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## Questioner Penelitian

### DAFTAR INSTRUMEN PENELITIAN

#### Penjelasan Umum

Pertanyaan/Pernyataan dalam instrumen ini dimaksudkan hanya untuk tujuan penelitian Disertasi dengan judul “Pengaruh Gaya Kepemimpinan, Kompetensi, dan Kompensasi melalui Komitmen Organisasi dan Motivasi terhadap Kinerja Pelayanan Publik Pegawai Pemerintah Daerah Provinsi Sulawesi Selatan”. Oleh karena itu, bantuan Bapak/Ibu dalam menjawab questioner sesuai dengan keadaan yang sebenarnya akan sangat membantu keakuratan data penelitian, sehingga dapat membantu penyelesaian Disertasi ini. Atas bantuan Bapak/Ibu disampaikan terima kasih.

Daftar Pertanyaan Umum:

#### 1. Lengkapi Identitas:

- a. Organisasi : .....
- b. SKPD : .....
- c. Unit Organisasi : .....
- d. Nama Responden : .....
- e. Jenis Kelamin : .....
- f. Umur : ..... Tahun,
- g. Tingkat Pendidikan : .....
- f. Masa Kerja : .....Tahun,
- g. Alamat Unit/Sat. Kerja : .....

2. Berilah tanda contreng (√) pada kolom yang tersedia dari salah satu alternatif jawaban yang paling sesuai menurut Bapak/Ibu, dengan indikator berikut di bawah ini.

Pernyataan di bawah ini digunakan untuk menjawab pertanyaan 1 s.d. 15.

Angka 1 : Sangat Tidak Senang,

Angka 4 : Senang,

Angka 2 : Tidak Senang,

Angka 5 : Sangat Senang.

Angka 3 : Cukup Senang,

## 1. Gaya Kepemimpinan (X1)

### 1.1 Kepemimpinan Supportif

**Apakah Bapak/Ibu merasa senang jika.....**                    1            2            3            4            5

- 1 Pimpinan memberikan kepercayaan kepada anda seluas-luasnya?
- 2 Pimpinan membimbing anda sebaik-baiknya?
- 3 Kondisi lingkungan kerja anda kondusif?
- 4 Anda diberi kesempatan mengembangkan keahlian yang anda miliki?
- 5 Suasana kerjasama sangat harmonis di antara para pegawai?

### 1.2 Kepemimpinan Partisipatif

**Apakah Bapak/Ibu merasa senang jika.....**                    1            2            3            4            5

- 6 Pimpinan melibatkan anda dalam proses pengambilan keputusan?
- 7 Pimpinan melibatkan anda dalam merumuskan perencanaan?
- 8 Pekerjaan diselesaikan secara team work?
- 9 Pimpinan selalu meminta pendapat anda secara pribadi?
- 10 Pimpinan mempercayakan pekerjaan sepenuhnya kepada anda?

### 1.3 Kepemimpinan Orientasi Prestasi

<b>Apakah Bapak/Ibu merasa senang jika.....</b>	1	2	3	4	5
11 Pimpinan memberikan tantangan setinggi mungkin?					
12 Pimpinan menyatakan bahwa keberhasilannya adalah karena dukungan bawahannya?					
13 Pimpinan selalu memberikan motivasi?					
14 Pimpinan menilai anda kreatif dalam menyelesaikan pekerjaan?					
15 Pimpinan memberi tanggung jawab yang tinggi kepada anda?					

Pernyataan di bawah ini digunakan untuk menjawab pertanyaan 1 s.d. 15.

- Angka 1 : Sangat Tidak Senang,                      Angka 4 : Senang,  
 Angka 2 : Tidak Senang,                              Angka 5 : Sangat Senang.  
 Angka 3 : Cukup Senang,

## **2. Kompetensi Pegawai (X2)**

### **2.1 Kompetensi Pengetahuan**

<b>Apakah Bapak/Ibu .....</b>	1	2	3	4	5
1 Mengetahui cara melakukan identifikasi pekerjaan, dan bagaimana melakukan pekerjaan dengan baik, sesuai ketentuannya?					
2 Mengetahui secara jelas apa yang harus dilakukan untuk menyelesaikan pekerjaan dengan baik?					
3 Merasa telah memiliki keahlian sesuai tugas/pekerjaan yang dibebankan,					

sehingga dapat melaksanakan pekerjaan dengan baik?

- 4 Mengetahui bahwa pekerjaan yang diberikan sesuai dengan kemampuan yang dimiliki?
- 5 Mengetahui sebelumnya bahwa setiap pekerjaan yang diberikan dapat dilaksanakan dgn baik?

## 2.2 Kompetensi Pemahaman

<b>Apakah Bapak/Ibu merasa .....</b>	1	2	3	4	5
6 Telah memahami dengan baik karakteristik pekerjaan, dan kondisi kerja secara efektif dan efisien?					
7 Telah memahami setiap langkah penyelesaian pekerjaan secara efektif dan efisien?					
8 Telah memahami hubungan pekerjaannya dengan tujuan organisasi?					
9 Telah memahami manfaat dari pekerjaan yang dilakukan, baik bagi organisasi maupun bagi diri sendiri?					
10 Telah melaksanakan pekerjaan masing-masing, dengan senang hati, tekun, dan penuh inisiatif?					

## 2.3 Kompetensi Keterampilan

<b>Apakah Bapak/Ibu merasa .....</b>	1	2	3	4	5
11 Merasa telah memiliki keahlian sesuai tugas/pekerjaan yang dibebankan, sehingga dapat melaksanakan pekerjaan dengan baik?					

- 12 Bahwa pekerjaan yang di bebaskan sesuai dengan kemampuan/keahlian yang dimiliki?
- 13 Bahwa para pegawai melaksanakan pekerjaannya dengan tekun, teliti, jujur, dan terbuka?
- 14 Bahwa para pegawai mampu menyelesaikan pekerjaannya dengan standar kualitas yang tepat?
- 15 Bahwa para pegawai merasa senang melaksanakan pekerjaannya dengan baik?

Pernyataan di bawah ini digunakan untuk menjawab pertanyaan 1 s.d. 15.

Angka 1 : Sangat Tidak Senang,

Angka 4 : Senang,

Angka 2 : Tidak Senang,

Angka 5 : Sangat Senang.

Angka 3 : Cukup Senang,

### 3. Kompensasi (X3)

#### 3.1 Penggajian

<b>Apakah Bapak/Ibu merasa .....</b>	1	2	3	4	5
1 Pemberian gaji yang diterima lebih baik dari instansi yang lain?					
2 Gaji yang diterima cukup, mengingat tanggung jawab yang saya pikul cukup berat?					
3 Bahwa gaji rendah tetap saya terima, dan bersyukur masih ada yang diterima?					
4 Bahwa gaji yang diterima cukup baik, sesuai aturan pemerintah?					
5 Bahwa gaji yang diterima cukup baik, sesuai aturan pemerintah, bila dibanding di instansi lain?					

### 3.2 Pemberian Honor dan Insentif

<b>Apakah Bapak/Ibu merasa .....</b>	1	2	3	4	5
6 Senang dengan patokan honor yang Bapak/Ibu terima?					
7 Senang dengan dasar patokan insentif yang Bapak/Ibu terima?					
8 Senang dengan penerimaan honor yang tepat waktu?					
9 Senang juga dengan penerimaan insentif yang tepat waktu?					
10 Puas dengan honor maupun insentif yang Bapak/Ibu terima?					

### 3.3 Tunjangan

<b>Apakah Bapak/Ibu merasa .....</b>	1	2	3	4	5
11 Puas dengan besarnya tunjangan yang Bapak/Ibu terima?					
12 Puas dengan tunjangan yang Bapak/Ibu terima, sesuai jabatan Bapak/Ibu?					
13 Puas dengan tunjangan yang Bapak/Ibu terima, sesuai dengan tingkat pendidikan Bapak/Ibu?					
14 Puas dengan tunjangan yang Bapak/Ibu terima, sesuai dengan beban tanggung jawab Bapak/Ibu?					
15 Puas dengan tunjangan yang Bapak/Ibu terima sesuai dengan beban kerja Bapak/Ibu?					

Pernyataan di bawah ini digunakan untuk menjawab pertanyaan 1 s.d. 15.

Angka 1 : Sangat Tidak Senang,

Angka 4 : Senang,

Angka 2 : Tidak Senang,

Angka 5 : Sangat Senang.

Angka 3 : Cukup Senang,

#### 4. Komitmen Organisasi (Y1)

##### 4.1 Affectif Commitment

Apakah Bapak/Ibu merasa .....	1	2	3	4	5
1 Senang bekerja di instansi tempat Bapak/Ibu bertugas saat ini?					
2 Yakin bahwa masa depan Bapak/Ibu akan lebih baik jika tetap di instansi ini?					
3 Bahwa keterlibatan Bapak/Ibu di instansi ini sangat dibutuhkan?					
4 Yakin bahwa pimpinan Bapak/Ibu telah memperlakukan secara adil?					
5 Yakin bahwa pimpinan Bapak/Ibu mempercayai, sebagaimana Bapak/Ibu memercayainya?					

##### 4.2 Continuance Commitment

Apakah Bapak/Ibu merasa .....	1	2	3	4	5
6 Yakin bahwa keberadaan Bapak/Ibu di instansi ini lebih menguntungkan jika dibanding dengan di instansi lain?					
7 Yakin bahwa faktor senioritas juga menjadi bahan pertimbangan dalam kebijakan promosi?					
8 Yakin bahwa mendapatkan posisi yang Bapak/Ibu pegang saat ini tidaklah gampang?					
9 Yakin bahwa persepsi Bapak/Ibu sama dengan persepsi rekan-rekan Bapak/Ibu terhadap instansi ini?					

- 10 Yakin bahwa pimpinan Bapak/Ibu juga memiliki persepsi yang sama terhadap instansi ini?

#### 4.3 Normative Commitment

- | <b>Apakah Bapak/Ibu merasa .....</b>  | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| 11 Senang untuk tetap bertahan bekerja pada instansi ini?   |   |   |   |   |   |
| 12 Tetap bertahan pada instansi ini, karena faktor normatif?  |   |   |   |   |   |
| 13 Yakin bahwa tidak ada faktor lain yang menyebabkan Bapak/Ibu bertahan pada instansi ini?   |   |   |   |   |   |
| 14 Yakin bahwa komitmen Bapak/Ibu tidak akan berubah pada masa yang akan datang?  |   |   |   |   |   |
| 15 Yakin bahwa semua pegawai pada instansi ini memiliki persepsi yang sama dengan Bapak/Ibu dalam menjawab pertanyaan dari no.(11 s.d. 14)? |   |   |   |   |   |

Pernyataan di bawah ini digunakan untuk menjawab pertanyaan 1 s.d. 15.

- |                                |                          |
|--------------------------------|--------------------------|
| Angka 1 : Sangat Tidak Senang, | Angka 4 : Senang,        |
| Angka 2 : Tidak Senang,        | Angka 5 : Sangat Senang. |
| Angka 3 : Cukup Senang,        |                          |

## 5. Motivasi (Y2)

### 5.1 Motivasi Kebutuhan Fisiologis

- | <b>Apakah Bapak/Ibu merasa .....</b>                            | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| 1 Besarnya gaji yang diterima sesuai pekerjaan yang dibebankan? |   |   |   |   |   |



- 2 Pemberian tunjangan kesejahteraan/honor/insentif yang diberikan kepada para pegawai cukup baik?
- 3 Bahwa gaji yang diterima dapat memenuhi kebutuhan diri dan keluarganya?
- 4 Bahwa dengan gaji yang diterima cukup untuk menjamin kesejahteraan diri dan keluarganya?
- 5 Bahwa gaji yang diterimanya dapat menjamin kelangsungan hidupnya?

### 5.2. Motivasi Kebutuhan Rasa Aman

- | <b>Apakah Bapak/Ibu merasa .....</b>                           | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|
| 6 Lingkungan kerja anda aman dan menyenangkan?                 |   |   |   |   |   |
| 7 Hubungan kerja dengan rekan kerja anda berjalan dengan baik? |   |   |   |   |   |
| 8 Bahwa besarnya gaji sesuai dengan pekerjaan yang dibebankan? |   |   |   |   |   |
| 9 Fasilitas yang diberikan sangat menunjang pekerjaan?         |   |   |   |   |   |
| 10 Kondisi hubungan kerja berjalan dengan baik?                |   |   |   |   |   |

### 5.3. Motivasi Kebutuhan Penghargaan

- | <b>Apakah Bapak/Ibu merasa .....</b>   | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|
| 11 Atasan selalu memberikan pujian pada pegawai yang melaksanakan tugas dengan baik? |   |   |   |   |   |

- 12 Prestasi kerja pegawai selalu dinilai dengan teliti, benar, dan adil oleh atasan?
- 13 Atasan senang memuji para pegawai yang melaksanakan tugas dengan baik?
- 14 Prestasi kerja pegawai selalu dinilai dengan teliti dan benar?
- 15 Pimpinan selalu memberikan penghargaan terhadap prestasi kerja setiap pegawai?

Pernyataan di bawah ini digunakan untuk menjawab pertanyaan 1 s.d. 15.

- Angka 1 : Sangat Tidak Senang,                      Angka 4 : Senang,  
 Angka 2 : Tidak Senang,                              Angka 5 : Sangat Senang.  
 Angka 3 : Cukup Senang,

## 6. Kinerja Pelayanan Publik (Y3)

### 6.1. Pencapaian Sasaran Kerja

Apakah Bapak/Ibu merasa .....	1	2	3	4	5
1 Senang jika dapat memberikan pelayanan dengan baik, mudah (sederhana)?					
2 Senang jika pelayanan yang bapak/ibu berikan mudah dipahami oleh masyarakat?					
3 Senang jika pelayanan yang bapak/ibu berikan dapat memberikan rasa aman / puas bagi masyarakat?					
4 Senang jika dapat memberikan pelayanan secara transparan dan adil?					
5 Senang jika dapat memberikan pelayanan secara efisien, efektif dan tepat waktu?					

## 6.2. Pencapaian Target Kinerja

Apakah Bapak/Ibu merasa .....	1	2	3	4	5
6 Senang jika pekerjaan yang diberikan kepada bapak/ibu sesuai dengan kualitas yang telah ditetapkan?					
7 Senang jika kuantitas pekerjaan yang dipercayakan kepada bapak/ibu sesuai dengan target yang telah ditetapkan?					
8 Senang jika tugas-tugas yang dipercayakan kepada bapak/ibu dapat diselesaikan dengan tepat waktu?					
9 Senang jika tugas-tugas yang dipercayakan kepada bapak/ibu sesuai dengan prosedur yang telah ditetapkan?					
10 Senang jika kinerja instansi tempat bapak/ibu bertugas dinilai berprestasi?					

## 6.3. Kedisiplinan Pelayanan

Apakah Bapak/Ibu merasa .....	1	2	3	4	5
11 Senang jika bapak/ibu dapat hadir di kantor tepat waktu?					
12 Gelisah, jika terlambat tiba di kantor tempat bapak/ibu bertugas?					
13 Yakin bahwa disiplin waktu adalah bagian dari kewajiban aparatur pemerintah?					

- 14 Yakin bahwa kedisiplinan merupakan salah satu sumber keberhasilan seseorang/lembaga?
- 15 Yakin bahwa pemberian pelayanan prima kepada masyarakat merupakan perwujudan kewajiban aparatur pemerintah sebagai abdi masyarakat?

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## TABULASI DATA QUESTIONER

Data X1 Validasi SIAP Hasil Sept 18

TABULASI HASIL QUESTIONER PENELITIAN																	
NO. RESP.	GAYA KEPEMIMPINAN (X1)															Tot	Rata 2
	X1.1					X1.2					X1.3						
1	5	4	4	4	4	4	5	5	4	3	3	4	5	5	4	63	4,2
2	4	4	4	4	4	5	4	4	5	5	4	5	4	5	5	66	4,4
3	4	5	4	5	4	4	4	4	4	5	5	4	4	4	4	64	4,3
4	4	4	5	5	4	3	4	4	3	4	5	4	4	5	5	63	4,2
5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	4	73	4,9
6	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	61	4,1
7	4	4	5	5	4	4	5	4	5	4	4	4	4	5	4	65	4,3
8	4	4	4	4	4	5	5	4	4	4	5	5	5	5	4	66	4,4
9	4	4	4	4	4	4	4	4	3	4	3	4	4	3	3	56	3,7
10	4	4	4	4	4	4	4	4	4	4	3	4	4	3	3	57	3,8
11	4	5	4	5	5	5	4	4	5	5	4	5	4	4	4	67	4,5
12	4	5	5	4	5	5	5	5	4	4	5	5	5	4	4	69	4,6
13	4	4	5	4	5	4	4	5	2	2	2	5	4	3	2	55	3,7
14	4	4	4	5	5	4	4	5	4	4	4	5	5	4	4	65	4,3
15	3	4	4	4	5	3	3	4	3	3	4	4	4	4	4	56	3,7
16	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
17	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
18	4	4	4	3	4	4	4	4	3	3	3	4	4	3	3	54	3,6
19	4	4	5	5	4	3	2	3	3	4	3	5	5	4	5	59	3,9
20	5	5	4	4	5	4	4	4	5	5	4	4	4	5	5	67	4,5
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22	4	4	4	4	4	4	4	4	4	4	5	5	4	4	4	62	4,1
23	5	5	4	4	4	5	5	5	5	3	4	4	4	5	4	66	4,4
24	4	5	4	4	4	4	4	4	4	4	5	5	4	4	4	63	4,2
25	5	4	5	4	4	4	4	4	4	4	5	4	4	4	4	63	4,2
26	4	5	5	5	3	4	4	4	4	5	5	5	4	4	4	65	4,3
27	4	5	4	5	3	3	3	4	4	5	5	3	4	4	5	61	4,1
28	5	4	4	5	3	3	4	3	4	5	2	4	3	5	4	58	3,9
29	5	4	4	5	3	2	5	3	5	5	2	4	3	5	4	59	3,9
30	3	4	5	5	4	2	4	3	4	5	2	4	4	5	3	57	3,8
31	4	5	4	5	3	3	4	3	4	5	2	4	3	5	4	58	3,9
32	4	5	4	5	3	4	4	5	5	5	5	4	4	5	4	66	4,4

33	4	5	4	5	2	4	4	5	5	2	4	3	5	5	4	61	4,1
34	4	5	4	5	3	5	4	4	4	5	4	4	4	5	4	64	4,3
35	4	4	4	4	4	4	3	3	3	3	3	4	4	4	3	54	3,6
36	4	5	4	5	5	4	4	4	1	5	2	5	4	4	4	60	4,0
37	4	5	4	5	5	4	4	4	1	5	2	5	4	4	4	60	4,0
38	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
39	4	4	4	4	4	4	4	3	4	4	3	3	4	4	4	57	3,8
40	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	61	4,1
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42	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
43	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
44	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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48	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
49	4	4	4	4	4	4	4	4	5	5	4	4	4	5	4	63	4,2
50	4	5	4	4	4	4	4	4	3	3	3	4	4	4	3	57	3,8
51	4	4	4	4	5	4	4	4	4	4	4	4	4	5	4	62	4,1
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53	4	4	3	3	3	3	3	4	3	3	3	4	4	4	3	51	3,4
54	4	3	3	5	4	3	4	4	3	4	4	4	4	4	4	57	3,8
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57	4	5	4	4	5	3	4	4	4	3	4	4	4	4	4	60	4,0
58	5	5	4	4	4	5	5	5	4	5	4	5	5	5	5	70	4,7
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63	4	3	4	3	4	3	3	4	4	3	3	3	3	4	4	52	3,5
64	4	4	4	4	4	4	4	4	4	2	4	4	4	4	4	58	3,9
65	3	3	3	4	4	4	3	4	3	3	3	3	3	4	4	51	3,4
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72	4	4	4	5	4	3	3	4	4	4	4	3	4	4	4	58	3,9
73	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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78	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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91	3	4	4	4	4	3	4	4	4	4	3	4	4	4	4	57	3,8
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115	4	4	4	4	4	4	4	4	4	5	3	3	4	3	4	58	3,9
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118	3	5	3	3	3	3	3	4	3	3	2	4	4	3	3	49	3,3
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125	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	61	4,1
126	4	3	5	4	5	4	5	5	5	5	4	5	5	5	5	69	4,6
127	3	3	4	3	3	3	4	3	3	3	3	4	3	3	4	49	3,3
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130	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
131	4	3	5	4	5	4	4	4	4	5	4	4	4	5	4	63	4,2
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145	5	4	4	4	5	4	4	4	4	4	4	4	4	4	4	62	4,1
146	4	3	5	4	5	4	5	5	5	5	4	5	5	5	5	69	4,6



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152	3	3	4	3	3	3	4	3	3	3	3	4	3	3	4	49	3,3
153	5	5	4	4	4	4	5	5	4	4	5	4	5	4	4	66	4,4
154	5	4	4	5	4	4	4	4	5	4	4	4	4	5	4	64	4,3
155	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	61	4,1
156	4	4	4	4	5	4	5	4	4	4	4	5	4	4	4	63	4,2
157	3	3	4	3	3	3	4	3	3	3	3	4	3	3	4	49	3,3
158	3	4	4	3	4	3	3	3	4	4	3	3	4	3	4	52	3,5
159	3	4	3	3	4	3	4	4	3	4	3	3	4	3	3	51	3,4
160	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	61	4,1
161	4	5	5	4	5	4	4	4	5	5	4	5	5	5	5	69	4,6
162	4	5	4	4	4	5	4	4	5	4	4	4	5	4	5	65	4,3
163	3	4	4	3	4	3	3	3	4	4	3	3	4	3	4	52	3,5
164	3	4	3	3	4	3	4	4	3	4	3	3	4	3	3	51	3,4
165	5	4	4	4	5	4	4	4	4	4	4	4	4	4	4	62	4,1
166	4	3	5	4	5	4	5	5	5	5	4	5	5	4	5	68	4,5
167	4	4	4	4	4	5	5	4	4	4	5	5	5	5	4	66	4,4
168	3	4	4	3	4	3	4	4	4	4	3	3	4	4	4	55	3,7
169	4	4	5	5	4	5	4	5	5	4	4	4	4	5	4	66	4,4
170	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
171	4	3	5	4	5	4	5	5	5	5	4	5	5	5	5	69	4,6
172	3	3	4	3	3	3	4	3	3	3	3	4	3	3	4	49	3,3
173	3	4	4	3	4	3	3	3	4	4	3	3	4	3	4	52	3,5
174	3	4	3	3	4	3	4	4	3	4	3	3	4	3	3	51	3,4
175	4	4	4	4	5	4	4	4	4	4	4	5	5	5	4	64	4,3
176	4	4	4	5	5	5	5	4	4	5	4	4	5	5	5	68	4,5
177	4	5	4	4	4	4	4	4	4	4	5	4	5	4	4	63	4,2
178	4	4	4	5	5	5	4	5	4	4	4	5	4	4	4	65	4,3
179	4	5	4	4	4	4	4	5	4	4	4	4	5	4	5	64	4,3
180	4	4	4	5	4	5	4	4	5	4	4	4	4	4	4	63	4,2
Rata-rata	3,9 3	4,1 9	4,0 3	4,0 4	4,1 7	3,8 2	3,9 6	3,9 9	3,8 6	3,9 6	3,6 4	3,9 7	4,0 9	4,0 2	3,9 4	59,6 0	3,97



43	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
44	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
45	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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47	4	3	4	3	4	4	4	4	4	4	4	4	4	4	4	58	3,9
48	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	58	3,9
49	4	3	2	5	4	4	4	4	4	4	4	4	4	4	4	58	3,9
50	5	2	3	3	3	4	4	4	4	4	4	4	4	4	4	56	3,7
51	4	4	5	4	4	3	3	3	3	3	3	3	3	3	3	51	3,4
52	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45	3,0
53	4	4	4	4	4	4	4	3	4	4	4	4	3	3	3	56	3,7
54	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
55	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	61	4,1
56	4	4	5	4	4	3	3	4	4	3	3	3	3	3	3	53	3,5
57	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	55	3,7
58	4	4	4	4	5	5	4	4	4	5	5	4	4	5	4	65	4,3
59	4	4	4	5	5	4	5	4	4	4	5	4	4	4	5	65	4,3
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61	3	3	4	4	4	3	3	3	3	3	3	4	3	4	3	50	3,3
62	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	59	3,9
63	4	4	3	4	3	3	4	4	4	3	4	4	4	4	5	57	3,8
64	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
65	4	5	4	4	5	3	3	4	4	5	5	4	4	4	4	62	4,1
66	3	4	5	3	3	4	4	4	4	4	4	4	4	4	4	58	3,9
67	4	4	4	4	4	5	2	5	4	5	4	4	4	4	4	61	4,1
68	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
69	4	4	4	4	4	3	3	3	3	3	4	4	4	4	4	55	3,7
70	3	3	3	3	3	2	3	4	5	1	3	3	3	3	3	45	3,0
71	2	2	3	3	2	3	3	3	3	3	3	3	3	3	3	42	2,8
72	1	2	2	2	1	3	3	4	4	4	4	4	2	4	4	44	2,9
73	3	4	2	3	2	3	4	4	4	4	4	3	4	4	4	52	3,5
74	1	1	1	1	5	3	4	4	3	3	4	4	4	4	4	46	3,1
75	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	61	4,1
76	3	4	3	4	3	3	4	4	3	4	3	4	4	3	4	53	3,5
77	4	4	3	4	4	4	4	4	4	4	3	4	4	5	3	58	3,9
78	4	4	3	3	4	4	4	3	3	3	4	4	3	4	4	54	3,6
79	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
80	3	1	5	3	3	4	4	4	4	4	4	4	4	4	4	55	3,7
81	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45	3,0
82	3	3	5	5	5	5	5	5	5	5	5	4	4	3	5	67	4,5
83	3	4	5	5	5	5	5	5	3	5	5	4	4	3	5	66	4,4
84	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
85	3	3	3	3	4	2	4	4	4	4	2	4	4	4	4	52	3,5
86	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
87	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	61	4,1
88	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	61	4,1
89	3	3	3	5	5	4	4	4	4	4	4	4	4	4	4	59	3,9
90	4	4	3	4	4	4	4	3	3	3	3	4	4	4	3	54	3,6
91	3	3	3	3	5	3	3	3	5	3	3	3	5	5	3	53	3,5

92	4	4	3	4	4	4	4	4	3	5	4	4	5	4	4	60	4,0
93	4	4	3	4	4	4	4	5	4	5	5	5	4	4	4	63	4,2
94	4	4	4	4	4	3	3	4	4	5	4	5	4	4	4	60	4,0
95	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
96	4	5	5	4	4	4	4	3	3	4	4	5	5	5	5	64	4,3
97	4	5	4	4	4	3	3	3	3	3	3	3	3	3	3	51	3,4
98	4	3	4	3	3	4	3	4	4	4	3	3	4	3	3	52	3,5
99	4	4	4	4	4	4	4	4	4	4	3	3	3	3	3	55	3,7
100	2	2	3	2	2	2	2	3	3	2	2	2	3	2	2	34	2,3
101	5	5	5	5	3	3	3	3	4	4	5	5	5	4	4	63	4,2
102	5	4	4	3	3	2	3	3	3	2	3	3	3	3	3	47	3,1
103	4	4	3	5	4	3	3	4	3	4	3	4	3	3	2	52	3,5
104	4	4	3	5	4	3	3	4	3	4	3	4	3	3	2	52	3,5
105	4	4	4	4	4	2	3	3	2	3	2	2	2	2	2	43	2,9
106	2	3	4	4	4	4	2	3	4	4	4	4	2	3	4	51	3,4
107	2	3	4	4	4	4	4	4	4	4	4	4	4	4	4	57	3,8
108	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	44	2,9
109	2	2	2	2	2	2	3	3	2	3	4	4	4	4	4	43	2,9
110	4	4	3	5	4	3	3	4	3	4	3	4	3	3	2	52	3,5
111	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
112	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
113	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
114	4	4	4	4	4	4	3	4	4	4	3	3	4	4	4	57	3,8
115	3	2	4	5	4	4	5	5	5	5	5	4	4	4	4	63	4,2
116	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
117	4	4	3	4	4	4	4	4	5	4	4	4	4	5	4	61	4,1
118	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	52	3,5
119	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45	3,0
120	3	3	4	3	3	3	3	4	3	3	4	3	3	4	4	50	3,3
121	3	3	4	3	3	3	4	3	3	4	3	4	3	3	4	50	3,3
122	3	4	3	4	3	3	3	4	3	4	3	4	3	3	4	51	3,4
123	3	3	4	3	3	3	4	4	4	3	4	4	3	3	4	52	3,5
124	3	4	3	3	4	3	4	3	3	3	3	4	4	3	3	50	3,3
125	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
126	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	63	4,2
127	3	3	3	3	3	3	4	3	3	4	3	3	3	4	4	49	3,3
128	3	3	4	3	3	3	4	3	3	4	3	4	3	3	4	50	3,3
129	3	4	3	4	3	3	3	4	3	4	3	4	3	3	4	51	3,4
130	3	3	4	3	3	3	4	4	4	3	4	4	3	3	4	52	3,5
131	3	4	3	3	4	3	4	3	3	3	3	4	4	3	3	50	3,3
132	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
133	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	63	4,2
134	3	3	3	3	3	3	4	3	3	4	3	3	3	4	4	49	3,3
135	3	3	4	3	3	3	4	3	3	4	3	4	3	3	4	50	3,3
136	3	4	3	4	3	3	3	4	3	4	3	4	3	3	4	51	3,4
137	4	4	4	5	5	3	4	4	4	3	4	4	3	3	4	58	3,9
138	3	4	3	3	4	3	4	3	3	3	3	4	4	3	3	50	3,3
139	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
140	5	5	5	4	4	4	4	4	4	4	4	4	4	5	4	64	4,3

141	3	3	4	2	3	3	4	3	3	4	3	3	3	4	4	49	3,3
142	3	3	4	3	3	3	4	3	3	4	3	4	3	3	4	50	3,3
143	3	4	3	4	3	3	3	4	3	4	3	4	3	3	4	51	3,4
144	3	3	4	3	3	3	4	4	4	3	4	4	3	3	4	52	3,5
145	3	4	3	3	4	3	4	3	3	3	3	4	4	3	3	50	3,3
146	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
147	5	5	5	4	4	4	4	4	4	4	5	5	4	4	4	65	4,3
148	3	3	4	2	3	3	4	3	3	4	3	3	3	4	4	49	3,3
149	3	3	4	3	3	3	4	3	3	4	3	4	3	3	4	50	3,3
150	3	4	3	4	3	3	3	4	3	4	3	4	3	3	4	51	3,4
151	3	3	4	3	3	3	4	4	4	3	4	4	3	3	4	52	3,5
152	3	4	3	3	4	3	4	3	3	3	3	4	4	3	3	50	3,3
153	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
154	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	63	4,2
155	3	3	4	2	3	3	4	3	3	4	3	3	3	4	4	49	3,3
156	3	3	4	3	3	3	4	3	3	4	3	4	3	3	4	50	3,3
157	3	4	3	4	3	3	3	4	3	4	3	4	3	3	4	51	3,4
158	3	3	4	3	3	3	4	4	4	3	4	4	3	3	4	52	3,5
159	3	4	3	3	4	3	4	3	3	3	3	4	4	3	3	50	3,3
160	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
161	5	5	5	4	4	4	4	4	4	4	5	5	5	5	5	68	4,5
162	3	3	4	2	3	3	4	3	3	4	3	3	3	4	4	49	3,3
163	3	3	4	3	3	3	4	3	3	4	3	4	3	3	4	50	3,3
164	3	4	3	4	3	3	3	4	3	4	3	4	3	3	4	51	3,4
165	3	3	4	3	3	3	4	4	4	3	4	4	3	3	4	52	3,5
166	3	4	3	3	4	3	4	3	3	3	3	4	4	3	3	50	3,3
167	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
168	5	5	5	4	4	4	4	4	4	4	4	5	4	4	4	64	4,3
169	3	3	4	2	3	3	4	3	3	4	3	3	3	4	4	49	3,3
170	4	5	5	5	5	4	4	4	4	4	4	4	4	4	4	64	4,3
171	4	3	5	4	5	4	4	5	5	5	4	4	4	5	5	66	4,4
172	3	4	4	4	3	3	4	4	3	3	3	4	3	3	4	52	3,5
173	4	4	4	3	4	3	3	4	4	4	4	4	4	3	4	56	3,7
174	3	4	3	4	4	4	4	4	3	4	4	3	4	3	3	54	3,6
175	4	5	5	4	5	4	4	4	4	4	4	4	4	4	4	63	4,2
176	4	3	4	4	5	4	5	4	5	5	4	5	5	5	4	66	4,4
177	4	4	4	3	3	4	4	3	4	3	4	4	4	4	4	56	3,7
178	3	4	4	4	4	4	4	4	4	4	3	4	4	3	4	57	3,8
179	3	3	4	3	4	3	4	3	4	3	3	4	3	3	4	51	3,4
180	3	4	4	4	4	3	4	4	3	4	4	3	4	3	3	54	3,6
Rata-rata	3,46	3,60	3,64	3,71	3,72	3,57	3,79	3,81	3,74	3,84	3,69	3,89	3,72	3,73	3,84	55,76	3,72

## TABULASI DATA QUESIONER

Data X3 Validasi SIAP Hasil Sept 18

TABULASI HASIL QUESIONER PENELITIAN																		
NO. RESP.	KOMPENSASI (X3)															Tot	Rat a2	
	X3.1					X3.2					X3.3							
1	5	4	4	4	4	4	5	4	4	5	5	3	4	4	5	64	4,3	
2	4	3	4	4	3	4	3	4	3	4	4	3	4	4	4	55	3,7	
3	4	4	4	4	4	3	3	4	4	5	4	3	5	5	4	60	4,0	
4	4	4	5	5	4	5	4	4	4	4	4	5	4	4	5	65	4,3	
5	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	61	4,1	
6	3	4	3	4	3	4	3	4	4	5	4	3	5	5	4	58	3,9	
7	4	4	4	4	3	4	4	4	4	4	3	4	4	4	3	57	3,8	
8	4	4	4	4	3	4	5	5	4	5	5	4	3	5	5	64	4,3	
9	4	3	4	4	3	5	3	3	4	4	5	3	4	3	3	55	3,7	
10	4	3	4	4	3	4	4	3	3	4	4	4	5	4	5	58	3,9	
11	4	4	4	4	4	5	4	4	5	3	5	5	4	4	4	63	4,2	
12	5	5	4	4	5	4	4	5	5	4	4	5	4	3	4	65	4,3	
13	3	4	3	4	4	3	3	4	4	5	4	4	4	5	4	58	3,9	
14	4	4	4	4	4	4	3	3	3	4	4	4	4	4	4	57	3,8	
15	3	4	3	3	4	4	3	3	4	4	4	4	4	4	4	55	3,7	
16	4	4	4	4	4	4	4	3	3	3	4	4	4	4	4	57	3,8	
17	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0	
18	4	3	3	3	3	4	4	3	3	3	5	5	4	4	4	55	3,7	
19	4	4	4	4	4	4	4	4	4	3	3	5	5	4	5	61	4,1	
20	5	5	4	3	4	5	4	4	4	4	3	3	5	5	4	62	4,1	
21	5	5	4	4	4	5	3	3	3	4	4	4	4	3	4	59	3,9	
22	5	5	4	4	3	5	4	4	4	5	5	5	4	4	4	65	4,3	
23	5	5	4	4	4	5	4	4	4	4	5	4	4	4	5	65	4,3	
24	4	4	4	4	4	5	4	4	3	5	5	4	5	5	4	64	4,3	
25	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0	
26	3	4	4	4	4	5	3	4	4	2	2	5	5	5	5	59	3,9	
27	3	4	3	3	3	4	5	3	4	3	3	2	5	3	4	52	3,5	
28	4	4	5	3	4	5	4	4	5	3	4	4	4	4	4	61	4,1	
29	4	4	5	4	4	5	4	4	5	4	4	4	4	5	5	65	4,3	
30	3	4	5	4	4	5	3	4	5	4	4	5	3	4	5	62	4,1	
31	5	4	4	5	4	4	4	4	4	5	4	5	3	4	4	63	4,2	
32	5	4	4	4	4	4	4	4	4	4	4	5	4	4	5	63	4,2	

33	4	5	4	3	4	4	5	4	3	4	4	5	4	4	3	60	4,0
34	3	4	5	4	4	5	5	4	4	5	4	5	3	4	5	64	4,3
35	4	5	4	4	4	5	4	4	5	4	4	4	4	4	4	63	4,2
36	5	4	4	4	4	5	4	4	4	4	5	4	4	4	4	63	4,2
37	5	4	4	4	4	5	4	4	3	4	5	4	4	5	5	64	4,3
38	5	4	4	4	4	5	4	4	4	4	5	4	4	4	4	63	4,2
39	4	4	4	4	4	5	5	5	4	4	4	5	5	4	4	65	4,3
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42	4	4	4	4	4	4	4	3	4	5	4	5	3	4	4	60	4,0
43	4	4	4	4	4	4	4	4	4	4	3	4	4	4	5	60	4,0
44	4	4	4	4	4	5	5	4	4	3	3	4	4	5	5	62	4,1
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50	5	3	4	4	4	5	3	4	4	4	5	3	4	4	5	61	4,1
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52	4	4	4	4	3	4	4	4	4	4	4	4	4	3	4	58	3,9
53	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	55	3,7
54	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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58	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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62	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
63	5	4	5	4	4	4	5	4	5	4	4	4	5	4	3	64	4,3
64	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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66	4	4	4	5	4	4	4	4	4	5	4	4	4	4	4	62	4,1
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69	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
70	4	4	4	4	4	5	5	4	4	5	4	4	4	4	4	63	4,2

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72	4	4	3	3	4	4	4	4	4	3	3	4	4	4	4	56	3,7
73	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
74	5	4	4	4	4	5	5	4	4	5	5	5	5	4	4	67	4,5
75	4	4	4	4	4	5	5	4	4	4	4	4	5	5	4	64	4,3
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78	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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88	4	4	5	5	5	5	5	4	4	5	5	5	5	5	4	70	4,7
89	2	4	4	4	5	4	4	3	4	4	4	4	4	4	4	58	3,9
90	4	4	3	4	3	4	4	4	4	3	4	3	4	4	4	56	3,7
91	3	3	3	3	3	4	4	4	3	3	3	4	4	3	3	50	3,3
92	4	4	3	4	3	4	4	4	4	3	4	3	4	4	4	56	3,7
93	4	4	3	4	3	4	4	4	3	4	3	4	4	3	4	55	3,7
94	3	3	3	3	3	4	5	4	4	4	4	4	4	4	4	56	3,7
95	5	5	3	4	4	3	5	5	3	4	4	5	5	3	4	62	4,1
96	5	5	5	5	4	5	5	4	4	4	5	4	5	5	5	70	4,7
97	3	4	3	4	3	4	4	4	4	5	4	4	4	5	5	60	4,0
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99	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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101	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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103	4	4	3	4	4	4	4	4	4	3	4	4	4	4	4	58	3,9
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107	4	4	4	5	4	5	4	4	4	4	5	4	5	4	4	64	4,3
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109	4	4	4	4	4	4	4	4	4	4	3	3	3	3	4	56	3,7
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111	3	3	3	4	3	5	3	5	3	3	3	4	3	5	3	53	3,5
112	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
113	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
114	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
115	4	4	3	5	4	4	4	4	3	5	2	4	4	4	3	57	3,8
116	3	4	4	3	4	4	3	4	4	3	2	4	3	4	4	53	3,5
117	5	4	4	4	4	4	3	5	4	4	4	4	4	3	5	61	4,1
118	4	4	3	5	4	3	4	4	4	3	5	4	3	4	4	58	3,9
119	4	3	3	4	3	3	4	4	3	3	4	3	3	4	4	52	3,5
120	3	3	4	3	4	3	3	3	4	3	4	3	3	3	4	50	3,3
121	3	3	4	3	4	3	3	3	3	4	3	4	3	3	3	49	3,3
122	3	3	4	3	4	4	3	3	3	4	3	4	4	3	3	51	3,4
123	3	3	4	4	3	3	3	3	4	4	3	3	3	3	4	50	3,3
124	3	4	3	3	4	3	4	3	4	3	3	4	3	4	3	51	3,4
125	4	4	4	4	4	4	5	4	4	4	4	4	4	4	5	62	4,1
126	5	4	4	4	5	5	5	5	5	4	5	5	5	4	4	69	4,6
127	3	4	4	3	3	4	3	4	4	3	3	4	3	3	3	51	3,4
128	3	3	4	3	4	3	3	3	4	3	4	3	3	3	4	50	3,3
129	3	3	4	3	4	3	3	3	3	4	3	4	3	3	3	49	3,3
130	3	3	4	3	4	4	3	3	3	4	3	4	4	3	3	51	3,4
131	3	3	4	4	3	3	3	3	4	4	3	3	3	3	4	50	3,3
132	3	4	3	3	4	3	4	3	4	3	3	4	3	4	3	51	3,4
133	4	4	4	4	4	4	5	4	4	4	4	4	4	4	5	62	4,1
134	5	5	4	5	5	4	4	4	4	4	4	4	4	4	4	64	4,3
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137	3	3	4	3	4	5	4	4	4	4	5	4	5	4	4	60	4,0
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139	3	3	4	4	3	3	3	3	4	4	3	3	3	3	4	50	3,3
140	4	4	5	4	4	4	4	5	4	5	4	4	4	4	5	64	4,3
141	4	4	4	4	4	4	5	4	4	4	4	4	4	4	5	62	4,1
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143	3	4	4	3	3	4	3	4	4	3	3	4	3	3	3	51	3,4
144	5	4	4	4	4	4	4	4	4	4	4	5	4	4	4	62	4,1
145	3	3	4	3	4	3	3	3	3	4	3	4	3	3	3	49	3,3
146	4	4	4	4	4	4	4	4	5	4	4	4	4	5	5	63	4,2

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149	4	4	4	4	4	4	5	4	4	4	4	4	4	4	5	62	4,1
150	5	5	4	5	5	5	5	5	5	4	5	5	5	5	4	72	4,8
151	3	4	4	3	3	4	3	4	4	3	3	4	3	3	3	51	3,4
152	3	3	4	3	4	3	3	3	4	3	4	3	3	3	4	50	3,3
153	4	4	4	4	4	4	4	4	5	4	5	4	4	4	4	62	4,1
154	3	3	4	3	4	4	3	3	3	4	3	4	4	3	3	51	3,4
155	3	3	4	4	3	3	3	3	4	4	3	3	3	3	4	50	3,3
156	3	4	3	3	4	3	4	3	4	3	3	4	3	4	3	51	3,4
157	4	4	4	4	4	4	5	4	4	4	4	4	4	4	5	62	4,1
158	5	5	4	5	5	5	5	5	5	4	5	5	5	5	4	72	4,8
159	3	4	4	3	3	4	3	4	4	3	3	4	3	3	3	51	3,4
160	3	3	4	3	4	3	3	3	4	3	4	3	3	3	4	50	3,3
161	3	3	4	3	4	3	3	3	3	4	3	4	3	3	3	49	3,3
162	5	4	4	5	4	4	4	5	5	4	4	4	4	5	4	65	4,3
163	3	3	4	4	3	3	3	3	4	4	3	3	3	3	4	50	3,3
164	3	4	3	3	4	3	4	3	4	3	3	4	3	4	3	51	3,4
165	4	4	4	4	4	4	5	4	4	4	4	4	4	4	5	62	4,1
166	5	5	4	5	5	5	5	5	5	4	5	5	5	5	4	72	4,8
167	3	4	4	3	3	4	3	4	4	3	3	4	3	3	3	51	3,4
168	5	5	4	5	5	5	5	5	5	4	5	5	5	5	4	72	4,8
169	3	4	4	3	3	4	3	4	4	3	3	4	3	3	3	51	3,4
170	4	5	5	4	5	4	4	4	4	4	4	4	4	4	4	63	4,2
171	4	4	5	4	5	4	5	4	5	5	4	5	5	5	4	68	4,5
172	3	3	4	4	3	3	4	3	3	3	3	4	4	3	4	51	3,4
173	3	4	4	4	4	3	4	3	4	4	3	3	4	4	4	55	3,7
174	3	4	3	3	4	3	4	4	4	4	4	4	4	3	4	55	3,7
175	5	5	5	5	4	4	4	4	4	4	4	4	4	4	4	64	4,3
176	4	3	5	4	5	4	5	5	4	5	4	4	5	5	5	67	4,5
177	3	3	4	4	3	4	4	3	3	4	3	4	3	3	4	52	3,5
178	4	4	4	4	4	3	3	4	4	4	4	3	4	3	4	56	3,7
179	3	4	4	3	3	4	4	3	4	3	3	4	3	4	4	53	3,5
180	3	4	3	3	4	3	4	4	4	4	3	4	4	4	3	54	3,6
Rata-rata	3,87	3,92	3,87	3,86	3,86	4,05	3,96	3,86	3,94	3,88	3,85	4,03	3,90	3,89	3,99	58,72	3,91

## TABULASI DATA QUESIONER

Data Y1 Validasi SIAP Hasil Sept 18

TABULASI HASIL QUESIONER PENELITIAN																	
NO. RESP.	KOMITMEN ORGANISASI (Y1)															Tot	Rata 2
	Y1.1					Y1.2					Y1.3						
1	5	4	4	4	4	4	4	4	3	5	5	5	5	4	4	64	4,3
2	4	5	4	4	4	3	4	5	4	4	4	4	4	5	4	62	4,1
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4	5	5	5	5	4	4	4	4	4	4	5	5	5	5	4	68	4,5
5	4	4	3	4	3	4	4	4	4	4	4	4	4	4	4	58	3,9
6	4	4	5	4	4	4	4	5	5	4	4	4	4	5	4	64	4,3
7	4	4	4	5	4	5	4	4	4	5	4	4	4	5	5	65	4,3
8	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	61	4,1
9	4	4	3	4	4	3	4	4	3	3	3	4	4	4	4	55	3,7
10	4	4	3	4	4	3	4	3	4	4	4	4	4	4	4	57	3,8
11	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	62	4,1
12	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
13	5	4	3	4	4	4	3	4	4	3	4	4	4	4	4	58	3,9
14	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
15	4	5	4	4	4	3	4	4	3	4	4	3	3	4	4	57	3,8
16	4	3	4	4	3	3	4	4	4	4	3	4	4	4	3	55	3,7
17	3	4	4	4	4	3	4	4	4	4	3	3	3	3	4	54	3,6
18	3	3	3	4	4	3	4	4	4	4	4	4	4	4	3	55	3,7
19	4	4	4	3	3	3	4	4	4	4	4	4	4	4	4	57	3,8
20	5	4	4	5	5	5	4	4	4	4	4	4	5	5	5	67	4,5
21	5	4	4	5	5	5	5	3	5	5	5	5	4	4	5	69	4,6
22	4	4	4	4	4	4	4	4	3	4	4	4	5	5	5	62	4,1
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24	4	4	4	4	4	4	5	5	4	4	4	4	4	4	4	62	4,1
25	4	4	4	4	4	4	4	4	4	4	4	4	5	5	4	62	4,1
26	5	5	4	4	5	4	5	4	4	4	5	4	4	5	5	67	4,5
27	4	5	5	4	5	4	5	4	3	4	5	4	4	5	5	66	4,4
28	4	5	5	4	4	4	5	3	4	4	4	5	5	4	4	64	4,3
29	4	4	4	4	4	4	5	4	4	4	4	5	5	4	5	64	4,3
30	4	5	5	4	5	4	5	4	4	4	4	5	5	4	5	67	4,5
31	4	5	5	3	5	4	5	4	4	4	5	4	5	4	5	66	4,4
32	5	5	5	4	4	4	4	4	4	4	5	4	4	4	5	65	4,3



71	3	4	3	5	5	5	3	4	4	3	4	4	4	3	4	58	3,9
72	3	4	4	4	5	5	5	4	4	4	5	5	4	4	4	64	4,3
73	4	4	4	4	4	4	3	4	4	3	3	3	4	4	4	56	3,7
74	5	5	5	5	4	4	5	4	5	5	5	4	5	5	5	71	4,7
75	5	5	4	5	4	3	3	3	3	3	5	5	5	4	4	61	4,1
76	3	4	4	4	3	4	3	4	4	4	4	3	4	4	4	56	3,7
77	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
78	4	4	3	4	5	3	3	4	3	4	4	4	3	3	3	54	3,6
79	4	4	4	4	5	3	4	4	4	3	5	4	4	4	4	60	4,0
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81	4	4	4	4	4	4	4	3	3	3	3	4	4	3	3	54	3,6
82	4	4	4	4	4	4	5	4	4	4	4	5	5	4	4	63	4,2
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84	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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86	4	4	4	5	5	3	4	4	3	3	4	4	4	4	4	59	3,9
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88	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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90	4	4	4	4	4	4	4	4	4	3	4	4	4	4	3	58	3,9
91	4	4	4	4	5	4	4	4	4	4	4	3	4	4	4	60	4,0
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93	4	3	3	3	3	3	4	4	4	3	4	3	4	4	3	52	3,5
94	4	4	3	4	3	3	4	4	4	3	3	4	4	3	3	53	3,5
95	4	4	4	3	4	3	4	3	4	4	4	4	3	4	4	56	3,7
96	5	5	4	4	4	4	4	4	5	4	4	3	3	3	4	60	4,0
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107	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	61	4,1
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111	4	4	3	4	4	3	4	3	3	4	4	4	4	3	3	54	3,6
112	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
113	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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115	5	5	4	4	5	3	3	3	4	4	5	4	3	4	4	60	4,0
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118	5	4	4	4	3	5	4	4	4	4	4	4	4	4	4	61	4,1
119	4	4	3	5	5	4	4	5	4	4	5	4	5	5	3	64	4,3
120	3	4	3	4	4	3	4	4	3	3	3	4	3	3	4	52	3,5
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122	3	3	4	3	3	3	3	4	4	4	3	3	4	4	4	52	3,5
123	3	3	4	4	4	3	3	4	4	4	4	3	4	4	4	55	3,7
124	3	4	3	3	3	3	3	4	3	3	3	3	4	4	3	49	3,3
125	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	59	3,9
126	5	4	4	4	5	5	4	5	4	4	5	4	4	4	4	65	4,3
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133	4	4	5	4	4	3	4	4	3	3	4	5	4	4	4	59	3,9
134	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	61	4,1
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149	3	3	4	3	3	3	3	4	3	4	3	3	4	4	4	51	3,4
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152	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	59	3,9
153	4	4	5	4	4	5	4	5	4	4	4	4	4	4	5	64	4,3
154	4	4	4	4	4	4	4	4	5	4	4	4	5	4	5	63	4,2
155	4	4	3	5	5	4	4	3	4	3	5	4	5	5	3	61	4,1
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159	3	3	4	4	4	3	3	4	4	4	3	4	4	3	3	53	3,5
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161	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	59	3,9
162	5	4	4	4	4	5	4	5	4	4	5	4	4	5	5	66	4,4
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164	3	3	4	3	3	3	3	4	3	4	3	3	4	4	4	51	3,4
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167	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	59	3,9
168	4	4	5	4	5	5	4	5	4	4	5	4	4	5	5	67	4,5
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171	4	3	4	4	5	4	5	4	4	5	4	5	4	4	5	64	4,3
172	3	3	4	4	4	3	4	4	4	3	3	4	4	4	4	55	3,7
173	4	4	4	5	4	4	4	4	4	4	3	4	4	4	4	60	4,0
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175	5	4	5	5	4	4	4	4	4	4	4	4	4	4	4	63	4,2
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177	5	4	4	4	5	3	4	4	4	4	4	4	4	4	4	61	4,1
178	4	4	4	4	4	4	3	3	4	4	4	5	4	5	4	60	4,0
179	4	4	4	4	3	4	4	4	4	3	4	4	4	3	4	57	3,8
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Rata-rata	3,9 3	3,9 9	3,9 3	4,0 3	4,0 1	3,7 7	3,9 2	3,9 8	3,8 6	3,8 1	4,0 1	3,9 4	4,0 2	3,9 8	3,9 4	59,1 1	3,94

## TABULASI DATA QUESTIONER

Data Y2 Validasi SIAP Hasil Sept 18

TABULASI HASIL QUESTIONER PENELITIAN																	
NO. RESP.	MOTIVASI KERJA (Y2)															Tot	Rata 2
	Y2.1					Y2.2					Y2.3						
1	5	4	4	5	4	4	4	4	5	4	4	5	4	4	4	64	4,3
2	4	4	5	4	5	4	4	4	5	4	4	4	5	4	5	65	4,3
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5	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	62	4,1
6	4	4	5	5	4	4	5	4	5	5	5	4	5	4	4	67	4,5
7	4	4	5	5	4	5	4	5	4	4	5	5	4	4	5	67	4,5
8	4	4	4	4	4	5	5	4	4	4	4	4	5	4	4	63	4,2
9	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	61	4,1
10	4	4	4	4	4	4	4	5	5	4	5	4	4	4	5	64	4,3
11	4	4	4	4	4	5	5	4	3	4	4	4	4	5	4	62	4,1
12	4	4	5	5	5	5	4	5	3	5	5	4	4	4	4	66	4,4
13	4	4	4	4	4	4	4	5	4	5	4	4	4	4	5	63	4,2
14	4	4	4	4	4	4	4	4	5	4	4	5	5	4	5	64	4,3
15	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
16	3	4	3	3	3	3	4	3	3	4	3	3	3	3	3	48	3,2
17	3	3	4	3	3	3	4	3	3	3	3	4	4	3	3	49	3,3
18	3	4	3	4	3	3	3	4	4	4	4	3	4	4	3	53	3,5
19	3	3	4	4	4	4	4	4	4	4	4	4	3	4	5	58	3,9
20	5	5	4	4	5	5	5	5	4	4	5	5	4	4	4	68	4,5
21	5	4	4	4	5	5	5	4	4	5	5	5	4	4	5	68	4,5
22	4	4	4	5	5	5	5	4	4	5	5	5	4	5	5	69	4,6
23	4	5	5	4	4	4	5	5	5	4	4	5	4	4	5	67	4,5
24	4	4	5	4	4	4	4	5	4	4	4	4	4	4	4	62	4,1
25	4	5	5	4	4	5	5	3	3	4	4	5	4	4	4	63	4,2
26	4	5	5	4	5	5	5	4	5	4	5	5	5	3	4	68	4,5
27	3	4	5	4	4	5	5	3	4	5	5	3	4	4	5	63	4,2
28	3	4	5	4	5	5	5	3	4	5	4	5	5	5	5	67	4,5
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32	4	4	4	5	5	3	4	5	5	5	5	5	4	4	4	66	4,4



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35	4	4	4	4	4	4	4	4	4	4	4	5	5	3	3	60	4,0
36	4	4	4	4	4	4	4	4	4	4	5	4	4	5	3	61	4,1
37	3	4	4	4	5	4	4	4	5	5	4	4	5	5	4	64	4,3
38	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
39	4	4	4	4	4	3	4	5	5	5	4	4	5	5	4	64	4,3
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41	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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43	4	4	4	4	4	4	5	5	3	3	4	4	5	5	3	61	4,1
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54	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
55	5	4	4	4	5	4	4	5	4	4	4	5	4	4	4	64	4,3
56	5	3	3	4	4	3	4	5	3	3	4	4	3	4	4	56	3,7
57	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
58	4	5	4	5	5	5	5	4	5	5	5	4	4	5	5	70	4,7
59	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
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61	3	3	3	4	4	3	4	4	4	4	3	4	3	4	4	54	3,6
62	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
63	4	3	4	4	4	4	3	4	4	3	4	4	4	4	3	56	3,7
64	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
65	4	4	4	3	3	3	4	4	4	4	3	3	3	4	4	54	3,6
66	2	4	3	3	4	4	4	4	4	3	3	4	4	4	4	54	3,6
67	4	4	4	5	5	5	5	4	4	4	5	5	5	5	4	68	4,5
68	4	4	3	3	4	4	4	4	4	3	3	4	4	4	4	56	3,7
69	3	3	4	3	3	3	3	3	4	3	3	4	3	3	3	48	3,2
70	4	4	3	4	5	5	5	5	4	4	3	4	5	5	5	65	4,3

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75	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
76	3	4	4	4	3	4	3	3	4	4	4	3	3	4	4	54	3,6
77	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	59	3,9
78	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
79	4	4	4	4	5	4	4	4	4	4	4	5	4	4	5	63	4,2
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83	4	3	4	4	4	4	4	4	4	3	4	4	4	4	4	58	3,9
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95	3	4	4	3	4	3	3	3	3	3	3	4	3	3	3	49	3,3
96	5	5	4	3	5	4	4	5	5	4	3	5	4	4	5	65	4,3
97	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	46	3,1
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103	4	4	3	3	4	3	3	4	4	3	3	4	3	3	4	52	3,5
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106	3	4	3	5	4	5	5	3	4	3	5	4	5	5	3	61	4,1
107	3	4	5	5	4	5	5	3	4	5	5	4	5	5	3	65	4,3
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110	3	4	5	5	4	5	5	3	4	5	5	4	5	5	3	65	4,3
111	4	3	3	3	3	3	4	4	3	3	3	3	3	4	4	50	3,3
112	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
113	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
114	4	5	4	4	5	4	4	4	5	4	4	5	4	4	4	64	4,3
115	4	5	4	4	5	4	4	4	5	4	4	5	4	4	5	65	4,3
116	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
117	5	5	4	4	5	4	3	5	5	5	5	5	4	3	4	66	4,4
118	3	4	4	4	4	3	4	3	3	3	3	3	3	4	3	51	3,4
119	4	3	4	3	3	3	5	4	3	4	3	3	3	5	4	54	3,6
120	3	4	3	3	4	3	4	3	4	3	3	4	4	4	5	54	3,6
121	3	4	3	3	4	3	4	3	4	3	3	4	4	4	3	52	3,5
122	3	3	4	3	3	4	4	3	3	4	3	3	4	4	3	51	3,4
123	3	3	4	4	3	4	3	3	3	4	4	3	4	3	4	52	3,5
124	3	3	4	4	3	4	3	3	3	4	4	3	4	3	3	51	3,4
125	4	4	3	3	4	4	4	4	4	3	3	4	4	4	4	56	3,7
126	5	5	3	5	5	4	5	5	3	5	5	4	5	5	3	67	4,5
127	3	3	4	4	3	3	4	3	3	4	4	3	4	4	3	52	3,5
128	3	4	3	3	4	3	4	3	4	3	3	4	3	4	5	53	3,5
129	3	4	3	3	4	3	4	3	4	3	3	4	3	4	3	51	3,4
130	3	3	4	3	3	4	4	3	3	4	3	3	4	4	3	51	3,4
131	3	3	4	4	3	4	3	3	3	4	4	3	4	3	4	52	3,5
132	3	3	4	4	3	4	3	3	3	4	4	3	4	3	3	51	3,4
133	4	4	3	3	4	4	4	4	4	3	3	4	4	4	4	56	3,7
134	5	5	3	5	5	4	5	5	3	5	5	4	5	5	3	67	4,5
135	3	3	4	4	3	3	4	3	3	4	4	3	3	4	3	51	3,4
136	4	4	3	3	4	3	4	3	4	3	3	4	3	4	5	54	3,6
137	3	4	3	3	4	3	4	3	4	3	3	4	3	4	3	51	3,4
138	4	3	4	3	3	4	4	4	3	4	3	4	4	4	3	54	3,6
139	4	5	4	4	4	4	5	4	5	4	4	4	4	5	4	64	4,3
140	5	4	4	4	4	4	4	4	5	4	4	4	4	5	5	64	4,3
141	4	4	3	3	4	4	4	4	4	3	3	4	4	4	4	56	3,7
142	5	5	3	5	5	4	5	5	3	5	5	4	5	5	3	67	4,5
143	3	3	4	4	3	3	4	3	3	4	4	3	3	4	3	51	3,4
144	3	4	3	3	4	3	4	3	4	3	3	4	4	4	5	54	3,6
145	4	4	3	3	4	3	4	3	4	3	3	4	3	4	3	52	3,5
146	4	4	4	5	5	4	4	5	5	4	4	5	4	4	4	65	4,3

147	5	5	4	4	4	4	5	4	4	4	4	4	4	5	5	65	4,3
148	3	3	4	4	3	4	3	3	3	4	4	3	4	3	3	51	3,4
149	4	4	3	3	4	4	4	4	4	3	3	4	4	4	4	56	3,7
150	5	5	3	5	5	4	5	5	3	5	5	4	5	5	3	67	4,5
151	3	3	4	4	3	3	4	3	3	4	4	3	3	4	3	51	3,4
152	3	4	3	3	4	3	4	3	4	3	3	4	3	4	5	53	3,5
153	4	4	5	4	4	3	4	3	4	3	5	4	4	4	5	60	4,0
154	4	4	4	5	4	4	4	5	5	4	5	4	4	4	4	64	4,3
155	3	3	4	4	3	4	3	3	3	4	4	3	4	3	4	52	3,5
156	3	3	4	4	3	4	3	3	3	4	4	3	4	3	3	51	3,4
157	4	4	3	3	4	4	4	4	4	3	3	4	4	4	4	56	3,7
158	5	5	3	5	5	4	5	4	4	5	5	4	5	5	3	67	4,5
159	3	3	4	4	3	3	4	3	3	4	4	3	3	4	3	51	3,4
160	3	4	3	3	4	3	4	3	4	3	3	4	3	4	5	53	3,5
161	3	4	3	3	4	3	4	3	4	3	3	4	3	4	3	51	3,4
162	3	3	4	3	3	4	4	3	3	4	3	3	4	4	3	51	3,4
163	3	3	4	4	3	4	3	3	3	4	4	3	4	3	4	52	3,5
164	3	3	4	4	3	4	3	3	3	4	4	3	4	3	3	51	3,4
165	4	4	3	3	4	4	4	4	4	3	3	4	4	4	4	56	3,7
166	5	5	4	5	5	4	5	5	4	5	5	4	5	5	3	69	4,6
167	3	3	4	4	3	3	4	3	3	4	4	3	3	4	4	52	3,5
168	3	3	4	4	3	3	4	3	3	4	4	3	4	4	4	53	3,5
169	3	4	3	3	4	3	4	3	4	3	3	4	3	4	5	53	3,5
170	5	4	5	5	5	4	5	4	5	4	4	4	4	4	4	66	4,4
171	4	4	5	4	5	4	5	5	4	5	4	5	5	5	5	69	4,6
172	3	3	4	4	3	3	4	3	4	4	5	4	4	3	4	55	3,7
173	3	4	4	4	4	4	4	4	4	4	4	4	4	3	4	58	3,9
174	3	4	3	3	4	3	4	4	3	4	4	4	4	3	3	53	3,5
175	5	4	5	4	5	4	4	4	4	4	4	4	4	4	4	63	4,2
176	4	4	5	4	5	4	5	4	4	5	4	4	4	4	5	65	4,3
177	4	4	4	4	3	3	4	4	3	3	3	4	5	5	4	57	3,8
178	4	4	4	4	4	4	3	4	4	4	3	3	4	4	4	57	3,8
179	3	3	4	3	4	4	4	4	3	3	3	4	3	4	4	53	3,5
180	4	4	5	5	4	3	4	4	3	4	4	4	4	4	4	60	4,0
Rata-rata	3,74	3,88	3,87	3,95	4,03	3,89	4,06	3,81	3,86	3,94	3,97	4,02	3,97	4,03	3,91	58,91	3,93

## TABULASI DATA QUESTIONER

Data Y3 Validasi SIAP Hasil Sept 18

TABULASI HASIL QUESTIONER PENELITIAN																	
NO. RESP.	KINERJA PELAYANAN PUBLIK (Y3)															Tot	Rata 2
	Y3.1					Y3.2					Y3.3						
1	5	5	4	4	4	3	4	5	4	5	5	4	5	5	4	66	4,4
2	4	5	4	5	5	4	4	4	4	4	5	4	5	5	5	67	4,5
3	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	63	4,2
4	4	5	5	5	5	5	4	4	5	5	5	5	5	4	5	71	4,7
5	4	4	4	4	4	4	4	4	4	3	4	4	5	5	4	61	4,1
6	5	5	5	4	4	5	5	4	4	5	4	4	4	5	5	68	4,5
7	5	4	4	5	5	5	5	5	4	4	4	4	4	5	5	68	4,5
8	5	4	4	5	5	5	4	4	5	5	4	4	4	5	5	68	4,5
9	4	4	4	4	5	4	4	4	4	4	5	5	4	4	5	64	4,3
10	4	4	4	4	4	4	4	4	4	4	5	4	4	5	5	63	4,2
11	5	5	5	4	4	4	4	4	4	4	5	5	4	4	4	65	4,3
12	5	5	4	5	4	5	5	4	4	5	5	5	4	4	5	69	4,6
13	5	4	4	4	5	4	4	5	5	5	5	4	5	4	5	68	4,5
14	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
15	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	62	4,1
16	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	50	3,3
17	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	50	3,3
18	3	3	4	4	4	3	3	3	3	3	4	4	4	4	4	53	3,5
19	4	4	4	4	4	4	4	4	4	4	4	2	4	4	4	58	3,9
20	5	5	4	4	5	5	5	4	4	5	5	5	4	4	5	69	4,6
21	5	4	4	5	5	5	4	4	5	5	5	4	4	5	4	68	4,5
22	5	5	4	4	5	5	5	4	4	5	5	5	4	4	5	69	4,6
23	5	5	5	4	4	4	5	5	4	5	5	4	4	4	5	68	4,5
24	5	4	4	5	5	5	5	5	4	4	5	5	4	4	5	69	4,6
25	4	3	5	4	5	3	4	5	4	5	4	4	4	5	5	64	4,3
26	4	3	4	4	5	3	5	5	4	4	4	4	5	5	5	64	4,3
27	4	3	4	4	5	4	5	4	4	5	5	4	5	3	4	63	4,2
28	4	4	4	4	5	3	4	5	5	4	5	4	4	3	4	62	4,1
29	4	4	4	4	5	3	4	5	5	4	4	5	4	3	4	62	4,1
30	5	3	3	4	5	3	4	5	5	5	5	4	5	4	3	63	4,2
31	4	3	3	4	5	4	5	4	4	5	4	5	4	4	5	63	4,2
32	5	3	3	4	5	3	5	5	5	5	5	5	4	3	4	64	4,3

33	4	3	3	4	5	4	5	4	5	5	4	5	5	3	4	63	4,2
34	4	5	5	4	4	3	5	5	5	5	5	5	4	4	5	68	4,5
35	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45	3,0
36	4	4	5	4	4	4	4	4	4	4	4	4	5	5	5	64	4,3
37	4	4	5	4	4	4	4	4	4	4	4	4	5	5	5	64	4,3
38	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
39	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	58	3,9
40	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
41	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
42	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
43	4	4	4	4	4	3	3	5	5	4	4	4	4	4	4	60	4,0
44	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
45	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
46	4	4	5	5	5	4	4	5	4	4	5	4	5	5	5	68	4,5
47	4	4	5	5	5	4	4	4	4	4	5	4	5	5	5	67	4,5
48	4	4	5	5	5	4	4	4	5	4	5	4	5	5	5	68	4,5
49	4	4	5	5	5	4	5	5	4	4	5	4	5	5	5	69	4,6
50	4	5	5	5	5	4	4	5	5	5	5	4	4	4	5	69	4,6
51	4	4	4	4	4	4	4	4	4	4	5	4	4	5	5	63	4,2
52	4	4	4	4	4	3	3	4	4	3	4	3	4	4	4	56	3,7
53	4	4	3	4	4	4	4	4	3	4	4	4	4	4	4	58	3,9
54	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
55	5	4	4	4	5	4	4	4	5	4	5	4	4	4	5	65	4,3
56	4	3	4	4	4	3	3	2	4	4	4	2	4	4	4	53	3,5
57	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
58	5	4	4	4	5	5	5	4	5	5	5	4	4	5	5	69	4,6
59	4	4	4	4	4	5	4	4	4	5	5	4	4	5	5	65	4,3
60	4	4	5	5	5	5	5	4	4	5	5	4	4	4	5	68	4,5
61	4	4	4	3	4	3	4	4	3	4	3	3	4	3	3	53	3,5
62	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	61	4,1
63	5	5	4	4	4	4	4	4	4	4	5	4	4	4	4	63	4,2
64	3	4	4	3	4	3	4	3	4	3	4	3	4	3	4	53	3,5
65	3	4	4	4	4	4	4	4	4	4	4	5	4	4	5	61	4,1
66	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
67	5	5	4	4	5	5	4	4	4	5	5	4	4	4	5	67	4,5
68	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	63	4,2
69	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45	3,0
70	5	5	4	4	5	5	4	4	5	5	5	4	4	4	5	68	4,5

71	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
72	4	4	5	5	5	5	5	5	4	4	4	5	5	4	5	69	4,6
73	4	4	4	4	4	4	4	4	4	4	5	5	4	4	4	62	4,1
74	5	4	4	4	5	5	5	4	4	5	4	5	4	5	5	68	4,5
75	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
76	3	4	4	3	4	3	4	4	4	3	4	4	3	4	3	54	3,6
77	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
78	3	3	3	3	3	3	3	5	5	5	5	5	3	3	4	56	3,7
79	5	5	4	4	5	4	4	4	4	5	4	4	4	5	5	66	4,4
80	4	4	5	4	5	4	5	4	4	5	4	3	5	5	5	66	4,4
81	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	61	4,1
82	5	5	4	4	4	5	5	4	4	5	5	4	4	4	5	67	4,5
83	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	62	4,1
84	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	62	4,1
85	4	4	4	5	5	4	4	4	4	4	4	4	4	5	5	64	4,3
86	5	5	4	5	5	4	4	4	4	4	4	4	4	5	5	66	4,4
87	4	4	4	4	4	3	4	4	4	4	4	3	4	4	3	57	3,8
88	5	4	4	4	4	4	4	4	4	4	5	4	4	4	3	61	4,1
89	4	4	4	5	5	5	5	5	5	4	5	4	4	4	5	68	4,5
90	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
91	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
92	4	4	4	3	4	4	3	4	4	4	4	4	2	4	4	56	3,7
93	4	4	4	4	4	4	3	4	4	4	4	2	4	4	4	57	3,8
94	5	5	5	5	4	4	4	4	4	4	4	4	4	4	4	64	4,3
95	5	4	4	5	5	5	4	4	3	4	4	4	4	4	4	63	4,2
96	5	5	4	4	5	5	4	4	4	4	5	5	4	4	5	67	4,5
97	5	5	5	4	4	5	4	4	5	5	4	4	4	4	4	66	4,4
98	5	4	4	4	4	4	4	4	4	4	4	4	4	5	5	63	4,2
99	4	4	4	4	3	4	4	4	3	3	3	4	4	4	3	55	3,7
100	4	4	4	5	5	4	4	4	4	4	4	4	4	4	5	63	4,2
101	5	5	4	4	4	5	5	4	4	4	4	4	4	4	4	64	4,3
102	4	4	5	5	5	4	4	5	3	5	5	4	5	5	5	68	4,5
103	5	4	4	4	4	5	4	4	4	4	4	5	5	5	5	66	4,4
104	4	4	4	4	4	5	4	4	4	4	4	4	5	4	4	62	4,1
105	3	4	4	4	4	5	3	3	3	3	4	3	3	3	3	52	3,5
106	4	3	5	4	4	5	4	4	4	4	5	4	4	4	3	61	4,1
107	4	3	5	4	4	4	5	4	4	4	5	4	4	4	3	61	4,1
108	4	3	3	4	3	4	3	3	4	3	3	3	4	3	3	50	3,3

109	4	3	3	4	3	4	3	3	4	3	3	3	4	3	4	51	3,4
110	4	3	3	4	3	4	3	3	4	3	3	3	4	3	4	51	3,4
111	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
112	4	4	4	4	4	4	4	4	4	4	5	4	4	5	5	63	4,2
113	4	4	4	4	4	4	4	4	4	4	5	4	4	4	5	62	4,1
114	5	4	4	4	5	4	4	5	5	4	5	2	3	4	5	63	4,2
115	5	5	4	4	5	4	4	5	5	4	5	3	3	4	5	65	4,3
116	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
117	5	4	4	5	5	5	5	4	4	5	5	4	4	4	5	68	4,5
118	3	4	3	4	4	3	3	3	3	5	3	3	4	4	3	52	3,5
119	4	4	4	4	4	3	3	4	4	5	3	3	3	3	4	55	3,7
120	3	4	3	4	3	3	4	3	3	4	3	3	4	2	4	50	3,3
121	3	4	3	4	3	3	4	3	3	4	3	3	4	3	4	51	3,4
122	3	4	3	3	4	3	3	4	4	4	3	3	3	3	4	51	3,4
123	3	3	4	4	4	3	4	3	3	4	4	4	3	4	4	54	3,6
124	3	3	4	4	4	3	3	4	4	3	4	3	3	3	3	51	3,4
125	4	5	4	4	5	5	4	4	4	5	4	5	5	4	5	67	4,5
126	4	4	4	5	5	4	5	5	4	5	5	4	4	4	4	66	4,4
127	3	3	4	3	3	3	3	4	3	3	3	3	3	4	3	48	3,2
128	3	4	3	4	3	3	4	3	3	4	3	3	4	3	4	51	3,4
129	3	4	3	3	4	3	3	4	4	4	2	3	4	3	4	51	3,4
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131	3	3	4	4	4	3	3	4	4	3	4	3	3	3	3	51	3,4
132	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	4,0
133	5	4	4	4	4	4	5	4	4	5	4	4	4	5	5	65	4,3
134	3	3	4	3	3	3	3	4	3	3	3	3	3	4	3	48	3,2
135	3	4	3	4	3	3	4	3	3	4	3	3	4	3	4	51	3,4
136	3	4	3	3	4	3	3	4	4	4	2	3	4	3	4	51	3,4
137	3	3	4	4	4	3	4	3	3	4	4	4	3	4	4	54	3,6
138	3	3	4	4	4	3	3	4	4	3	4	3	3	3	3	51	3,4
139	4	5	5	5	5	5	5	5	4	4	4	5	5	5	5	71	4,7
140	5	5	4	5	5	4	5	5	5	5	5	5	4	4	5	71	4,7
141	3	3	4	3	3	3	3	4	3	3	3	3	3	4	3	48	3,2
142	4	4	3	4	3	3	4	3	3	4	3	3	4	3	4	52	3,5
143	3	4	3	3	4	3	3	4	4	4	2	3	4	3	4	51	3,4
144	4	3	4	4	4	3	4	3	3	4	4	4	3	4	4	55	3,7
145	4	3	4	4	4	3	3	4	4	3	4	3	3	3	3	52	3,5
146	4	5	5	5	5	5	4	4	5	5	4	5	5	5	5	71	4,7



147	5	5	4	5	5	4	5	5	5	5	5	4	5	4	5	71	4,7
148	3	3	4	3	3	3	3	4	3	3	3	3	3	4	3	48	3,2
149	3	4	3	4	3	3	4	3	3	4	3	3	4	3	4	51	3,4
150	3	4	3	3	4	5	4	4	4	4	2	3	4	3	4	54	3,6
151	3	3	4	4	4	3	4	3	3	4	4	4	3	4	4	54	3,6
152	3	3	4	4	4	3	3	4	4	3	4	3	3	3	3	51	3,4
153	4	5	5	5	5	5	5	4	4	5	4	5	5	5	5	71	4,7
154	5	5	4	5	5	4	5	5	5	5	5	4	4	5	5	71	4,7
155	3	3	4	3	3	3	3	4	3	3	3	3	3	4	3	48	3,2
156	3	4	3	4	3	3	4	3	3	4	3	3	4	3	4	51	3,4
157	3	4	3	3	4	3	3	4	4	4	2	3	4	3	4	51	3,4
158	3	3	4	4	4	3	4	3	3	4	4	4	3	4	4	54	3,6
159	3	3	4	4	4	3	3	4	4	3	4	3	3	3	3	51	3,4
160	4	5	5	5	5	5	4	4	5	5	4	5	5	5	5	71	4,7
161	5	5	4	5	5	4	5	5	5	5	5	5	5	4	4	71	4,7
162	3	3	4	3	3	3	3	4	3	3	3	3	3	4	3	48	3,2
163	3	4	3	4	3	3	4	3	3	4	3	3	4	3	4	51	3,4
164	3	4	3	3	4	3	3	4	4	4	2	3	4	3	4	51	3,4
165	3	3	4	4	4	3	4	3	3	4	4	4	3	4	4	54	3,6
166	3	3	4	4	4	3	3	4	4	3	4	3	3	3	3	51	3,4
167	4	5	5	5	5	5	5	5	5	5	4	5	5	5	5	73	4,9
168	5	5	4	5	5	4	5	5	5	5	5	5	4	4	5	71	4,7
169	3	3	4	3	3	3	3	4	3	3	3	3	3	4	3	48	3,2
170	5	4	5	5	5	4	4	4	4	4	4	4	4	4	4	64	4,3
171	4	3	4	4	5	4	5	5	5	5	4	4	4	4	4	64	4,3
172	3	4	4	3	3	3	4	4	4	4	3	4	3	3	4	53	3,5
173	4	4	4	3	4	4	4	4	4	4	3	3	4	4	4	57	3,8
174	4	4	3	3	4	3	4	4	3	4	3	3	4	4	3	53	3,5
175	5	4	4	5	5	4	4	4	4	4	4	4	4	4	4	63	4,2
176	4	3	5	4	5	4	5	4	4	5	4	5	4	4	5	65	4,3
177	3	3	4	4	3	3	4	4	3	4	3	4	3	3	4	52	3,5
178	3	4	4	4	4	4	3	4	4	4	4	3	4	4	4	57	3,8
179	3	3	4	3	3	4	4	4	3	3	4	4	3	3	4	52	3,5
180	3	4	4	4	4	4	4	4	3	4	3	4	4	4	3	56	3,7
Rata-rata	3,9 7	3,9 4	3,9 9	4,0 4	4,1 8	3,8 5	3,9 9	4,0 2	3,9 6	4,1 0	4,0 4	3,8 6	3,9 7	3,9 9	4,2 1	60,1 1	4,01

Lampiran Hasil SPSS – AMOS 25

**LAMPIRAN HASIL SPSS – AMOS 25****Validitas dan Reliabilitas Variabel X1****Correlations (Validitas Variabel X1)**

Correlations		
		Total X1
P1	Pearson Correlation	.653**
	Sig. (2-tailed)	.000
	N	180
P2	Pearson Correlation	.355**
	Sig. (2-tailed)	.000
	N	180
P3	Pearson Correlation	.462**
	Sig. (2-tailed)	.000
	N	180
P4	Pearson Correlation	.634**
	Sig. (2-tailed)	.000
	N	180
P5	Pearson Correlation	.451**
	Sig. (2-tailed)	.000
	N	180
P6	Pearson Correlation	.696**
	Sig. (2-tailed)	.000
	N	180

P7	Pearson Correlation	.561**
	Sig. (2-tailed)	.000
	N	180
P8	Pearson Correlation	.653**
	Sig. (2-tailed)	.000
	N	180
P9	Pearson Correlation	.545**
	Sig. (2-tailed)	.000
	N	180
P10	Pearson Correlation	.474**
	Sig. (2-tailed)	.000
	N	180
P11	Pearson Correlation	.630**
	Sig. (2-tailed)	.000
	N	180
P12	Pearson Correlation	.629**
	Sig. (2-tailed)	.000
	N	180
P13	Pearson Correlation	.583**
	Sig. (2-tailed)	.000
	N	180
P14	Pearson Correlation	.752**
	Sig. (2-tailed)	.000
	N	180
P15	Pearson Correlation	.608**

	Sig. (2-tailed)	.000
	N	180
Total X1	Pearson Correlation	1
	Sig. (2-tailed)	
	N	180

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

## Reliability (Reliabilitas Variabel X1)

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	180	100.0
	Excluded <sup>a</sup>	0	.0
	Total	180	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.747	16

#### Item Statistics

	Mean	Std. Deviation	N
P1	3.93	.608	180
P2	4.19	.626	180
P3	4.03	.558	180
P4	4.04	.646	180
P5	4.17	.624	180
P6	3.82	.656	180

P7	3.96	.577	180
P8	3.99	.598	180
P9	3.86	.678	180
P10	3.96	.672	180
P11	3.64	.768	180
P12	3.97	.659	180
P13	4.09	.604	180
P14	4.02	.689	180
P15	3.94	.551	180
Total X1	59.60	5.531	180

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	115.27	113.942	.620	.730
P2	115.01	117.827	.304	.742
P3	115.17	116.955	.421	.738
P4	115.16	113.700	.598	.730
P5	115.03	116.519	.404	.738
P6	115.38	112.685	.664	.727
P7	115.24	115.515	.524	.734
P8	115.21	114.078	.620	.730
P9	115.34	114.640	.500	.733
P10	115.24	115.758	.425	.736
P11	115.56	112.236	.585	.727
P12	115.23	113.610	.591	.730
P13	115.11	114.922	.545	.733
P14	115.18	111.357	.723	.723
P15	115.26	115.244	.575	.733
Total X1	59.60	30.588	1.000	.859

#### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
119.20	122.351	11.061	16

**Frekuensi Tanggapan Responden terhadap Butir Pertanyaan Variabel X1**

**Frequency Table (X1)**

**P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	40	22.2	22.2	22.2
S	113	62.8	62.8	85.0
SS	27	15.0	15.0	100.0
Total	180	100.0	100.0	

**P2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	21	11.7	11.7	11.7
S	103	57.2	57.2	68.9
SS	56	31.1	31.1	100.0
Total	180	100.0	100.0	

**P3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	.6	.6	.6
KS	22	12.2	12.2	12.8
S	127	70.6	70.6	83.3
SS	30	16.7	16.7	100.0
Total	180	100.0	100.0	

**P4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	34	18.9	18.9	18.9

S	105	58.3	58.3	77.2
SS	41	22.8	22.8	100.0
Total	180	100.0	100.0	

**P5**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	.6	.6	.6
KS	19	10.6	10.6	11.1
Valid S	108	60.0	60.0	71.1
SS	52	28.9	28.9	100.0
Total	180	100.0	100.0	

**P6**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	1.1	1.1	1.1
KS	52	28.9	28.9	30.0
Valid S	103	57.2	57.2	87.2
SS	23	12.8	12.8	100.0
Total	180	100.0	100.0	

**P7**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	.6	.6	.6
KS	31	17.2	17.2	17.8
Valid S	123	68.3	68.3	86.1
SS	25	13.9	13.9	100.0
Total	180	100.0	100.0	

**P8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	33	18.3	18.3	18.3
S	116	64.4	64.4	82.8
SS	31	17.2	17.2	100.0
Total	180	100.0	100.0	

**P9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	2	1.1	1.1	1.1
TS	1	.6	.6	1.7
KS	41	22.8	22.8	24.4
S	113	62.8	62.8	87.2
SS	23	12.8	12.8	100.0
Total	180	100.0	100.0	

**P10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	3	1.7	1.7	1.7
KS	35	19.4	19.4	21.1
S	108	60.0	60.0	81.1
SS	34	18.9	18.9	100.0
Total	180	100.0	100.0	

**P11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	12	6.7	6.7	6.7



	KS	61	33.9	33.9	40.6
	S	87	48.3	48.3	88.9
	SS	20	11.1	11.1	100.0
	Total	180	100.0	100.0	

**P12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	42	23.3	23.3	23.3
	S	102	56.7	56.7	80.0
	SS	36	20.0	20.0	100.0
	Total	180	100.0	100.0	

**P13**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	.6	.6	.6
	KS	22	12.2	12.2	12.8
	S	116	64.4	64.4	77.2
	SS	41	22.8	22.8	100.0
	Total	180	100.0	100.0	

**P14**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	41	22.8	22.8	22.8
	S	95	52.8	52.8	75.6
	SS	44	24.4	24.4	100.0
	Total	180	100.0	100.0	

P15

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	.6	.6	.6
KS	30	16.7	16.7	17.2
S	128	71.1	71.1	88.3
SS	21	11.7	11.7	100.0
Total	180	100.0	100.0	

## Validitas dan Reliabilitas Variabel X2

### Correlations (Validitas Variabel X2)

Correlations

	Total X2
P1 Pearson Correlation	.441**
Sig. (2-tailed)	.000
N	180
P2 Pearson Correlation	.440**
Sig. (2-tailed)	.000
N	180
P3 Pearson Correlation	.384**
Sig. (2-tailed)	.000
N	180
P4 Pearson Correlation	.642**
Sig. (2-tailed)	.000
N	180
P5 Pearson Correlation	.621**

	Sig. (2-tailed)	.000
	N	180
P6	Pearson Correlation	.799**
	Sig. (2-tailed)	.000
	N	180
P7	Pearson Correlation	.575**
	Sig. (2-tailed)	.000
	N	180
P8	Pearson Correlation	.663**
	Sig. (2-tailed)	.000
	N	180
P9	Pearson Correlation	.677**
	Sig. (2-tailed)	.000
	N	180
P10	Pearson Correlation	.672**
	Sig. (2-tailed)	.000
	N	180
P11	Pearson Correlation	.721**
	Sig. (2-tailed)	.000
	N	180
P12	Pearson Correlation	.623**
	Sig. (2-tailed)	.000
	N	180
P13	Pearson Correlation	.707**
	Sig. (2-tailed)	.000
	N	180

P14	Pearson Correlation	.661**
	Sig. (2-tailed)	.000
	N	180
P15	Pearson Correlation	.609**
	Sig. (2-tailed)	.000
	N	180
Total X2	Pearson Correlation	1
	Sig. (2-tailed)	
	N	180

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

## Reliability (Reliabilitas Variabel X2)

### Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	180	100.0
	Excluded <sup>a</sup>	0	.0
	Total	180	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.751	16

**Item Statistics**

	Mean	Std. Deviation	N
P1	3.46	.912	180

P2	3.60	.729	180
P3	3.64	.759	180
P4	3.71	.758	180
P5	3.72	.719	180
P6	3.57	.652	180
P7	3.79	.607	180
P8	3.81	.614	180
P9	3.74	.672	180
P10	3.84	.692	180
P11	3.69	.619	180
P12	3.89	.564	180
P13	3.72	.601	180
P14	3.73	.633	180
P15	3.84	.606	180
Total X2	55.76	6.154	180

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	108.05	142.416	.379	.740
P2	107.91	144.126	.390	.742
P3	107.87	144.887	.330	.744
P4	107.80	140.083	.603	.733
P5	107.79	141.025	.583	.735
P6	107.94	139.092	.778	.729
P7	107.72	143.263	.541	.739
P8	107.70	141.842	.633	.736
P9	107.77	140.758	.645	.734
P10	107.67	140.525	.640	.733
P11	107.82	140.896	.695	.733
P12	107.62	143.154	.594	.738
P13	107.79	141.404	.681	.734
P14	107.78	141.590	.631	.735
P15	107.67	142.782	.576	.738
Total X2	55.76	37.873	1.000	.874

#### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
111.51	151.491	12.308	16

## Frekuensi Tanggapan Responden terhadap Butir Pertanyaan Variabel X2

### Frequency Table (X2)

#### P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	9	5.0	5.0	5.0
TS	8	4.4	4.4	9.4
KS	71	39.4	39.4	48.9
S	75	41.7	41.7	90.6
SS	17	9.4	9.4	100.0
Total	180	100.0	100.0	

#### P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	2	1.1	1.1	1.1
TS	7	3.9	3.9	5.0
KS	65	36.1	36.1	41.1
S	93	51.7	51.7	92.8
SS	13	7.2	7.2	100.0
Total	180	100.0	100.0	

#### P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	.6	.6	.6
TS	9	5.0	5.0	5.6

	KS	62	34.4	34.4	40.0
	S	89	49.4	49.4	89.4
	SS	19	10.6	10.6	100.0
	Total	180	100.0	100.0	

**P4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	9	5.0	5.0	5.6
	KS	52	28.9	28.9	34.4
	S	97	53.9	53.9	88.3
	SS	21	11.7	11.7	100.0
	Total	180	100.0	100.0	

**P5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	5	2.8	2.8	3.3
	KS	58	32.2	32.2	35.6
	S	96	53.3	53.3	88.9
	SS	20	11.1	11.1	100.0
	Total	180	100.0	100.0	

**P6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	3.9	3.9	3.9
	KS	73	40.6	40.6	44.4
	S	91	50.6	50.6	95.0
	SS	9	5.0	5.0	100.0
	Total	180	100.0	100.0	

**P7**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	2.2	2.2	2.2
KS	44	24.4	24.4	26.7
Valid S	118	65.6	65.6	92.2
SS	14	7.8	7.8	100.0
Total	180	100.0	100.0	

**P8**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	.6	.6	.6
KS	51	28.3	28.3	28.9
Valid S	109	60.6	60.6	89.4
SS	19	10.6	10.6	100.0
Total	180	100.0	100.0	

**P9**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	1.7	1.7	1.7
KS	61	33.9	33.9	35.6
Valid S	96	53.3	53.3	88.9
SS	20	11.1	11.1	100.0
Total	180	100.0	100.0	

**P10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	.6	.6	.6
TS	3	1.7	1.7	2.2



	KS	44	24.4	24.4	26.7
	S	107	59.4	59.4	86.1
	SS	25	13.9	13.9	100.0
	Total	180	100.0	100.0	

**P11**

		Frequency	Percent	Valid Percent	Cumulative Percent
	TS	3	1.7	1.7	1.7
	KS	62	34.4	34.4	36.1
Valid	S	103	57.2	57.2	93.3
	SS	12	6.7	6.7	100.0
	Total	180	100.0	100.0	

**P12**

		Frequency	Percent	Valid Percent	Cumulative Percent
	TS	2	1.1	1.1	1.1
	KS	33	18.3	18.3	19.4
Valid	S	127	70.6	70.6	90.0
	SS	18	10.0	10.0	100.0
	Total	180	100.0	100.0	

**P13**

		Frequency	Percent	Valid Percent	Cumulative Percent
	TS	3	1.7	1.7	1.7
	KS	56	31.1	31.1	32.8
Valid	S	110	61.1	61.1	93.9
	SS	11	6.1	6.1	100.0
	Total	180	100.0	100.0	

**P14**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	1.1	1.1	1.1
KS	61	33.9	33.9	35.0
S	101	56.1	56.1	91.1
SS	16	8.9	8.9	100.0
Total	180	100.0	100.0	

**P15**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	2.8	2.8	2.8
KS	34	18.9	18.9	21.7
S	125	69.4	69.4	91.1
SS	16	8.9	8.9	100.0
Total	180	100.0	100.0	

### Validitas dan Reliabilitas Variabel X3

#### Correlations (Validitas Variabel X3)

##### Correlations

	Total X3
P1 Pearson Correlation	.758**
Sig. (2-tailed)	.000
N	180
P2 Pearson Correlation	.674**
Sig. (2-tailed)	.000
N	180
P3 Pearson Correlation	.474**
Sig. (2-tailed)	.000
N	180

P4	Pearson Correlation	.718**
	Sig. (2-tailed)	.000
	N	180
P5	Pearson Correlation	.615**
	Sig. (2-tailed)	.000
	N	180
P6	Pearson Correlation	.670**
	Sig. (2-tailed)	.000
	N	180
P7	Pearson Correlation	.697**
	Sig. (2-tailed)	.000
	N	180
P8	Pearson Correlation	.719**
	Sig. (2-tailed)	.000
	N	180
P9	Pearson Correlation	.520**
	Sig. (2-tailed)	.000
	N	180
P10	Pearson Correlation	.531**
	Sig. (2-tailed)	.000
	N	180
P11	Pearson Correlation	.702**
	Sig. (2-tailed)	.000
	N	180
P12	Pearson Correlation	.523**

	Sig. (2-tailed)	.000
	N	180
P13	Pearson Correlation	.679**
	Sig. (2-tailed)	.000
	N	180
P14	Pearson Correlation	.697**
	Sig. (2-tailed)	.000
	N	180
P15	Pearson Correlation	.521**
	Sig. (2-tailed)	.000
	N	180
Total X3	Pearson Correlation	1
	Sig. (2-tailed)	
	N	180

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

### Reliability (Reliabilitas Variabel X3) Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	180	100.0
	Excluded <sup>a</sup>	0	.0
	Total	180	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
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.756	16
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**Item Statistics**

	Mean	Std. Deviation	N
P1	3.88	.711	180
P2	3.97	.578	180
P3	3.90	.540	180
P4	3.89	.633	180
P5	3.92	.568	180
P6	4.06	.641	180
P7	3.98	.672	180
P8	3.87	.570	180
P9	3.95	.531	180
P10	3.87	.626	180
P11	3.85	.705	180
P12	4.07	.631	180
P13	3.91	.637	180
P14	3.91	.640	180
P15	3.99	.603	180
Total X3	59.02	5.923	180

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	114.15	128.050	.730	.734
P2	114.07	131.415	.646	.741
P3	114.13	134.541	.437	.748
P4	114.14	129.934	.691	.738
P5	114.12	132.361	.584	.743
P6	113.98	130.558	.638	.739
P7	114.05	129.657	.666	.737
P8	114.16	130.929	.695	.740
P9	114.08	134.043	.486	.747
P10	114.16	132.829	.492	.745
P11	114.18	129.089	.670	.736
P12	113.97	132.893	.483	.745
P13	114.12	130.477	.648	.739
P14	114.13	130.146	.668	.738

P15	114.04	133.233	.483	.746
Total X3	59.02	35.078	1.000	.895

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
118.03	140.312	11.845	16

**Frekuensi Tanggapan Responden terhadap Butir Pertanyaan Variabel X3**

**Frequency Table (X3)**

**P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	.6	.6	.6
KS	54	30.0	30.0	30.6
S	90	50.0	50.0	80.6
SS	35	19.4	19.4	100.0
Total	180	100.0	100.0	

**P2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	33	18.3	18.3	18.3
S	120	66.7	66.7	85.0
SS	27	15.0	15.0	100.0
Total	180	100.0	100.0	

**P3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	.6	.6	.6
KS	33	18.3	18.3	18.9
S	129	71.7	71.7	90.6
SS	17	9.4	9.4	100.0

Total	180	100.0	100.0
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**P4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	47	26.1	26.1
	S	106	58.9	85.0
	SS	27	15.0	100.0
	Total	180	100.0	100.0

**P5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	37	20.6	20.6
	S	121	67.2	87.8
	SS	22	12.2	100.0
	Total	180	100.0	100.0

**P6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	32	17.8	17.8
	S	106	58.9	76.7
	SS	42	23.3	100.0
	Total	180	100.0	100.0

**P7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	42	23.3	23.3

	S	99	55.0	55.0	78.3
	SS	39	21.7	21.7	100.0
	Total	180	100.0	100.0	

**P8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	42	23.3	23.3	23.3
	S	119	66.1	66.1	89.4
	SS	19	10.6	10.6	100.0
	Total	180	100.0	100.0	

**P9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	30	16.7	16.7	16.7
	S	129	71.7	71.7	88.3
	SS	21	11.7	11.7	100.0
	Total	180	100.0	100.0	

**P10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	.6	.6	.6
	KS	45	25.0	25.0	25.6
	S	110	61.1	61.1	86.7
	SS	24	13.3	13.3	100.0
	Total	180	100.0	100.0	

**P11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	2.2	2.2	2.2
	KS	48	26.7	26.7	28.9
	S	99	55.0	55.0	83.9



SS	29	16.1	16.1	100.0
Total	180	100.0	100.0	

**P12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	1.1	1.1	1.1
KS	24	13.3	13.3	14.4
S	114	63.3	63.3	77.8
SS	40	22.2	22.2	100.0
Total	180	100.0	100.0	

**P13**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	45	25.0	25.0	25.0
S	106	58.9	58.9	83.9
SS	29	16.1	16.1	100.0
Total	180	100.0	100.0	

**P14**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	46	25.6	25.6	25.6
S	105	58.3	58.3	83.9
SS	29	16.1	16.1	100.0
Total	180	100.0	100.0	

**P15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	33	18.3	18.3	18.3
	S	115	63.9	63.9	82.2
	SS	32	17.8	17.8	100.0
	Total	180	100.0	100.0	

## Validitas dan Reliabilitas Variabel Y1

### Correlations (Validitas Variabel Y1)

Correlations		Total Y1
P1	Pearson Correlation	.653**
	Sig. (2-tailed)	.000
	N	180
P2	Pearson Correlation	.544**
	Sig. (2-tailed)	.000
	N	180
P3	Pearson Correlation	.547**
	Sig. (2-tailed)	.000
	N	180
P4	Pearson Correlation	.395**
	Sig. (2-tailed)	.000
	N	180
P5	Pearson Correlation	.581**
	Sig. (2-tailed)	.000
	N	180

P6	Pearson Correlation	.746**
	Sig. (2-tailed)	.000
	N	180
P7	Pearson Correlation	.561**
	Sig. (2-tailed)	.000
	N	180
P8	Pearson Correlation	.319**
	Sig. (2-tailed)	.000
	N	180
P9	Pearson Correlation	.566**
	Sig. (2-tailed)	.000
	N	180
P10	Pearson Correlation	.534**
	Sig. (2-tailed)	.000
	N	180
P11	Pearson Correlation	.707**
	Sig. (2-tailed)	.000
	N	180
P12	Pearson Correlation	.689**
	Sig. (2-tailed)	.000
	N	180
P13	Pearson Correlation	.499**
	Sig. (2-tailed)	.000
	N	180
P14	Pearson Correlation	.564**

	Sig. (2-tailed)	.000
	N	180
P15	Pearson Correlation	.616**
	Sig. (2-tailed)	.000
	N	180
Total Y1	Pearson Correlation	1
	Sig. (2-tailed)	
	N	180

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

## Reliability (Reliabilitas Variabel Y1)

### Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	180	100.0
	Excluded <sup>a</sup>	0	.0
	Total	180	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.746	16

**Item Statistics**

	Mean	Std. Deviation	N
P1	3.93	.660	180
P2	3.99	.528	180
P3	3.93	.550	180

P4	4.03	.495	180
P5	4.01	.603	180
P6	3.77	.661	180
P7	3.92	.523	180
P8	3.98	.495	180
P9	3.86	.515	180
P10	3.81	.516	180
P11	4.01	.607	180
P12	3.94	.561	180
P13	4.02	.478	180
P14	3.98	.528	180
P15	3.94	.586	180
Total Y1	59.11	4.788	180

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	114.29	83.885	.610	.725
P2	114.23	86.482	.503	.733
P3	114.29	86.254	.504	.733
P4	114.19	88.210	.350	.740
P5	114.22	85.366	.537	.730
P6	114.46	82.696	.713	.720
P7	114.30	86.356	.522	.733
P8	114.24	88.923	.271	.742
P9	114.36	86.388	.527	.733
P10	114.41	86.702	.493	.734
P11	114.21	83.855	.673	.724
P12	114.28	84.618	.656	.726
P13	114.21	87.360	.460	.736
P14	114.24	86.275	.525	.732
P15	114.28	85.140	.575	.729
Total Y1	59.11	22.926	1.000	.854

#### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
118.22	91.705	9.576	16

## Frekuensi Tanggapan Responden terhadap Butir Pertanyaan Variabel Y1

### Frequency Table (Y1)

#### P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	.6	.6	.6
KS	43	23.9	23.9	24.4
S	104	57.8	57.8	82.2
SS	32	17.8	17.8	100.0
Total	180	100.0	100.0	

#### P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	26	14.4	14.4	14.4
S	130	72.2	72.2	86.7
SS	24	13.3	13.3	100.0
Total	180	100.0	100.0	

#### P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	34	18.9	18.9	18.9
S	125	69.4	69.4	88.3
SS	21	11.7	11.7	100.0
Total	180	100.0	100.0	

**P4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	19	10.6	10.6	10.6
S	136	75.6	75.6	86.1
SS	25	13.9	13.9	100.0
Total	180	100.0	100.0	

**P5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	32	17.8	17.8	17.8
S	115	63.9	63.9	81.7
SS	33	18.3	18.3	100.0
Total	180	100.0	100.0	

**P6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	65	36.1	36.1	36.1
S	92	51.1	51.1	87.2
SS	23	12.8	12.8	100.0
Total	180	100.0	100.0	

**P7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	32	17.8	17.8	17.8
S	130	72.2	72.2	90.0
SS	18	10.0	10.0	100.0
Total	180	100.0	100.0	

**P8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	24	13.3	13.3	13.3
	S	136	75.6	75.6	88.9
	SS	20	11.1	11.1	100.0
	Total	180	100.0	100.0	

**P9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	38	21.1	21.1	21.1
	S	129	71.7	71.7	92.8
	SS	13	7.2	7.2	100.0
	Total	180	100.0	100.0	

**P10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	44	24.4	24.4	24.4
	S	126	70.0	70.0	94.4
	SS	10	5.6	5.6	100.0
	Total	180	100.0	100.0	

**P11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	32	17.8	17.8	17.8
	S	114	63.3	63.3	81.1
	SS	34	18.9	18.9	100.0
	Total	180	100.0	100.0	

**P12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	34	18.9	18.9	18.9



	S	123	68.3	68.3	87.2
	SS	23	12.8	12.8	100.0
	Total	180	100.0	100.0	

**P13**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	19	10.6	10.6	10.6
	S	139	77.2	77.2	87.8
	SS	22	12.2	12.2	100.0
	Total	180	100.0	100.0	

**P14**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	27	15.0	15.0	15.0
	S	130	72.2	72.2	87.2
	SS	23	12.8	12.8	100.0
	Total	180	100.0	100.0	

**P15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	36	20.0	20.0	20.0
	S	118	65.6	65.6	85.6
	SS	26	14.4	14.4	100.0
	Total	180	100.0	100.0	

## Validitas dan Reliabilitas Variabel Y2

## Correlations (Validitas Variabel Y2)

Correlations		Total Y2
P1	Pearson Correlation	.625**
	Sig. (2-tailed)	.000
	N	180
P2	Pearson Correlation	.723**
	Sig. (2-tailed)	.000
	N	180
P3	Pearson Correlation	.500**
	Sig. (2-tailed)	.000
	N	180
P4	Pearson Correlation	.668**
	Sig. (2-tailed)	.000
	N	180
P5	Pearson Correlation	.757**
	Sig. (2-tailed)	.000
	N	180
P6	Pearson Correlation	.656**
	Sig. (2-tailed)	.000
	N	180
P7	Pearson Correlation	.644**
	Sig. (2-tailed)	.000
	N	180
P8	Pearson Correlation	.662**
	Sig. (2-tailed)	.000
	N	180

	Sig. (2-tailed)	.000
	N	180
P9	Pearson Correlation	.609**
	Sig. (2-tailed)	.000
	N	180
P10	Pearson Correlation	.660**
	Sig. (2-tailed)	.000
	N	180
P11	Pearson Correlation	.669**
	Sig. (2-tailed)	.000
	N	180
P12	Pearson Correlation	.692**
	Sig. (2-tailed)	.000
	N	180
P13	Pearson Correlation	.633**
	Sig. (2-tailed)	.000
	N	180
P14	Pearson Correlation	.589**
	Sig. (2-tailed)	.000
	N	180
P15	Pearson Correlation	.438**
	Sig. (2-tailed)	.000
	N	180
Total Y2	Pearson Correlation	1
	Sig. (2-tailed)	

N	180
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\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

## Reliability (Reliabilitas Variabel Y2) Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	180	100.0
	Excluded <sup>a</sup>	0	.0
	Total	180	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.756	16

### Item Statistics

	Mean	Std. Deviation	N
P1	3.74	.661	180
P2	3.89	.621	180
P3	3.88	.622	180
P4	3.96	.650	180
P5	4.03	.672	180
P6	3.89	.639	180
P7	4.06	.599	180
P8	3.82	.678	180
P9	3.87	.652	180
P10	3.95	.645	180

P11	3.97	.692	180
P12	4.02	.621	180
P13	3.98	.643	180
P14	4.04	.601	180
P15	3.91	.687	180
Total Y2	59.01	6.149	180

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	114.28	141.520	.590	.741
P2	114.13	140.581	.698	.738
P3	114.14	143.979	.460	.746
P4	114.07	140.979	.637	.740
P5	113.99	139.179	.732	.736
P6	114.13	141.341	.625	.740
P7	113.96	142.105	.614	.742
P8	114.20	140.653	.630	.739
P9	114.15	141.894	.574	.742
P10	114.07	141.174	.629	.740
P11	114.06	140.321	.636	.739
P12	114.01	141.056	.665	.740
P13	114.04	141.640	.601	.741
P14	113.98	142.888	.556	.744
P15	114.11	144.312	.391	.748
Total Y2	59.01	37.810	1.000	.894

#### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
118.02	151.240	12.298	16

**Frekuensi Tanggapan Responden terhadap Butir Pertanyaan Variabel Y2**

**Frequency Table (Y2)**

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	1.1	1.1	1.1
KS	62	34.4	34.4	35.6
Valid S	96	53.3	53.3	88.9
SS	20	11.1	11.1	100.0
Total	180	100.0	100.0	

**P2**

	Frequency	Percent	Valid Percent	Cumulative Percent
KS	45	25.0	25.0	25.0
Valid S	109	60.6	60.6	85.6
SS	26	14.4	14.4	100.0
Total	180	100.0	100.0	

**P3**

	Frequency	Percent	Valid Percent	Cumulative Percent
KS	47	26.1	26.1	26.1
Valid S	108	60.0	60.0	86.1
SS	25	13.9	13.9	100.0
Total	180	100.0	100.0	

**P4**

	Frequency	Percent	Valid Percent	Cumulative Percent
KS	42	23.3	23.3	23.3
Valid S	104	57.8	57.8	81.1
SS	34	18.9	18.9	100.0
Total	180	100.0	100.0	

**P5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	38	21.1	21.1	21.1
S	99	55.0	55.0	76.1
SS	43	23.9	23.9	100.0
Total	180	100.0	100.0	

**P6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	47	26.1	26.1	26.1
S	105	58.3	58.3	84.4
SS	28	15.6	15.6	100.0
Total	180	100.0	100.0	

**P7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	27	15.0	15.0	15.0
S	115	63.9	63.9	78.9
SS	38	21.1	21.1	100.0
Total	180	100.0	100.0	

**P8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	60	33.3	33.3	33.3
S	92	51.1	51.1	84.4
SS	28	15.6	15.6	100.0
Total	180	100.0	100.0	

**P9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	51	28.3	28.3	28.3
S	101	56.1	56.1	84.4
SS	28	15.6	15.6	100.0
Total	180	100.0	100.0	

**P10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	42	23.3	23.3	23.3
S	105	58.3	58.3	81.7
SS	33	18.3	18.3	100.0
Total	180	100.0	100.0	

**P11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	46	25.6	25.6	25.6
S	94	52.2	52.2	77.8
SS	40	22.2	22.2	100.0
Total	180	100.0	100.0	

**P12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	33	18.3	18.3	18.3
S	111	61.7	61.7	80.0
SS	36	20.0	20.0	100.0
Total	180	100.0	100.0	

**P13**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	.6	.6	.6



KS	36	20.0	20.0	20.6
S	109	60.6	60.6	81.1
SS	34	18.9	18.9	100.0
Total	180	100.0	100.0	

**P14**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	29	16.1	16.1	16.1
S	115	63.9	63.9	80.0
SS	36	20.0	20.0	100.0
Total	180	100.0	100.0	

**P15**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	51	28.3	28.3	28.3
S	94	52.2	52.2	80.6
SS	35	19.4	19.4	100.0
Total	180	100.0	100.0	

**Validitas dan Reliabilitas Variabel Y3****Correlations (Validitas Variabel Y3)****Correlations**

	Total Y3
P1 Pearson Correlation	.784**
Sig. (2-tailed)	.000
N	180
P2 Pearson Correlation	.658**
Sig. (2-tailed)	.000
N	180

P3	Pearson Correlation	.592**
	Sig. (2-tailed)	.000
	N	180
P4	Pearson Correlation	.730**
	Sig. (2-tailed)	.000
	N	180
P5	Pearson Correlation	.807**
	Sig. (2-tailed)	.000
	N	180
P6	Pearson Correlation	.730**
	Sig. (2-tailed)	.000
	N	180
P7	Pearson Correlation	.754**
	Sig. (2-tailed)	.000
	N	180
P8	Pearson Correlation	.612**
	Sig. (2-tailed)	.000
	N	180
P9	Pearson Correlation	.665**
	Sig. (2-tailed)	.000
	N	180
P10	Pearson Correlation	.728**
	Sig. (2-tailed)	.000
	N	180
P11	Pearson Correlation	.730**

	Sig. (2-tailed)	.000
	N	180
P12	Pearson Correlation	.698**
	Sig. (2-tailed)	.000
	N	180
P13	Pearson Correlation	.633**
	Sig. (2-tailed)	.000
	N	180
P14	Pearson Correlation	.651**
	Sig. (2-tailed)	.000
	N	180
P15	Pearson Correlation	.765**
	Sig. (2-tailed)	.000
	N	180
Total Y3	Pearson Correlation	1
	Sig. (2-tailed)	
	N	180

\*\* . Correlation is significant at the 0.01 level (2-tailed).

### Reliability (Reliabilitas Variabel Y3)

### Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	180	100.0
	Excluded <sup>a</sup>	0	.0
	Total	180	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.764	16

#### Item Statistics

	Mean	Std. Deviation	N
P1	3.97	.716	180
P2	3.94	.658	180
P3	3.99	.574	180
P4	4.04	.587	180
P5	4.18	.672	180
P6	3.85	.713	180
P7	3.99	.643	180
P8	4.02	.584	180
P9	3.96	.615	180
P10	4.10	.644	180
P11	4.04	.768	180
P12	3.86	.702	180
P13	3.97	.611	180
P14	3.99	.677	180
P15	4.21	.699	180
Total Y3	60.11	6.956	180

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	116.26	178.459	.762	.745
P2	116.28	181.945	.630	.751
P3	116.23	184.434	.564	.754
P4	116.18	181.991	.709	.750

P5	116.04	178.920	.789	.745
P6	116.37	179.587	.705	.747
P7	116.23	180.493	.733	.748
P8	116.21	183.963	.585	.754
P9	116.27	182.565	.639	.751
P10	116.12	180.924	.706	.749
P11	116.18	178.549	.702	.745
P12	116.37	180.423	.670	.748
P13	116.25	183.172	.605	.752
P14	116.23	181.766	.621	.750
P15	116.02	179.167	.743	.746
Total Y3	60.11	48.390	1.000	.927

#### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
120.22	193.559	13.913	16

### Frekuensi Tanggapan Responden terhadap Butir Pertanyaan Variabel Y3

#### Frequency Table (Y3)

##### P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	49	27.2	27.2
	S	88	48.9	76.1
	SS	43	23.9	100.0
	Total	180	100.0	100.0

##### P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	44	24.4	24.4
	S	102	56.7	81.1
	SS	34	18.9	100.0
	Total	180	100.0	100.0

**P3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	30	16.7	16.7	16.7
	S	121	67.2	67.2	83.9
	SS	29	16.1	16.1	100.0
	Total	180	100.0	100.0	

**P4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	27	15.0	15.0	15.0
	S	118	65.6	65.6	80.6
	SS	35	19.4	19.4	100.0
	Total	180	100.0	100.0	

**P5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	27	15.0	15.0	15.0
	S	93	51.7	51.7	66.7
	SS	60	33.3	33.3	100.0
	Total	180	100.0	100.0	

**P6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	61	33.9	33.9	33.9
	S	85	47.2	47.2	81.1
	SS	34	18.9	18.9	100.0

Total	180	100.0	100.0
-------	-----	-------	-------

**P7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	38	21.1	21.1
	S	106	58.9	80.0
	SS	36	20.0	100.0
	Total	180	100.0	100.0

**P8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	.6	.6
	KS	26	14.4	15.0
	S	122	67.8	82.8
	SS	31	17.2	100.0
	Total	180	100.0	100.0

**P9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	38	21.1	21.1
	S	112	62.2	83.3
	SS	30	16.7	100.0
	Total	180	100.0	100.0

**P10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	29	16.1	16.1
	S	104	57.8	73.9
	SS	47	26.1	100.0
	Total	180	100.0	100.0

**P11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	6	3.3	3.3	3.3
KS	31	17.2	17.2	20.6
S	92	51.1	51.1	71.7
SS	51	28.3	28.3	100.0
Total	180	100.0	100.0	

**P12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	4	2.2	2.2	2.2
KS	47	26.1	26.1	28.3
S	100	55.6	55.6	83.9
SS	29	16.1	16.1	100.0
Total	180	100.0	100.0	

**P13**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	.6	.6	.6
KS	33	18.3	18.3	18.9
S	116	64.4	64.4	83.3
SS	30	16.7	16.7	100.0
Total	180	100.0	100.0	

**P14**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	.6	.6	.6

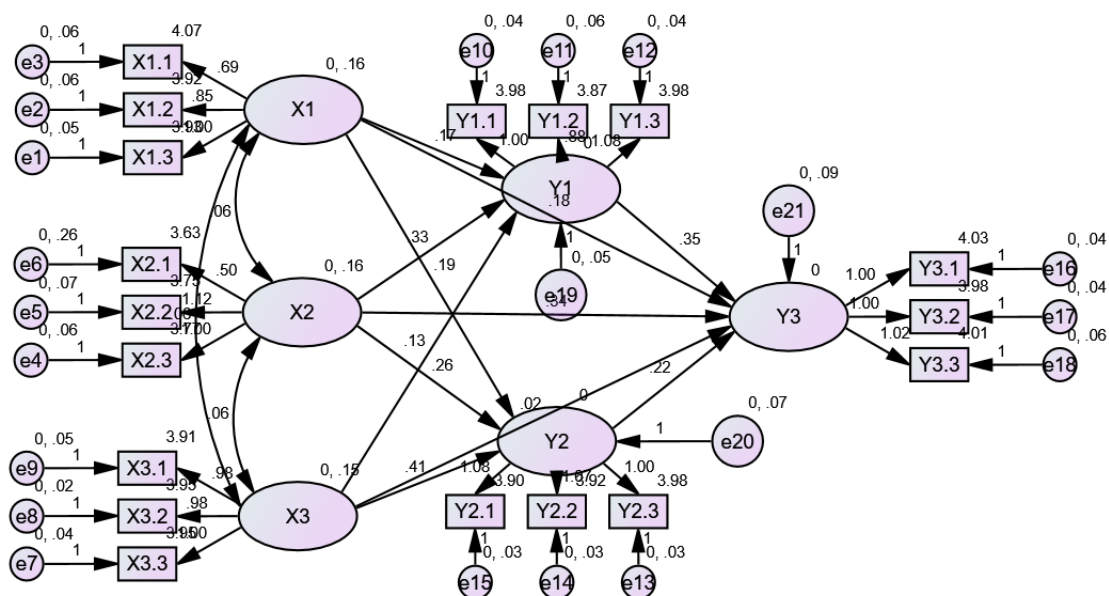


	KS	39	21.7	21.7	22.2
	S	101	56.1	56.1	78.3
	SS	39	21.7	21.7	100.0
	Total	180	100.0	100.0	

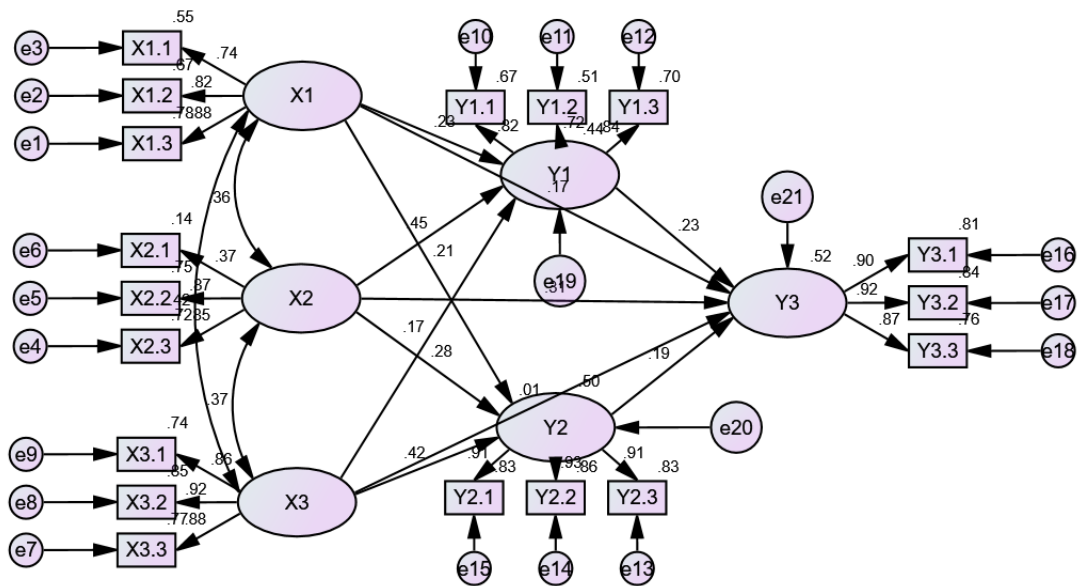
**P15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	29	16.1	16.1	16.1
	S	85	47.2	47.2	63.3
	SS	66	36.7	36.7	100.0
	Total	180	100.0	100.0	

HASIL ANALISIS AMOS 25



Gambar 1. Unstandardized Estimates



**Gambar 1. Standardized Estimates**

Analysis Summary

Date and Time

Date: Tuesday, March 3, 2020

Time: 7:53:58 AM

Title

Data 1: Tuesday, March 3, 2020 7:53 AM

Notes for Group (Group number 1)

The model is recursive.

Sample size = 180

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

X1.3

X1.2

X1.1

X2.3

X2.2

X2.1

X3.3  
 X3.2  
 X3.1  
 Y1.1  
 Y1.2  
 Y1.3  
 Y2.3  
 Y2.2  
 Y2.1  
 Y3.1  
 Y3.2  
 Y3.3  
 Unobserved, endogenous variables  
 Y1  
 Y2  
 Y3  
 Unobserved, exogenous variables  
 X1  
 e1  
 e2  
 e3  
 X2  
 e4  
 e5  
 e6  
 X3  
 e7  
 e8  
 e9  
 e10  
 e11  
 e12  
 e13  
 e14  
 e15  
 e16  
 e17  
 e18  
 e19  
 e20  
 e21

#### Variable counts (Group number 1)

Number of variables in your model:	45
Number of observed variables:	18
Number of unobserved variables:	27
Number of exogenous variables:	24

Number of endogenous variables: 21

#### Parameter Summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	27	0	0	24	3	54
Labeled	0	0	0	0	0	0
Unlabeled	23	3	24	0	18	68
Total	50	3	24	24	21	122

#### Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
Y3.3	3.000	4.800	-.264	-1.447	-1.126	-3.084
Y3.2	3.000	5.000	-.106	-.579	-.870	-2.383
Y3.1	3.000	4.800	-.146	-.797	-.900	-2.464
Y2.1	3.000	4.800	.042	.228	-1.044	-2.858
Y2.2	3.000	4.800	-.019	-.106	-.947	-2.594
Y2.3	3.000	4.800	-.053	-.291	-.750	-2.053
Y1.3	3.000	4.800	.048	.265	-.555	-1.519
Y1.2	3.000	4.600	-.079	-.431	-.723	-1.981
Y1.1	3.200	4.800	-.177	-.970	-.289	-.792
X3.1	3.000	4.800	.143	.782	-.659	-1.804
X3.2	3.200	4.800	.006	.031	-.635	-1.739
X3.3	3.200	4.800	-.158	-.863	-.734	-2.010
X2.1	1.600	4.800	-.571	-3.126	.908	2.486
X2.2	2.000	5.000	-.180	-.987	.109	.298
X2.3	2.000	5.000	-.504	-2.760	.592	1.621
X1.1	3.200	4.800	-.590	-3.229	-.180	-.492
X1.2	3.000	5.000	.010	.055	-.438	-1.199
X1.3	2.800	5.000	-.088	-.484	-.610	-1.670
Multivariate					50.490	12.622

#### Notes for Model (Default model)

##### Computation of degrees of freedom (Default model)

Number of distinct sample moments: 189  
 Number of distinct parameters to be estimated: 68  
 Degrees of freedom (189 - 68): 121

## Result (Default model)

Minimum was achieved

Chi-square = 257.757

Degrees of freedom = 121

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	.167	.062	2.697	.007	
Y2 <--- X1	.193	.069	2.816	.005	
Y1 <--- X2	.329	.065	5.094	***	
Y2 <--- X2	.262	.069	3.826	***	
Y1 <--- X3	.132	.063	2.092	.036	
Y2 <--- X3	.414	.073	5.699	***	
Y3 <--- Y1	.345	.137	2.512	.012	
Y3 <--- Y2	.223	.104	2.148	.032	
Y3 <--- X1	.183	.085	2.147	.032	
Y3 <--- X3	.015	.094	.161	.872	
Y3 <--- X2	.339	.100	3.397	***	
X1.3 <--- X1	1.000				
X1.2 <--- X1	.854	.070	12.125	***	
X1.1 <--- X1	.688	.063	10.855	***	
X2.3 <--- X2	1.000				
X2.2 <--- X2	1.116	.100	11.158	***	
X2.1 <--- X2	.502	.106	4.744	***	
X3.3 <--- X3	1.000				
X3.2 <--- X3	.985	.057	17.143	***	
X3.1 <--- X3	.975	.063	15.362	***	
Y1.1 <--- Y1	1.000				
Y1.2 <--- Y1	.875	.090	9.757	***	
Y1.3 <--- Y1	1.075	.095	11.276	***	
Y2.3 <--- Y2	1.000				
Y2.2 <--- Y2	1.071	.053	20.193	***	
Y2.1 <--- Y2	1.082	.056	19.484	***	
Y3.1 <--- Y3	1.000				
Y3.2 <--- Y3	.997	.054	18.562	***	

	Estimate	S.E.	C.R.	P	Label
Y3.3 <--- Y3	1.024	.061	16.756	***	

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

	Estimate
Y1 <--- X1	.228
Y2 <--- X1	.207
Y1 <--- X2	.446
Y2 <--- X2	.279
Y1 <--- X3	.171
Y2 <--- X3	.419
Y3 <--- Y1	.233
Y3 <--- Y2	.192
Y3 <--- X1	.168
Y3 <--- X3	.013
Y3 <--- X2	.311
X1.3 <--- X1	.881
X1.2 <--- X1	.821
X1.1 <--- X1	.741
X2.3 <--- X2	.848
X2.2 <--- X2	.869
X2.1 <--- X2	.369
X3.3 <--- X3	.878
X3.2 <--- X3	.922
X3.1 <--- X3	.858
Y1.1 <--- Y1	.821
Y1.2 <--- Y1	.716
Y1.3 <--- Y1	.836
Y2.3 <--- Y2	.909
Y2.2 <--- Y2	.927
Y2.1 <--- Y2	.912
Y3.1 <--- Y3	.902
Y3.2 <--- Y3	.917
Y3.3 <--- Y3	.870

Intercepts: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X1.3	3.931	.034	114.914	***	
X1.2	3.916	.031	124.879	***	

	Estimate	S.E.	C.R.	P	Label
X1.1	4.073	.028	145.443	***	
X2.3	3.774	.035	106.695	***	
X2.2	3.750	.039	97.329	***	
X2.1	3.627	.041	88.957	***	
X3.3	3.946	.033	121.341	***	
X3.2	3.947	.030	129.409	***	
X3.1	3.911	.032	120.509	***	
Y1.1	3.977	.027	147.367	***	
Y1.2	3.868	.027	142.872	***	
Y1.3	3.978	.028	139.623	***	
Y2.3	3.982	.031	128.418	***	
Y2.2	3.920	.033	120.305	***	
Y2.1	3.900	.033	116.610	***	
Y3.1	4.027	.036	110.879	***	
Y3.2	3.982	.036	111.788	***	
Y3.3	4.013	.039	104.061	***	

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X1 <--> X2	.058	.015	3.830	***	
X3 <--> X2	.056	.014	4.014	***	
X3 <--> X1	.064	.014	4.555	***	

Correlations: (Group number 1 - Default model)

	Estimate
X1 <--> X2	.357
X3 <--> X2	.368
X3 <--> X1	.417

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X1	.163	.023	6.943	***	
X2	.161	.025	6.367	***	
X3	.146	.020	7.282	***	
e19	.049	.009	5.526	***	
e20	.072	.010	7.122	***	
e21	.093	.014	6.879	***	
e1	.047	.010	4.502	***	
e2	.057	.009	6.290	***	



	Estimate	S.E.	C.R.	P	Label
e3	.063	.008	7.734	***	
e4	.063	.013	4.881	***	
e5	.065	.015	4.240	***	
e6	.257	.028	9.232	***	
e7	.043	.007	6.563	***	
e8	.025	.005	4.785	***	
e9	.050	.007	7.125	***	
e10	.043	.007	6.035	***	
e11	.064	.008	7.790	***	
e12	.044	.008	5.647	***	
e13	.030	.005	6.554	***	
e14	.027	.005	5.739	***	
e15	.034	.005	6.419	***	
e16	.044	.007	6.138	***	
e17	.036	.007	5.482	***	
e18	.065	.009	7.166	***	

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

	Estimate
Y2	.496
Y1	.441
Y3	.517
Y3.3	.757
Y3.2	.841
Y3.1	.814
Y2.1	.832
Y2.2	.859
Y2.3	.826
Y1.3	.699
Y1.2	.513
Y1.1	.674
X3.1	.736
X3.2	.850
X3.3	.771
X2.1	.136
X2.2	.754
X2.3	.718
X1.1	.549

	Estimate
X1.2	.674
X1.3	.777

## Matrices (Group number 1 - Default model)

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

	X2	X1	X3	Y2	Y1	Y3
Y2	.262	.193	.414	.000	.000	.000
Y1	.329	.167	.132	.000	.000	.000
Y3	.512	.284	.153	.223	.345	.000
Y3.3	.524	.291	.157	.228	.353	1.024
Y3.2	.510	.283	.153	.222	.344	.997
Y3.1	.512	.284	.153	.223	.345	1.000
Y2.1	.284	.209	.448	1.082	.000	.000
Y2.2	.281	.207	.443	1.071	.000	.000
Y2.3	.262	.193	.414	1.000	.000	.000
Y1.3	.354	.180	.142	.000	1.075	.000
Y1.2	.288	.146	.116	.000	.875	.000
Y1.1	.329	.167	.132	.000	1.000	.000
X3.1	.000	.000	.975	.000	.000	.000
X3.2	.000	.000	.985	.000	.000	.000
X3.3	.000	.000	1.000	.000	.000	.000
X2.1	.502	.000	.000	.000	.000	.000
X2.2	1.116	.000	.000	.000	.000	.000
X2.3	1.000	.000	.000	.000	.000	.000
X1.1	.000	.688	.000	.000	.000	.000
X1.2	.000	.854	.000	.000	.000	.000
X1.3	.000	1.000	.000	.000	.000	.000

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

	X2	X1	X3	Y2	Y1	Y3
Y2	.279	.207	.419	.000	.000	.000
Y1	.446	.228	.171	.000	.000	.000
Y3	.468	.261	.133	.192	.233	.000
Y3.3	.407	.227	.116	.167	.203	.870
Y3.2	.430	.240	.122	.176	.214	.917
Y3.1	.422	.236	.120	.173	.210	.902
Y2.1	.255	.188	.383	.912	.000	.000
Y2.2	.259	.191	.389	.927	.000	.000
Y2.3	.254	.188	.381	.909	.000	.000
Y1.3	.373	.190	.143	.000	.836	.000
Y1.2	.319	.163	.122	.000	.716	.000



	X2	X1	X3	Y2	Y1	Y3
Y3.2	.000	.000	.000	.000	.000	.917
Y3.1	.000	.000	.000	.000	.000	.902
Y2.1	.000	.000	.000	.912	.000	.000
Y2.2	.000	.000	.000	.927	.000	.000
Y2.3	.000	.000	.000	.909	.000	.000
Y1.3	.000	.000	.000	.000	.836	.000
Y1.2	.000	.000	.000	.000	.716	.000
Y1.1	.000	.000	.000	.000	.821	.000
X3.1	.000	.000	.858	.000	.000	.000
X3.2	.000	.000	.922	.000	.000	.000
X3.3	.000	.000	.878	.000	.000	.000
X2.1	.369	.000	.000	.000	.000	.000
X2.2	.869	.000	.000	.000	.000	.000
X2.3	.848	.000	.000	.000	.000	.000
X1.1	.000	.741	.000	.000	.000	.000
X1.2	.000	.821	.000	.000	.000	.000
X1.3	.000	.881	.000	.000	.000	.000

Indirect Effects (Group number 1 - Default model)

	X2	X1	X3	Y2	Y1	Y3
Y2	.000	.000	.000	.000	.000	.000
Y1	.000	.000	.000	.000	.000	.000
Y3	.172	.101	.138	.000	.000	.000
Y3.3	.524	.291	.157	.228	.353	.000
Y3.2	.510	.283	.153	.222	.344	.000
Y3.1	.512	.284	.153	.223	.345	.000
Y2.1	.284	.209	.448	.000	.000	.000
Y2.2	.281	.207	.443	.000	.000	.000
Y2.3	.262	.193	.414	.000	.000	.000
Y1.3	.354	.180	.142	.000	.000	.000
Y1.2	.288	.146	.116	.000	.000	.000
Y1.1	.329	.167	.132	.000	.000	.000
X3.1	.000	.000	.000	.000	.000	.000
X3.2	.000	.000	.000	.000	.000	.000
X3.3	.000	.000	.000	.000	.000	.000
X2.1	.000	.000	.000	.000	.000	.000
X2.2	.000	.000	.000	.000	.000	.000
X2.3	.000	.000	.000	.000	.000	.000
X1.1	.000	.000	.000	.000	.000	.000
X1.2	.000	.000	.000	.000	.000	.000
X1.3	.000	.000	.000	.000	.000	.000

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

	X2	X1	X3	Y2	Y1	Y3
Y2	.000	.000	.000	.000	.000	.000
Y1	.000	.000	.000	.000	.000	.000
Y3	.158	.093	.120	.000	.000	.000
Y3.3	.407	.227	.116	.167	.203	.000
Y3.2	.430	.240	.122	.176	.214	.000
Y3.1	.422	.236	.120	.173	.210	.000
Y2.1	.255	.188	.383	.000	.000	.000
Y2.2	.259	.191	.389	.000	.000	.000
Y2.3	.254	.188	.381	.000	.000	.000
Y1.3	.373	.190	.143	.000	.000	.000
Y1.2	.319	.163	.122	.000	.000	.000
Y1.1	.366	.187	.140	.000	.000	.000
X3.1	.000	.000	.000	.000	.000	.000
X3.2	.000	.000	.000	.000	.000	.000
X3.3	.000	.000	.000	.000	.000	.000
X2.1	.000	.000	.000	.000	.000	.000
X2.2	.000	.000	.000	.000	.000	.000
X2.3	.000	.000	.000	.000	.000	.000
X1.1	.000	.000	.000	.000	.000	.000
X1.2	.000	.000	.000	.000	.000	.000
X1.3	.000	.000	.000	.000	.000	.000

## Modification Indices (Group number 1 - Default model)

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

	M.I.	Par Change
e19 <--> e20	27.266	.030
e16 <--> X2	4.187	-.015
e16 <--> e21	4.394	.013
e14 <--> e17	8.014	.010
e14 <--> e16	7.581	-.010
e13 <--> e19	6.810	.010
e12 <--> e20	8.809	.016
e12 <--> e13	9.310	.012
e10 <--> X2	8.558	.021
e10 <--> X1	5.852	-.017
e10 <--> e15	4.367	.008
e9 <--> e21	4.492	-.013
e9 <--> e15	16.260	.016
e9 <--> e13	4.577	-.008

	M.I.	Par Change
e8 <--> e18	4.304	-.009
e7 <--> e18	15.126	.020
e6 <--> e20	21.030	-.051
e6 <--> e19	5.617	-.024
e6 <--> e21	10.042	.041
e6 <--> e16	8.478	.028
e6 <--> e14	4.655	-.017
e6 <--> e13	10.086	-.025
e6 <--> e12	10.407	-.031
e6 <--> e7	4.517	.020
e5 <--> e15	4.517	.011
e4 <--> e15	4.223	-.010
e2 <--> e7	5.700	-.012
e1 <--> e6	7.995	.031

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
Y2 <--- Y1	12.709	.282
Y1 <--- Y2	12.287	.187
Y3.1 <--- X2	4.356	-.104
Y1.1 <--- X2	4.042	.098
X2.1 <--- Y2	9.015	-.314

Means: (Group number 1 - Default model)

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

	M.I.	Par Change
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Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	68	257.757	121	.000	2.130
Saturated model	189	.000	0		
Independence model	36	2498.149	153	.000	16.328

## Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.897	.870	.942	.926	.942
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

## Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.791	.709	.745
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

## NCP

Model	NCP	LO 90	HI 90
Default model	136.757	94.381	186.887
Saturated model	.000	.000	.000
Independence model	2345.149	2186.890	2510.770

## FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	1.440	.764	.527	1.044
Saturated model	.000	.000	.000	.000
Independence model	13.956	13.101	12.217	14.027

## RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.079	.066	.093	.000
Independence model	.293	.283	.303	.000

## AIC

Model	AIC	BCC	BIC	CAIC
Default model	393.757	409.907		
Saturated model	378.000	422.888		
Independence model	2570.149	2578.699		

## ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	2.200	1.963	2.480	2.290
Saturated model	2.112	2.112	2.112	2.363
Independence model	14.358	13.474	15.284	14.406

## HOELTER

Model	HOELTER .05	HOELTER .01
Default model	103	112
Independence model	14	15

## Execution time summary

Minimization: .034  
 Miscellaneous: .934  
 Bootstrap: .000  
 Total: .968