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# LAMPIRAN



## LAMPIRAN A

### KUESIONER PENELITIAN

Responden yang terhormat,

Bersama ini saya mengharapkan kesediaan bapak/ibu untuk dapat meluangkan waktunya mengisi kuesioner sesuai dengan penilaian bapak/ibu. Tidak ada jawaban benar atau salah dan tidak ada risiko apapun atas jawaban bapak/ibu sebagai responden. Pertanyaan yang ada di kuisisioner ini bertujuan untuk melengkapi data penelitian dalam rangka penyusunan penelitian disertasi saya pada program doktor ilmu ekonomi, Universitas Hasanuddin Makassar dengan judul:

**ANALISIS KINERJA KARYAWAN DENGAN POLA PELATIHAN  
APPRENTICESHIP PROGRAM PADA PERUSAHAAN PERTAMBANGAN DI  
SULAWESI SELATAN**

Apabila bapak/ibu memiliki pertanyaan mengenai kuesioner ini, mohon berkenan menghubungi saya di nomor extension 5872 atau pada nomor Hp: 08114122495. Atas bantuan dan perhatian bapak/ibu saya ucapkan terima kasih.

Hormat Saya,

**Muh. Tamrin**

**P0500314011**





### Tujuan Penelitian adalah:

1. Menguji dan menganalisis pengaruh budaya organisasi pelatihan, kurikulum pelatihan dan manajemen pelatihan terhadap proses pelatihan, efektifitas pelatihan, dan kinerja karyawan
2. Menguji dan menganalisis pengaruh proses pelatihan terhadap efektifitas pelatihan kinerja karyawan.
3. Menguji dan menganalisis pengaruh efektifitas pelatihan terhadap kinerja karyawan.

### Informasi Umum

Petunjuk : Lingkari satu jawaban yang dianggap paling sesuai.

1. Apa jenis kelamin anda?
  - a. Laki-laki (1)
  - b. Perempuan (2)
2. Apa pendidikan terakhir anda ?
  - a. SLTP atau sederajat (1)
  - b. SMA, SMK atau sederajat (2)
  - c. Diploma (3)
  - d. Sarjana (4)
3. Sudah berapa lama anda bekerja pada perusahaan
  - a. 0 – 2 tahun (1)
  - b. 3 – 5 tahun (2)
  - c. 6 – 8 tahun (3)
  - d. 10 tahun atau lebih (4)



4. Pilih posisi anda saat ini

- a. Mekanik
- b. Electric
- c. Storeman
- d. Instrument
- e. Operator
- f. Firefighters
- g. Foreman
- h. leader
- i. Supervisor
- j. Posisilainnya: .....

**Variabel Penelitian**

A. Pilih pernyataan berikut sesuai dengan yang anda rasakan terhadap **budaya organisasi** tempat anda bekerja. Beri tanda cotreng ( √ ) pada kolom score disamping kanan.

Pernyataan	Score				
	5	4	3	2	1
	Sangat setuju	Setuju	Netral atau biasa	Tidak setuju	Sangat tidak setuju
Perusahaan saya itu merupakan tempat yang sangat personal, seperti rumah keluarga sendiri.					
Perusahaan saya itu sangat dinamis dan inovatif, orang berani mengambil risiko					
Perusahaan saya itu sangat berorientasi pada produksi dan profesionalisme					
Perusahaan saya itu seperti guru, bapak, atau ibu					



Atasan saya itu seperti seorang wirausaha, inovator, atau pengambil risiko					
Atasan saya itu seperti seorang produsen, teknisi, atau penjual					
Nilai yang menyatukan perusahaan saya adalah loyalitas dan tradisi yang baik					
Nilai yang menyatukan perusahaan saya adalah inovasi dan pengembangan					
Nilai yang menyatukan perusahaan saya adalah pencapaian tugas dan tujuan.					
Perusahaan saya menekankan SDM, persatuan, dan semangat kerja.					
Perusahaan saya menekankan pertumbuhan dan tantangan-tantangan					
Perusahaan saya menekankan persaingan dan prestasi kerja.					



B. Pilih derajat kesetujuan anda dengan pernyataan berikut tentang **kurikulum, pelatihan**. Beri tanda cotreng (√) pada kolom score disamping kanan.

Pernyataan	Score				
	5	4	3	2	1
	Sangat setuju	Setuju	Netral atau biasa	Tidak setuju	Sangat tidak setuju
Lokasi/ tempat kegiatan <i>Apprenticeship Program</i> sesuai dengan yang disampaikan lebih awal					
Durasi waktu mencukupi untuk mengajarkan seluruh materi yang diberikan/disampaikan pada awal masuk <i>Apprenticeship Program</i>					
Waktu istirahat dalam <i>Apprenticeship Program</i> cukup untuk mengembalikan fisik dan mental.					
Isi dan tujuan <i>Apprenticeship Program</i> konsisten/tidak melenceng.					
Modul yang dibagikan pengelola pada <i>Apprenticeship Program</i> , oleh instruktur terlihat sangat menguasai dalam mengajarkannya					
Teknik dan komunikasi yang digunakan Instruktur mudah dimengerti dan diikuti.					
Modul yang dibagikan sebelumnya sangat membantu menjawab pertanyaan pelatih saat kegiatan pelatihan					
Materi yang diajarkan sangat bermanfaat dan sesuai dengan apa yang dilatihkan.					



C. Pilih derajat kesetujuan anda dengan pernyataan berikut tentang **Desain pelatihan**

*Apprenticeship Program*. Beri tanda cotreng (√) pada kolom score disamping kanan.

Pernyataan	Score				
	5	4	3	2	1
	Sangat setuju	Setuju	Netral atau biasa	Tidak setuju	Sangat tidak setuju
Pelatih <i>Apprenticeship Program</i> menekankan pada betapa untungnya menjadi peserta <i>Apprenticeship Program</i> .					
Pelatih <i>Apprenticeship Program</i> menekankan pada betapa menyenangkanya pekerjaan yang kami akan lakukan.					
Pelatih <i>Apprenticeship Program</i> menekankan pada betapa bangganya menjadi peserta <i>Apprenticeship Program</i> di perusahaan.					
Pelatih adalah sebahagian manajer di perusahaan kami yang sangat kompeten di bidangnya.					
Pelatih juga sebahagian adalah pihak eksternal perusahaan yang n di bidangnya dari yang terkenal					



Pelatih adalah orang yang kami semua kenal atau memberikan kesempatan untuk dikenal lebih awal sebelum <i>Apprenticeship Program</i> dilakukan.					
Pelatih menyadari keuntungan-keuntungan yang didapatkan dari <i>Apprenticeship Program</i>					
Pelatih memotivasi peserta <i>Apprenticeship Program</i> berdasarkan karakteristik individual kami					
Pelatih memperlakukan semua peserta <i>Apprenticeship Program</i> sebagai satu kelompok sama rata.					

D. Pilih derajat kesetujuan anda dengan pernyataan berikut tentang **Proses pelatihan**

*Apprenticeship Program*. Beri tanda cotreng (√) pada kolom score disamping kanan.

Pernyataan	Score				
	5	4	3	2	1
	Sangat setuju	Setuju	Netral atau biasa	Tidak setuju	Sangat tidak setuju
Suasana dalam <i>Apprenticeship Program</i> hangat/menyemangati					
Peserta <i>Apprenticeship Program</i> saling mendukung					



Semua peserta <i>Apprenticeship Program</i> menyenangkan					
Semua peserta <i>Apprenticeship Program</i> itu baik					
Semua peserta <i>Apprenticeship Program</i> saling menerima					
Dalam <i>Apprenticeship Program</i> , kami belajar tentang kesalahpahaman kerja					
Dalam <i>Apprenticeship Program</i> , kami belajar bekerja dalam kelompok					
Dalam <i>Apprenticeship Program</i> , kami semua dievaluasi setiap tahapan <i>Apprenticeship Program</i> serta hasil akhir secara bersama-sama.					
Dalam <i>Apprenticeship Program</i> , kami saling membantu agar semua peserta saling memahami.					
Secara umum, proses <i>Apprenticeship Program</i> berjalan tertib dan lancar					



E. Pilih derajat kesetujuan anda dengan pernyataan berikut tentang **Efektivitas pelatihan**

*Apprenticeship Program*. Beri tanda cotreng(✓) pada kolom score disamping kanan.

Pernyataan	Score				
	5	4	3	2	1
	Sangat setuju	Setuju	Netral atau biasa	Tidak setuju	Sangat tidak setuju
Berdasarkan apa yang saya terima di <i>Apprenticeship Program</i> , saya dapat bekerja secara efektif di pekerjaan yang saya dapatkan pertama kali.					
Saya dapat menerapkan apa yang dipelajari dari <i>Apprenticeship Program</i> di tempat kerja saya ditempatkan pertama kali.					
Saat ini sikap saya lebih baik dari sebelum mengikuti <i>Apprenticeship Program</i> dalam melakukan pekerjaan di tempat saya bekerja					
Kecakapan dan keterampilan kerja saya masih harus ditingkatkan dengan pelatihan lanjutan setelah <i>Apprenticeship Program</i> agar dapat bersaing dengan pekerjaan di tempat saya pertama ditempatkan.					





F. Pilih derajat kesetujuan anda dengan pernyataan berikut tentang **Kinerja Karyawan** yang melalui *Apprenticeship Program*. Beri tanda cotreng(√) pada kolom score disamping kanan.

Pernyataan	Score				
	5	4	3	2	1
	Sangat setuju	Setuju	Netral atau biasa	Tidak setuju	Sangat tidak setuju
Menjadi karyawan dengan lebih awal melalui <i>Apprenticeship Program</i> menilai diri saya secara keseluruhan berkinerja baik diperusahaan tempat saya bekerja					
Menjadi karyawan dengan lebih awal melalui <i>Apprenticeship Program</i> , hasil penilaian kinerja saya secara keseluruhan dapat menyamai karyawan senior yang diterima bekerja lebih awal pada group yang sama di tempat saya bekerja					
Menjadi karyawan lebih awal melalui <i>Apprenticeship Program</i> pengetahuan dan kecakapan teknis saya menjadi lebih bagus					
Menjadi karyawan dengan lebih awal melalui <i>Apprenticeship Program</i> menjadikan pengetahuan dan kecakapan teknis saya secara keseluruhan dapat menyamai karyawan senior yang diterima bekerja lebih awal pada group yang sama di tempat saya bekerja					



Menjadi karyawan dengan lebih awal melalui <i>Apprenticeship Program</i> pengetahuan dan kecakapan interpersonal (berkomunikasi dengan orang lain) diri saya jadi lebih bagus					
Menjadi karyawan dengan lebih awal melalui <i>Apprenticeship Program</i> secara keseluruhan diri saya memiliki pengetahuan dan kecakapan interpersonal dapat menyamai karyawan senior yang diterima bekerja lebih awal pada group yang sama di tempat saya bekerja					

----Terimakasih atas partisipasinya doa kami sehat dan sukses selalu----



LAMPIRAN B  
DATA RESPONDEN

No urut Responden	Data responden				Budaya Organisasi												Kurikulum Pelatihan							
	1	2	3	4	K1	A1	P1	K2	A2	P2	K3	A3	P3	K4	A4	P4	1	2	3	4	5	6	7	8
1	a	d	a	e	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5
2	a	b	a	e	4	2	1	2	2	2	4	4	4	5	4	5	4	4	4	4	4	4	4	4
3	a	b	a	e	5	4	5	5	5	5	5	5	5	5	5	5	4	4	4	4	4	4	4	4
4	a	d	a	e	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
5	a	b	b	e	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
6	a	b	a	e	4	1	4	5	1	4	4	4	4	4	3	3	5	4	4	4	4	4	4	5
7	a	c	a	e	5	4	5	5	4	4	5	5	5	5	5	4	5	5	4	5	4	4	4	5
8	a	b	a	e	5	4	4	4	4	4	5	5	5	5	5	4	5	5	4	5	4	4	4	4
9	a	b	a	e	4	5	5	4	4	3	4	4	4	5	4	3	4	4	3	4	4	5	5	5
10	a	b	a	e	5	4	5	5	5	4	5	4	4	5	4	4	5	4	3	4	5	4	4	5
11	a	b	a	e	5	4	4	4	4	4	5	4	4	4	3	3	4	4	4	4	4	4	4	4
12	a	d	a	e	4	4	5	5	3	3	5	5	5	5	5	3	5	5	4	4	3	4	4	4
13	a	b	a	e	4	2	3	3	3	3	5	4	4	5	4	3	4	4	4	5	4	4	4	4
14	a	d	a	e	4	2	3	4	3	2	4	3	4	3	4	4	4	4	4	5	4	5	5	4
15	a	b	a	e	4	4	4	4	3	3	4	4	4	4	4	4	5	5	4	4	4	4	4	4
16	a	c	a	e	4	3	4	4	3	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4
17	a	b	a	e	4	3	5	4	4	4	5	5	5	4	5	4	5	5	4	5	5	5	5	5
18	a	b	a	e	4	4	4	5	5	5	3	3	3	4	4	3	5	4	4	5	5	5	5	5
19	a	d	a	e	4	4	4	5	5	3	3	3	3	4	4	3	5	4	4	5	5	5	5	5
20	a	b	a	e	4	3	4	4	3	3	4	4	4	4	3	3	4	4	4	4	4	4	4	4



No urut Responden	Data responden				Budaya Organisasi												Kurikulum Pelatihan										
	a	b	a	e	4	1	4	5	5	4	4	4	4	4	4	3	3	5	4	4	4	4	4	4	4	4	5
21	a	b	a	e	4	1	4	5	5	4	4	4	4	4	4	3	3	5	4	4	4	4	4	4	4	4	5
22	a	b	a	e	5	4	4	5	5	4	4	4	4	4	4	4	3	5	5	5	5	4	4	4	5	4	4
23	a	b	a	e	4	4	4	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
24	a	b	a	e	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
25	a	c	a	e	4	3	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5
26	a	c	a	a	5	4	4	5	2	2	5	4	4	5	3	2	4	4	4	5	5	5	5	5	5	5	5
27	a	c	a	b	5	3	5	5	4	4	4	4	4	5	4	3	5	2	3	5	5	4	4	5	5	5	5
28	a	b	a	d	4	2	4	5	3	3	3	4	4	4	3	3	5	5	2	5	4	5	5	5	5	5	5
29	a	c	a	b	3	3	4	3	4	3	3	3	5	4	3	3	4	4	5	5	4	3	3	5	5	5	5
30	a	b	a	a	3	4	5	4	3	4	5	5	5	5	5	5	4	4	4	4	5	4	4	4	4	4	4
31	b	c	a	d	4	2	4	5	2	3	4	4	4	4	2	3	5	4	2	5	4	5	5	5	5	5	5
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203	a	d	a	a	4	3	4	3	3	3	4	3	4	4	3	4	4	4	4	4	4	4	4	4
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206	b	d	a	d	4	4	4	3	4	4	4	4	4	4	5	5	5	5	3	5	4	4	4	5
207	a	d	a	d	2	3	4	4	3	2	5	4	4	3	4	2	4	4	4	4	4	5	4	3
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	a	d	a	f	5	5	4	4	5	5	4	4	5	4	4	4	5	5	4	4	4	4	5	5
	a	d	a	f	5	5	5	5	4	5	5	4	5	5	5	5	5	5	5	5	5	5	4	4
	a	d	a	f	5	5	5	4	4	4	5	5	5	5	5	4	5	5	4	4	4	4	4	4
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No urut Responden	Data responden				Budaya Organisasi												Kurikulum Pelatihan							
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214	a	b	a	f	5	5	5	5	5	4	4	5	5	4	5	5	5	5	5	5	5	5	5	4
215	a	b	a	f	5	5	5	5	5	5	5	5	4	4	4	4	4	4	4	4	4	4	5	
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No urut Responden	Data responden				Budaya Organisasi												Kurikulum Pelatihan								
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No urut Responden	Manajemen Pelatihan									Proses Pelatihan										Efektivitas Pelatihan				Kinerja Karyawan						
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No urut Responden	Manajemen Pelatihan								Proses Pelatihan								Efektivitas Pelatihan				Kinerja Karyawan									
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No urut Responden	Manajemen Pelatihan									Proses Pelatihan									Efektivitas Pelatihan				Kinerja Karyawan						
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No urut Responden	Manajemen Pelatihan								Proses Pelatihan								Efektivitas Pelatihan				Kinerja Karyawan									
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No urut Responden	Manajemen Pelatihan								Proses Pelatihan								Efektivitas Pelatihan				Kinerja Karyawan								
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No urut Responden	Manajemen Pelatihan								Proses Pelatihan								Efektivitas Pelatihan				Kinerja Karyawan								
213	5	5	4	4	5	5	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	
214	5	5	5	5	5	5	5	5	5	4	4	5	5	5	5	4	4	4	4	5	5	5	5	5	5	5	5	5	5
215	4	4	5	5	5	5	5	5	5	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	4	4	
216	4	4	4	4	4	4	4	4	4	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5
217	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	3	4	3	
218	4	4	5	4	4	3	4	4	4	4	4	5	4	4	4	4	4	4	5	4	4	5	4	4	3	4	4	4	4
219	4	3	4	2	4	4	4	5	4	5	5	4	4	4	4	5	5	4	5	4	4	4	5	4	4	4	4	4	4
220	5	5	5	5	5	4	5	5	5	5	4	5	4	5	4	5	5	5	5	5	5	5	5	4	4	3	5	4	
221	4	5	5	5	5	4	4	5	5	5	5	3	4	4	5	5	5	5	4	4	3	5	5	4	4	5	5	5	5
222	5	5	5	4	4	3	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
223	4	4	4	4	4	2	4	4	5	4	5	4	4	4	4	5	5	4	4	4	4	4	4	4	5	5	5	5	5
224	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	1	3	1	3	1
225	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	1	3	1	3	1
226	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	1	3	1	3	1
227	4	4	3	2	2	4	4	4	4	5	5	5	5	5	4	5	5	4	5	4	4	4	4	4	3	4	3	3	3
228	5	5	5	4	3	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
229	5	5	5	4	3	4	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
230	5	5	5	4	3	4	5	4	5	4	5	5	5	5	5	5	5	5	4	4	5	4	4	4	4	5	3	4	4
231	4	3	4	4	3	3	4	4	4	4	5	5	5	5	5	5	5	5	4	4	4	5	4	5	4	4	4	4	3
	4	4	4	4	4	4	4	4	4	4	4	5	5	5	4	4	4	4	4	5	5	4	4	5	4	4	4	4	4
	4	5	4	3	3	5	5	5	5	5	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5
	3	4	3	3	4	4	5	5	5	5	4	4	4	4	5	5	5	5	5	5	5	4	3	5	5	5	5	5	5
	4	4	3	3	3	3	4	4	5	5	4	4	4	4	5	5	5	5	4	4	4	5	4	4	4	4	4	4	3



No urut Responden	Manajemen Pelatihan								Proses Pelatihan								Efektivitas Pelatihan				Kinerja Karyawan						
236	5	5	5	3	3	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	4
237	5	4	5	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	3
238	5	5	5	4	5	4	5	4	5	4	4	5	5	5	4	5	5	4	5	5	5	5	5	4	4	4	4
239	5	4	4	4	4	4	4	4	5	4	5	4	4	4	3	4	4	4	5	4	4	4	5	5	4	4	5
240	5	4	4	3	4	5	5	5	5	5	5	5	4	4	4	5	5	5	5	5	5	4	4	2	4	2	4
241	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	3	4
242	4	4	3	2	3	4	4	4	4	5	5	5	5	5	4	5	5	4	5	4	4	4	4	3	4	3	3
243	5	5	5	4	4	4	5	5	5	4	4	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4
244	4	4	4	4	4	4	4	4	4	5	5	4	4	4	4	4	5	4	4	5	4	4	4	4	4	4	4
245	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
246	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	5	5	5	5
247	5	2	5	4	3	1	4	4	5	5	5	4	4	5	4	5	5	5	5	5	5	5	5	5	5	4	5
248	5	3	5	4	4	5	4	3	5	5	5	4	4	5	4	5	5	4	5	4	4	5	5	4	3	4	3
249	4	3	5	2	4	4	4	4	4	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5
250	5	3	5	3	5	3	5	3	5	5	4	5	3	5	5	3	5	4	5	4	5	5	5	4	5	4	3





LAMPIRAN C

KARAKTERISTIK SAMPEL PENELITIAN

**Statistics**

		Sex	Edu	Experience	Position
N	Valid	250	250	250	250
	Missing	0	0	0	0

**Frequency Table**

**Sex**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	232	92,8	92,8	92,8
	2,00	18	7,2	7,2	100,0
	Total	250	100,0	100,0	

**Edu**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	127	50,8	50,8	50,8
	3,00	53	21,2	21,2	72,0
	4,00	70	28,0	28,0	100,0
	Total	250	100,0	100,0	

**Experience**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	208	83,2	83,2	83,2
	2,00	42	16,8	16,8	100,0
	Total	250	100,0	100,0	



**Position**

	Frequency	Percent	Valid Percent	Cumulative Percent
1,00	39	15,6	15,6	15,6
2,00	27	10,8	10,8	26,4
3,00	1	,4	,4	26,8
4,00	27	10,8	10,8	37,6
Valid 5,00	107	42,8	42,8	80,4
6,00	45	18,0	18,0	98,4
7,00	1	,4	,4	98,8
8,00	3	1,2	1,2	100,0
Total	250	100,0	100,0	



## LAMPIRAN D

### UJI VALIDITAS, RELIABILITAS, RATA-RATA, DEVIASI STANDAR, DAN KORELASI ANTAR VARIABEL PENELITIAN

FACTOR

```
/VARIABLES K1 A1 P1 K2 A2 P2 K3 A3 P3 K4 A4 P4  
/MISSING LISTWISE  
/ANALYSIS K1 A1 P1 K2 A2 P2 K3 A3 P3 K4 A4 P4  
/PRINT INITIAL EXTRACTION  
/CRITERIA MINEIGEN(1) ITERATE(25)  
/EXTRACTION PC  
/ROTATION NOROTATE  
/METHOD=CORRELATION.
```

### Factor Analysis

#### Communalities

	Initial	Extraction
K1	1,000	,574
A1	1,000	,571
P1	1,000	,518
K2	1,000	,754
A2	1,000	,726
P2	1,000	,660
K3	1,000	,714
A3	1,000	,708
P3	1,000	,729
K4	1,000	,519
A4	1,000	,661
P4	1,000	,682

Extraction Method: Principal

Component Analysis.



Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4,616	38,466	38,466	4,616	38,466	38,466
2	2,002	16,680	55,146	2,002	16,680	55,146
3	1,197	9,975	65,121	1,197	9,975	65,121
4	,773	6,438	71,559			
5	,682	5,685	77,244			
6	,612	5,102	82,346			
7	,505	4,207	86,553			
8	,398	3,313	89,866			
9	,397	3,307	93,173			
10	,302	2,516	95,690			
11	,265	2,211	97,900			
12	,252	2,100	100,000			

Extraction Method: Principal Component Analysis.

**Component Matrix<sup>a</sup>**

	Component		
	1	2	3
K1	,611	,370	,254
A1	,589	,272	-,387
P1	,695	,175	,062
K2	,452	,472	,572
A2	,504	,662	-,182
P2	,616	,528	-,026
K3	,675	-,426	,278
A3	,726	-,405	,129
P3	,672	-,515	,114
K4	,590	-,366	,191
A4	,674	-,246	-,383
P4	,582	-,123	-,573

Extraction Method: Principal Component Analysis.

a. 3 components extracted.



```

FACTOR
/VARIABLES KSMP1 KSMP2 KSMP3 KSMP4 KSMP5 KSMP6 KSMP7 KSMP8
/MISSING LISTWISE
/ANALYSIS KSMP1 KSMP2 KSMP3 KSMP4 KSMP5 KSMP6 KSMP7 KSMP8
/PRINT INITIAL EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.

```

## Factor Analysis

### Communalities

	Initial	Extraction
KSMP1	1,000	,585
KSMP2	1,000	,740
KSMP3	1,000	,430
KSMP4	1,000	,623
KSMP5	1,000	,594
KSMP6	1,000	,584
KSMP7	1,000	,623
KSMP8	1,000	,571

Extraction Method: Principal

Component Analysis.

### Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3,533	44,162	44,162	3,533	44,162	44,162
2	1,217	15,218	59,379	1,217	15,218	59,379
3	,921	11,513	70,892			
4	,822	10,274	81,166			
5	,463	5,786	86,952			
6	,433	5,415	92,367			
7	,334	4,176	96,543			
8	,277	3,457	100,000			

Extraction Method: Principal Component Analysis.



**Component Matrix<sup>a</sup>**

	Component	
	1	2
KSMP1	,680	,351
KSMP2	,528	,679
KSMP3	,223	,617
KSMP4	,786	-,076
KSMP5	,676	-,369
KSMP6	,746	-,164
KSMP7	,767	-,185
KSMP8	,722	-,223

Extraction Method: Principal

Component Analysis.

a. 2 components extracted.

FACTOR

```
/VARIABLES MP1 MP2 MP3 MP4 MP5 MP6 MP7 MP8 MP9  
/MISSING LISTWISE  
/ANALYSIS MP1 MP2 MP3 MP4 MP5 MP6 MP7 MP8 MP9  
/PRINT INITIAL EXTRACTION  
/CRITERIA MINEIGEN(1) ITERATE(25)  
/EXTRACTION PC  
/ROTATION NOROTATE  
/METHOD=CORRELATION.
```



## Factor Analysis

### Communalities

	Initial	Extraction
MP1	1,000	,556
MP2	1,000	,733
MP3	1,000	,642
MP4	1,000	,597
MP5	1,000	,747
MP6	1,000	,689
MP7	1,000	,695
MP8	1,000	,652
MP9	1,000	,587

Extraction Method: Principal

Component Analysis.

### Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3,634	40,376	40,376	3,634	40,376	40,376
2	1,219	13,549	53,925	1,219	13,549	53,925
3	1,046	11,620	65,546	1,046	11,620	65,546
4	,771	8,569	74,115			
5	,716	7,960	82,075			
6	,526	5,847	87,922			
7	,465	5,165	93,086			
8	,315	3,499	96,585			
9	,307	3,415	100,000			

Extraction Method: Principal Component Analysis.



**Component Matrix<sup>a</sup>**

	Component		
	1	2	3
MP1	,675	-,311	,059
MP2	,637	,260	,510
MP3	,725	-,133	-,315
MP4	,558	,470	-,256
MP5	,460	,554	-,478
MP6	,433	,477	,524
MP7	,822	-,137	,020
MP8	,655	-,415	,226
MP9	,658	-,301	-,251

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

FACTOR

```

/VARIABLES PP1 PP2 PP3 PP4 PP5 PP6 PP7 PP8 PP9 PP10
/MISSING LISTWISE
/ANALYSIS PP1 PP2 PP3 PP4 PP5 PP6 PP7 PP8 PP9 PP10
/PRINT INITIAL EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
    
```

## Factor Analysis

**Communalities**

	Initial	Extraction
PP1	1,000	,706
PP2	1,000	,771
PP3	1,000	,766
PP4	1,000	,730
PP5	1,000	,767
PP6	1,000	,458
PP7	1,000	,630
PP8	1,000	,766
PP9	1,000	,677
	1,000	,670

Method: Principal Component Analysis.





**Total Variance Explained**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5,608	56,084	56,084	5,608	56,084	56,084
2	1,334	13,339	69,422	1,334	13,339	69,422
3	,708	7,078	76,500			
4	,571	5,711	82,211			
5	,452	4,524	86,734			
6	,391	3,911	90,645			
7	,295	2,953	93,599			
8	,283	2,827	96,426			
9	,189	1,892	98,318			
10	,168	1,682	100,000			

Extraction Method: Principal Component Analysis.

**Component Matrix<sup>a</sup>**

	Component	
	1	2
PP1	,653	-,529
PP2	,785	-,393
PP3	,654	,582
PP4	,677	,521
PP5	,815	,321
PP6	,637	,227
PP7	,757	-,239
PP8	,840	-,245
PP9	,823	,008
PP10	,808	-,132

Extraction Method: Principal Component Analysis.

a. 2 components extracted.



```

FACTOR
/VARIABLES EP1 EP2 EP3 EP4
/MISSING LISTWISE
/ANALYSIS EP1 EP2 EP3 EP4
/PRINT INITIAL EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.

```

## Factor Analysis

### Communalities

	Initial	Extraction
EP1	1,000	,704
EP2	1,000	,762
EP3	1,000	,723
EP4	1,000	,550

Extraction Method: Principal

Component Analysis.

### Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,739	68,487	68,487	2,739	68,487	68,487
2	,684	17,096	85,582			
3	,345	8,622	94,204			
4	,232	5,796	100,000			

Extraction Method: Principal Component Analysis.

### Component Matrix<sup>a</sup>

	Component
	1
EP1	,839
EP2	,873
EP3	,850
EP4	-,742

Extraction Method:

Principal Component

Analysis.

ponents



```

FACTOR
/VARIABLES KK1 KK2 KK3 KK4 KK5 KK6
/MISSING LISTWISE
/ANALYSIS KK1 KK2 KK3 KK4 KK5 KK6
/PRINT INITIAL EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.

```

## Factor Analysis

### Communalities

	Initial	Extraction
KK1	1,000	,651
KK2	1,000	,859
KK3	1,000	,740
KK4	1,000	,707
KK5	1,000	,646
KK6	1,000	,813

Extraction Method: Principal

Component Analysis.

### Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4,416	73,598	73,598	4,416	73,598	73,598
2	,510	8,493	82,091			
3	,417	6,943	89,034			
4	,300	4,996	94,030			
5	,213	3,556	97,585			
6	,145	2,415	100,000			

Extraction Method: Principal Component Analysis.



**Component Matrix<sup>a</sup>**

	Component
	1
KK1	,807
KK2	,927
KK3	,860
KK4	,841
KK5	,804
KK6	,902

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

RELIABILITY

/VARIABLES=K1 A1 P1 K2 A2 P2 K3 A3 P3 K4 A4 P4

/SCALE('Budaya organisasi') ALL

/MODEL=ALPHA.

## Reliability

### Scale: Budaya organisasi

**Case Processing Summary**

		N	%
Cases	Valid	250	100,0
	Excluded <sup>a</sup>	0	,0
	Total	250	100,0

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

### Reliability Statistics

Cronbach's	N of Items
a	
,843	12



```
RELIABILITY
/VARIABLES=KSMP1 KSMP2 KSMP4 KSMP5 KSMP6 KSMP7 KSMP8
/SCALE('Kurikulum') ALL
/MODEL=ALPHA.
```

## Reliability

### Scale: Kurikulum

**Case Processing Summary**

		N	%
Cases	Valid	250	100,0
	Excluded <sup>a</sup>	0	,0
	Total	250	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,826	7

```
RELIABILITY
/VARIABLES=MP1 MP2 MP3 MP4 MP5 MP6 MP7 MP8 MP9
/SCALE('Manajemen Pelatihan') ALL
/MODEL=ALPHA.
```

## Reliability

### Scale: Manajemen Pelatihan

**Case Processing Summary**

		N	%
Cases	Valid	250	100,0
	Excluded <sup>a</sup>	0	,0
	Total	250	100,0

a. Listwise deletion based on all variables in the



### Reliability Statistics

Cronbach's Alpha	N of Items
,790	9

RELIABILITY

```
/VARIABLES=PP1 PP2 PP3 PP4 PP5 PP6 PP7 PP8 PP9 PP10  
/SCALE('Proses Pelatihan') ALL  
/MODEL=ALPHA.
```

## Reliability

### Scale: Proses Pelatihan

#### Case Processing Summary

		N	%
Cases	Valid	250	100,0
	Excluded <sup>a</sup>	0	,0
	Total	250	100,0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
,908	10

RELIABILITY

```
/VARIABLES=EP1 EP2 EP3  
/SCALE('Efektivitas Pelatihan') ALL  
/MODEL=ALPHA.
```



## Reliability Scale: Efektivitas Pelatihan

Case Processing Summary

		N	%
Cases	Valid	250	100,0
	Excluded <sup>a</sup>	0	,0
	Total	250	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,847	3

```
RELIABILITY
/VARIABLES=KK1 KK2 KK3 KK4 KK5 KK6
/SCALE('Kinerja Karyawan') ALL
/MODEL=ALPHA.
```

## Reliability Scale: Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	250	100,0
	Excluded <sup>a</sup>	0	,0
	Total	250	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,920	6



## Correlations

**Descriptive Statistics**

	Mean	Std. Deviation	N
Sex	1,07	,259	250
Edu	2,77	,860	250
Experience	1,17	,375	250
Budaya	3,9727	,44964	250
Kurikulum	4,2286	,40649	250
Manajemen	4,0640	,42953	250
Proses	4,3400	,45443	250
Efektivitas	4,3160	,49735	250
Kinerja	3,9960	,71322	250





**Correlations**

		Sex	Edu	Experience	Budaya	Kurikulum	Manajemen	Proses	Efektivitas	Kinerja
Sex	Pearson Correlation	1	,218**	-,084	-,124	,121	-,066	-,004	-,167**	-,024
	Sig. (2-tailed)		,001	,187	,050	,056	,301	,949	,008	,708
	N	250	250	250	250	250	250	250	250	250
Edu	Pearson Correlation	,218**	1	-,118	-,108	,038	,009	,137*	-,053	-,074
	Sig. (2-tailed)	,001		,064	,088	,549	,882	,031	,403	,247
	N	250	250	250	250	250	250	250	250	250
Experience	Pearson Correlation	-,084	-,118	1	-,147*	-,472**	-,353**	-,563**	-,408**	-,263**
	Sig. (2-tailed)	,187	,064		,020	,000	,000	,000	,000	,000
	N	250	250	250	250	250	250	250	250	250
Budaya	Pearson Correlation	-,124	-,108	-,147*	1	,354**	,635**	,368**	,481**	,260**
	Sig. (2-tailed)	,050	,088	,020		,000	,000	,000	,000	,000
	N	250	250	250	250	250	250	250	250	250
Kurikulum	Pearson Correlation	,121	,038	-,472**	,354**	1	,514**	,635**	,459**	,382**
	Sig. (2-tailed)	,056	,549	,000	,000		,000	,000	,000	,000
	N	250	250	250	250	250	250	250	250	250
Manajemen	Pearson Correlation	-,066	,009	-,353**	,635**	,514**	1	,452**	,529**	,390**
	Sig. (2-tailed)	,301	,882	,000	,000	,000		,000	,000	,000
	N	250	250	250	250	250	250	250	250	250
Proses	Pearson Correlation	-,004	,137*	-,563**	,368**	,635**	,452**	1	,648**	,500**
	Sig. (2-tailed)	,949	,031	,000	,000	,000	,000		,000	,000
	N	250	250	250	250	250	250	250	250	250
Efektivitas	Pearson Correlation	-,167**	-,053	-,408**	,481**	,459**	,529**	,648**	1	,573**
	Sig. (2-tailed)									
	N									



	Sig. (2-tailed)	,008	,403	,000	,000	,000	,000	,000		,000
	N	250	250	250	250	250	250	250	250	250
	Pearson Correlation	-,024	-,074	-,263**	,260**	,382**	,390**	,500**	,573**	1
Kinerja	Sig. (2-tailed)	,708	,247	,000	,000	,000	,000	,000	,000	
	N	250	250	250	250	250	250	250	250	250

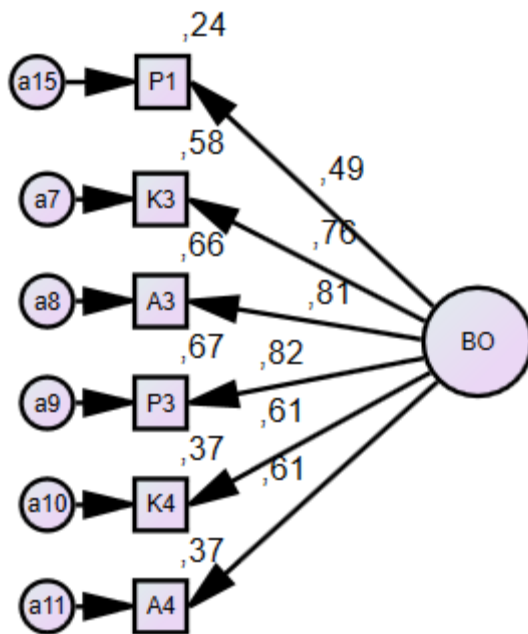
\*\* . Correlation is significant at the 0.01 level (2-tailed).

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



LAMPIRAN E  
CONFIRMATORY FACTOR ANALYSIS

**CFA BUDAYA ORGANISASI**



Number of variables in your model: 13  
 Number of observed variables: 6  
 Number of unobserved variables: 7  
 Number of exogenous variables: 7  
 Number of endogenous variables: 6

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	7	0	0	0	0	7
Labeled	0	0	0	0	0	0
Unlabeled	5	0	7	0	0	12
Total	12	0	7	0	0	19

**Notes for Model (Default model)**

**Number of degrees of freedom (Default model)**

Number of distinct sample moments: 21  
 Number of distinct parameters to be estimated: 12



Degrees of freedom (21 - 12): 9

**Result (Default model)**

Minimum was achieved  
 Chi-square = 7,533  
 Degrees of freedom = 9  
 Probability level = ,582

	Estimate	S.E.	C.R.	P	Label
A4 <--- BO	1,000				
K4 <--- BO	,908	,115	7,890	***	
P3 <--- BO	1,135	,118	9,617	***	
A3 <--- BO	1,258	,131	9,587	***	
K3 <--- BO	1,212	,131	9,236	***	
P1 <--- BO	,878	,132	6,656	***	

	Estimate
A4 <--- BO	,606
K4 <--- BO	,611
P3 <--- BO	,817
A3 <--- BO	,812
K3 <--- BO	,763
P1 <--- BO	,494

	Estimate	S.E.	C.R.	P	Label
BO	,163	,033	4,974	***	
a11	,280	,027	10,195	***	
a10	,225	,022	10,168	***	
a9	,105	,014	7,742	***	
a8	,133	,017	7,855	***	
a7	,171	,019	8,793	***	
a15	,388	,036	10,626	***	

	Estimate
P1	,244
K3	,582
A3	,659
	,667
	,374
	,367



	M.I. Par Change
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	M.I. Par Change
--	-----------------

	M.I. Par Change
--	-----------------

Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTRIES	Ratio
0	2		-,587	9999,000	541,152	0	9999,000
1	1		-,065	1,958	170,769	20	,333
2	1		-,027	,545	60,219	5	,870
3	0	13,311		,681	19,815	6	,721
4	0	24,639		,332	9,700	1	1,207
5	0	38,760		,235	7,722	1	1,148
6	0	49,145		,084	7,536	1	1,076
7	0	53,629		,013	7,533	1	1,012
8	0	52,198		,000	7,533	1	1,000

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	12	7,533	9	,582	,837
Saturated model	21	,000	0		
Independence model	6	554,361	15	,000	36,957

Model	RMR	GFI	AGFI	PGFI
Default model	,010	,990	,977	,424
Saturated model	,000	1,000		
Independence model	,159	,466	,253	,333

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,986	,977	1,003	1,005	1,000
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Model	PRATIO	PNFI	PCFI
Default model	,600	,592	,600



Model	PRATIO	PNFI	PCFI
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

Model	NCP	LO 90	HI 90
Default model	,000	,000	8,838
Saturated model	,000	,000	,000
Independence model	539,361	466,095	620,038

Model	FMIN	F0	LO 90	HI 90
Default model	,030	,000	,000	,035
Saturated model	,000	,000	,000	,000
Independence model	2,226	2,166	1,872	2,490

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,000	,000	,063	,885
Independence model	,380	,353	,407	,000

Model	AIC	BCC	BIC	CAIC
Default model	31,533	32,227	73,790	85,790
Saturated model	42,000	43,215	115,951	136,951
Independence model	566,361	566,708	587,490	593,490

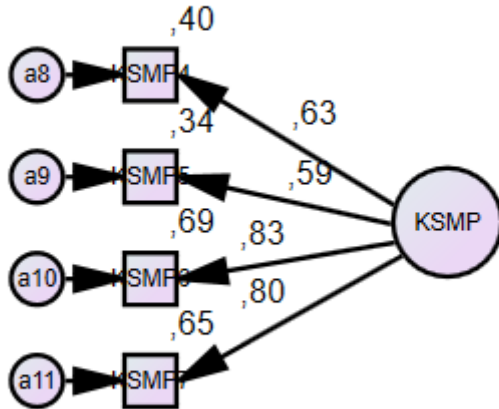
Model	ECVI	LO 90	HI 90	MECVI
Default model	,127	,133	,168	,129
Saturated model	,169	,169	,169	,174
Independence model	2,275	1,980	2,599	2,276

Model	HOELTER	HOELTER
	.05	.01
Default model	560	717
Independence model	12	14

Minimization: ,040  
Miscellaneous: ,637  
Bootstrap: ,000  
Total: ,677



## RIKULUM PELATIHAN



Number of variables in your model: 9  
 Number of observed variables: 4  
 Number of unobserved variables: 5  
 Number of exogenous variables: 5  
 Number of endogenous variables: 4

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	5	0	0	0	0	5
Labeled	0	0	0	0	0	0
Unlabeled	3	0	5	0	0	8
Total	8	0	5	0	0	13

**Notes for Model (Default model)**

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

Number of distinct sample moments: 10  
 Number of distinct parameters to be estimated: 8  
 Degrees of freedom (10 - 8): 2

**Result (Default model)**

Minimum was achieved  
 Chi-square = 18,078  
 Degrees of freedom = 2  
 Significance level = ,000



	Estimate	S.E.	C.R.	P	Label
--	----------	------	------	---	-------

	Estimate	S.E.	C.R.	P	Label
KSMP7 <--- KSMP	1,000				
KSMP6 <--- KSMP	1,220	,105	11,653	***	
KSMP5 <--- KSMP	,774	,088	8,798	***	
KSMP4 <--- KSMP	,864	,091	9,493	***	

	Estimate
KSMP7 <--- KSMP	,803
KSMP6 <--- KSMP	,831
KSMP5 <--- KSMP	,587
KSMP4 <--- KSMP	,631

	Estimate	S.E.	C.R.	P	Label
KSMP	,173	,025	6,868	***	
a11	,095	,014	6,691	***	
a10	,115	,020	5,841	***	
a9	,196	,020	9,999	***	
a8	,195	,020	9,687	***	

	Estimate
KSMP4	,398
KSMP5	,345
KSMP6	,691
KSMP7	,645

	M.I.	Par Change
a9 <--> a8	16,286	,055

	M.I.	Par Change

	M.I.	Par Change
KSMP4 <--- KSMP5	9,876	,170
KSMP5 <--- KSMP4	8,857	,154

Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTriangles	Ratio
e	2		-,352	9999,000	351,297	0	9999,000
e	1		-,012	1,492	87,132	20	,502



Optimization Software:  
[www.balesio.com](http://www.balesio.com)



Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTrises	Ratio
2	0	35,891		,372	35,863	5	,841
3	0	12,073		,661	29,493	2	,000
4	0	13,107		,137	19,142	1	1,093
5	0	12,004		,097	18,114	1	1,093
6	0	12,222		,015	18,078	1	1,026
7	0	12,307		,001	18,078	1	1,001

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	8	18,078	2	,000	9,039
Saturated model	10	,000	0		
Independence model	4	344,357	6	,000	57,393

Model	RMR	GFI	AGFI	PGFI
Default model	,016	,964	,820	,193
Saturated model	,000	1,000		
Independence model	,127	,552	,253	,331

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,948	,843	,953	,857	,952
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Model	PRATIO	PNFI	PCFI
Default model	,333	,316	,317
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

	NCP	LO 90	HI 90
Default model	16,078	6,010	33,589
Saturated model	,000	,000	,000
Independence model	338,357	281,234	402,890



Model	FMIN	F0	LO 90	HI 90
Default model	,073	,065	,024	,135
Saturated model	,000	,000	,000	,000
Independence model	1,383	1,359	1,129	1,618

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,180	,110	,260	,002
Independence model	,476	,434	,519	,000

Model	AIC	BCC	BIC	CAIC
Default model	34,078	34,406	62,249	70,249
Saturated model	20,000	20,410	55,215	65,215
Independence model	352,357	352,521	366,443	370,443

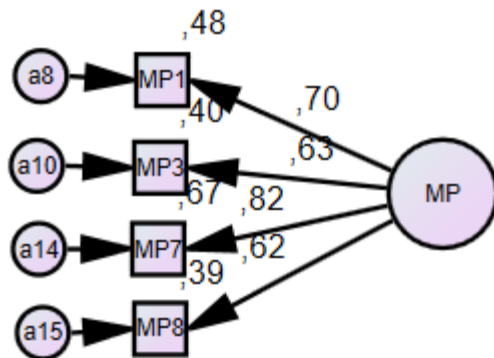
Model	ECVI	LO 90	HI 90	MECVI
Default model	,137	,096	,207	,138
Saturated model	,080	,080	,080	,082
Independence model	1,415	1,186	1,674	1,416

Model	HOELTER .05	HOELTER .01
Default model	83	127
Independence model	10	13

Minimization: ,033  
 Miscellaneous: ,501  
 Bootstrap: ,000  
 Total: ,534

## CFA MANAJEMEN PELATIHAN





**Notes for Model (Default model)**

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

Number of distinct sample moments: 10  
 Number of distinct parameters to be estimated: 8  
 Degrees of freedom (10 - 8): 2

**Result (Default model)**

Minimum was achieved  
 Chi-square = 3,731  
 Degrees of freedom = 2  
 Probability level = ,155

	Estimate	S.E.	C.R.	P	Label
MP3 <--- MP	1,000				
MP1 <--- MP	1,029	,122	8,426	***	
MP7 <--- MP	1,081	,121	8,914	***	
MP8 <--- MP	,828	,106	7,797	***	

	Estimate
MP3 <--- MP	,633
MP1 <--- MP	,696
MP7 <--- MP	,819
MP8 <--- MP	,623



Estimate	S.E.	C.R.	P	Label
,176	,035	5,000	***	
,263	,028	9,278	***	

	Estimate	S.E.	C.R.	P	Label
a8	,198	,024	8,421	***	
a14	,101	,018	5,521	***	
a15	,190	,020	9,382	***	

	Estimate
MP8	,389
MP7	,671
MP1	,484
MP3	,401

	M.I.	Par Change

	M.I.	Par Change

	M.I.	Par Change

Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTRIES	Ratio
0	e	2	-,313	9999,000	293,762	0	9999,000
1	e	0	872,104	1,316	80,877	20	,541
2	e	0	11,564	,565	38,809	9	,000
3	e	0	16,066	,410	8,730	3	,000
4	e	0	26,636	,273	4,114	1	,848
5	e	0	29,519	,033	3,732	1	1,031
6	e	0	28,937	,002	3,731	1	1,002
7	e	0	28,929	,000	3,731	1	1,000

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	8	3,731	2	,155	1,865
Saturated model	10	,000	0		
Independence model	4	281,087	6	,000	46,848



	RMR	GFI	AGFI	PGFI
model	,008	,993	,963	,199
model	,000	1,000		
ence model	,133	,589	,315	,353

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,987	,960	,994	,981	,994
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Model	PRATIO	PNFI	PCFI
Default model	,333	,329	,331
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

Model	NCP	LO 90	HI 90
Default model	1,731	,000	11,406
Saturated model	,000	,000	,000
Independence model	275,087	223,885	333,705

Model	FMIN	F0	LO 90	HI 90
Default model	,015	,007	,000	,046
Saturated model	,000	,000	,000	,000
Independence model	1,129	1,105	,899	1,340

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,059	,000	,151	,328
Independence model	,429	,387	,473	,000

Model	AIC	BCC	BIC	CAIC
Default model	19,731	20,058	47,902	55,902
Saturated model	20,000	20,410	55,215	65,215
Independence model	289,087	289,251	303,172	307,172

Model	ECVI	LO 90	HI 90	MECVI
Default model	,079	,072	,118	,081
Saturated model	,080	,080	,080	,082
Independence model	1,161	,955	1,396	1,162

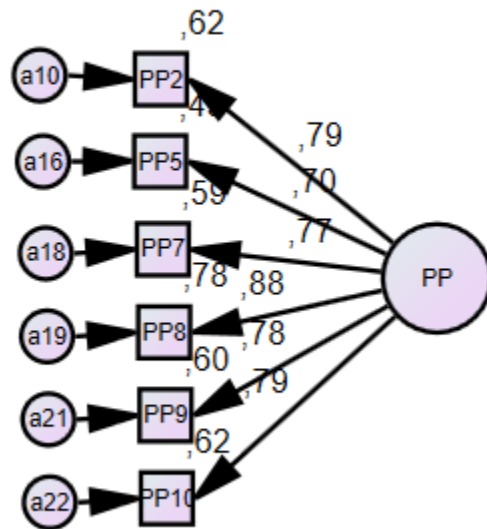
Model	HOELTER .05	HOELTER .01
Default model	400	615
Independence model	12	15

ation: ,039  
neous: ,390



Bootstrap: ,000  
 Total: ,429

**CFA PROSES PELATIHAN**



**Notes for Model (Default model)**

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

Number of distinct sample moments: 21  
 Number of distinct parameters to be estimated: 12  
 Degrees of freedom (21 - 12): 9

**Result (Default model)**

Minimum was achieved  
 Chi-square = 23,004  
 Degrees of freedom = 9  
 Probability level = ,006

		Estimate	S.E.	C.R.	P	Label
PP2	<--- PP	1,000				
PP5	<--- PP	,919	,080	11,509	***	
	PP	,959	,074	12,892	***	
	PP	1,040	,068	15,298	***	
	PP	,952	,073	13,115	***	
	PP	,916	,069	13,339	***	



	Estimate
PP2 <--- PP	,786
PP5 <--- PP	,698
PP7 <--- PP	,766
PP8 <--- PP	,881
PP9 <--- PP	,777
PP10 <--- PP	,788

	Estimate	S.E.	C.R.	P	Label
PP	,225	,031	7,210	***	
a10	,140	,015	9,417	***	
a16	,201	,020	10,146	***	
a18	,146	,015	9,629	***	
a19	,070	,009	7,404	***	
a21	,134	,014	9,518	***	
a22	,116	,012	9,395	***	

	Estimate
PP10	,620
PP9	,604
PP8	,776
PP7	,587
PP5	,487
PP2	,617

	M.I.	Par Change
a16 <--> a22	9,801	,034
a16 <--> a18	6,254	-,030

	M.I.	Par Change

	M.I.	Par Change
PP10 <--- PP5	4,688	,081

Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTrises	Ratio
e	2		-,805	9999,000	844,369	0	9999,000
e	2		-,084	2,717	258,645	20	,231



Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTrises	Ratio
2	1		-,073	,492	121,500	5	,852
3	0	27,969		,856	29,286	7	,797
4	0	21,584		,347	24,473	1	,739
5	0	27,480		,058	23,028	1	1,062
6	0	27,390		,013	23,004	1	1,024
7	0	27,380		,001	23,004	1	1,001

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	12	23,004	9	,006	2,556
Saturated model	21	,000	0		
Independence model	6	882,295	15	,000	58,820

Model	RMR	GFI	AGFI	PGFI
Default model	,010	,968	,925	,415
Saturated model	,000	1,000		
Independence model	,177	,346	,084	,247

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,974	,957	,984	,973	,984
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Model	PRATIO	PNFI	PCFI
Default model	,600	,584	,590
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

	NCP	LO 90	HI 90
Default model	14,004	3,510	32,150
Saturated model	,000	,000	,000
Independence model	867,295	773,655	968,330





Model	FMIN	F0	LO 90	HI 90
Default model	,092	,056	,014	,129
Saturated model	,000	,000	,000	,000
Independence model	3,543	3,483	3,107	3,889

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,079	,040	,120	,103
Independence model	,482	,455	,509	,000

Model	AIC	BCC	BIC	CAIC
Default model	47,004	47,698	89,262	101,262
Saturated model	42,000	43,215	115,951	136,951
Independence model	894,295	894,642	915,424	921,424

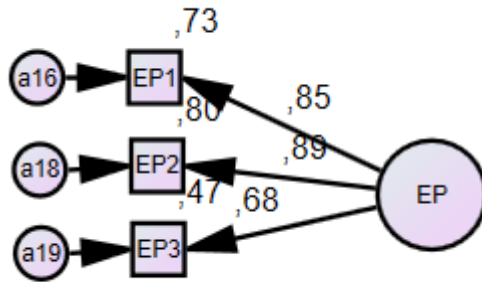
Model	ECVI	LO 90	HI 90	MECVI
Default model	,189	,147	,262	,192
Saturated model	,169	,169	,169	,174
Independence model	3,592	3,215	3,997	3,593

Model	HOELTER .05	HOELTER .01
Default model	184	235
Independence model	8	9

Minimization: ,037  
 Miscellaneous: ,612  
 Bootstrap: ,000  
 Total: ,649



## CFA EFEKTIVITAS PELATIHAN



Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 6  
 Number of distinct parameters to be estimated: 6  
 Degrees of freedom (6 - 6): 0

Result (Default model)

Minimum was achieved  
 Chi-square = ,000  
 Degrees of freedom = 0  
 Probability level cannot be computed

	Estimate	S.E.	C.R.	P	Label
EP1 <--- EP	1,000				
EP2 <--- EP	1,080	,080	13,563	***	
EP3 <--- EP	,853	,075	11,438	***	

	Estimate
EP1 <--- EP	,852
EP2 <--- EP	,892
EP3 <--- EP	,684

	Estimate	S.E.	C.R.	P	Label
	,219	,029	7,591	***	
	,083	,015	5,658	***	
	,066	,016	4,163	***	



	Estimate	S.E.	C.R.	P	Label
a19	,182	,019	9,728	***	

	Estimate
EP3	,468
EP2	,796
EP1	,727

	M.I.	Par Change
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	M.I.	Par Change
--	------	------------

	M.I.	Par Change
--	------	------------

Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTRIES	Ratio
0	2		-,328	9999,000	359,203	0	9999,000
1	1		-,027	1,381	87,093	20	,615
2	0	50,098		,369	16,428	5	,819
3	0	14,957		,536	2,044	2	,000
4	0	18,567		,070	,040	1	1,045
5	0	17,935		,020	,000	1	1,021
6	0	17,983		,001	,000	1	1,001

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	6	,000	0		
Saturated model	6	,000	0		
Independence model	3	344,486	3	,000	114,829

Model	RMR	GFI	AGFI	PGFI
Default model	,000	1,000		
Saturated model	,000	1,000		
Independence model	,148	,538	,075	,269

	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
model	1,000		1,000		1,000



Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Model	PRATIO	PNFI	PCFI
Default model	,000	,000	,000
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

Model	NCP	LO 90	HI 90
Default model	,000	,000	,000
Saturated model	,000	,000	,000
Independence model	341,486	284,216	406,162

Model	FMIN	F0	LO 90	HI 90
Default model	,000	,000	,000	,000
Saturated model	,000	,000	,000	,000
Independence model	1,383	1,371	1,141	1,631

Model	RMSEA	LO 90	HI 90	PCLOSE
Independence model	,676	,617	,737	,000

Model	AIC	BCC	BIC	CAIC
Default model	12,000	12,196	33,129	39,129
Saturated model	12,000	12,196	33,129	39,129
Independence model	350,486	350,584	361,050	364,050

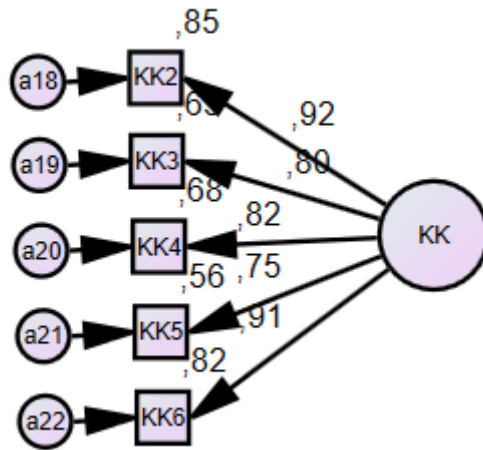
Model	ECVI	LO 90	HI 90	MECVI
Default model	,048	,048	,048	,049
Saturated model	,048	,048	,048	,049
Independence model	1,408	1,178	1,667	1,408

Model	HOELTER .05	HOELTER .01
Default model		
Independence model	6	9

ation: ,026  
neous: ,487  
o: ,000  
,513



## CFA KINERJA KARYAWAN



### Notes for Model (Default model)

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

Number of distinct sample moments: 15  
 Number of distinct parameters to be estimated: 10  
 Degrees of freedom (15 - 10): 5

#### Result (Default model)

Minimum was achieved  
 Chi-square = 22,221  
 Degrees of freedom = 5  
 Probability level = ,000

	Estimate	S.E.	C.R.	P	Label
KK2 <--- KK	1,000				
KK3 <--- KK	,540	,031	17,569	***	
KK4 <--- KK	,870	,047	18,408	***	
KK5 <--- KK	,532	,035	15,276	***	
KK6 <--- KK	,998	,043	23,128	***	

	Estimate
KK	,922
KK	,804
KK	,822
KK	,747



	Estimate
KK6 <--- KK	,908

	Estimate	S.E.	C.R.	P	Label
KK	,866	,092	9,409	***	
a18	,153	,022	6,834	***	
a19	,138	,014	9,807	***	
a20	,315	,033	9,608	***	
a21	,195	,019	10,234	***	
a22	,184	,024	7,521	***	

	Estimate
KK6	,824
KK5	,557
KK4	,676
KK3	,646
KK2	,850

	M.I.	Par Change
a20 <--> a21	14,790	-,067
a19 <--> a20	6,075	,037

	M.I.	Par Change
--	------	------------

	M.I.	Par Change
KK5 <--- KK4	4,239	-,061
KK4 <--- KK5	6,119	-,142

Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e 2		-,759	9999,000	937,628	0	9999,000
1	e* 2		-,216	2,691	297,012	20	,266
2	e 1		-,066	,384	152,940	6	,918
	e 0	303,273		,596	47,116	6	,806
	e 0	29,992		,594	23,881	3	,000



Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTrises	Ratio
5	0	26,506		,037	22,236	1	1,050
6	0	26,215		,003	22,221	1	1,010
7	0	26,204		,000	22,221	1	1,000

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	10	22,221	5	,000	4,444
Saturated model	15	,000	0		
Independence model	5	970,773	10	,000	97,077

Model	RMR	GFI	AGFI	PGFI
Default model	,017	,968	,905	,323
Saturated model	,000	1,000		
Independence model	,457	,333	-,001	,222

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,977	,954	,982	,964	,982
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Model	PRATIO	PNFI	PCFI
Default model	,500	,489	,491
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

Model	NCP	LO 90	HI 90
Default model	17,221	6,201	35,767
Saturated model	,000	,000	,000
Independence model	960,773	862,192	1066,740

Model	FMIN	F0	LO 90	HI 90
Default model	,089	,069	,025	,144
Saturated model	,000	,000	,000	,000
Independence model	3,899	3,859	3,463	4,284



Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,118	,071	,169	,011
Independence model	,621	,588	,655	,000

Model	AIC	BCC	BIC	CAIC
Default model	42,221	42,715	77,436	87,436
Saturated model	30,000	30,741	82,822	97,822
Independence model	980,773	981,020	998,381	1003,381

Model	ECVI	LO 90	HI 90	MECVI
Default model	,170	,125	,244	,172
Saturated model	,120	,120	,120	,123
Independence model	3,939	3,543	4,364	3,940

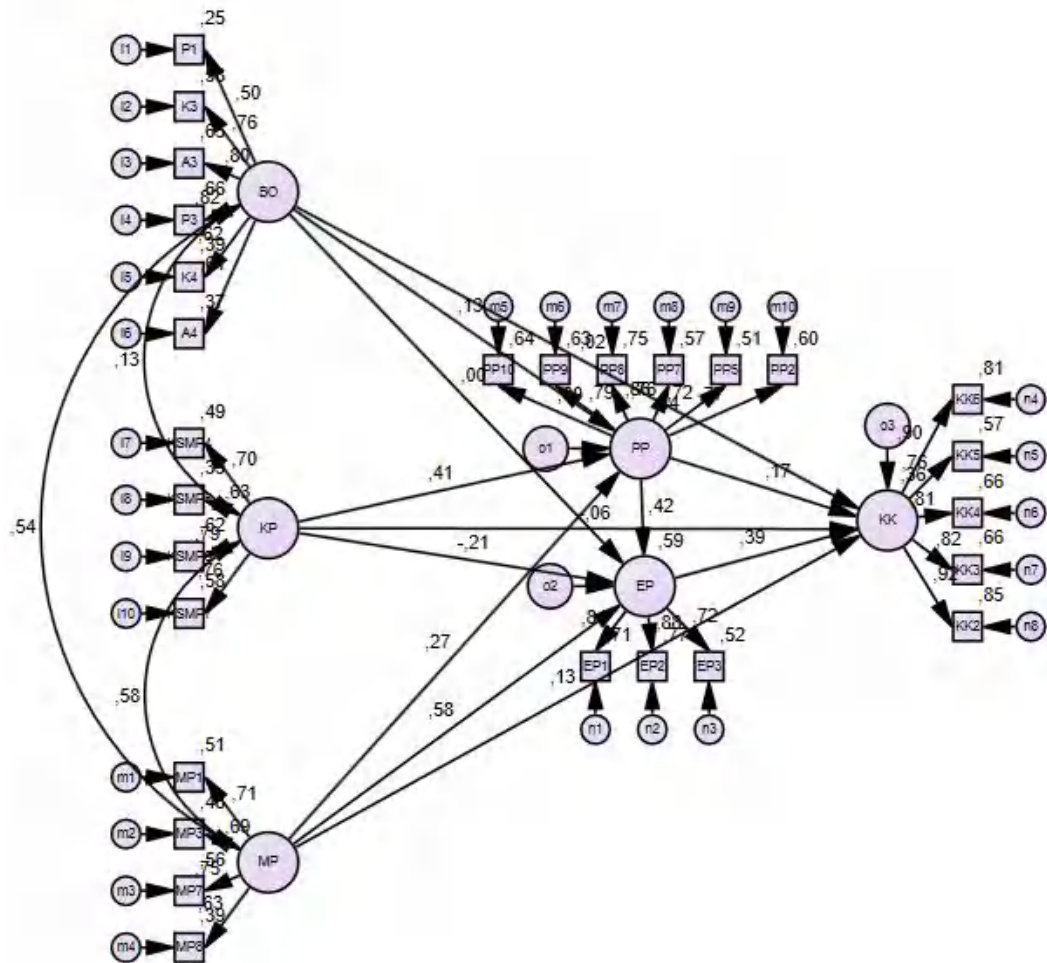
Model	HOELTER	
	.05	.01
Default model	125	170
Independence model	5	6

Minimization: ,038  
 Miscellaneous: ,447  
 Bootstrap: ,000  
 Total: ,485





LAMPIRAN F  
 MODEL PERSAMAAN STRUKTURAL AWAL



Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 406  
 Number of distinct parameters to be estimated: 71  
 Degrees of freedom (406 - 71): 335

Result (Default model)



... was achieved  
 ... = 1483,240  
 ... of freedom = 335

Probability level = ,000

			Estimate	S.E.	C.R.	P	Label
PP	<---	BO	,142	,087	1,630	,103	
PP	<---	KP	,455	,101	4,507	***	
PP	<---	MP	,274	,109	2,522	,012	
EP	<---	BO	,005	,089	,051	,959	
EP	<---	KP	-,249	,109	-2,286	,022	
EP	<---	MP	,604	,123	4,913	***	
EP	<---	PP	,444	,087	5,128	***	
KK	<---	BO	,035	,183	,190	,849	
KK	<---	KP	-,135	,237	-,569	,569	
KK	<---	MP	,275	,292	,944	,345	
KK	<---	PP	,356	,201	1,777	,076	
KK	<---	EP	,777	,221	3,513	***	
A4	<---	BO	1,000				
K4	<---	BO	,926	,115	8,062	***	
P3	<---	BO	1,131	,117	9,679	***	
A3	<---	BO	1,245	,130	9,606	***	
K3	<---	BO	1,208	,130	9,281	***	
P1	<---	BO	,888	,131	6,759	***	
KSMP7	<---	KP	1,000				
KSMP6	<---	KP	1,213	,106	11,453	***	
KSMP5	<---	KP	,868	,094	9,246	***	
KSMP4	<---	KP	1,012	,098	10,375	***	
MP8	<---	MP	,791	,089	8,884	***	
MP7	<---	MP	,938	,090	10,414	***	
MP3	<---	MP	1,039	,107	9,735	***	
MP1	<---	MP	1,000				
PP10	<---	PP	1,000				
PP9	<---	PP	1,046	,076	13,778	***	
PP8	<---	PP	1,100	,071	15,448	***	
PP7	<---	PP	1,023	,079	13,020	***	
PP5	<---	PP	1,018	,084	12,140	***	
PP2	<---	PP	1,063	,079	13,386	***	
EP3	<---	EP	,909	,073	12,469	***	
EP2	<---	EP	1,073	,068	15,794	***	
EP1	<---	EP	1,000				
KK1	<---	KK	1,000				
KK2	<---	KK	,546	,036	15,215	***	
KK3	<---	KK	,872	,050	17,420	***	
KK4	<---	KK	,554	,032	17,466	***	



			Estimate	S.E.	C.R.	P	Label
KK2	<---	KK	1,014	,045	22,776	***	

			Estimate
PP	<---	BO	,130
PP	<---	KP	,409
PP	<---	MP	,275
EP	<---	BO	,004
EP	<---	KP	-,212
EP	<---	MP	,576
EP	<---	PP	,422
KK	<---	BO	,015
KK	<---	KP	-,058
KK	<---	MP	,132
KK	<---	PP	,171
KK	<---	EP	,391
A4	<---	BO	,607
K4	<---	BO	,625
P3	<---	BO	,815
A3	<---	BO	,804
K3	<---	BO	,761
P1	<---	BO	,501
KSMP7	<---	KP	,764
KSMP6	<---	KP	,786
KSMP5	<---	KP	,627
KSMP4	<---	KP	,703
MP8	<---	MP	,627
MP7	<---	MP	,748
MP3	<---	MP	,692
MP1	<---	MP	,712
PP10	<---	PP	,798
PP9	<---	PP	,792
PP8	<---	PP	,864
PP7	<---	PP	,758
PP5	<---	PP	,717
PP2	<---	PP	,775
EP3	<---	EP	,721
	<---	EP	,876
	<---	EP	,843
	<---	KK	,899
	<---	KK	,756



	Estimate
KK4 <--- KK	,814
KK3 <--- KK	,815
KK2 <--- KK	,924

	Estimate	S.E.	C.R.	P	Label
BO <--> KP	,021	,012	1,732	,083	
KP <--> MP	,101	,017	5,897	***	
BO <--> MP	,096	,018	5,324	***	

	Estimate
BO <--> KP	,132
KP <--> MP	,580
BO <--> MP	,536

	Estimate	S.E.	C.R.	P	Label
BO	,163	,033	4,999	***	
KP	,156	,024	6,572	***	
MP	,195	,032	6,014	***	
o1	,108	,016	6,778	***	
o2	,087	,015	6,006	***	
o3	,542	,064	8,514	***	
l6	,280	,027	10,233	***	
l5	,219	,022	10,143	***	
l4	,106	,013	7,953	***	
l3	,138	,017	8,185	***	
l2	,172	,019	8,935	***	
l1	,384	,036	10,630	***	
l10	,112	,014	8,117	***	
l9	,142	,019	7,642	***	
l8	,182	,019	9,784	***	
l7	,164	,018	9,057	***	
m4	,189	,019	9,835	***	
m3	,135	,016	8,515	***	
m2	,228	,025	9,261	***	
m1	,190	,021	9,031	***	
m5	,111	,012	9,405	***	
	,126	,013	9,473	***	
	,079	,010	8,196	***	
	,150	,015	9,810	***	
	,190	,019	10,105	***	



	Estimate	S.E.	C.R.	P	Label
m10	,146	,015	9,659	***	
n3	,164	,017	9,625	***	
n2	,075	,012	6,299	***	
n1	,087	,012	7,465	***	
n4	,201	,025	7,990	***	
n5	,189	,019	10,198	***	
n6	,327	,034	9,729	***	
n7	,131	,013	9,717	***	
n8	,150	,022	6,849	***	

	Estimate
PP	,442
EP	,594
KK	,358
KK2	,853
KK3	,665
KK4	,663
KK5	,572
KK6	,808
EP1	,711
EP2	,768
EP3	,520
PP2	,600
PP5	,514
PP7	,575
PP8	,747
PP9	,628
PP10	,637
MP1	,507
MP3	,479
MP7	,559
MP8	,393
KSMP4	,494
KSMP5	,393
KSMP6	,619
KSMP7	,583
	,251
	,580
	,647
	,664



	Estimate
K4	,390
A4	,369

	MP	KP	BO	PP	EP	KK
PP	,274	,455	,142	,000	,000	,000
EP	,726	-,047	,068	,444	,000	,000
KK	,937	-,009	,138	,702	,777	,000
KK2	,950	-,009	,140	,712	,788	1,014
KK3	,519	-,005	,076	,389	,430	,554
KK4	,817	-,007	,120	,612	,677	,872
KK5	,511	-,005	,075	,383	,424	,546
KK6	,937	-,009	,138	,702	,777	1,000
EP1	,726	-,047	,068	,444	1,000	,000
EP2	,779	-,050	,072	,477	1,073	,000
EP3	,660	-,042	,061	,404	,909	,000
PP2	,291	,484	,151	1,063	,000	,000
PP5	,279	,463	,144	1,018	,000	,000
PP7	,280	,466	,145	1,023	,000	,000
PP8	,301	,500	,156	1,100	,000	,000
PP9	,287	,476	,148	1,046	,000	,000
PP10	,274	,455	,142	1,000	,000	,000
MP1	1,000	,000	,000	,000	,000	,000
MP3	1,039	,000	,000	,000	,000	,000
MP7	,938	,000	,000	,000	,000	,000
MP8	,791	,000	,000	,000	,000	,000
KSMP4	,000	1,012	,000	,000	,000	,000
KSMP5	,000	,868	,000	,000	,000	,000
KSMP6	,000	1,213	,000	,000	,000	,000
KSMP7	,000	1,000	,000	,000	,000	,000
P1	,000	,000	,888	,000	,000	,000
K3	,000	,000	1,208	,000	,000	,000
A3	,000	,000	1,245	,000	,000	,000
P3	,000	,000	1,131	,000	,000	,000
K4	,000	,000	,926	,000	,000	,000
A4	,000	,000	1,000	,000	,000	,000

MP	KP	BO	PP	EP	KK
,275	,409	,130	,000	,000	,000
,692	-,040	,059	,422	,000	,000
,450	-,004	,061	,336	,391	,000



	MP	KP	BO	PP	EP	KK
KK2	,415	-,003	,056	,310	,362	,924
KK3	,367	-,003	,049	,274	,319	,815
KK4	,366	-,003	,049	,273	,319	,814
KK5	,340	-,003	,046	,254	,296	,756
KK6	,404	-,003	,054	,302	,352	,899
EP1	,583	-,033	,050	,356	,843	,000
EP2	,606	-,035	,052	,370	,876	,000
EP3	,499	-,029	,042	,305	,721	,000
PP2	,213	,317	,101	,775	,000	,000
PP5	,197	,293	,093	,717	,000	,000
PP7	,208	,310	,099	,758	,000	,000
PP8	,238	,353	,112	,864	,000	,000
PP9	,218	,324	,103	,792	,000	,000
PP10	,219	,326	,104	,798	,000	,000
MP1	,712	,000	,000	,000	,000	,000
MP3	,692	,000	,000	,000	,000	,000
MP7	,748	,000	,000	,000	,000	,000
MP8	,627	,000	,000	,000	,000	,000
KSMP4	,000	,703	,000	,000	,000	,000
KSMP5	,000	,627	,000	,000	,000	,000
KSMP6	,000	,786	,000	,000	,000	,000
KSMP7	,000	,764	,000	,000	,000	,000
P1	,000	,000	,501	,000	,000	,000
K3	,000	,000	,761	,000	,000	,000
A3	,000	,000	,804	,000	,000	,000
P3	,000	,000	,815	,000	,000	,000
K4	,000	,000	,625	,000	,000	,000
A4	,000	,000	,607	,000	,000	,000

	MP	KP	BO	PP	EP	KK
PP	,274	,455	,142	,000	,000	,000
EP	,604	-,249	,005	,444	,000	,000
KK	,275	-,135	,035	,356	,777	,000
KK2	,000	,000	,000	,000	,000	1,014
KK3	,000	,000	,000	,000	,000	,554
KK4	,000	,000	,000	,000	,000	,872
	,000	,000	,000	,000	,000	,546
	,000	,000	,000	,000	,000	1,000
	,000	,000	,000	,000	1,000	,000
	,000	,000	,000	,000	1,073	,000



	MP	KP	BO	PP	EP	KK
EP3	,000	,000	,000	,000	,909	,000
PP2	,000	,000	,000	1,063	,000	,000
PP5	,000	,000	,000	1,018	,000	,000
PP7	,000	,000	,000	1,023	,000	,000
PP8	,000	,000	,000	1,100	,000	,000
PP9	,000	,000	,000	1,046	,000	,000
PP10	,000	,000	,000	1,000	,000	,000
MP1	1,000	,000	,000	,000	,000	,000
MP3	1,039	,000	,000	,000	,000	,000
MP7	,938	,000	,000	,000	,000	,000
MP8	,791	,000	,000	,000	,000	,000
KSMP4	,000	1,012	,000	,000	,000	,000
KSMP5	,000	,868	,000	,000	,000	,000
KSMP6	,000	1,213	,000	,000	,000	,000
KSMP7	,000	1,000	,000	,000	,000	,000
P1	,000	,000	,888	,000	,000	,000
K3	,000	,000	1,208	,000	,000	,000
A3	,000	,000	1,245	,000	,000	,000
P3	,000	,000	1,131	,000	,000	,000
K4	,000	,000	,926	,000	,000	,000
A4	,000	,000	1,000	,000	,000	,000

	MP	KP	BO	PP	EP	KK
PP	,275	,409	,130	,000	,000	,000
EP	,576	-,212	,004	,422	,000	,000
KK	,132	-,058	,015	,171	,391	,000
KK2	,000	,000	,000	,000	,000	,924
KK3	,000	,000	,000	,000	,000	,815
KK4	,000	,000	,000	,000	,000	,814
KK5	,000	,000	,000	,000	,000	,756
KK6	,000	,000	,000	,000	,000	,899
EP1	,000	,000	,000	,000	,843	,000
EP2	,000	,000	,000	,000	,876	,000
EP3	,000	,000	,000	,000	,721	,000
PP2	,000	,000	,000	,775	,000	,000
PP5	,000	,000	,000	,717	,000	,000
	,000	,000	,000	,758	,000	,000
	,000	,000	,000	,864	,000	,000
	,000	,000	,000	,792	,000	,000
	,000	,000	,000	,798	,000	,000





	MP	KP	BO	PP	EP	KK
MP1	,712	,000	,000	,000	,000	,000
MP3	,692	,000	,000	,000	,000	,000
MP7	,748	,000	,000	,000	,000	,000
MP8	,627	,000	,000	,000	,000	,000
KSMP4	,000	,703	,000	,000	,000	,000
KSMP5	,000	,627	,000	,000	,000	,000
KSMP6	,000	,786	,000	,000	,000	,000
KSMP7	,000	,764	,000	,000	,000	,000
P1	,000	,000	,501	,000	,000	,000
K3	,000	,000	,761	,000	,000	,000
A3	,000	,000	,804	,000	,000	,000
P3	,000	,000	,815	,000	,000	,000
K4	,000	,000	,625	,000	,000	,000
A4	,000	,000	,607	,000	,000	,000

	MP	KP	BO	PP	EP	KK
PP	,000	,000	,000	,000	,000	,000
EP	,122	,202	,063	,000	,000	,000
KK	,662	,126	,103	,345	,000	,000
KK2	,950	-,009	,140	,712	,788	,000
KK3	,519	-,005	,076	,389	,430	,000
KK4	,817	-,007	,120	,612	,677	,000
KK5	,511	-,005	,075	,383	,424	,000
KK6	,937	-,009	,138	,702	,777	,000
EP1	,726	-,047	,068	,444	,000	,000
EP2	,779	-,050	,072	,477	,000	,000
EP3	,660	-,042	,061	,404	,000	,000
PP2	,291	,484	,151	,000	,000	,000
PP5	,279	,463	,144	,000	,000	,000
PP7	,280	,466	,145	,000	,000	,000
PP8	,301	,500	,156	,000	,000	,000
PP9	,287	,476	,148	,000	,000	,000
PP10	,274	,455	,142	,000	,000	,000
MP1	,000	,000	,000	,000	,000	,000
MP3	,000	,000	,000	,000	,000	,000
MP7	,000	,000	,000	,000	,000	,000
	,000	,000	,000	,000	,000	,000
	,000	,000	,000	,000	,000	,000
	,000	,000	,000	,000	,000	,000
	,000	,000	,000	,000	,000	,000



	MP	KP	BO	PP	EP	KK
KSMP7	,000	,000	,000	,000	,000	,000
P1	,000	,000	,000	,000	,000	,000
K3	,000	,000	,000	,000	,000	,000
A3	,000	,000	,000	,000	,000	,000
P3	,000	,000	,000	,000	,000	,000
K4	,000	,000	,000	,000	,000	,000
A4	,000	,000	,000	,000	,000	,000

	MP	KP	BO	PP	EP	KK
PP	,000	,000	,000	,000	,000	,000
EP	,116	,172	,055	,000	,000	,000
KK	,318	,054	,045	,165	,000	,000
KK2	,415	-,003	,056	,310	,362	,000
KK3	,367	-,003	,049	,274	,319	,000
KK4	,366	-,003	,049	,273	,319	,000
KK5	,340	-,003	,046	,254	,296	,000
KK6	,404	-,003	,054	,302	,352	,000
EP1	,583	-,033	,050	,356	,000	,000
EP2	,606	-,035	,052	,370	,000	,000
EP3	,499	-,029	,042	,305	,000	,000
PP2	,213	,317	,101	,000	,000	,000
PP5	,197	,293	,093	,000	,000	,000
PP7	,208	,310	,099	,000	,000	,000
PP8	,238	,353	,112	,000	,000	,000
PP9	,218	,324	,103	,000	,000	,000
PP10	,219	,326	,104	,000	,000	,000
MP1	,000	,000	,000	,000	,000	,000
MP3	,000	,000	,000	,000	,000	,000
MP7	,000	,000	,000	,000	,000	,000
MP8	,000	,000	,000	,000	,000	,000
KSMP4	,000	,000	,000	,000	,000	,000
KSMP5	,000	,000	,000	,000	,000	,000
KSMP6	,000	,000	,000	,000	,000	,000
KSMP7	,000	,000	,000	,000	,000	,000
P1	,000	,000	,000	,000	,000	,000
K3	,000	,000	,000	,000	,000	,000
	,000	,000	,000	,000	,000	,000
	,000	,000	,000	,000	,000	,000
	,000	,000	,000	,000	,000	,000
	,000	,000	,000	,000	,000	,000



Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTriangles	Ratio
0	13		-,846	9999,000	5127,531	0	9999,000
1	15		-,361	3,336	3145,786	19	,395
2	5*		-,108	1,084	2284,541	5	,956
3	0*	5434,736		1,396	1817,047	5	,603
4	1		-,039	,949	1771,010	5	,000
5	0	351,019		,848	1545,658	7	1,041
6	0	173,086		,559	1491,896	1	1,140
7	0	205,435		,247	1483,672	1	1,117
8	0	263,797		,102	1483,245	1	1,059
9	0	271,605		,015	1483,240	1	1,014
10	0	280,838		,000	1483,240	1	1,000

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	71	1483,240	335	,000	4,428
Saturated model	406	,000	0		
Independence model	28	5245,438	378	,000	13,877

Model	RMR	GFI	AGFI	PGFI
Default model	,036	,707	,645	,584
Saturated model	,000	1,000		
Independence model	,153	,226	,169	,211

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,717	,681	,766	,734	,764
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000



Model	PRATIO	PNFI	PCFI
Default model	,886	,636	,677
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

Model	NCP	LO 90	HI 90
Default model	1148,240	1032,632	1271,364
Saturated model	,000	,000	,000
Independence model	4867,438	4636,743	5104,572

Model	FMIN	F0	LO 90	HI 90
Default model	5,957	4,611	4,147	5,106
Saturated model	,000	,000	,000	,000
Independence model	21,066	19,548	18,621	20,500

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,117	,111	,123	,000
Independence model	,227	,222	,233	,000

Model	AIC	BCC	BIC	CAIC
Default model	1625,240	1643,958	1875,263	1946,263
Saturated model	812,000	919,036	2241,713	2647,713
Independence model	5301,438	5308,820	5400,039	5428,039

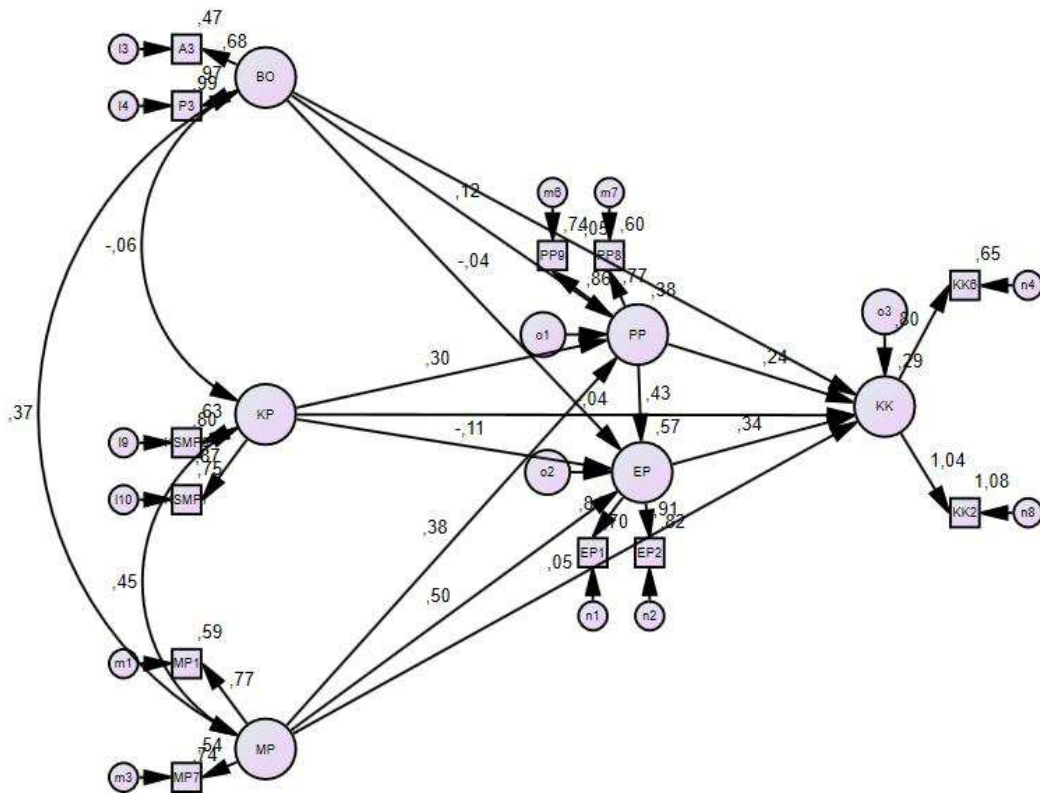
Model	ECVI	LO 90	HI 90	MECVI
Default model	6,527	6,063	7,022	6,602
Saturated model	3,261	3,261	3,261	3,691
Independence model	21,291	20,364	22,243	21,321

Model	HOELTER	HOELTER
	.05	.01
Default model	64	67
Independence model	21	22

Minimization: ,069  
Miscellaneous: 5,168  
Bootstrap: ,000  
5,237



LAMPIRAN G  
 MODEL PERSAMAAN STRUKTURAL RESPEKIFIKASI



Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 78  
 Number of distinct parameters to be estimated: 39  
 Degrees of freedom (78 - 39): 39

Result (Default model)

Minimum was achieved  
 Chi-square = 140,182  
 Degrees of freedom = 39  
 Probability level = ,000

		Estimate	S.E.	C.R.	P	Label
---	BO	,120	,077	1,563	,118	
---	KP	,290	,088	3,283	,001	
---	MP	,341	,097	3,496	***	



			Estimate	S.E.	C.R.	P	Label
EP	<---	BO	-,048	,072	-,659	,510	
EP	<---	KP	-,109	,084	-1,300	,194	
EP	<---	MP	,483	,105	4,578	***	
EP	<---	PP	,456	,095	4,816	***	
KK	<---	BO	-,095	,123	-,766	,444	
KK	<---	KP	-,066	,144	-,458	,647	
KK	<---	MP	,094	,196	,479	,632	
KK	<---	PP	,458	,183	2,500	,012	
KK	<---	EP	,601	,192	3,134	,002	
P3	<---	BO	1,296	,224	5,785	***	
A3	<---	BO	1,000				
KSMP7	<---	KP	1,000				
KSMP6	<---	KP	1,080	,124	8,706	***	
MP7	<---	MP	,856	,091	9,387	***	
MP1	<---	MP	1,000				
PP9	<---	PP	1,158	,105	10,998	***	
PP8	<---	PP	1,000				
EP2	<---	EP	1,113	,077	14,373	***	
EP1	<---	EP	1,000				
KK6	<---	KK	1,000				
KK2	<---	KK	1,273	,108	11,762	***	

			Estimate
PP	<---	BO	,118
PP	<---	KP	,301
PP	<---	MP	,375
EP	<---	BO	-,044
EP	<---	KP	-,106
EP	<---	MP	,500
EP	<---	PP	,428
KK	<---	BO	-,049
KK	<---	KP	-,036
KK	<---	MP	,055
KK	<---	PP	,241
KK	<---	EP	,337
P3	<---	BO	,987
	<---	BO	,683
	<---	KP	,868
	<---	KP	,796
	<---	MP	,738



			Estimate
MP1	<---	MP	,770
PP9	<---	PP	,863
PP8	<---	PP	,773
EP2	<---	EP	,906
EP1	<---	EP	,840
KK6	<---	KK	,805
KK2	<---	KK	1,038

			Estimate	S.E.	C.R.	P	Label
BO	<-->	KP	-,012	,014	-,868	,386	
KP	<-->	MP	,097	,020	4,970	***	
BO	<-->	MP	,076	,021	3,639	***	

			Estimate
BO	<-->	KP	-,062
KP	<-->	MP	,454
BO	<-->	MP	,374

	Estimate	S.E.	C.R.	P	Label
BO	,182	,041	4,399	***	
KP	,202	,031	6,508	***	
MP	,228	,037	6,131	***	
o1	,117	,020	5,882	***	
o2	,092	,016	5,890	***	
o3	,482	,064	7,507	***	
l4	,008	,049	,164	,870	
l3	,208	,034	6,039	***	
l10	,066	,021	3,102	,002	
l9	,136	,027	5,086	***	
m3	,140	,019	7,286	***	
m1	,156	,024	6,451	***	
m6	,087	,020	4,418	***	
m7	,126	,018	7,190	***	
n2	,058	,015	3,980	***	
n1	,089	,014	6,576	***	
n4	,368	,059	6,252	***	
	-,079	,079	-,993	,321	

		Estimate
		,377



	Estimate
EP	,568
KK	,289
KK2	1,077
KK6	,648
EP1	,705
EP2	,820
PP8	,598
PP9	,744
MP1	,593
MP7	,545
KSMP6	,633
KSMP7	,753
A3	,467
P3	,975

	MP	KP	BO	PP	EP	KK
PP	,341	,290	,120	,000	,000	,000
EP	,638	,024	,007	,456	,000	,000
KK	,634	,081	-,035	,733	,601	,000
KK2	,807	,103	-,045	,932	,765	1,273
KK6	,634	,081	-,035	,733	,601	1,000
EP1	,638	,024	,007	,456	1,000	,000
EP2	,711	,026	,008	,508	1,113	,000
PP8	,341	,290	,120	1,000	,000	,000
PP9	,394	,336	,139	1,158	,000	,000
MP1	1,000	,000	,000	,000	,000	,000
MP7	,856	,000	,000	,000	,000	,000
KSMP6	,000	1,080	,000	,000	,000	,000
KSMP7	,000	1,000	,000	,000	,000	,000
A3	,000	,000	1,000	,000	,000	,000
P3	,000	,000	1,296	,000	,000	,000

	MP	KP	BO	PP	EP	KK
PP	,375	,301	,118	,000	,000	,000
EP	,661	,023	,007	,428	,000	,000
KK	,367	,044	-,018	,385	,337	,000
	,381	,046	-,019	,400	,350	1,038
	,296	,036	-,015	,310	,271	,805
	,555	,019	,006	,360	,840	,000
	,598	,021	,006	,388	,906	,000





	MP	KP	BO	PP	EP	KK
PP8	,290	,233	,092	,773	,000	,000
PP9	,324	,259	,102	,863	,000	,000
MP1	,770	,000	,000	,000	,000	,000
MP7	,738	,000	,000	,000	,000	,000
KSMP6	,000	,796	,000	,000	,000	,000
KSMP7	,000	,868	,000	,000	,000	,000
A3	,000	,000	,683	,000	,000	,000
P3	,000	,000	,987	,000	,000	,000

	MP	KP	BO	PP	EP	KK
PP	,341	,290	,120	,000	,000	,000
EP	,483	-,109	-,048	,456	,000	,000
KK	,094	-,066	-,095	,458	,601	,000
KK2	,000	,000	,000	,000	,000	1,273
KK6	,000	,000	,000	,000	,000	1,000
EP1	,000	,000	,000	,000	1,000	,000
EP2	,000	,000	,000	,000	1,113	,000
PP8	,000	,000	,000	1,000	,000	,000
PP9	,000	,000	,000	1,158	,000	,000
MP1	1,000	,000	,000	,000	,000	,000
MP7	,856	,000	,000	,000	,000	,000
KSMP6	,000	1,080	,000	,000	,000	,000
KSMP7	,000	1,000	,000	,000	,000	,000
A3	,000	,000	1,000	,000	,000	,000
P3	,000	,000	1,296	,000	,000	,000

	MP	KP	BO	PP	EP	KK
PP	,375	,301	,118	,000	,000	,000
EP	,500	-,106	-,044	,428	,000	,000
KK	,055	-,036	-,049	,241	,337	,000
KK2	,000	,000	,000	,000	,000	1,038
KK6	,000	,000	,000	,000	,000	,805
EP1	,000	,000	,000	,000	,840	,000
EP2	,000	,000	,000	,000	,906	,000
PP8	,000	,000	,000	,773	,000	,000
PP9	,000	,000	,000	,863	,000	,000
	,770	,000	,000	,000	,000	,000
	,738	,000	,000	,000	,000	,000
	,000	,796	,000	,000	,000	,000
	,000	,868	,000	,000	,000	,000



	MP	KP	BO	PP	EP	KK
A3	,000	,000	,683	,000	,000	,000
P3	,000	,000	,987	,000	,000	,000

	MP	KP	BO	PP	EP	KK
PP	,000	,000	,000	,000	,000	,000
EP	,155	,132	,055	,000	,000	,000
KK	,540	,147	,059	,274	,000	,000
KK2	,807	,103	-,045	,932	,765	,000
KK6	,634	,081	-,035	,733	,601	,000
EP1	,638	,024	,007	,456	,000	,000
EP2	,711	,026	,008	,508	,000	,000
PP8	,341	,290	,120	,000	,000	,000
PP9	,394	,336	,139	,000	,000	,000
MP1	,000	,000	,000	,000	,000	,000
MP7	,000	,000	,000	,000	,000	,000
KSMP6	,000	,000	,000	,000	,000	,000
KSMP7	,000	,000	,000	,000	,000	,000
A3	,000	,000	,000	,000	,000	,000
P3	,000	,000	,000	,000	,000	,000

	MP	KP	BO	PP	EP	KK
PP	,000	,000	,000	,000	,000	,000
EP	,161	,129	,051	,000	,000	,000
KK	,313	,080	,031	,144	,000	,000
KK2	,381	,046	-,019	,400	,350	,000
KK6	,296	,036	-,015	,310	,271	,000
EP1	,555	,019	,006	,360	,000	,000
EP2	,598	,021	,006	,388	,000	,000
PP8	,290	,233	,092	,000	,000	,000
PP9	,324	,259	,102	,000	,000	,000
MP1	,000	,000	,000	,000	,000	,000
MP7	,000	,000	,000	,000	,000	,000
KSMP6	,000	,000	,000	,000	,000	,000
KSMP7	,000	,000	,000	,000	,000	,000
A3	,000	,000	,000	,000	,000	,000
P3	,000	,000	,000	,000	,000	,000



Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	12		-,251	9999,000	1713,565	0	9999,000
1	7		-,243	2,769	626,630	20	,661
2	1		-,018	,506	365,067	6	,903
3	2		-,110	,841	201,868	6	,682
4	0	149,288		,762	154,139	8	,758
5	0	205,571		,413	141,450	1	1,000
6	0	286,795		,215	140,279	1	1,015
7	0	403,714		,056	140,183	1	1,050
8	0	418,554		,014	140,182	1	1,016
9	0	427,894		,000	140,182	1	1,001

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	39	140,182	39	,000	3,594
Saturated model	78	,000	0		
Independence model	12	1567,992	66	,000	23,757

Model	RMR	GFI	AGFI	PGFI
Default model	,026	,922	,845	,461
Saturated model	,000	1,000		
Independence model	,160	,415	,308	,351

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,911	,849	,934	,886	,933
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Model	PRATIO	PNFI	PCFI
Default model	,591	,538	,551



Model	PRATIO	PNFI	PCFI
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

Model	NCP	LO 90	HI 90
Default model	101,182	68,768	141,184
Saturated model	,000	,000	,000
Independence model	1501,992	1376,751	1634,614

Model	FMIN	F0	LO 90	HI 90
Default model	,563	,406	,276	,567
Saturated model	,000	,000	,000	,000
Independence model	6,297	6,032	5,529	6,565

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,102	,084	,121	,000
Independence model	,302	,289	,315	,000

Model	AIC	BCC	BIC	CAIC
Default model	218,182	222,478	355,519	394,519
Saturated model	156,000	164,593	430,674	508,674
Independence model	1591,992	1593,314	1634,249	1646,249

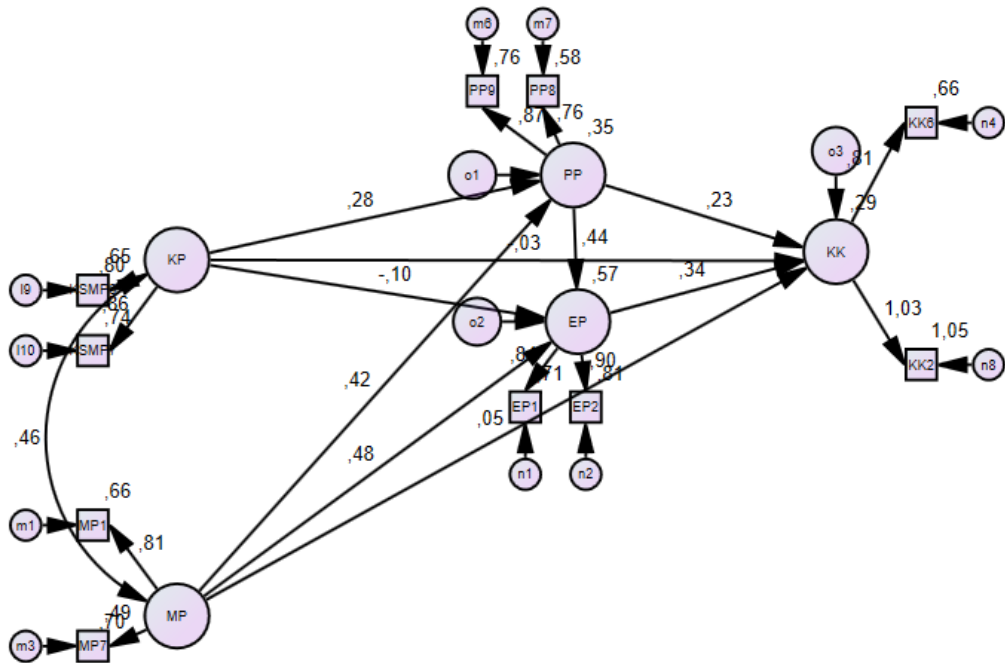
Model	ECVI	LO 90	HI 90	MECVI
Default model	,876	,746	1,037	,893
Saturated model	,627	,627	,627	,661
Independence model	6,394	5,891	6,926	6,399

Model	HOELTER	HOELTER
	.05	.01
Default model	97	111
Independence model	14	16

Minimization: ,050  
Miscellaneous: 2,810  
Bootstrap: ,000  
Total: 2,860



LAMPIRAN H  
 MODEL PERSAMAAN STRUKTURAL RESPEKIFIKASI FINAL



Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 55  
 Number of distinct parameters to be estimated: 30  
 Degrees of freedom (55 - 30): 25

Result (Default model)

Minimum was achieved  
 Chi-square = 53,866  
 Degrees of freedom = 25  
 Probability level = ,001

			Estimate	S.E.	C.R.	P	Label
PP	<---	KP	,267	,083	3,226	,001	
	<---	MP	,353	,081	4,366	***	
	<---	KP	-,103	,078	-1,314	,189	
	<---	MP	,438	,090	4,861	***	
	<---	PP	,473	,094	5,019	***	



			Estimate	S.E.	C.R.	P	Label
KK	<---	KP	-,051	,138	-,370	,711	
KK	<---	MP	,089	,168	,533	,594	
KK	<---	PP	,438	,185	2,370	,018	
KK	<---	EP	,610	,192	3,172	,002	
KSMP7	<---	KP	1,000				
KSMP6	<---	KP	1,103	,137	8,041	***	
MP7	<---	MP	,769	,089	8,651	***	
MP1	<---	MP	1,000				
PP9	<---	PP	1,185	,110	10,789	***	
PP8	<---	PP	1,000				
EP2	<---	EP	1,100	,076	14,422	***	
EP1	<---	EP	1,000				
KK6	<---	KK	1,000				
KK2	<---	KK	1,246	,103	12,076	***	

			Estimate
PP	<---	KP	,278
PP	<---	MP	,416
EP	<---	KP	-,098
EP	<---	MP	,475
EP	<---	PP	,436
KK	<---	KP	-,027
KK	<---	MP	,054
KK	<---	PP	,225
KK	<---	EP	,340
KSMP7	<---	KP	,858
KSMP6	<---	KP	,804
MP7	<---	MP	,699
MP1	<---	MP	,813
PP9	<---	PP	,873
PP8	<---	PP	,764
EP2	<---	EP	,900
EP1	<---	EP	,845
KK6	<---	KK	,814
KK2	<---	KK	1,027

		Estimate	S.E.	C.R.	P	Label
MP		,102	,020	5,026	***	

Estimate



	Estimate
KP <--> MP	,455

	Estimate	S.E.	C.R.	P	Label
KP	,197	,032	6,156	***	
MP	,254	,041	6,256	***	
o1	,118	,020	5,861	***	
o2	,093	,016	5,971	***	
o3	,489	,065	7,565	***	
l10	,070	,023	3,056	,002	
l9	,131	,029	4,459	***	
m3	,157	,020	7,779	***	
m1	,131	,027	4,820	***	
m6	,081	,020	3,988	***	
m7	,130	,018	7,329	***	
n2	,061	,014	4,223	***	
n1	,087	,014	6,410	***	
n4	,353	,058	6,096	***	
n8	-,055	,075	-,732	,464	

	Estimate
PP	,355
EP	,568
KK	,294
KK2	1,054
KK6	,662
EP1	,713
EP2	,810
PP8	,584
PP9	,762
MP1	,660
MP7	,489
KSMP6	,647
KSMP7	,737

	MP	KP	PP	EP	KK
PP	,353	,267	,000	,000	,000
	,605	,024	,473	,000	,000
	,613	,081	,727	,610	,000
	,764	,100	,905	,760	1,246
	,613	,081	,727	,610	1,000



	MP	KP	PP	EP	KK
EP1	,605	,024	,473	1,000	,000
EP2	,665	,026	,520	1,100	,000
PP8	,353	,267	1,000	,000	,000
PP9	,419	,317	1,185	,000	,000
MP1	1,000	,000	,000	,000	,000
MP7	,769	,000	,000	,000	,000
KSMP6	,000	1,103	,000	,000	,000
KSMP7	,000	1,000	,000	,000	,000

	MP	KP	PP	EP	KK
PP	,416	,278	,000	,000	,000
EP	,657	,023	,436	,000	,000
KK	,371	,043	,374	,340	,000
KK2	,381	,044	,384	,349	1,027
KK6	,302	,035	,304	,277	,814
EP1	,555	,019	,368	,845	,000
EP2	,591	,020	,392	,900	,000
PP8	,318	,212	,764	,000	,000
PP9	,363	,242	,873	,000	,000
MP1	,813	,000	,000	,000	,000
MP7	,699	,000	,000	,000	,000
KSMP6	,000	,804	,000	,000	,000
KSMP7	,000	,858	,000	,000	,000

	MP	KP	PP	EP	KK
PP	,353	,267	,000	,000	,000
EP	,438	-,103	,473	,000	,000
KK	,089	-,051	,438	,610	,000
KK2	,000	,000	,000	,000	1,246
KK6	,000	,000	,000	,000	1,000
EP1	,000	,000	,000	1,000	,000
EP2	,000	,000	,000	1,100	,000
PP8	,000	,000	1,000	,000	,000
PP9	,000	,000	1,185	,000	,000
MP1	1,000	,000	,000	,000	,000
MP7	,769	,000	,000	,000	,000
	,000	1,103	,000	,000	,000
	,000	1,000	,000	,000	,000

MP	KP	PP	EP	KK
----	----	----	----	----





	MP	KP	PP	EP	KK
PP	,416	,278	,000	,000	,000
EP	,475	-,098	,436	,000	,000
KK	,054	-,027	,225	,340	,000
KK2	,000	,000	,000	,000	1,027
KK6	,000	,000	,000	,000	,814
EP1	,000	,000	,000	,845	,000
EP2	,000	,000	,000	,900	,000
PP8	,000	,000	,764	,000	,000
PP9	,000	,000	,873	,000	,000
MP1	,813	,000	,000	,000	,000
MP7	,699	,000	,000	,000	,000
KSMP6	,000	,804	,000	,000	,000
KSMP7	,000	,858	,000	,000	,000

	MP	KP	PP	EP	KK
PP	,000	,000	,000	,000	,000
EP	,167	,126	,000	,000	,000
KK	,524	,132	,288	,000	,000
KK2	,764	,100	,905	,760	,000
KK6	,613	,081	,727	,610	,000
EP1	,605	,024	,473	,000	,000
EP2	,665	,026	,520	,000	,000
PP8	,353	,267	,000	,000	,000
PP9	,419	,317	,000	,000	,000
MP1	,000	,000	,000	,000	,000
MP7	,000	,000	,000	,000	,000
KSMP6	,000	,000	,000	,000	,000
KSMP7	,000	,000	,000	,000	,000

	MP	KP	PP	EP	KK
PP	,000	,000	,000	,000	,000
EP	,181	,121	,000	,000	,000
KK	,317	,070	,148	,000	,000
KK2	,381	,044	,384	,349	,000
KK6	,302	,035	,304	,277	,000
EP1	,555	,019	,368	,000	,000
	,591	,020	,392	,000	,000
	,318	,212	,000	,000	,000
	,363	,242	,000	,000	,000
	,000	,000	,000	,000	,000



	MP	KP	PP	EP	KK
MP7	,000	,000	,000	,000	,000
KSMP6	,000	,000	,000	,000	,000
KSMP7	,000	,000	,000	,000	,000

n8
-,055

Iteration	Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTRIES	Ratio
0	10		-,256	9999,000	1412,942	0	9999,000
1	6		-,299	2,557	481,806	20	,661
2	1		-,024	,472	247,204	6	,923
3	1		-,121	,775	104,792	6	,694
4	0	484,288		,554	60,891	8	,881
5	0	143,757		,362	54,618	1	,930
6	0	148,706		,145	53,894	1	1,066
7	0	160,683		,020	53,866	1	1,027
8	0	157,785		,002	53,866	1	1,002
9	0	157,761		,000	53,866	1	1,000

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	30	53,866	25	,001	2,155
Saturated model	55	,000	0		
Independence model	10	1290,733	45	,000	28,683

Model	RMR	GFI	AGFI	PGFI
Default model	,013	,959	,909	,436
Saturated model	,000	1,000		
Independence model	,180	,411	,280	,336



Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,958	,925	,977	,958	,977
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Model	PRATIO	PNFI	PCFI
Default model	,556	,532	,543
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

Model	NCP	LO 90	HI 90
Default model	28,866	11,470	54,000
Saturated model	,000	,000	,000
Independence model	1245,733	1132,231	1366,622

Model	FMIN	F0	LO 90	HI 90
Default model	,216	,116	,046	,217
Saturated model	,000	,000	,000	,000
Independence model	5,184	5,003	4,547	5,488

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,068	,043	,093	,110
Independence model	,333	,318	,349	,000

Model	AIC	BCC	BIC	CAIC
Default model	113,866	116,639	219,510	249,510
Saturated model	110,000	115,084	303,680	358,680
Independence model	1310,733	1311,657	1345,948	1355,948

Model	ECVI	LO 90	HI 90	MECVI
Default model	,457	,387	,558	,468
Saturated model	,442	,442	,442	,462
Independence model	5,264	4,808	5,749	5,268

Model	HOELTER .05	HOELTER .01
Default model	175	205
Independence model	12	14

ation: ,092  
neous: 2,031



Bootstrap: ,000  
Total: 2,123

