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LAMPIRAN



Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Resistensi	<---	Keterlibatan	1,000				
Dukungan	<---	Keterlibatan	1,197	,080	15,004	***	
Pemahaman	<---	Keterlibatan	1,444	,094	15,295	***	
Intrinsik	<---	Antisipasi	1,000				
Ekstrinsik	<---	Antisipasi	,984	,090	10,953	***	
Sikap	<---	Kualitas	1,000				
Norma	<---	Kualitas	1,071	,069	15,461	***	
Perilaku	<---	Keterlibatan	,702	,272	2,576	,010	
Perilaku	<---	Antisipasi	-,906	,370	-2,451	,014	
Perilaku	<---	Kualitas	1,699	,221	7,673	***	
X1.1	<---	Resistensi	1,000				
X1.2	<---	Resistensi	1,085	,057	19,123	***	
X1.3	<---	Resistensi	1,132	,058	19,459	***	
X1.4	<---	Resistensi	,961	,078	12,378	***	
X1.5	<---	Dukungan	1,000				
X1.6	<---	Dukungan	1,005	,043	23,159	***	
X1.7	<---	Dukungan	,789	,062	12,725	***	
X1.8	<---	Dukungan	,874	,053	16,415	***	
X1.9	<---	Pemahaman	1,000				
X1.10	<---	Pemahaman	,828	,053	15,529	***	
X2.4	<---	Intrinsik	1,000				
X2.3	<---	Intrinsik	,672	,072	9,281	***	
X2.2	<---	Intrinsik	,968	,089	10,873	***	
X2.1	<---	Intrinsik	,844	,072	11,694	***	
X2.7	<---	Ekstrinsik	1,000				
X2.6	<---	Ekstrinsik	,777	,080	9,715	***	
X2.5	<---	Ekstrinsik	1,034	,081	12,712	***	
X3.3	<---	Sikap	1,000				
X3.2	<---	Sikap	1,100	,040	27,632	***	
X3.1	<---	Sikap	1,055	,041	25,452	***	
X3.6	<---	Norma	1,000				
X3.5	<---	Norma	1,067	,059	18,171	***	
X3.4	<---	Norma	,912	,054	16,932	***	
Y.2	<---	Perilaku	,963	,045	21,577	***	
	<---	Perilaku	,835	,046	18,205	***	
	<---	Perilaku	,948	,047	20,076	***	
	<---	Perilaku	,879	,045	19,657	***	



			Estimate	S.E.	C.R.	P	Label
Y.6	<---	Perilaku	1,006	,050	20,057	***	
Y.7	<---	Perilaku	,890	,045	19,974	***	
Y.1	<---	Perilaku	1,000				
Y.8	<---	Perilaku	,881	,045	19,488	***	



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

		Estimate
Resistensi	<--- Keterlibatan	,890
Dukungan	<--- Keterlibatan	,947
Pemahaman	<--- Keterlibatan	1,082
Intrinsik	<--- Antisipasi	1,025
Ekstrinsik	<--- Antisipasi	,923
Sikap	<--- Kualitas	,909
Norma	<--- Kualitas	,942
Perilaku	<--- Keterlibatan	,544
Perilaku	<--- Antisipasi	-,683
Perilaku	<--- Kualitas	1,478
X1.1	<--- Resistensi	,870
X1.2	<--- Resistensi	,907
X1.3	<--- Resistensi	,915
X1.4	<--- Resistensi	,707
X1.5	<--- Dukungan	,923
X1.6	<--- Dukungan	,917
X1.7	<--- Dukungan	,692
X1.8	<--- Dukungan	,797
X1.9	<--- Pemahaman	,832
X1.10	<--- Pemahaman	,813
X2.4	<--- Intrinsik	,750
X2.3	<--- Intrinsik	,621
X2.2	<--- Intrinsik	,717
X2.1	<--- Intrinsik	,764
X2.7	<--- Ekstrinsik	,781
X2.6	<--- Ekstrinsik	,655
X2.5	<--- Ekstrinsik	,830
X3.3	<--- Sikap	,922
X3.2	<--- Sikap	,950
X3.1	<--- Sikap	,929
X3.6	<--- Norma	,829
X3.5	<--- Norma	,889
X3.4	<--- Norma	,851
	<--- Perilaku	,889
	<--- Perilaku	,825
	<--- Perilaku	,863
	<--- Perilaku	,855



		Estimate
Y.6	<--- Perilaku	,863
Y.7	<--- Perilaku	,861
Y.1	<--- Perilaku	,903
Y.8	<--- Perilaku	,852

Variabel	Indikator	SFL	<i>SFL Kuadrat</i>	<i>Error</i>	<i>Construct Reliability</i>	<i>Variance Extracted</i>
Keterlibatan	X1.1	0.87	0.7569	0.2431	0.9599716	0.7076707
	X1.2	0.907	0.822649	0.177351		
	X1.3	0.915	0.837225	0.162775		
	X1.4	0.707	0.499849	0.500151		
	X1.5	0.923	0.851929	0.148071		
	X1.6	0.917	0.840889	0.159111		
	X1.7	0.692	0.478864	0.521136		
	X1.8	0.797	0.635209	0.364791		
	X1.9	0.832	0.692224	0.307776		
	X1.10	0.813	0.660969	0.339031		

Variabel	Indikator	SFL	<i>SFL Kuadrat</i>	<i>Error</i>	<i>Construct Reliability</i>	<i>Variance Extracted</i>
Antisipasi	X2.4	0.75	0.5625	0.4375	0.8903407	0.539116
	X2.3	0.621	0.385641	0.614359		
	X2.2	0.717	0.514089	0.485911		
	X2.1	0.764	0.583696	0.416304		
	X2.7	0.781	0.609961	0.390039		
	X2.6	0.655	0.429025	0.570975		
	X2.5	0.83	0.6889	0.3111		

Variabel	Indikator	SFL	<i>SFL Kuadrat</i>	<i>Error</i>	<i>Construct Reliability</i>	<i>Variance Extracted</i>
s	X3.3	0.922	0.850084	0.149916	0.9606052	0.802898
	X3.2	0.95	0.9025	0.0975		
	X3.1	0.929	0.863041	0.136959		
	X3.6	0.829	0.687241	0.312759		
	X3.5	0.889	0.790321	0.209679		
	X3.4	0.851	0.724201	0.275799		



Variabel	Indikator	SFL	<i>SFL Kuadrat</i>	<i>Error</i>	<i>Construct Reliability</i>	<i>Variance Extracted</i>
Perilaku	Y.2	0.889	0.790321	0.209679	0.9593102	0.7467679
	Y.3	0.825	0.680625	0.319375		
	Y.4	0.863	0.744769	0.255231		
	Y.5	0.855	0.731025	0.268975		
	Y.6	0.863	0.744769	0.255231		
	Y.7	0.861	0.741321	0.258679		
	Y.1	0.903	0.815409	0.184591		
	Y.8	0.852	0.725904	0.274096		

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Keterlibatan	218	2.00	4.00	3.1106	.63342
Antisipasi	218	2.00	4.00	3.0695	.63270
Kualitas	218	2.00	4.00	3.1154	.66651
Perilaku	218	2.00	4.00	3.1158	.66442
Valid N (listwise)	218				

Correlations

		Keterlibatan	Antisipasi	Kualitas	Perilaku
Keterlibatan	Pearson Correlation	1	.929**	.925**	.920**
	Sig. (2-tailed)		.000	.000	.000
	N	218	218	218	218
Antisipasi	Pearson Correlation	.929**	1	.898**	.899**
	Sig. (2-tailed)	.000		.000	.000
	N	218	218	218	218
Kualitas	Pearson Correlation	.925**	.898**	1	.994**
	Sig. (2-tailed)	.000	.000		.000
	N	218	218	218	218
Perilaku	Pearson Correlation	.920**	.899**	.994**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	218	218	218	218



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

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki laki	108	49.5	49.5	49.5
Perempuan	110	50.5	50.5	100.0
Total	218	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 31 - 40 Tahun	24	11.0	11.0	11.0
41 - 50 Tahun	93	42.7	42.7	53.7
51 - 60 Tahun	99	45.4	45.4	99.1
> 60 Tahun	2	.9	.9	100.0
Total	218	100.0	100.0	

Pendidikan Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	1	.5	.5	.5
DIII	2	.9	.9	1.4
DIV / S1	91	41.7	41.7	43.1
S2	122	56.0	56.0	99.1
S3	2	.9	.9	100.0
Total	218	100.0	100.0	



SFL	SFL^2	Error
0,87	0,7569	0,2431
0,907	0,822649	0,177351
0,915	0,837225	0,162775
0,707	0,499849	0,500151
0,923	0,851929	0,148071
0,917	0,840889	0,159111
0,692	0,478864	0,521136
0,797	0,635209	0,364791
0,832	0,692224	0,307776
0,813	0,660969	0,339031
8,373	7,076707	2,923293

70,10713

CR 0,959972

AVE 0,707671

SFL	SFL^2	Error
0,75	0,5625	0,4375
0,621	0,385641	0,614359
0,717	0,514089	0,485911
0,764	0,583696	0,416304
0,781	0,609961	0,390039
0,655	0,429025	0,570975
0,83	0,6889	0,3111
5,118	3,773812	3,226188

26,19392

CR 0,890341

AVE 0,539116

SFL	SFL^2	Error
0,922	0,850084	0,149916
0,95	0,9025	0,0975
0,929	0,863041	0,136959
0,829	0,687241	0,312759
0,889	0,790321	0,209679
0,851	0,724201	0,275799
5,37	4,817388	1,182612

28,8369

CR 0,960605

AVE 0,802898

SFL	SFL^2	Error
0,889	0,790321	0,209679
0,825	0,680625	0,319375
0,863	0,744769	0,255231
0,855	0,731025	0,268975
0,863	0,744769	0,255231
0,861	0,741321	0,258679
0,903	0,815409	0,184591
0,852	0,725904	0,274096
6,911	5,974143	2,025857

47,76192

CR 0,95931

AVE 0,746768



				Resistensi Pegawai Negeri Sipil				Dukungan Pimpinan			
No	Jenis Kela	Umur	Pendidikan Golongan	P1	P2	P3	P4	P5	P6	P7	P8
1	1	3	3 3B	2	2	2	2	2	2	3	3
2	1	1	2 3D	2	2	2	2	2	2	2	2
3	2	3	4 4A	2	2	2	2	2	2	3	3
4	2	2	4 4A	2	2	2	2	2	2	2	2
5	2	2	4 4A	2	2	2	2	2	2	2	2
6	2	3	4 4A	2	2	2	2	2	2	2	2
7	2	2	4 3D	2	2	2	2	2	2	2	2
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[illegible]

Norma Subjektif				AI NEGERI SIPIL DALAM PENSETARAAN JABATAN ADMINISTRASI KE DALAM JABATAN							
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