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LAMPIRAN

Lampiran 1

***Informed Consent* Ahli (Bahasa Inggris ke Bahasa Indonesia)**

Saya yang bertanda tangan di bawah ini

nama : Dwiana Fajriati Dewi

lulusan : *MSc Work and Organizational Psychology,* University of Nottingham

menyatakan kesediaan untuk menjadi penerjemah/ahli bahasa dalam proses adaptasi skala oleh mahasiswa dengan

nama : Puspa Akhlakul Karimah Tuhelelu

NIM : C021191046

Demikian pernyataan ini yang disampaikan secara sukarela dan tanpa paksaan atau ancaman. Segala informasi yang saya berikan adalah benar dan dapat dipertanggungjawabkan sebagaimana mestinya.

Makassar, 11 Mei 2023

Dwiana Fajriati Dewi.

Lampiran 2

***Informed Consent* Ahli (Bahasa Indonesia ke Bahasa Inggris)**

Saya yang bertanda tangan di bawah ini

nama : Patricia Cecilia Soharto, S.Psi.

lulusan : Universitas Hasanuddin

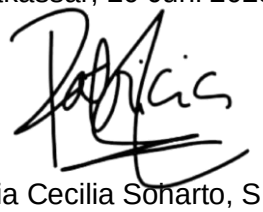
menyatakan kesediaan untuk menjadi penerjemah/ahli bahasa dalam proses adaptasi skala oleh mahasiswa dengan

nama : Puspa Akhlakul Karimah Tuhelelu

NIM : C021191046

Demikian pernyataan ini yang disampaikan secara sukarela dan tanpa paksaan atau ancaman. Segala informasi yang saya berikan adalah benar dan dapat dipertanggungjawabkan sebagaimana mestinya.

Makassar, 20 Juni 2023



Patricia Cecilia Soharto, S.Psi.

Lampiran 3

Tabel Adaptasi Skala

Nama alat ukur: Environmentally Specific Servant Leadership					
Penerjemah *English*-Bahasa: Dwiana Fajriati Dewi, S. Psi., M. Sc					
Penerjemah Bahasa-*English*: Patricia Cecilia Soharto, S.Psi.					
Moderator: Puspa Akhlakul Karimah Tuhelelu					
Dimensi	No. Aitem	Aitem *original* (*English*)	Terjemahan ke Bahasa Indonesia	Terjemahan kembali ke *English*	Aitem hasil evaluasi akhir (Moderator)
Instruksi pengisian	-				Pada skala ini, terdapat sejumlah aitem pernyataan. Setiap pernyataan disertai lima pilihan jawaban, yaitu 1 = sangat tidak setuju 2 = tidak setuju 3 = netral 4 = setuju 5 = sangat setuju Bacalah setiap pernyataan dengan saksama. Kemudian, Anda perlu merespons pernyataan dengan memilih satu jawaban

					yang paling sesuai dengan atasan langsung Anda. Tidak terdapat jawaban salah dan benar. Selain itu, Anda perlu memastikan telah merespons seluruh aitem pernyataan.
-	1	*My manager cares about my eco-initiatives.*	Manajer saya peduli dengan inisiatif ramah lingkungan saya.	*My manager cares about my environmental-friendly initiatives.*	
	2	*My manager emphasizes the importance of contributing to the environmental improvement.*	Manajer saya menekankan pentingnya berkontribusi terhadap perbaikan lingkungan.	*My manager emphasizes the importance of contributing to environmental repairments.*	
	3	*My manager is involved in environmental activities.*	Manajer saya terlibat dalam kegiatan ramah lingkungan.	*My manager is involved in environmental-friendly activities.*	
	4	*I am encouraged by my manager to volunteer in environmental activities.*	Saya didorong oleh manajer saya untuk menjadi sukarelawan dalam kegiatan ramah lingkungan.	*I am encouraged by my manager to volunteer in environmental-friendly activities.*	

	5	*My manager has a thorough understanding of our organization and its environmental goals.*	Manajer saya memiliki pemahaman menyeluruh tentang organisasi kita dan sasaran lingkungannya.	*My manager has a thorough understanding about our organization and its environmental targets.*	
	6	*My manager encourages me to contribute eco-initiatives.*	Manajer saya mendorong saya untuk berkontribusi terhadap inisiatif ramah lingkungan.	*My manager encourages me to contribute to environmental-friendly initiatives.*	
	7	*My manager gives me the freedom to handle environmental problems in the way that I feel is best.*	Manajer saya memberi saya kebebasan untuk menangani masalah lingkungan dengan cara yang menurut saya terbaik.	*My manager gives me freedom to handle environmental problems with ways that I perceive the best.*	
	8	*My manager does what she/he can do to realize my eco-initiatives.*	Manajer saya melakukan apa yang dapat dia lakukan untuk mewujudkan inisiatif ramah lingkungan saya.	*My manager does what he/she can do to realize my environmental-friendly initiatives.*	

	9	*My manager holds high environmental standards.*	Manajer saya memiliki standar lingkungan yang tinggi.	*My manager has high environmental standards.*	
	10	*My manager always displays green behaviors.*	Manajer saya selalu menampilkan perilaku ramah lingkungan.	*My manager has always been displaying green behaviors.*	
	11	*My manager would not compromise environmental principles in order to achieve success.*	Manajer saya tidak akan kompromi dengan prinsip-prinsip ramah lingkungan untuk mencapai kesuksesan.	*My manager would not compromise with the pro-environmental principles in order to achieve success.*	
	12	*My manager values environmental performance more than profits.*	Manajer saya lebih menghargai kinerja ramah lingkungan daripada keuntungan.	*My manager highly values pro-environmental performances than profits.*	

Lampiran 4

Isi *Google Form*

Kuisioner Penelitian di Nipah Park

Assalamu Alaikum, wr. wb. Salam sejahtera bagi kita semua.

Perkenalkan saya Puspa Akhlakul Karimah, mahasiswa Program Studi Psikologi Fakultas Kedokteran Universitas Hasanuddin. Saat ini saya sedang melakukan penelitian guna memenuhi tugas akhir. Penelitian ini bertujuan untuk mengetahui kontribusi persepsi pemimpin melayani (*servant leadership*) yang berorientasi terhadap lingkungan terhadap perilaku sukarela karyawan terkait keberlanjutan lingkungan bagi karyawan industri jasa di Nipah Park. Oleh karena itu, saya mengharapkan kesediaan Anda untuk meluangkan waktu menjadi partisipan dalam penelitian ini.

Tidak ada jawaban benar dan salah dalam survey ini, sehingga Anda diharapkan dapat memberikan jawaban yang sesuai dengan diri Anda yang sebenarnya. Segala identitas dan jawaban yang Anda berikan akan dijaga kerahasiaannya dan akan digunakan untuk kepentingan penelitian.

Apabila terdapat hal yang ingin ditanyakan terkait penelitian ini, silakan menghubungi saya melalui:

E-mail: puspaakhlakulkarimah@gmail.com

Whatsapp: 0895413062947

Terima kasih.

Apakah anda bersedia menjadi partisipan dengan mengisi skala penelitian ini secara sukarela?

□ Ya

□ Tidak

Data Diri Partisipan

Email :

Nama/Inisial:

Jenis Kelamin:

□ □Perempuan

□Laki-laki

Pendidikan terakhir:

Posisi jabatan saat ini:

Lama bekerja di posisi tersebut:

Nomor *whatsapp* untuk kebutuhan reward

Instruksi Pengisian Skala Penelitian

Pada skala ini, terdapat sejumlah aitem pernyataan. Setiap pernyataan disertai lima pilihan jawaban, yaitu

1 = sangat tidak setuju

2 = tidak setuju

3 = netral

4 = setuju

5 = sangat setuju

Bacalah setiap pernyataan dengan saksama. Kemudian, Anda perlu merespons pernyataan dengan memilih salah satu jawaban yang paling sesuai dengan atasan langsung Anda. Tidak terdapat jawaban salah dan benar. Selain itu, Anda perlu memastikan telah merespons seluruh aitem pernyataan.

Saya telah memahami instruksi pengisian skala penelitian ini.

□Ya, saya sudah paham

Organizational Citizenship Behavior for Environment (OCB-E) Scale

Pada skala ini, terdapat sejumlah aitem pernyataan. Setiap pernyataan disertai lima pilihan jawaban, yaitu

1 = sangat tidak setuju

2 = tidak setuju

3 = netral

4 = setuju

5 = sangat setuju

Bacalah setiap pernyataan dengan saksama. Kemudian, Anda perlu merespons pernyataan dengan memilih salah satu jawaban yang paling sesuai dengan atasan langsung Anda. Tidak terdapat jawaban salah dan benar. Selain itu, Anda perlu memastikan telah merespons seluruh aitem pernyataan.

Nomor	Pernyataan	Pilihan Jawaban				
1	Di pekerjaan saya, saya mempertimbangkan akibat dari tindakan saya sebelum melakukan tindakan yang berpengaruh terhadap lingkungan.	1	2	3	4	5
2	Saya secara sukarela melakukan tindakan dan inisiatif ramah lingkungan di kehidupan pekerjaan saya.	1	2	3	4	5
3	Saya memberikan saran kepada rekan saya tentang cara-cara menjaga lingkungan secara lebih efektif, meskipun terkadang bukan tanggung jawab langsung saya.	1	2	3	4	5
4	Saya aktif berpartisipasi di dalam kegiatan lingkungan yang dilaksanakan di dan/atau oleh perusahaan saya.	1	2	3	4	5
5	Saya tetap mendapatkan informasi tentang inisiatif perusahaan saya terkait lingkungan.	1	2	3	4	5
6	Saya melakukan tindakan ramah lingkungan yang memberi kontribusi positif terhadap citra perusahaan.	1	2	3	4	5
7	Saya menjadi sukarelawan untuk proyek, atau kegiatan yang	1	2	3	4	5

	membahas masalah lingkungan di organisasi saya.					
8	Secara spontan, saya memberikan waktu saya untuk membantu rekan memperhatikan aspek lingkungan di seluruh kegiatan mereka di tempat kerja.	1	2	3	4	5
9	Saya mengajak rekan saya untuk menerapkan perilaku yang lebih sadar terhadap lingkungan.	1	2	3	4	5
10	Saya mengajak rekan saya untuk menyampaikan ide dan pendapat terhadap permasalahan lingkungan.	1	2	3	4	5

Environmentally Spesific Servant Leadership (ESSL) Scale

Pada skala ini, terdapat sejumlah aitem pernyataan. Setiap pernyataan disertai lima pilihan jawaban, yaitu

1 = sangat tidak setuju

2 = tidak setuju

3 = netral

4 = setuju

5 = sangat setuju

Bacalah setiap pernyataan dengan saksama. Kemudian, Anda perlu merespons pernyataan dengan memilih salah satu jawaban yang paling sesuai dengan atasan langsung Anda. Tidak terdapat jawaban salah dan benar. Selain itu, Anda perlu memastikan telah merespons seluruh aitem pernyataan.

Nomor	Pernyataan	Pilihan Jawaban				
1	Manajer saya peduli dengan inisiatif ramah lingkungan saya.	1	2	3	4	5
2	Manajer saya menekankan pentingnya berkontribusi terhadap perbaikan lingkungan.	1	2	3	4	5
3	Manajer saya terlibat dalam kegiatan ramah lingkungan.	1	2	3	4	5
4	Saya didorong oleh manajer saya untuk menjadi sukarelawan dalam kegiatan ramah lingkungan.	1	2	3	4	5
5	Manajer saya memiliki pemahaman menyeluruh tentang organisasi kami dan sasaran lingkungannya.	1	2	3	4	5
6	Manajer saya mendorong saya untuk membuat sebuah inisiatif ramah lingkungan.	1	2	3	4	5
7	Manajer saya memberi saya kebebasan untuk menangani masalah lingkungan dengan cara yang menurut saya terbaik.	1	2	3	4	5
8	Manajer saya melakukan apa yang dapat dia lakukan untuk	1	2	3	4	5

	mewujudkan inisiatif ramah lingkungan saya.					
9	Manajer saya memiliki standar lingkungan yang tinggi.	1	2	3	4	5
10	Manajer saya selalu menampilkan perilaku ramah lingkungan.	1	2	3	4	5
11	Manajer saya tidak akan mengorbankan prinsip-prinsip ramah lingkungan untuk mencapai kesuksesan.	1	2	3	4	5
12	Manajer saya lebih menghargai kinerja ramah lingkungan daripada keuntungan.	1	2	3	4	5

Lampiran 5

***Output* Pengolahan Data**

1. Uji Validitas dan Reliabilitas Skala ESSL

- RScript - Validitas

```
#renaming data
data<-X_V_ESSL
View(data)

##Multivariate Normality Assesment
library(MVN)
mvn(data, mvnTest = "hz", multivariatePlot ="qq")$multivariateNormality

###CFA MODELING
##Model 7
Model.7<-'
ESSL=~A1+A2+A3+A4+A5+A6+A7+A8+A9+A10+A11+A12'

##CFA Analysis Model 7
library(lavaan)
Model.Analysis.7<-cfa(Model.7, data=data, estimator="MLR")
summary(Model.Analysis.7,fit.measures=TRUE,standardized=TRUE)

##Modification Indices
data_mi=modificationindices(Model.Analysis.7,
                            standardized = TRUE,
                            sort.=TRUE)
subset(data_mi, mi > 3.84)

###CFA MODELING
##Model 8
Model.8<-'
ESSL=~A1+A2+A3+A4+A5+A6+A7+A8+A10+A11+A12'

##CFA Analysis Model 8
library(lavaan)
Model.Analysis.8<-cfa(Model.8, data=data, estimator="MLR")
summary(Model.Analysis.8,fit.measures=TRUE,standardized=TRUE)

##Modification Indices
data_mi=modificationindices(Model.Analysis.8,
                            standardized = TRUE,
                            sort.=TRUE)
subset(data_mi, mi > 3.84)

###CFA MODELING
##Model 9
Model.9<-'
ESSL=~A1+A2+A3+A4+A5+A6+A7+A8+A10+A11'
```

```
##CFA Analysis Model 9
library(lavaan)
Model.Analysis.9<-cfa(Model.9, data=data, estimator="MLR")
summary(Model.Analysis.9,fit.measures=TRUE,standardized=TRUE)

##Modification Indices
data_mi=modificationindices(Model.Analysis.9,
                        standardized = TRUE,
                        sort.=TRUE)
subset(data_mi, mi > 3.84)

##Model's Plot
library(semPlot)
semPaths(Model.Analysis.9,
        what="paths",
        whatLabels = "std.all")


###CFA MODELING
##Model 9
Model.9<-'
ESSL=~A1+A2+A3+A4+A5+A6+A7+A8+A10+A11'

##CFA Analysis Model 9
library(lavaan)
Model.Analysis.9<-cfa(Model.9, data=data, estimator="MLR")
summary(Model.Analysis.9,fit.measures=TRUE,standardized=TRUE)

fitmeasures(Model.Analysis.9,c("pvalue","chisq","df","gfi","cfi","rmsea","srmr","tli")
)

##Modification Indices
data_mi=modificationindices(Model.Analysis.9,
                        standardized = TRUE,
                        sort.=TRUE)
subset(data_mi, mi > 3.84)

##Model's Plot
library(semPlot)
semPaths(Model.Analysis.9,
        what="paths",
        whatLabels = "std.all")

###CFA MODELING
##Model 10
Model.10<-'
ESSL=~A1+A3+A4+A5+A6+A7+A8+A10+A11'

##CFA Analysis Model 10
```

```
library(lavaan)
Model.Analysis.10<-cfa(Model.10, data=data, estimator="MLR")
summary(Model.Analysis.10,fit.measures=TRUE,standardized=TRUE)

inspect(Model.Analysis.10, what="std")
inspect(Model.Analysis.10, 'r2')
fitmeasures(Model.Analysis.10)
fitmeasures(Model.Analysis.10,c("pvalue","chisq","df","gfi","cfi","rmsea","srmr","tli"
))

##Modification Indices
data_mi=modificationindices(Model.Analysis.10,
                        standardized = TRUE,
                        sort.=TRUE)
subset(data_mi, mi > 3.84)

##Model's Plot
library(semPlot)
semPaths(Model.Analysis.10,
        what="paths",
        whatLabels = "std.all")

###CFA MODELING
##Model 10
Model.10<-'
ESSL=~A1+A3+A4+A5+A6+A7+A8+A10+A11
A5 ~~  A7'

##CFA Analysis Model 10
library(lavaan)
Model.Analysis.10<-cfa(Model.10, data=data, estimator="MLR")
summary(Model.Analysis.10,fit.measures=TRUE,standardized=TRUE)

##Modification Indices
data_mi=modificationindices(Model.Analysis.10,
                        standardized = TRUE,
                        sort.=TRUE)
subset(data_mi, mi > 3.84)

fitmeasures(Model.Analysis.10,c("pvalue","chisq","df","gfi","cfi","rmsea","srmr","tli"
))
```

- **Rconsole - Validitas**

```
> #renaming data
> data<-X_V_ESSL
> ##Multivariate Normality Assesment
> library(MVN)
> mvn(data, mvnTest = "hz", multivariatePlot ="qq")$multivariateNormality
          Test       HZ p value MVN
```

```
1 Henze-Zirkler 24.57758       0  NO
> ###CFA MODELING
> ##Model 7
> Model.7<-'
+ ESSL=~A1+A2+A3+A4+A5+A6+A7+A8+A9+A10+A11+A12'
> ##CFA Analysis Model 7
> library(lavaan)
> Model.Analysis.7<-cfa(Model.7, data=data, estimator="MLR")
> summary(Model.Analysis.7,fit.measures=TRUE,standardized=TRUE)
lavaan 0.6.16 ended normally after 49 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        24

  Number of observations                           153

Model Test User Model:
                                              Standard      Scaled
  Test Statistic                               288.459     140.436
  Degrees of freedom                            54          54
  P-value (Chi-square)                         0.000       0.000
  Scaling correction factor                                 2.054
    Yuan-Bentler correction (Mplus variant)

Model Test Baseline Model:

  Test statistic                              1971.259     774.216
  Degrees of freedom                            66          66
  P-value                                      0.000       0.000
  Scaling correction factor                                 2.546

User Model versus Baseline Model:

  Comparative Fit Index (CFI)                   0.877       0.878
  Tucker-Lewis Index (TLI)                      0.850       0.851

  Robust Comparative Fit Index (CFI)                        0.902
  Robust Tucker-Lewis Index (TLI)                           0.880

Loglikelihood and Information Criteria:

  Loglikelihood user model (H0)              -1075.056   -1075.056
  Scaling correction factor                                 3.027
      for the MLR correction
  Loglikelihood unrestricted model (H1)       -930.826    -930.826
  Scaling correction factor                                 2.354
      for the MLR correction

  Akaike (AIC)                                2198.112    2198.112
```

Bayesian (BIC)	2270.842	2270.842
Sample-size adjusted Bayesian (SABIC)	2194.881	2194.881

Root Mean Square Error of Approximation:

RMSEA	0.168	0.102
90 Percent confidence interval - lower	0.150	0.088
90 Percent confidence interval - upper	0.188	0.117
P-value H_0: RMSEA <= 0.050	0.000	0.000
P-value H_0: RMSEA >= 0.080	1.000	0.994

Robust RMSEA	0.147
90 Percent confidence interval - lower	0.117
90 Percent confidence interval - upper	0.177
P-value H_0: Robust RMSEA <= 0.050	0.000
P-value H_0: Robust RMSEA >= 0.080	1.000

Standardized Root Mean Square Residual:

SRMR	0.044	0.044

Parameter Estimates:

Standard errors	Sandwich
Information bread	Observed
Observed information based on	Hessian

Latent Variables:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
ESSL =~						
A1	1.000				0.504	0.809
A2	0.945	0.067	14.137	0.000	0.476	0.838
A3	1.140	0.090	12.612	0.000	0.575	0.848
A4	1.184	0.143	8.299	0.000	0.597	0.753
A5	1.141	0.084	13.647	0.000	0.575	0.874
A6	1.202	0.095	12.674	0.000	0.606	0.872
A7	1.081	0.123	8.769	0.000		
A8	1.119	0.107	10.500	0.000		
A9	1.164	0.111	10.495	0.000		
A10	1.134	0.114	9.924	0.000		
A11	1.111	0.122	9.085	0.000		
A12	1.259	0.136	9.273	0.000		

```
   0.545    0.795
   0.564    0.872
   0.586    0.891
   0.571    0.896
   0.560    0.655
   0.634    0.790

Variances:
              Estimate  Std.Err  z-value  P(>|z|)
   .A1           0.134    0.030    4.518    0.000
   .A2           0.096    0.019    5.037    0.000
   .A3           0.128    0.065    1.990    0.047
   .A4           0.272    0.066    4.156    0.000
   .A5           0.102    0.020    5.111    0.000
   .A6           0.116    0.026    4.480    0.000
   .A7           0.173    0.045    3.863    0.000
   .A8           0.100    0.023    4.392    0.000
   .A9           0.089    0.028    3.226    0.001
   .A10          0.080    0.023    3.444    0.001
   .A11          0.416    0.145    2.869    0.004
   .A12          0.242    0.067    3.631    0.000
   ESSL          0.254    0.046    5.553    0.000
   Std.lv  Std.all
   0.134    0.346
   0.096    0.297
   0.128    0.280
   0.272    0.433
   0.102    0.236
   0.116    0.240
   0.173    0.369
   0.100    0.240
   0.089    0.206
   0.080    0.198
   0.416    0.570
   0.242    0.376
   1.000    1.000

> ##Modification Indices
> data_mi=modificationindices(Model.Analysis.7,
+                             standardized = TRUE,
+                             sort.=TRUE)
> subset(data_mi, mi > 3.84)
   lhs op rhs     mi    epc sepc.lv sepc.all sepc.nox
86  A9 ~~ A10 63.872  0.066   0.066    0.775    0.775
26  A1 ~~  A2 35.234  0.059   0.059    0.522    0.522
63  A4 ~~ A12 28.836  0.118   0.118    0.459    0.459
55  A3 ~~ A12 27.426  0.081   0.081    0.460    0.460
64  A5 ~~  A6 14.181  0.038   0.038    0.349    0.349
65  A5 ~~  A7 12.155 -0.041  -0.041   -0.311   -0.311
77  A7 ~~  A8 11.309  0.040   0.040    0.300    0.300
```

```
37  A2 ~~  A3 10.955  0.033   0.033    0.296    0.296
85  A8 ~~ A12  9.318 -0.042  -0.042   -0.272   -0.272
52  A3 ~~  A9  8.416 -0.029  -0.029   -0.269   -0.269
60  A4 ~~  A9  8.294 -0.040  -0.040   -0.258   -0.258
45  A2 ~~ A11  7.923 -0.048  -0.048   -0.241   -0.241
43  A2 ~~  A9  6.761 -0.022  -0.022   -0.240   -0.240
67  A5 ~~  A9  5.426 -0.021  -0.021   -0.220   -0.220
72  A6 ~~  A8  5.341  0.023   0.023    0.214    0.214
82  A8 ~~  A9  4.768  0.019   0.019    0.206    0.206
80  A7 ~~ A11  4.577  0.049   0.049    0.181    0.181
36  A1 ~~ A12  4.457 -0.033  -0.033   -0.183   -0.183
74  A6 ~~ A10  4.398 -0.019  -0.019   -0.199   -0.199
28  A1 ~~  A4  4.040 -0.033  -0.033   -0.173   -0.173
> ###CFA MODELING
> ##Model 8
> Model.8<-'
+ ESSL=~A1+A2+A3+A4+A5+A6+A7+A8+A10+A11+A12'
> ##CFA Analysis Model 8
> library(lavaan)
> Model.Analysis.8<-cfa(Model.8, data=data, estimator="MLR")
> summary(Model.Analysis.8,fit.measures=TRUE,standardized=TRUE)
lavaan 0.6.16 ended normally after 43 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        22

  Number of observations                           153

Model Test User Model:
                                              Standard      Scaled
  Test Statistic                               188.338      88.558
  Degrees of freedom                            44          44
  P-value (Chi-square)                          0.000       0.000
  Scaling correction factor                                 2.127
    Yuan-Bentler correction (Mplus variant)

Model Test Baseline Model:

  Test statistic                              1653.922     622.412
  Degrees of freedom                            55          55
  P-value                                       0.000       0.000
  Scaling correction factor                                 2.657

User Model versus Baseline Model:

  Comparative Fit Index (CFI)                   0.910       0.921
  Tucker-Lewis Index (TLI)                      0.887       0.902

  Robust Comparative Fit Index (CFI)                        0.937
```

Robust Tucker-Lewis Index (TLI) 0.921

Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-1030.614	-1030.614
Scaling correction factor for the MLR correction	3.054	
Loglikelihood unrestricted model (H1)	-936.445	-936.445
Scaling correction factor for the MLR correction	2.436	
Akaike (AIC)	2105.228	2105.228
Bayesian (BIC)	2171.897	2171.897
Sample-size adjusted Bayesian (SABIC)	2102.266	2102.266

Root Mean Square Error of Approximation:

RMSEA	0.146	0.081
90 Percent confidence interval - lower	0.125	0.064
90 Percent confidence interval - upper	0.168	0.098
P-value H_0: RMSEA <= 0.050	0.000	0.002
P-value H_0: RMSEA >= 0.080	1.000	0.568
Robust RMSEA	0.119	
90 Percent confidence interval - lower	0.082	
90 Percent confidence interval - upper	0.154	
P-value H_0: Robust RMSEA <= 0.050	0.002	
P-value H_0: Robust RMSEA >= 0.080	0.960	

Standardized Root Mean Square Residual:

SRMR	0.043	0.043

Parameter Estimates:

Standard errors	Sandwich
Information bread	Observed
Observed information based on	Hessian

Latent Variables:

	Estimate	Std.Err	z-value	P(>|z|)
ESSL =~				
A1	1.000			
A2	0.952	0.065	14.608	0.000
A3	1.150	0.095	12.140	0.000
A4	1.196	0.143	8.373	0.000
A5	1.144	0.089	12.850	0.000
A6	1.201	0.097	12.379	0.000
A7	1.067	0.122	8.738	0.000
A8	1.102	0.103	10.712	0.000

```
   A10               1.093    0.112    9.789    0.000
   A11               1.088    0.129    8.458    0.000
   A12               1.262    0.140    9.018    0.000
  Std.lv  Std.all

   0.507    0.814
   0.483    0.850
   0.583    0.861
   0.607    0.765
   0.580    0.881
   0.609    0.877
   0.541    0.789
   0.559    0.864
   0.554    0.869
   0.552    0.646
   0.640    0.797

Variances:
                 Estimate  Std.Err  z-value  P(>|z|)
   .A1               0.131    0.029    4.441    0.000
   .A2               0.090    0.018    4.929    0.000
   .A3               0.119    0.063    1.871    0.061
   .A4               0.261    0.064    4.078    0.000
   .A5               0.097    0.019    5.065    0.000
   .A6               0.112    0.024    4.665    0.000
   .A7               0.177    0.044    3.986    0.000
   .A8               0.106    0.024    4.357    0.000
   .A10              0.099    0.025    3.940    0.000
   .A11              0.426    0.145    2.931    0.003
   .A12              0.235    0.065    3.616    0.000
   ESSL              0.257    0.046    5.552    0.000
  Std.lv  Std.all
   0.131    0.337
   0.090    0.278
   0.119    0.259
   0.261    0.415
   0.097    0.223
   0.112    0.231
   0.177    0.377
   0.106    0.254
   0.099    0.245
   0.426    0.583
   0.235    0.365
   1.000    1.000

> ##Modification Indices
> data_mi=modificationindices(Model.Analysis.8,
+                             standardized = TRUE,
+                             sort.=TRUE)
> subset(data_mi, mi > 3.84)
```

```
   lhs op rhs     mi    epc sepc.lv sepc.all sepc.nox
24  A1 ~~  A2 33.123  0.056   0.056    0.518    0.518
57  A4 ~~ A12 26.398  0.110   0.110    0.446    0.446
50  A3 ~~ A12 24.626  0.075   0.075    0.447    0.447
69  A7 ~~  A8 14.101  0.046   0.046    0.338    0.338
59  A5 ~~  A7 13.662 -0.044  -0.044   -0.338   -0.338
58  A5 ~~  A6 11.588  0.034   0.034    0.329    0.329
75  A8 ~~ A12  9.222 -0.043  -0.043   -0.274   -0.274
41  A2 ~~ A11  8.355 -0.049  -0.049   -0.251   -0.251
45  A3 ~~  A6  7.997 -0.031  -0.031   -0.268   -0.268
34  A2 ~~  A3  6.863  0.025   0.025    0.242    0.242
26  A1 ~~  A4  6.810 -0.042  -0.042   -0.228   -0.228
33  A1 ~~ A12  6.645 -0.040  -0.040   -0.227   -0.227
65  A6 ~~  A8  6.304  0.026   0.026    0.238    0.238
71  A7 ~~ A11  5.825  0.056   0.056    0.205    0.205
76 A10 ~~ A11  4.085  0.037   0.037    0.178    0.178
68  A6 ~~ A12  4.036 -0.030  -0.030   -0.183   -0.183
> ###CFA MODELING
> ##Model 9
> Model.9<-'
+ ESSL=~A1+A2+A3+A4+A5+A6+A7+A8+A10+A11'
> ##CFA Analysis Model 9
> library(lavaan)
> Model.Analysis.9<-cfa(Model.9, data=data, estimator="MLR")
> summary(Model.Analysis.9,fit.measures=TRUE,standardized=TRUE)
lavaan 0.6.16 ended normally after 39 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        20

  Number of observations                           153

Model Test User Model:
                                              Standard      Scaled
  Test Statistic                               112.488      54.498
  Degrees of freedom                                35          35
  P-value (Chi-square)                           0.000       0.019
  Scaling correction factor                                  2.064
    Yuan-Bentler correction (Mplus variant)

Model Test Baseline Model:

  Test statistic                              1435.311     531.639
  Degrees of freedom                                45          45
  P-value                                        0.000       0.000
  Scaling correction factor                                  2.700

User Model versus Baseline Model:
```

```
  Comparative Fit Index (CFI)                    0.944       0.960
  Tucker-Lewis Index (TLI)                       0.928       0.948

  Robust Comparative Fit Index (CFI)                         0.969
  Robust Tucker-Lewis Index (TLI)                            0.961

Loglikelihood and Information Criteria:

  Loglikelihood user model (H0)                -918.477    -918.477
  Scaling correction factor                                   3.113
    for the MLR correction
  Loglikelihood unrestricted model (H1)        -862.233    -862.233
  Scaling correction factor                                   2.446
    for the MLR correction

  Akaike (AIC)                                 1876.954    1876.954
  Bayesian (BIC)                               1937.563    1937.563
  Sample-size adjusted Bayesian (SABIC)        1874.261    1874.261

Root Mean Square Error of Approximation:

  RMSEA                                          0.120       0.060
  90 Percent confidence interval - lower         0.096       0.037
  90 Percent confidence interval - upper         0.146       0.081
  P-value H_0: RMSEA <= 0.050                    0.000       0.209
  P-value H_0: RMSEA >= 0.080                    0.996       0.062

  Robust RMSEA                                               0.087
  90 Percent confidence interval - lower                     0.036
  90 Percent confidence interval - upper                     0.130
  P-value H_0: Robust RMSEA <= 0.050                         0.099
  P-value H_0: Robust RMSEA >= 0.080                         0.623

Standardized Root Mean Square Residual:

  SRMR                                           0.036       0.036

Parameter Estimates:

  Standard errors                             Sandwich
  Information bread                           Observed
  Observed information based on               Hessian

Latent Variables:
                   Estimate  Std.Err  z-value  P(>|z|)
  ESSL =~
    A1                1.000
    A2                0.945    0.066   14.367    0.000
    A3                1.122    0.085   13.215    0.000
    A4                1.163    0.140    8.285    0.000
```

```
   A5                1.140    0.088   12.949    0.000
   A6                1.201    0.100   12.012    0.000
   A7                1.059    0.120    8.803    0.000
   A8                1.104    0.104   10.583    0.000
   A10               1.085    0.110    9.880    0.000
   A11               1.071    0.124    8.609    0.000
  Std.lv  Std.all

   0.511    0.820
   0.483    0.850
   0.574    0.847
   0.594    0.749
   0.582    0.885
   0.614    0.883
   0.541    0.789
   0.564    0.872
   0.554    0.869
   0.547    0.641

Variances:
                 Estimate  Std.Err  z-value  P(>|z|)
   .A1               0.127    0.030    4.251    0.000
   .A2               0.090    0.019    4.741    0.000
   .A3               0.130    0.071    1.816    0.069
   .A4               0.276    0.067    4.113    0.000
   .A5               0.094    0.018    5.183    0.000
   .A6               0.106    0.022    4.750    0.000
   .A7               0.177    0.045    3.928    0.000
   .A8               0.100    0.022    4.458    0.000
   .A10              0.099    0.025    4.023    0.000
   .A11              0.430    0.144    2.977    0.003
   ESSL              0.261    0.047    5.601    0.000
  Std.lv  Std.all
   0.127    0.327
   0.090    0.278
   0.130    0.283
   0.276    0.438
   0.094    0.216
   0.106    0.220
   0.177    0.377
   0.100    0.239
   0.099    0.244
   0.430    0.589
   1.000    1.000

> ##Modification Indices
> data_mi=modificationindices(Model.Analysis.9,
+                             standardized = TRUE,
+                             sort.=TRUE)
> subset(data_mi, mi > 3.84)
```

```
   lhs op rhs     mi    epc sepc.lv sepc.all sepc.nox
22  A1 ~~  A2 32.106  0.055   0.055    0.516    0.516
53  A5 ~~  A7 15.590 -0.047  -0.047   -0.366   -0.366
61  A7 ~~  A8 13.096  0.044   0.044    0.331    0.331
31  A2 ~~  A3  9.638  0.031   0.031    0.287    0.287
52  A5 ~~  A6  9.177  0.030   0.030    0.302    0.302
38  A2 ~~ A11  7.594 -0.047  -0.047   -0.241   -0.241
63  A7 ~~ A11  6.323  0.059   0.059    0.214    0.214
28  A1 ~~  A8  5.943 -0.026  -0.026   -0.226   -0.226
41  A3 ~~  A6  5.743 -0.027  -0.027   -0.229   -0.229
24  A1 ~~  A4  5.290 -0.038  -0.038   -0.201   -0.201
66 A10 ~~ A11  4.706  0.040   0.040    0.192    0.192

> ###CFA MODELING
> ##Model 10
> Model.10<-'
+ ESSL=~A1+A3+A4+A5+A6+A7+A8+A10+A11'
> ##CFA Analysis Model 10
> library(lavaan)
> Model.Analysis.10<-cfa(Model.10, data=data, estimator="MLR")
> summary(Model.Analysis.10,fit.measures=TRUE,standardized=TRUE)
lavaan 0.6.16 ended normally after 40 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        18

  Number of observations                           153

Model Test User Model:
                                              Standard      Scaled
  Test Statistic                                60.729      29.413
  Degrees of freedom                                27          27
  P-value (Chi-square)                           0.000       0.341
  Scaling correction factor                                  2.065
    Yuan-Bentler correction (Mplus variant)

Model Test Baseline Model:

  Test statistic                              1205.830     430.432
  Degrees of freedom                                36          36
  P-value                                        0.000       0.000
  Scaling correction factor                                  2.801

User Model versus Baseline Model:

  Comparative Fit Index (CFI)                    0.971       0.994
  Tucker-Lewis Index (TLI)                       0.962       0.992

  Robust Comparative Fit Index (CFI)                         0.995
```

Robust Tucker-Lewis Index (TLI) 0.994

Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-876.745	-876.745
Scaling correction factor for the MLR correction	3.177	
Loglikelihood unrestricted model (H1)	-846.380	-846.380
Scaling correction factor for the MLR correction	2.510	
Akaike (AIC)	1789.490	1789.490
Bayesian (BIC)	1844.038	1844.038
Sample-size adjusted Bayesian (SABIC)	1787.066	1787.066

Root Mean Square Error of Approximation:

RMSEA	0.090	0.024
90 Percent confidence interval - lower	0.060	0.000
90 Percent confidence interval - upper	0.121	0.057
P-value H_0: RMSEA <= 0.050	0.017	0.884
P-value H_0: RMSEA >= 0.080	0.734	0.001
Robust RMSEA	0.035	
90 Percent confidence interval - lower	0.000	
90 Percent confidence interval - upper	0.100	
P-value H_0: Robust RMSEA <= 0.050	0.587	
P-value H_0: Robust RMSEA >= 0.080	0.152	

Standardized Root Mean Square Residual:

SRMR	0.029	0.029

Parameter Estimates:

Standard errors	Sandwich
Information bread	Observed
Observed information based on	Hessian

Latent Variables:

	Estimate	Std.Err	z-value	P(>|z|)
ESSL =~				
A1	1.000			
A3	1.137	0.092	12.418	0.000
A4	1.202	0.156	7.711	0.000
A5	1.180	0.093	12.664	0.000
A6	1.242	0.108	11.534	0.000
A7	1.091	0.132	8.283	0.000
A8	1.144	0.114	10.034	0.000
A10	1.119	0.116	9.678	0.000

```
   A11               1.122    0.126    8.929    0.000
  Std.lv  Std.all

   0.497    0.798
   0.565    0.834
   0.597    0.753
   0.586    0.891
   0.617    0.888
   0.542    0.791
   0.568    0.879
   0.556    0.872
   0.557    0.653

Variances:
                 Estimate  Std.Err  z-value  P(>|z|)
  .A1               0.141    0.031    4.517    0.000
  .A3               0.140    0.074    1.900    0.057
  .A4               0.272    0.068    4.002    0.000
  .A5               0.089    0.018    5.076    0.000
  .A6               0.102    0.022    4.683    0.000
  .A7               0.176    0.046    3.833    0.000
  .A8               0.095    0.021    4.446    0.000
  .A10              0.098    0.025    3.956    0.000
  .A11              0.419    0.144    2.903    0.004
   ESSL             0.247    0.047    5.275    0.000
  Std.lv  Std.all
   0.141    0.364
   0.140    0.305
   0.272    0.433
   0.089    0.206
   0.102    0.211
   0.176    0.374
   0.095    0.228
   0.098    0.240
   0.419    0.574
   1.000    1.000

> inspect(Model.Analysis.10, what="std")
$lambda
     ESSL
A1  0.798
A3  0.834
A4  0.753
A5  0.891
A6  0.888
A7  0.791
A8  0.879
A10 0.872
A11 0.653
```

```
$theta
      A1    A3    A4    A5    A6    A7    A8   A10   A11
A1  0.364
A3  0.000 0.305
A4  0.000 0.000 0.433
A5  0.000 0.000 0.000 0.206
A6  0.000 0.000 0.000 0.000 0.211
A7  0.000 0.000 0.000 0.000 0.000 0.374
A8  0.000 0.000 0.000 0.000 0.000 0.000 0.228
A10 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.240
A11 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.574

$psi
     ESSL
ESSL    1

> inspect(Model.Analysis.10, 'r2')
   A1    A3    A4    A5    A6    A7    A8   A10   A11
0.636 0.695 0.567 0.794 0.789 0.626 0.772 0.760 0.426
> fitmeasures(Model.Analysis.10)
                         npar                          fmin
                       18.000                         0.198
                        chisq                            df
                       60.729                        27.000
                       pvalue                  chisq.scaled
                        0.000                        29.413
                   df.scaled                  pvalue.scaled
                       27.000                         0.341
          chisq.scaling.factor                baseline.chisq
                        2.065                      1205.830
                  baseline.df                baseline.pvalue
                       36.000                         0.000
         baseline.chisq.scaled           baseline.df.scaled
                      430.432                        36.000
        baseline.pvalue.scaled baseline.chisq.scaling.factor
                        0.000                         2.801
                          cfi                           tli
                        0.971                         0.962
                   cfi.scaled                    tli.scaled
                        0.994                         0.992
                   cfi.robust                    tli.robust
                        0.995                         0.994
                         nnfi                          rfi
                        0.962                         0.933
                          nfi                          pnfi
                        0.950                         0.712
                          ifi                           rni
                        0.971                         0.971
                  nnfi.scaled                   rfi.scaled
                        0.992                         0.909
```

nfi.scaled	pnfi.scaled
0.932	0.699
ifi.scaled	rni.scaled
0.994	0.994
nnfi.robust	rni.robust
0.994	0.995
logl	unrestricted.logl
-876.745	-846.380
aic	bic
1789.490	1844.038
ntotal	bic2
153.000	1787.066
scaling.factor.h1	scaling.factor.h0
2.510	3.177
rmsea	rmsea.ci.lower
0.090	0.060
rmsea.ci.upper	rmsea.ci.level
0.121	0.900
rmsea.pvalue	rmsea.close.h0
0.017	0.050
rmsea.notclose.pvalue	rmsea.notclose.h0
0.734	0.080
rmsea.scaled	rmsea.ci.lower.scaled
0.024	0.000
rmsea.ci.upper.scaled	rmsea.pvalue.scaled
0.057	0.884
rmsea.notclose.pvalue.scaled	rmsea.robust
0.001	0.035
rmsea.ci.lower.robust	rmsea.ci.upper.robust
0.000	0.100
rmsea.pvalue.robust	rmsea.notclose.pvalue.robust
0.587	0.152
rmr	rmr_nomean
0.014	0.014
srmr	srmr_bentler
0.029	0.029
srmr_bentler_nomean	crmr
0.029	0.032
crmr_nomean	srmr_mplus
0.032	0.029
srmr_mplus_nomean	cn_05
0.029	102.061
cn_01	gfi
119.318	0.923
agfi	pgfi
0.872	0.554
mfi	ecvi
0.896	0.632

>
fitmeasures(Model.Analysis.10,c("pvalue","chisq","df","gfi","cfi","rmsea","srmr","tli"

```
))
pvalue  chisq     df    gfi    cfi  rmsea   srmr    tli
 0.000 60.729 27.000  0.923  0.971  0.090  0.029  0.962
> ##Modification Indices
> data_mi=modificationindices(Model.Analysis.10,
+                         standardized = TRUE,
+                         sort.=TRUE)
> subset(data_mi, mi > 3.84)
   lhs op rhs     mi    epc sepc.lv sepc.all sepc.nox
42  A5 ~~  A7 20.499 -0.054  -0.054   -0.433   -0.433
50  A7 ~~  A8 12.199  0.042   0.042    0.328    0.328
20  A1 ~~  A3  6.837  0.033   0.033    0.237    0.237
41  A5 ~~  A6  6.766  0.026   0.026    0.274    0.274
52  A7 ~~ A11  5.212  0.053   0.053    0.196    0.196
30  A3 ~~  A6  3.860 -0.023  -0.023   -0.192   -0.192

   > ###CFA MODELING
   > ##Model 10
   > Model.10<-'
   + ESSL=~A1+A3+A4+A5+A6+A7+A8+A10+A11
   + A5 ~~  A7'
   > ##CFA Analysis Model 10
   > library(lavaan)
   > Model.Analysis.10<-cfa(Model.10, data=data, estimator="MLR")
   > summary(Model.Analysis.10,fit.measures=TRUE,standardized=TRUE)
   lavaan 0.6.16 ended normally after 46 iterations

     Estimator                                         ML
     Optimization method                           NLMINB
     Number of model parameters                        19

     Number of observations                           153

   Model Test User Model:
                                              Standard      Scaled
     Test Statistic                            36.243      16.774
     Degrees of freedom                            26          26
     P-value (Chi-square)                       0.087       0.916
     Scaling correction factor                              2.161
       Yuan-Bentler correction (Mplus variant)

   Model Test Baseline Model:

     Test statistic                          1205.830     430.432
     Degrees of freedom                            36          36
     P-value                                    0.000       0.000
     Scaling correction factor                              2.801

   User Model versus Baseline Model:
```

```
  Comparative Fit Index (CFI)                    0.991       1.000
  Tucker-Lewis Index (TLI)                       0.988       1.032

  Robust Comparative Fit Index (CFI)                         1.000
  Robust Tucker-Lewis Index (TLI)                            1.025
```

Loglikelihood and Information Criteria:

```
  Loglikelihood user model (H0)                -864.502    -864.502
  Scaling correction factor                                   2.987
    for the MLR correction
  Loglikelihood unrestricted model (H1)        -846.380    -846.380
  Scaling correction factor                                   2.510
    for the MLR correction

  Akaike (AIC)                                 1767.003    1767.003
  Bayesian (BIC)                               1824.582    1824.582
  Sample-size adjusted Bayesian (SABIC)        1764.445    1764.445
```

Root Mean Square Error of Approximation:

```
  RMSEA                                          0.051       0.000
  90 Percent confidence interval - lower         0.000       0.000
  90 Percent confidence interval - upper         0.087       0.000
  P-value H_0: RMSEA <= 0.050                    0.454       1.000
  P-value H_0: RMSEA >= 0.080                    0.100       0.000

  Robust RMSEA                                               0.000
  90 Percent confidence interval - lower                     0.000
  90 Percent confidence interval - upper                     0.035
  P-value H_0: Robust RMSEA <= 0.050                         0.971
  P-value H_0: Robust RMSEA >= 0.080                         0.005
```

Standardized Root Mean Square Residual:

```
  SRMR                                           0.024       0.024
```

Parameter Estimates:

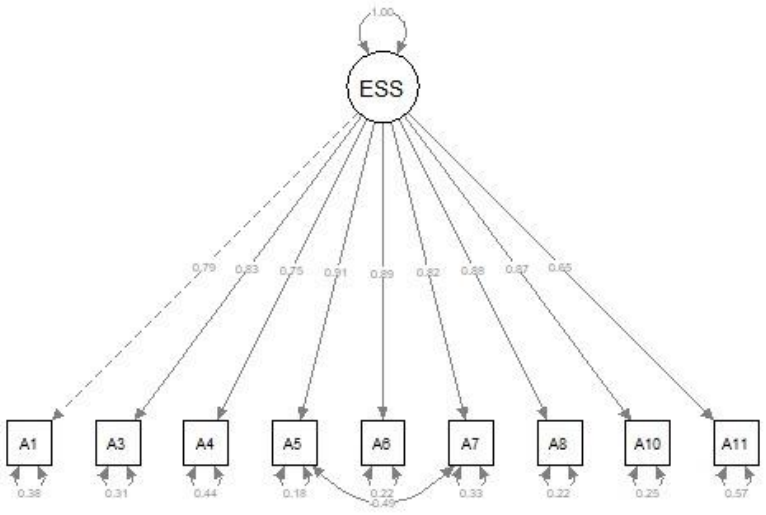
```
  Standard errors                             Sandwich
  Information bread                           Observed
  Observed information based on                Hessian
```

Latent Variables:

```
                   Estimate  Std.Err  z-value  P(>|z|)
  ESSL =~
    A1                1.000
    A3                1.139    0.095   11.997    0.000
    A4                1.207    0.156    7.747    0.000
    A5                1.210    0.097   12.460    0.000
```

```
   A6                1.250    0.108   11.559    0.000
   A7                1.138    0.133    8.532    0.000
   A8                1.157    0.112   10.304    0.000
   A10               1.122    0.113    9.952    0.000
   A11               1.135    0.123    9.188    0.000
  Std.lv  Std.all

   0.492    0.790
   0.561    0.828
   0.594    0.749
   0.596    0.905
   0.616    0.886
   0.560    0.817
   0.570    0.881
   0.552    0.866
   0.559    0.654

Covariances:
                 Estimate  Std.Err  z-value  P(>|z|)
 .A5 ~~
   .A7             -0.055    0.013   -4.339    0.000
  Std.lv  Std.all

  -0.055   -0.495

Variances:
                 Estimate  Std.Err  z-value  P(>|z|)
   .A1               0.146    0.032    4.598    0.000
   .A3               0.144    0.071    2.018    0.044
   .A4               0.276    0.067    4.089    0.000
   .A5               0.078    0.016    4.825    0.000
   .A6               0.104    0.022    4.741    0.000
   .A7               0.156    0.043    3.589    0.000
   .A8               0.094    0.021    4.543    0.000
   .A10              0.102    0.024    4.280    0.000
   .A11              0.418    0.139    2.997    0.003
   ESSL              0.242    0.046    5.245    0.000
  Std.lv  Std.all
   0.146    0.375
   0.144    0.315
   0.276    0.438
   0.078    0.180
   0.104    0.215
   0.156    0.332
   0.094    0.224
   0.102    0.250
   0.418    0.572
   1.000    1.000

> ##Modification Indices
```

```
> data_mi=modificationindices(Model.Analysis.10,
+                             standardized = TRUE,
+                             sort.=TRUE)
> subset(data_mi, mi > 3.84)
  lhs op rhs    mi   epc sepc.lv sepc.all sepc.nox
21  A1 ~~  A3 8.250 0.037   0.037    0.252    0.252
50  A7 ~~  A8 6.185 0.030   0.030    0.248    0.248
>
fitmeasures(Model.Analysis.10,c("pvalue","chisq","df","gfi","cfi","rmsea","srmr","tli"
))
  pvalue  chisq     df    gfi    cfi  rmsea   srmr    tli
   0.087 36.243 26.000  0.952  0.991  0.051  0.024  0.988

> ##Model's Plot
> library(semPlot)
> semPaths(Model.Analysis.10,
+          what="paths",
+          whatLabels = "std.all")
```



- **Rscript - Reliabilitas**

```
##Reliability Assessment
###Creating Reliability Data
library(psych)
rel_data<-subset(data, select = -c(A2,A9,A12))
View(rel_data)

##Alpha Coef
reliability<-(rel_data)
summary(reliability)
alpha(reliability)
```

- **Rconsole - Reliabilitas**

```
> ##Reliability Assessment
```

```
> ###Creating Reliability Data
> library(psych)
> rel_data<-subset(data, select = -c(A2,A9,A12))
> View(rel_data)
> ##Alpha Coef
> reliability<-(rel_data)
> summary(reliability)
       A1              A3              A4
 Min.   :3.000   Min.   :1.000   Min.   :2.000
 1st Qu.:4.000   1st Qu.:4.000   1st Qu.:4.000
 Median :5.000   Median :5.000   Median :4.000
 Mean   :4.575   Mean   :4.523   Mean   :4.301
 3rd Qu.:5.000   3rd Qu.:5.000   3rd Qu.:5.000
 Max.   :5.000   Max.   :5.000   Max.   :5.000
       A5              A6              A7
 Min.   :3.000   Min.   :3.000   Min.   :2.000
 1st Qu.:4.000   1st Qu.:4.000   1st Qu.:4.000
 Median :5.000   Median :5.000   Median :5.000
 Mean   :4.497   Mean   :4.451   Mean   :4.451
 3rd Qu.:5.000   3rd Qu.:5.000   3rd Qu.:5.000
 Max.   :5.000   Max.   :5.000   Max.   :5.000
       A8             A10             A11
 Min.   :2.000   Min.   :3.00   Min.   :1.000
 1st Qu.:4.000   1st Qu.:4.00   1st Qu.:4.000
 Median :5.000   Median :5.00   Median :5.000
 Mean   :4.464   Mean   :4.51   Mean   :4.327
 3rd Qu.:5.000   3rd Qu.:5.00   3rd Qu.:5.000
 Max.   :5.000   Max.   :5.00   Max.   :5.000
> alpha(reliability)

Reliability analysis
Call: alpha(x = reliability)

  raw_alpha std.alpha G6(smc) average_r S/N    ase mean   sd
      0.94      0.95    0.95      0.67  18 0.0069  4.5 0.58
 median_r
     0.68

    95% confidence boundaries
         lower alpha upper
Feldt     0.93  0.94  0.96
Duhachek  0.93  0.94  0.96

 Reliability if an item is dropped:
    raw_alpha std.alpha G6(smc) average_r S/N alpha se  var.r
A1       0.94      0.94    0.94      0.67  16   0.0077 0.0079
A3       0.94      0.94    0.94      0.66  16   0.0079 0.0083
A4       0.94      0.95    0.95      0.68  17   0.0073 0.0075
A5       0.93      0.94    0.94      0.66  15   0.0082 0.0067
A6       0.93      0.94    0.94      0.66  15   0.0082 0.0070
```

```
A7       0.94      0.94    0.94      0.67  16   0.0078 0.0086
A8       0.93      0.94    0.94      0.66  15   0.0081 0.0069
A10      0.93      0.94    0.94      0.66  15   0.0082 0.0081
A11      0.95      0.95    0.95      0.70  19   0.0064 0.0041
    med.r
A1   0.68
A3   0.67
A4   0.70
A5   0.66
A6   0.66
A7   0.69
A8   0.67
A10  0.66
A11  0.70

 Item statistics
      n raw.r std.r r.cor r.drop mean   sd
A1  153  0.82  0.82  0.80   0.77  4.6 0.63
A3  153  0.85  0.86  0.84   0.81  4.5 0.68
A4  153  0.80  0.79  0.75   0.73  4.3 0.80
A5  153  0.88  0.89  0.88   0.85  4.5 0.66
A6  153  0.89  0.89  0.88   0.85  4.5 0.70
A7  153  0.83  0.83  0.81   0.78  4.5 0.69
A8  153  0.88  0.88  0.87   0.84  4.5 0.65
A10 153  0.88  0.89  0.87   0.85  4.5 0.64
A11 153  0.73  0.72  0.66   0.64  4.3 0.86

Non missing response frequency for each item
       1    2    3    4    5 miss
A1  0.00 0.00 0.07 0.28 0.65    0
A3  0.01 0.00 0.07 0.32 0.61    0
A4  0.00 0.02 0.15 0.34 0.49    0
A5  0.00 0.00 0.09 0.32 0.59    0
A6  0.00 0.00 0.12 0.31 0.57    0
A7  0.00 0.01 0.07 0.37 0.55    0
A8  0.00 0.01 0.07 0.39 0.54    0
A10 0.00 0.00 0.08 0.33 0.59    0
A11 0.01 0.02 0.12 0.33 0.52    0
```

2. Uji Validitas dan Reliabilitas Skala OCB-E

- **Rscript - Validitas**

```
#renaming data
data<-OCB_E
View(data)

##Multivariate Normality Assesment
library(MVN)
mvn(data, mvnTest = "hz", multivariatePlot ="qq")$multivariateNormality
```

```
###CFA MODELING
##Model 1
Model.1<-'
A=~A1+A2+A3
B=~B4+B5+B6+B7
C=~C8+C9+C10
OCBE=~A+B+C'

##CFA Analysis Model 1
library(lavaan)
Model.Analysis.1<-cfa(Model.1, data=data, estimator="MLR")
summary(Model.Analysis.1,fit.measures=TRUE,standardized=TRUE)

##Modification Indices
data_mi=modificationindices(Model.Analysis.1,
                        standardized = TRUE,
                        sort.=TRUE)
subset(data_mi, mi > 3.84)

##Model 2
Model.2<-'
A=~A1+A2+A3
B=~B4+B5+B6
C=~C8+C9+C10
OCBE=~A+B+C'

##CFA Analysis Model 2
library(lavaan)
Model.Analysis.2<-cfa(Model.2, data=data, estimator="MLR")
summary(Model.Analysis.2,fit.measures=TRUE,standardized=TRUE)

##Modification Indices
data_mi=modificationindices(Model.Analysis.2,
                        standardized = TRUE,
                        sort.=TRUE)
subset(data_mi, mi > 3.84)

##Model's Plot
library(semPlot)
semPaths(Model.Analysis.1,
        what="paths",
        whatLabels = "est")

##Model 3
Model.3<-'
EI=~A1+A2+A3
ECE=~B4+B5+B6
EH=~C9+C10
OCBE=~EI+ECE+EH'
```

```
##CFA Analysis Model 3
library(lavaan)
Model.Analysis.3<-cfa(Model.3, data=data, estimator="MLR")
summary(Model.Analysis.3,fit.measures=TRUE,standardized=TRUE)

##Modification Indices
data_mi=modificationindices(Model.Analysis.3,
                        standardized = TRUE,
                        sort.=TRUE)
subset(data_mi, mi > 3.84)


##Model's Plot
library(semPlot)
semPaths(Model.Analysis.3,
        what="paths",
        whatLabels = "std.all")

##Model 3
Model.3<-'
EI=~A1+A2+A3
ECE=~B4+B5+B6
EH=~C9+C10
OCBE=~EI+ECE+EH
A2 ~~  A3'

##CFA Analysis Model 3
library(lavaan)
Model.Analysis.3<-cfa(Model.3, data=data, estimator="MLR")
summary(Model.Analysis.3,fit.measures=TRUE,standardized=TRUE)

##Modification Indices
data_mi=modificationindices(Model.Analysis.3,
                        standardized = TRUE,
                        sort.=TRUE)
subset(data_mi, mi > 3.84)

fitmeasures(Model.Analysis.3,c("pvalue","chisq","df","gfi","cfi","rmsea","srmr","tli")
)
fitmeasures(Model.Analysis.3,c("gfi","cfi","tli"))

##Model's Plot
library(semPlot)
semPaths(Model.Analysis.3,
        what="paths",
        whatLabels = "std.all")
```

- **Rconsole - Validitas**

```
> #renaming data
> data<-OCB_E
> ##Multivariate Normality Assesment
> library(MVN)
> mvn(data, mvnTest = "hz", multivariatePlot ="qq")$multivariateNormality
          Test       HZ p value MVN
1 Henze-Zirkler 14.68295       0  NO
> ###CFA MODELING
> ##Model 1
> Model.1<-'
+ A=~A1+A2+A3
+ B=~B4+B5+B6+B7
+ C=~C8+C9+C10
+ OCBE=~A+B+C'
> ##CFA Analysis Model 1
> library(lavaan)
> Model.Analysis.1<-cfa(Model.1, data=data, estimator="MLR")
Warning message:
In lav_object_post_check(object) :
  lavaan WARNING: some estimated lv variances are negative
> summary(Model.Analysis.1,fit.measures=TRUE,standardized=TRUE)
lavaan 0.6.16 ended normally after 47 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        23

  Number of observations                           153

Model Test User Model:
                                              Standard      Scaled
  Test Statistic                              105.108      70.052
  Degrees of freedom                               32          32
  P-value (Chi-square)                          0.000       0.000
  Scaling correction factor                                 1.500
    Yuan-Bentler correction (Mplus variant)

Model Test Baseline Model:

  Test statistic                             1105.643     622.181
  Degrees of freedom                               45          45
  P-value                                       0.000       0.000
  Scaling correction factor                                 1.777

User Model versus Baseline Model:

  Comparative Fit Index (CFI)                   0.931       0.934
  Tucker-Lewis Index (TLI)                      0.903       0.907

  Robust Comparative Fit Index (CFI)                        0.944
```

Robust Tucker-Lewis Index (TLI)	0.922	

Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-1122.496	-1122.496
Scaling correction factor for the MLR correction	1.943	
Loglikelihood unrestricted model (H1)	-1069.942	-1069.942
Scaling correction factor for the MLR correction	1.685	
Akaike (AIC)	2290.993	2290.993
Bayesian (BIC)	2360.693	2360.693
Sample-size adjusted Bayesian (SABIC)	2287.896	2287.896

Root Mean Square Error of Approximation:

RMSEA	0.122	0.088
90 Percent confidence interval - lower	0.097	0.065
90 Percent confidence interval - upper	0.149	0.111
P-value H_0: RMSEA <= 0.050	0.000	0.004
P-value H_0: RMSEA >= 0.080	0.996	0.736
Robust RMSEA	0.108	
90 Percent confidence interval - lower	0.074	
90 Percent confidence interval - upper	0.142	
P-value H_0: Robust RMSEA <= 0.050	0.005	
P-value H_0: Robust RMSEA >= 0.080	0.913	

Standardized Root Mean Square Residual:

SRMR	0.050	0.050

Parameter Estimates:

Standard errors	Sandwich
Information bread	Observed
Observed information based on	Hessian

Latent Variables:

	Estimate	Std.Err	z-value	P(>|z|)
A =~				
A1	1.000			
A2	1.060	0.214	4.944	0.000
A3	1.209	0.137	8.822	0.000
B =~				
B4	1.000			
B5	0.834	0.086	9.643	0.000
B6	0.938	0.081	11.542	0.000
B7	1.249	0.117	10.685	0.000

C =~

C8	1.000			
C9	0.899	0.090	9.952	0.000
C10	1.000	0.080	12.471	0.000

OCBE =~

A	1.000			
B	1.459	0.177	8.246	0.000
C	1.594	0.228	6.991	0.000

Std.lv	Std.all
0.445	0.631
0.472	0.711
0.538	0.777
0.547	0.779
0.456	0.693
0.513	0.818
0.683	0.830
0.645	0.872
0.580	0.859
0.645	0.895
0.857	0.857
1.017	1.017
0.942	0.942

Variances:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
.A1	0.300	0.083	3.634	0.000	0.300	0.602
.A2	0.218	0.061	3.574	0.000	0.218	0.495
.A3	0.190	0.063	3.002	0.003	0.190	0.396
.B4	0.194	0.040	4.897	0.000	0.194	0.393
.B5	0.225	0.035	6.447	0.000	0.225	0.519
.B6	0.130	0.025	5.208	0.000	0.130	0.330
.B7	0.210	0.058	3.612	0.000		
.C8	0.131	0.027	4.873	0.000		
.C9	0.119	0.027	4.491	0.000		
.C10	0.103	0.024	4.254	0.000		
.A	0.053	0.032	1.625	0.104		
.B	-0.010	0.017	-0.599	0.549		
.C	0.047	0.026	1.829	0.067		
OCBE	0.145	0.036	4.053	0.000		

```
   0.210    0.311
   0.131    0.240
   0.119    0.262
   0.103    0.199
   0.266    0.266
  -0.035   -0.035
   0.112    0.112
   1.000    1.000

> ##Modification Indices
> data_mi=modificationindices(Model.Analysis.1,
+                             standardized = TRUE,
+                             sort.=TRUE)
> subset(data_mi, mi > 3.84)
    lhs op rhs     mi    epc sepc.lv sepc.all sepc.nox
97   B7 ~~  C8 18.120  0.074   0.074    0.446    0.446
47    C =~  B7 15.779  1.966   1.269    1.542    1.542
35    B =~  A1 15.770 -1.295  -0.708   -1.004   -1.004
40    B =~ C10 15.747 -2.027  -1.108   -1.538   -1.538
102  C9 ~~ C10 15.598  0.059   0.059    0.533    0.533
55 OCBE =~  C8 15.598  2.249   0.858    1.159    1.159
41    C =~  A1 14.755 -0.787  -0.508   -0.719   -0.719
48 OCBE =~  A1 14.551 -1.696  -0.647   -0.916   -0.916
67   A2 ~~  A3 14.551 -0.115  -0.115   -0.564   -0.564
100  C8 ~~  C9 14.507 -0.058  -0.058   -0.462   -0.462
57 OCBE =~ C10 14.507 -2.196  -0.837   -1.162   -1.162
38    B =~  C8 13.351  1.854   1.014    1.370    1.370
46    C =~  B6 10.755 -1.239  -0.800   -1.276   -1.276
54 OCBE =~  B7  9.998 -8.020  -3.058   -3.718   -3.718
96   B6 ~~ C10  9.642 -0.039  -0.039   -0.338   -0.338
30    A =~  B6  9.638  0.777   0.346    0.552    0.552
59   A1 ~~  A3  8.913  0.086   0.086    0.361    0.361
49 OCBE =~  A2  8.913  1.429   0.545    0.821    0.821
70   A2 ~~  B6  8.595  0.049   0.049    0.289    0.289
34    A =~ C10  8.011 -0.569  -0.253   -0.351   -0.351
75   A3 ~~  B4  7.391 -0.053  -0.053   -0.277   -0.277
89   B5 ~~  B7  6.438 -0.053  -0.053   -0.244   -0.244
88   B5 ~~  B6  6.390  0.041   0.041    0.239    0.239
36    B =~  A2  6.017  0.855   0.467    0.704    0.704
43    C =~  A3  5.960  0.589   0.380    0.549    0.549
63   A1 ~~  B7  5.170 -0.054  -0.054   -0.216   -0.216
61   A1 ~~  B5  4.282  0.048   0.048    0.184    0.184
31    A =~  B7  4.092 -0.659  -0.293   -0.357   -0.357
> ##Model 2
> Model.2<-'
+ A=~A1+A2+A3
+ B=~B4+B5+B6
+ C=~C8+C9+C10
+ OCBE=~A+B+C'
> ##CFA Analysis Model 2
```

```
> library(lavaan)
> Model.Analysis.2<-cfa(Model.2, data=data, estimator="MLR")
> summary(Model.Analysis.2,fit.measures=TRUE,standardized=TRUE)
lavaan 0.6.16 ended normally after 48 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        21

  Number of observations                           153

Model Test User Model:
                                              Standard      Scaled
  Test Statistic                                70.788      46.921
  Degrees of freedom                                24          24
  P-value (Chi-square)                           0.000       0.003
  Scaling correction factor                                  1.509
    Yuan-Bentler correction (Mplus variant)

Model Test Baseline Model:

  Test statistic                               925.250     520.832
  Degrees of freedom                                36          36
  P-value                                        0.000       0.000
  Scaling correction factor                                  1.776

User Model versus Baseline Model:

  Comparative Fit Index (CFI)                    0.947       0.953
  Tucker-Lewis Index (TLI)                       0.921       0.929

  Robust Comparative Fit Index (CFI)                         0.960
  Robust Tucker-Lewis Index (TLI)                            0.940

Loglikelihood and Information Criteria:

  Loglikelihood user model (H0)              -1008.305   -1008.305
  Scaling correction factor                                  1.866
      for the MLR correction
  Loglikelihood unrestricted model (H1)       -972.911    -972.911
  Scaling correction factor                                  1.676
      for the MLR correction

  Akaike (AIC)                               2058.611    2058.611
  Bayesian (BIC)                             2122.250    2122.250
  Sample-size adjusted Bayesian (SABIC)      2055.784    2055.784

Root Mean Square Error of Approximation:

  RMSEA                                          0.113       0.079
```

90 Percent confidence interval - lower	0.083	0.051
90 Percent confidence interval - upper	0.144	0.106
P-value H_0: RMSEA <= 0.050	0.001	0.044
P-value H_0: RMSEA >= 0.080	0.964	0.500

Robust RMSEA	0.097
90 Percent confidence interval - lower	0.055
90 Percent confidence interval - upper	0.138
P-value H_0: Robust RMSEA <= 0.050	0.037
P-value H_0: Robust RMSEA >= 0.080	0.771

Standardized Root Mean Square Residual:

SRMR	0.046	0.046

Parameter Estimates:

Standard errors	Sandwich
Information bread	Observed
Observed information based on	Hessian

Latent Variables:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
A =~						
A1	1.000				0.450	0.637
A2	1.052	0.212	4.954	0.000	0.473	0.713
A3	1.188	0.130	9.169	0.000	0.534	0.771
B =~						
B4	1.000				0.548	0.780
B5	0.877	0.087	10.034	0.000	0.481	0.731
B6	0.983	0.089	11.011	0.000	0.538	0.859
C =~						
C8	1.000				0.629	0.850
C9	0.938	0.088	10.677	0.000		
C10	1.037	0.076	13.696	0.000		
OCBE =~						
A	1.000					
B	1.356	0.175	7.752	0.000		
C	1.424	0.195	7.305	0.000		

```
   0.590    0.875
   0.653    0.905

   0.887    0.887
   0.988    0.988
   0.903    0.903

Variances:
                 Estimate  Std.Err  z-value  P(>|z|)
   .A1              0.296    0.083    3.544    0.000
   .A2              0.216    0.058    3.719    0.000
   .A3              0.194    0.062    3.132    0.002
   .B4              0.193    0.041    4.721    0.000
   .B5              0.202    0.035    5.743    0.000
   .B6              0.103    0.023    4.427    0.000
   .C8              0.152    0.030    5.015    0.000
   .C9              0.107    0.024    4.536    0.000
   .C10             0.094    0.023    4.123    0.000
   .A               0.043    0.032    1.364    0.173
   .B               0.007    0.024    0.307    0.759
   .C               0.073    0.026    2.766    0.006
    OCBE            0.159    0.037    4.259    0.000
   Std.lv  Std.all
   0.296    0.594
   0.216    0.491
   0.194    0.405
   0.193    0.391
   0.202    0.466
   0.103    0.262
   0.152    0.277
   0.107    0.235
   0.094    0.180
   0.214    0.214
   0.024    0.024
   0.185    0.185
   1.000    1.000

> ##Modification Indices
> data_mi=modificationindices(Model.Analysis.2,
+                         standardized = TRUE,
+                         sort.=TRUE)
> subset(data_mi, mi > 3.84)
    lhs op rhs     mi    epc sepc.lv sepc.all sepc.nox
86   C8 ~~  C9 13.546 -0.063  -0.063   -0.492   -0.492
52 OCBE =~ C10 13.546 -1.349  -0.538   -0.747   -0.747
38    C =~  A1 13.364 -0.723  -0.455   -0.644   -0.644
37    B =~ C10 12.646 -0.867  -0.475   -0.659   -0.659
44 OCBE =~  A1 12.581 -1.933  -0.771   -1.092   -1.092
61   A2 ~~  A3 12.581 -0.104  -0.104   -0.509   -0.509
31    A =~ C10 11.158 -0.657  -0.296   -0.410   -0.410
```

```
32    B =~  A1 10.899 -1.226  -0.671   -0.951   -0.951
33    B =~  A2  9.506  1.224   0.670    1.010    1.010
85   B6 ~~ C10  8.584 -0.036  -0.036   -0.367   -0.367
54   A1 ~~  A3  8.293  0.082   0.082    0.343    0.343
45 OCBE =~  A2  8.292  1.684   0.672    1.012    1.012
64   A2 ~~  B6  8.141  0.047   0.047    0.315    0.315
88   C9 ~~ C10  7.859  0.051   0.051    0.505    0.505
50 OCBE =~  C8  7.859  1.013   0.404    0.546    0.546
35    B =~  C8  7.781  0.671   0.367    0.496    0.496
40    C =~  A3  6.813  0.570   0.359    0.518    0.518
41    C =~  B4  6.506  0.634   0.399    0.568    0.568
68   A3 ~~  B4  5.916 -0.049  -0.049   -0.255   -0.255
28    A =~  B6  4.974  0.715   0.322    0.513    0.513
26    A =~  B4  4.943 -0.781  -0.351   -0.500   -0.500
29    A =~  C8  4.607  0.437   0.197    0.266    0.266
71   A3 ~~  C8  4.478  0.038   0.038    0.220    0.220
43    C =~  B6  4.349 -0.493  -0.310   -0.495   -0.495
> ##Model's Plot
> library(semPlot)
> semPaths(Model.Analysis.1,
+          what="paths",
+          whatLabels = "est")
> ##Model 3
> Model.3<-'
+ EI=~A1+A2+A3
+ ECE=~B4+B5+B6
+ EH=~C9+C10
+ OCBE=~EI+ECE+EH'
> ##CFA Analysis Model 3
> library(lavaan)
> Model.Analysis.3<-cfa(Model.3, data=data, estimator="MLR")
> summary(Model.Analysis.3,fit.measures=TRUE,standardized=TRUE)
lavaan 0.6.16 ended normally after 39 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        19

  Number of observations                           153

Model Test User Model:
                                              Standard      Scaled
  Test Statistic                                41.031      27.579
  Degrees of freedom                                17          17
  P-value (Chi-square)                           0.001       0.050
  Scaling correction factor                                  1.488
    Yuan-Bentler correction (Mplus variant)

Model Test Baseline Model:
```

Test statistic	735.242	396.674
Degrees of freedom	28	28
P-value	0.000	0.000
Scaling correction factor		1.854

User Model versus Baseline Model:

Comparative Fit Index (CFI)	0.966	0.971
Tucker-Lewis Index (TLI)	0.944	0.953
Robust Comparative Fit Index (CFI)		0.977
Robust Tucker-Lewis Index (TLI)		0.962

Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-917.419	-917.419
Scaling correction factor for the MLR correction		1.955
Loglikelihood unrestricted model (H1)	-896.903	-896.903
Scaling correction factor for the MLR correction		1.734
Akaike (AIC)	1872.838	1872.838
Bayesian (BIC)	1930.416	1930.416
Sample-size adjusted Bayesian (SABIC)	1870.280	1870.280

Root Mean Square Error of Approximation:

RMSEA	0.096	0.064
90 Percent confidence interval - lower	0.059	0.023
90 Percent confidence interval - upper	0.134	0.098
P-value H_0: RMSEA <= 0.050	0.024	0.244
P-value H_0: RMSEA >= 0.080	0.782	0.240
Robust RMSEA		0.078
90 Percent confidence interval - lower		0.000
90 Percent confidence interval - upper		0.129
P-value H_0: Robust RMSEA <= 0.050		0.184
P-value H_0: Robust RMSEA >= 0.080		0.511

Standardized Root Mean Square Residual:

SRMR	0.041	0.041

Parameter Estimates:

Standard errors	Sandwich
Information bread	Observed
Observed information based on	Hessian

Latent Variables:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
EI =~						
A1	1.000				0.452	0.640
A2	1.053	0.212	4.962	0.000	0.476	0.717
A3	1.173	0.124	9.448	0.000	0.530	0.765
ECE =~						
B4	1.000				0.542	0.772
B5	0.888	0.089	9.928	0.000	0.481	0.732
B6	1.002	0.094	10.692	0.000	0.543	0.866
EH =~						
C9	1.000				0.619	0.918
C10	1.031	0.071	14.561	0.000	0.638	0.886
OCBE =~						
EI	1.000				0.894	0.894
ECE	1.317	0.182	7.256	0.000	0.982	0.982
EH	1.343	0.160	8.375	0.000	0.876	0.876

Variances:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
.A1	0.294	0.084	3.505	0.000		
.A2	0.214	0.057	3.740	0.000		
.A3	0.199	0.063	3.164	0.002		
.B4	0.199	0.043	4.612	0.000		
.B5	0.201	0.035	5.719	0.000		
.B6	0.098	0.024	4.063	0.000		
.C9	0.072	0.023	3.081	0.002		
.C10	0.112	0.033	3.368	0.001		
.EI	0.041	0.032	1.291	0.197		
.ECE	0.010	0.025	0.414	0.679		
.EH	0.089	0.033	2.728	0.006		
OCBE	0.163	0.038	4.285	0.000		

```
   0.294    0.590
   0.214    0.486
   0.199    0.414
   0.199    0.405
   0.201    0.465
   0.098    0.250
   0.072    0.158
   0.112    0.216
   0.201    0.201
   0.035    0.035
   0.232    0.232
   1.000    1.000

> ##Modification Indices
> data_mi=modificationindices(Model.Analysis.3,
+                             standardized = TRUE,
+                             sort.=TRUE)
> subset(data_mi, mi > 3.84)
   lhs op rhs     mi    epc sepc.lv sepc.all sepc.nox
40 OCBE =~  A1 11.756 -1.981  -0.800   -1.134   -1.134
55   A2 ~~  A3 11.756 -0.101  -0.101   -0.487   -0.487
29  ECE =~  A1  9.951 -1.214  -0.657   -0.931   -0.931
34   EH =~  A1  9.801 -0.587  -0.363   -0.515   -0.515
30  ECE =~  A2  9.606  1.276   0.691    1.041    1.041
49   A1 ~~  A3  8.303  0.082   0.082    0.339    0.339
41 OCBE =~  A2  8.303  1.792   0.724    1.091    1.091
58   A2 ~~  B6  7.612  0.046   0.046    0.316    0.316
69   B4 ~~ C10  6.616  0.043   0.043    0.286    0.286
36   EH =~  A3  4.983  0.447   0.277    0.400    0.400
37   EH =~  B4  4.688  0.450   0.279    0.397    0.397
61   A3 ~~  B4  4.372 -0.043  -0.043   -0.218   -0.218
26   EI =~  B6  3.997  0.680   0.307    0.490    0.490

> ##Model 3
> Model.3<-'
+ EI=~A1+A2+A3
+ ECE=~B4+B5+B6
+ EH=~C9+C10
+ OCBE=~EI+ECE+EH
+ A2 ~~  A3'
> ##CFA Analysis Model 3
> library(lavaan)
> Model.Analysis.3<-cfa(Model.3, data=data, estimator="MLR")
> summary(Model.Analysis.3,fit.measures=TRUE,standardized=TRUE)
lavaan 0.6.16 ended normally after 45 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        20
```

Number of observations 153

Model Test User Model:

	Standard	Scaled
Test Statistic	27.296	18.182
Degrees of freedom	16	16
P-value (Chi-square)	0.038	0.313
Scaling correction factor		1.501
Yuan-Bentler correction (Mplus variant)		

Model Test Baseline Model:

Test statistic	735.242	396.674
Degrees of freedom	28	28
P-value	0.000	0.000
Scaling correction factor		1.854

User Model versus Baseline Model:

Comparative Fit Index (CFI)	0.984	0.994
Tucker-Lewis Index (TLI)	0.972	0.990
Robust Comparative Fit Index (CFI)		0.995
Robust Tucker-Lewis Index (TLI)		0.992

Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-910.551	-910.551
Scaling correction factor for the MLR correction		1.921
Loglikelihood unrestricted model (H1)	-896.903	-896.903
Scaling correction factor for the MLR correction		1.734
Akaike (AIC)	1861.102	1861.102
Bayesian (BIC)	1921.711	1921.711
Sample-size adjusted Bayesian (SABIC)	1858.410	1858.410

Root Mean Square Error of Approximation:

RMSEA	0.068	0.030
90 Percent confidence interval - lower	0.016	0.000
90 Percent confidence interval - upper	0.110	0.074
P-value H_0: RMSEA <= 0.050	0.227	0.723
P-value H_0: RMSEA >= 0.080	0.354	0.028
Robust RMSEA		0.037
90 Percent confidence interval - lower		0.000
90 Percent confidence interval - upper		0.102
P-value H_0: Robust RMSEA <= 0.050		0.566

P-value H_0: Robust RMSEA >= 0.080 0.167

Standardized Root Mean Square Residual:

SRMR 0.031 0.031

Parameter Estimates:

Standard errors Sandwich
Information bread Observed
Observed information based on Hessian

Latent Variables:

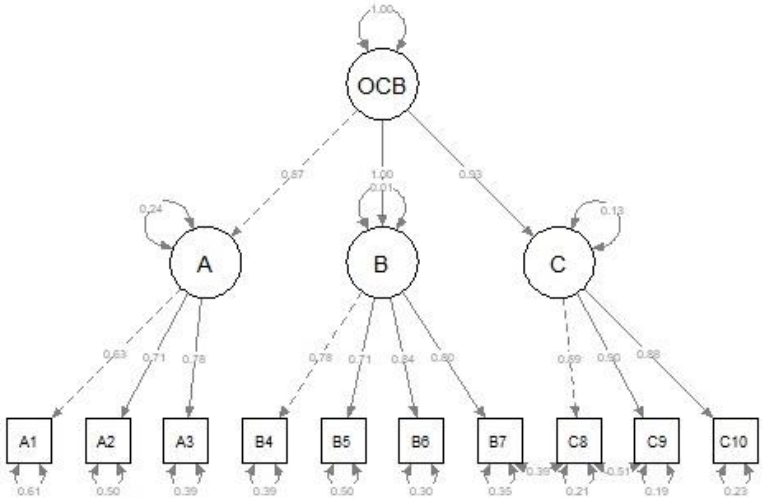
	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
EI =~						
A1	1.000				0.438	0.620
A2	1.247	0.237	5.251	0.000	0.546	0.822
A3	1.391	0.205	6.796	0.000	0.609	0.879
ECE =~						
B4	1.000				0.541	0.770
B5	0.882	0.090	9.769	0.000	0.477	0.725
B6	1.011	0.095	10.605	0.000	0.547	0.872
EH =~						
C9	1.000				0.621	0.921
C10	1.024	0.070	14.737	0.000	0.636	0.883
OCBE =~						
EI	1.000				0.810	0.810
ECE	1.479	0.259	5.719	0.000	0.970	0.970
EH	1.549	0.265	5.840	0.000	0.884	0.884

Covariances:

	Estimate	Std.Err	z-value	P(>|z|)
.A2 ~~				
.A3	-0.112	0.055	-2.051	0.040

```
   Std.lv  Std.all

   -0.112   -0.900

Variances:
                Estimate  Std.Err  z-value  P(>|z|)
   .A1             0.307    0.088    3.468    0.001
   .A2             0.143    0.056    2.566    0.010
   .A3             0.109    0.077    1.426    0.154
   .B4             0.200    0.043    4.632    0.000
   .B5             0.205    0.036    5.705    0.000
   .B6             0.094    0.024    3.916    0.000
   .C9             0.069    0.023    3.063    0.002
   .C10            0.115    0.033    3.458    0.001
   .EI             0.066    0.028    2.340    0.019
   .ECE            0.017    0.026    0.663    0.507
   .EH             0.084    0.033    2.533    0.011
    OCBE           0.126    0.042    2.996    0.003
   Std.lv  Std.all
    0.307    0.616
    0.143    0.324
    0.109    0.228
    0.200    0.407
    0.205    0.474
    0.094    0.240
    0.069    0.152
    0.115    0.221
    0.343    0.343
    0.059    0.059
    0.218    0.218
    1.000    1.000

> ##Modification Indices
> data_mi=modificationindices(Model.Analysis.3,
+                         standardized = TRUE,
+                         sort.=TRUE)
> subset(data_mi, mi > 3.84)
   lhs op rhs    mi    epc sepc.lv sepc.all sepc.nox
69  B4 ~~ C10 7.104  0.044   0.044    0.290    0.290
58  A2 ~~  B6 6.866  0.044   0.044    0.379    0.379
27  EI =~  B6 6.483  0.454   0.199    0.317    0.317
61  A3 ~~  B4 5.072 -0.046  -0.046   -0.309   -0.309
52  A1 ~~  B5 4.913  0.049   0.049    0.194    0.194
38  EH =~  B4 4.835  0.451   0.280    0.399    0.399
40  EH =~  B6 4.313 -0.410  -0.255   -0.407   -0.407
>
fitmeasures(Model.Analysis.3,c("pvalue","chisq","df","gfi","cfi","rmsea","srmr","tli")
)
pvalue  chisq     df    gfi    cfi  rmsea   srmr    tli
 0.038 27.296 16.000  0.957  0.984  0.068  0.031  0.972
```

```
> ##Model's Plot
> library(semPlot)
> semPaths(Model.Analysis.3,
+          what="paths",
+          whatLabels = "std.all")
```



- **Rscript - Reliabilitas**

```
##Reliability Assessment
###Creating Reliability Data
library(psych)
rel_data<-subset(data, select = -c(B7,C8))
View(rel_data)

##Alpha Coef
reliability<-(rel_data)
summary(reliability)
alpha(reliability)
```

- **Rconsole - Reliabilitas**

```
> ##Reliability Assessment
> ###Creating Reliability Data
> library(psych)
> rel_data<-subset(data, select = -c(B7,C8))
> View(rel_data)
> ##Alpha Coef
> reliability<-(rel_data)
> summary(reliability)
       A1              A2              A3
 Min.   :1.000   Min.   :1.000   Min.   :2.000
 1st Qu.:4.000   1st Qu.:4.000   1st Qu.:4.000
 Median :5.000   Median :5.000   Median :5.000
 Mean   :4.484   Mean   :4.575   Mean   :4.425
 3rd Qu.:5.000   3rd Qu.:5.000   3rd Qu.:5.000
```

```
 Max.   :5.000   Max.   :5.000   Max.   :5.000
      B4              B5              B6
 Min.   :3.000   Min.   :3.000   Min.   :3.000
 1st Qu.:4.000   1st Qu.:4.000   1st Qu.:4.000
 Median :5.000   Median :5.000   Median :5.000
 Mean   :4.425   Mean   :4.477   Mean   :4.529
 3rd Qu.:5.000   3rd Qu.:5.000   3rd Qu.:5.000
 Max.   :5.000   Max.   :5.000   Max.   :5.000
      C9             C10
 Min.   :3.000   Min.   :3.000
 1st Qu.:4.000   1st Qu.:4.000
 Median :5.000   Median :5.000
 Mean   :4.438   Mean   :4.366
 3rd Qu.:5.000   3rd Qu.:5.000
 Max.   :5.000   Max.   :5.000
> alpha(reliability)

Reliability analysis
Call: alpha(x = reliability)

  raw_alpha std.alpha G6(smc) average_r S/N   ase mean   sd
       0.9       0.9    0.91      0.54 9.5 0.012  4.5 0.53
 median_r
     0.56

    95% confidence boundaries
         lower alpha upper
Feldt     0.88   0.9  0.93
Duhachek  0.88   0.9  0.93

 Reliability if an item is dropped:
    raw_alpha std.alpha G6(smc) average_r S/N alpha se  var.r
A1       0.91      0.91    0.90      0.58 9.7    0.012 0.0081
A2       0.90      0.90    0.90      0.55 8.7    0.013 0.0141
A3       0.89      0.89    0.90      0.55 8.4    0.013 0.0146
B4       0.89      0.89    0.90      0.54 8.2    0.014 0.0116
B5       0.89      0.89    0.90      0.55 8.5    0.013 0.0139
B6       0.88      0.88    0.89      0.52 7.6    0.015 0.0118
C9       0.88      0.88    0.88      0.52 7.7    0.015 0.0090
C10      0.89      0.89    0.89      0.53 7.9    0.014 0.0090
    med.r
A1   0.57
A2   0.57
A3   0.56
B4   0.55
B5   0.55
B6   0.51
C9   0.51
C10  0.53
```

Item statistics

	n	raw.r	std.r	r.cor	r.drop	mean	sd
A1	153	0.65	0.65	0.58	0.54	4.5	0.71
A2	153	0.73	0.74	0.68	0.65	4.6	0.67
A3	153	0.77	0.77	0.72	0.68	4.4	0.69
B4	153	0.78	0.78	0.74	0.70	4.4	0.70
B5	153	0.75	0.76	0.71	0.67	4.5	0.66
B6	153	0.85	0.85	0.84	0.79	4.5	0.63
C9	153	0.84	0.84	0.83	0.78	4.4	0.68
C10	153	0.82	0.82	0.81	0.75	4.4	0.72

Non missing response frequency for each item

	1	2	3	4	5	miss
A1	0.01	0.00	0.08	0.32	0.59	0
A2	0.01	0.00	0.06	0.28	0.65	0
A3	0.00	0.01	0.10	0.36	0.54	0
B4	0.00	0.00	0.12	0.33	0.55	0
B5	0.00	0.00	0.09	0.34	0.57	0
B6	0.00	0.00	0.07	0.33	0.60	0
C9	0.00	0.00	0.10	0.35	0.54	0
C10	0.00	0.00	0.14	0.35	0.51	0

>

3. Uji Asumsi

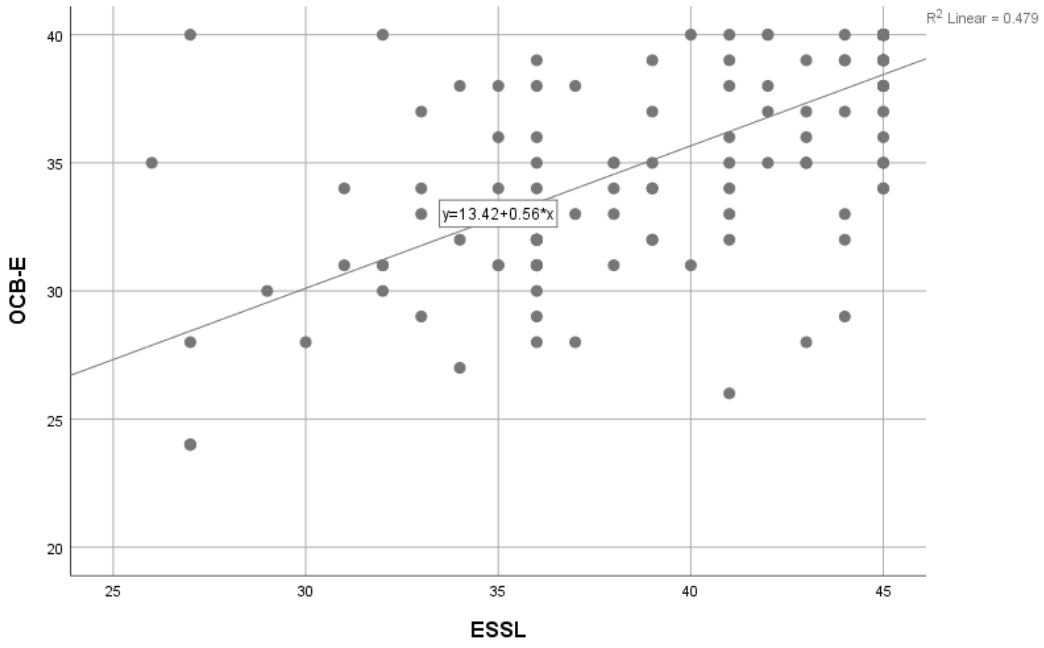
- **Normalitas Residual**

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Unstandardized Residual	.154	153	.000	.945	153	.000

a. Lilliefors Significance Correction

- **Uji Linearitas**



ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
OCB-E * ESSL	Between Groups	(Combined)	1552.680	18	86.260	9.963	.000
		Linearity	1298.534	1	1298.534	149.973	.000
		Deviation from Linearity	254.146	17	14.950	1.727	.045
	Within Groups		1160.235	134	8.658		
	Total		2712.915	152			

4. Uji Deskriptif

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	115	75.2	75.2	75.2
	Perempuan	38	24.8	24.8	100.0
	Total	153	100.0	100.0	

Posisi Jabatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Outsource	90	58.8	58.8	58.8
	Non Outsource	63	41.2	41.2	100.0
	Total	153	100.0	100.0	

Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP	42	27.5	27.5	27.5
	SMA/SMK	67	43.8	43.8	71.2
	D3/S1	44	28.8	28.8	100.0
	Total	153	100.0	100.0	

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5 tahun	131	85.6	85.6	85.6
	6-25 tahun	22	14.4	14.4	100.0
	Total	153	100.0	100.0	

Correlations

		Masa Kerja (tahun)	ESSL	OCB-E
Masa Kerja (tahun)	Pearson Correlation	1	.159*	.192*
	Sig. (2-tailed)		.049	.018
	N	153	153	153
ESSL	Pearson Correlation	.159*	1	.692**
	Sig. (2-tailed)	.049		.000
	N	153	153	153
OCB-E	Pearson Correlation	.192*	.692**	1
	Sig. (2-tailed)	.018	.000	
	N	153	153	153

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

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

4. *Robust Regression - Boostrapping*

- **Rscript**

```
#renaming data
data.puspa<-PUSPAROBUST
View(data)

library(car)
library(QuantPsyc)
library(boot)
library(readxl)

album2 <- data.puspa

head(album2)

albumSales.2 <-lm(OCBE ~ESSL, data=album2)

summary(albumSales.2)
```

```
#Beta setiap koefisien
lm.beta(albumSales.2)

#confident interval setiap koefisien
confint(albumSales.2)



bootReg<- function(formula, data, indices) {
  d <- data[indices,] #allows boot to select sample
  fit <- lm(formula, data=d) #fit regression model
  return(summary(fit)$r.square) #return R-squared of model
}

bootResults<-boot(statistic = bootReg, formula = OCBE ~ ESSL, data = album2,
R = 2000)
boot.ci(bootResults, type = "bca", index = 1)
```

- **Rconsole**

```
> #renaming data
> data.puspa<-PUSPAROBUST
> library(car)
> library(QuantPsyc)
> library(boot)
> library(readxl)
> album2 <- data.puspa
> head(album2)
# A tibble: 6 × 2
   ESSL  OCBE
  <dbl> <dbl>
1    45    39
2    36    33
3    39    39
4    45    38
5    43    35
6    43    37
> albumSales.2 <-lm(OCBE ~ESSL, data=album2)
> summary(albumSales.2)

Call:
lm(formula = OCBE ~ ESSL, data = album2)

Residuals:
     Min       1Q   Median       3Q      Max
-10.2205  -1.4448   0.4523   1.5552  11.5644

Coefficients:
```

```
            Estimate Std. Error t value Pr(>|t|)
(Intercept) 13.42180    1.90982   7.028 6.74e-11 ***
ESSL         0.55607    0.04723  11.774  < 2e-16 ***
---
Signif. codes:  0 ‘***’ 0.001 ‘**’ 0.01 ‘*’ 0.05 ‘.’ 0.1 ‘ ’ 1

Residual standard error: 3.061 on 151 degrees of freedom
Multiple R-squared:  0.4786,  Adjusted R-squared:  0.4752
F-statistic: 138.6 on 1 and 151 DF,  p-value: < 2.2e-16

> #Beta setiap koefisien
> lm.beta(albumSales.2)
    ESSL
0.6918447
> #confident interval setiap koefisien
> confint(albumSales.2)
                2.5 %    97.5 %
(Intercept) 9.6483694 17.195223
ESSL        0.4627541  0.649378
> bootReg<- function(formula, data, indices) {
+   d <- data[indices,] #allows boot to select sample
+   fit <- lm(formula, data=d) #fit regression model
+   return(summary(fit)$r.square) #return R-squared of model
+ }
> bootResults<-boot(statistic = bootReg, formula = OCBE ~ ESSL, data = album2,
R = 2000)
> boot.ci(bootResults, type = "bca", index = 1)
BOOTSTRAP CONFIDENCE INTERVAL CALCULATIONS
Based on 2000 bootstrap replicates

CALL :
boot.ci(boot.out = bootResults, type = "bca", index = 1)

Intervals :
Level       BCa
95%   ( 0.2913,  0.6303 )
Calculations and Intervals on Original Scale
```