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LAMPIRAN

LAMPIRAN

Lampiran 1: Lampiran Instrumen Penelitian (Alat ukur)

A. CAREER ADAPTABILITY SCALE. Sulistiani, Retno, Hendirani (2019)

Setiap orang menggunakan kemampuan yang berbeda untuk membangun kariernya. Tidak ada orang yang pandai dalam segala hal, setiap orang mempunyai beberapa kemampuan yang lebih menonjol dari orang lain. Silahkan Anda tetapkan seberapa kuat kemampuan Anda dalam mengembangkan kemampuan-kemampuan yang tertulis di bawah ini dengan menggunakan skala berikut:

Pada setiap pernyataan, terdapat pilihan jawaban sebagai berikut:

1: Tidak Kuat

2: Cukup Kuat

3: Kuat

4: Sangat Kuat

5: Paling Kuat

Anda diminta untuk memilih pilihan jawaban yang paling sesuai dengan kondisi atau sikap Anda saat ini, sehingga tidak terdapat jawaban yang benar atau salah dalam pengisian skala psikologi ini.

No	Aitem	Respon				
		TK	CK	K	SK	PK
1	Memikirkan seperti apa masa depan saya kelak					
2	Menyadari bahwa pilihan di hari ini menentukan masa depan saya					
3	Menyiapkan masa depan saya					
4	Menjadi peduli pada pilihan pendidikan dan kejuruan yang harus saya tempuh					
5	Merencanakan bagaimana cara mencapai tujuan saya					
6	Memperhatikan mengenai karier saya					
7	Tetap Optimis					
8	Membuat keputusan saya sendiri					

9	Bertanggung jawab atas tindakan saya					
10	Mempertahankan kepercayaan saya					
11	Mempercayai diri sendiri					
12	Melakukan apa yang baik menurut saya					
13	Mengeksplorasi lingkungan sekitar					
14	Mencari kesempatan untuk berkembang sebagai seorang individu					
15	Mencari tahu alternatif sebelum menentukan pilihan					
16	Mengamati cara-cara yang berbeda dalam melakukan sesuatu					
17	Menggali lebih dalam pertanyaan yang saya miliki					
18	Ingin tahu tentang peluang-peluang baru					
19	Mengerjakan tugas secara efisien					
20	Berhati-hati dalam melakukan sesuatu dengan baik					
21	Mempelajari keterampilan baru					
22	Bekerja hingga batas kemampuan saya					
23	Menaklukkan rintangan					
24	Menyelesaikan masalah					

B. Occupational *Hardiness* Questionnaire (OHQ) Moreno-Jiménez, Rodríguez-Muñoz, Hernández, & Blanco, 2014)

Pada setiap pernyataan, terdapat pilihan jawaban sebagai berikut:

1: Sangat Tidak Setuju

2: Tidak Setuju

3: Setuju

4: Sangat Setuju

Anda diminta untuk memilih pilihan jawaban yang paling sesuai dengan kondisi atau sikap Anda saat ini, sehingga tidak terdapat jawaban yang benar atau salah dalam pengisian skala psikologi ini.

No	Aitem	Respon			
		STS	TS	S	SS
1	Saya serius melibatkan diri pada pekerjaan saya, karena itu adalah cara terbaik untuk mencapai tujuan saya.				
2	Saya memilih pekerjaan yang memberikan pengalaman baru, sekalipun harus bekerja lebih keras				
3	Saya berusaha semampu saya untuk memastikan hasil pekerjaan saya ada dalam kendali saya.				
4	Saya menganggap pekerjaan saya bermanfaat bagi masyarakat, sehingga tidak masalah untuk berjuang sebisa mungkin				
5	Saya merasa tertarik pada hal-hal baru dan perkembangan dalam pekerjaan saya				
6	Segela sesuatu dapat saya raih melalui upaya sendiri				
7	Saya peduli dan menganggap pekerjaan adalah bagian dari diri saya				
8	Saya merasa tertarik pada tugas dan situasi yang memberikan tantangan tersendri bagi saya.				
9	Kendali terhadap situasi adalah satu-satunya hal yang dapat memastikan keberhasilan.				

10	Pekerjaan sehari-hari saya memberikan kepuasan dan mendorong saya untuk menjadi lebih berkorban terhadap pekerjaan tersebut.				
11	Saya berupaya untuk mencoba mendapatkan pengalaman baru dalam pekerjaan sehari-hari saya.				
12	Beberapa hal menjadi lancar jika dipersiapkan sebaik mungkin.				
13	Saya sebisa mungkin mencari situasi baru dan berbeda dalam lingkungan kerja saya.				
14	Antusiasme saya dalam bekerja adalah sesuatu yang membantu saya untuk menyelesaikan pekerjaan saya.				
15	Hasil akan terkendali jika seseorang bekerja dengan serius dan sebaik mungkin.				

Lampiran 2: Uji Validitas

a Skala *Career Adaptability*

```
> ###CFA MODELING
> ##Model 1
> Model.1<-'
+ Cc=~Cc1+Cc2+Cc3+Cc4+Cc5+Cc6
+ Ctr=~Ctr1+Ctr2+Ctr3+Ctr4+Ctr5+Ctr6
+ Crs=~Crs1+Crs2+Crs3+Crs4+Crs5+Crs6
+ Cnf=~Cnf1+Cnf2+Cnf3+Cnf4+Cnf5+Cnf6
+ CAS=~Cc+Ctr+Crs+Cnf'
> ##CFA Analysis Model 1
> library(lavaan)
> Model.Analysis.1<-cfa(model=Model.1,data=CAS, estimator="MLR")
> summary(Model.Analysis.1,fit.measures=TRUE,standardized=TRUE)
lavaan 0.6.16 ended normally after 54 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        52

  Number of observations                            85

Model Test User Model:
                                              Standard      Scaled
  Test Statistic                               382.032     334.552
  Degrees of freedom                               248         248
  P-value (Chi-square)                           0.000       0.000
  Scaling correction factor                                  1.142
    Yuan-Bentler correction (Mplus variant)

Model Test Baseline Model:

  Test statistic                              1343.354    1126.926
  Degrees of freedom                               276         276
  P-value                                        0.000       0.000
  Scaling correction factor                                  1.192

User Model versus Baseline Model:

  Comparative Fit Index (CFI)                    0.874       0.898
  Tucker-Lewis Index (TLI)                       0.860       0.887

  Robust Comparative Fit Index (CFI)                         0.903
  Robust Tucker-Lewis Index (TLI)                            0.892

Loglikelihood and Information Criteria:

  Loglikelihood user model (H0)              -2119.574   -2119.574
  Scaling correction factor                                  1.368
      for the MLR correction
  Loglikelihood unrestricted model (H1)      -1928.558   -1928.558
  Scaling correction factor                                  1.181
      for the MLR correction
```

Akaike (AIC)	4343.148	4343.148
Bayesian (BIC)	4470.166	4470.166
Sample-size adjusted Bayesian (SABIC)	4306.116	4306.116

Root Mean Square Error of Approximation:

RMSEA	0.080	0.064
90 Percent confidence interval - lower	0.064	0.046
90 Percent confidence interval - upper	0.095	0.080
P-value H_0: RMSEA <= 0.050	0.002	0.090
P-value H_0: RMSEA >= 0.080	0.500	0.050

Robust RMSEA	0.068
90 Percent confidence interval - lower	0.048
90 Percent confidence interval - upper	0.087
P-value H_0: Robust RMSEA <= 0.050	0.065
P-value H_0: Robust RMSEA >= 0.080	0.155

Standardized Root Mean Square Residual:

SRMR	0.075	0.075

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
Cc =~						
Cc1	1.000			0.563	0.633	
Cc2	1.316	0.311	4.237	0.000	0.741	0.790
Cc3	1.437	0.401	3.585	0.000	0.809	0.836
Cc4	0.559	0.189	2.949	0.003	0.314	0.292
Cc5	1.336	0.415	3.222	0.001	0.752	0.819
Cc6	1.232	0.363	3.393	0.001	0.694	0.759
Ctr =~						
Ctr1	1.000			0.562	0.688	
Ctr2	1.111	0.143	7.743	0.000	0.624	0.700
Ctr3	0.912	0.199	4.593	0.000	0.513	0.748
Ctr4	0.863	0.168	5.130	0.000	0.485	0.653
Ctr5	0.951	0.202	4.699	0.000	0.535	0.632
Ctr6	0.701	0.177	3.966	0.000	0.394	0.499
Crs =~						
Crs1	1.000			0.552	0.570	
Crs2	1.177	0.214	5.499	0.000	0.650	0.812
Crs3	1.163	0.203	5.728	0.000	0.642	0.788
Crs4	1.167	0.216	5.402	0.000	0.645	0.730
Crs5	1.085	0.220	4.929	0.000	0.599	0.668
Crs6	1.028	0.180	5.705	0.000	0.568	0.724
Cnf =~						
Cnf1	1.000			0.581	0.740	
Cnf2	0.929	0.157	5.915	0.000	0.539	0.596
Cnf3	1.112	0.149	7.447	0.000	0.646	0.713

```
   Cnf4      0.918    0.124    7.387    0.000    0.533    0.622
   Cnf5      1.220    0.147    8.269    0.000    0.708    0.816
   Cnf6      1.229    0.156    7.867    0.000    0.714    0.775
 CAS =~
   Cc        1.000                      0.646    0.646
   Ctr       1.371    0.432    3.174    0.002    0.887    0.887
   Crs       1.374    0.487    2.822    0.005    0.905    0.905
   Cnf       1.581    0.505    3.133    0.002    0.989    0.989

Variances:
           Estimate  Std.Err  z-value  P(>|z|)  Std.lv  Std.all
   .Cc1       0.475    0.119    3.980    0.000    0.475    0.600
   .Cc2       0.331    0.075    4.432    0.000    0.331    0.376
   .Cc3       0.282    0.068    4.134    0.000    0.282    0.302
   .Cc4       1.063    0.141    7.551    0.000    1.063    0.915
   .Cc5       0.278    0.087    3.184    0.001    0.278    0.330
   .Cc6       0.354    0.076    4.654    0.000    0.354    0.424
   .Ctr1      0.352    0.061    5.798    0.000    0.352    0.527
   .Ctr2      0.407    0.101    4.029    0.000    0.407    0.510
   .Ctr3      0.207    0.044    4.760    0.000    0.207    0.441
   .Ctr4      0.316    0.072    4.403    0.000    0.316    0.573
   .Ctr5      0.429    0.100    4.306    0.000    0.429    0.600
   .Ctr6      0.469    0.088    5.359    0.000    0.469    0.751
   .Crs1      0.634    0.172    3.695    0.000    0.634    0.675
   .Crs2      0.218    0.063    3.455    0.001    0.218    0.340
   .Crs3      0.251    0.078    3.224    0.001    0.251    0.379
   .Crs4      0.365    0.083    4.392    0.000    0.365    0.467
   .Crs5      0.446    0.073    6.082    0.000    0.446    0.554
   .Crs6      0.292    0.063    4.638    0.000    0.292    0.475
   .Cnf1      0.279    0.051    5.478    0.000    0.279    0.452
   .Cnf2      0.528    0.110    4.821    0.000    0.528    0.645
   .Cnf3      0.403    0.083    4.868    0.000    0.403    0.491
   .Cnf4      0.450    0.107    4.212    0.000    0.450    0.613
   .Cnf5      0.252    0.055    4.594    0.000    0.252    0.334
   .Cnf6      0.338    0.116    2.920    0.003    0.338    0.399
   .Cc        0.185    0.074    2.496    0.013    0.583    0.583
   .Ctr       0.068    0.039    1.743    0.081    0.214    0.214
   .Crs       0.055    0.029    1.893    0.058    0.182    0.182
   .Cnf       0.007    0.025    0.290    0.772    0.021    0.021
   CAS        0.132    0.085    1.548    0.122    1.000    1.000

> fitmeasures(Model.Analysis.1,c("pvalue","chisq","df","gfi","cfi","rmsea","srmr","tli"))
 pvalue   chisq      df     gfi     cfi   rmsea    srmr     tli
  0.000 382.032 248.000   0.751   0.874   0.080   0.075   0.860
> ##Modification Indices
> modificationindices(Model.Analysis.1,sort=TRUE)
     lhs op  rhs     mi    epc sepc.lv sepc.all sepc.nox
304 Ctr2 ~~ Cnf1 10.494  0.133   0.133    0.397    0.397
277 Ctr1 ~~ Ctr2  7.603  0.135   0.135    0.358    0.358
334 Ctr4 ~~ Cnf2  7.575  0.131   0.131    0.321    0.321
157  Cc1 ~~  Cc5  7.285 -0.133  -0.133   -0.365   -0.365
362 Ctr6 ~~ Cnf5  7.129 -0.112  -0.112   -0.324   -0.324
286 Ctr1 ~~ Crs5  6.807 -0.124  -0.124   -0.312   -0.312
333 Ctr4 ~~ Cnf1  6.785 -0.093  -0.093   -0.314   -0.314
74    Cc =~ Cnf5  6.578 -0.413  -0.233   -0.268   -0.268
```

63	Cc	=~	Ctr6	6.402	0.472	0.266	0.336	0.336
58	Cc	=~	Ctr1	6.139	0.421	0.237	0.290	0.290
143	CAS	=~	Crs2	5.935	1.593	0.579	0.724	0.724
125	Cnf	=~	Crs2	5.696	0.906	0.526	0.658	0.658
265	Cc6	~~	Crs1	5.561	-0.134	-0.134	-0.282	-0.282
298	Ctr2	~~	Crs1	5.455	-0.140	-0.140	-0.276	-0.276
278	Ctr1	~~	Ctr3	5.453	-0.085	-0.085	-0.316	-0.316
361	Ctr6	~~	Cnf4	5.388	0.121	0.121	0.264	0.264
246	Cc5	~~	Ctr6	5.176	0.102	0.102	0.283	0.283
259	Cc6	~~	Ctr1	5.104	0.099	0.099	0.280	0.280
376	Crs2	~~	Crs4	4.981	-0.086	-0.086	-0.306	-0.306
319	Ctr3	~~	Cnf1	4.933	-0.067	-0.067	-0.279	-0.279
406	Crs5	~~	Cnf4	4.891	0.115	0.115	0.257	0.257
230	Cc4	~~	Crs3	4.873	-0.135	-0.135	-0.261	-0.261
280	Ctr1	~~	Ctr5	4.791	-0.106	-0.106	-0.274	-0.274
387	Crs3	~~	Crs6	4.778	-0.078	-0.078	-0.289	-0.289
156	Cc1	~~	Cc4	4.615	0.173	0.173	0.244	0.244
164	Cc1	~~	Ctr6	4.551	-0.116	-0.116	-0.245	-0.245
385	Crs3	~~	Crs4	4.490	0.085	0.085	0.282	0.282
228	Cc4	~~	Crs1	4.386	0.192	0.192	0.233	0.233
295	Ctr2	~~	Ctr4	4.308	-0.095	-0.095	-0.264	-0.264
208	Cc3	~~	Crs1	4.289	0.111	0.111	0.263	0.263
166	Cc1	~~	Crs2	4.251	0.082	0.082	0.256	0.256
181	Cc2	~~	Ctr1	4.029	-0.086	-0.086	-0.253	-0.253
423	Cnf2	~~	Cnf6	3.966	-0.102	-0.102	-0.242	-0.242
61	Cc	=~	Ctr4	3.929	-0.315	-0.177	-0.239	-0.239
86	Ctr	=~	Crs5	3.911	-0.625	-0.351	-0.392	-0.392
99	Crs	=~	Cc6	3.609	-0.338	-0.187	-0.205	-0.205
276	Cc6	~~	Cnf6	3.540	0.081	0.081	0.235	0.235
382	Crs2	~~	Cnf4	3.494	-0.072	-0.072	-0.231	-0.231
397	Crs4	~~	Cnf2	3.348	0.095	0.095	0.215	0.215
90	Ctr	=~	Cnf3	3.333	-0.778	-0.437	-0.483	-0.483
216	Cc3	~~	Cnf3	3.320	-0.080	-0.080	-0.237	-0.237
358	Ctr6	~~	Cnf1	3.318	-0.077	-0.077	-0.213	-0.213
296	Ctr2	~~	Ctr5	3.282	0.095	0.095	0.228	0.228
219	Cc3	~~	Cnf6	3.243	0.074	0.074	0.239	0.239
354	Ctr6	~~	Crs3	3.212	0.074	0.074	0.216	0.216
283	Ctr1	~~	Crs2	3.168	0.063	0.063	0.227	0.227
383	Crs2	~~	Cnf5	3.094	0.055	0.055	0.235	0.235
380	Crs2	~~	Cnf2	2.984	-0.072	-0.072	-0.213	-0.213
408	Crs5	~~	Cnf6	2.957	-0.081	-0.081	-0.208	-0.208
393	Crs3	~~	Cnf6	2.953	-0.064	-0.064	-0.219	-0.219
339	Ctr5	~~	Ctr6	2.866	-0.089	-0.089	-0.199	-0.199
154	Cc1	~~	Cc2	2.796	0.086	0.086	0.218	0.218
146	CAS	=~	Crs5	2.779	-1.310	-0.476	-0.531	-0.531
391	Crs3	~~	Cnf4	2.778	0.068	0.068	0.203	0.203
128	Cnf	=~	Crs5	2.705	-0.751	-0.436	-0.486	-0.486
65	Cc	=~	Crs2	2.702	0.232	0.131	0.163	0.163
151	CAS	=~	Cnf4	2.678	10.292	3.741	4.365	4.365
381	Crs2	~~	Cnf3	2.662	0.061	0.061	0.206	0.206
407	Crs5	~~	Cnf5	2.641	-0.068	-0.068	-0.202	-0.202
269	Cc6	~~	Crs5	2.634	-0.078	-0.078	-0.197	-0.197
401	Crs4	~~	Cnf6	2.563	0.069	0.069	0.198	0.198
325	Ctr4	~~	Ctr5	2.514	0.072	0.072	0.195	0.195
159	Cc1	~~	Ctr1	2.514	0.077	0.077	0.189	0.189

83	Ctr	=~	Crs2	2.498	0.398	0.224	0.280	0.280
160	Cc1	~~	Ctr2	2.492	0.083	0.083	0.189	0.189
75	Cc	=~	Cnf6	2.483	0.285	0.160	0.174	0.174
306	Ctr2	~~	Cnf3	2.460	-0.077	-0.077	-0.190	-0.190
312	Ctr3	~~	Ctr6	2.432	0.061	0.061	0.194	0.194
91	Ctr	=~	Cnf4	2.399	0.670	0.377	0.439	0.439
389	Crs3	~~	Cnf2	2.352	0.068	0.068	0.186	0.186
348	Ctr5	~~	Cnf3	2.308	-0.075	-0.075	-0.180	-0.180
363	Ctr6	~~	Cnf6	2.260	-0.071	-0.071	-0.178	-0.178
290	Ctr1	~~	Cnf3	2.256	0.068	0.068	0.181	0.181
171	Cc1	~~	Cnf1	2.249	0.065	0.065	0.178	0.178
263	Cc6	~~	Ctr5	2.227	-0.071	-0.071	-0.182	-0.182
323	Ctr3	~~	Cnf5	2.226	0.045	0.045	0.196	0.196
402	Crs5	~~	Crs6	2.220	0.066	0.066	0.183	0.183
186	Cc2	~~	Ctr6	2.205	0.071	0.071	0.180	0.180
196	Cc2	~~	Cnf4	2.161	-0.069	-0.069	-0.180	-0.180
430	Cc	~~	Ctr	2.139	0.032	0.290	0.290	0.290
437	Crs	~~	Cnf	2.139	0.051	2.582	2.582	2.582
240	Cc5	~~	Cc6	2.137	0.069	0.069	0.220	0.220
106	Crs	=~	Cnf1	2.130	-0.573	-0.316	-0.403	-0.403
288	Ctr1	~~	Cnf1	2.112	0.055	0.055	0.177	0.177
70	Cc	=~	Cnf1	2.102	0.233	0.131	0.167	0.167
428	Cnf4	~~	Cnf6	2.084	-0.069	-0.069	-0.176	-0.176
170	Cc1	~~	Crs6	2.075	-0.064	-0.064	-0.171	-0.171
184	Cc2	~~	Ctr4	2.063	-0.058	-0.058	-0.179	-0.179
413	Crs6	~~	Cnf5	2.044	0.049	0.049	0.181	0.181
249	Cc5	~~	Crs3	1.997	0.050	0.050	0.187	0.187
377	Crs2	~~	Crs5	1.955	-0.057	-0.057	-0.184	-0.184
258	Cc5	~~	Cnf6	1.943	-0.056	-0.056	-0.182	-0.182
236	Cc4	~~	Cnf3	1.924	0.103	0.103	0.158	0.158
89	Ctr	=~	Cnf2	1.871	0.636	0.357	0.395	0.395
434	Ctr	~~	Crs	1.862	-0.035	-0.578	-0.578	-0.578
432	Cc	~~	Cnf	1.862	-0.030	-0.818	-0.818	-0.818
221	Cc4	~~	Cc6	1.823	-0.099	-0.099	-0.161	-0.161
105	Crs	=~	Ctr6	1.816	0.425	0.235	0.297	0.297
109	Crs	=~	Cnf4	1.801	0.627	0.346	0.404	0.404
191	Cc2	~~	Crs5	1.760	0.063	0.063	0.164	0.164
149	CAS	=~	Cnf2	1.758	8.913	3.240	3.580	3.580
178	Cc2	~~	Cc4	1.755	0.096	0.096	0.161	0.161
66	Cc	=~	Crs3	1.753	-0.197	-0.111	-0.136	-0.136
340	Ctr5	~~	Crs1	1.751	-0.080	-0.080	-0.153	-0.153
327	Ctr4	~~	Crs1	1.725	0.068	0.068	0.153	0.153
161	Cc1	~~	Ctr3	1.725	-0.050	-0.050	-0.160	-0.160
424	Cnf3	~~	Cnf4	1.717	-0.066	-0.066	-0.155	-0.155
390	Crs3	~~	Cnf3	1.713	-0.052	-0.052	-0.162	-0.162
297	Ctr2	~~	Ctr6	1.687	-0.069	-0.069	-0.157	-0.157
289	Ctr1	~~	Cnf2	1.634	-0.065	-0.065	-0.151	-0.151
126	Cnf	=~	Crs3	1.626	-0.496	-0.288	-0.353	-0.353
204	Cc3	~~	Ctr3	1.582	-0.041	-0.041	-0.170	-0.170
324	Ctr3	~~	Cnf6	1.554	0.042	0.042	0.159	0.159
71	Cc	=~	Cnf2	1.538	-0.263	-0.148	-0.164	-0.164
94	Crs	=~	Cc1	1.511	0.240	0.132	0.149	0.149
195	Cc2	~~	Cnf3	1.482	0.055	0.055	0.152	0.152
275	Cc6	~~	Cnf5	1.469	-0.046	-0.046	-0.155	-0.155
232	Cc4	~~	Crs5	1.466	0.094	0.094	0.137	0.137

```
215  Cc3 ~~ Cnf2  1.466 -0.059  -0.059   -0.154   -0.154
426 Cnf3 ~~ Cnf6  1.463  0.056   0.056    0.153    0.153
73    Cc =~ Cnf4  1.457 -0.238  -0.134   -0.156   -0.156
139  CAS =~ Ctr4  1.435 -0.766  -0.279   -0.375   -0.375
346 Ctr5 ~~ Cnf1  1.422  0.049   0.049    0.143    0.143
69    Cc =~ Crs6  1.418 -0.183  -0.103   -0.132   -0.132
243  Cc5 ~~ Ctr3  1.409  0.038   0.038    0.157    0.157
 [ reached 'max' / getOption("max.print") -- omitted 253 rows ]
> ##Model 2
> Model.2<-'
+ Cc=~Cc1+Cc2+Cc3+Cc4+Cc5+Cc6
+ Ctr=~Ctr2+Ctr3+Ctr4+Ctr5+Ctr6
+ Crs=~Crs1+Crs2+Crs3+Crs4+Crs5+Crs6
+ Cnf=~Cnf1+Cnf2+Cnf3+Cnf4+Cnf5+Cnf6
+ Ctr2 ~~ Cnf1
+ Ctr4 ~~ Cnf2
+ Cc1 ~~ Cc5
+ Ctr6 ~~ Cnf5
+ Ctr4 ~~ Cnf1
+ Cc6 ~~ Crs1
+ Ctr2 ~~ Crs1
+ CAS=~Cc+Ctr+Crs+Cnf'
> ##CFA Analysis Model 2
> Model.Analysis.2<-cfa(Model.2,data=CAS, estimator="MLR")
> summary(Model.Analysis.2,fit.measures=TRUE,standardized=TRUE)
lavaan 0.6.16 ended normally after 61 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        57

  Number of observations                            85

Model Test User Model:
                                              Standard      Scaled
  Test Statistic                              265.066     230.001
  Degrees of freedom                              219         219
  P-value (Chi-square)                          0.018       0.292
  Scaling correction factor                                 1.152
    Yuan-Bentler correction (Mplus variant)

Model Test Baseline Model:

  Test statistic                             1231.937    1022.641
  Degrees of freedom                              253         253
  P-value                                       0.000       0.000
  Scaling correction factor                                 1.205

User Model versus Baseline Model:

  Comparative Fit Index (CFI)                   0.953       0.986
  Tucker-Lewis Index (TLI)                      0.946       0.983

  Robust Comparative Fit Index (CFI)                        0.986
  Robust Tucker-Lewis Index (TLI)                           0.984
```

Loglikelihood and Information Criteria:

Loglikelihood user model (H0)	-2013.358	-2013.358
Scaling correction factor for the MLR correction	1.346	
Loglikelihood unrestricted model (H1)	-1880.824	-1880.824
Scaling correction factor for the MLR correction	1.192	
Akaike (AIC)	4140.715	4140.715
Bayesian (BIC)	4279.946	4279.946
Sample-size adjusted Bayesian (SABIC)	4100.123	4100.123

Root Mean Square Error of Approximation:

RMSEA	0.050	0.024
90 Percent confidence interval - lower	0.022	0.000
90 Percent confidence interval - upper	0.070	0.051
P-value H_0: RMSEA <= 0.050	0.495	0.942
P-value H_0: RMSEA >= 0.080	0.005	0.000
Robust RMSEA	0.026	
90 Percent confidence interval - lower	0.000	
90 Percent confidence interval - upper	0.056	
P-value H_0: Robust RMSEA <= 0.050	0.888	
P-value H_0: Robust RMSEA >= 0.080	0.000	

Standardized Root Mean Square Residual:

SRMR	0.066	0.066

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
Cc =~						
Cc1	1.000				0.608	0.684
Cc2	1.208	0.260	4.646	0.000	0.735	0.784
Cc3	1.301	0.327	3.981	0.000	0.791	0.818
Cc4	0.549	0.171	3.220	0.001	0.334	0.310
Cc5	1.272	0.341	3.730	0.000	0.774	0.843
Cc6	1.138	0.291	3.909	0.000	0.692	0.757
Ctr =~						
Ctr2	1.000				0.584	0.650
Ctr3	0.939	0.127	7.392	0.000	0.548	0.799
Ctr4	0.819	0.162	5.063	0.000	0.478	0.648
Ctr5	0.925	0.144	6.430	0.000	0.540	0.638
Ctr6	0.735	0.188	3.908	0.000	0.429	0.540
Crs =~						
Crs1	1.000				0.541	0.564

Crs2	1.200	0.222	5.402	0.000	0.649	0.811
Crs3	1.187	0.215	5.518	0.000	0.642	0.788
Crs4	1.187	0.230	5.161	0.000	0.642	0.727
Crs5	1.103	0.236	4.670	0.000	0.597	0.665
Crs6	1.054	0.185	5.707	0.000	0.570	0.727
Cnf =~						
Cnf1	1.000			0.560	0.718	
Cnf2	0.962	0.171	5.628	0.000	0.539	0.595
Cnf3	1.152	0.161	7.141	0.000	0.646	0.713
Cnf4	0.967	0.138	7.020	0.000	0.542	0.632
Cnf5	1.278	0.164	7.772	0.000	0.716	0.825
Cnf6	1.263	0.160	7.881	0.000	0.708	0.769
CAS =~						
Cc	1.000			0.638	0.638	
Ctr	1.298	0.371	3.501	0.000	0.864	0.864
Crs	1.281	0.380	3.367	0.001	0.919	0.919
Cnf	1.422	0.383	3.711	0.000	0.985	0.985

Covariances:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
.Ctr2 ~~						
.Cnf1	0.139	0.056	2.489	0.013	0.139	0.376
.Ctr4 ~~						
.Cnf2	0.125	0.070	1.773	0.076	0.125	0.305
.Cc1 ~~						
.Cc5	-0.133	0.051	-2.638	0.008	-0.133	-0.416
.Ctr6 ~~						
.Cnf5	-0.119	0.048	-2.480	0.013	-0.119	-0.362
.Ctr4 ~~						
.Cnf1	-0.051	0.037	-1.372	0.170	-0.051	-0.167
.Cc6 ~~						
.Crs1	-0.118	0.051	-2.296	0.022	-0.118	-0.250
.Ctr2 ~~						
.Crs1	-0.115	0.061	-1.889	0.059	-0.115	-0.213

Variances:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
.Cc1	0.421	0.110	3.826	0.000	0.421	0.532
.Cc2	0.340	0.075	4.544	0.000	0.340	0.386
.Cc3	0.310	0.066	4.695	0.000	0.310	0.331
.Cc4	1.050	0.140	7.527	0.000	1.050	0.904
.Cc5	0.244	0.086	2.825	0.005	0.244	0.289
.Cc6	0.357	0.073	4.857	0.000	0.357	0.427
.Ctr2	0.466	0.108	4.325	0.000	0.466	0.578
.Ctr3	0.170	0.039	4.338	0.000	0.170	0.361
.Ctr4	0.316	0.070	4.516	0.000	0.316	0.580
.Ctr5	0.424	0.105	4.030	0.000	0.424	0.593
.Ctr6	0.448	0.087	5.159	0.000	0.448	0.709
.Crs1	0.626	0.169	3.712	0.000	0.626	0.682
.Crs2	0.219	0.064	3.406	0.001	0.219	0.342
.Crs3	0.252	0.078	3.233	0.001	0.252	0.379
.Crs4	0.368	0.083	4.458	0.000	0.368	0.472
.Crs5	0.449	0.073	6.153	0.000	0.449	0.558
.Crs6	0.289	0.063	4.576	0.000	0.289	0.471
.Cnf1	0.295	0.052	5.708	0.000	0.295	0.484

```
   .Cnf2      0.530    0.109    4.849    0.000    0.530    0.646
   .Cnf3      0.403    0.084    4.782    0.000    0.403    0.492
   .Cnf4      0.441    0.103    4.277    0.000    0.441    0.600
   .Cnf5      0.241    0.053    4.571    0.000    0.241    0.320
   .Cnf6      0.347    0.117    2.964    0.003    0.347    0.409
   .Cc        0.219    0.082    2.675    0.007    0.593    0.593
   .Ctr       0.086    0.043    2.021    0.043    0.254    0.254
   .Crs       0.045    0.027    1.659    0.097    0.155    0.155
   .Cnf       0.009    0.025    0.359    0.720    0.029    0.029
    CAS       0.151    0.083    1.815    0.069    1.000    1.000

> fitmeasures(Model.Analysis.2,c("pvalue","chisq","df","gfi","cfi","rmsea","srmr","tli"))
 pvalue   chisq      df     gfi     cfi   rmsea    srmr     tli
  0.018 265.066 219.000   0.803   0.953   0.050   0.066   0.946
```

b Skala *Hardiness*

```
> ###CFA MODELING
> ##Model 1
> Model.1<-'
+ Com=~Com1+Com2+Com3+Com4+Com5
+ Ctr=~Ctr1+Ctr2+Ctr3+Ctr4+Ctr5
+ Ch=~Ch1+Ch2+Ch3+Ch4+Ch5
+ H=~Com+Ctr+Ch'
> ##CFA Analysis Model 1
> library(lavaan)
> Model.Analysis.1<-cfa(model=Model.1,data=H, 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 62 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        33

  Number of observations                            85

Model Test User Model:
                                              Standard      Scaled
  Test Statistic                              154.898     141.232
  Degrees of freedom                           87          87
  P-value (Chi-square)                         0.000       0.000
  Scaling correction factor                                1.097
    Yuan-Bentler correction (Mplus variant)

Model Test Baseline Model:

  Test statistic                              386.595     329.945
  Degrees of freedom                          105         105
  P-value                                     0.000       0.000
  Scaling correction factor                                1.172

User Model versus Baseline Model:
```

```
  Comparative Fit Index (CFI)                    0.759       0.759
  Tucker-Lewis Index (TLI)                       0.709       0.709

  Robust Comparative Fit Index (CFI)                         0.774
  Robust Tucker-Lewis Index (TLI)                            0.728
```

Loglikelihood and Information Criteria:

```
  Loglikelihood user model (H0)              -1048.152   -1048.152
  Scaling correction factor                                1.415
     for the MLR correction
  Loglikelihood unrestricted model (H1)       -970.703    -970.703
  Scaling correction factor                                1.184
     for the MLR correction

  Akaike (AIC)                               2162.304    2162.304
  Bayesian (BIC)                             2242.912    2242.912
  Sample-size adjusted Bayesian (SABIC)      2138.804    2138.804
```

Root Mean Square Error of Approximation:

```
  RMSEA                                          0.096       0.086
  90 Percent confidence interval - lower         0.071       0.060
  90 Percent confidence interval - upper         0.120       0.110
  P-value H_0: RMSEA <= 0.050                    0.003       0.014
  P-value H_0: RMSEA >= 0.080                    0.859       0.661

  Robust RMSEA                                               0.090
  90 Percent confidence interval - lower                     0.062
  90 Percent confidence interval - upper                     0.116
  P-value H_0: Robust RMSEA <= 0.050                         0.013
  P-value H_0: Robust RMSEA >= 0.080                         0.734
```

Standardized Root Mean Square Residual:

```
  SRMR                                           0.102       0.102
```

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
  Com =~
    Com1       1.000                               0.222    0.534
    Com2       1.114    0.439    2.538    0.011    0.248    0.441
    Com3       1.620    0.492    3.294    0.001    0.360    0.483
    Com4       1.355    0.713    1.902    0.057    0.301    0.456
    Com5       2.089    0.675    3.096    0.002    0.464    0.721
  Ctr =~
    Ctr1       1.000                               0.308    0.531
    Ctr2       0.923    0.274    3.370    0.001    0.284    0.542
    Ctr3       1.017    0.305    3.337    0.001    0.313    0.479
```

```
   Ctr4     1.043    0.329    3.170    0.002     0.321    0.589
   Ctr5     1.517    0.376    4.036    0.000     0.467    0.588
 Ch =~
   Ch1      1.000                       0.242     0.531
   Ch2      0.428    0.440    0.973    0.331     0.104    0.140
   Ch3      1.716    1.129    1.520    0.129     0.415    0.583
   Ch4      1.285    0.884    1.454    0.146     0.311    0.576
   Ch5      1.295    0.927    1.396    0.163     0.313    0.515
 H =~
   Com      1.000                       1.190     1.190
   Ctr      0.882    0.297    2.973    0.003     0.757    0.757
   Ch       0.750    0.393    1.910    0.056     0.820    0.820

Variances:
         Estimate   Std.Err  z-value  P(>|z|)   Std.lv  Std.all
   .Com1     0.124    0.025    5.045    0.000     0.124    0.715
   .Com2     0.253    0.048    5.297    0.000     0.253    0.805
   .Com3     0.426    0.099    4.291    0.000     0.426    0.767
   .Com4     0.347    0.064    5.439    0.000     0.347    0.792
   .Com5     0.199    0.063    3.153    0.002     0.199    0.480
   .Ctr1     0.241    0.060    4.040    0.000     0.241    0.718
   .Ctr2     0.195    0.041    4.748    0.000     0.195    0.706
   .Ctr3     0.330    0.061    5.408    0.000     0.330    0.771
   .Ctr4     0.194    0.033    5.916    0.000     0.194    0.652
   .Ctr5     0.413    0.075    5.510    0.000     0.413    0.654
   .Ch1      0.149    0.041    3.597    0.000     0.149    0.718
   .Ch2      0.540    0.085    6.332    0.000     0.540    0.980
   .Ch3      0.335    0.078    4.281    0.000     0.335    0.660
   .Ch4      0.195    0.047    4.160    0.000     0.195    0.668
   .Ch5      0.271    0.078    3.465    0.001     0.271    0.735
   .Com     -0.021    0.015   -1.377    0.168    -0.416   -0.416
   .Ctr      0.041    0.022    1.878    0.060     0.427    0.427
   .Ch       0.019    0.010    1.978    0.048     0.328    0.328
    H        0.070    0.033    2.130    0.033     1.000    1.000

> fitmeasures(Model.Analysis.1,c("pvalue","chisq","df","gfi","cfi","rmsea","srmr","tli"))
 pvalue   chisq      df     gfi     cfi   rmsea    srmr     tli
  0.000 154.898  87.000   0.799   0.759   0.096   0.102   0.709
> ##Modification Indices
> modificationindices(Model.Analysis.1,sort=TRUE)
     lhs op  rhs     mi    epc sepc.lv sepc.all sepc.nox
123 Com4 ~~ Ctr1 14.411 -0.129  -0.129   -0.447   -0.447
91  Com1 ~~ Ctr5 10.354 -0.090  -0.090   -0.395   -0.395
54   Ctr =~  Ch2  9.873  1.514   0.466    0.629    0.629
78     H =~  Ch1  9.834  1.749   0.463    1.015    1.015
179  Ch1 ~~  Ch3  8.811 -0.088  -0.088   -0.393   -0.393
44   Com =~  Ch2  8.219  3.643   0.810    1.091    1.091
132 Com4 ~~  Ch5  7.523  0.100   0.100    0.324    0.324
159 Ctr2 ~~  Ch5  7.361 -0.074  -0.074   -0.324   -0.324
130 Com4 ~~  Ch3  6.845  0.108   0.108    0.318    0.318
113 Com3 ~~ Ctr2  6.685  0.088   0.088    0.307    0.307
50   Ctr =~ Com3  6.499  1.868   0.575    0.772    0.772
49   Ctr =~ Com2  6.183  1.382   0.426    0.759    0.759
87  Com1 ~~ Ctr1  5.671  0.049   0.049    0.285    0.285
108 Com2 ~~  Ch4  5.463 -0.063  -0.063   -0.282   -0.282
```

81	H	=~	Ch4	5.394	-1.624	-0.429	-0.795	-0.795
53	Ctr	=~	Ch1	5.355	0.692	0.213	0.468	0.468
92	Com1	~~	Ch1	4.963	0.037	0.037	0.271	0.271
51	Ctr	=~	Com4	4.768	-1.427	-0.440	-0.665	-0.665
39	Com	=~	Ctr2	4.708	-1.489	-0.331	-0.631	-0.631
128	Com4	~~	Ch1	4.553	-0.058	-0.058	-0.254	-0.254
120	Com3	~~	Ch4	4.461	-0.074	-0.074	-0.258	-0.258
177	Ctr5	~~	Ch5	4.396	0.085	0.085	0.254	0.254
135	Com5	~~	Ctr3	4.278	-0.068	-0.068	-0.264	-0.264
187	Ch4	~~	Ch5	4.156	0.061	0.061	0.265	0.265
163	Ctr3	~~	Ch2	4.124	0.096	0.096	0.229	0.229
60	Ch	=~	Com3	4.090	-2.433	-0.589	-0.790	-0.790
119	Com3	~~	Ch3	3.882	-0.091	-0.091	-0.242	-0.242
117	Com3	~~	Ch1	3.816	0.059	0.059	0.234	0.234
82	H	=~	Ch5	3.710	-1.411	-0.373	-0.614	-0.614
145	Ctr1	~~	Ctr4	3.615	-0.054	-0.054	-0.251	-0.251
101	Com2	~~	Ctr2	3.540	0.049	0.049	0.222	0.222
158	Ctr2	~~	Ch4	3.435	-0.044	-0.044	-0.225	-0.225
175	Ctr5	~~	Ch3	3.424	0.085	0.085	0.230	0.230
64	Ch	=~	Ctr2	3.299	-0.779	-0.188	-0.359	-0.359
186	Ch3	~~	Ch5	3.294	0.072	0.072	0.237	0.237
169	Ctr4	~~	Ch2	3.249	0.068	0.068	0.209	0.209
79	H	=~	Ch2	3.184	1.411	0.373	0.503	0.503
42	Com	=~	Ctr5	3.157	1.853	0.412	0.518	0.518
59	Ch	=~	Com2	3.095	-1.597	-0.386	-0.689	-0.689
127	Com4	~~	Ctr5	3.000	0.079	0.079	0.209	0.209
57	Ctr	=~	Ch5	2.513	-0.630	-0.194	-0.319	-0.319
56	Ctr	=~	Ch4	2.299	-0.545	-0.168	-0.311	-0.311
164	Ctr3	~~	Ch3	2.126	-0.058	-0.058	-0.175	-0.175
114	Com3	~~	Ctr3	2.118	0.064	0.064	0.170	0.170
116	Com3	~~	Ctr5	2.109	-0.074	-0.074	-0.176	-0.176
181	Ch1	~~	Ch5	2.009	-0.036	-0.036	-0.179	-0.179
161	Ctr3	~~	Ctr5	1.968	-0.066	-0.066	-0.179	-0.179
102	Com2	~~	Ctr3	1.919	0.046	0.046	0.160	0.160
43	Com	=~	Ch1	1.906	1.043	0.232	0.509	0.509
160	Ctr3	~~	Ctr4	1.788	0.043	0.043	0.171	0.171
67	Ch	=~	Ctr5	1.753	0.871	0.211	0.265	0.265
61	Ch	=~	Com4	1.745	1.412	0.342	0.517	0.517
97	Com2	~~	Com3	1.730	0.049	0.049	0.150	0.150
48	Ctr	=~	Com1	1.643	-0.520	-0.160	-0.384	-0.384
126	Com4	~~	Ctr4	1.609	0.040	0.040	0.153	0.153
142	Com5	~~	Ch5	1.566	-0.039	-0.039	-0.168	-0.168
173	Ctr5	~~	Ch1	1.426	-0.036	-0.036	-0.146	-0.146
124	Com4	~~	Ctr2	1.337	-0.036	-0.036	-0.137	-0.137
71	H	=~	Com4	1.327	-0.771	-0.204	-0.308	-0.308
162	Ctr3	~~	Ch1	1.218	0.029	0.029	0.130	0.130
129	Com4	~~	Ch2	1.194	-0.053	-0.053	-0.122	-0.122
99	Com2	~~	Com5	1.123	0.030	0.030	0.135	0.135
146	Ctr1	~~	Ctr5	1.109	0.044	0.044	0.139	0.139
106	Com2	~~	Ch2	1.084	0.043	0.043	0.116	0.116
47	Com	=~	Ch5	1.055	-1.035	-0.230	-0.378	-0.378
170	Ctr4	~~	Ch3	1.045	-0.032	-0.032	-0.127	-0.127
58	Ch	=~	Com1	1.022	0.679	0.164	0.394	0.394
151	Ctr1	~~	Ch5	1.012	-0.031	-0.031	-0.120	-0.120
85	Com1	~~	Com4	0.955	-0.023	-0.023	-0.113	-0.113

66 Ch =~ Ctr4 0.953 0.441 0.107 0.196 0.196
178 Ch1 ~~ Ch2 0.923 -0.031 -0.031 -0.111 -0.111
96 Com1 ~~ Ch5 0.904 -0.021 -0.021 -0.115 -0.115
156 Ctr2 ~~ Ch2 0.883 0.035 0.035 0.107 0.107
98 Com2 ~~ Com4 0.848 -0.031 -0.031 -0.105 -0.105
155 Ctr2 ~~ Ch1 0.843 0.019 0.019 0.110 0.110
183 Ch2 ~~ Ch4 0.825 -0.034 -0.034 -0.106 -0.106
52 Ctr =~ Com5 0.822 -0.585 -0.180 -0.280 -0.280
76 H =~ Ctr4 0.821 0.427 0.113 0.207 0.207
62 Ch =~ Com5 0.813 0.998 0.241 0.375 0.375
171 Ctr4 ~~ Ch4 0.813 0.022 0.022 0.112 0.112
121 Com3 ~~ Ch5 0.770 -0.036 -0.036 -0.104 -0.104
69 H =~ Com2 0.730 0.482 0.127 0.227 0.227
41 Com =~ Ctr4 0.713 0.604 0.134 0.246 0.246
46 Com =~ Ch4 0.685 -0.744 -0.165 -0.306 -0.306
184 Ch2 ~~ Ch5 0.626 -0.035 -0.035 -0.091 -0.091
141 Com5 ~~ Ch4 0.621 0.022 0.022 0.111 0.111
90 Com1 ~~ Ctr4 0.505 -0.014 -0.014 -0.087 -0.087
138 Com5 ~~ Ch1 0.501 0.017 0.017 0.096 0.096
143 Ctr1 ~~ Ctr2 0.497 0.019 0.019 0.090 0.090
134 Com5 ~~ Ctr2 0.479 -0.018 -0.018 -0.091 -0.091
84 Com1 ~~ Com3 0.477 0.019 0.019 0.080 0.080
180 Ch1 ~~ Ch4 0.422 0.015 0.015 0.085 0.085
153 Ctr2 ~~ Ctr4 0.418 -0.017 -0.017 -0.086 -0.086
111 Com3 ~~ Com5 0.414 -0.025 -0.025 -0.084 -0.084
80 H =~ Ch3 0.347 0.549 0.145 0.204 0.204
176 Ctr5 ~~ Ch4 0.322 0.020 0.020 0.070 0.070
107 Com2 ~~ Ch3 0.311 -0.020 -0.020 -0.068 -0.068
109 Com2 ~~ Ch5 0.289 -0.017 -0.017 -0.063 -0.063
70 H =~ Com3 0.287 0.411 0.109 0.146 0.146
104 Com2 ~~ Ctr5 0.284 -0.021 -0.021 -0.064 -0.064
137 Com5 ~~ Ctr5 0.270 0.020 0.020 0.070 0.070
147 Ctr1 ~~ Ch1 0.236 0.011 0.011 0.058 0.058
185 Ch3 ~~ Ch4 0.224 0.017 0.017 0.065 0.065
83 Com1 ~~ Com2 0.224 -0.010 -0.010 -0.055 -0.055
89 Com1 ~~ Ctr3 0.221 0.011 0.011 0.055 0.055
140 Com5 ~~ Ch3 0.214 0.017 0.017 0.066 0.066
136 Com5 ~~ Ctr4 0.206 0.012 0.012 0.062 0.062
168 Ctr4 ~~ Ch1 0.204 0.009 0.009 0.055 0.055
133 Com5 ~~ Ctr1 0.168 0.012 0.012 0.054 0.054
112 Com3 ~~ Ctr1 0.163 0.015 0.015 0.048 0.048
65 Ch =~ Ctr3 0.162 -0.214 -0.052 -0.079 -0.079
103 Com2 ~~ Ctr4 0.161 -0.011 -0.011 -0.048 -0.048
165 Ctr3 ~~ Ch4 0.136 -0.011 -0.011 -0.044 -0.044
74 H =~ Ctr2 0.135 -0.162 -0.043 -0.082 -0.082
40 Com =~ Ctr3 0.131 -0.311 -0.069 -0.106 -0.106
38 Com =~ Ctr1 0.126 -0.269 -0.060 -0.103 -0.103
131 Com4 ~~ Ch4 0.122 0.011 0.011 0.042 0.042
144 Ctr1 ~~ Ctr3 0.121 0.012 0.012 0.043 0.043
75 H =~ Ctr3 0.120 -0.186 -0.049 -0.075 -0.075
94 Com1 ~~ Ch3 0.119 0.009 0.009 0.043 0.043
88 Com1 ~~ Ctr2 0.112 0.006 0.006 0.040 0.040
68 H =~ Com1 0.095 -0.138 -0.036 -0.088 -0.088
154 Ctr2 ~~ Ctr5 0.089 0.011 0.011 0.040 0.040
63 Ch =~ Ctr1 0.087 -0.140 -0.034 -0.058 -0.058

```
122 Com4 ~~ Com5  0.085 -0.010  -0.010   -0.037   -0.037
 [ reached 'max' / getOption("max.print") -- omitted 25 rows ]
> ##Model 2
> Model.2<-'
+ Com=~Com1+Com2+Com3+Com4+Com5
+ Ctr=~Ctr1+Ctr2+Ctr3+Ctr4+Ctr5
+ Ch=~Ch3+Ch4+Ch5
+ Com4 ~~ Ctr1
+ Com1 ~~ Ctr5
+ Com4 ~~ Ch5
+ Ctr2 ~~ Ch5
+ Com3 ~~ Ctr2
+ Com4 ~~ Ch3
+ H=~Com+Ctr+Ch'
> ##CFA Analysis Model 2
> Model.Analysis.2<-cfa(Model.2,data=H, estimator="MLR")
Warning message:
In lav_object_post_check(object) :
  lavaan WARNING: some estimated lv variances are negative
> summary(Model.Analysis.2,fit.measures=TRUE,standardized=TRUE)
lavaan 0.6.16 ended normally after 63 iterations

  Estimator                                         ML
  Optimization method                           NLMINB
  Number of model parameters                        35

  Number of observations                            85

Model Test User Model:
                                              Standard      Scaled
  Test Statistic                                58.817      48.543
  Degrees of freedom                                56          56
  P-value (Chi-square)                           0.373       0.750
  Scaling correction factor                                  1.212
    Yuan-Bentler correction (Mplus variant)

Model Test Baseline Model:

  Test statistic                               323.282     267.138
  Degrees of freedom                                78          78
  P-value                                        0.000       0.000
  Scaling correction factor                                  1.210

User Model versus Baseline Model:

  Comparative Fit Index (CFI)                    0.989       1.000
  Tucker-Lewis Index (TLI)                       0.984       1.055

  Robust Comparative Fit Index (CFI)                         1.000
  Robust Tucker-Lewis Index (TLI)                            1.055

Loglikelihood and Information Criteria:

  Loglikelihood user model (H0)                -882.747    -882.747
  Scaling correction factor                                  1.268
```

for the MLR correction
Loglikelihood unrestricted model (H1) -853.338 -853.338
Scaling correction factor 1.233
for the MLR correction

Akaike (AIC) 1835.493 1835.493
Bayesian (BIC) 1920.986 1920.986
Sample-size adjusted Bayesian (SABIC) 1810.568 1810.568

Root Mean Square Error of Approximation:

RMSEA 0.024 0.000
90 Percent confidence interval - lower 0.000 0.000
90 Percent confidence interval - upper 0.073 0.045
P-value H_0: RMSEA <= 0.050 0.755 0.966
P-value H_0: RMSEA >= 0.080 0.024 0.001

Robust RMSEA 0.000
90 Percent confidence interval - lower 0.000
90 Percent confidence interval - upper 0.055
P-value H_0: Robust RMSEA <= 0.050 0.931
P-value H_0: Robust RMSEA >= 0.080 0.005

Standardized Root Mean Square Residual:

SRMR 0.072 0.072

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
Com =~						
Com1	1.000				0.242	0.575
Com2	1.028	0.420	2.449	0.014	0.248	0.443
Com3	1.424	0.469	3.038	0.002	0.344	0.461
Com4	1.226	0.446	2.748	0.006	0.296	0.455
Com5	1.884	0.569	3.311	0.001	0.455	0.707
Ctr =~						
Ctr1	1.000				0.338	0.585
Ctr2	0.717	0.225	3.185	0.001	0.243	0.467
Ctr3	0.853	0.266	3.212	0.001	0.289	0.441
Ctr4	0.882	0.259	3.403	0.001	0.298	0.547
Ctr5	1.514	0.355	4.264	0.000	0.512	0.647
Ch =~						
Ch3	1.000				0.475	0.670
Ch4	0.678	0.216	3.130	0.002	0.322	0.597
Ch5	0.742	0.181	4.100	0.000	0.353	0.588
H =~						
Com	1.000				1.147	1.147
Ctr	0.992	0.333	2.978	0.003	0.813	0.813
Ch	1.210	0.424	2.854	0.004	0.705	0.705

Covariances:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
.Com4 ~~						
.Ctr1	-0.122	0.034	-3.556	0.000	-0.122	-0.449
.Com1 ~~						
.Ctr5	-0.093	0.031	-3.015	0.003	-0.093	-0.449
.Com4 ~~						
.Ch5	0.057	0.036	1.580	0.114	0.057	0.204
.Ctr2 ~~						
.Ch5	-0.055	0.028	-1.926	0.054	-0.055	-0.246
.Com3 ~~						
.Ctr2	0.083	0.042	1.990	0.047	0.083	0.273
.Com4 ~~						
.Ch3	0.084	0.039	2.120	0.034	0.084	0.274

Variances:

	Estimate	Std.Err	z-value	P(>|z|)	Std.lv	Std.all
.Com1	0.118	0.023	5.183	0.000	0.118	0.669
.Com2	0.253	0.048	5.248	0.000	0.253	0.804
.Com3	0.440	0.100	4.413	0.000	0.440	0.788
.Com4	0.336	0.062	5.461	0.000	0.336	0.793
.Com5	0.207	0.061	3.400	0.001	0.207	0.500
.Ctr1	0.220	0.057	3.863	0.000	0.220	0.658
.Ctr2	0.210	0.042	5.048	0.000	0.210	0.782
.Ctr3	0.345	0.059	5.827	0.000	0.345	0.806
.Ctr4	0.208	0.031	6.772	0.000	0.208	0.700
.Ctr5	0.364	0.069	5.299	0.000	0.364	0.581
.Ch3	0.278	0.077	3.630	0.000	0.278	0.552
.Ch4	0.188	0.046	4.053	0.000	0.188	0.644
.Ch5	0.236	0.053	4.411	0.000	0.236	0.654
.Com	-0.018	0.020	-0.931	0.352	-0.316	-0.316
.Ctr	0.039	0.027	1.439	0.150	0.339	0.339
.Ch	0.114	0.058	1.942	0.052	0.502	0.502
H	0.077	0.038	2.020	0.043	1.000	1.000

```
> fitmeasures(Model.Analysis.2,c("pvalue","chisq","df","gfi","cfi","rmsea","srmr","tli"))
pvalue  chisq     df    gfi    cfi  rmsea   srmr    tli
 0.373 58.817 56.000  0.902  0.989  0.024  0.072  0.984
```

Lampiran 3: Uji Reliabilitas

a. Skala *Career Adaptability*

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.924	.927	23

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
CC1	93.1250	145.857	.512	.560	.921
CC2	93.1111	143.931	.578	.683	.920
CC3	93.1528	141.934	.626	.772	.919
CC4	93.5556	151.377	.198	.257	.929
CC5	93.1250	143.097	.655	.781	.919
CC6	93.1389	146.854	.459	.668	.922
CTR2	93.2083	143.942	.591	.606	.920
CTR3	92.9444	145.969	.682	.619	.919
CTR4	92.8889	148.410	.498	.550	.922
CTR5	93.0139	146.972	.490	.509	.922
CTR6	92.9861	148.070	.463	.552	.922
CRS1	93.2500	145.486	.494	.527	.922
CRS2	92.9722	143.070	.739	.661	.918
CRS3	93.0694	143.108	.588	.643	.920
CRS4	93.0417	143.590	.637	.565	.919
CRS5	93.2361	144.718	.585	.539	.920
CRS6	92.9028	146.427	.596	.569	.920
CNF1	93.1389	145.389	.657	.652	.919
CNF2	93.0972	145.976	.521	.567	.921
CNF3	93.1250	143.604	.630	.584	.919
CNF4	93.0139	145.704	.553	.567	.921
CNF5	93.2083	142.702	.716	.734	.918

CNF6	93.0278	141.408	.702	.714	.918

b. Skala *Hardiness*

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.799	.809	13

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
COM1	41.8000	18.233	.440	.358	.788
COM2	42.0000	17.738	.406	.267	.788
COM3	42.0941	16.872	.414	.301	.788
COM4	42.1059	17.048	.454	.366	.784
COM5	42.0588	16.246	.636	.507	.767
CH3	42.1765	17.361	.399	.309	.789
CH4	42.0824	17.267	.531	.353	.779
CH5	42.4118	16.197	.489	.327	.781
CT1	41.8706	18.090	.432	.406	.788
CT2	42.3059	18.096	.210	.207	.809
CT3	42.2353	16.754	.464	.416	.783
CT4	41.8471	17.750	.424	.366	.787
CT5	41.9294	17.424	.429	.335	.786

Lampiran 4: Uji Deskriptif

Kategori Career Adaptability * Usia Crosstabulation

Count

		Usia						
		<20	20-25	26-30	31-35	36-40	>40	Total
Kategori Career Adaptability	Sangat Rendah	0	3	0	0	0	2	5
	Rendah	0	10	2	2	4	2	20
	Sedang	1	18	4	2	0	2	27
	Tinggi	3	16	7	2	1	4	33
Total		4	47	13	6	5	10	85

Kategori Career Adaptability * Jenis Kelamin Crosstabulation

Count

		Jenis Kelamin		
		Laki-laki	Perempuan	Total
Kategori Career Adaptability	Sangat Rendah	1	4	5
	Rendah	8	12	20
	Sedang	10	17	27
	Tinggi	19	14	33
Total		38	47	85

Kategori Career Adaptability * Asal Suku Crosstabulation

Count

		Asal Suku				
		Bugis	Makassar	Jawa	Lain-lain	Total
Kategori Career Adaptability	Sangat Rendah	3	1	1	0	5
	Rendah	5	3	4	8	20
	Sedang	13	4	7	3	27
	Tinggi	10	12	3	8	33
Total		31	20	15	19	85

Kategori Career Adaptability * Jenis Usaha Crosstabulation

Count

		Jenis Usaha			
		Kuliner	Jasa	Fashion	Total
Kategori Career Adaptability	Sangat Rendah	3	2	0	5
	Rendah	13	5	2	20
	Sedang	9	16	2	27
	Tinggi	26	6	1	33
Total		51	29	5	85

Kategori Hardiness * Usia Crosstabulation

Count

		Usia						
		<20	20-25	26-30	31-35	36-40	>40	Total
Kategori Hardiness	Sangat Rendah	0	4	0	0	1	0	5
	Rendah	0	12	4	2	1	3	22
	Sedang	3	15	3	2	2	2	27
	Tinggi	1	16	6	2	1	5	31
Total		4	47	13	6	5	10	85

Kategori Hardiness * Jenis Kelamin Crosstabulation

Count

		Jenis Kelamin		
		Laki-laki	Perempuan	Total
Kategori Hardiness	Sangat Rendah	2	3	5
	Rendah	12	10	22
	Sedang	12	15	27
	Tinggi	12	19	31
Total		38	47	85

Kategori Hardiness * Asal Suku Crosstabulation

Count

		Asal Suku				
		Bugis	Makassar	Jawa	Lain-lain	Total
Kategori Hardiness	Sangat Rendah	1	0	1	3	5
	Rendah	10	5	5	2	22
	Sedang	11	6	4	6	27
	Tinggi	9	9	5	8	31
Total		31	20	15	19	85

Kategori Hardiness * Jenis Usaha Crosstabulation

Count

		Jenis Usaha			
		Kuliner	Jasa	Fashion	Total
Kategori Hardiness	Sangat Rendah	0	4	1	5
	Rendah	12	9	1	22
	Sedang	14	12	1	27
	Tinggi	25	4	2	31
Total		51	29	5	85

Lampiran 5: Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		85
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	11.47395409
Most Extreme Differences	Absolute	.146
	Positive	.112
	Negative	-.146
Test Statistic		.146
Asymp. Sig. (2-tailed)		.000[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Lampiran 5: Uji Linearitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Total Career Adaptability * Total *Hardiness*	Between Groups	(Combined)	4317.599	17	253.976	1.822	.043
		Linearity	2600.087	1	2600.087	18.649	.000
		Deviation from Linearity	1717.511	16	107.344	.770	.713
	Within Groups		9341.225	67	139.421		
	Total		13658.824	84			

Lampiran 6: Uji Hipotesis

Rscript Uji Hipotesis Regresi

```
#renaming data
data.baru<-Regresi
View(data)

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

album2 <- data.baru

head(album2)

albumSales.2 <-lm(CA ~H, 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 = CA ~ H, data = album2, R =
2000)
boot.ci(bootResults, type = "bca", index = 1)


cor(x = album2$CA, y=album2$H)
```

- **Hasil Hipotesis Uji Regresi**

```
> #renaming data
> data.baru<-Regresi
> View(data)
> library(car)
> library(QuantPsyc)
> library(boot)
> library(readxl)
> album2 <- data.baru
> head(album2)
# A tibble: 6 × 2
     CA     H
  <dbl> <dbl>
1   114    48
2    94    42
3   109    44
4    91    43
5   107    50
6    90    50
> albumSales.2 <-lm(CA ~H, data=album2)
> summary(albumSales.2)

Call:
lm(formula = CA ~ H, data = album2)

Residuals:
    Min      1Q  Median      3Q     Max
-36.156  -6.889   2.355   8.067  23.578

Coefficients:
            Estimate Std. Error t value Pr(>|t|)
(Intercept)  40.3970    12.9008   3.131   0.0024 **
H             1.2445     0.2817   4.418 2.99e-05 ***
---
Signif. codes:  0 ‘***’ 0.001 ‘**’ 0.01 ‘*’ 0.05 ‘.’ 0.1 ‘ ’ 1

Residual standard error: 11.54 on 83 degrees of freedom
Multiple R-squared:  0.1904,   Adjusted R-squared:  0.1806
F-statistic: 19.51 on 1 and 83 DF,  p-value: 2.991e-05

> #Beta setiap koefisien
> lm.beta(albumSales.2)
        H
0.4363021
> #confident interval setiap koefisien
> confint(albumSales.2)
                2.5 %    97.5 %
(Intercept) 14.7378626 66.056116
H            0.6841831  1.804849
> 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 = CA ~ H, 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%   ( 0.0405,  0.3587 )
```

Calculations and Intervals on Original Scale

```
cor(x = album2$CA, y=album2$H)
[1] 0.4363021
```

Lampiran 7: Surat Izin Penelitian

KEMENTERIAN PENDIDIKAN KEBUDAYAAN,
RISET DAN TEKNOLOGI
UNIVERSITAS HASANUDDIN
FAKULTAS KEDOKTERAN
JL. PERINTIS KEMERDEKAAN KM. 10, MAKASSAR 90245
TELEPON (0411) 586200, (6 SALURAN), 584200, FAX (0411) 585188
Laman: www.unhas.ac.id

Nomor : 3032/UN4.6.8/PT.01.04/2024 8 Maret 2024
Lampiran :
Hal : Permohonan izin Penelitian ke PTSP

Yth, **Kepala Dinas Penanaman Modal dan PTSP Provinsi SUL-SEL**

Di –

Tempat

Dengan hormat kami sampaikan bahwa Mahasiswa Program Studi Psikologi Fakultas Kedokteran Universitas Hasanuddin yang tersebut dibawah ini :

Nama : Muhammad Fathi Hanif
Nim : C021191022
No HP : 082299486313

bermaksud melakukan Pengambilan data penelitian dalam rangka penulisan Skripsi mengenai "**Kontribusi *Hardiness* terhadap *Career Adaptability* pada Pemilik Usaha UMKM di Kota Makassar**".

Sehubungan dengan hal tersebut kami mohon kebijaksanaan Bapak/Ibu kiranya berkenan untuk membuatkan surat Izin Penelitian kepada yang bersangkutan ke Kantor Dinas Koperasi dan UKM Kota Makassar untuk melakukan Pengambilan Data penelitian dalam kurun waktu Maret - Mei 2024.

Atas perkenan dan kerjasamanya diucapkan terima kasih.

Ketua Program Studi S1 Psikologi
Fakultas Kedokteran

Tembusan:

- Arsip

Dr. Ichlas Nanang Afandi, S.Psi., MA
NIP.19810725 201012 1 004

PEMERINTAH KOTA MAKASSAR
DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU

Jl. Jendral Ahmad Yani No. 2 Makasssar 90171
Website: dpmptsp.makassarkota.go.id

SURAT KETERANGAN PENELITIAN

Nomor: 070/1647/SKP/SB/DPMPTSP/3/2024

DASAR:

a. Peraturan Menteri Dalam Negeri Republik Indonesia Nomor 3 Tahun 2018 tentang Penerbitan Keterangan Penelitian.
b. Peraturan Daerah Nomor 8 Tahun 2016 tentang Pembentukan Organisasi Perangkat Daerah
c. Peraturan Walikota Nomor 4 Tahun 2023 tentang Penyelenggaraan Perizinan Berbasis Resiko, Perizinan Non Berusaha dan Non Perizinan
d. Keputusan Walikota Makassar Nomor 954/503 Tahun 2023 Tentang Pendelegasian Kewenangan Perizinan Berusaha Berbasis Resiko, Perizinan Non Berusaha dan Non Perizinan yang Menjadi Kewenangan Pemerintah Daerah Kepada Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kota Makassar Tahun 2023
e. Surat Kepala Dinas Penanaman Modal Dan Pelayanan Terpadu Satu Pintu Provinsi Sulawesi Selatan nomor 6146/S.01/PTSP/2024, Tanggal 14 Maret 2024
f. Rekomendasi Teknis Badan Kesatuan Bangsa dan Politik Kota Makassar nomor 1649/SKP/SB/BKBP/3/2024

Dengan Ini Menerangkan Bahwa :

Nama	:	MUHAMMAD FATHI HANIF
NIM / Jurusan	:	C021191022 / Psikologi
Pekerjaan	:	Mahasiswa (S1) / Universitas Hasanuddin Makassar
Alamat	:	Jl. Perintis Kemerdekaan Km. 10, Makassar
Lokasi Penelitian	:	Terlampir
Waktu Penelitian	:	14 Maret 2024 - 15 Mei 2024
Tujuan	:	Skripsi
Judul Penelitian	:	KONTRIBUSI HARDINESS TERHADAP CAREER ADAPTABILITY PADA PEMILIK USAHA UMKM DI KOTA MAKASSAR

Dalam melakukan kegiatan agar yang bersangkutan memenuhi ketentuan sebagai berikut:

a. Surat Keterangan Penelitian ini diterbitkan untuk kepentingan penelitian yang bersangkutan selama waktu yang sudah ditentukan dalam surat keterangan ini.
b. Tidak dibenarkan melakukan penelitian yang tidak sesuai / tidak ada kaitannya dengan judul dan tujuan kegiatan penelitian.
c. Melaporkan hasil penelitian kepada Kepala Badan Kesatuan Bangsa dan Politik Kota Makassar melalui email bidangekososbudkesbangpolmks@gmail.com.
d. Surat Keterangan Penelitian ini dicabut kembali apabila pemegangnya tidak menaati ketentuan tersebut diatas.

Ditetapkan di Makassar

Pada tanggal: 2024-03-19 13:56:59

Ditandatangani secara elektronik oleh
KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU KOTA MAKASSAR

HELMY BUDIMAN, S.STP., M.M.

Tembusan Kepada Yth:

1. Pimpinan Lembaga/Instansi/Perusahaan Lokasi Penelitian;
2. Pertinggal,-

Lampiran Surat Keterangan Penelitian sdr(i) MUHAMMAD FATHI HANIF dengan nomor surat 070/1647/SKP/SB/DPMPTSP/3/2024

Lokasi Penelitian:

Dinas Koperasi dan UKM Kota Makassar