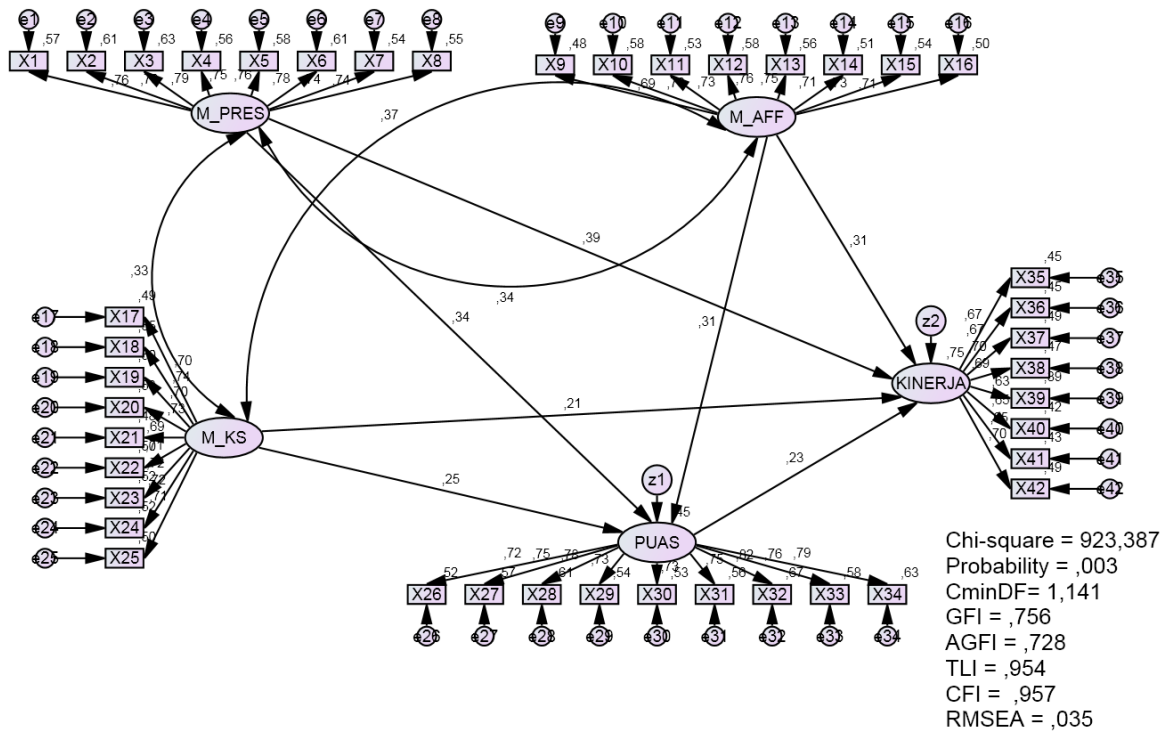
Model	HOELTER .05	HOELTER .01
Default model	122	132
Independence model	18	19

Execution time summary

Minimization: ,031

Miscellaneous:	,594
Bootstrap:	,000
Total:	,625

Lampiran 7 : Hasil Uji Full Model Structural Equation Modeling (SEM)



Analysis Summary

Date and Time

Date: 11 Agustus 2016

Time: 13:00:39

Title

Grafik full: 11 Agustus 2016 13:00

Notes for Group (Group number 1)

The model is recursive.

Sample size = 119

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

X1
X2
X3
X4
X5
X6
X7
X8
X9
X10
X11
X12
X13
X14
X15
X16
X25
X24
X23
X22
X21
X20
X19
X18
X17
X35
X36
X37
X38
X39
X40
X41
X42
X34
X33
X32
X31
X30
X29
X28
X27
X26
Unobserved, endogenous variables
KINERJA
PUAS
Unobserved, exogenous variables

M_PRES

e1

e2

e3

e4

e5

e6

e7

e8

M_AFF

e9

e10

e11

e12

e13

e14

e15

e16

M_KS

e25

e24

e23

e22

e21

e20

e19

e18

e17

e35

e36

e37

e38

e39

e40

e41

e42

e34

e33

e32

e31

e30

e29

e28

e27

e26

z1

z2

Variable counts (Group number 1)

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

Parameter Summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	49	0	0	0	0	49
Labeled	0	0	0	0	0	0
Unlabeled	44	3	47	0	0	94
Total	93	3	47	0	0	143

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
X26	2,000	5,000	,130	,579	-,330	-,735
X27	2,000	5,000	,195	,868	-,373	-,831
X28	2,000	5,000	-,014	-,062	-,662	-1,474
X29	2,000	5,000	-,010	-,047	-,256	-,571
X30	2,000	5,000	,403	1,796	-,460	-1,024
X31	2,000	5,000	,205	,911	-,548	-1,221
X32	2,000	5,000	,136	,607	-,483	-1,076
X33	2,000	5,000	,110	,490	-,448	-,998
X34	2,000	5,000	,152	,677	-,202	-,449
X42	2,000	5,000	,256	1,141	-,255	-,567
X41	2,000	5,000	-,022	-,100	-,285	-,635
X40	2,000	5,000	,284	1,264	-,403	-,897
X39	2,000	5,000	,015	,067	-,237	-,527
X38	2,000	5,000	,243	1,081	-,360	-,801
X37	2,000	5,000	-,003	-,013	-,352	-,784
X36	2,000	5,000	-,422	-1,880	-,158	-,352
X35	2,000	5,000	,100	,446	-,521	-1,160
X17	2,000	5,000	,031	,138	-,333	-,741
X18	2,000	5,000	-,003	-,015	-,252	-,562
X19	2,000	5,000	,154	,685	-,554	-1,233
X20	2,000	5,000	-,388	-1,726	-,065	-,145
X21	2,000	5,000	,149	,665	-,304	-,676

Variable	min	max	skew	c.r.	kurtosis	c.r.
X22	2,000	5,000	,016	,072	-,400	-,890
X23	2,000	5,000	,034	,150	-,380	-,846
X24	2,000	5,000	,322	1,432	-,480	-1,070
X25	2,000	5,000	,211	,940	-,604	-1,345
X16	2,000	5,000	-,133	-,594	-,353	-,787
X15	2,000	5,000	-,132	-,588	-,430	-,958
X14	2,000	5,000	,155	,691	-,454	-1,010
X13	2,000	5,000	,182	,811	-,587	-1,307
X12	2,000	5,000	-,217	-,965	-,336	-,749
X11	2,000	5,000	-,064	-,285	-,508	-1,132
X10	2,000	5,000	-,039	-,174	-,365	-,812
X9	2,000	5,000	-,100	-,444	-,777	-1,730
X8	2,000	5,000	,006	,026	-,642	-1,430
X7	2,000	5,000	,172	,765	-,753	-1,676
X6	2,000	5,000	,159	,707	-,471	-1,049
X5	2,000	5,000	-,167	-,744	-,393	-,874
X4	2,000	5,000	,073	,327	-,602	-1,341
X3	2,000	5,000	-,015	-,067	-,237	-,527
X2	2,000	5,000	-,026	-,117	-,267	-,594
X1	2,000	5,000	,290	1,293	-,735	-1,637
Multivariate					-3,764	-,338

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

Observation number	Mahalanobis d-squared	p1	p2
101	61,715	,025	,953
98	55,994	,073	,999
64	55,598	,078	,996
80	55,145	,084	,992
52	54,195	,098	,993
83	54,118	,100	,982
6	53,521	,110	,980
86	53,123	,117	,974
38	52,134	,136	,986
27	51,838	,142	,980
29	51,825	,142	,961
69	51,732	,144	,937
66	51,296	,154	,936
108	50,942	,162	,931
17	50,630	,170	,922
9	50,373	,176	,909

Observation number	Mahalanobis d-squared	p1	p2
26	50,257	,179	,876
46	49,982	,186	,864
8	49,589	,196	,871
85	49,469	,200	,835
79	49,204	,207	,824
3	48,839	,217	,834
68	48,651	,223	,811
75	48,523	,227	,774
19	48,508	,227	,705
41	48,101	,240	,737
119	47,972	,244	,697
82	47,495	,259	,751
4	47,469	,260	,687
74	47,454	,260	,613
7	47,403	,262	,547
116	47,216	,268	,525
95	46,968	,276	,524
65	46,749	,284	,515
48	46,572	,290	,493
44	45,944	,312	,623
37	45,657	,323	,641
39	45,598	,325	,585
58	45,284	,337	,615
87	44,994	,348	,637
114	44,925	,350	,587
77	44,654	,361	,605
81	44,388	,371	,623
67	44,268	,376	,591
60	43,987	,387	,616
50	43,974	,388	,547
12	43,639	,402	,593
49	43,587	,404	,538
76	43,420	,411	,525
10	42,981	,429	,611
57	42,479	,450	,715
31	42,385	,454	,681
90	42,346	,456	,627
55	42,254	,460	,589
102	42,020	,470	,604
51	41,735	,483	,637

Observation number	Mahalanobis d-squared	p1	p2
2	41,731	,483	,568
5	41,572	,490	,556
103	41,493	,493	,513
100	41,276	,503	,523
54	41,150	,508	,498
78	41,137	,509	,430
115	41,074	,512	,383
107	40,843	,522	,398
113	40,774	,525	,354
18	40,656	,530	,328
36	40,524	,536	,308
56	40,367	,543	,297
53	39,830	,567	,423
62	39,748	,570	,382
71	39,502	,581	,404
84	39,426	,585	,361
43	39,400	,586	,303
40	39,165	,596	,318
24	39,143	,597	,261
111	39,138	,597	,205
88	39,131	,598	,157
16	38,957	,605	,152
99	38,763	,614	,152
91	38,557	,623	,155
35	38,008	,647	,251
94	37,715	,659	,282
42	37,603	,664	,253
13	37,553	,666	,208
104	37,496	,669	,170
97	37,474	,670	,129
63	37,203	,681	,142
1	37,185	,682	,105
112	37,108	,685	,083
33	37,014	,689	,067
32	36,972	,691	,048
34	36,710	,702	,052
110	36,640	,705	,039
89	36,586	,707	,027
22	36,379	,715	,026
20	36,342	,717	,017

Observation number	Mahalanobis d-squared	p1	p2
61	36,249	,721	,012
15	35,865	,736	,017
106	35,838	,737	,010
11	35,818	,738	,006

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 903
Number of distinct parameters to be estimated: 94
Degrees of freedom (903 - 94): 809

Result (Default model)

Minimum was achieved
Chi-square = 923,387
Degrees of freedom = 809
Probability level = ,003

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Lampiran 8 : Hasil *Regression Weight Full Model Structural Equation Modeling* (SEM)

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
PUAS	<---	M_PRES	,308	,085	3,624	***	par_41
PUAS	<---	M_KS	,259	,097	2,680	,007	par_42
PUAS	<---	M_AFF	,281	,087	3,230	,001	par_43
KINERJA	<---	M_AFF	,267	,076	3,510	***	par_44
KINERJA	<---	M_KS	,206	,079	2,611	,009	par_45
KINERJA	<---	PUAS	,213	,088	2,428	,015	par_46
KINERJA	<---	M_PRES	,331	,078	4,231	***	par_47
X1	<---	M_PRES	1,000				
X2	<---	M_PRES	,919	,105	8,788	***	par_1
X3	<---	M_PRES	,902	,101	8,920	***	par_2
X4	<---	M_PRES	,989	,118	8,372	***	par_3
X5	<---	M_PRES	,984	,116	8,501	***	par_4
X6	<---	M_PRES	1,005	,114	8,795	***	par_5
X7	<---	M_PRES	,994	,121	8,221	***	par_6
X8	<---	M_PRES	,996	,120	8,300	***	par_7
X9	<---	M_AFF	1,000				
X10	<---	M_AFF	,942	,123	7,640	***	par_8
X11	<---	M_AFF	,968	,132	7,313	***	par_9
X12	<---	M_AFF	,967	,127	7,606	***	par_10
X13	<---	M_AFF	,944	,126	7,498	***	par_11
X14	<---	M_AFF	,863	,121	7,147	***	par_12
X15	<---	M_AFF	,951	,129	7,344	***	par_13
X16	<---	M_AFF	,867	,122	7,100	***	par_14
X25	<---	M_KS	1,000				
X24	<---	M_KS	,992	,135	7,364	***	par_15
X23	<---	M_KS	1,002	,136	7,364	***	par_16
X22	<---	M_KS	1,022	,142	7,220	***	par_17
X21	<---	M_KS	,945	,133	7,086	***	par_18
X20	<---	M_KS	,954	,128	7,429	***	par_19
X19	<---	M_KS	1,056	,147	7,191	***	par_20
X18	<---	M_KS	,977	,129	7,553	***	par_21
X17	<---	M_KS	,965	,135	7,144	***	par_22
X35	<---	KINERJA	1,000				
X36	<---	KINERJA	,792	,122	6,491	***	par_23
X37	<---	KINERJA	1,011	,149	6,787	***	par_24

			Estimate	S.E.	C.R.	P	Label
X38	<---	KINERJA	,899	,135	6,676	***	par_25
X39	<---	KINERJA	,837	,137	6,125	***	par_26
X40	<---	KINERJA	,940	,148	6,333	***	par_27
X41	<---	KINERJA	,902	,141	6,383	***	par_28
X42	<---	KINERJA	,900	,133	6,749	***	par_29
X34	<---	PUAS	1,000				
X33	<---	PUAS	1,074	,119	9,059	***	par_30
X32	<---	PUAS	1,180	,119	9,875	***	par_31
X31	<---	PUAS	1,134	,129	8,815	***	par_32
X30	<---	PUAS	,963	,113	8,512	***	par_33
X29	<---	PUAS	,921	,107	8,628	***	par_34
X28	<---	PUAS	1,190	,127	9,355	***	par_35
X27	<---	PUAS	1,065	,120	8,898	***	par_36
X26	<---	PUAS	,971	,115	8,407	***	par_37

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

			Estimate
PUAS	<---	M_PRES	,337
PUAS	<---	M_KS	,249
PUAS	<---	M_AFF	,309
KINERJA	<---	M_AFF	,315
KINERJA	<---	M_KS	,212
KINERJA	<---	PUAS	,229
KINERJA	<---	M_PRES	,390
X1	<---	M_PRES	,757
X2	<---	M_PRES	,782
X3	<---	M_PRES	,793
X4	<---	M_PRES	,750
X5	<---	M_PRES	,760
X6	<---	M_PRES	,783
X7	<---	M_PRES	,738
X8	<---	M_PRES	,744
X9	<---	M_AFF	,694
X10	<---	M_AFF	,764
X11	<---	M_AFF	,729
X12	<---	M_AFF	,760
X13	<---	M_AFF	,748
X14	<---	M_AFF	,711
X15	<---	M_AFF	,732
X16	<---	M_AFF	,706

	Estimate
X25 <--- M_KS	,706
X24 <--- M_KS	,722
X23 <--- M_KS	,722
X22 <--- M_KS	,707
X21 <--- M_KS	,694
X20 <--- M_KS	,728
X19 <--- M_KS	,704
X18 <--- M_KS	,741
X17 <--- M_KS	,699
X35 <--- KINERJA	,670
X36 <--- KINERJA	,667
X37 <--- KINERJA	,702
X38 <--- KINERJA	,689
X39 <--- KINERJA	,625
X40 <--- KINERJA	,649
X41 <--- KINERJA	,655
X42 <--- KINERJA	,698
X34 <--- PUAS	,792
X33 <--- PUAS	,763
X32 <--- PUAS	,816
X31 <--- PUAS	,747
X30 <--- PUAS	,726
X29 <--- PUAS	,734
X28 <--- PUAS	,782
X27 <--- PUAS	,752
X26 <--- PUAS	,719

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
M_PRES <--> M_KS	,109	,037	2,933	,003	par_38
M_PRES <--> M_AFF	,126	,043	2,954	,003	par_39
M_AFF <--> M_KS	,121	,039	3,112	,002	par_40

Correlations: (Group number 1 - Default model)

	Estimate
M_PRES <--> M_KS	,331
M_PRES <--> M_AFF	,336
M_AFF <--> M_KS	,367

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
M_PRES	,375	,079	4,730	***	par_48
M_AFF	,377	,091	4,165	***	par_49
M_KS	,288	,068	4,256	***	par_50
z1	,171	,036	4,797	***	par_51
z2	,068	,021	3,274	,001	par_52
e1	,279	,041	6,818	***	par_53
e2	,200	,030	6,666	***	par_54
e3	,180	,027	6,594	***	par_55
e4	,285	,042	6,856	***	par_56
e5	,265	,039	6,803	***	par_57
e6	,239	,036	6,663	***	par_58
e7	,309	,045	6,914	***	par_59
e8	,299	,043	6,884	***	par_60
e9	,405	,058	6,955	***	par_61
e10	,239	,036	6,586	***	par_62
e11	,313	,046	6,797	***	par_63
e12	,258	,039	6,611	***	par_64
e13	,264	,040	6,686	***	par_65
e14	,275	,040	6,884	***	par_66
e15	,295	,044	6,780	***	par_67
e16	,285	,041	6,906	***	par_68
e25	,290	,042	6,900	***	par_69
e24	,261	,038	6,825	***	par_70
e23	,267	,039	6,826	***	par_71
e22	,301	,044	6,895	***	par_72
e21	,278	,040	6,952	***	par_73
e20	,232	,034	6,792	***	par_74
e19	,327	,047	6,907	***	par_75
e18	,226	,034	6,723	***	par_76
e17	,280	,040	6,928	***	par_77
e35	,332	,048	6,985	***	par_78
e36	,212	,030	6,996	***	par_79
e37	,285	,042	6,851	***	par_80
e38	,242	,035	6,910	***	par_81
e39	,295	,041	7,135	***	par_82
e40	,329	,047	7,061	***	par_83
e41	,293	,042	7,041	***	par_84
e42	,232	,034	6,872	***	par_85
e34	,186	,028	6,717	***	par_86

	Estimate	S.E.	C.R.	P	Label
e33	,258	,038	6,882	***	par_87
e32	,219	,033	6,541	***	par_88
e31	,319	,046	6,959	***	par_89
e30	,259	,037	7,042	***	par_90
e29	,226	,032	7,011	***	par_91
e28	,280	,041	6,776	***	par_92
e27	,271	,039	6,934	***	par_93
e26	,275	,039	7,068	***	par_94

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

	Estimate
PUAS	,453
KINERJA	,748
X26	,517
X27	,566
X28	,612
X29	,539
X30	,528
X31	,558
X32	,665
X33	,582
X34	,627
X42	,487
X41	,429
X40	,421
X39	,391
X38	,475
X37	,493
X36	,445
X35	,449
X17	,489
X18	,549
X19	,496
X20	,530
X21	,481
X22	,500
X23	,521
X24	,521
X25	,498
X16	,498

	Estimate
X15	,536
X14	,505
X13	,560
X12	,578
X11	,531
X10	,583
X9	,482
X8	,554
X7	,545
X6	,613
X5	,578
X4	,562
X3	,628
X2	,612
X1	,573

Sample Moments (Group number 1)

Sample Covariances (Group number 1)

	X26	X27	X28	X29	X30	X31	X32	X33	X34	X42	X41	X40
X26	,569											
X27	,323	,626										
X28	,349	,418	,723									
X29	,265	,307	,346	,491								
X30	,327	,299	,322	,340	,549							
X31	,352	,409	,384	,289	,338	,720						
X32	,363	,362	,478	,327	,347	,383	,653					
X33	,326	,354	,402	,285	,299	,451	,406	,619				
X34	,278	,323	,375	,282	,275	,385	,400	,332	,498			
X42	,204	,231	,247	,189	,228	,261	,242	,228	,184	,451		
X41	,190	,192	,196	,169	,179	,161	,211	,176	,216	,197	,514	
X40	,188	,174	,237	,204	,227	,188	,250	,161	,219	,216	,291	,568
X39	,115	,157	,112	,103	,166	,136	,094	,082	,119	,187	,208	,246
X38	,222	,213	,197	,199	,232	,194	,234	,210	,197	,231	,227	,205
X37	,206	,230	,239	,207	,215	,228	,192	,159	,197	,257	,193	,255
X36	,171	,193	,201	,152	,158	,224	,209	,152	,195	,182	,191	,198
X35	,169	,247	,230	,232	,183	,170	,197	,221	,153	,235	,259	,241
X17	,159	,173	,188	,164	,196	,078	,112	,139	,107	,177	,095	,159
X18	,145	,164	,147	,122	,169	,076	,107	,094	,058	,149	,121	,123
X19	,180	,245	,182	,142	,149	,142	,125	,193	,120	,156	,125	,180

	X26	X27	X28	X29	X30	X31	X32	X33	X34	X42	X41	X40
X20	,172	,171	,172	,174	,190	,152	,159	,159	,096	,189	,118	,095
X21	,141	,184	,143	,177	,182	,138	,137	,124	,121	,178	,116	,069
X22	,166	,197	,173	,198	,184	,125	,128	,141	,110	,204	,148	,121
X23	,227	,228	,190	,167	,159	,126	,130	,171	,118	,168	,132	,073
X24	,147	,238	,138	,182	,190	,110	,091	,100	,096	,147	,151	,129
X25	,173	,237	,181	,158	,152	,144	,134	,132	,142	,171	,181	,143
X16	,128	,169	,201	,193	,179	,173	,191	,162	,140	,124	,169	,124
X15	,101	,180	,188	,190	,166	,212	,205	,145	,204	,167	,184	,157
X14	,101	,178	,165	,158	,159	,177	,230	,154	,161	,134	,149	,157
X13	,181	,193	,250	,227	,178	,142	,235	,183	,175	,171	,214	,169
X12	,109	,126	,133	,160	,168	,158	,155	,104	,109	,168	,190	,141
X11	,176	,223	,238	,273	,221	,195	,213	,181	,183	,219	,187	,126
X10	,202	,203	,232	,242	,176	,185	,197	,188	,169	,168	,174	,141
X9	,111	,128	,155	,217	,120	,070	,147	,101	,107	,132	,130	,104
X8	,212	,269	,308	,218	,247	,227	,256	,203	,232	,183	,212	,231
X7	,199	,229	,223	,217	,211	,220	,227	,208	,151	,222	,190	,278
X6	,226	,230	,207	,157	,205	,193	,154	,207	,198	,169	,220	,202
X5	,143	,159	,133	,118	,210	,107	,129	,138	,117	,143	,173	,217
X4	,232	,193	,183	,202	,254	,218	,176	,174	,183	,213	,230	,245
X3	,179	,204	,140	,132	,161	,158	,149	,170	,149	,208	,196	,208
X2	,150	,154	,139	,149	,163	,143	,188	,165	,165	,203	,220	,236
X1	,169	,188	,213	,131	,217	,229	,214	,171	,204	,235	,192	,207

	X39	X38	X37	X36	X35	X17	X18	X19	X20	X21	X22	X23
X26												
X27												
X28												
X29												
X30												
X31												
X32												
X33												
X34												
X42												
X41												
X40												
X39	,485											
X38	,179	,461										
X37	,263	,251	,562									
X36	,212	,212	,228	,381								
X35	,234	,234	,285	,180	,603							
X17	,141	,165	,165	,125	,116	,549						
X18	,111	,130	,139	,123	,100	,329	,502					
X19	,162	,202	,168	,154	,152	,300	,282	,648				
X20	,112	,175	,167	,111	,167	,249	,282	,286	,494			
X21	,082	,135	,135	,102	,106	,249	,246	,236	,287	,536		
X22	,115	,189	,172	,112	,211	,293	,280	,315	,264	,275	,602	
X23	,082	,185	,135	,072	,134	,276	,252	,364	,253	,291	,336	,556

	X24	X25	X16	X15	X14	X13	X12	X11	X10	X9	X8	X7
X14	,085	,035	,281	,370	,556							
X13	,103	,119	,294	,320	,331	,601						
X12	,103	,105	,306	,355	,298	,375	,610					
X11	,131	,160	,373	,334	,285	,329	,336	,666				
X10	,152	,136	,306	,336	,288	,331	,331	,352	,573			
X9	,027	,106	,349	,342	,303	,336	,399	,355	,396	,782		
X8	,070	,142	,172	,092	,078	,170	,090	,113	,120	,055	,671	
X7	,110	,226	,126	,142	,018	,128	,071	,102	,153	,097	,386	,680
X6	,065	,180	,078	,110	,035	,113	,086	,121	,194	,115	,376	,365
X5	,145	,172	,079	,095	,096	,090	,073	,076	,130	,029	,342	,374
X4	,145	,186	,185	,186	,079	,164	,123	,136	,163	,084	,389	,405
X3	,115	,165	,082	,094	,094	,098	,061	,052	,136	,085	,312	,317
X2	,065	,121	,137	,210	,119	,155	,094	,129	,211	,106	,351	,331
X1	,091	,167	,105	,166	,042	,152	,120	,141	,193	,065	,386	,360

	X6	X5	X4	X3	X2	X1
X26						
X27						
X28						
X29						
X30						
X31						
X32						
X33						
X34						
X42						
X41						
X40						
X39						
X38						
X37						
X36						
X35						
X17						
X18						
X19						
X20						
X21						
X22						
X23						
X24						
X25						
X16						
X15						
X14						
X13						
X12						
X11						

	X6	X5	X4	X3	X2	X1
X10						
X9						
X8						
X7						
X6	,618					
X5	,430	,627				
X4	,357	,375	,651			
X3	,338	,355	,317	,485		
X2	,340	,304	,323	,321	,517	
X1	,353	,347	,371	,354	,370	,653

Condition number = 141,953

Eigenvalues

8,176 2,247 2,040 1,614 ,765 ,600 ,537 ,496 ,477 ,466 ,436 ,430 ,407 ,396 ,374 ,342 ,337
,317 ,290 ,277 ,260 ,248 ,240 ,227 ,219 ,207 ,192 ,190 ,177 ,163 ,142 ,139 ,134 ,121 ,116
,108 ,093 ,091 ,087 ,078 ,067 ,058

Determinant of sample covariance matrix = ,000

Sample Correlations (Group number 1)

	X26	X27	X28	X29	X30	X31	X32	X33	X34	X42	X41
X26	1,000										
X27	,542	1,000									
X28	,545	,622	1,000								
X29	,501	,554	,582	1,000							
X30	,585	,510	,512	,655	1,000						
X31	,550	,609	,532	,486	,538	1,000					
X32	,596	,567	,696	,577	,580	,558	1,000				
X33	,550	,569	,601	,516	,512	,676	,638	1,000			
X34	,522	,579	,626	,570	,526	,642	,702	,597	1,000		
X42	,403	,435	,433	,401	,458	,458	,445	,432	,388	1,000	
X41	,351	,339	,321	,337	,337	,264	,365	,313	,427	,409	1,000
X40	,330	,292	,370	,386	,406	,293	,411	,271	,411	,426	,538
X39	,220	,285	,189	,212	,322	,230	,168	,150	,243	,400	,416
X38	,435	,397	,342	,418	,461	,337	,427	,393	,411	,507	,466
X37	,364	,388	,376	,394	,387	,358	,317	,270	,372	,510	,360
X36	,368	,395	,383	,351	,346	,426	,418	,312	,446	,438	,431
X35	,288	,402	,348	,427	,318	,258	,314	,362	,280	,450	,466
X17	,284	,295	,298	,315	,357	,123	,187	,238	,205	,356	,179
X18	,272	,293	,243	,245	,322	,127	,188	,169	,116	,313	,239
X19	,297	,385	,267	,251	,250	,207	,192	,305	,211	,289	,216
X20	,324	,308	,288	,352	,365	,255	,279	,288	,193	,401	,233
X21	,255	,318	,231	,346	,336	,222	,231	,215	,233	,363	,222
X22	,283	,322	,262	,363	,320	,190	,204	,232	,201	,392	,265
X23	,404	,387	,300	,319	,287	,199	,215	,291	,225	,335	,247
X24	,264	,408	,221	,352	,347	,176	,153	,173	,184	,297	,286

	X26	X27	X28	X29	X30	X31	X32	X33	X34	X42	X41
X25	,302	,394	,279	,296	,270	,223	,218	,221	,265	,335	,332
X16	,225	,283	,314	,364	,321	,270	,313	,273	,263	,245	,313
X15	,169	,285	,277	,340	,281	,314	,319	,232	,362	,312	,321
X14	,180	,302	,260	,303	,287	,279	,382	,263	,305	,268	,278
X13	,311	,315	,379	,418	,311	,216	,375	,300	,319	,329	,385
X12	,185	,203	,201	,292	,291	,238	,245	,170	,198	,320	,339
X11	,285	,345	,343	,477	,365	,282	,323	,282	,317	,400	,320
X10	,354	,339	,360	,457	,313	,288	,322	,315	,316	,330	,321
X9	,167	,183	,205	,350	,183	,093	,206	,146	,171	,223	,204
X8	,343	,415	,442	,380	,407	,327	,387	,314	,401	,333	,362
X7	,319	,350	,318	,375	,345	,314	,340	,320	,259	,400	,321
X6	,381	,369	,309	,285	,352	,289	,242	,334	,357	,321	,390
X5	,239	,254	,198	,213	,359	,159	,202	,221	,210	,269	,305
X4	,381	,303	,266	,357	,425	,318	,270	,275	,322	,394	,399
X3	,340	,371	,237	,270	,313	,267	,265	,310	,304	,444	,392
X2	,277	,271	,228	,295	,306	,234	,323	,291	,325	,420	,426
X1	,277	,294	,310	,232	,362	,334	,327	,268	,357	,432	,332

	X40	X39	X38	X37	X36	X35	X17	X18	X19	X20	X21
X26											
X27											
X28											
X29											
X30											
X31											
X32											
X33											
X34											
X42											
X41											
X40	1,000										
X39	,469	1,000									
X38	,400	,378	1,000								
X37	,452	,504	,493	1,000							
X36	,424	,494	,505	,493	1,000						
X35	,412	,432	,445	,489	,375	1,000					
X17	,286	,273	,327	,297	,273	,201	1,000				
X18	,231	,226	,271	,262	,281	,182	,626	1,000			
X19	,297	,289	,369	,279	,309	,244	,503	,495	1,000		
X20	,180	,228	,367	,316	,255	,306	,477	,566	,505	1,000	
X21	,125	,161	,273	,247	,226	,186	,460	,474	,401	,557	1,000
X22	,206	,214	,358	,296	,235	,350	,510	,509	,503	,485	,485
X23	,131	,159	,366	,241	,155	,232	,500	,477	,606	,482	,532
X24	,232	,217	,316	,332	,280	,262	,455	,603	,537	,467	,531
X25	,250	,243	,262	,341	,246	,311	,449	,489	,459	,599	,544
X16	,219	,228	,261	,355	,304	,322	,186	,280	,178	,315	,172
X15	,261	,239	,324	,434	,416	,376	,167	,222	,133	,148	,152

	X40	X39	X38	X37	X36	X35	X17	X18	X19	X20	X21
X14	,280	,288	,300	,287	,374	,406	,090	,143	,088	,113	,070
X13	,290	,238	,372	,308	,348	,392	,281	,236	,196	,267	,134
X12	,240	,275	,321	,362	,342	,364	,204	,182	,219	,264	,229
X11	,204	,337	,236	,393	,381	,421	,296	,350	,239	,301	,220
X10	,247	,300	,295	,356	,351	,457	,253	,219	,197	,206	,145
X9	,156	,203	,254	,218	,276	,424	,222	,158	,101	,219	,084
X8	,373	,336	,292	,251	,317	,316	,047	,156	,187	,239	,077
X7	,447	,341	,317	,355	,227	,352	,208	,250	,233	,292	,126
X6	,341	,396	,311	,339	,293	,359	,107	,138	,237	,179	,039
X5	,363	,408	,223	,315	,217	,400	,072	,195	,203	,185	,110
X4	,403	,289	,357	,352	,318	,283	,200	,285	,214	,286	,200
X3	,396	,351	,421	,317	,288	,438	,118	,268	,250	,269	,185
X2	,435	,365	,444	,464	,359	,437	,085	,184	,172	,196	,043
X1	,340	,311	,305	,331	,310	,304	,179	,278	,131	,205	,122

	X22	X23	X24	X25	X16	X15	X14	X13	X12	X11	X10
X26											
X27											
X28											
X29											
X30											
X31											
X32											
X33											
X34											
X42											
X41											
X40											
X39											
X38											
X37											
X36											
X35											
X17											
X18											
X19											
X20											
X21											
X22	1,000										
X23	,581	1,000									
X24	,506	,474	1,000								
X25	,450	,491	,541	1,000							
X16	,175	,200	,210	,249	1,000						
X15	,096	,099	,227	,122	,467	1,000					
X14	,059	,124	,154	,061	,499	,621	1,000				
X13	,162	,267	,181	,202	,502	,518	,572	1,000			
X12	,069	,194	,178	,176	,519	,570	,511	,620	1,000		
X11	,291	,275	,217	,258	,605	,513	,468	,521	,527	1,000	

	X22	X23	X24	X25	X16	X15	X14	X13	X12	X11	X10
X10	,186	,271	,272	,236	,536	,556	,509	,564	,560	,570	1,000
X9	,150	,179	,041	,157	,523	,485	,460	,490	,577	,492	,591
X8	,148	,046	,116	,228	,279	,141	,128	,268	,140	,168	,194
X7	,205	,111	,181	,360	,202	,215	,029	,200	,110	,151	,244
X6	,136	,116	,112	,301	,132	,175	,059	,186	,140	,189	,327
X5	,137	,077	,248	,285	,132	,150	,163	,146	,117	,117	,216
X4	,223	,187	,244	,304	,303	,289	,131	,262	,195	,207	,267
X3	,237	,132	,224	,312	,156	,169	,181	,182	,111	,092	,258
X2	,164	,033	,123	,221	,253	,367	,221	,279	,168	,221	,388
X1	,135	,084	,153	,271	,172	,257	,070	,243	,190	,214	,316

	X9	X8	X7	X6	X5	X4	X3	X2	X1
X26									
X27									
X28									
X29									
X30									
X31									
X32									
X33									
X34									
X42									
X41									
X40									
X39									
X38									
X37									
X36									
X35									
X17									
X18									
X19									
X20									
X21									
X22									
X23									
X24									
X25									
X16									
X15									
X14									
X13									
X12									
X11									
X10									
X9	1,000								
X8	,075	1,000							
X7	,134	,571	1,000						

	X9	X8	X7	X6	X5	X4	X3	X2	X1
X6	,165	,584	,563	1,000					
X5	,042	,527	,572	,692	1,000				
X4	,118	,588	,609	,563	,587	1,000			
X3	,138	,547	,551	,617	,643	,563	1,000		
X2	,167	,596	,559	,602	,535	,558	,641	1,000	
X1	,090	,583	,540	,556	,542	,568	,630	,637	1,000

Condition number = 145,217

Eigenvalues

14,163 3,757 3,450 2,640 1,419 ,995 ,896 ,874 ,861 ,826 ,775 ,738 ,694 ,666 ,653 ,603
,566 ,553 ,494 ,481 ,451 ,439 ,413 ,392 ,385 ,365 ,349 ,336 ,310 ,297 ,263 ,240 ,229 ,212
,204 ,198 ,163 ,151 ,147 ,137 ,118 ,098

Lampiran 9 : Hasil Pengujian Normalitas Data

Variabel	Skewness	c.r	Kurtosis	c.r
X26	0,130	0,579	-0,330	-0,735
X27	0,195	0,868	-0,373	-0,831
X28	-0,014	-0,062	-0,662	-1,474
X29	-0,010	-0,047	-0,256	-0,571
X30	0,403	1,796	-0,460	-1,024
X31	0,205	0,911	-0,548	-1,221
X32	0,136	0,607	-0,483	-1,076
X33	0,110	0,490	-0,448	-0,998
X34	0,152	0,677	-0,202	-0,449
X42	0,256	1,141	-0,255	-0,567
X41	-0,022	-0,100	-0,285	-0,635
X40	0,284	1,264	-0,403	-0,897
X39	0,015	0,067	-0,237	-0,527
X38	0,243	1,081	-0,360	-0,801
X37	-0,003	-0,013	-0,352	-0,784
X36	-0,422	-1,880	-0,158	-0,352
X35	0,100	0,446	-0,521	-1,160
X17	0,031	0,138	-0,333	-0,741
X18	-0,003	-0,015	-0,252	-0,562
X19	0,154	0,685	-0,554	-1,233
X20	-0,388	-1,726	-0,065	-0,145
X21	0,149	0,665	-0,304	-0,676
X22	0,016	0,072	-0,400	-0,890
X23	0,034	0,150	-0,380	-0,846
X24	0,322	1,432	-0,480	-1,070
X25	0,211	0,940	-0,604	-1,345
X16	-0,133	-0,594	-0,353	-0,787
X15	-0,132	-0,588	-0,430	-0,958
X14	0,155	0,691	-0,454	-1,010
X13	0,182	0,811	-0,587	-1,307
X12	-0,217	-0,965	-0,336	-0,749
X11	-0,064	-0,285	-0,508	-1,132
X10	-0,039	-0,174	-0,365	-0,812
X9	-0,100	-0,444	-0,777	-1,730
X8	0,006	0,026	-0,642	-1,430
X7	0,172	0,765	-0,753	-1,676
X6	0,159	0,707	-0,471	-1,049
X5	-0,167	-0,744	-0,393	-0,874
X4	0,073	0,327	-0,602	-1,341
X3	-0,015	-0,067	-0,237	-0,527
X2	-0,026	-0,117	-0,267	-0,594
X1	0,290	1,293	-0,735	-1,637
Multivariate			-3,764	-0,338

Lampiran 10 : Hasil Uji Nilai Residual

Residual Covariances (Group number 1 - Default model)

	X26	X27	X28	X29	X30	X31	X32	X33	X34	X42	X41	X40
X26	,000											
X27	,001	,000										
X28	-,012	,022	,000									
X29	-,014	,001	,004	,000								
X30	,035	-,022	-,036	,063	,000							
X31	,008	,031	-,038	-,037	-,003	,000						
X32	,006	-,030	,040	-,012	-,007	-,035	,000					
X33	,001	-,003	,003	-,024	-,024	,071	,010	,000				
X34	-,025	-,009	,004	-,006	-,026	,030	,032	-,004	,000			
X42	,027	,037	,031	,021	,052	,055	,027	,033	,002	,000		
X41	,013	-,002	-,021	,001	,003	-,046	-,004	-,020	,034	-,023	,000	
X40	,003	-,028	,011	,029	,044	-,028	,026	-,044	,029	-,014	,061	,000
X39	-,049	-,023	-,090	-,053	,003	-,056	-,105	-,100	-,050	-,017	,003	,033
X38	,046	,019	-,019	,031	,057	-,012	,020	,014	,015	,012	,007	-,024
X37	,007	,012	-,004	,019	,018	-,004	-,049	-,060	-,008	,010	-,054	-,002
X36	,016	,022	,011	,004	,004	,042	,020	-,020	,034	-,012	-,003	-,004
X35	-,028	,031	-,011	,046	-,012	-,059	-,042	,004	-,049	-,009	,015	-,014
X17	,026	,026	,024	,037	,063	-,078	-,050	-,009	-,030	,040	-,043	,016
X18	,010	,016	-,019	-,006	,035	-,081	-,057	-,055	-,081	,010	-,018	-,022
X19	,034	,085	,004	,003	,004	-,029	-,052	,032	-,030	,006	-,026	,023
X20	,040	,027	,011	,049	,059	-,002	-,001	,013	-,040	,054	-,018	-,046
X21	,010	,041	-,017	,053	,053	-,014	-,022	-,021	-,014	,044	-,018	-,072
X22	,024	,043	,000	,064	,044	-,040	-,044	-,015	-,035	,059	,002	-,031
X23	,089	,076	,020	,035	,022	-,036	-,039	,018	-,024	,025	-,011	-,075
X24	,010	,088	-,030	,052	,054	-,050	-,075	-,051	-,045	,006	,010	-,018
X25	,035	,085	,011	,027	,015	-,017	-,034	-,021	,000	,029	,039	-,005
X16	-,021	,006	,019	,052	,032	-,001	,011	-,002	-,013	-,036	,009	-,043
X15	-,061	,001	-,012	,036	,005	,022	,008	-,035	,036	-,008	,008	-,026
X14	-,047	,016	-,017	,018	,012	,004	,051	-,009	,008	-,025	-,011	-,009
X13	,020	,016	,052	,074	,018	-,047	,038	,004	,008	-,003	,039	-,013
X12	-,056	-,056	-,070	,003	,004	-,036	-,047	-,079	-,062	-,010	,011	-,045
X11	,010	,041	,035	,116	,056	,001	,012	-,003	,012	,041	,008	-,061
X10	,041	,026	,034	,089	,016	-,003	,001	,009	,003	-,006	,000	-,041
X9	-,060	-,060	-,055	,054	-,050	-,130	-,061	-,088	-,069	-,052	-,055	-,089
X8	,039	,079	,096	,054	,075	,025	,046	,011	,054	-,013	,016	,026
X7	,026	,039	,011	,053	,039	,018	,017	,016	-,027	,026	-,006	,074
X6	,051	,038	-,008	-,009	,032	-,011	-,058	,013	,018	-,028	,022	-,004
X5	-,028	-,028	-,076	-,044	,041	-,093	-,078	-,051	-,059	-,050	-,021	,015
X4	,060	,005	-,028	,039	,083	,017	-,033	-,016	,006	,019	,036	,042
X3	,022	,032	-,052	-,017	,006	-,025	-,041	-,003	-,012	,031	,018	,023
X2	-,010	-,021	-,057	-,003	,005	-,044	-,007	-,012	,000	,022	,039	,047
X1	-,005	-,003	,000	-,034	,044	,026	,003	-,022	,025	,038	-,005	,002

	X24	X25	X16	X15	X14	X13	X12	X11	X10	X9	X8	X7
X27												
X28												
X29												
X30												
X31												
X32												
X33												
X34												
X42												
X41												
X40												
X39												
X38												
X37												
X36												
X35												
X17												
X18												
X19												
X20												
X21												
X22												
X23												
X24	,000											
X25	,017	,000										
X16	,012	,038	,000									
X15	,019	-,041	-,030	,000								
X14	-,019	-,070	-,002	,060	,000							
X13	-,010	,005	-,015	-,018	,023	,000						
X12	-,013	-,012	-,010	,008	-,017	,031	,000					
X11	,015	,043	,056	-,013	-,031	-,015	-,017	,000				
X10	,039	,022	-,002	-,002	-,019	-,004	-,012	,008	,000			
X9	-,094	-,015	,022	-,017	-,023	-,020	,034	-,010	,040	,000		
X8	-,037	,034	,063	-,027	-,030	,052	-,032	-,009	,002	-,071	,000	
X7	,003	,118	,017	,022	-,090	,009	-,050	-,020	,034	-,028	,015	,000
X6	-,043	,070	-,032	-,011	-,075	-,006	-,037	-,002	,075	-,012	,001	-,010
X5	,039	,065	-,029	-,023	-,011	-,028	-,047	-,044	,013	-,095	-,025	,007
X4	,039	,079	,076	,067	-,029	,046	,003	,015	,045	-,041	,020	,037
X3	,018	,067	-,017	-,014	-,004	-,009	-,050	-,058	,029	-,029	-,024	-,019
X2	-,034	,021	,037	,100	,019	,046	-,018	,017	,102	-,010	,008	-,011
X1	-,017	,058	-,005	,046	-,067	,033	-,002	,019	,074	-,062	,013	-,012

	X6	X5	X4	X3	X2	X1
X26						
X27						
X28						
X29						

	X6	X5	X4	X3	X2	X1
X30						
X31						
X32						
X33						
X34						
X42						
X41						
X40						
X39						
X38						
X37						
X36						
X35						
X17						
X18						
X19						
X20						
X21						
X22						
X23						
X24						
X25						
X16						
X15						
X14						
X13						
X12						
X11						
X10						
X9						
X8						
X7						
X6	,000					
X5	,060	,000				
X4	-,015	,011	,000			
X3	-,002	,022	-,017	,000		
X2	-,006	-,034	-,017	,011	,000	
X1	-,023	-,022	,000	,017	,026	,000

Standardized Residual Covariances (Group number 1 - Default model)

	X26	X27	X28	X29	X30	X31	X32	X33	X34	X42	X41
X26	,000										
X27	,010	,000									
X28	-,171	,312	,000								
X29	-,260	,018	,066	,000							
X30	,605	-,350	-,535	1,167	,000						
X31	,126	,442	-,496	-,597	-,046	,000					

	X9	X8	X7	X6	X5	X4	X3	X2	X1
X36									
X35									
X17									
X18									
X19									
X20									
X21									
X22									
X23									
X24									
X25									
X16									
X15									
X14									
X13									
X12									
X11									
X10									
X9	,000								
X8	-1,049	,000							
X7	-,411	,209	,000						
X6	-,185	,013	-,141	,000					
X5	-1,448	-,368	,107	,900	,000				
X4	-,611	,286	,526	-,226	,163	,000			
X3	-,494	-,400	-,317	-,030	,375	-,290	,000		
X2	-,160	,127	-,177	-,095	-,561	-,273	,196	,000	
X1	-,921	,186	-,176	-,344	-,320	,005	,274	,415	,000

Total Effects (Group number 1 - Default model)

	M_KS	M_AFF	M_PRES	PUAS	KINERJA
PUAS	,259	,281	,308	,000	,000
KINERJA	,261	,327	,397	,213	,000
X26	,251	,273	,299	,971	,000
X27	,276	,300	,328	1,065	,000
X28	,308	,335	,367	1,190	,000
X29	,238	,259	,284	,921	,000
X30	,249	,271	,296	,963	,000
X31	,294	,319	,349	1,134	,000
X32	,305	,332	,363	1,180	,000
X33	,278	,302	,331	1,074	,000
X34	,259	,281	,308	1,000	,000
X42	,235	,294	,357	,192	,900
X41	,235	,295	,358	,192	,902
X40	,245	,307	,373	,201	,940

	M_KS	M_AFF	M_PRES	PUAS	KINERJA
X39	,218	,274	,332	,179	,837
X38	,234	,294	,357	,192	,899
X37	,264	,330	,401	,216	1,011
X36	,207	,259	,314	,169	,792
X35	,261	,327	,397	,213	1,000
X17	,965	,000	,000	,000	,000
X18	,977	,000	,000	,000	,000
X19	1,056	,000	,000	,000	,000
X20	,954	,000	,000	,000	,000
X21	,945	,000	,000	,000	,000
X22	1,022	,000	,000	,000	,000
X23	1,002	,000	,000	,000	,000
X24	,992	,000	,000	,000	,000
X25	1,000	,000	,000	,000	,000
X16	,000	,867	,000	,000	,000
X15	,000	,951	,000	,000	,000
X14	,000	,863	,000	,000	,000
X13	,000	,944	,000	,000	,000
X12	,000	,967	,000	,000	,000
X11	,000	,968	,000	,000	,000
X10	,000	,942	,000	,000	,000
X9	,000	1,000	,000	,000	,000
X8	,000	,000	,996	,000	,000
X7	,000	,000	,994	,000	,000
X6	,000	,000	1,005	,000	,000
X5	,000	,000	,984	,000	,000
X4	,000	,000	,989	,000	,000
X3	,000	,000	,902	,000	,000
X2	,000	,000	,919	,000	,000
X1	,000	,000	1,000	,000	,000

Standardized Total Effects (Group number 1 - Default model)

	M_KS	M_AFF	M_PRES	PUAS	KINERJA
PUAS	,249	,309	,337	,000	,000
KINERJA	,269	,386	,467	,229	,000
X26	,179	,222	,243	,719	,000
X27	,187	,233	,254	,752	,000
X28	,195	,242	,264	,782	,000

	M_KS	M_AFF	M_PRES	PUAS	KINERJA
X29	,183	,227	,248	,734	,000
X30	,181	,225	,245	,726	,000
X31	,186	,231	,252	,747	,000
X32	,203	,252	,275	,816	,000
X33	,190	,236	,257	,763	,000
X34	,197	,245	,267	,792	,000
X42	,188	,269	,326	,160	,698
X41	,176	,253	,306	,150	,655
X40	,175	,250	,303	,149	,649
X39	,168	,241	,292	,143	,625
X38	,185	,266	,322	,158	,689
X37	,189	,271	,328	,161	,702
X36	,180	,258	,312	,153	,667
X35	,180	,259	,313	,154	,670
X17	,699	,000	,000	,000	,000
X18	,741	,000	,000	,000	,000
X19	,704	,000	,000	,000	,000
X20	,728	,000	,000	,000	,000
X21	,694	,000	,000	,000	,000
X22	,707	,000	,000	,000	,000
X23	,722	,000	,000	,000	,000
X24	,722	,000	,000	,000	,000
X25	,706	,000	,000	,000	,000
X16	,000	,706	,000	,000	,000
X15	,000	,732	,000	,000	,000
X14	,000	,711	,000	,000	,000
X13	,000	,748	,000	,000	,000
X12	,000	,760	,000	,000	,000
X11	,000	,729	,000	,000	,000
X10	,000	,764	,000	,000	,000
X9	,000	,694	,000	,000	,000
X8	,000	,000	,744	,000	,000
X7	,000	,000	,738	,000	,000
X6	,000	,000	,783	,000	,000
X5	,000	,000	,760	,000	,000
X4	,000	,000	,750	,000	,000
X3	,000	,000	,793	,000	,000
X2	,000	,000	,782	,000	,000
X1	,000	,000	,757	,000	,000

Lampiran 11 : *Direct Effect*

Direct Effects (Group number 1 - Default model)

	M_KS	M_AFF	M_PRES	PUAS	KINERJA
PUAS	,259	,281	,308	,000	,000
KINERJA	,206	,267	,331	,213	,000
X26	,000	,000	,000	,971	,000
X27	,000	,000	,000	1,065	,000
X28	,000	,000	,000	1,190	,000
X29	,000	,000	,000	,921	,000
X30	,000	,000	,000	,963	,000
X31	,000	,000	,000	1,134	,000
X32	,000	,000	,000	1,180	,000
X33	,000	,000	,000	1,074	,000
X34	,000	,000	,000	1,000	,000
X42	,000	,000	,000	,000	,900
X41	,000	,000	,000	,000	,902
X40	,000	,000	,000	,000	,940
X39	,000	,000	,000	,000	,837
X38	,000	,000	,000	,000	,899
X37	,000	,000	,000	,000	1,011
X36	,000	,000	,000	,000	,792
X35	,000	,000	,000	,000	1,000
X17	,965	,000	,000	,000	,000
X18	,977	,000	,000	,000	,000
X19	1,056	,000	,000	,000	,000
X20	,954	,000	,000	,000	,000
X21	,945	,000	,000	,000	,000
X22	1,022	,000	,000	,000	,000
X23	1,002	,000	,000	,000	,000
X24	,992	,000	,000	,000	,000
X25	1,000	,000	,000	,000	,000
X16	,000	,867	,000	,000	,000
X15	,000	,951	,000	,000	,000
X14	,000	,863	,000	,000	,000
X13	,000	,944	,000	,000	,000
X12	,000	,967	,000	,000	,000
X11	,000	,968	,000	,000	,000
X10	,000	,942	,000	,000	,000

	M_KS	M_AFF	M_PRES	PUAS	KINERJA
X9	,000	1,000	,000	,000	,000
X8	,000	,000	,996	,000	,000
X7	,000	,000	,994	,000	,000
X6	,000	,000	1,005	,000	,000
X5	,000	,000	,984	,000	,000
X4	,000	,000	,989	,000	,000
X3	,000	,000	,902	,000	,000
X2	,000	,000	,919	,000	,000
X1	,000	,000	1,000	,000	,000

Standardized Direct Effects (Group number 1 - Default model)

	M_KS	M_AFF	M_PRES	PUAS	KINERJA
PUAS	,249	,309	,337	,000	,000
KINERJA	,212	,315	,390	,229	,000
X26	,000	,000	,000	,719	,000
X27	,000	,000	,000	,752	,000
X28	,000	,000	,000	,782	,000
X29	,000	,000	,000	,734	,000
X30	,000	,000	,000	,726	,000
X31	,000	,000	,000	,747	,000
X32	,000	,000	,000	,816	,000
X33	,000	,000	,000	,763	,000
X34	,000	,000	,000	,792	,000
X42	,000	,000	,000	,000	,698
X41	,000	,000	,000	,000	,655
X40	,000	,000	,000	,000	,649
X39	,000	,000	,000	,000	,625
X38	,000	,000	,000	,000	,689
X37	,000	,000	,000	,000	,702
X36	,000	,000	,000	,000	,667
X35	,000	,000	,000	,000	,670
X17	,699	,000	,000	,000	,000
X18	,741	,000	,000	,000	,000
X19	,704	,000	,000	,000	,000
X20	,728	,000	,000	,000	,000
X21	,694	,000	,000	,000	,000

	M_KS	M_AFF	M_PRES	PUAS	KINERJA
X22	,707	,000	,000	,000	,000
X23	,722	,000	,000	,000	,000
X24	,722	,000	,000	,000	,000
X25	,706	,000	,000	,000	,000
X16	,000	,706	,000	,000	,000
X15	,000	,732	,000	,000	,000
X14	,000	,711	,000	,000	,000
X13	,000	,748	,000	,000	,000
X12	,000	,760	,000	,000	,000
X11	,000	,729	,000	,000	,000
X10	,000	,764	,000	,000	,000
X9	,000	,694	,000	,000	,000
X8	,000	,000	,744	,000	,000
X7	,000	,000	,738	,000	,000
X6	,000	,000	,783	,000	,000
X5	,000	,000	,760	,000	,000
X4	,000	,000	,750	,000	,000
X3	,000	,000	,793	,000	,000
X2	,000	,000	,782	,000	,000
X1	,000	,000	,757	,000	,000

Lampiran 11 : *Indirect Effect*

Indirect Effects (Group number 1 - Default model)

	M_KS	M_AFF	M_PRES	PUAS	KINERJA
PUAS	,000	,000	,000	,000	,000
KINERJA	,055	,060	,066	,000	,000
X26	,251	,273	,299	,000	,000
X27	,276	,300	,328	,000	,000
X28	,308	,335	,367	,000	,000
X29	,238	,259	,284	,000	,000
X30	,249	,271	,296	,000	,000
X31	,294	,319	,349	,000	,000
X32	,305	,332	,363	,000	,000
X33	,278	,302	,331	,000	,000
X34	,259	,281	,308	,000	,000
X42	,235	,294	,357	,192	,000
X41	,235	,295	,358	,192	,000
X40	,245	,307	,373	,201	,000
X39	,218	,274	,332	,179	,000
X38	,234	,294	,357	,192	,000
X37	,264	,330	,401	,216	,000
X36	,207	,259	,314	,169	,000
X35	,261	,327	,397	,213	,000
X17	,000	,000	,000	,000	,000
X18	,000	,000	,000	,000	,000
X19	,000	,000	,000	,000	,000
X20	,000	,000	,000	,000	,000
X21	,000	,000	,000	,000	,000
X22	,000	,000	,000	,000	,000
X23	,000	,000	,000	,000	,000
X24	,000	,000	,000	,000	,000
X25	,000	,000	,000	,000	,000
X16	,000	,000	,000	,000	,000
X15	,000	,000	,000	,000	,000
X14	,000	,000	,000	,000	,000
X13	,000	,000	,000	,000	,000
X12	,000	,000	,000	,000	,000
X11	,000	,000	,000	,000	,000
X10	,000	,000	,000	,000	,000
X9	,000	,000	,000	,000	,000

	M_KS	M_AFF	M_PRES	PUAS	KINERJA
X8	,000	,000	,000	,000	,000
X7	,000	,000	,000	,000	,000
X6	,000	,000	,000	,000	,000
X5	,000	,000	,000	,000	,000
X4	,000	,000	,000	,000	,000
X3	,000	,000	,000	,000	,000
X2	,000	,000	,000	,000	,000
X1	,000	,000	,000	,000	,000

Standardized Indirect Effects (Group number 1 - Default model)

	M_KS	M_AFF	M_PRES	PUAS	KINERJA
PUAS	,000	,000	,000	,000	,000
KINERJA	,057	,071	,077	,000	,000
X26	,179	,222	,243	,000	,000
X27	,187	,233	,254	,000	,000
X28	,195	,242	,264	,000	,000
X29	,183	,227	,248	,000	,000
X30	,181	,225	,245	,000	,000
X31	,186	,231	,252	,000	,000
X32	,203	,252	,275	,000	,000
X33	,190	,236	,257	,000	,000
X34	,197	,245	,267	,000	,000
X42	,188	,269	,326	,160	,000
X41	,176	,253	,306	,150	,000
X40	,175	,250	,303	,149	,000
X39	,168	,241	,292	,143	,000
X38	,185	,266	,322	,158	,000
X37	,189	,271	,328	,161	,000
X36	,180	,258	,312	,153	,000
X35	,180	,259	,313	,154	,000
X17	,000	,000	,000	,000	,000
X18	,000	,000	,000	,000	,000
X19	,000	,000	,000	,000	,000
X20	,000	,000	,000	,000	,000
X21	,000	,000	,000	,000	,000
X22	,000	,000	,000	,000	,000
X23	,000	,000	,000	,000	,000
X24	,000	,000	,000	,000	,000
X25	,000	,000	,000	,000	,000
X16	,000	,000	,000	,000	,000

	M_KS	M_AFF	M_PRES	PUAS	KINERJA
X15	,000	,000	,000	,000	,000
X14	,000	,000	,000	,000	,000
X13	,000	,000	,000	,000	,000
X12	,000	,000	,000	,000	,000
X11	,000	,000	,000	,000	,000
X10	,000	,000	,000	,000	,000
X9	,000	,000	,000	,000	,000
X8	,000	,000	,000	,000	,000
X7	,000	,000	,000	,000	,000
X6	,000	,000	,000	,000	,000
X5	,000	,000	,000	,000	,000
X4	,000	,000	,000	,000	,000
X3	,000	,000	,000	,000	,000
X2	,000	,000	,000	,000	,000
X1	,000	,000	,000	,000	,000

Modification Indices (Group number 1 - Default model)

Covariances: (Group number 1 - Default model)

	M.I.	Par Change
e27 <--> M_KS	4,398	,055
e30 <--> e29	9,404	,074
e33 <--> e31	8,598	,085
e40 <--> e41	5,249	,070
e39 <--> z1	5,904	-,057
e37 <--> e41	4,823	-,064
e18 <--> e17	7,302	,069
e21 <--> e19	4,070	-,061
e23 <--> e26	5,226	,062
e23 <--> e19	5,609	,071
e24 <--> e27	5,088	,061
e25 <--> M_PRES	5,318	,071
e25 <--> e20	4,375	,055
e15 <--> e34	4,584	,052
e14 <--> e32	5,144	,058
e14 <--> e15	6,373	,073
e13 <--> e31	4,207	-,061
e12 <--> e22	4,978	-,064
e11 <--> M_KS	4,529	,060
e11 <--> e38	4,581	-,060

	M.I.	Par Change
e11 <--> e16	5,015	,068
e9 <--> e35	6,090	,091
e9 <--> e24	6,110	-,082
e8 <--> z1	7,117	,064
e8 <--> e28	6,819	,078
e8 <--> e16	5,548	,070
e7 <--> e34	4,959	-,055
e7 <--> e14	4,779	-,065
e6 <--> e32	5,108	-,055
e6 <--> e10	4,305	,052
e5 <--> e30	4,482	,056
e5 <--> e39	5,281	,065
e5 <--> e38	4,035	-,052
e5 <--> e24	5,459	,063
e5 <--> e6	8,396	,075
e4 <--> e35	4,067	-,063
e2 <--> M_AFF	4,949	,058
e2 <--> z2	6,042	,037
e2 <--> e15	5,464	,059
e1 <--> e18	4,281	,054

Variances: (Group number 1 - Default model)

	M.I.	Par Change
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Regression Weights: (Group number 1 - Default model)

	M.I.	Par Change
X26 <--- X23	5,263	,154
X27 <--- M_KS	4,014	,197
X27 <--- X19	4,986	,139
X27 <--- X24	8,171	,195
X27 <--- X25	4,698	,143
X29 <--- M_AFF	4,361	,163
X29 <--- X30	4,130	,125
X29 <--- X11	7,124	,149
X29 <--- X10	4,981	,135
X29 <--- X9	7,283	,139
X30 <--- X29	4,013	,139

	M.I.	Par Change
X30 <--- X5	5,146	,140
X30 <--- X4	4,050	,122
X31 <--- X17	4,346	-,153
X32 <--- X24	4,933	-,139
X34 <--- X18	4,555	-,127
X34 <--- X20	4,029	-,121
X39 <--- X28	4,009	-,122
X39 <--- X32	5,873	-,155
X39 <--- X33	4,855	-,145
X35 <--- X9	7,139	,167
X25 <--- M_PRES	4,227	,182
X25 <--- X7	5,704	,151
X25 <--- X6	5,606	,157
X14 <--- X7	4,667	-,133
X11 <--- X18	5,147	,174
X11 <--- X22	5,097	,158
X10 <--- X6	6,553	,157
X10 <--- X2	4,869	,148
X9 <--- X31	5,384	-,167
X9 <--- X24	4,819	-,182
X8 <--- X28	7,692	,173
X5 <--- X31	4,449	-,124
X5 <--- X38	4,267	-,152
X2 <--- X37	4,257	,121
X2 <--- X15	7,098	,147
X2 <--- X10	4,383	,122

Minimization History (Default model)

Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	10	-1,268	9999,000	3329,372	0	9999,000
1	e	7	-,154	4,947	1760,708	19	,246
2	e	1	-,098	2,472	1086,962	5	,718
3	e	0	2062,922	,807	1001,542	5	,725
4	e	0	160,422	,995	967,177	4	,000
5	e	0	158,254	1,004	937,427	1	,678
6	e	0	164,728	,294	925,204	1	1,142
7	e	0	162,819	,156	923,561	1	1,167
8	e	0	161,566	,043	923,390	1	1,082
9	e	0	163,640	,006	923,387	1	1,013
10	e	0	163,679	,000	923,387	1	1,000

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Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	94	923,387	809	,003	1,141
Saturated model	903	,000	0		
Independence model	42	3530,499	861	,000	4,100

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,036	,756	,728	,677
Saturated model	,000	1,000		
Independence model	,194	,171	,131	,163

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,738	,722	,958	,954	,957
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,940	,694	,899
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	114,387	43,576	193,490
Saturated model	,000	,000	,000
Independence model	2669,499	2489,998	2856,453

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	7,825	,969	,369	1,640
Saturated model	,000	,000	,000	,000
Independence model	29,919	22,623	21,102	24,207

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,035	,021	,045	,994
Independence model	,162	,157	,168	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	1111,387	1219,174	1372,625	1466,625
Saturated model	1806,000	2841,440	4315,549	5218,549
Independence model	3614,499	3662,659	3731,222	3773,222

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	9,419	8,818	10,089	10,332
Saturated model	15,305	15,305	15,305	24,080
Independence model	30,631	29,110	32,216	31,039

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	112	116
Independence model	32	33

Execution time summary

Minimization: ,094
 Miscellaneous: 5,844
 Bootstrap: ,000
 Total: 5,938