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Lampiran 1: Kuesioner

PETUNJUK PENGISIAN INSTRUMEN PENELITIAN (ANGKET)

1. Untuk mengisi identitas, bapak/ibu cukup mengisi titik atau coret yang tidak perlu.
2. Mohon bapak/ibu memberikan jawaban yang sebenarnya sesuai dengan kondisi atau fakta yang dirasakan.
3. Jawaban yang bapak/ibu berikan, kami jamin kerahasiaannya dan hanya dipergunakan sebatas untuk kepentingan penelitian serta tidak memberikan pengaruh negatif baik secara pribadi maupun pada Fakultas Kedokteran.
4. Berilah tanda (X) atau centang pada kolom sesuai dengan jawaban Bapak/Ibu/Saudara, dan kemukakan alasan terhadap setiap alternatif pilihan/jawaban yang disediakan dalam pertanyaan kuesioner adalah :

- | | | |
|--------------------------|---------------------|---------|
| <input type="checkbox"/> | Sangat Setuju | Point 5 |
| <input type="checkbox"/> | Setuju | Point 4 |
| <input type="checkbox"/> | Ragu-ragu | Point 3 |
| <input type="checkbox"/> | Tidak Setuju | Point 2 |
| <input type="checkbox"/> | Sangat Tidak Setuju | Point 1 |

Identitas Responden :

1. Jenis Kelamin :
2. Umur :
3. Masa kerja :
4. Status Pegawai : PNS Non-PNS

A. Variabel Kepribadian

No.	Pernyataan	STS	TS	RG	S	SS
	<i>Extraversi</i>					
1.	Saya merasa sedang berinteraksi dengan rekan kerja					
2.	Saya suka menghadiri pertemuan kantor					
	<i>Neurotisme</i>					
3.	Saya cenderung menjadi stress dalam situasi yang menekan					
4.	Saya mudah merasa khawatir dan gelisah.					
	<i>Conscientiousness</i>					
5.	Saya proaktif dalam mengidentifikasi dan menyelesaikan masalah di tempat kerja					
6.	Saya memiliki motivasi internal untuk mencapai hasil yang baik dalam pekerjaan saya					
	<i>Agreeableness</i>					
7.	Saya tertarik dengan gagasan-gagasan baru dan inovatif					
8.	Saya mudah beradaptasi dengan perubahan					
	<i>Openness to experience</i>					
9.	Saya dapat bekerja sama dengan orang-orang yang memiliki latar belakang dan pendapat yang berbeda					
10.	Saya menghargai kerjasama dan mengutamakan kepentingan tim daripada kepentingan pribadi					

B. Variabel *Teamwork*

No.	Pernyataan	STS	TS	RG	S	SS
	<i>Komunikasi Tim</i>					
11.	Saya aktif dalam berbagi informasi dengan anggota tim					
12.	Saya mendengarkan dengan seksama dan memahami pandangan anggota tim lainnya					
	<i>Kolaborasi</i>					
13.	Saya berkontribusi dalam mencapai tujuan tim dengan berbagi ide dan saran					
14.	Saya siap untuk bekerja sama dengan anggota tim lainnya dalam menyelesaikan tugas					
	<i>Pembagian Tugas</i>					
15.	Saya jelas tentang peran dan tanggung jawab saya dalam tim					
16.	Saya memahami peran dan tanggung jawab anggota tim lainnya					
	<i>Koordinasi</i>					
17.	Saya aktif terlibat dalam kegiatan dan diskusi tim					
18.	Saya menyumbangkan waktu dan energi saya untuk mencapai tujuan tim					
	<i>Pengambilan Keputusan Bersama</i>					
19.	Saya menghargai perbedaan latar belakang, pendapat, dan keahlian anggota tim					
20.	Saya siap untuk bekerja dengan anggota tim dari berbagai budaya atau latar belakang yang berbeda					

C. Variabel Komitmen Organisasi

No.	Pernyataan	STS	TS	RG	S	SS
	<i>Komitmen afektif</i>					
21.	Saya merasa memiliki ikatan emosional yang kuat dengan Fakultas Kedokteran					
22.	Saya bangga menjadi bagian dari Fakultas Kedokteran					
	<i>Komitmen Kontinu</i>					
23.	Saya memiliki niat untuk tetap bekerja di Fakultas Kedokteran dalam jangka panjang					
24.	Saya berencana untuk mengembangkan karier saya di Fakultas Kedokteran					
	<i>Komitmen Normatif</i>					
25.	Saya secara aktif terlibat dalam tugas-tugas dan tanggung jawab saya di organisasi ini					
26.	Saya mematuhi aturan dan prosedur organisasi ini					

D. Variabel Kinerja Pegawai

No.	Pernyataan	STS	TS	RG	S	SS
	<i>Produktivitas</i>					
27.	Saya secara konsisten mencapai target dan deadline pekerjaan yang ditetapkan					
28.	Saya mampu mengelola waktu dengan baik untuk menyelesaikan tugas yang diberikan					
	<i>Kualitas Kerja</i>					
29.	Saya berusaha untuk memberikan hasil kerja yang berkualitas tinggi					
30.	Saya memperhatikan detail dan konsisten dalam menjaga standar kualitas kerja					
	<i>Inisiatif dan Kreativitas</i>					
31.	Saya aktif mencari peluang untuk mengambil tanggung jawab tambahan					
32.	Saya memiliki motivasi internal untuk mencapai hasil yang lebih baik dalam pekerjaan saya					
	<i>Kemampuan Beradaptasi</i>					
33.	Saya dapat dengan cepat beradaptasi dengan perubahan situasi atau kebutuhan pekerjaan					
34.	Saya fleksibel dalam menghadapi tantangan atau perubahan yang terjadi di lingkungan kerja					

--- Terima kasih ---

Lampiran 2: Profil Responden

Frequencies

		Statistics			
		Jenis_Kelamin	Usia_Responden	Masa_Kerja	Status_Pegawai
N	Valid	51	51	51	51
	Missing	0	0	0	0
Mean		1.3529	2.4706	1.8824	1.8627
Median		1.0000	2.0000	2.0000	2.0000
Mode		1.00	2.00	2.00	2.00
Sum		69.00	126.00	96.00	95.00

Frequency Table

		Jenis_Kelamin			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	33	64.7	64.7	64.7
	Perempuan	18	35.3	35.3	100.0
	Total	51	100.0	100.0	

		Usia_Responden			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 30 tahun	5	9.8	9.8	9.8
	31 - 40 tahun	25	49.0	49.0	58.8
	41 - 50 tahun	13	25.5	25.5	84.3
	> 50 tahun	8	15.7	15.7	100.0
	Total	51	100.0	100.0	

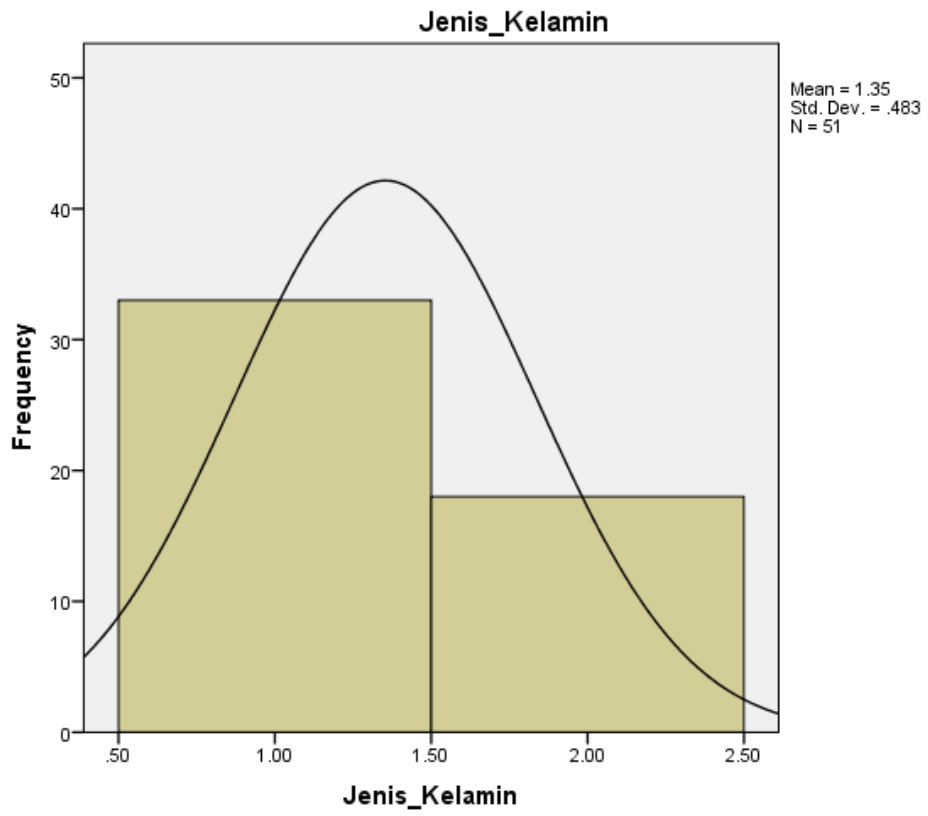
Masa_Kerja

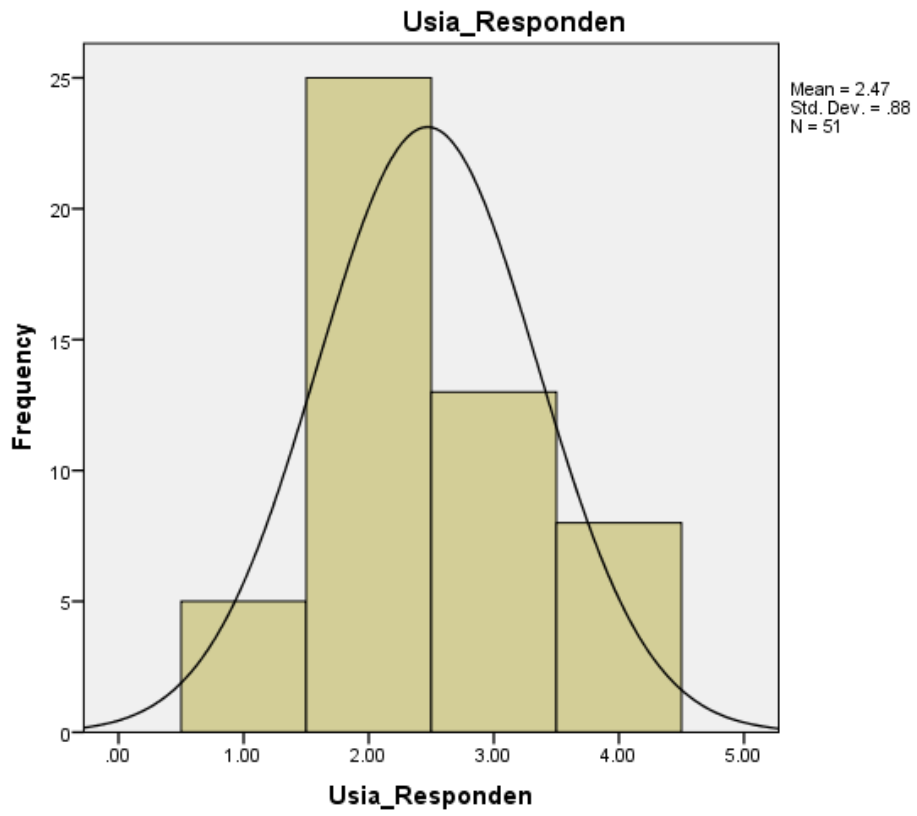
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 5 tahun	14	27.5	27.5	27.5
Valid 6 - 10 tahun	29	56.9	56.9	84.3
Valid > 10 tahun	8	15.7	15.7	100.0
Total	51	100.0	100.0	

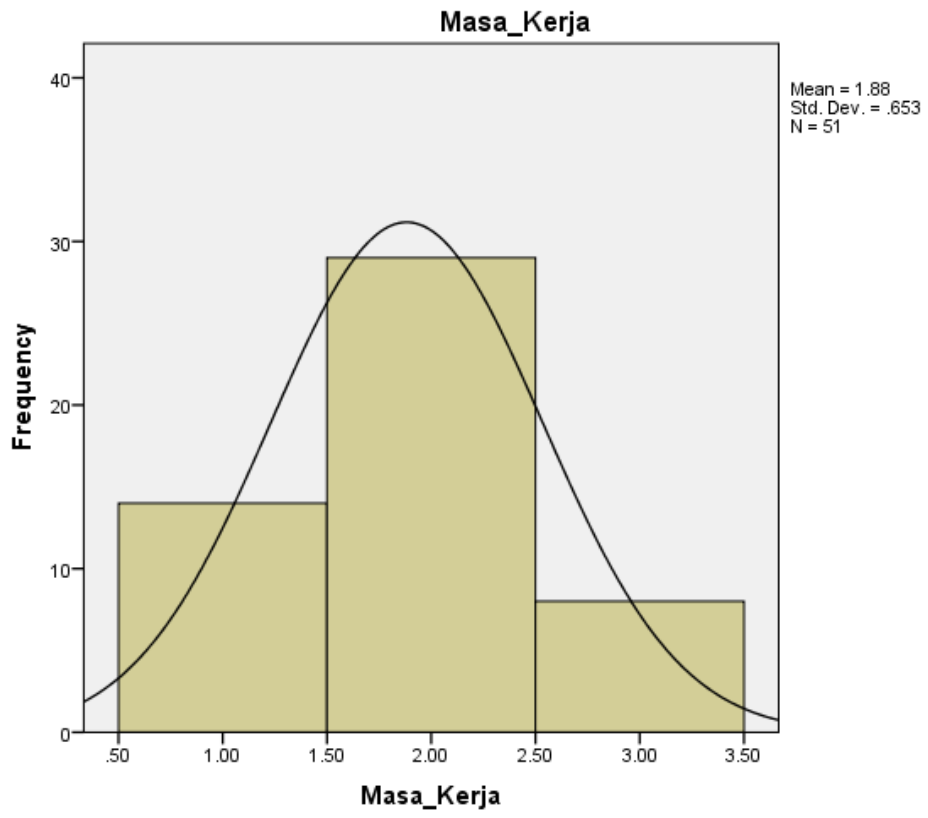
Status_Pegawai

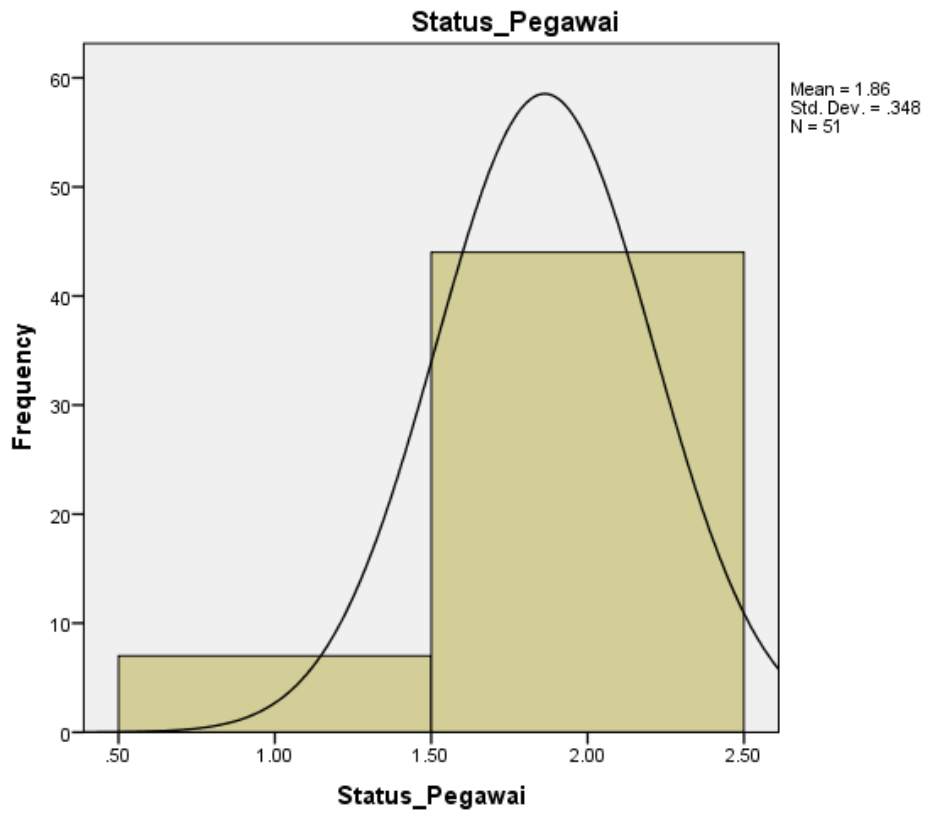
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Non-ASN	7	13.7	13.7	13.7
Valid ASN	44	86.3	86.3	100.0
Total	51	100.0	100.0	

Histogram









Lampiran 3: Deskripsi Jawaban Responden

Frequencies Variabel Kepribadian

		Statistics									
		X1.1.1	X1.1.2	X1.2.1	X1.2.2	X1.3.1	X1.3.2	X1.4.1	X1.4.2	X1.5.1	X1.5.2
N	Valid	51	51	51	51	51	51	51	51	51	51
	Missing	0	0	0	0	0	0	0	0	0	0
	Mean	4.0588	4.1765	4.0588	4.0980	4.2549	3.8235	3.9216	3.7843	4.0196	3.9216
	Median	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000
	Mode	4.00	5.00	4.00	5.00	5.00	4.00	3.00	3.00	4.00	4.00
	Sum	207.00	213.00	207.00	209.00	217.00	195.00	200.00	193.00	205.00	200.00

Frequency Table

		X1.1.1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.0	2.0	2.0
	Ragu-Ragu	11	21.6	21.6	23.5
	Setuju	23	45.1	45.1	68.6
	Sangat Setuju	16	31.4	31.4	100.0
	Total	51	100.0	100.0	

		X1.1.2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.0	2.0	2.0
	Ragu-Ragu	12	23.5	23.5	25.5
	Setuju	15	29.4	29.4	54.9
	Sangat Setuju	23	45.1	45.1	100.0
	Total	51	100.0	100.0	

X1.2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Ragu-Ragu	11	21.6	21.6	21.6
Valid Setuju	26	51.0	51.0	72.5
Valid Sangat Setuju	14	27.5	27.5	100.0
Total	51	100.0	100.0	

X1.2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Ragu-Ragu	14	27.5	27.5	27.5
Valid Setuju	18	35.3	35.3	62.7
Valid Sangat Setuju	19	37.3	37.3	100.0
Total	51	100.0	100.0	

X1.3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Ragu-Ragu	11	21.6	21.6	21.6
Valid Setuju	16	31.4	31.4	52.9
Valid Sangat Setuju	24	47.1	47.1	100.0
Total	51	100.0	100.0	

X1.3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	3	5.9	5.9	5.9
Valid Ragu-Ragu	14	27.5	27.5	33.3
Valid Setuju	23	45.1	45.1	78.4
Valid Sangat Setuju	11	21.6	21.6	100.0
Total	51	100.0	100.0	

X1.4.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	1	2.0	2.0	2.0
Ragu-Ragu	19	37.3	37.3	39.2
Valid Setuju	14	27.5	27.5	66.7
Sangat Setuju	17	33.3	33.3	100.0
Total	51	100.0	100.0	

X1.4.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	2	3.9	3.9	3.9
Ragu-Ragu	19	37.3	37.3	41.2
Valid Setuju	18	35.3	35.3	76.5
Sangat Setuju	12	23.5	23.5	100.0
Total	51	100.0	100.0	

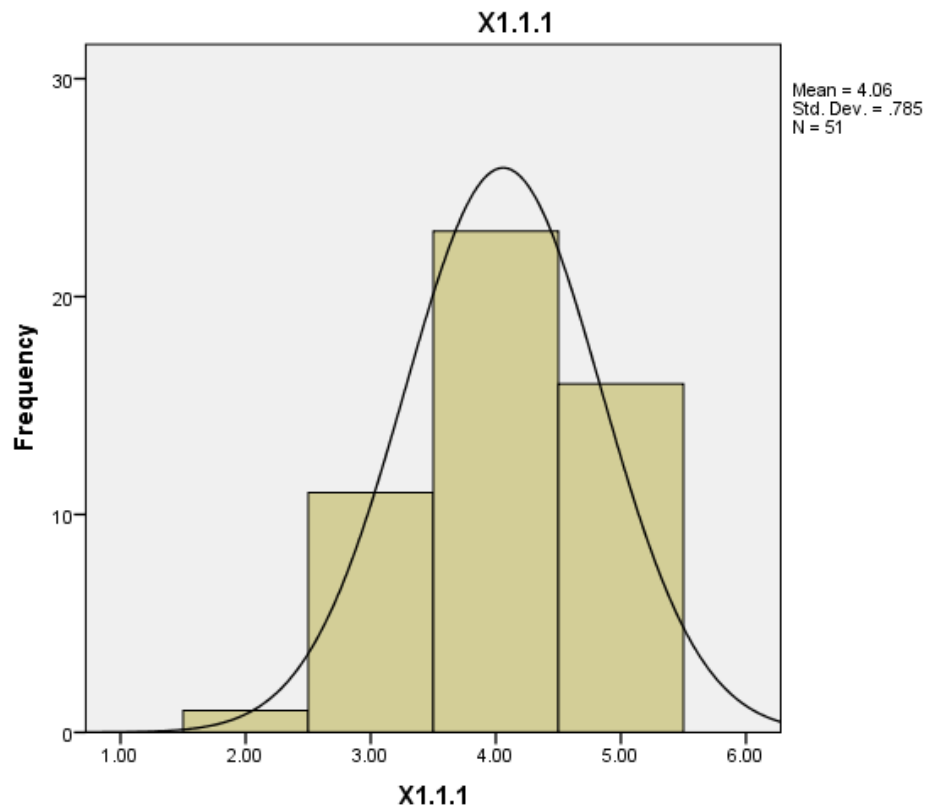
X1.5.1

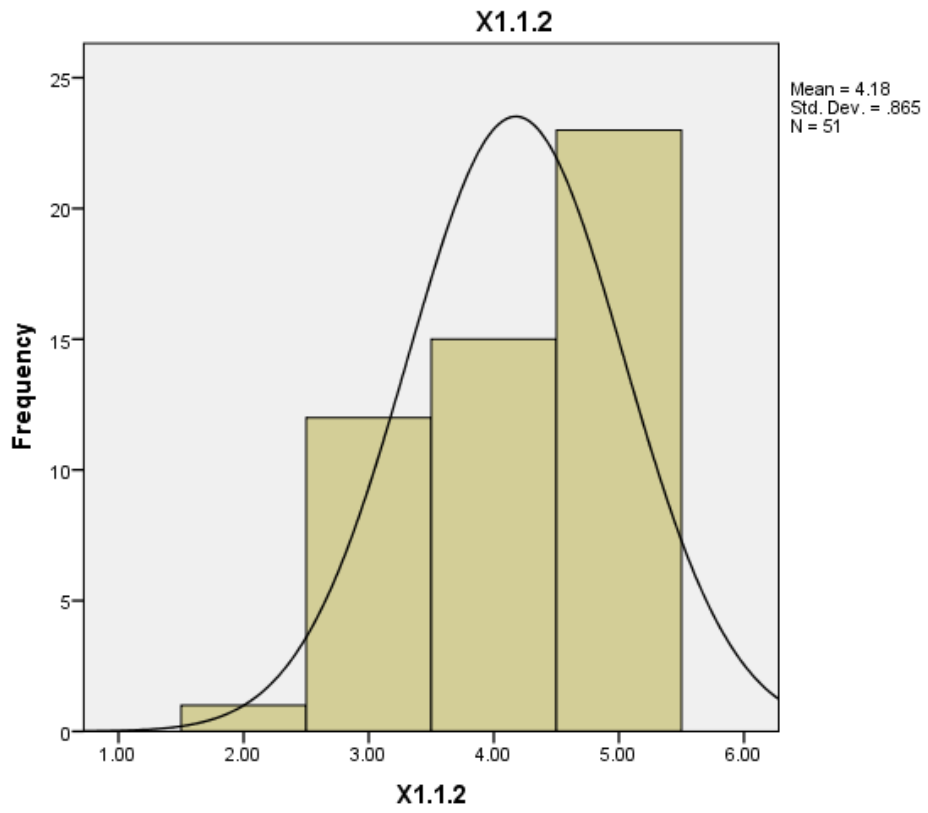
	Frequency	Percent	Valid Percent	Cumulative Percent
Ragu-Ragu	13	25.5	25.5	25.5
Valid Setuju	24	47.1	47.1	72.5
Sangat Setuju	14	27.5	27.5	100.0
Total	51	100.0	100.0	

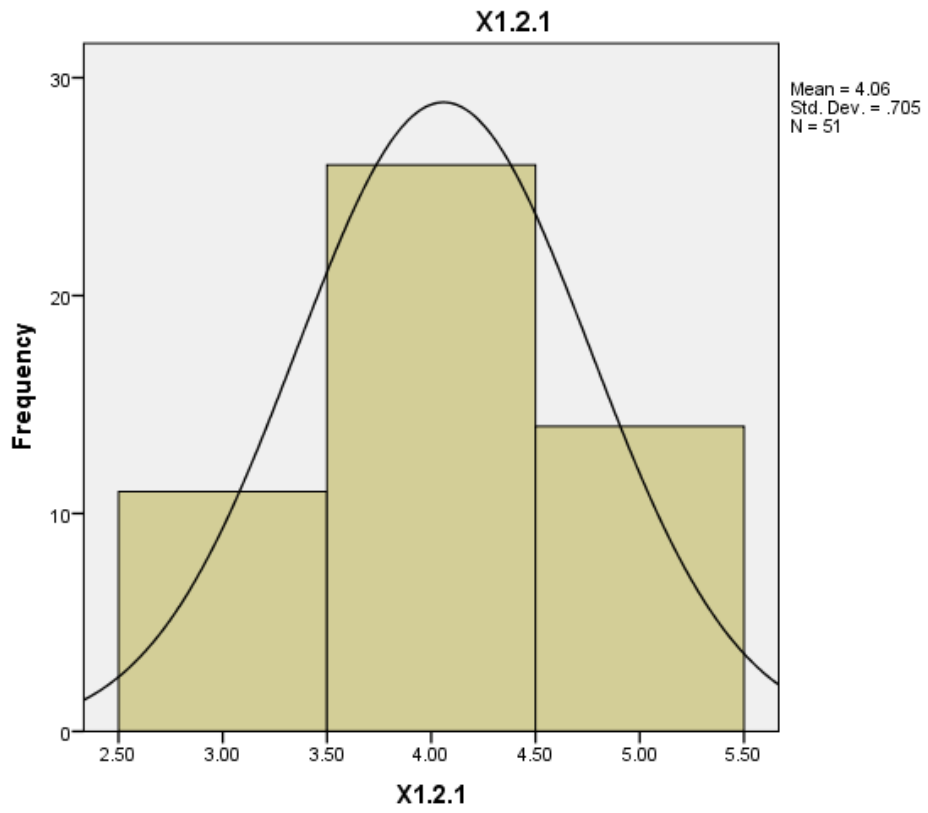
X1.5.2

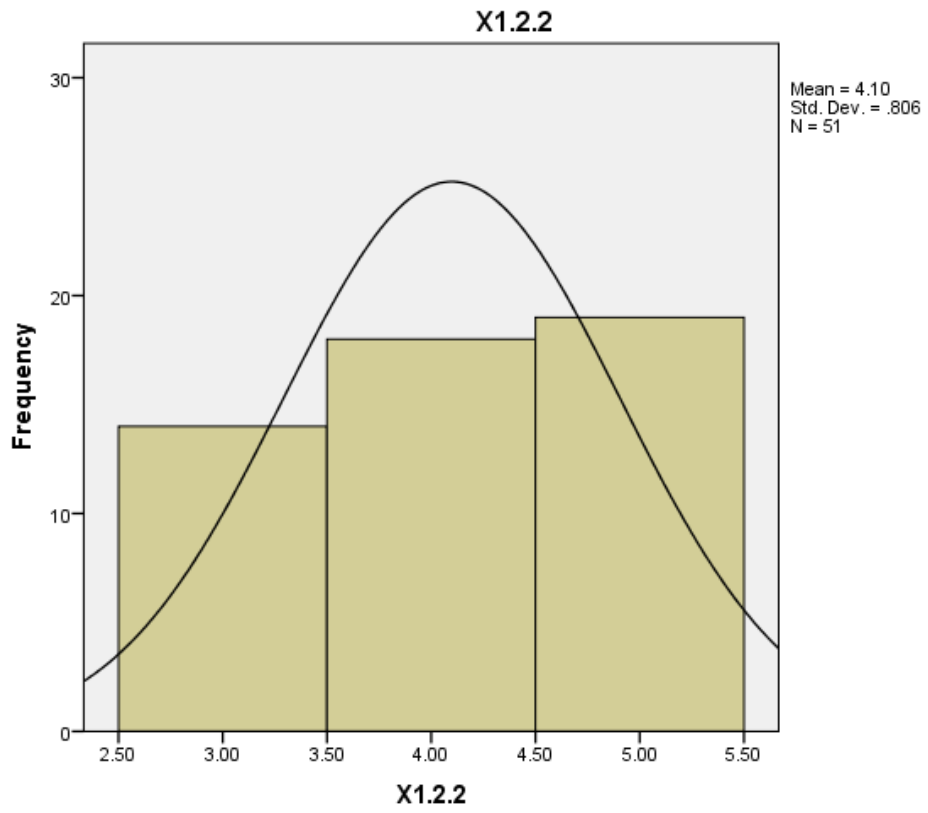
	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	1	2.0	2.0	2.0
Ragu-Ragu	15	29.4	29.4	31.4
Valid Setuju	22	43.1	43.1	74.5
Sangat Setuju	13	25.5	25.5	100.0
Total	51	100.0	100.0	

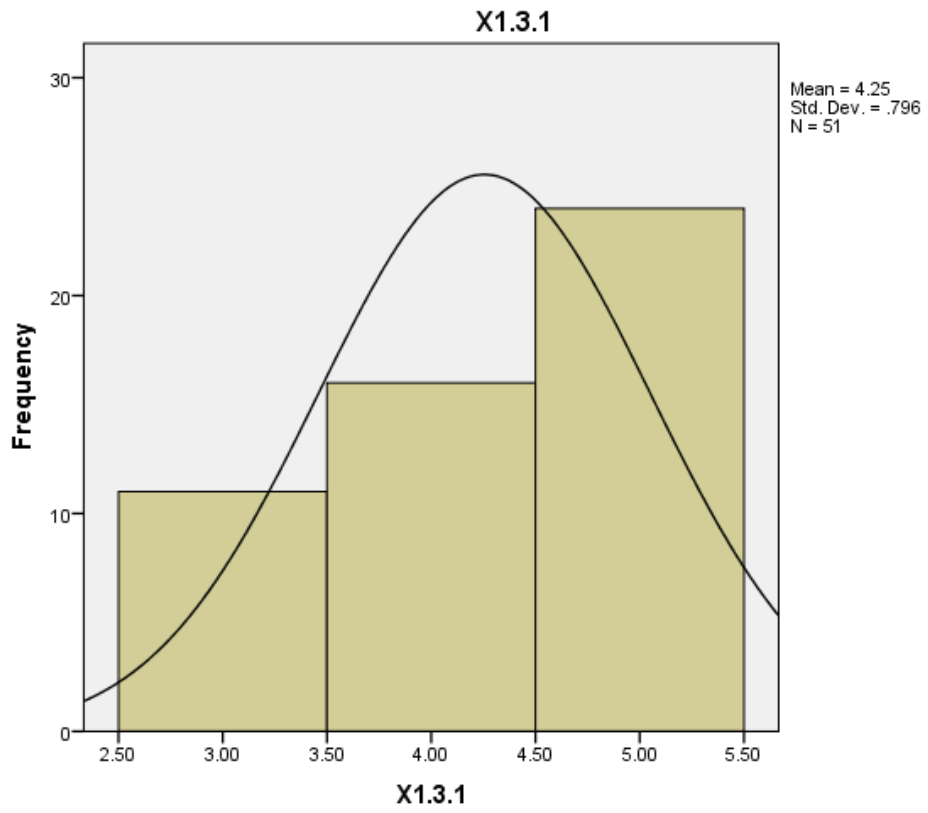
Histogram

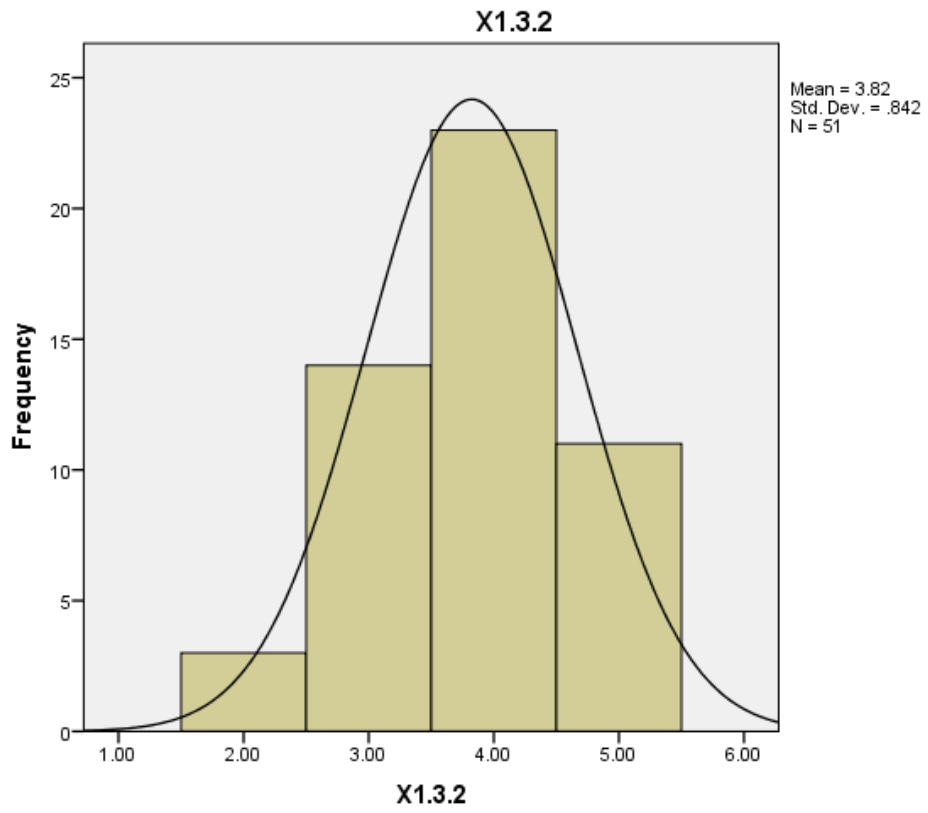


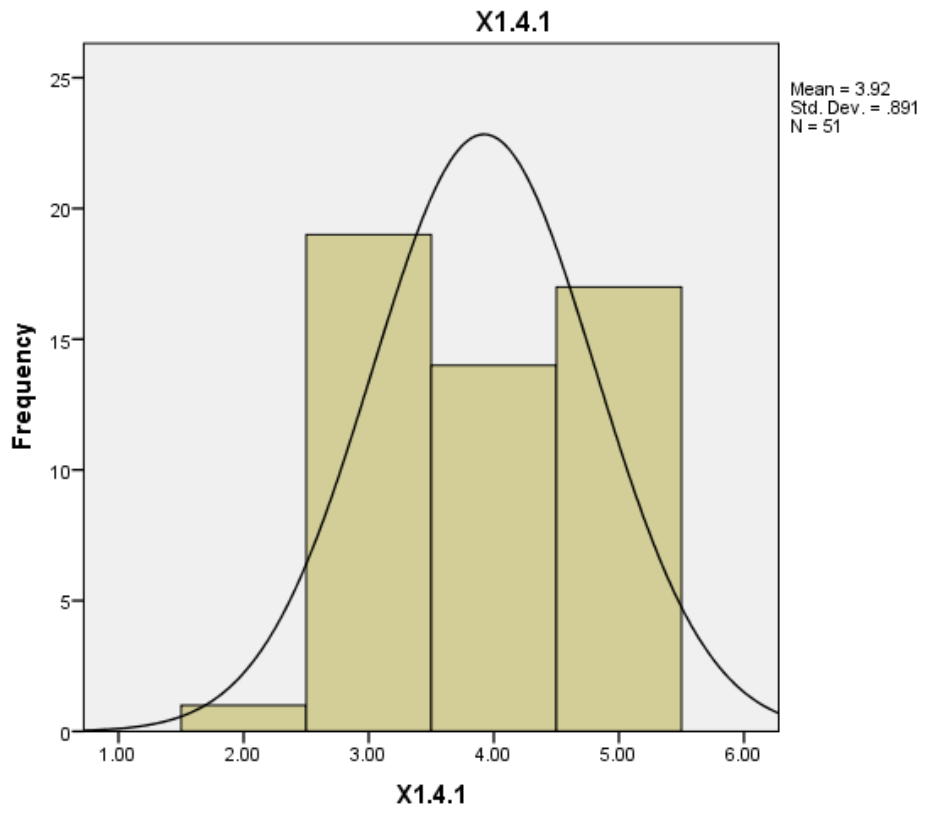


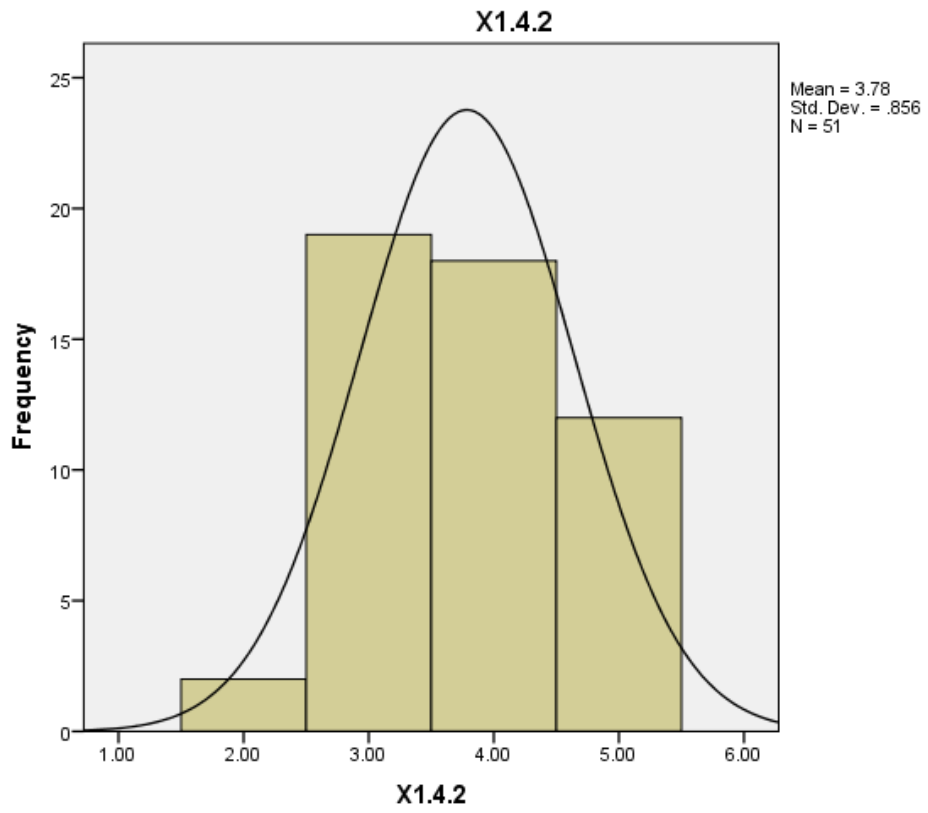


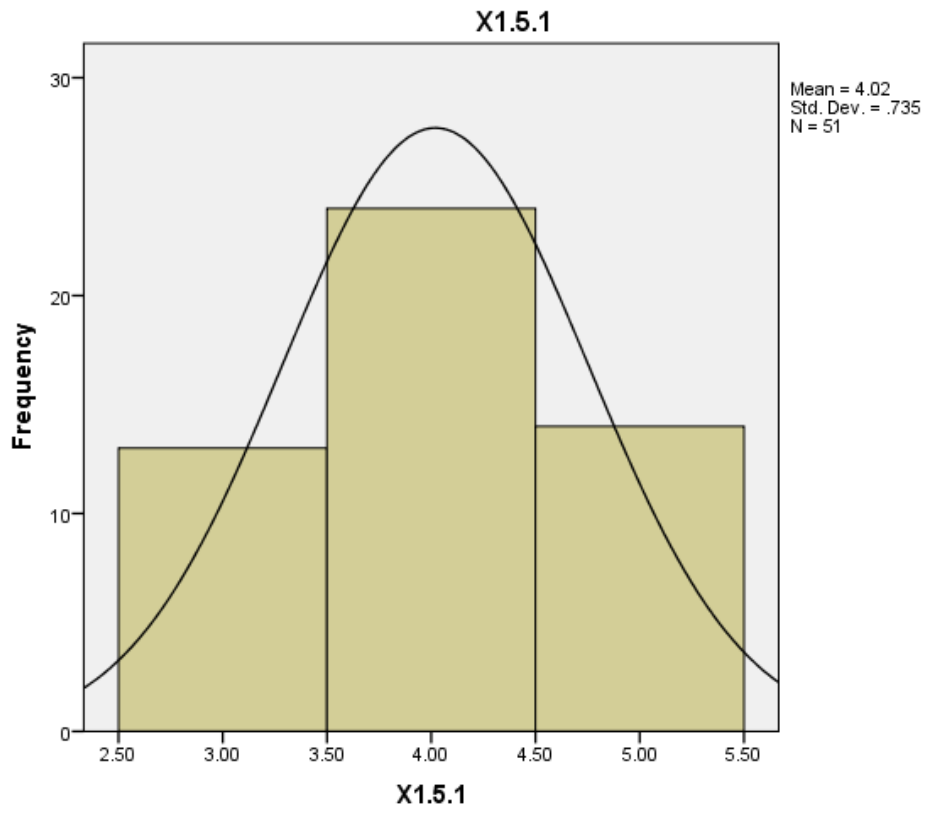


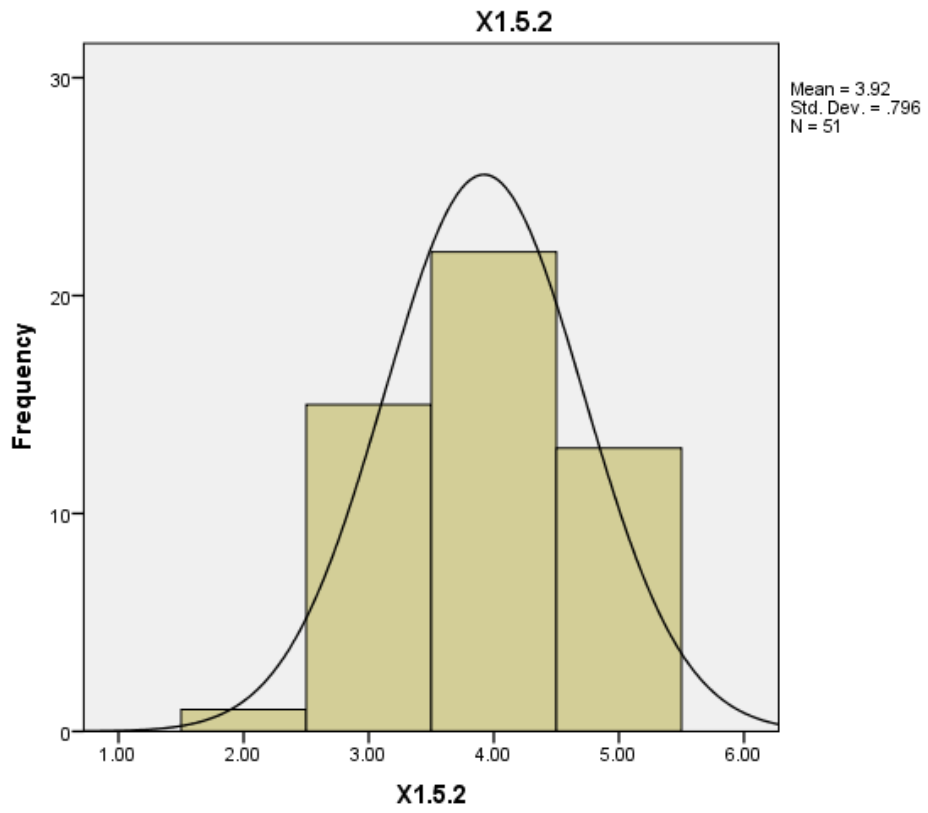












Frequencies Variabel *Teamwork*

Statistics

		X2.1.1	X2.1.2	X2.2.1	X2.2.2	X2.3.1	X2.3.2	X2.4.1	X2.4.2	X2.5.1	X2.5.2
N	Valid	51	51	51	51	51	51	51	51	51	51
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		3.9216	3.9804	4.0392	4.0980	4.2353	3.9608	3.8824	3.3137	3.1961	3.3529
Median		4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	3.0000	3.0000	4.0000
Mode		3.00 ^a	4.00	4.00	4.00	4.00	4.00	4.00	5.00	4.00	5.00
Sum		200.00	203.00	206.00	209.00	216.00	202.00	198.00	169.00	163.00	171.00

a. Multiple modes exist. The smallest value is shown

Frequency Table

X2.1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	2	3.9	3.9	3.9
Ragu-Ragu	17	33.3	33.3	37.3
Valid Setuju	15	29.4	29.4	66.7
Sangat Setuju	17	33.3	33.3	100.0
Total	51	100.0	100.0	

X2.1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Sangat Tidak Setuju	1	2.0	2.0	2.0
Tidak Setuju	2	3.9	3.9	5.9
Valid Ragu-Ragu	10	19.6	19.6	25.5
Setuju	22	43.1	43.1	68.6
Sangat Setuju	16	31.4	31.4	100.0
Total	51	100.0	100.0	

X2.2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	2	3.9	3.9	3.9
Ragu-Ragu	11	21.6	21.6	25.5
Valid Setuju	21	41.2	41.2	66.7
Sangat Setuju	17	33.3	33.3	100.0
Total	51	100.0	100.0	

X2.2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	1	2.0	2.0	2.0
Ragu-Ragu	5	9.8	9.8	11.8
Valid Setuju	33	64.7	64.7	76.5
Sangat Setuju	12	23.5	23.5	100.0
Total	51	100.0	100.0	

X2.3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	1	2.0	2.0	2.0
Ragu-Ragu	6	11.8	11.8	13.7
Valid Setuju	24	47.1	47.1	60.8
Sangat Setuju	20	39.2	39.2	100.0
Total	51	100.0	100.0	

X2.3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	3	5.9	5.9	5.9
Ragu-Ragu	11	21.6	21.6	27.5
Valid Setuju	22	43.1	43.1	70.6
Sangat Setuju	15	29.4	29.4	100.0
Total	51	100.0	100.0	

X2.4.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	4	7.8	7.8	7.8
Ragu-Ragu	13	25.5	25.5	33.3
Valid Setuju	19	37.3	37.3	70.6
Sangat Setuju	15	29.4	29.4	100.0
Total	51	100.0	100.0	

X2.4.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Sangat Tidak Setuju	6	11.8	11.8	11.8
Tidak Setuju	11	21.6	21.6	33.3
Ragu-Ragu	11	21.6	21.6	54.9
Valid Setuju	7	13.7	13.7	68.6
Sangat Setuju	16	31.4	31.4	100.0
Total	51	100.0	100.0	

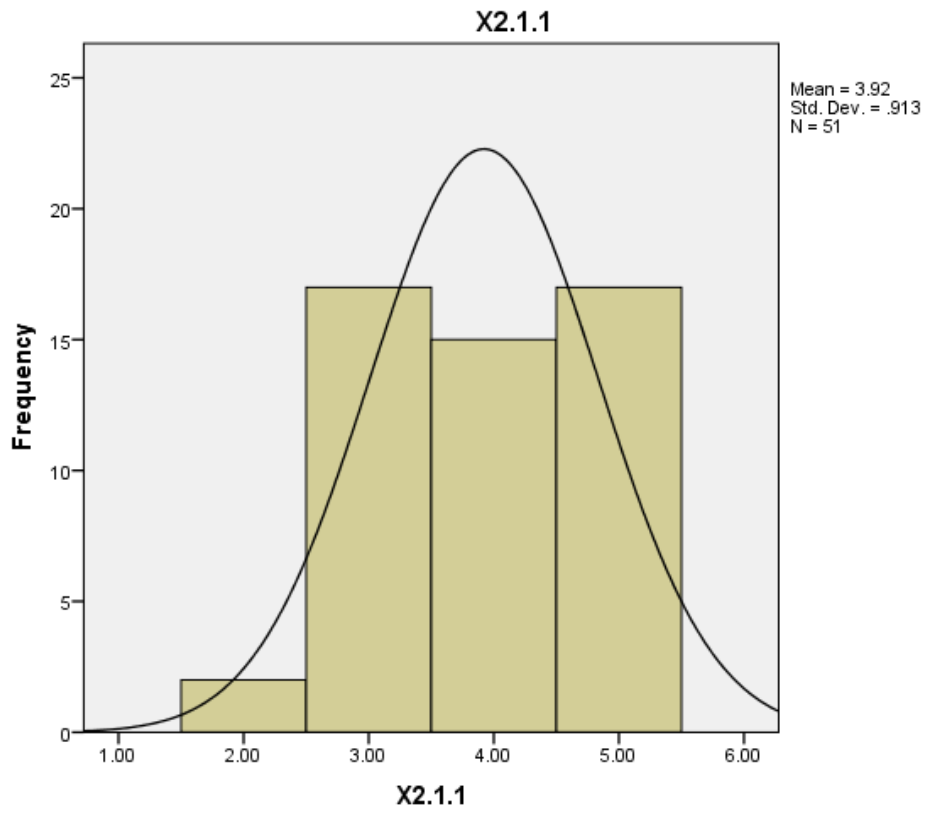
X2.5.1

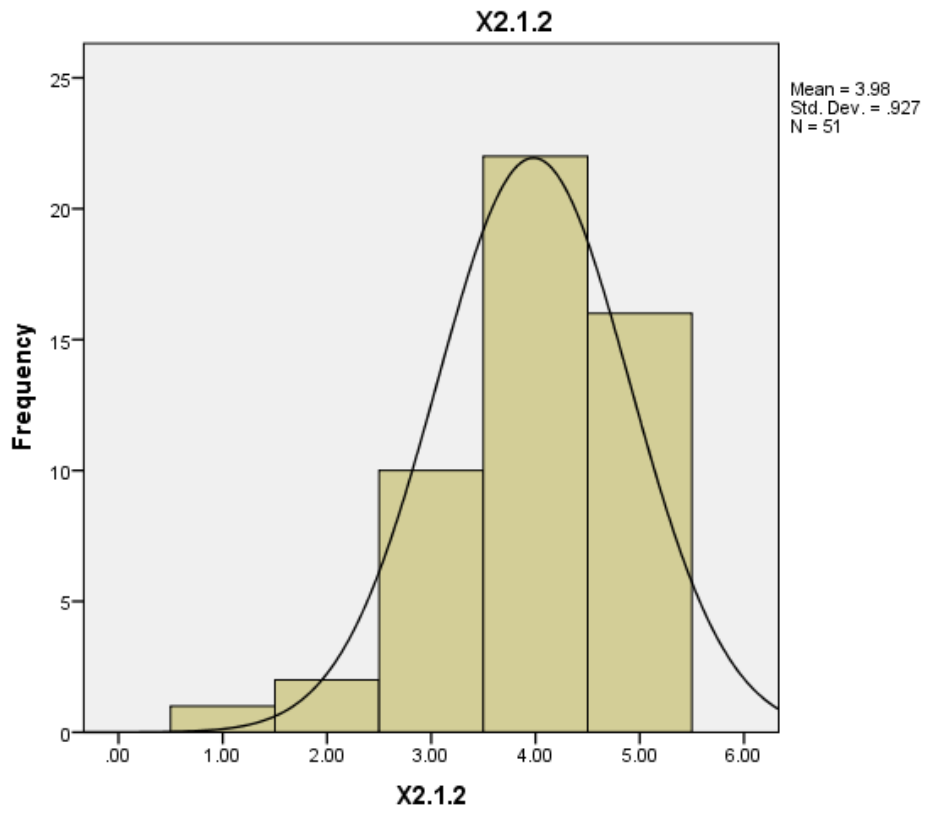
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sangat Tidak Setuju	7	13.7	13.7	13.7
Tidak Setuju	11	21.6	21.6	35.3
Ragu-Ragu	9	17.6	17.6	52.9
Setuju	13	25.5	25.5	78.4
Sangat Setuju	11	21.6	21.6	100.0
Total	51	100.0	100.0	

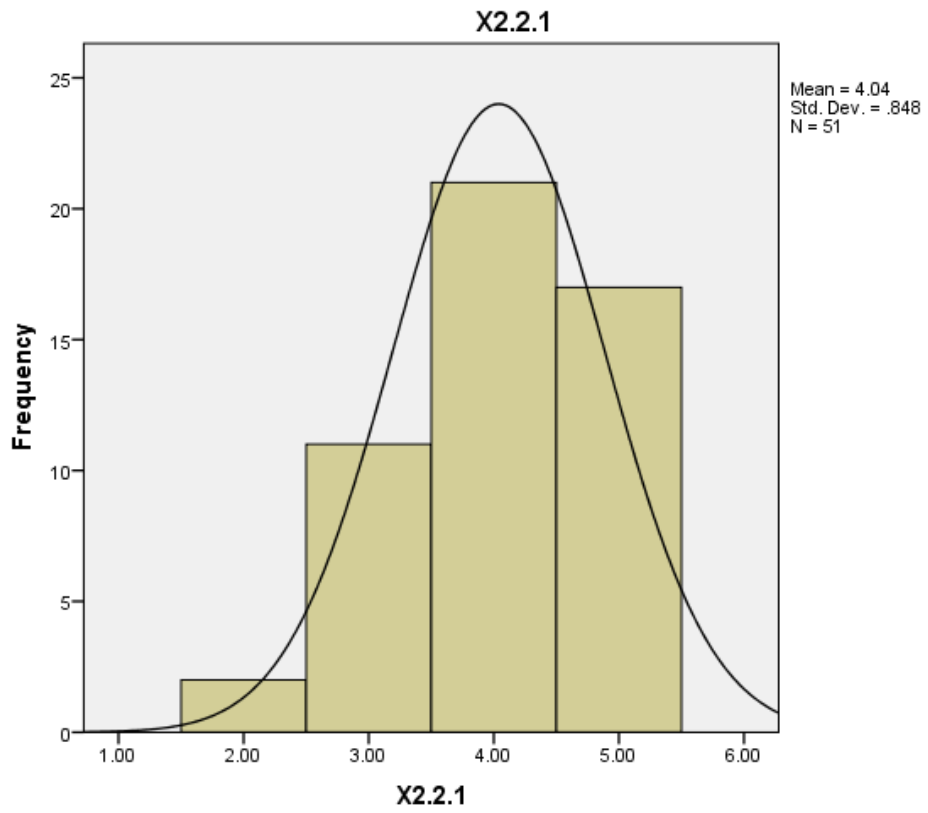
X2.5.2

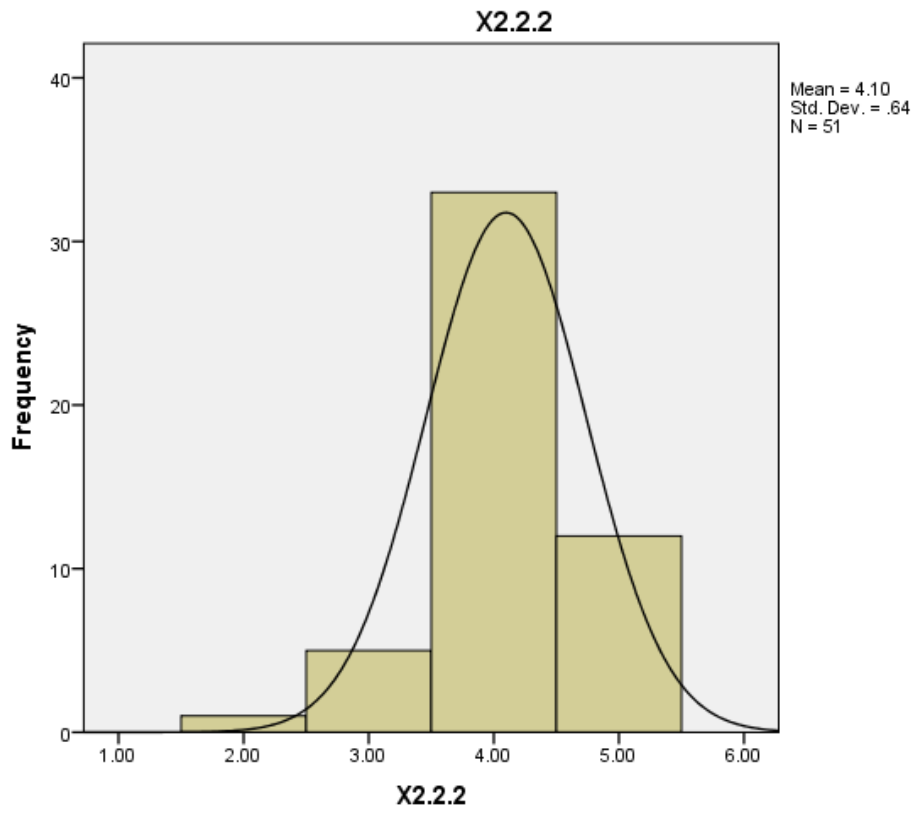
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sangat Tidak Setuju	6	11.8	11.8	11.8
Tidak Setuju	14	27.5	27.5	39.2
Ragu-Ragu	4	7.8	7.8	47.1
Setuju	10	19.6	19.6	66.7
Sangat Setuju	17	33.3	33.3	100.0
Total	51	100.0	100.0	

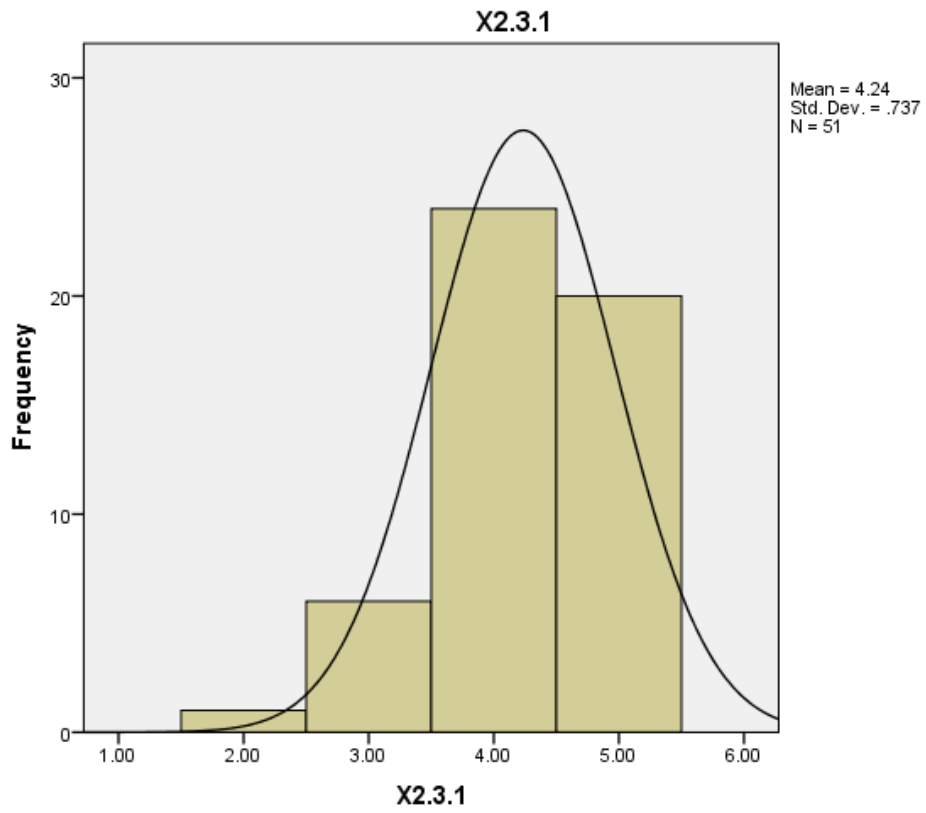
Histogram

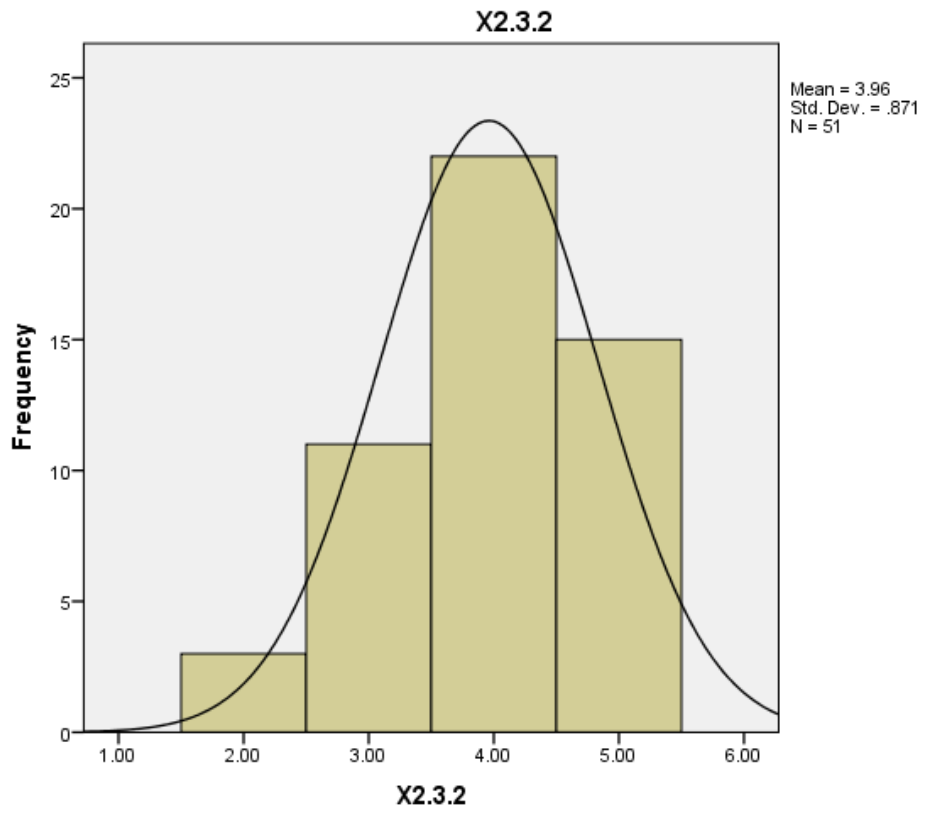


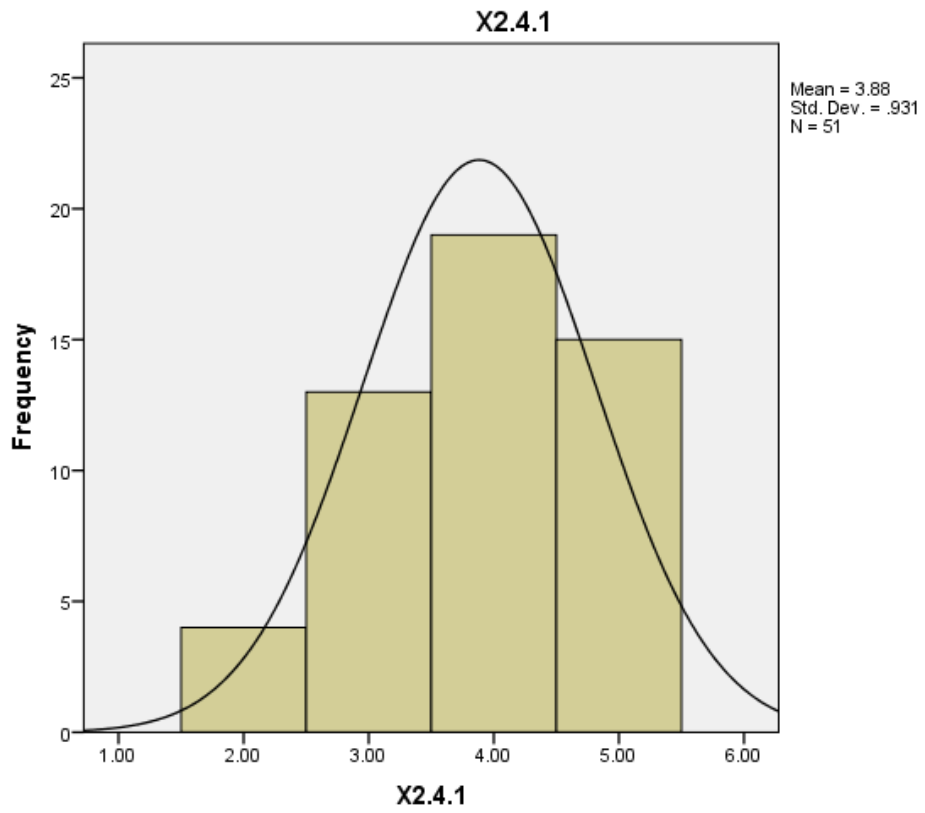


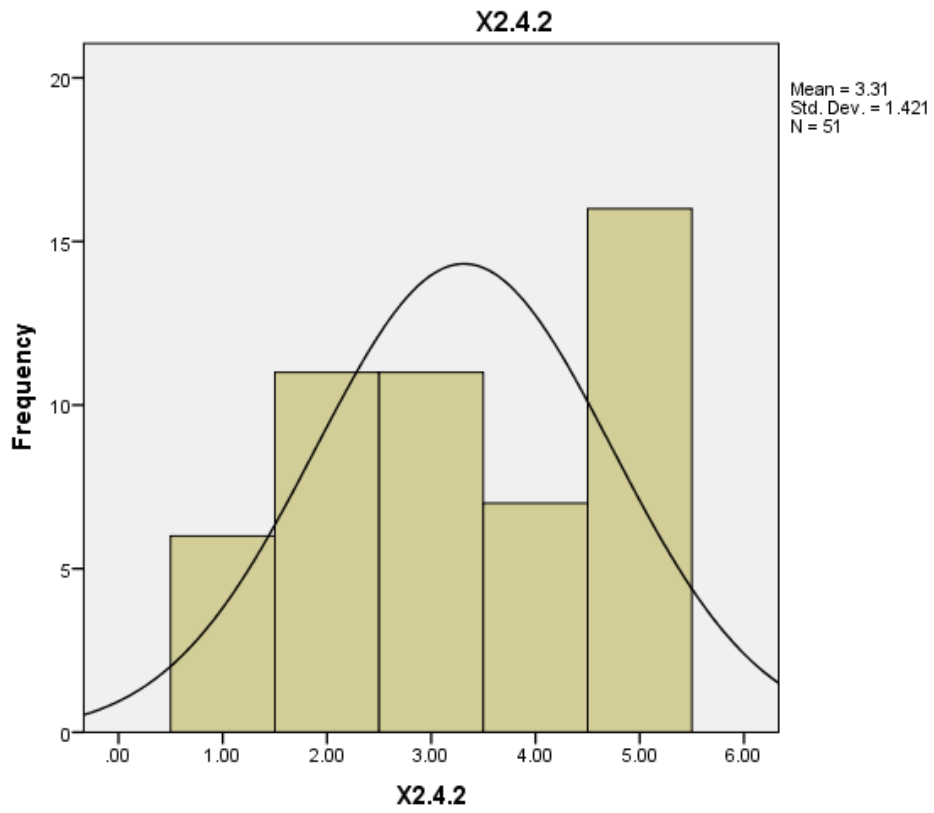


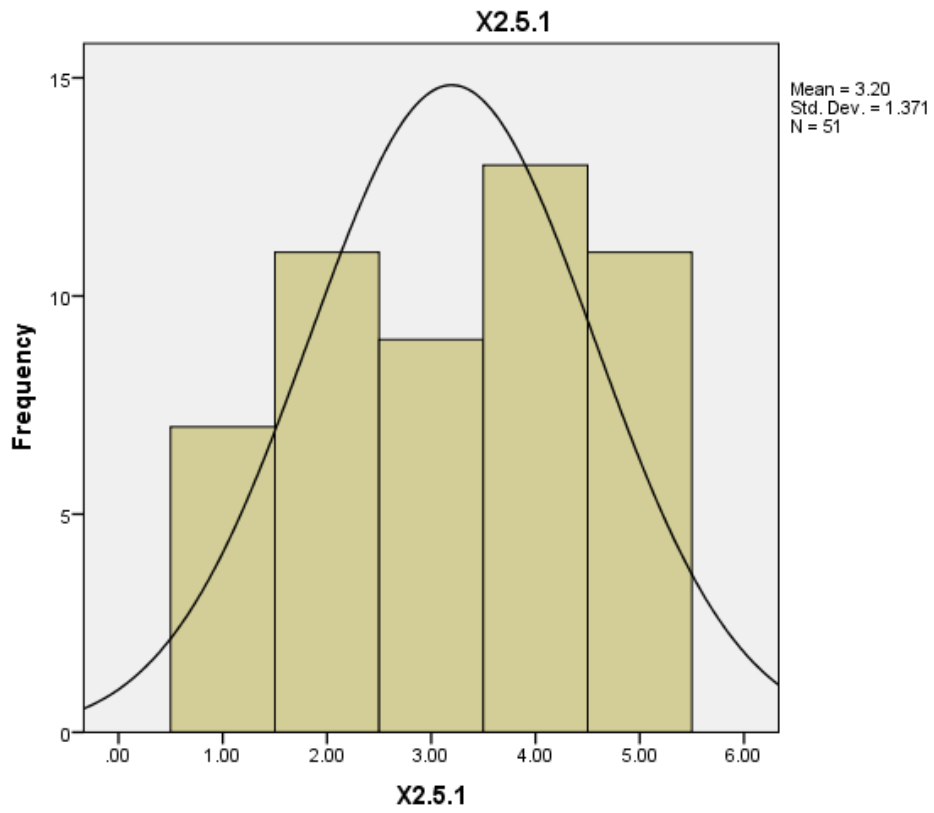


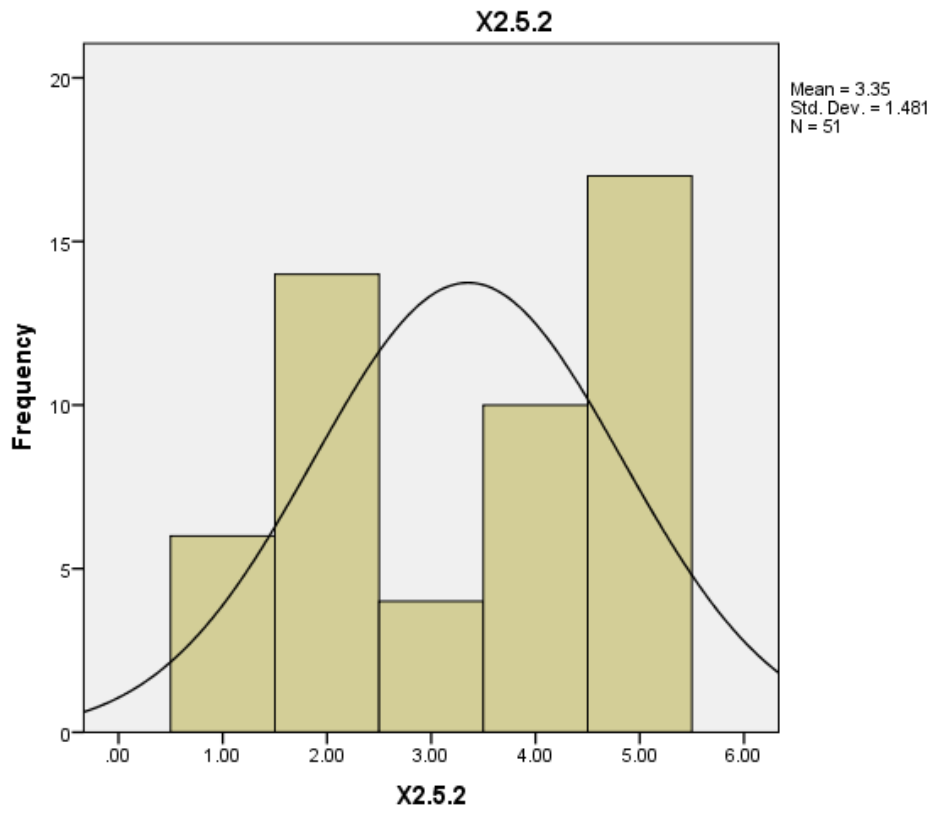












Frequencies Variabel Komitmen Organisasi

Statistics

		Y1.1.1	Y1.1.2	Y1.2.1	Y1.2.2	Y1.3.1	Y1.3.2
N	Valid	51	51	51	51	51	51
	Missing	0	0	0	0	0	0
Mean		3.2941	4.0784	3.9804	3.9412	4.0000	3.7647
Median		3.0000	4.0000	4.0000	4.0000	4.0000	4.0000
Mode		5.00	4.00	5.00	5.00	5.00	4.00
Sum		168.00	208.00	203.00	201.00	204.00	192.00

Frequency Table

Y1.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	11	21.6	21.6	21.6
	Tidak Setuju	7	13.7	13.7	35.3
	Ragu-Ragu	8	15.7	15.7	51.0
	Setuju	6	11.8	11.8	62.7
	Sangat Setuju	19	37.3	37.3	100.0
	Total	51	100.0	100.0	

Y1.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.9	3.9	3.9
	Ragu-Ragu	10	19.6	19.6	23.5
	Setuju	21	41.2	41.2	64.7
	Sangat Setuju	18	35.3	35.3	100.0
	Total	51	100.0	100.0	

Y1.2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	3	5.9	5.9	5.9
Ragu-Ragu	14	27.5	27.5	33.3
Valid Setuju	15	29.4	29.4	62.7
Sangat Setuju	19	37.3	37.3	100.0
Total	51	100.0	100.0	

Y1.2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	4	7.8	7.8	7.8
Ragu-Ragu	14	27.5	27.5	35.3
Valid Setuju	14	27.5	27.5	62.7
Sangat Setuju	19	37.3	37.3	100.0
Total	51	100.0	100.0	

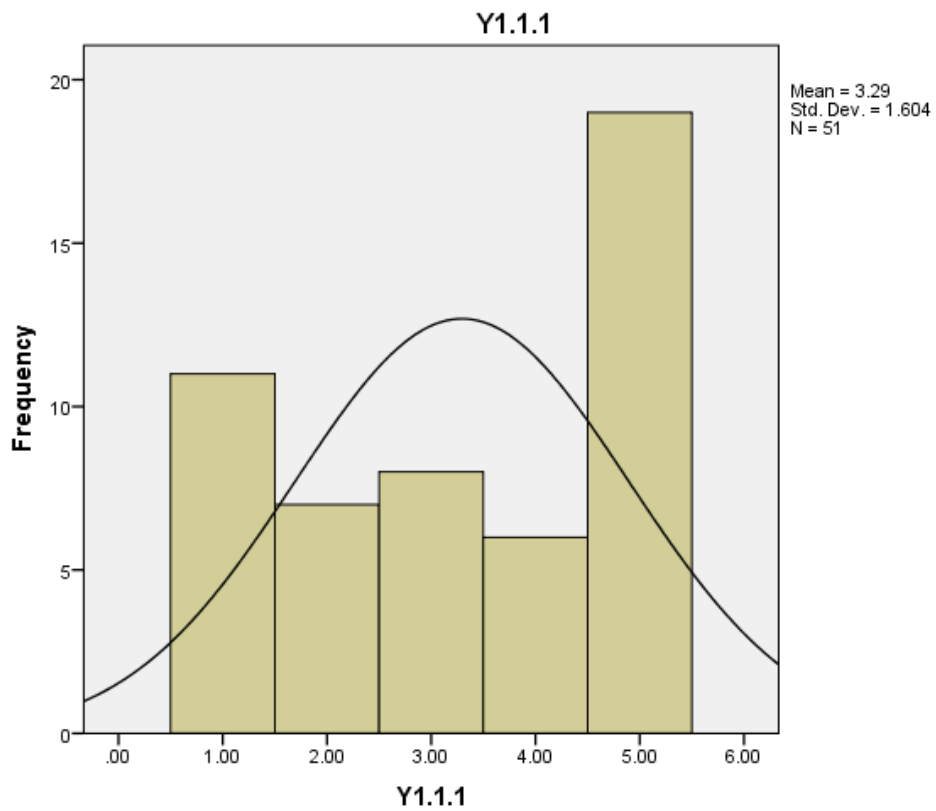
Y1.3.1

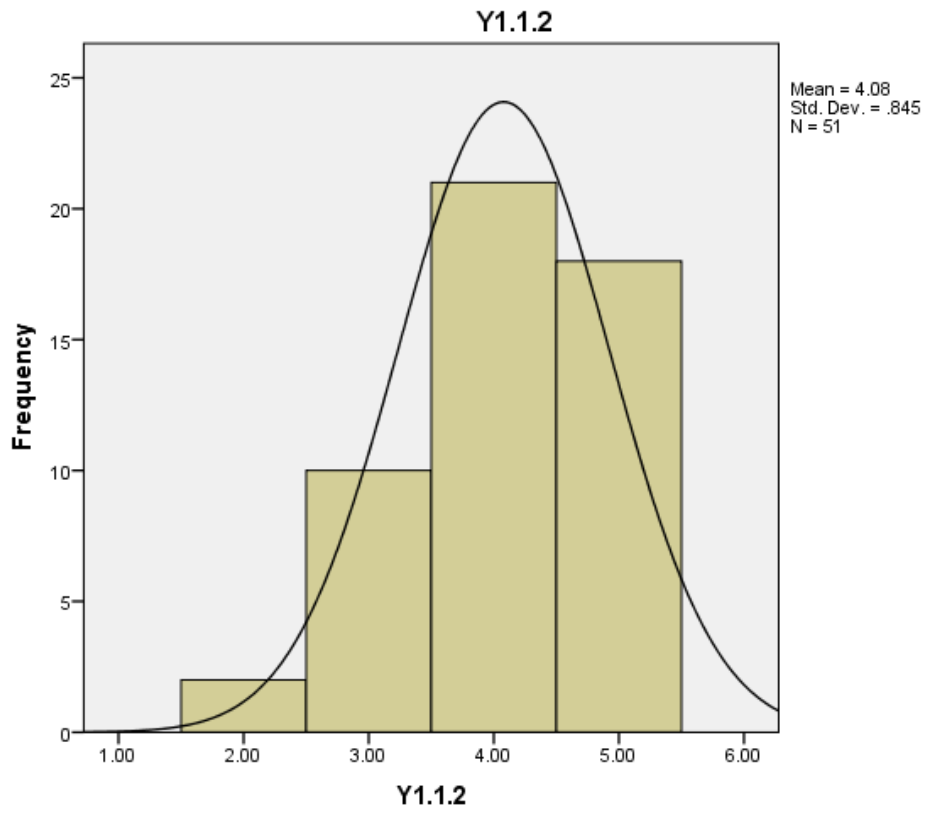
	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	1	2.0	2.0	2.0
Ragu-Ragu	16	31.4	31.4	33.3
Valid Setuju	16	31.4	31.4	64.7
Sangat Setuju	18	35.3	35.3	100.0
Total	51	100.0	100.0	

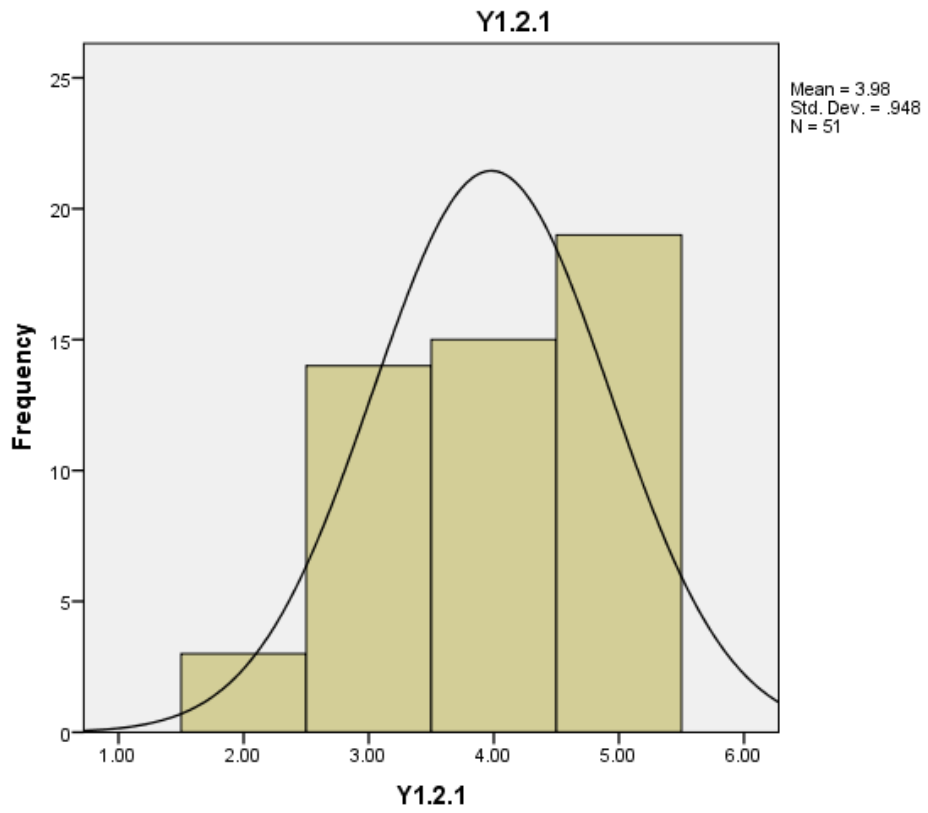
Y1.3.2

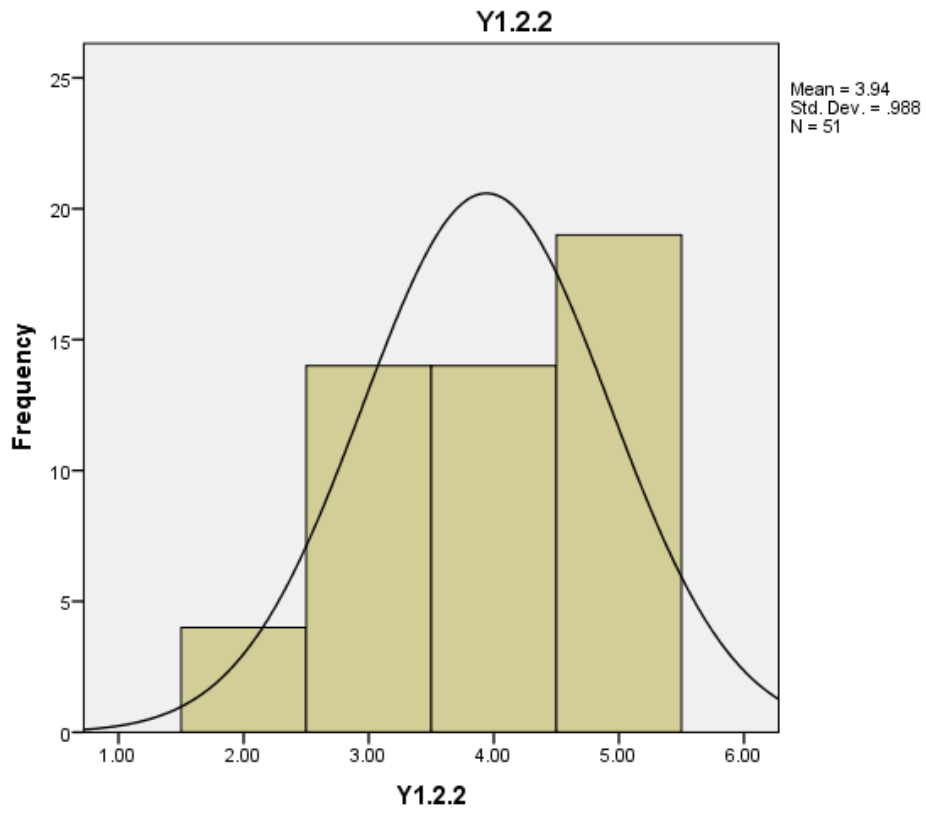
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sangat Tidak Setuju	1	2.0	2.0	2.0
Tidak Setuju	2	3.9	3.9	5.9
Ragu-Ragu	17	33.3	33.3	39.2
Setuju	19	37.3	37.3	76.5
Sangat Setuju	12	23.5	23.5	100.0
Total	51	100.0	100.0	

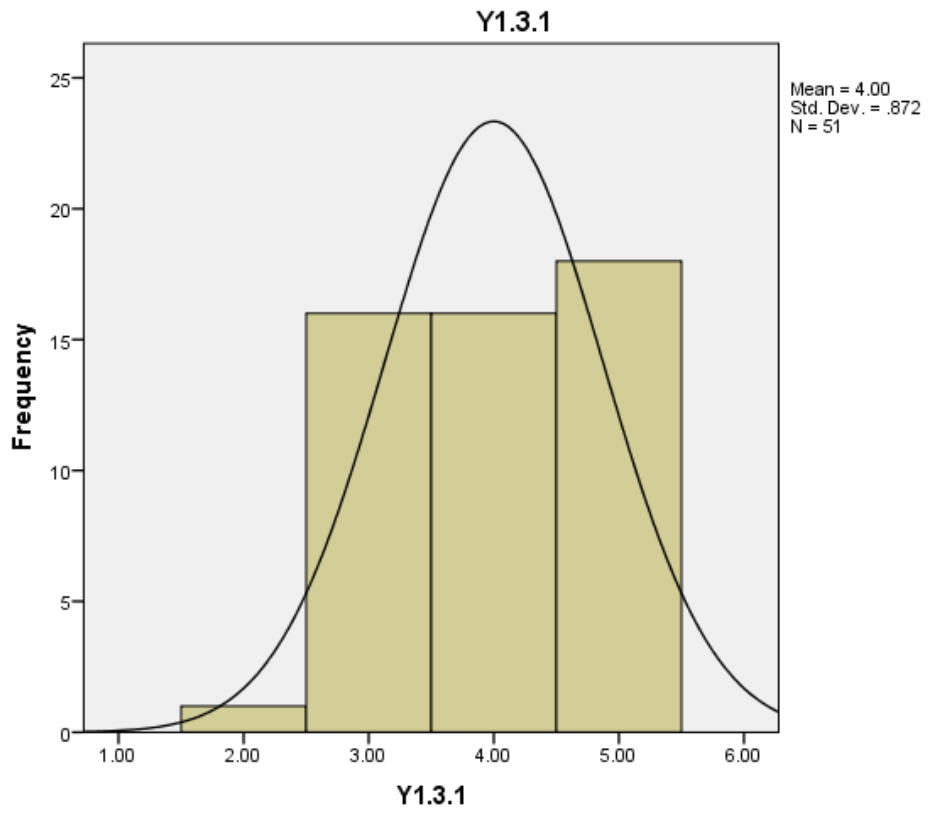
Histogram

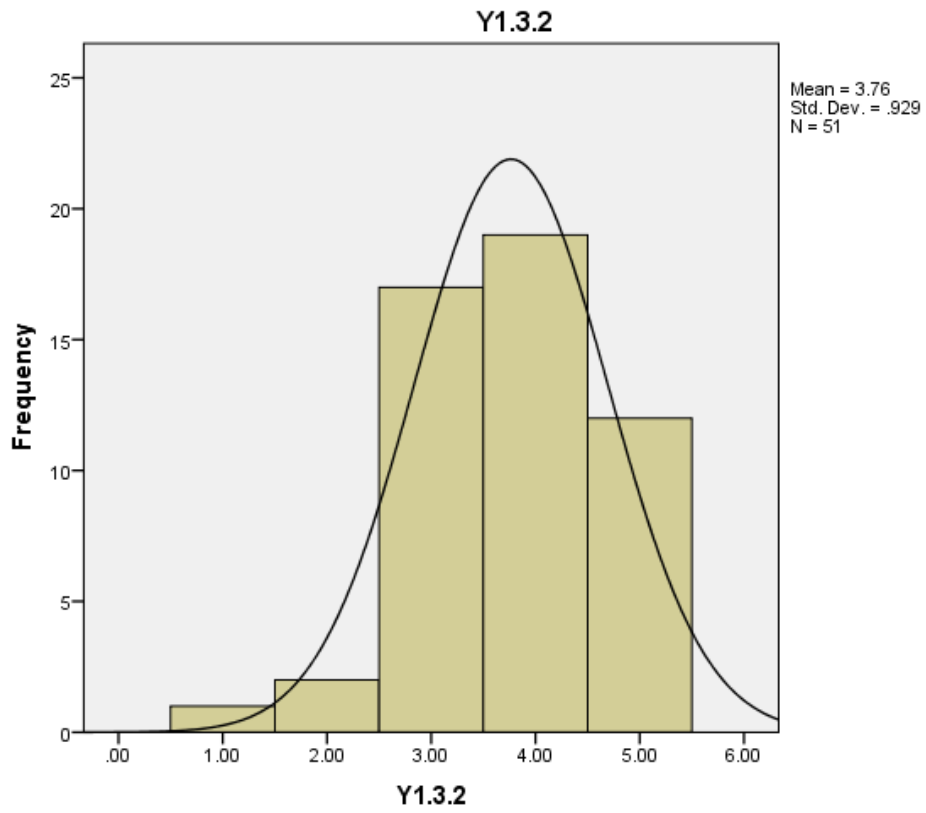












Frequencies Variabel Kinerja Pegawai

Statistics

		Y2.1.1	Y2.1.2	Y2.2.1	Y2.2.2	Y2.3.1	Y2.3.2	Y2.4.1	Y2.4.2
N	Valid	51	51	51	51	51	51	51	51
	Missing	0	0	0	0	0	0	0	0
Mean		3.7451	3.5882	3.6471	3.7255	3.8824	3.9608	4.0392	3.9804
Median		4.0000	3.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000
Mode		4.00	3.00	3.00	3.00	5.00	3.00	4.00	4.00
Sum		191.00	183.00	186.00	190.00	198.00	202.00	206.00	203.00

Frequency Table

Y2.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	7.8	7.8	7.8
	Ragu-Ragu	17	33.3	33.3	41.2
	Setuju	18	35.3	35.3	76.5
	Sangat Setuju	12	23.5	23.5	100.0
	Total	51	100.0	100.0	

Y2.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	7.8	7.8	7.8
	Ragu-Ragu	24	47.1	47.1	54.9
	Setuju	12	23.5	23.5	78.4
	Sangat Setuju	11	21.6	21.6	100.0
	Total	51	100.0	100.0	

Y2.2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	3	5.9	5.9	5.9
Ragu-Ragu	21	41.2	41.2	47.1
Valid Setuju	18	35.3	35.3	82.4
Sangat Setuju	9	17.6	17.6	100.0
Total	51	100.0	100.0	

Y2.2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	3	5.9	5.9	5.9
Ragu-Ragu	21	41.2	41.2	47.1
Valid Setuju	14	27.5	27.5	74.5
Sangat Setuju	13	25.5	25.5	100.0
Total	51	100.0	100.0	

Y2.3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	4	7.8	7.8	7.8
Ragu-Ragu	15	29.4	29.4	37.3
Valid Setuju	15	29.4	29.4	66.7
Sangat Setuju	17	33.3	33.3	100.0
Total	51	100.0	100.0	

Y2.3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	18	35.3	35.3	35.3
	Setuju	17	33.3	33.3	68.6
	Sangat Setuju	16	31.4	31.4	100.0
	Total	51	100.0	100.0	

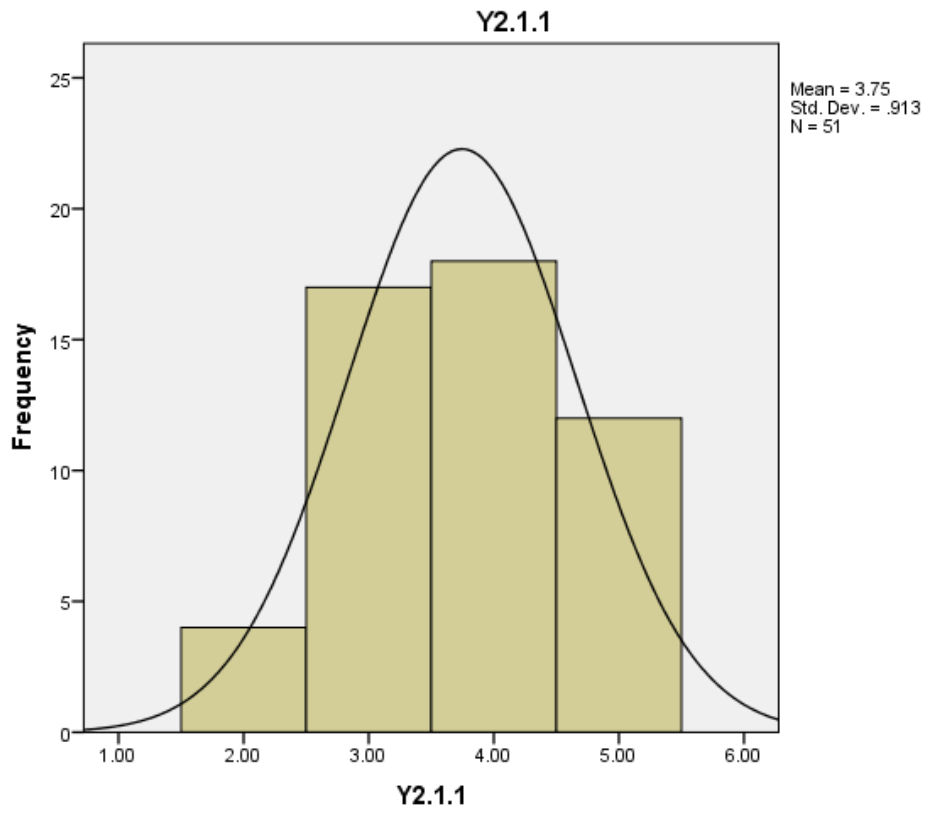
Y2.4.1

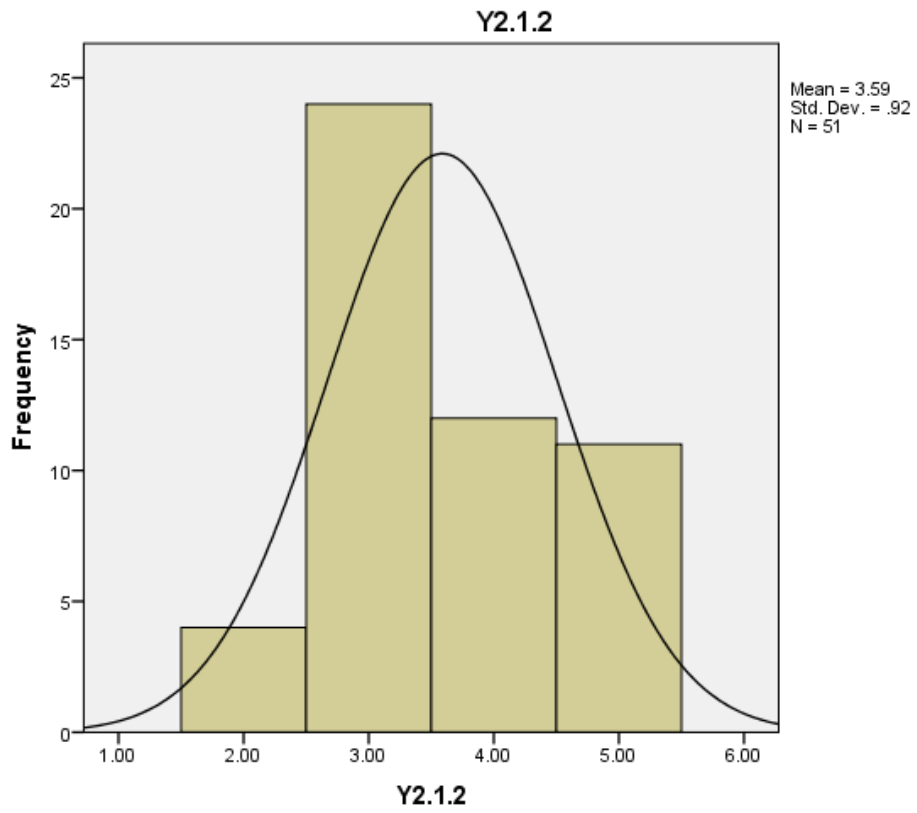
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	12	23.5	23.5	23.5
	Setuju	25	49.0	49.0	72.5
	Sangat Setuju	14	27.5	27.5	100.0
	Total	51	100.0	100.0	

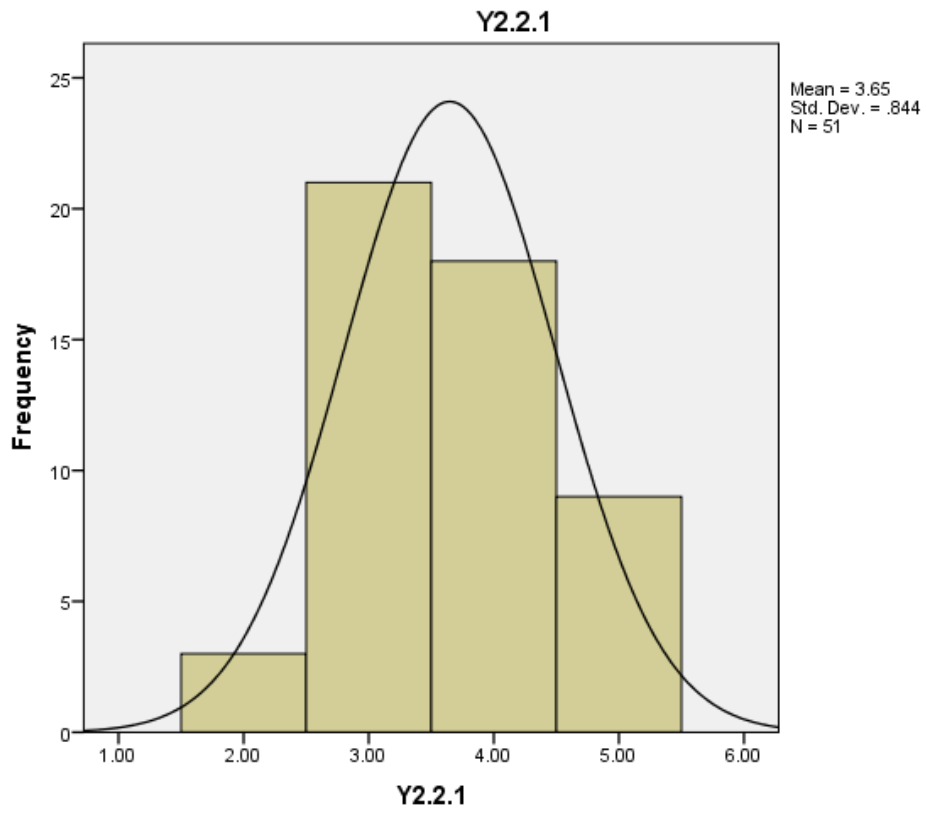
Y2.4.2

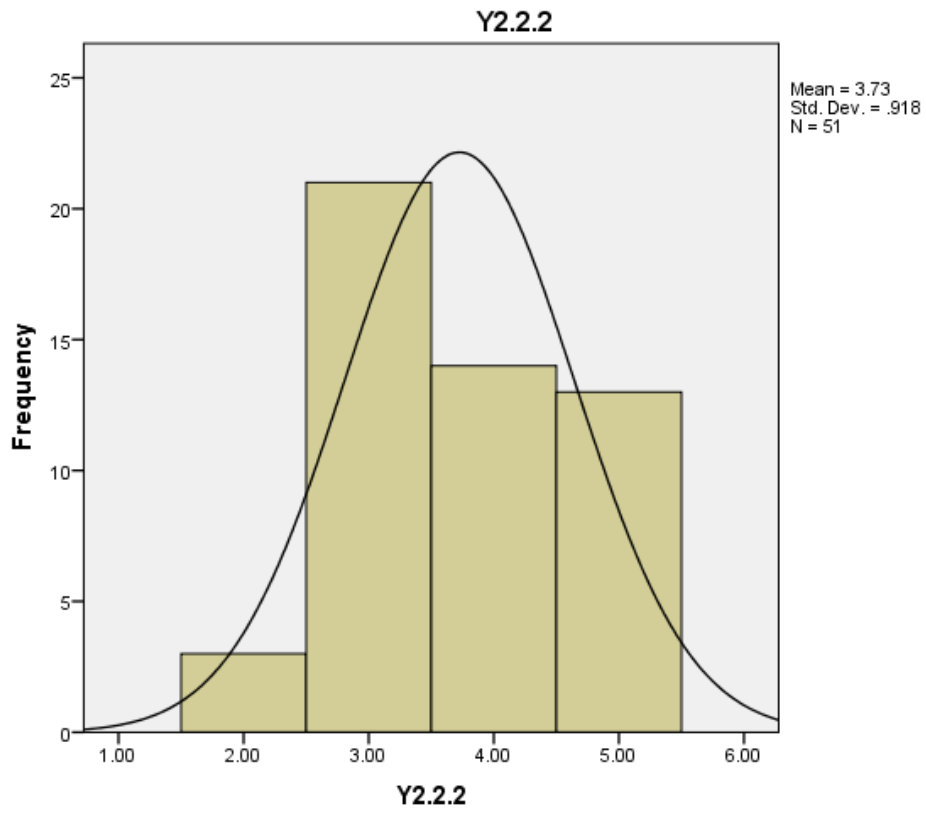
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.0	2.0	2.0
	Ragu-Ragu	14	27.5	27.5	29.4
	Setuju	21	41.2	41.2	70.6
	Sangat Setuju	15	29.4	29.4	100.0
	Total	51	100.0	100.0	

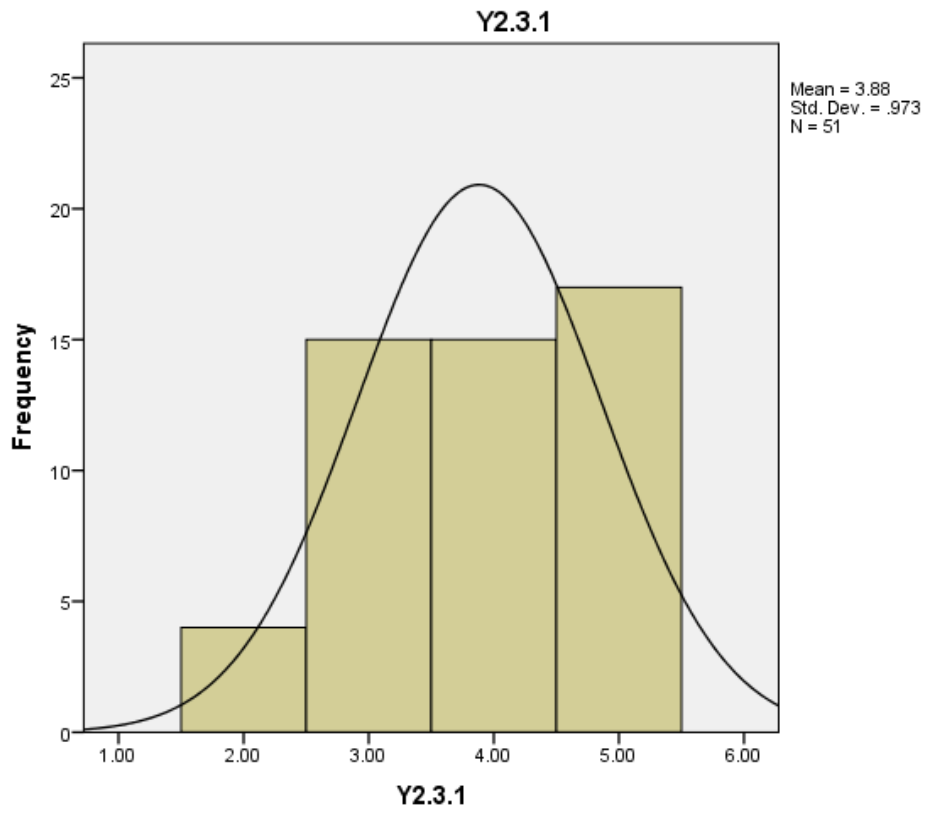
Histogram

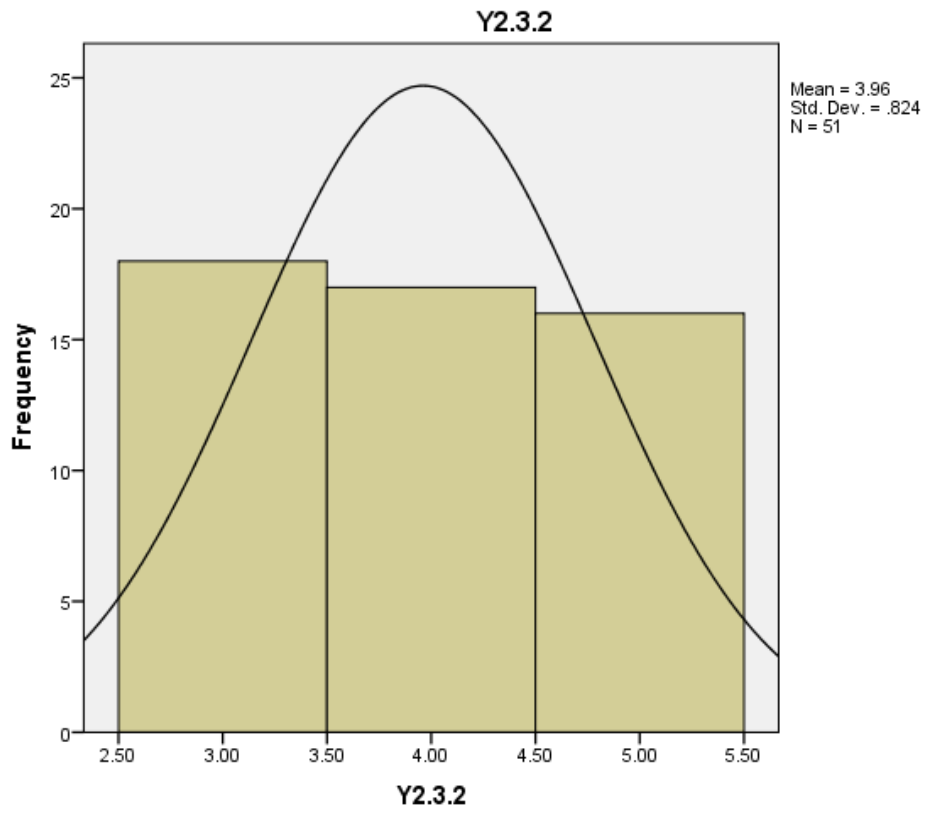


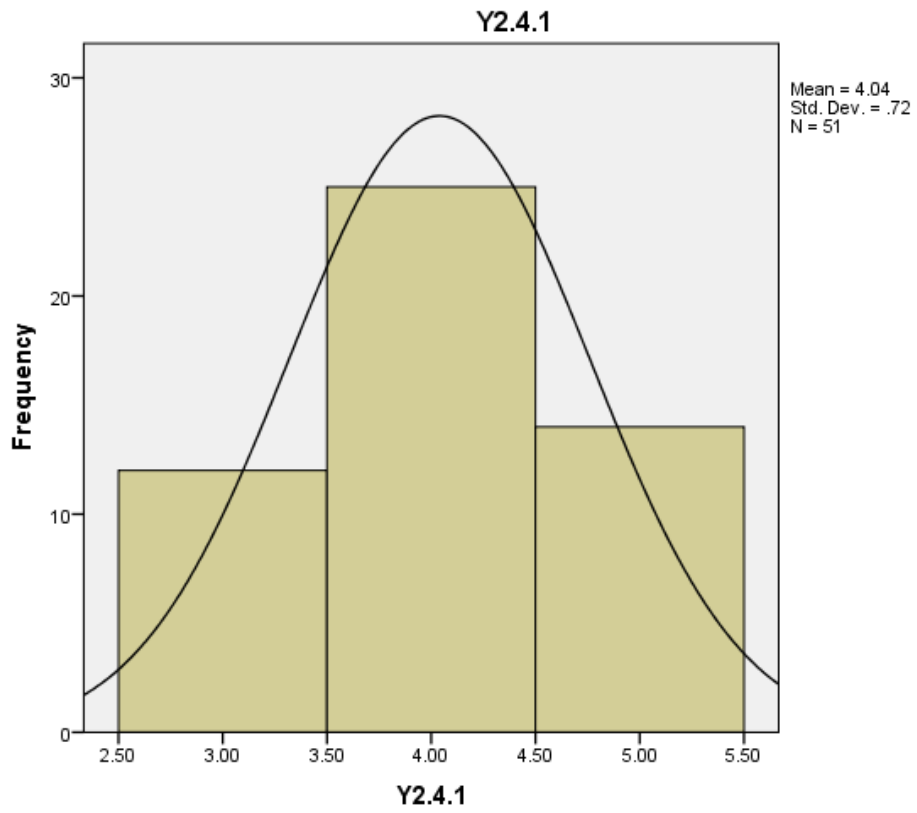


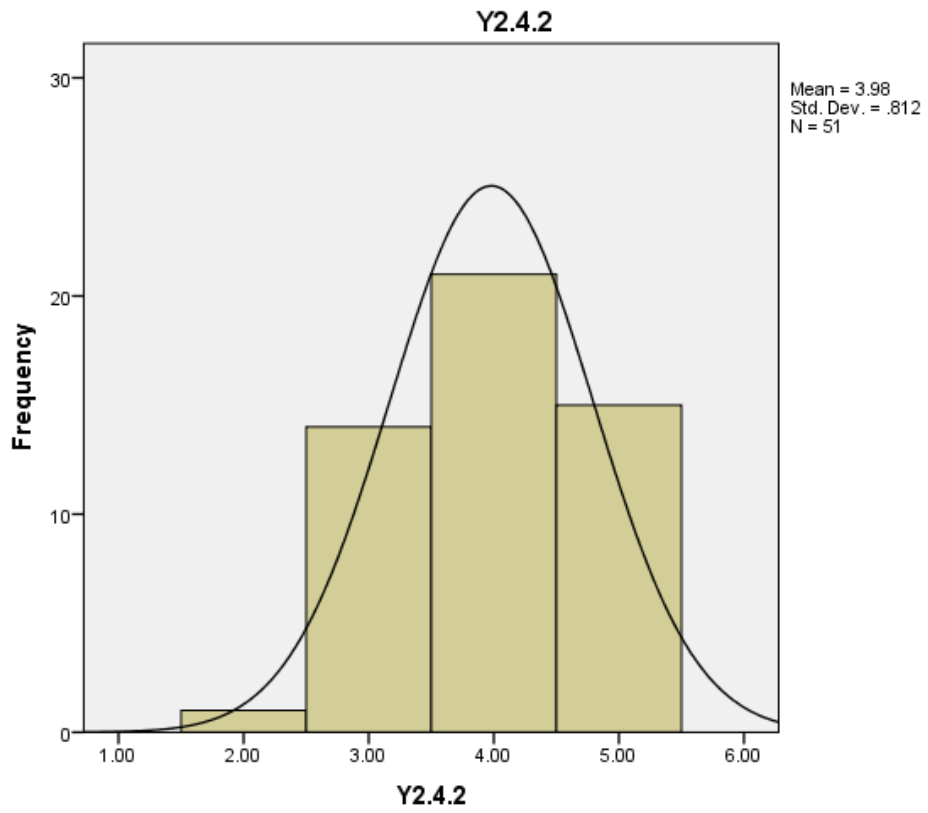




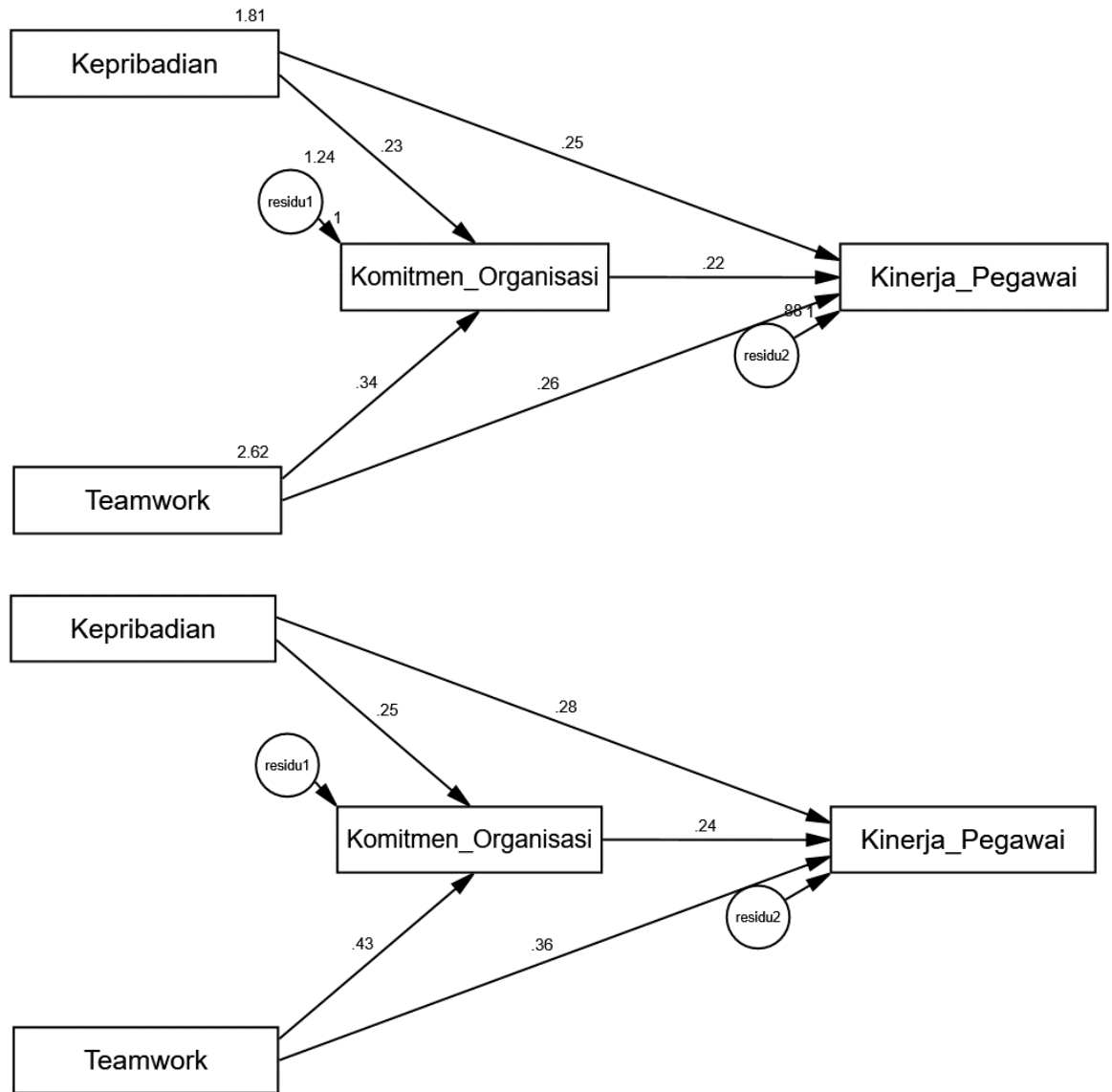








Lampiran 4: Hasil Analisis Jalur



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
Komitmen_Organisasi <--- Kepribadian	.235	.082	2.849	.004	
Komitmen_Organisasi <--- Teamwork	.342	.068	5.004	***	
Kinerja_Pegawai <--- Teamwork	.263	.064	4.084	***	
Kinerja_Pegawai <--- Kepribadian	.251	.072	3.478	***	
Kinerja_Pegawai <--- Komitmen_Organisasi	.218	.084	2.601	.009	

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

	Estimate
Komitmen_Organisasi <--- Kepribadian	.246
Komitmen_Organisasi <--- Teamwork	.432
Kinerja_Pegawai <--- Teamwork	.360
Kinerja_Pegawai <--- Kepribadian	.285
Kinerja_Pegawai <--- Komitmen_Organisasi	.236

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Kepribadian	1.806	.254	7.106	***	
Teamwork	2.616	.368	7.106	***	
residu1	1.237	.174	7.106	***	
residu2	.876	.123	7.106	***	

Matrices (Group number 1 - Default model)

Total Effects (Group number 1 - Default model)

	Teamwork	Kepribadian	Komitmen_Organisasi
Komitmen_Organisasi	.342	.235	.000
Kinerja_Pegawai	.337	.302	.218

Standardized Total Effects (Group number 1 - Default model)

	Teamwork	Kepribadian	Komitmen_Organisasi
Komitmen_Organisasi	.432	.246	.000
Kinerja_Pegawai	.462	.343	.236

Direct Effects (Group number 1 - Default model)

	Teamwork	Kepribadian	Komitmen_Organisasi
Komitmen_Organisasi	.342	.235	.000
Kinerja_Pegawai	.263	.251	.218

Standardized Direct Effects (Group number 1 - Default model)

	Teamwork	Kepribadian	Komitmen_Organisasi
Komitmen_Organisasi	.432	.246	.000
Kinerja_Pegawai	.360	.285	.236

Indirect Effects (Group number 1 - Default model)

	Teamwork	Kepribadian	Komitmen_Organisasi
Komitmen_Organisasi	.000	.000	.000
Kinerja_Pegawai	.075	.051	.000

Standardized Indirect Effects (Group number 1 - Default model)

	Teamwork	Kepribadian	Komitmen_Organisasi
Komitmen_Organisasi	.000	.000	.000
Kinerja_Pegawai	.102	.058	.000

Lampiran 5: Data Set Kuesioner

Responden	X1.1.1	X1.1.2	X1.2.1	X1.2.2	X1.3.1	X1.3.2	X1.4.1	X1.4.2	X1.5.1	X1.5.2
1	4	4	4	3	3	2	3	3	4	5
2	5	4	4	5	4	5	4	5	5	4
3	4	5	4	4	5	4	5	5	5	4
4	3	3	3	3	4	3	3	4	4	4
5	4	5	5	4	5	5	5	5	5	5
6	4	4	4	3	3	4	3	3	5	5
7	5	5	4	5	5	5	5	5	5	3
8	3	3	4	4	4	3	3	3	3	4
9	3	4	3	3	3	5	5	4	5	5
10	4	5	4	5	5	4	5	5	4	5
11	5	5	4	5	5	3	5	4	4	4
12	3	3	3	4	4	3	2	3	3	3
13	4	5	4	4	5	4	3	3	4	3
14	5	5	5	3	3	5	3	4	4	4
15	3	4	4	4	4	3	4	4	4	5
16	4	5	5	5	5	4	3	3	3	5
17	5	5	5	4	5	5	5	4	3	5
18	5	5	5	5	5	5	5	3	4	5
19	4	3	3	3	3	4	3	4	3	5
20	3	3	3	3	4	4	4	3	3	3
21	4	5	5	5	5	5	4	5	5	4
22	3	3	4	5	4	3	4	5	4	3
23	4	4	4	4	3	4	3	4	5	4
24	3	4	4	4	4	3	3	4	3	4
25	4	3	3	3	4	4	4	3	4	3
26	4	5	5	5	5	3	3	2	3	4
27	4	4	4	5	5	4	5	4	5	4
28	4	5	5	5	5	3	3	3	4	3
29	5	5	5	5	4	4	4	4	3	4
30	4	3	3	3	3	2	3	2	4	2
31	5	4	5	5	5	4	5	5	5	3
32	5	5	4	5	5	4	5	5	5	3
33	4	5	5	5	4	3	3	3	3	4
34	3	3	4	3	3	4	4	3	3	4
35	5	5	4	5	5	3	3	3	4	4
36	5	4	4	4	4	4	5	5	4	4
37	4	5	4	4	5	4	3	3	3	4
38	4	5	5	4	5	4	4	4	4	5
39	4	5	4	4	5	4	5	4	5	4
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X2.1.1	X2.1.2	X2.2.1	X2.2.2	X2.3.1	X2.3.2	X2.4.1	X2.4.2	X2.5.1	X2.5.2
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Y1.1.1	Y1.1.2	Y1.2.1	Y1.2.2	Y1.3.1	Y1.3.2
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Y2.1.1	Y2.1.2	Y2.2.1	Y2.2.2	Y2.3.1	Y2.3.2	Y2.4.1	Y2.4.2
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