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LAMPIRAN 1**KUESIONER PENELITIAN**

Petunjuk Pengisian:

- Kuesioner ditujukan untuk seluruh pegawai DJP di Lingkungan Kanwil DJP Sulawesi Selatan, Barat, dan Tenggara.
- Bapak/Ibu diharapkan dapat memberikan jawaban yang paling sesuai dengan persepsi Bapak/Ibu terhadap penelitian ini.
- Pilihan Jawaban yaitu :
 - ✓ Sangat Tidak Setuju (STS)
 - ✓ Tidak Setuju (TS)
 - ✓ Kurang Setuju (KS)
 - ✓ Setuju (S)
 - ✓ Sangat Setuju (SS),
- Atas kesediaan Bapak/Ibu menjawab kuesioner ini, disampaikan terima kasih.

Data Responden

1. Lokasi (Kanwil, KPP, KP2KP)
 - 260 - Kanwil DJP Sulawesi Selatan, Barat, dan Tenggara
 - 801 - KPP Pratama Makassar Utara
 - 802 - KPP Pratama Parepare
 - 802 - KP2KP Sidrap
 - 802 - KP2KP Pinrang
 - 802 - KP2KP Enrekang
 - 803 - KPP Pratama Palopo
 - 803 - KP2KP Masamba
 - 803 - KP2KP Malili
 - 803 - KP2KP Makale
 - 804 - KPP Pratama Makassar Barat
 - 805 - KPP Pratama Makassar Selatan
 - 806 - KPP Pratama Bulukumba
 - 806 - KP2KP Sinjai
 - 806 - KP2KP Benteng
 - 807 - KPP Pratama Bantaeng
 - 807 - KP2KP Sungguminasa
 - 807 - KP2KP Takalar
 - 807 - KP2KP Bontosunggu
 - 808 - KPP Pratama Watampone
 - 808 - KP2KP Sengkang
 - 808 - KP2KP Watansoppeng
 - 809 - KPP Pratama Maros
 - 809 - KP2KP Pangkajene
 - 811 - KPP Pratama Kendari
 - 811 - KP2KP Rumbia
 - 811 - KP2KP Unaaha
 - 812 - KPP Madya Makassar

- 813 - KPP Pratama Majene
- 813 - KP2KP Mamasa
- 813 - KP2KP Polewali
- 814 - KPP Pratama Mamuju
- 814 - KP2KP Pasangkayu
- 815 - KPP Pratama Kolaka
- 815 - KP2KP Lasusua
- 816 - KPP Pratama Baubau
- 816 - KP2KP Raha

Lokasi Tempat Kerja:

- Homebase*
- Non homebase*

2. Jenis Kelamin

- Laki-laki
- Perempuan

3. Usia

- Kurang dari 21 Tahun
- 21-25 Tahun
- 26-30 Tahun
- 31-35 Tahun
- 36-40 Tahun
- 41-45 Tahun
- 46-50 Tahun
- Lebih dari 50 Tahun

4. Pendidikan Terakhir

- Diploma I
- Diploma III
- S1
- S2
- S3

5. Pangkat/Golongan

- Golongan II
- Golongan III
- Golongan IV

6. Masa Kerja

- 0 sampai 5 Tahun
- 5 sampai 10 Tahun
- 10 sampai 15 Tahun
- 15 sampai 20 Tahun
- Lebih dari 20 Tahun

7. Tingkatan Jabatan di dalam Organisasi

- Eselon II
- Eselon III
- Eselon IV
- Pelaksana
- Juru Sita
- Account Representative*
- Penilai Keberatan
- Fungsional

Daftar Pertanyaan

A. KOMPENSASI FINANSIAL

No	Pertanyaan	STS	TS	S	S	SS
Gaji Pokok						
1	Instansi tempat saya bekerja, dalam memberikan gaji setiap bulan telah mampu memenuhi kebutuhan sehari-hari pegawai.					
Tunjangan Kinerja						
2	Saya merasa bahwa saya mengandalkan Tunjangan Kinerja untuk pemenuhan kebutuhan saya.					
Imbalan Prestasi Kerja (IPK)						
3	Imbalan Prestasi Kerja (IPK) yang diberikan selama ini dapat meningkatkan semangat kerja saya.					

B. TEKANAN PEKERJAAN

No	Pertanyaan	STS	TS	KS	S	SS
Beban Kerja						
4	Saya merasa beban pekerjaan yang menjadi tekanan pekerjaan saya saat ini sesuai dengan kemampuan yang saya miliki.					
Penilaian Kinerja						
5	Saya merasa tekanan pekerjaan yaitu penilaian kinerja telah dilakukan secara adil oleh atasan.					
Keamanan Kerja						
6	Tekanan pekerjaan menyangkut keselamatan kerja dijamin oleh instansi tempat saya bekerja.					

C. KEPUASAN KERJA

No	Pertanyaan	STS	TS	KS	S	SS
Pekerjaan yang Menantang						
7	Saya menyukai pekerjaan saya karena saya merasa saya bisa berkembang melalui pekerjaan ini.					
Imbalan yang Adil						
8	Pendapatan yang saya terima saat ini sesuai dengan beban kerja dan tanggung jawab yang saya emban.					
Kondisi Kerja yang Mendukung						
9	Saya menyukai pekerjaan saya karena tempat kerja saya bersih, aman, dan nyaman.					
Kolega yang Suportif						
10	Suasana kekeluargaan dalam bekerja terbina dengan baik di organisasi saya.					

D. KINERJA PEGAWAI

No	Pertanyaan	STS	TS	KS	S	SS
Mutu Pekerjaan						
11	Saya selalu mengerjakan tugas sesuai dengan kualitas yang diinginkan oleh organisasi.					
Kuantitas Pekerjaan						
12	Saya mampu bekerja mencapai/melebihi target.					
Ketepatan Waktu						
13	Saya selalu menyelesaikan tugas tepat waktu.					

95	5	5	4	4	3	3	4	4	5	4	5	5	5
96	5	4	4	2	2	2	5	4	5	5	4	5	4
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154	5	3	4	4	2	4	5	4	5	4	5	4	5
155	5	5	5	3	4	5	5	5	5	5	5	5	4
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307	5	5	4	5	4	4	5	5	5	5	5	5	4
308	5	5	4	2	4	5	5	3	5	5	5	5	5
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310	5	5	5	4	4	4	4	4	4	4	4	4	5
311	5	4	5	4	5	5	4	4	5	5	4	4	5
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313	4	5	2	4	3	4	3	4	4	4	4	4	4
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330	4	5	5	5	4	4	5	5	5	5	5	5	5
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338	4	3	3	3	4	3	3	4	4	4	5	4	5
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340	5	4	2	5	4	3	4	5	4	4	5	5	5
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LAMPIRAN 3**HASIL OLAH DATA**

Analysis Summary

Date and Time

Date: Senin, 11 Januari 2021

Time: 09.56.46

Title

Model1: Senin, 11 Januari 2021 09.56

Notes for Model (Default model)**Computation of degrees of freedom (Default model)**

Number of distinct sample moments:	91
Number of distinct parameters to be estimated:	31
Degrees of freedom (91 - 31):	60

Result (Default model)

Minimum was achieved
Chi-square = 195,456
Degrees of freedom = 60
Probability level = ,000

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
y1 <--- x1	1,724	,463	3,722	***	par_16
y1 <--- x2	2,457	,622	3,950	***	par_17
y2 <--- x1	,031	,336	,093	,926	par_14
y2 <--- x2	-,543	,494	-1,100	,271	par_15
y2 <--- y1	,381	,164	2,328	,020	par_18
x13 <--- x1	,329	,062	5,316	***	par_1
x12 <--- x1	,342	,039	8,735	***	par_2
x11 <--- x1	,462	,039	11,873	***	par_3
x23 <--- x2	,445	,051	8,814	***	par_4
x22 <--- x2	,534	,043	12,441	***	par_5
x21 <--- x2	,396	,038	10,538	***	par_6
y14 <--- y1	,116	,025	4,582	***	par_7
y13 <--- y1	,128	,028	4,649	***	par_8
y12 <--- y1	,131	,029	4,545	***	par_9
y11 <--- y1	,104	,023	4,521	***	par_10
y21 <--- y2	,182	,017	10,916	***	par_11
y22 <--- y2	,291	,024	12,378	***	par_12
y23 <--- y2	,281	,023	12,072	***	par_13

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

	Estimate
y1 <--- x1	,520
y1 <--- x2	,741
y2 <--- x1	,018
y2 <--- x2	-,318
y2 <--- y1	,740
x13 <--- x1	,326
x12 <--- x1	,536
x11 <--- x1	,806
x23 <--- x2	,514
x22 <--- x2	,709
x21 <--- x2	,604
y14 <--- y1	,634
y13 <--- y1	,746
y12 <--- y1	,604
y11 <--- y1	,587

	Estimate
y21 <--- y2	,665
y22 <--- y2	,787
y23 <--- y2	,754

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
x1	1,000				
x2	1,000				
u1	2,000				
u2	2,000				
e3	,913	,072	12,640	***	par_19
e2	,290	,027	10,726	***	par_20
e1	,116	,029	4,013	***	par_21
e6	,552	,048	11,539	***	par_22
e5	,281	,034	8,221	***	par_23
e4	,274	,026	10,460	***	par_24
e10	,220	,020	11,247	***	par_25
e9	,145	,015	9,415	***	par_26
e8	,328	,028	11,546	***	par_27
e7	,225	,019	11,696	***	par_28
e11	,122	,012	10,477	***	par_29
e12	,152	,021	7,414	***	par_30
e13	,174	,021	8,403	***	par_31

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

	Estimate
y1	,818
y2	,314
y23	,569
y22	,619
y21	,442
y11	,344
y12	,365
y13	,557
y14	,402
x21	,365
x22	,503
x23	,264
x11	,649
x12	,287
x13	,106

Matrices (Group number 1 - Default model)

Factor Score Weights (Group number 1 - Default model)

	y23	y22	y21	y11	y12	y13	y14	x21	x22	x23	x11	x12	x13
x2	-,003	-,004	-,003	,164	,142	,316	,187	,374	,490	,208	-,198	-,058	-,018
x1	,049	,058	,045	,089	,077	,172	,102	-,072	-,094	-,040	1,046	,308	,094
y1	,255	,302	,236	,907	,786	1,749	1,038	,514	,674	,287	,772	,228	,070
y2	,934	1,107	,864	,073	,063	,140	,083	-,003	-,003	-,001	,122	,036	,011

Total Effects (Group number 1 - Default model)

	x2	x1	y1	y2
y1	2,457	1,724	,000	,000
y2	,392	,687	,381	,000
y23	,110	,193	,107	,281
y22	,114	,200	,111	,291
y21	,071	,125	,069	,182
y11	,255	,179	,104	,000
y12	,322	,226	,131	,000
y13	,316	,221	,128	,000
y14	,285	,200	,116	,000
x21	,396	,000	,000	,000
x22	,534	,000	,000	,000
x23	,445	,000	,000	,000
x11	,000	,462	,000	,000
x12	,000	,342	,000	,000
x13	,000	,329	,000	,000

Standardized Total Effects (Group number 1 - Default model)

	x2	x1	y1	y2
y1	,741	,520	,000	,000
y2	,230	,402	,740	,000
y23	,173	,304	,558	,754
y22	,181	,317	,582	,787
y21	,153	,268	,492	,665
y11	,435	,305	,587	,000
y12	,447	,314	,604	,000
y13	,553	,388	,746	,000
y14	,470	,329	,634	,000
x21	,604	,000	,000	,000
x22	,709	,000	,000	,000
x23	,514	,000	,000	,000
x11	,000	,806	,000	,000
x12	,000	,536	,000	,000
x13	,000	,326	,000	,000

Direct Effects (Group number 1 - Default model)

	x2	x1	y1	y2
y1	2,457	1,724	,000	,000
y2	-,543	,031	,381	,000
y23	,000	,000	,000	,281
y22	,000	,000	,000	,291
y21	,000	,000	,000	,182
y11	,000	,000	,104	,000
y12	,000	,000	,131	,000
y13	,000	,000	,128	,000
y14	,000	,000	,116	,000
x21	,396	,000	,000	,000
x22	,534	,000	,000	,000
x23	,445	,000	,000	,000
x11	,000	,462	,000	,000
x12	,000	,342	,000	,000
x13	,000	,329	,000	,000

Standardized Direct Effects (Group number 1 - Default model)

	x2	x1	y1	y2
y1	,741	,520	,000	,000
y2	-,318	,018	,740	,000
y23	,000	,000	,000	,754
y22	,000	,000	,000	,787
y21	,000	,000	,000	,665
y11	,000	,000	,587	,000
y12	,000	,000	,604	,000
y13	,000	,000	,746	,000
y14	,000	,000	,634	,000
x21	,604	,000	,000	,000
x22	,709	,000	,000	,000
x23	,514	,000	,000	,000
x11	,000	,806	,000	,000
x12	,000	,536	,000	,000
x13	,000	,326	,000	,000

Indirect Effects (Group number 1 - Default model)

	x2	x1	y1	y2
y1	,000	,000	,000	,000
y2	,935	,656	,000	,000
y23	,110	,193	,107	,000
y22	,114	,200	,111	,000
y21	,071	,125	,069	,000

	x2	x1	y1	y2
y11	,255	,179	,000	,000
y12	,322	,226	,000	,000
y13	,316	,221	,000	,000
y14	,285	,200	,000	,000
x21	,000	,000	,000	,000
x22	,000	,000	,000	,000
x23	,000	,000	,000	,000
x11	,000	,000	,000	,000
x12	,000	,000	,000	,000
x13	,000	,000	,000	,000

Standardized Indirect Effects (Group number 1 - Default model)

	x2	x1	y1	y2
y1	,000	,000	,000	,000
y2	,548	,384	,000	,000
y23	,173	,304	,558	,000
y22	,181	,317	,582	,000
y21	,153	,268	,492	,000
y11	,435	,305	,000	,000
y12	,447	,314	,000	,000
y13	,553	,388	,000	,000
y14	,470	,329	,000	,000
x21	,000	,000	,000	,000
x22	,000	,000	,000	,000
x23	,000	,000	,000	,000
x11	,000	,000	,000	,000
x12	,000	,000	,000	,000
x13	,000	,000	,000	,000

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	31	195,456	60	,000	3,258
Saturated model	91	,000	0		
Independence model	13	1391,393	78	,000	17,838

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,046	,921	,881	,607
Saturated model	,000	1,000		
Independence model	,124	,459	,369	,393

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,860	,817	,898	,866	,897
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,769	,661	,690
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	135,456	96,888	181,636
Saturated model	,000	,000	,000
Independence model	1313,393	1196,071	1438,113

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	,557	,386	,276	,517
Saturated model	,000	,000	,000	,000
Independence model	3,964	3,742	3,408	4,097

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,080	,068	,093	,000
Independence model	,219	,209	,229	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	257,456	260,032	377,229	408,229
Saturated model	182,000	189,561	533,590	624,590
Independence model	1417,393	1418,473	1467,621	1480,621

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	,733	,624	,865	,741
Saturated model	,519	,519	,519	,540
Independence model	4,038	3,704	4,393	4,041

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	143	159
Independence model	26	28