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Undang-Undang :

1. Undang-Undang R.I. Nomor: 20 Tahun 2003 tentang Sistem Pendidikan Nasional.
2. Undang-Undang R.I. Nomor: 14 Tahun 2005 tentang Guru dan Dosen.

Peraturan Pemerintah :

Peraturan Pemerintah Nomor 37 Tahun 2009 tentang Dosen.

Peraturan Menteri :

1. Keputusan Menteri Negara Koordinator Bidang Pengawasan Pembangunan dan Pendayagunaan Aparatur Negara Nomor: 38/KEP/MK.WASPAN/8/1999 tentang Jabatan Fungsional Dosen dan Angka Kreditnya.
2. Keputusan Bersama Menteri Pendidikan dan Kebudayaan dan Kepala Badan Kepegawaian Negara Nomor: 61409/MPK/KP/1999 dan Nomor 181 Tahun 1999 tentang Petunjuk Pelaksanaan Jabatan Fungsional Dosen dan Angka Kreditnya.
3. Keputusan Menteri Pendidikan Nasional Nomor 074/U/2000 tentang Tata Kerja Tim Penilai dan Tata Cara Penilaian Angka Kredit Jabatan Dosen Perguruan Tinggi.
4. Keputusan Menteri Pendidikan Nasional Nomor 36/D/O/2001 tentang Petunjuk Teknis Pelaksanaan Penilaian Angka Kredit Jabatan Dosen.
5. Peraturan Menteri Pendayagunaan Aparatur Negara Nomor: PER/17/M.PAN/2013 tentang Perubahan Atas Ketentuan Lampiran I dan atau Lampiran II Keputusan Menteri Pendayagunaan Aparatur Negara tentang Jabatan Fungsional dan Angka Kreditnya.
7. Peraturan Menteri Pendidikan Nasional Nomor 48 Tahun 2009 tentang Pedoman Pemberian Tugas Belajar Bagi Pegawai Negeri Sipil di Lingkungan Depdiknas.

Lampiran 1 : Kuisisioner Penelitian

PERMOHONAN PENGISIAN
KUISISIONER PENELITIAN

Kepada Yth.
Bapak/Ibu Dosen
Di Samarinda

Dengan hormat,

Bersama ini kami mohon kesediaan Bapak/Ibu dosen meluangkan waktunya untuk mengisi daftar pertanyaan (kuisisioner) ini dalam rangka rencana penulisan disertasi kami mengenai *"Determinan Pengembangan Karir Dosen pada Perguruan Tinggi di Samarinda"*.

Tujuan penelitian ini semata-mata untuk kajian ilmiah, kesediaan Bapak/Ibu dosen menjawab pertanyaan terlampir dengan sebenar-benarnya sangat kami hargai. Kerahasiaan data dari Bapak/Ibu dosen menjadi tanggungjawab kami untuk menjaganya.

Kami menyadari kesibukan Bapak/Ibu dosen terganggu dengan adanya kuisisioner ini, oleh sebab itu kami mohon maaf dan menyampaikan terima kasih yang tak terhingga. Semoga segala bantuan dan perhatian yang telah Bapak/Ibu dosen berikan mendapat imbalan berlipat ganda dari Allah SWT. Amin.

Hormat saya,

Dirga Lestari AS

DATA RESPONDEN

1. Nama Responden :
2. Perguruan Tinggi : 1.() Universitas Mulawarman
2.() Politeknik Negeri Samarinda
3.() Universitas 17 Agustus 1945 Samarinda
3. Fakultas :
4. Jurusan/Bagian :
5. Umur :Tahun
6. Jenis Kelamin : 1.() Laki-laki 2.() Perempuan
7. Pendidikan Terakhir : 1.() Strata 1 (S1)
2.() Spesialis I
3.() Strata 2 (S2)
4.() Spesialis II
5.() Strata 3 (S3)
8. Status Dosen : 1.() PNS PT 2.() PNS DPK
9. Masa kerja sebagai Dosen/PNS di Universitas ini :Tahun
10. Jabatan Fungsional : 1.() Asisten Ahli
2.() Lektor
3.() Lektor Kepala
4.() Guru Besar
11. Golongan dan Pangkat Terakhir :
- | | |
|------------|-----------|
| 1.() IIIb | 5.() IVb |
| 2.() IIIc | 6.() IVc |
| 3.() IIId | 7.() IVd |
| 4.() IVa | 8.() IVe |
12. Selain sebagai dosen, apakah Bapak/Ibu sementara memegang salah satu jabatan struktural di Universitas/Fakultas tempat kerja sekarang : 1.() Ya
2.() Tidak
13. Jika Ya, sebutkan jabatan yang Bapak/Ibu jabat sekarang :
- 1.() Rektor
 - 2.() Dekan/PR/Direktur Pascasarjana
 - 3.() Pembantu Dekan/Asdir Pascasarjana/Direktur Politeknik
 - 4.() Pembantu Direktur Politeknik
 - 5.() Direktur Akademi
 - 6.() Pembantu Direktur Akademi/Ketua Jurusan/Bagian pada Univ.
 - 7.() Ketua Jurusan pada Politeknik/Sekretaris Jurusan/Bagian Univ.
 - 8.() Sekretaris Jurusan pada Politeknik/Kepala Laboratorium
 - 9.()

DAFTAR PERTANYAAN

Untuk semua pernyataan di bawah ini, Bapak/Ibu dosen diminta memberikan jawaban dengan member tanda (√) di dalam kolom jawaban yang dianggap paling sesuai dan pada variabel Kinerja Dosen dimohon juga mengisi pertanyaan terbuka pada kolom yang tersedia.

Pilihan Jawaban :

5. STS = "Sangat Setuju" dengan pernyataan yang ada
4. TS = "Tidak Setuju" dengan pernyataan yang ada
3. CS = "Cukup Setuju" dengan pernyataan yang ada
2. S = "Setuju" dengan pernyataan yang ada
1. SS = "Sangat Setuju" dengan pernyataan yang ada

A. Karakteristik Personal

No	Pernyataan	5	4	3	2	1
		SS	S	CS	TS	STS
1	Saya berusaha menyelesaikan tugas mengajar dengan baik					
2	Saya memiliki disiplin yang tinggi dalam mengajar					
3	Saya suka bergaul dengan sesama rekan dosen lainnya					
4	Saya senang melakukan aktifitas dalam kelompok kerja bersama rekan dosen lainnya					
5	Saya berusaha bersikap tenang dalam menghadapi tekanan pekerjaan sebagai dosen					
6	Saya selalu berpikir positif dalam menghadapi sesuatu					
7	Saya terbuka terhadap ide dan hal-hal baru yang disampaikan oleh rekan dosen lainnya					
8	Saya memiliki rasa ingin tahu yang besar terhadap perkembangan ilmu pengetahuan					
9	Saya selalu bersikap sopan dengan setiap dosen yang saya temui					
10	Saya senang bekerja sama dengan dosen partner mengajar					

B. Kompetensi Dosen

No	Pernyataan	5	4	3	2	1
		SS	S	CS	TS	STS
1	Saya menguasai materi kuliah yang saya ajarkan setiap semester					
2	Saya menguasai strategi atau metode pembelajaran yang saya gunakan					
3	Saya memiliki antusiasme yang tinggi dalam mengajar					
4	Saya mampu menyusun bahan ajar yang mendukung proses pembelajaran (Diktat, Modul, Petunjuk praktikum, dll)					
5	Saya memahami perkembangan terkini materi kuliah yang saya ajarkan					
6	Saya mampu membangun minat mahasiswa terhadap materi kuliah yang saya ajarkan					
7	Saya selalu menetapkan kriteria atau standar penilaian secara jelas					
8	Saya mampu membangun lingkungan pembelajaran yang interaktif					

No	Pernyataan	5	4	3	2	1
		SS	S	CS	TS	STS
9	Saya mampu menetapkan indikator ketercapaian tujuan pembelajaran sesuai Garis Besar Rancangan Pembelajaran (GBRP)					
10	Saya memiliki pengetahuan metodologi yang baik untuk melaksanakan kegiatan penelitian dan pengabdian pada masyarakat					

C. Budaya Organisasi

No	Pernyataan	5	4	3	2	1
		SS	S	CS	TS	STS
1	Perguruan tinggi/fakultas tempat saya mengajar, memberikan otonomi kepada saya dalam bekerja					
2	Perguruan tinggi/fakultas tempat saya mengajar, memberikan arahan yang saya perlukan dalam bekerja					
3	Perguruan tinggi/fakultas tempat saya mengajar, terlebih dahulu mensosialisasikan setiap kebijakan baru kepada para dosen, sebelum kebijakan tersebut dilaksanakan					
4	Perguruan tinggi/fakultas tempat saya mengajar, mewajibkan para dosen mengikuti pertemuan rutin yang bertujuan menciptakan hubungan yang baik antar sesama dosen					
5	Terjalin koordinasi yang baik antar bagian dalam perguruan tinggi/fakultas tempat saya mengajar, untuk kelancaran dosen menjalankan tugasnya					
6	Perguruan tinggi/fakultas tempat saya mengajar, melakukan pengawasan terhadap proses belajar mengajar yang dilaksanakan setiap dosen					
7	Saya dituntut selalu menjaga nama baik perguruan tinggi/fakultas tempat saya mengajar					
8	Perguruan tinggi/fakultas tempat saya mengajar, memberikan penghargaan kepada dosen yang berprestasi					
9	Perguruan tinggi/fakultas tempat saya mengajar, memberikan sanksi kepada dosen yang melanggar aturan					
10	Dalam setiap pengambilan keputusan yang berkaitan dengan kegiatan proses belajar mengajar, perguruan tinggi/fakultas senantiasa meminta saran dari para dosen					

D. Motivasi Kerja

No	Pernyataan	5	4	3	2	1
		SS	S	CS	TS	STS
1	Saya ingin meningkatkan prestasi kerja pada masa mendatang					
2	Prestasi yang telah saya capai mendapat apresiasi dari rekan dosen yang lain					
3	Saya bersedia melaksanakan setiap pekerjaan yang diberikan oleh perguruan tinggi/fakultas tempat saya mengajar, dengan baik					
4	Saya selalu berusaha untuk berkompetisi dalam setiap kesempatan yang ada					
5	Saya merasa puas terhadap pekerjaan yang diberikan perguruan tinggi/fakultas tempat saya mengajar					
6	Saya ingin mencapai gelar tertinggi di bidang akademik					
7	Saya merencanakan pengembangan karir saya lebih baik dari rekan dosen lainnya					
8	Sistem penggajian dosen di perguruan tinggi/fakultas tempat saya mengajar, didasarkan pada jabatan fungsional dan kepangkatan					
9	Sistem pembagian honor di perguruan tinggi/fakultas tempat saya mengajar, didasarkan pada beban kerja					
10	Perguruan tinggi/fakultas tempat saya mengajar, memberikan asuransi kesehatan					

E. Kinerja Dosen

No	Pernyataan	5	4	3	2	1
		SS	S	CS	TS	STS
1	Melaksanakan kegiatan belajar mengajar atau pertemuan kelas setiap mata kuliah sesuai jadwal					
2	Melaksanakan kegiatan perkuliahan minimal 12 Satuan Kredit Semester (SKS) setiap semester					
3	Membimbing mahasiswa sebagai penasehat akademik atau dosen wali setiap tahunnya					
4	Membimbing dan ikut membimbing dalam menghasilkan tugas akhir mahasiswa					
5	Bertugas sebagai penguji pada seminar atau ujian akhir mahasiswa tiap semester					
6	Membimbing Kuliah Kerja Nyata (KKN), Praktek Kerja Lapangan (PKL) selama tiga tahun terakhir					
7	Menulis buku yang diterbitkan dan diedarkan secara nasional.					
8	Menghasilkan karya ilmiah (jurnal) yang dipublikasikan dalam majalah ilmiah selama tiga tahun terakhir					

No	Pernyataan	5	4	3	2	1
		SS	S	CS	TS	STS
9	Menghasilkan karya ilmiah/hasil penelitian yang dipublikasikan melalui seminar selama tiga tahun terakhir					
10	Memberi latihan/ penyuluhan/ penataran/ ceramah pada masyarakat selama tiga tahun terakhir					
11	Menjadi anggota dalam suatu panitia/badan pada perguruan tinggi					
12	Berperan serta aktif dalam pertemuan ilmiah					

F. Pengembangan Karir Dosen (Jabatan Fungsional)

No	Pernyataan	5	4	3	2	1
		SS	S	CS	TS	STS
1	Jabatan fungsional saya naik secara teratur (setiap dua tahun) sekali					
2	Saya memiliki peluang untuk mencapai karir fungsional tertinggi dalam jabatan saya sebagai dosen					
3	Saya merasa perguruan tinggi/fakultas memberikan informasi tentang persyaratan untuk setiap kenaikan jabatan fungsional					
4	Saya merasa bahwa semakin banyak posisi pekerjaan yang tersedia bagi pengembangan karir fungsional saya					
5	Saya mendapatkan bimbingan dari atasan demi mencapai jabatan fungsional yang lebih tinggi					
6	Perguruan tinggi/fakultas, memberikan saya kemudahan dalam mengurus persyaratan untuk setiap kenaikan jabatan fungsional					
7	Saya merasa diperlakukan adil dalam hal kesempatan untuk mengembangkan karir fungsional saya					
8	Saya diberi kesempatan mengikuti pelatihan-pelatihan yang menunjang karir					
9	Saya diberi kesempatan melanjutkan pendidikan ke jenjang yang lebih tinggi					
10	Saya memiliki banyak teman yang membantu saya dalam mengurus kenaikan jabatan fungsional					

Terima kasih banyak atas semua partisipasi yang telah Bapak/Ibu berikan dalam survei ini. Semoga sukses selalu. Amin

LAMPIRAN 1A : DATA RESPONDEN

No	Jenis Kelamin	Umur	Pendidikan Terakhir	Masa Kerja	Jabatan Fungsional	Gol/Pangkat	Jabatan Struktural
1	L	45	S2	8	Lektor		
2	P	51	S2	13	Lektor Kepala	IVb	Ya
3	L	43	S3	17	Lektor Kepala	IVa	Ya
4	L	44	S2	19	Lektor Kepala	IVc	Ya
5	P	43	S2	10	Lektor	IIIb	
6	L	49	S2	25	Lektor Kepala	IVc	Ya
7	L	48	S2	20	Lektor Kepala	IVa	Ya
8	P	46	S2	12	Lektor Kepala	IVa	Ya
9	P	48	S3	23	Lektor Kepala	IVb	Ya
10	L	50	S3	10	Lektor Kepala	IVb	Ya
11	P	51	S3	25	Lektor Kepala	IVb	Ya
12	L	49	S2	23	Lektor Kepala	IVa	Tidak
13	L	42	S2	17	Lektor Kepala	IVc	Tidak
14	L	49	S2	24	Lektor Kepala	IVb	Tidak
15	L	49	S2	22	Lektor	IIIc	Ya
16	L	49	S2	20	Lektor Kepala	IVa	Tidak
17	L	44	S2	18	Lektor Kepala	IVb	Ya
18	L	49	S2	15	Lektor Kepala	IVb	Tidak
19	L	47	S3	18	Lektor Kepala	IVb	Tidak
20	L	40	S2	13	Lektor	IIIId	Ya
21	L	49	S3	22	Lektor Kepala	IVc	Tidak
22	L	37	S2	10	Lektor	IIIId	Ya
23	P	33	S2	10	Lektor	IIIb	
24	L	35	S2	11	Lektor	IIIId	Ya
25	L	36	S2	12	Lektor		
26	L	43	S2	15	Lektor Kepala	IVb	Tidak
27	L	40	S2	12	Lektor Kepala	IIIId	Ya
28	L	34	S2	9	Lektor	IIIb	
29	L	52	S2	22	Lektor Kepala	IIIId	Tidak
30	P	40	S2	11	Lektor	IIIb	Tidak
31	P	43	S2	12	Lektor Kepala	IVa	Ya
32	L	46	S2	16	Lektor Kepala	IVb	Ya
33	P	31	Sp II	9	Lektor		Tidak
34	L	40	S2	8	Lektor	IIIb	Tidak
35	P	42	S2	12	Lektor	IIIId	Tidak
36	L	44	S3	22	Lektor Kepala	IVc	Tidak
37	L	54	S2	22	Lektor	IVa	Tidak

38	L	48	S2	20	Lektor Kepala	IVb	Ya
39	L	53	S2	25	Lektor Kepala	IVc	Tidak
40	L	49	S2	10	Lektor Kepala	IVc	Tidak
41	L	51	S3	23	Lektor Kepala	IVb	Tidak
42	L	50	S2	11	Lektor Kepala	IVc	Tidak
43	L	50	S2	21	Lektor Kepala	IVb	Ya
44	P	33	S2	12	Lektor	III d	Tidak
45	L	51	S3	26	Guru Besar	IVc	Tidak
46	L	52	S2	24	Lektor Kepala	IVb	Tidak
47	L	55	S2	24	Lektor Kepala	IVc	Ya
48					Lektor	III b	Tidak
49	L	45	S2	18	Lektor Kepala	IVb	Tidak
50	P	42	S2	15	Lektor Kepala	IVb	Ya
51	P	32	S2	7	Lektor	III b	
52	L	42	S2	13	Lektor	III d	Tidak
53	L	43	S2	15	Lektor Kepala	IVa	Tidak
54	L	47	S2	21	Lektor Kepala	III d	Tidak
55	P	33	S2	18	Lektor Kepala	IVa	Tidak
56	P	40	Sp II	10	Lektor Kepala	IVa	Ya
57	L	47	S3	20	Lektor Kepala	III c	Tidak
58	P	41	S2	10	Lektor	IVa	Tidak
59	P	40	S2	17	Lektor	III c	Tidak
60	L	31	S2	9	Lektor	III c	Tidak
61	P	56	S3	30	Guru Besar	IVa	Ya
62	L	37	S2	13	Lektor	III d	Ya
63	P	32	S3	10	Lektor	III c	Ya
64	P	48	S3	22	Lektor Kepala	III c	Ya
65	L	53	S2	24	Lektor Kepala	III d	Ya
66	P	37	S2	5	Lektor		
67	P	33	S2	7	Lektor	III c	Ya
68	L	46	S2	14	Lektor	III c	Ya
69			S2		Lektor	III c	Tidak
70			S2		Lektor	III c	Tidak
71	P	32	S3	7	Lektor	III c	
72	P	41	S3	15	Lektor	III c	Ya
73		32	S2		Lektor	III c	Tidak
74	L	31	S3	8	Lektor	III c	Ya
75	L	54	S3	28	Lektor Kepala	IVb	Ya
76	L	37	S2	6	Lektor	III c	Tidak
77	P	33	S2	5	Lektor	III b	Tidak
78	P	40	S2	7	Lektor	III c	Tidak

79	P	43	S3	20	Lektor Kepala	IVa	Ya
80	L	31	S3	7	Lektor	IIIc	Tidak
81	L	32	S2	6	Lektor	IIIc	Ya
82	L	47	S2	21	Lektor	IIIc	Tidak
83	L	31	S2	7	Lektor	IIIc	Tidak
84	L	58	S3	29	Guru Besar	IVd	Tidak
85	L	51	S2	25	Lektor Kepala	IVc	Ya
86	P	46	S2	20	Lektor	IIIc	Tidak
87	P	30	S3	10	Lektor	IIIc	Ya
88	L	56	S2	25	Lektor Kepala	IVb	Ya
89	L	37	S2	7	Lektor	IIIc	Ya
90	L	37	S2	12	Lektor	IIIc	Tidak
91	L	42	S3	7	Lektor	IIId	Tidak
92	P	34	S2	9	Lektor	IIIb	Tidak
93	L	31	S3	7	Lektor	IIIc	Ya
94	P	33	S3	9	Lektor	IIIc	Tidak
95			S2		Lektor	IIIc	Tidak
96	P	40	S2	14	Lektor	IIId	Ya
97	L	35	S2	11	Lektor	IIId	Ya
98	P	30	S2	6	Lektor	IIIc	Ya
99	P	31	S2	5	Lektor	IIIc	Tidak
100	L	57	S3	30	Guru Besar	IVe	Ya
101	L	45	S2	8	Lektor		
102	P	51	S2	13	Lektor Kepala	IVb	Ya
103	L	43	S3	17	Lektor Kepala	IVa	Ya
104	L	44	S2	19	Lektor Kepala	IVc	Ya
105	P	43	S2	10	Lektor		
106	L	49	S2	25	Lektor Kepala	IVc	Ya
107	L	48	S2	20	Lektor Kepala	IVa	Ya
108	P	46	S2	12	Lektor Kepala	IVa	Ya
109	P	48	S3	23	Lektor Kepala	IVb	Ya
110	L	50	S3	10	Lektor Kepala	IVb	Ya
111	P	51	S3	25	Lektor Kepala	IVb	Ya
112	L	49	S2	23	Lektor Kepala	IVa	Tidak
113	L	42	S2	17	Lektor Kepala	IVc	Tidak
114	L	49	S2	24	Lektor Kepala	IVb	Tidak
115	L	49	S2	22	Lektor	IIIc	Ya
116	L	49	S2	20	Lektor Kepala	IVa	Tidak
117	L	44	S2	18	Lektor Kepala	IVb	Ya
118	L	49	S2	15	Lektor Kepala	IVb	Tidak
119	L	47	S3	18	Lektor Kepala	IVb	Tidak

120	L	40	S2	13	Lektor	III d	Ya
121	L	49	S3	22	Lektor Kepala	IV c	Tidak
122	L	37	S2	10	Lektor	III d	Ya
123	P	33	S2	10			
124	L	35	S2	11	Lektor	III d	Ya
125	L	36		12	Lektor		
126	L	43	S2	15	Lektor Kepala	IV b	Tidak
127	L	40	S2	12	Lektor Kepala	III d	Ya
128	L	34	S2	9		III b	
129	L	52	S2	22	Lektor Kepala	III d	Tidak
130	P	40	S2	11	Lektor	III b	Tidak
131	P	43	S2	12	Lektor Kepala	IV a	Ya
132	L	46	S2	16	Lektor Kepala	IV b	Ya
133	P	31	Sp II	9	Lektor		Tidak
134	L	40	S2	8	Lektor	III b	Tidak
135	P	42	S2	12	Lektor	III d	Tidak
136	L	44	S3	22	Lektor Kepala	IV c	Tidak
137	L	54	S2	22	Lektor	IV a	Tidak
138	L	48	S2	20	Lektor Kepala	IV b	Ya
139	L	53	S2	25	Lektor Kepala	IV c	Tidak
140	L	49	S2	10	Lektor Kepala	IV c	Tidak
141	L	51	S3	23	Lektor Kepala	IV b	Tidak
142	L	50	S2	11	Lektor Kepala	IV c	Tidak
143	L	50		21	Lektor Kepala	IV b	Ya
144	P	33	S2	12	Lektor	III d	Tidak
145	L	51	S3	26	Guru Besar	IV c	Ya
146	L	52	S2	24	Lektor Kepala	IV b	Tidak
147	L	55	S2	24	Lektor Kepala	IV c	Ya
148					Lektor	III b	Tidak
149	L	45	S2	18	Lektor Kepala	IV b	Tidak
150	P	42	S2	15	Lektor Kepala	IV b	Ya
151	P	32	S2	7	Lektor		
152	L	42	S2	13	Lektor	III d	Tidak
153	L	43	S2	15	Lektor Kepala	IV a	Tidak
154	L	47	S2	21	Lektor Kepala	III d	Tidak
155	P	33	S2	18	Lektor Kepala	IV a	Tidak
156	P	40	Sp II	10	Lektor Kepala	IV a	Ya
157	L	47	S3	20	Lektor Kepala	III c	Tidak
158	P	41	S2	10	Lektor	IV a	Tidak
159	P	40	S2	17	Lektor	III c	Tidak
160	L	31	S2	9	Lektor	III c	Tidak

161	P	56	S3	30	Guru Besar	IVa	Ya
162	L	37	S2	13	Lektor	IIIb	Ya
163	P	32	S3	10	Lektor	IIIc	Ya
164	P	48	S3	22	Lektor Kepala	IIIc	Ya
165	L	53	S2	24	Lektor Kepala	IIId	Ya
166	P	37	S2	5			
167	P	33	S2	7	Lektor	IIIc	Ya
168	L	46	S2	14	Lektor	IIIc	Ya
169			S2		Lektor	IIIc	Tidak
170			S2		Lektor	IIIc	Tidak
171	P	32	S3	7	Lektor	IIIc	Ya
172	P	41	S3	15	Lektor Kepala	IIId	Ya
173	L	32	S2			IIIc	Tidak
174	L	31	S3	8	Lektor	IIIc	Ya
175	L	54	S3	28	Lektor Kepala	IVb	Ya
176	L	37		6		IIIc	
177	P	33	S2	5	Lektor	IIIb	Tidak
178	P	40	S2	7	Lektor	IIIc	Tidak
179	P	43	S3	20	Lektor Kepala	IVa	Ya
180	L	31	S3	7	Lektor	IIIb	Tidak
181	L	32	S2	6	Lektor	IIIc	
182	L	47	S2	21	Lektor	IIId	Tidak
183	L	31	S2	7	Lektor	IIIc	Tidak
184	L	58	S3	29	Guru Besar	IVd	Ya
185	L	51	S2	25	Lektor Kepala	IVc	Ya
186	P	46	S2	20	Lektor	IIIc	Tidak
187	P		S3		Lektor	IIIc	
188	L	56	S2	25	Lektor Kepala	IVb	Ya
189	L	37	S2	7	Lektor	IIIc	Ya
190	L	37	S2	12	Lektor	IIId	Tidak
191	L	42	S3	7	Lektor	IIId	Tidak
192	P	34	S2	9	Lektor	IIIb	Tidak
193	L	31	S3	7	Lektor	IIIc	Ya
194	P	33	S3	9	Lektor	IIIc	Tidak
195					Lektor	IIIc	Tidak
196	P	40	S2	14	Lektor	IIIc	Ya
197	L	35	S2	11	Lektor	IIIc	Ya
198	P		S2	6	Lektor		
199	P	31	S2	5		IIIb	Tidak
200	L	45	S2	8	Lektor	IIIb	
201	P	51	S2	13	Lektor Kepala	IVb	Ya

202	L	43	S3	17	Lektor Kepala	IVa	Ya
203	L	44	S2	19	Lektor Kepala	IVc	Ya
204	P	43	S2	10	Lektor	IIIb	
205	L	49	S2	25	Lektor Kepala	IVc	Ya
206	L	48	S2	20	Lektor Kepala	IVa	Ya
207	P	46	S2	12	Lektor Kepala	IVa	Ya
208	P	48	S3	23	Lektor Kepala	IVb	Ya
209	L	50	S3	10	Lektor Kepala	IVb	Ya
210	P	51	S3	25	Lektor Kepala	IVb	Ya
211	L	49	S2	23	Lektor Kepala	IVa	Tidak
212	L	42	S2	17	Lektor Kepala	IVc	Tidak
213	L	49	S2	24	Lektor Kepala	IVb	Tidak
214	L	49	S2	22	Lektor	IIIc	Ya
215	L	49	S2	20	Lektor Kepala	IVa	Tidak
216	L	44		18	Lektor Kepala	IVb	Ya
217	L	49	S2	15	Lektor Kepala	IVb	Tidak
218	L	47	S3	18	Lektor Kepala	IVb	Tidak
219	L	40	S2	13	Lektor	IIIId	Ya
220	L	49	S3	22	Lektor Kepala	IVc	Tidak
221	L	37	S2	10	Lektor	IIIId	Ya
222	P	33	S2	10	Lektor		
223	L	35	S2	11	Lektor	IIIId	Ya
224	L	36	S2	12	Lektor		
225	L	43	S2	15	Lektor Kepala	IVb	Tidak
226	L	40	S2	12	Lektor Kepala	IIIId	Ya
227	L	34		9	Lektor		
228	L	52	S2	22	Lektor Kepala	IIIId	Tidak
229	P	40	S2	11	Lektor	IIIb	Tidak
230	P	43	S2	12	Lektor Kepala	IVa	Ya
231	L	46	S2	16	Lektor Kepala	IVb	Ya
232	P	31	Sp II	9	Lektor	IIIb	Tidak
233	L	40	S2	8	Lektor	IIIb	Tidak
234	P	42	S2	12	Lektor	IIIId	Tidak
235	L	44	S3	22	Lektor Kepala	IVc	Tidak
236	L	54	S2	22	Lektor	IVa	Tidak
237	L	48	S2	20	Lektor Kepala	IVb	Ya
238	L	53	S2	25	Lektor Kepala	IVc	Tidak
239	L	49	S2	10	Lektor Kepala	IVc	Tidak
240	L	51	S3	23	Lektor Kepala	IVb	Tidak
241	L	50	S2	11	Lektor Kepala	IVc	Tidak
242	L	50	S2	21	Lektor Kepala	IVb	Ya

243	P	33	S2	12	Lektor	IIIId	Tidak
244	L	51	S3	26	Guru Besar	IVc	Ya
245	L	52	S2	24	Lektor Kepala	IVb	Tidak
246	L	55	S2	24	Lektor Kepala	IVc	Ya
247	L	45			Lektor	IIIb	Tidak
248	L	45	S2	18	Lektor Kepala	IVb	Tidak
249	P	42	S2	15	Lektor Kepala	IVb	Ya
250	P	32	S2	7	Lektor	IIIb	
251	L	42	S2	13	Lektor	IIIId	Tidak
252	L	43	S2	15	Lektor Kepala	IVa	Tidak
253	L	47	S2	21	Lektor Kepala	IIIId	Tidak
254	P	33	S2	18	Lektor Kepala	IVa	Tidak
255	P	40	Sp II	10	Lektor Kepala	IVa	Ya
256	L	47	S3	20	Lektor Kepala	IIIc	Tidak
257	P	41	S2	10	Lektor	IVa	Tidak
258	P	40	S2	17	Lektor	IIIc	Tidak
259	L	31	S2	9	Lektor	IIIc	Tidak
260	P	56	S3	30	Guru Besar	IVa	Ya
261	L	37	S2	13	Lektor	IIIId	Ya
262	P	32	S3	10	Lektor	IIIc	Ya
263	P	48	S3	22	Lektor Kepala	IIIc	Ya
264	L	53	S2	24	Lektor Kepala	IIIId	Ya
265		37	S2		Lektor		
266	P	33	S2	7			
267	L	46	S2	14	Lektor	IIIc	Ya
268	L		S2		Lektor	IIIb	Tidak
269	L		S2		Lektor	IIIc	Tidak
270	P	32	S3	7	Lektor	IIIc	Ya
271	P	41	S3	15	Lektor	IIIc	Ya
272	L	32	S2			IIIc	Tidak
273	L	31	S3	8	Lektor	IIIc	Ya
274	L	54	S3	28	Lektor Kepala	IVb	Ya
275	L	37	S2	6	Lektor	IIIc	Tidak
276	P	33	S2	5			Tidak
277	P	40	S2	7	Lektor	IIIc	Tidak
278	P	43	S3	20	Lektor Kepala	IVa	Ya
279	L	31	S3	7	Lektor	IIIc	Tidak
280	L	32	S2	6	Lektor		
281	L	47	S2	21	Lektor Kepala	IIIId	Tidak
282	L	31	S2	7	Lektor	IIIb	Tidak
283	L	58	S3	29	Guru Besar	IVd	Ya

284	L	51	S2	25	Lektor Kepala	IVc	Ya
285	P	46	S2	20	Lektor	IIIc	Tidak
286	P	38	S3	10	Lektor	IIIc	Ya
287	L	56	S2	25	Lektor Kepala	IVb	Ya
288	L	37	S2	7	Lektor		
289	L	37	S2	12	Lektor	IIIc	Tidak
290	L	42	S3	7	Lektor	IIId	Tidak
291	P	34	S2	9			
292	L	31	S3	7	Lektor	IIIc	Ya
293	P	33	S3	9	Lektor	IIIc	Tidak
294			S2		Lektor	IIIb	Tidak
295	P	40	S2	14	Lektor	IIIc	Ya
296	L	35	S2	11	Lektor	IIIc	Ya
297			S2		Lektor	IIIc	Tidak
298	P	31	S2	5		IIIc	
299	P	40	S2	14	Lektor	IIIc	Tidak
300	L	35	S2	11	Lektor	IIIc	Tidak

LAMPIRAN 1B : DATA HASIL KUISIONER

NO	KARAKTERISTIK PERSONAL (X1)										NILAI	
	INDIKATOR											
	1	2	3	4	5	6	7	8	9	10	Total	Rerata
1	5	4	5	4	4	5	4	5	3	4	43	4,30
2	5	4	5	4	4	4	5	4	3	4	42	4,20
3	3	4	5	5	3	3	5	5	5	5	43	4,30
4	5	4	5	4	4	4	5	4	5	4	44	4,40
5	5	4	4	4	4	5	5	4	5	5	45	4,50
6	5	5	5	4	4	4	4	5	4	5	45	4,50
7	5	4	5	5	5	5	5	5	5	5	49	4,90
8	4	4	3	4	4	4	3	4	4	3	37	3,70
9	5	5	4	4	4	5	4	5	4	4	44	4,40
10	5	5	4	4	5	5	4	4	4	5	45	4,50
11	4	4	4	4	4	4	5	4	4	4	41	4,10
12	5	5	5	4	4	4	4	4	5	5	45	4,50
13	5	5	5	4	5	5	5	5	5	5	49	4,90
14	5	5	4	4	4	4	3	5	5	5	44	4,40
15	3	4	4	3	4	3	4	5	3	3	36	3,60
16	5	4	4	3	4	3	4	5	4	4	40	4,00
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21	5	5	4	4	4	5	4	5	5	3	44	4,40
22	5	5	4	4	4	4	4	4	5	4	43	4,30
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36	4	4	3	4	5	5	5	5	4	4	43	4,30
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59	4	4	4	5	4	3	3	4	4	4	39	3,90
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87	5	5	5	5	4	4	4	5	5	5	47	4,70
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259	5	4	4	3	3	4	5	4	4	4	40	4,00
260	4	5	5	4	4	4	5	5	5	5	46	4,60
261	5	5	5	5	5	4	5	5	5	5	49	4,90
262	4	4	4	4	4	4	4	5	5	5	43	4,30
263	5	5	5	5	5	5	5	5	4	5	49	4,90
264	5	4	4	4	4	4	5	5	5	5	45	4,50
265	4	5	5	4	4	4	4	4	5	5	44	4,40
266	5	4	3	4	5	4	4	4	5	4	42	4,20
267	4	5	5	3	5	5	4	5	4	4	44	4,40
268	5	5	4	5	4	5	5	5	5	5	48	4,80
269	4	3	5	5	4	5	5	5	3	5	44	4,40
270	5	4	5	5	2	3	4	4	4	4	40	4,00
271	4	5	5	4	3	3	5	5	3	5	42	4,20
272	5	5	5	5	4	5	4	5	4	5	47	4,70
273	3	4	4	4	3	4	4	4	4	4	38	3,80
274	4	4	4	4	5	4	4	4	4	4	41	4,10
275	4	4	5	5	5	5	5	5	4	5	47	4,70
276	5	5	5	5	5	5	5	5	5	4	49	4,90
277	4	5	5	5	5	5	5	5	4	5	48	4,80
278	5	5	5	5	5	3	4	4	4	5	45	4,50
279	4	4	4	5	5	4	3	4	4	4	41	4,10
280	4	4	5	4	4	4	4	4	4	5	42	4,20
281	5	5	5	5	5	5	5	5	4	4	48	4,80
282	4	4	5	3	5	4	5	5	5	5	45	4,50
283	5	5	5	5	4	4	3	3	4	4	42	4,20

284	4	4	5	4	4	4	4	4	4	5	42	4,20
285	4	4	4	4	4	4	4	5	4	5	42	4,20
286	5	5	5	5	5	5	5	5	3	4	47	4,70
287	4	5	5	4	4	4	5	5	5	5	46	4,60
288	5	5	5	5	5	5	4	4	5	5	48	4,80
289	2	3	2	2	2	3	2	2	2	1	21	2,10
290	5	4	5	5	3	4	4	4	4	4	42	4,20
291	4	4	5	5	4	5	5	5	3	4	44	4,40
292	5	4	4	5	4	4	5	5	3	4	43	4,30
293	4	5	5	5	5	4	5	5	4	5	47	4,70
294	5	4	4	4	3	4	4	4	4	5	41	4,10
295	3	4	4	4	4	4	4	4	3	4	38	3,80
296	5	4	5	5	5	5	5	5	5	5	49	4,90
297	5	5	5	4	4	4	4	5	4	4	44	4,40
298	5	4	4	4	4	4	4	4	4	5	42	4,20
299	4	4	5	4	5	4	3	3	4	5	41	4,10
300	4	4	5	4	5	4	4	4	5	5	44	4,40
Rata-rata	4,487	4,31	4,4733	4,2933	4,2667	4,283	4,34	4,517	4,357	4,503	43,65	4,37

NO	KOMPETENSI DOSEN (X2)										NILAI	
	INDIKATOR										Total	Rerata
	1	2	3	4	5	6	7	8	9	10		
1	4	4	5	3	4	3	3	5	4	3	38	3,80
2	4	4	5	3	4	4	3	5	4	3	39	3,90
3	5	5	4	4	4	4	4	4	5	4	43	4,30
4	5	4	4	4	5	4	4	4	4	4	42	4,20
5	5	4	5	4	4	4	5	4	4	4	43	4,30
6	5	5	5	5	4	4	5	4	4	4	45	4,50
7	4	5	4	4	4	4	4	5	4	4	42	4,20
8	4	4	4	4	4	3	4	4	4	3	38	3,80
9	5	5	4	4	5	4	4	4	4	4	43	4,30
10	4	4	4	5	5	4	5	5	5	4	45	4,50
11	4	3	3	4	4	3	4	3	3	4	35	3,50
12	4	4	4	4	5	4	4	4	4	4	41	4,10
13	5	4	4	5	5	4	4	5	4	4	44	4,40
14	5	5	5	5	5	5	4	3	4	3	44	4,40
15	4	4	4	4	4	3	4	4	4	3	38	3,80
16	4	4	4	4	4	3	4	4	3	4	38	3,80
17	5	4	5	4	4	4	5	5	5	4	45	4,50
18	5	5	4	4	4	5	4	4	4	4	43	4,30
19	5	4	5	4	5	3	4	3	4	4	41	4,10
20	5	4	4	4	3	3	4	3	4	4	38	3,80
21	4	5	4	5	4	4	5	5	4	4	44	4,40
22	5	5	4	4	4	4	4	4	4	4	42	4,20
23	4	4	4	5	4	4	5	4	4	4	42	4,20
24	5	5	5	4	4	5	5	4	4	5	46	4,60
25	4	4	4	5	5	4	4	4	4	4	42	4,20
26	4	4	4	4	4	4	4	4	4	4	40	4,00
27	4	5	4	5	4	4	5	5	5	4	45	4,50
28	5	4	4	5	5	4	4	4	4	5	44	4,40
29	5	5	5	4	4	4	4	4	4	4	43	4,30
30	4	4	4	4	4	4	4	4	4	4	40	4,00
31	4	4	5	4	4	4	4	4	4	3	40	4,00
32	5	5	4	5	5	5	5	5	5	4	48	4,80
33	5	5	5	4	4	5	5	5	3	4	45	4,50
34	5	4	4	4	5	5	4	5	4	4	44	4,40
35	4	4	4	4	4	4	3	3	3	3	36	3,60
36	4	4	4	5	5	4	4	3	5	5	43	4,30
37	5	5	4	3	5	5	3	4	3	4	41	4,10
38	5	5	4	4	4	5	5	5	4	4	45	4,50

80	4	4	4	4	4	4	4	4	4	4	40	4,00
81	4	4	5	4	5	4	5	4	5	5	45	4,50
82	4	4	5	5	5	5	4	4	4	5	45	4,50
83	4	5	4	4	3	5	4	4	3	3	39	3,90
84	5	4	4	4	4	4	4	4	4	4	41	4,10
85	4	4	4	4	4	4	4	4	4	4	40	4,00
86	4	3	3	4	5	3	5	5	4	5	41	4,10
87	5	4	5	4	5	4	5	4	4	5	45	4,50
88	5	4	5	4	4	4	5	5	4	4	44	4,40
89	2	2	3	3	2	2	3	3	2	3	25	2,50
90	4	4	5	4	5	4	4	4	4	4	42	4,20
91	4	4	3	4	4	3	4	4	4	5	39	3,90
92	4	4	3	4	4	4	4	4	4	4	39	3,90
93	5	5	4	5	5	5	5	4	4	5	47	4,70
94	4	4	4	3	4	3	4	3	3	4	36	3,60
95	4	3	4	3	4	4	4	4	3	3	36	3,60
96	5	5	5	5	4	4	5	4	4	4	45	4,50
97	5	4	4	4	5	4	4	4	4	4	42	4,20
98	4	3	4	3	3	4	4	3	3	3	34	3,40
99	4	3	5	4	4	4	3	4	3	3	37	3,70
100	5	5	5	5	5	5	4	4	4	5	47	4,70
101	3	5	5	3	4	3	3	5	4	4	39	3,90
102	3	3	5	3	4	4	3	5	4	4	38	3,80
103	4	5	5	4	4	4	4	4	5	5	44	4,40
104	4	3	4	4	5	4	4	4	4	5	41	4,10
105	4	5	5	4	4	4	5	4	4	5	44	4,40
106	4	4	5	5	4	4	5	4	4	5	44	4,40
107	4	5	5	4	4	4	4	5	4	4	43	4,30
108	3	3	4	4	4	3	4	4	4	4	37	3,70
109	5	5	4	4	5	4	4	4	4	5	44	4,40
110	4	3	4	5	5	4	5	5	5	4	44	4,40
111	4	4	3	4	4	3	4	3	3	4	36	3,60
112	4	3	4	4	5	4	4	4	4	4	40	4,00
113	4	5	4	5	5	4	4	5	4	5	45	4,50
114	3	4	5	5	5	5	4	3	4	5	43	4,30
115	4	4	4	4	4	3	4	4	4	4	39	3,90
116	3	4	4	4	4	3	4	4	3	4	37	3,70
117	4	5	5	4	4	4	5	5	5	5	46	4,60
118	4	4	4	4	4	5	4	4	4	5	42	4,20
119	4	5	5	4	5	3	4	3	4	5	42	4,20
120	3	4	4	4	3	3	4	3	4	5	37	3,70

121	4	4	4	5	4	4	5	5	4	4	43	4,30
122	5	5	4	4	4	4	4	4	4	5	43	4,30
123	4	4	4	4	4	4	5	4	4	4	41	4,10
124	5	5	5	5	4	5	5	4	4	5	47	4,70
125	4	4	4	4	5	4	4	4	4	4	41	4,10
126	4	4	4	5	4	4	4	4	4	4	41	4,10
127	4	5	5	5	4	4	5	5	5	4	46	4,60
128	4	4	4	5	5	4	4	4	4	5	43	4,30
129	5	5	5	4	4	4	4	4	4	5	44	4,40
130	3	4	4	4	4	4	4	4	4	4	39	3,90
131	4	4	5	4	4	4	4	4	4	4	41	4,10
132	4	4	4	5	5	5	5	5	5	5	47	4,70
133	5	5	5	4	4	5	5	5	3	5	46	4,60
134	4	4	4	4	4	5	4	5	4	5	43	4,30
135	4	4	4	4	4	4	3	3	3	4	37	3,70
136	4	4	4	5	5	4	4	3	5	4	42	4,20
137	5	5	4	3	5	5	3	4	3	5	42	4,20
138	4	4	4	4	4	5	5	5	4	5	44	4,40
139	4	4	4	4	4	4	4	4	4	4	40	4,00
140	4	4	5	5	4	4	4	4	5	5	44	4,40
141	4	4	4	4	4	4	3	4	3	5	39	3,90
142	3	4	3	4	4	4	4	4	4	4	38	3,80
143	5	4	5	4	4	4	5	4	4	4	43	4,30
144	3	3	3	4	4	3	4	3	4	4	35	3,50
145	5	4	4	4	4	4	4	4	4	4	41	4,10
146	4	5	4	5	5	5	5	4	5	5	47	4,70
147	5	5	4	5	5	4	5	5	5	5	48	4,80
148	4	4	4	5	4	5	5	5	4	5	45	4,50
149	5	5	5	4	5	4	4	5	4	5	46	4,60
150	4	4	4	4	4	4	5	4	5	4	42	4,20
151	3	3	4	4	4	3	4	4	3	4	36	3,60
152	3	3	3	3	3	3	4	4	3	4	33	3,30
153	5	5	5	5	5	4	4	4	4	5	46	4,60
154	3	4	4	4	4	4	4	4	4	4	39	3,90
155	5	5	4	5	5	4	5	4	4	5	46	4,60
156	2	4	3	3	3	4	4	4	3	4	34	3,40
157	4	4	5	4	4	3	4	4	3	5	40	4,00
158	4	4	5	4	4	4	4	4	5	4	42	4,20
159	5	4	4	5	4	4	4	4	4	4	42	4,20
160	3	4	4	5	4	5	5	4	3	4	41	4,10
161	5	5	5	5	4	5	5	4	5	5	48	4,80

162	4	4	4	4	5	4	4	4	4	4	41	4,10
163	5	5	5	5	5	5	4	5	4	5	48	4,80
164	3	3	4	3	4	4	4	4	3	4	36	3,60
165	3	4	4	4	4	4	4	3	3	3	36	3,60
166	3	3	3	4	3	4	4	3	4	3	34	3,40
167	4	5	5	4	3	4	4	4	4	4	41	4,10
168	4	4	5	3	4	4	5	4	4	5	42	4,20
169	4	4	4	3	2	5	3	4	2	4	35	3,50
170	4	4	4	3	4	3	4	4	4	5	39	3,90
171	4	3	4	3	4	4	3	4	3	4	36	3,60
172	5	5	4	4	4	4	5	4	4	5	44	4,40
173	3	4	4	4	3	3	4	4	3	4	36	3,60
174	5	4	4	4	4	4	4	4	4	4	41	4,10
175	4	4	5	4	4	5	4	4	5	5	44	4,40
176	4	5	5	5	5	5	5	5	5	5	49	4,90
177	4	5	5	4	5	5	5	5	5	5	48	4,80
178	5	4	4	4	5	5	5	4	4	4	44	4,40
179	4	3	4	3	3	3	3	3	3	3	32	3,20
180	5	4	4	4	4	4	4	4	4	4	41	4,10
181	4	4	5	4	5	4	5	4	5	4	44	4,40
182	4	4	5	5	5	5	4	4	4	4	44	4,40
183	4	5	4	4	3	5	4	4	3	4	40	4,00
184	5	4	4	4	4	4	4	4	4	5	42	4,20
185	5	4	4	4	4	4	4	4	4	4	41	4,10
186	5	4	3	4	5	3	5	5	4	4	42	4,20
187	4	4	5	4	5	4	5	4	4	5	44	4,40
188	5	4	5	4	4	4	5	5	4	5	45	4,50
189	3	3	3	3	2	2	3	3	2	2	26	2,60
190	4	4	4	4	5	4	4	4	4	4	41	4,10
191	5	4	3	4	4	4	4	4	4	4	40	4,00
192	3	4	3	4	4	4	4	4	4	4	38	3,80
193	4	5	4	5	5	5	5	4	4	5	46	4,60
194	3	4	4	3	4	3	4	3	3	4	35	3,50
195	4	3	4	3	4	4	4	4	3	4	37	3,70
196	5	5	5	5	4	4	5	4	4	5	46	4,60
197	4	4	4	4	4	4	4	4	4	5	41	4,10
198	3	3	3	3	3	4	4	3	3	4	33	3,30
199	4	3	5	4	4	4	3	4	3	4	38	3,80
200	4	5	5	5	5	5	4	4	4	5	46	4,60
201	5	3	5	3	4	3	3	5	4	4	39	3,90
202	3	3	5	3	4	4	3	5	4	4	38	3,80

203	5	5	4	4	4	4	4	4	5	5	44	4,40
204	4	4	4	4	5	4	4	4	4	4	41	4,10
205	5	5	5	4	4	4	5	4	4	4	44	4,40
206	4	4	5	5	4	4	5	4	4	5	44	4,40
207	5	4	4	4	4	4	4	5	4	5	43	4,30
208	4	4	4	4	4	3	4	4	4	4	39	3,90
209	5	5	4	4	5	4	4	4	4	5	44	4,40
210	4	5	4	5	5	4	5	5	5	4	46	4,60
211	3	4	3	4	4	3	4	3	3	3	34	3,40
212	5	4	4	4	5	4	4	4	4	4	42	4,20
213	4	4	4	5	5	4	4	5	4	4	43	4,30
214	3	3	5	5	5	5	4	3	4	5	42	4,20
215	4	4	4	4	4	3	4	4	4	4	39	3,90
216	4	4	4	4	4	4	4	4	3	4	39	3,90
217	4	4	5	4	4	4	5	5	5	4	44	4,40
218	4	4	4	4	4	5	4	4	4	5	42	4,20
219	5	5	5	4	5	3	4	3	4	4	42	4,20
220	4	4	4	4	3	3	4	3	4	4	37	3,70
221	5	4	4	5	4	4	5	5	4	5	45	4,50
222	4	4	4	4	4	4	4	4	4	5	41	4,10
223	5	4	4	5	4	4	5	4	4	4	43	4,30
224	4	5	5	4	4	5	5	4	4	5	45	4,50
225	5	4	4	5	5	4	4	4	4	4	43	4,30
226	5	4	4	4	4	4	4	4	4	4	41	4,10
227	5	4	4	5	4	4	5	5	5	5	46	4,60
228	4	5	4	5	5	4	4	4	4	4	43	4,30
229	4	4	5	4	4	4	4	4	4	5	42	4,20
230	5	4	4	4	4	4	4	4	4	4	41	4,10
231	4	3	5	4	4	4	4	4	4	4	40	4,00
232	4	4	4	5	5	5	5	5	5	5	47	4,70
233	4	4	5	4	4	5	5	5	3	5	44	4,40
234	4	4	4	4	5	5	4	5	4	4	43	4,30
235	5	3	4	4	4	4	3	3	3	4	37	3,70
236	5	5	4	5	5	4	4	3	5	4	44	4,40
237	4	4	4	3	5	5	3	4	3	5	40	4,00
238	4	4	4	4	4	5	5	5	4	5	44	4,40
239	5	4	4	4	3	4	4	4	4	4	40	4,00
240	5	5	5	5	4	4	4	4	5	5	46	4,60
241	5	5	3	4	4	4	3	4	3	4	39	3,90
242	4	5	3	4	4	4	4	4	4	4	40	4,00
243	4	4	4	4	4	4	5	4	4	4	41	4,10

285	4	5	4	4	4	4	4	4	4	4	41	4,10
286	4	4	3	4	5	3	5	5	4	3	40	4,00
287	5	4	5	4	5	4	5	4	4	4	44	4,40
288	5	5	5	4	4	4	5	5	4	4	45	4,50
289	3	3	3	3	2	2	3	3	2	2	26	2,60
290	5	4	5	4	5	4	4	4	4	4	43	4,30
291	4	5	4	4	4	3	4	4	4	4	40	4,00
292	4	4	4	4	4	4	4	4	4	4	40	4,00
293	4	5	4	5	5	5	5	4	4	5	46	4,60
294	5	4	4	3	4	3	4	3	3	4	37	3,70
295	4	4	4	3	4	4	4	4	3	3	37	3,70
296	5	5	5	5	4	4	5	4	4	5	46	4,60
297	5	5	4	4	5	4	4	4	4	4	43	4,30
298	4	4	4	3	3	4	4	3	3	3	35	3,50
299	4	4	5	4	4	4	3	4	3	3	38	3,80
300	5	4	5	5	5	5	4	4	4	5	46	4,60
Rata-rata	4,247	4,1633	4,26	4,12	4,183	4,057	4,223	4,097	3,94	4,207	41,317	4,13

NO	BUDAYA ORGANISASI (X3)										NILAI	
	INDIKATOR										Total	Rerata
	1	2	3	4	5	6	7	8	9	10		
1	5	4	3	3	5	3	5	5	4	5	42	4,20
2	5	4	3	3	4	3	4	4	4	4	38	3,80
3	4	4	4	4	4	4	4	4	4	4	40	4,00
4	4	4	4	4	4	4	4	3	3	4	38	3,80
5	4	4	4	5	4	4	4	3	4	4	40	4,00
6	4	4	4	4	4	4	4	4	4	4	40	4,00
7	5	4	5	5	5	4	5	2	4	4	43	4,30
8	3	3	4	4	4	4	4	4	4	4	38	3,80
9	4	4	3	4	4	4	5	4	4	4	40	4,00
10	4	4	4	4	4	5	5	1	1	4	36	3,60
11	4	4	4	2	4	3	4	3	3	4	35	3,50
12	3	3	3	3	3	3	3	3	2	3	29	2,90
13	5	4	4	4	5	5	5	5	5	5	47	4,70
14	4	4	4	4	4	4	5	5	3	3	40	4,00
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293	3	2	3	2	5	4	3	5	4	4	35	3,50
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295	3	4	4	3	4	3	3	4	3	3	34	3,40
296	5	5	4	5	4	4	5	5	4	5	46	4,60
297	3	4	4	3	3	3	3	4	4	3	34	3,40
298	3	4	4	3	3	3	4	4	3	3	34	3,40
299	3	3	4	3	4	3	4	5	3	5	37	3,70
300	4	2	5	5	5	5	5	5	4	5	45	4,50
Rata-rata	3,707	3,5933	3,7333	3,5567	3,703	3,823	4,13	3,717	3,493	3,693	36,97	3,70

NO	MOTIVASI KERJA (Y1)										NILAI	
	INDIKATOR										Total	Rerata
	1	2	3	4	5	6	7	8	9	10		
1	5	4	4	5	4	5	5	5	5	5	47	4,70
2	5	4	4	5	4	4	4	4	5	5	44	4,40
3	5	4	4	4	4	4	4	4	4	4	41	4,10
4	5	5	5	5	5	5	5	5	4	5	49	4,90
5	4	4	4	4	4	5	4	4	3	5	41	4,10
6	4	4	4	3	4	4	3	4	4	4	38	3,80
7	5	4	5	5	4	5	5	5	5	5	48	4,80
8	4	3	4	4	4	5	5	5	3	5	42	4,20
9	5	4	4	5	4	5	5	5	5	5	47	4,70
10	5	4	4	4	4	5	4	3	4	3	40	4,00
11	5	4	4	4	3	4	4	4	4	4	40	4,00
12	4	3	3	3	3	4	4	4	3	2	33	3,30
13	5	4	4	5	4	5	4	2	5	5	43	4,30
14	5	5	5	5	5	4	4	4	4	4	45	4,50
15	3	3	4	3	3	4	4	4	3	3	34	3,40
16	5	3	3	3	4	4	4	5	5	4	40	4,00
17	5	4	5	5	5	5	5	5	5	5	49	4,90
18	5	4	4	4	4	4	4	3	4	5	41	4,10
19	4	4	4	4	3	4	3	5	4	3	38	3,80
20	5	3	4	4	4	4	4	4	5	5	42	4,20
21	5	4	4	3	4	5	4	5	4	4	42	4,20
22	5	4	4	5	4	5	4	3	4	4	42	4,20
23	5	4	4	4	3	4	4	5	4	3	40	4,00
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25	5	4	5	5	3	5	5	3	2	4	41	4,10
26	4	4	4	4	4	4	4	4	4	4	40	4,00
27	4	4	5	5	4	5	4	4	4	4	43	4,30
28	5	4	5	5	3	5	2	5	1	5	40	4,00
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33	4	3	4	4	4	4	4	5	4	2	38	3,80
34	5	4	4	4	3	5	5	4	2	5	41	4,10
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36	5	3	5	3	5	5	3	5	5	5	44	4,40
37	5	4	4	4	3	5	5	4	4	5	43	4,30
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47	4	5	5	4	5	5	5	5	4	5	47	4,70
48	5	5	5	4	4	4	5	5	5	4	46	4,60
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68	5	3	5	4	5	5	4	5	5	1	42	4,20
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71	5	5	5	5	4	5	5	5	5	5	49	4,90
72	5	4	4	4	4	5	4	4	4	4	42	4,20
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75	5	3	5	5	4	5	5	5	5	5	47	4,70
76	5	4	5	3	3	5	4	4	4	4	41	4,10
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78	4	5	4	4	2	5	4	2	4	5	39	3,90
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93	5	5	5	4	2	5	5	5	3	4	43	4,30
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127	4	4	5	5	4	5	4	4	4	4	43	4,30
128	1	5	5	5	3	5	2	5	5	4	40	4,00
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131	4	4	5	4	4	4	4	4	5	4	42	4,20
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133	4	2	4	4	4	4	4	5	4	3	38	3,80
134	2	5	4	4	3	5	5	4	5	4	41	4,10
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269	5	3	1	5	3	5	3	5	5	5	40	4,00
270	4	4	3	4	3	3	3	5	5	5	39	3,90
271	5	5	5	5	5	5	4	5	5	5	49	4,90
272	5	4	4	4	4	4	4	5	4	4	42	4,20
273	4	3	3	1	4	4	3	4	4	3	33	3,30
274	4	4	5	5	4	4	4	5	4	5	44	4,40
275	5	3	5	5	5	5	4	5	5	5	47	4,70
276	5	4	4	4	5	3	3	5	4	4	41	4,10
277	5	3	4	4	3	3	3	5	4	4	38	3,80
278	4	5	4	5	4	4	2	5	4	2	39	3,90
279	5	3	3	4	4	3	3	5	4	4	38	3,80
280	4	4	4	4	4	4	4	4	4	4	40	4,00
281	5	5	5	5	5	4	5	5	5	4	48	4,80
282	4	4	5	1	3	3	2	5	4	3	34	3,40
283	5	2	3	3	4	4	3	5	3	3	35	3,50
284	4	2	2	1	4	4	2	4	4	4	31	3,10

285	5	3	4	4	5	4	5	4	4	4	42	4,20
286	5	5	3	2	5	5	4	4	3	4	40	4,00
287	5	5	4	4	5	3	4	5	4	4	43	4,30
288	5	4	4	5	5	4	4	5	4	5	45	4,50
289	1	3	2	3	2	2	3	1	2	2	21	2,10
290	5	3	2	4	3	5	3	5	5	5	40	4,00
291	4	4	3	4	4	4	4	5	5	3	40	4,00
292	5	4	3	2	2	4	2	5	5	4	36	3,60
293	5	5	3	4	5	4	2	5	5	5	43	4,30
294	3	3	3	3	3	3	3	3	3	3	30	3,00
295	4	3	4	4	4	3	3	4	4	4	37	3,70
296	5	4	5	5	5	4	4	5	5	5	47	4,70
297	5	5	3	3	5	5	5	5	5	5	46	4,60
298	4	4	4	3	4	4	4	5	5	4	41	4,10
299	5	3	3	3	4	3	3	5	4	3	36	3,60
300	5	3	4	4	5	5	4	4	4	4	42	4,20
Rata-rata	4,33	3,76	4,1	3,93	3,91	4,34	4,01	4,31	4,2	3,94	40,65	4,06

NO	KINERJA DOSEN (Y2)												NILAI	
	INDIKATOR												Total	Rerata
	1	2	3	4	5	6	7	8	9	10	11	12		
1	4	3	3	2	4	1	1	3	2	2	3	4	25	2,50
2	4	4	3	3	4	2	1	2	1	2	3	4	25	2,50
3	4	4	4	4	4	4	4	4	4	4	4	4	40	4,00
4	5	5	4	4	5	2	3	4	4	5	5	5	41	4,10
5	4	4	3	3	4	3	1	3	1	3	2	3	26	2,60
6	4	4	3	3	3	2	1	3	2	3	4	4	28	2,80
7	4	4	2	2	2	2	1	1	1	1	5	4	21	2,10
8	4	3	3	3	3	3	1	3	1	4	3	3	27	2,70
9	5	3	2	3	4	2	1	2	2	3	2	2	23	2,30
10	5	3	1	4	5	3	4	3	3	3	3	5	34	3,40
11	5	3	2	4	5	3	3	3	3	3	3	3	32	3,20
12	4	4	3	4	4	3	1	3	1	3	3	2	27	2,70
13	4	4	2	2	3	1	1	2	1	2	2	2	18	1,80
14	5	5	3	3	5	1	1	3	3	3	2	2	26	2,60
15	4	3	3	3	4	3	2	2	2	2	2	2	25	2,50
16	4	3	3	3	4	1	1	1	1	1	3	2	20	2,00
17	4	4	4	5	5	4	1	3	1	4	4	2	33	3,30
18	3	4	4	4	4	4	1	4	1	4	3	2	31	3,10
19	3	3	4	4	3	3	1	3	3	3	3	4	31	3,10
20	4	4	2	3	4	3	1	3	1	2	3	1	23	2,30
21	3	3	3	4	4	3	2	2	1	2	1	1	23	2,30
22	4	4	4	4	4	4	1	1	1	3	1	1	24	2,40
23	5	4	5	5	5	5	1	3	1	3	2	2	32	3,20
24	4	4	5	5	5	5	1	4	1	5	4	2	37	3,70
25	4	4	4	3	4	2	1	3	3	1	1	1	23	2,30
26	4	4	4	4	4	4	1	4	4	4	4	4	37	3,70
27	5	5	4	3	4	2	1	3	2	2	4	2	27	2,70
28	4	5	3	5	4	4	1	3	4	2	4	3	33	3,30
29	4	4	3	4	4	4	1	1	1	2	4	1	25	2,50
30	4	4	3	4	4	4	1	4	4	3	2	4	33	3,30
31	4	2	4	4	4	4	1	4	2	2	3	3	31	3,10
32	3	4	3	4	4	4	2	2	1	1	2	1	24	2,40
33	4	4	5	2	5	4	1	2	1	1	2	1	24	2,40
34	2	3	2	2	4	2	1	1	1	3	4	3	23	2,30
35	4	4	4	4	4	4	1	2	3	2	2	2	28	2,80
36	4	4	4	4	4	1	1	2	1	2	2	2	23	2,30
37	3	3	3	4	4	4	3	3	3	2	2	3	31	3,10
38	5	4	4	4	4	2	4	4	4	3	2	4	35	3,50

39	4	4	4	4	4	4	1	4	2	3	4	2	32	3,20
40	4	4	3	5	5	3	3	3	3	3	2	2	32	3,20
41	4	4	4	3	4	4	2	4	2	3	3	2	31	3,10
42	4	4	4	4	5	4	1	4	3	2	2	2	31	3,10
43	5	5	4	4	5	1	1	2	2	2	2	2	25	2,50
44	5	4	1	4	4	1	1	1	1	2	4	3	22	2,20
45	4	4	4	4	4	4	1	3	1	1	1	1	24	2,40
46	4	4	4	4	4	4	1	1	1	2	3	1	25	2,50
47	4	4	2	4	5	4	1	2	2	2	2	4	28	2,80
48	5	4	4	1	3	3	2	1	1	1	1	1	18	1,80
49	4	5	2	5	5	5	1	4	2	2	2	2	30	3,00
50	4	5	2	5	5	5	1	2	1	2	5	4	32	3,20
51	4	4	3	4	1	1	3	1	1	1	2	1	18	1,80
52	4	4	3	3	3	2	1	2	1	3	1	2	21	2,10
53	3	3	3	3	4	2	1	3	1	1	2	1	21	2,10
54	4	4	4	3	4	3	1	2	1	3	5	3	29	2,90
55	4	3	5	3	3	3	1	3	3	5	3	5	34	3,40
56	5	2	3	3	4	2	1	2	1	1	1	1	19	1,90
57	4	4	4	4	3	5	4	1	3	3	2	2	31	3,10
58	4	3	4	4	5	4	1	3	1	3	3	3	31	3,10
59	4	4	3	3	3	4	3	4	4	4	3	3	34	3,40
60	3	4	4	4	1	1	1	3	1	1	2	1	19	1,90
61	5	5	5	5	5	2	2	4	1	3	4	1	32	3,20
62	4	4	4	4	4	2	1	3	1	2	3	3	27	2,70
63	4	4	4	4	4	3	2	3	1	1	3	3	28	2,80
64	4	4	3	3	4	3	1	1	2	4	4	1	26	2,60
65	3	3	4	4	4	3	1	2	1	2	3	2	26	2,60
66	4	3	4	5	4	3	1	3	1	4	3	2	30	3,00
67	5	5	5	5	5	1	1	2	4	3	4	2	32	3,20
68	5	5	4	4	5	3	1	3	1	4	4	2	31	3,10
69	2	2	4	4	4	1	1	1	3	3	3	4	28	2,80
70	4	4	1	1	3	1	1	3	3	1	3	2	19	1,90
71	4	4	4	3	3	1	1	2	1	1	2	1	19	1,90
72	5	4	4	4	4	3	1	3	2	4	4	4	33	3,30
73	4	3	4	3	3	3	1	3	3	2	2	3	27	2,70
74	4	4	4	3	5	4	4	4	4	4	4	4	40	4,00
75	4	5	4	4	5	4	3	4	2	1	4	5	36	3,60
76	4	4	4	2	3	2	3	3	3	3	3	3	29	2,90
77	4	4	4	4	4	4	3	2	2	4	4	4	35	3,50
78	4	4	4	4	5	3	3	4	3	3	3	4	36	3,60
79	4	4	5	4	5	4	1	1	1	2	1	3	27	2,70

80	4	5	5	5	5	3	1	4	3	3	3	3	35	3,50
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82	3	3	5	5	5	3	1	5	2	3	3	3	35	3,50
83	3	3	1	1	1	1	1	1	1	3	1	1	12	1,20
84	4	4	3	4	3	1	1	4	1	3	1	4	25	2,50
85	5	5	3	3	4	3	3	3	3	4	4	4	34	3,40
86	3	3	5	4	3	1	1	2	3	4	2	2	27	2,70
87	4	4	5	4	5	4	2	5	2	3	4	4	38	3,80
88	4	5	5	5	5	4	3	4	3	4	4	4	41	4,10
89	3	4	3	3	3	2	3	3	3	3	3	2	28	2,80
90	3	3	3	3	3	3	3	3	3	3	1	3	28	2,80
91	4	4	3	3	3	1	4	3	3	3	1	3	27	2,70
92	3	3	3	3	3	1	3	2	3	3	1	1	23	2,30
93	4	5	4	4	4	4	3	4	3	4	3	3	36	3,60
94	4	3	4	2	3	2	2	3	2	2	2	2	24	2,40
95	4	4	3	3	2	1	1	2	2	2	3	3	22	2,20
96	4	5	5	5	4	3	1	4	2	2	3	3	32	3,20
97	3	4	4	4	4	4	1	2	2	3	2	2	28	2,80
98	3	5	3	2	3	2	1	3	2	2	1	2	21	2,10
99	3	3	2	2	2	2	1	2	2	2	2	2	19	1,90
100	5	5	3	4	3	3	3	4	4	5	5	5	39	3,90
101	3	4	3	2	4	2	1	3	2	2	4	3	26	2,60
102	4	4	3	3	3	2	1	2	1	2	4	3	24	2,40
103	4	4	4	4	3	4	4	4	4	4	4	4	39	3,90
104	5	5	4	4	5	3	3	4	4	5	5	5	42	4,20
105	4	4	3	3	3	3	1	3	1	3	3	2	25	2,50
106	4	4	3	3	3	3	1	3	2	3	4	4	29	2,90
107	4	4	2	2	2	1	1	1	1	1	4	5	20	2,00
108	3	4	3	3	3	3	1	3	2	4	3	3	28	2,80
109	3	5	2	3	3	2	1	2	2	3	2	2	22	2,20
110	3	5	2	4	5	3	4	3	3	3	5	3	35	3,50
111	3	5	2	4	4	3	3	3	3	3	3	3	31	3,10
112	4	4	3	4	4	3	1	3	2	3	2	3	28	2,80
113	4	4	2	2	2	1	1	2	1	2	2	2	17	1,70
114	5	5	3	3	5	2	1	3	3	3	2	2	27	2,70
115	3	4	3	3	4	3	2	2	2	2	2	2	25	2,50
116	3	4	3	3	4	1	1	1	1	1	2	3	20	2,00
117	4	4	4	5	5	4	1	3	1	4	2	4	33	3,30
118	4	3	4	4	4	4	1	4	1	4	2	3	31	3,10
119	3	3	4	4	3	3	1	3	3	3	4	3	31	3,10
120	4	4	2	3	4	3	1	3	1	2	1	3	23	2,30

121	3	3	3	4	4	3	2	2	1	2	1	1	23	2,30
122	4	4	4	4	4	4	1	1	1	3	1	1	24	2,40
123	4	5	5	5	5	5	1	3	1	3	2	2	32	3,20
124	4	4	5	5	5	5	1	4	1	5	2	4	37	3,70
125	4	4	4	3	4	2	1	3	3	1	1	1	23	2,30
126	4	4	4	4	4	4	1	4	4	4	4	4	37	3,70
127	5	5	4	3	4	2	1	3	2	2	2	4	27	2,70
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129	4	4	3	4	4	4	1	1	1	2	1	4	25	2,50
130	4	4	3	4	4	4	1	4	4	3	4	2	33	3,30
131	2	4	4	4	4	4	1	4	2	2	3	3	31	3,10
132	4	3	3	4	4	4	2	2	1	1	1	2	24	2,40
133	4	4	5	2	5	4	1	2	1	1	1	2	24	2,40
134	3	2	2	2	4	2	1	1	1	3	3	4	23	2,30
135	4	4	4	4	4	4	1	2	3	2	2	2	28	2,80
136	4	4	4	4	4	1	1	2	1	2	2	2	23	2,30
137	3	3	3	4	4	4	3	3	3	2	3	2	31	3,10
138	4	5	4	4	4	2	4	4	4	3	4	2	35	3,50
139	4	4	4	4	4	4	1	4	2	3	2	4	32	3,20
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146	4	4	4	4	4	4	1	1	1	2	1	3	25	2,50
147	4	4	2	4	5	4	1	2	2	2	4	2	28	2,80
148	4	5	4	1	3	3	2	1	1	1	1	1	18	1,80
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150	5	4	2	5	5	5	1	2	1	2	4	5	32	3,20
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154	4	4	4	3	4	3	1	2	1	3	3	5	29	2,90
155	3	4	5	3	3	3	1	3	3	5	5	3	34	3,40
156	2	5	3	3	4	2	1	2	1	1	1	1	19	1,90
157	4	4	4	4	3	5	4	1	3	3	2	2	31	3,10
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160	4	3	4	4	1	1	1	3	1	1	1	2	19	1,90
161	5	5	5	5	5	2	2	4	1	3	1	4	32	3,20

162	4	4	4	4	4	2	1	3	1	2	3	3	27	2,70
163	4	4	4	4	4	3	2	3	1	1	3	3	28	2,80
164	4	4	3	3	4	3	1	1	2	4	1	4	26	2,60
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166	3	4	4	5	4	3	1	3	1	4	2	3	30	3,00
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168	5	5	4	4	5	3	1	3	1	4	2	4	31	3,10
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170	4	4	1	1	3	1	1	3	3	1	2	3	19	1,90
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172	4	5	4	4	4	3	1	3	2	4	4	4	33	3,30
173	3	4	4	3	3	3	1	3	3	2	3	2	27	2,70
174	4	4	4	3	5	4	4	4	4	4	4	4	40	4,00
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177	4	4	4	4	4	4	3	2	2	4	4	4	35	3,50
178	4	4	4	4	5	3	3	4	3	3	4	3	36	3,60
179	4	4	5	4	5	4	1	1	1	2	3	1	27	2,70
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182	3	3	5	5	5	3	1	5	2	3	3	3	35	3,50
183	3	3	1	1	1	1	1	1	1	3	1	1	12	1,20
184	4	4	3	4	3	1	1	4	1	3	4	1	25	2,50
185	5	5	3	3	4	3	3	3	3	4	4	4	34	3,40
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188	5	4	5	5	5	4	3	4	3	4	4	4	41	4,10
189	4	3	3	3	3	2	3	3	3	3	2	3	28	2,80
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192	3	3	3	3	3	1	3	2	3	3	1	1	23	2,30
193	5	4	4	4	4	4	3	4	3	4	3	3	36	3,60
194	3	4	4	2	3	2	2	3	2	2	2	2	24	2,40
195	4	4	3	3	2	1	1	2	2	2	3	3	22	2,20
196	5	4	5	5	4	3	1	4	2	2	3	3	32	3,20
197	4	3	4	4	4	4	1	2	2	3	2	2	28	2,80
198	5	3	3	2	3	2	1	3	2	2	2	1	21	2,10
199	3	3	2	2	2	2	1	2	2	2	2	2	19	1,90
200	5	5	3	4	3	3	3	4	4	4	5	5	38	3,80
201	3	2	3	4	4	3	1	3	2	2	3	4	29	2,90
202	3	3	4	4	4	2	1	2	1	3	3	4	28	2,80

203	4	4	4	4	4	4	3	4	4	4	4	4	39	3,90
204	4	4	5	5	5	4	3	4	4	5	5	5	45	4,50
205	3	3	4	4	4	3	1	3	1	3	2	2	27	2,70
206	4	3	4	4	3	2	1	3	2	3	4	4	30	3,00
207	2	2	4	4	2	2	1	1	1	1	4	4	24	2,40
208	3	3	3	4	3	3	1	3	2	4	3	3	29	2,90
209	4	3	3	5	4	2	1	2	2	3	2	2	26	2,60
210	3	4	3	5	5	3	4	3	3	3	3	5	37	3,70
211	3	4	3	5	5	3	3	3	3	3	3	3	34	3,40
212	3	3	4	4	4	3	1	3	1	3	3	2	28	2,80
213	3	2	4	4	3	1	1	2	1	2	2	2	22	2,20
214	4	3	5	5	5	2	1	3	3	3	2	2	31	3,10
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260	5	5	4	4	4	4	3	2	3	3	37	3,70
261	2	5	3	5	5	4	5	5	4	2	40	4,00
262	3	4	4	3	3	3	3	4	4	3	34	3,40
263	3	4	5	4	4	4	4	4	5	5	42	4,20
264	1	4	3	3	3	4	4	4	5	4	35	3,50
265	1	3	3	2	2	3	3	2	4	2	25	2,50
266	4	4	3	5	5	4	4	3	4	4	40	4,00
267	4	5	5	4	3	5	5	2	5	4	42	4,20
268	2	4	4	4	3	3	4	5	5	3	37	3,70
269	1	5	1	1	3	4	4	2	4	2	27	2,70
270	3	5	5	5	4	5	4	3	5	4	43	4,30
271	4	5	4	4	4	4	3	4	5	3	40	4,00
272	2	4	4	4	4	3	3	5	3	4	36	3,60
273	4	4	4	3	4	4	4	4	4	3	38	3,80
274	4	4	4	4	4	4	4	3	5	4	40	4,00
275	2	5	5	5	2	5	5	4	5	2	40	4,00
276	3	4	4	4	2	4	4	2	4	3	34	3,40
277	4	4	2	2	2	2	2	2	4	2	26	2,60
278	4	4	3	2	2	2	1	1	4	2	25	2,50
279	2	4	3	3	3	4	3	3	4	3	32	3,20
280	3	4	4	4	3	3	4	4	4	4	37	3,70
281	4	5	4	5	5	4	4	4	5	5	45	4,50
282	3	4	2	2	2	3	1	2	4	2	25	2,50
283	2	4	1	1	1	1	1	1	1	1	14	1,40
284	1	4	3	4	2	4	3	3	4	3	31	3,10

285	4	3	4	3	4	4	4	3	4	4	37	3,70
286	5	4	5	4	3	3	3	1	3	3	34	3,40
287	4	4	4	4	5	4	4	4	5	4	42	4,20
288	4	4	5	5	4	4	4	3	5	4	42	4,20
289	4	3	3	3	3	2	3	1	3	4	29	2,90
290	1	4	2	2	2	4	2	2	4	2	25	2,50
291	3	5	4	5	3	4	3	3	5	3	38	3,80
292	3	4	4	4	2	3	3	2	4	3	32	3,20
293	4	5	3	4	3	4	4	4	5	4	40	4,00
294	3	4	3	3	3	4	3	4	4	4	35	3,50
295	4	4	4	3	2	3	3	3	3	3	32	3,20
296	4	5	4	4	5	5	4	4	5	4	44	4,40
297	4	5	5	5	4	4	3	3	4	3	40	4,00
298	4	5	3	4	3	3	4	3	4	3	36	3,60
299	2	3	3	3	2	3	2	2	4	3	27	2,70
300	5	5	5	4	5	4	4	4	4	4	44	4,40
Rata-rata	3,48	4,04	3,69	3,78	3,35	3,64	3,82	3,49	3,96	3,4	36,47	3,65

LAMPIRAN 2 : UJI VALIDITAS REABILITAS

Correlations

Correlations

		Karakteristik Personal
x1.1	Pearson Correlation	,548**
	Sig. (2-tailed)	,000
	N	300
x1.2	Pearson Correlation	,545**
	Sig. (2-tailed)	,000
	N	300
x1.3	Pearson Correlation	,649**
	Sig. (2-tailed)	,000
	N	300
x1.4	Pearson Correlation	,627**
	Sig. (2-tailed)	,000
	N	300
x1.5	Pearson Correlation	,605**
	Sig. (2-tailed)	,000
	N	300
x1.6	Pearson Correlation	,647**
	Sig. (2-tailed)	,000
	N	300
x1.7	Pearson Correlation	,580**
	Sig. (2-tailed)	,000
	N	300
x1.8	Pearson Correlation	,589**
	Sig. (2-tailed)	,000
	N	300
x1.9	Pearson Correlation	,639**
	Sig. (2-tailed)	,000
	N	300
x1.10	Pearson Correlation	,695**
	Sig. (2-tailed)	,000
	N	300

** . Correlation is significant at the 0.01 level

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	300	100,0
	Excluded ^a	0	,0
	Total	300	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.815	10

Correlations

Correlations

		Kompetensi Dosen
x2.1	Pearson Correlation	,561**
	Sig. (2-tailed)	,000
	N	300
x2.2	Pearson Correlation	,685**
	Sig. (2-tailed)	,000
	N	300
x2.3	Pearson Correlation	,533**
	Sig. (2-tailed)	,000
	N	300
x2.4	Pearson Correlation	,670**
	Sig. (2-tailed)	,000
	N	300
x2.5	Pearson Correlation	,671**
	Sig. (2-tailed)	,000
	N	300
x2.6	Pearson Correlation	,627**
	Sig. (2-tailed)	,000
	N	300
x2.7	Pearson Correlation	,657**
	Sig. (2-tailed)	,000
	N	300
x2.8	Pearson Correlation	,569**
	Sig. (2-tailed)	,000
	N	300
x2.9	Pearson Correlation	,732**
	Sig. (2-tailed)	,000
	N	300
x2.10	Pearson Correlation	,684**
	Sig. (2-tailed)	,000
	N	300

** . Correlation is significant at the 0.01 level

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	300	100,0
	Excluded ^a	0	,0
	Total	300	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,840	10

Correlations

Correlations

		Budaya Organisasi
x3.1	Pearson Correlation	,635**
	Sig. (2-tailed)	,000
	N	300
x3.2	Pearson Correlation	,791**
	Sig. (2-tailed)	,000
	N	300
x3.3	Pearson Correlation	,630**
	Sig. (2-tailed)	,000
	N	300
x3.4	Pearson Correlation	,707**
	Sig. (2-tailed)	,000
	N	300
x3.5	Pearson Correlation	,717**
	Sig. (2-tailed)	,000
	N	300
x3.6	Pearson Correlation	,759**
	Sig. (2-tailed)	,000
	N	300
x3.7	Pearson Correlation	,632**
	Sig. (2-tailed)	,000
	N	300
x3.8	Pearson Correlation	,640**
	Sig. (2-tailed)	,000
	N	300
x3.9	Pearson Correlation	,759**
	Sig. (2-tailed)	,000
	N	300
x3.10	Pearson Correlation	,626**
	Sig. (2-tailed)	,000
	N	300

** . Correlation is significant at the 0.01 level

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	300	100,0
	Excluded ^a	0	,0
	Total	300	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,875	10

Correlations**Correlations**

		Motivasi Kerja
y1.1	Pearson Correlation	,518**
	Sig. (2-tailed)	,000
	N	300
y1.2	Pearson Correlation	,592**
	Sig. (2-tailed)	,000
	N	300
y1.3	Pearson Correlation	,609**
	Sig. (2-tailed)	,000
	N	300
y1.4	Pearson Correlation	,600**
	Sig. (2-tailed)	,000
	N	300
y1.5	Pearson Correlation	,651**
	Sig. (2-tailed)	,000
	N	300
y1.6	Pearson Correlation	,519**
	Sig. (2-tailed)	,000
	N	300
y1.7	Pearson Correlation	,582**
	Sig. (2-tailed)	,000
	N	300
y1.8	Pearson Correlation	,515**
	Sig. (2-tailed)	,000
	N	300
y1.9	Pearson Correlation	,529**
	Sig. (2-tailed)	,000
	N	300
y1.10	Pearson Correlation	,560**
	Sig. (2-tailed)	,000
	N	300

** . Correlation is significant at the 0.01 level

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	300	100,0
	Excluded ^a	0	,0
	Total	300	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,766	10

Correlations

Correlations

		Kinerja Dosen
y2.1	Pearson Correlation	,645**
	Sig. (2-tailed)	,000
	N	300
y2.2	Pearson Correlation	,696**
	Sig. (2-tailed)	,000
	N	300
y2.3	Pearson Correlation	,622**
	Sig. (2-tailed)	,000
	N	300
y2.4	Pearson Correlation	,710**
	Sig. (2-tailed)	,000
	N	300
y2.5	Pearson Correlation	,730**
	Sig. (2-tailed)	,000
	N	300
y2.6	Pearson Correlation	,581**
	Sig. (2-tailed)	,000
	N	300
y2.7	Pearson Correlation	,533**
	Sig. (2-tailed)	,000
	N	300
y2.8	Pearson Correlation	,721**
	Sig. (2-tailed)	,000
	N	300
y2.9	Pearson Correlation	,573**
	Sig. (2-tailed)	,000
	N	300
y2.10	Pearson Correlation	,713**
	Sig. (2-tailed)	,000
	N	300
y2.11	Pearson Correlation	,653**
	Sig. (2-tailed)	,000
	N	300
y2.12	Pearson Correlation	,626**
	Sig. (2-tailed)	,000
	N	300

** . Correlation is significant at the 0.01 level

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	300	100,0
	Excluded ^a	0	,0
	Total	300	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,876	12

Correlations**Correlations**

		Pengembangan karir
y3.1	Pearson Correlation	,616**
	Sig. (2-tailed)	,000
	N	300
y3.2	Pearson Correlation	,733**
	Sig. (2-tailed)	,000
	N	300
y3.3	Pearson Correlation	,741**
	Sig. (2-tailed)	,000
	N	300
y3.4	Pearson Correlation	,724**
	Sig. (2-tailed)	,000
	N	300
y3.5	Pearson Correlation	,769**
	Sig. (2-tailed)	,000
	N	300
y3.6	Pearson Correlation	,675**
	Sig. (2-tailed)	,000
	N	300
y3.7	Pearson Correlation	,754**
	Sig. (2-tailed)	,000
	N	300
y3.8	Pearson Correlation	,733**
	Sig. (2-tailed)	,000
	N	300
y3.9	Pearson Correlation	,699**
	Sig. (2-tailed)	,000
	N	300
y3.10	Pearson Correlation	,780**
	Sig. (2-tailed)	,000
	N	300

** . Correlation is significant at the 0.01 level

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	300	100,0
	Excluded ^a	0	,0
	Total	300	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,898	10

LAMPIRAN 3 DISTRIBUSI FREKWENSI

Frequencies

Statistics

		x1.1	x1.2	x1.3	x1.4	x1.5
N	Valid	300	300	300	300	300
	Missing	0	0	0	0	0
Mean		4,4867	4,3033	4,4633	4,2800	4,2500

Statistics

		x1.6	x1.7	x1.8	x1.9	x1.10
N	Valid	300	300	300	300	300
	Missing	0	0	0	0	0
Mean		4,2633	4,3167	4,4900	4,3267	4,4700

Frequency Table

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	,3	,3	,3
	2,00	2	,7	,7	1,0
	3,00	15	5,0	5,0	6,0
	4,00	114	38,0	38,0	44,0
	5,00	168	56,0	56,0	100,0
	Total	300	100,0	100,0	

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	,7	,7	,7
	3,00	24	8,0	8,0	8,7
	4,00	155	51,7	51,7	60,3
	5,00	119	39,7	39,7	100,0
	Total	300	100,0	100,0	

x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	1,0	1,0	1,0
	3,00	13	4,3	4,3	5,3
	4,00	126	42,0	42,0	47,3
	5,00	158	52,7	52,7	100,0
	Total	300	100,0	100,0	

x1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	1,0	1,0	1,0
	3,00	21	7,0	7,0	8,0
	4,00	165	55,0	55,0	63,0
	5,00	111	37,0	37,0	100,0
	Total	300	100,0	100,0	

x1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	,7	,7	,7
	3,00	26	8,7	8,7	9,3
	4,00	167	55,7	55,7	65,0
	5,00	105	35,0	35,0	100,0
	Total	300	100,0	100,0	

x1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	1,0	1,0	1,0
	3,00	33	11,0	11,0	12,0
	4,00	146	48,7	48,7	60,7
	5,00	118	39,3	39,3	100,0
	Total	300	100,0	100,0	

x1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	1,0	1,0	1,0
	3,00	19	6,3	6,3	7,3
	4,00	158	52,7	52,7	60,0
	5,00	120	40,0	40,0	100,0
	Total	300	100,0	100,0	

x1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	1,0	1,0	1,0
	3,00	13	4,3	4,3	5,3
	4,00	118	39,3	39,3	44,7
	5,00	166	55,3	55,3	100,0
	Total	300	100,0	100,0	

x1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	2	,7	,7	,7
	2,00	1	,3	,3	1,0
	3,00	19	6,3	6,3	7,3
	4,00	153	51,0	51,0	58,3
	5,00	125	41,7	41,7	100,0
	Total	300	100,0	100,0	

x1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	,3	,3	,3
	2,00	2	,7	,7	1,0
	3,00	16	5,3	5,3	6,3
	4,00	117	39,0	39,0	45,3
	5,00	164	54,7	54,7	100,0
	Total	300	100,0	100,0	

Frequencies

Statistics

		x2.1	x2.2	x2.3	x2.4	x2.5
N	Valid	300	300	300	300	300
	Missing	0	0	0	0	0
Mean		4,2467	4,1567	4,2500	4,1067	4,1667

Statistics

		x2.6	x2.7	x2.8	x2.9	x2.10
N	Valid	300	300	300	300	300
	Missing	0	0	0	0	0
Mean		4,0367	4,2000	4,0700	3,9100	4,1733

Frequency Table

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	,7	,7	,7
	3,00	29	9,7	9,7	10,3
	4,00	162	54,0	54,0	64,3
	5,00	107	35,7	35,7	100,0
	Total	300	100,0	100,0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	,3	,3	,3
	3,00	40	13,3	13,3	13,7
	4,00	170	56,7	56,7	70,3
	5,00	89	29,7	29,7	100,0
	Total	300	100,0	100,0	

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	26	8,7	8,7	8,7
	4,00	173	57,7	57,7	66,3
	5,00	101	33,7	33,7	100,0
	Total	300	100,0	100,0	

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	,7	,7	,7
	3,00	42	14,0	14,0	14,7
	4,00	178	59,3	59,3	74,0
	5,00	78	26,0	26,0	100,0
	Total	300	100,0	100,0	

x2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	6	2,0	2,0	2,0
	3,00	31	10,3	10,3	12,3
	4,00	170	56,7	56,7	69,0
	5,00	93	31,0	31,0	100,0
	Total	300	100,0	100,0	

x2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	1,0	1,0	1,0
	3,00	49	16,3	16,3	17,3
	4,00	182	60,7	60,7	78,0
	5,00	66	22,0	22,0	100,0
	Total	300	100,0	100,0	

x2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	30	10,0	10,0	10,0
	4,00	180	60,0	60,0	70,0
	5,00	90	30,0	30,0	100,0
	Total	300	100,0	100,0	

x2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	39	13,0	13,0	13,0
	4,00	201	67,0	67,0	80,0
	5,00	60	20,0	20,0	100,0
	Total	300	100,0	100,0	

x2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	6	2,0	2,0	2,0
	3,00	63	21,0	21,0	23,0
	4,00	183	61,0	61,0	84,0
	5,00	48	16,0	16,0	100,0
	Total	300	100,0	100,0	

x2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	1,0	1,0	1,0
	3,00	35	11,7	11,7	12,7
	4,00	169	56,3	56,3	69,0
	5,00	93	31,0	31,0	100,0
	Total	300	100,0	100,0	

Frequencies

Statistics

		x3.1	x3.2	x3.3	x3.4	x3.5
N	Valid	300	300	300	300	300
	Missing	0	0	0	0	0
Mean		3,7067	3,5867	3,7233	3,5433	3,6867

Statistics

		x3.6	x3.7	x3.8	x3.9	x3.10
N	Valid	300	300	300	300	300
	Missing	0	0	0	0	0
Mean		3,8033	4,1067	3,6900	3,4633	3,6600

Frequency Table

x3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	3	1,0	1,0	1,0
	2,00	19	6,3	6,3	7,3
	3,00	83	27,7	27,7	35,0
	4,00	153	51,0	51,0	86,0
	5,00	42	14,0	14,0	100,0
	Total	300	100,0	100,0	

x3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	3	1,0	1,0	1,0
	2,00	25	8,3	8,3	9,3
	3,00	94	31,3	31,3	40,7
	4,00	149	49,7	49,7	90,3
	5,00	29	9,7	9,7	100,0
	Total	300	100,0	100,0	

x3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	22	7,3	7,3	7,3
	3,00	95	31,7	31,7	39,0
	4,00	127	42,3	42,3	81,3
	5,00	56	18,7	18,7	100,0
	Total	300	100,0	100,0	

x3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	36	12,0	12,0	12,0
	3,00	110	36,7	36,7	48,7
	4,00	109	36,3	36,3	85,0
	5,00	45	15,0	15,0	100,0
	Total	300	100,0	100,0	

x3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	23	7,7	7,7	7,7
	3,00	98	32,7	32,7	40,3
	4,00	129	43,0	43,0	83,3
	5,00	50	16,7	16,7	100,0
	Total	300	100,0	100,0	

x3.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	19	6,3	6,3	6,3
	3,00	77	25,7	25,7	32,0
	4,00	148	49,3	49,3	81,3
	5,00	56	18,7	18,7	100,0
	Total	300	100,0	100,0	

x3.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	2	,7	,7	,7
	2,00	9	3,0	3,0	3,7
	3,00	41	13,7	13,7	17,3
	4,00	151	50,3	50,3	67,7
	5,00	97	32,3	32,3	100,0
	Total	300	100,0	100,0	

x3.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	13	4,3	4,3	4,3
	2,00	21	7,0	7,0	11,3
	3,00	75	25,0	25,0	36,3
	4,00	128	42,7	42,7	79,0
	5,00	63	21,0	21,0	100,0
	Total	300	100,0	100,0	

x3.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	16	5,3	5,3	5,3
	2,00	26	8,7	8,7	14,0
	3,00	105	35,0	35,0	49,0
	4,00	109	36,3	36,3	85,3
	5,00	44	14,7	14,7	100,0
	Total	300	100,0	100,0	

x3.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	8	2,7	2,7	2,7
	2,00	19	6,3	6,3	9,0
	3,00	89	29,7	29,7	38,7
	4,00	135	45,0	45,0	83,7
	5,00	49	16,3	16,3	100,0
	Total	300	100,0	100,0	

Frequencies

Statistics

		y1.1	y1.2	y1.3	y1.4	y1.5
N	Valid	300	300	300	300	300
	Missing	0	0	0	0	0
Mean		4,3267	3,7567	4,0667	3,9400	3,8833

Statistics

		y1.6	y1.7	y1.8	y1.9	y1.10
N	Valid	300	300	300	300	300
	Missing	0	0	0	0	0
Mean		4,3300	3,9833	4,2833	4,1667	3,9100

Frequency Table

y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	,3	,3	,3
	2,00	9	3,0	3,0	3,3
	3,00	25	8,3	8,3	11,7
	4,00	121	40,3	40,3	52,0
	5,00	144	48,0	48,0	100,0
	Total	300	100,0	100,0	

y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	27	9,0	9,0	9,0
	3,00	71	23,7	23,7	32,7
	4,00	150	50,0	50,0	82,7
	5,00	52	17,3	17,3	100,0
	Total	300	100,0	100,0	

y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	,3	,3	,3
	2,00	11	3,7	3,7	4,0
	3,00	44	14,7	14,7	18,7
	4,00	155	51,7	51,7	70,3
	5,00	89	29,7	29,7	100,0
	Total	300	100,0	100,0	

y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	15	5,0	5,0	5,0
	3,00	63	21,0	21,0	26,0
	4,00	147	49,0	49,0	75,0
	5,00	75	25,0	25,0	100,0
	Total	300	100,0	100,0	

y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	18	6,0	6,0	6,0
	3,00	60	20,0	20,0	26,0
	4,00	161	53,7	53,7	79,7
	5,00	61	20,3	20,3	100,0
	Total	300	100,0	100,0	

y1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	1,3	1,3	1,3
	3,00	34	11,3	11,3	12,7
	4,00	121	40,3	40,3	53,0
	5,00	141	47,0	47,0	100,0
	Total	300	100,0	100,0	

y1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	14	4,7	4,7	4,7
	3,00	49	16,3	16,3	21,0
	4,00	165	55,0	55,0	76,0
	5,00	72	24,0	24,0	100,0
	Total	300	100,0	100,0	

y1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	7	2,3	2,3	2,3
	3,00	32	10,7	10,7	13,0
	4,00	130	43,3	43,3	56,3
	5,00	131	43,7	43,7	100,0
	Total	300	100,0	100,0	

y1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	,3	,3	,3
	2,00	12	4,0	4,0	4,3
	3,00	35	11,7	11,7	16,0
	4,00	140	46,7	46,7	62,7
	5,00	112	37,3	37,3	100,0
	Total	300	100,0	100,0	

y1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	2	,7	,7	,7
	2,00	22	7,3	7,3	8,0
	3,00	56	18,7	18,7	26,7
	4,00	141	47,0	47,0	73,7
	5,00	79	26,3	26,3	100,0
	Total	300	100,0	100,0	

Frequencies

Statistics

		y2.1	y2.2	y2.3	y2.4	y2.5	y2.6
N	Valid	300	300	300	300	300	300
	Missing	0	0	0	0	0	0
Mean		3,6067	3,5500	3,3767	3,4333	3,5200	2,8733

Statistics

		y2.7	y2.8	y2.9	y2.10	y2.11	y2.12
N	Valid	300	300	300	300	300	300
	Missing	0	0	0	0	0	0
Mean		2,3133	2,7567	2,4567	2,6933	2,7567	2,7733

Frequency Table

y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	30	10,0	10,0	10,0
	3,00	96	32,0	32,0	42,0
	4,00	136	45,3	45,3	87,3
	5,00	38	12,7	12,7	100,0
	Total	300	100,0	100,0	

y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	30	10,0	10,0	10,0
	3,00	110	36,7	36,7	46,7
	4,00	125	41,7	41,7	88,3
	5,00	35	11,7	11,7	100,0
	Total	300	100,0	100,0	

y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	42	14,0	14,0	14,0
	3,00	125	41,7	41,7	55,7
	4,00	111	37,0	37,0	92,7
	5,00	22	7,3	7,3	100,0
	Total	300	100,0	100,0	

y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	41	13,7	13,7	13,7
	3,00	114	38,0	38,0	51,7
	4,00	119	39,7	39,7	91,3
	5,00	26	8,7	8,7	100,0
	Total	300	100,0	100,0	

y2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	34	11,3	11,3	11,3
	3,00	120	40,0	40,0	51,3
	4,00	102	34,0	34,0	85,3
	5,00	44	14,7	14,7	100,0
	Total	300	100,0	100,0	

y2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	115	38,3	38,3	38,3
	3,00	111	37,0	37,0	75,3
	4,00	71	23,7	23,7	99,0
	5,00	3	1,0	1,0	100,0
	Total	300	100,0	100,0	

y2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	,3	,3	,3
	2,00	219	73,0	73,0	73,3
	3,00	65	21,7	21,7	95,0
	4,00	15	5,0	5,0	100,0
	Total	300	100,0	100,0	

y2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	138	46,0	46,0	46,0
	3,00	100	33,3	33,3	79,3
	4,00	59	19,7	19,7	99,0
	5,00	3	1,0	1,0	100,0
	Total	300	100,0	100,0	

y2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	193	64,3	64,3	64,3
	3,00	77	25,7	25,7	90,0
	4,00	30	10,0	10,0	100,0
	Total	300	100,0	100,0	

y2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	148	49,3	49,3	49,3
	3,00	102	34,0	34,0	83,3
	4,00	44	14,7	14,7	98,0
	5,00	6	2,0	2,0	100,0
	Total	300	100,0	100,0	

y2.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	2	,7	,7	,7
	2,00	148	49,3	49,3	50,0
	3,00	82	27,3	27,3	77,3
	4,00	57	19,0	19,0	96,3
	5,00	11	3,7	3,7	100,0
	Total	300	100,0	100,0	

y2.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	3	1,0	1,0	1,0
	2,00	142	47,3	47,3	48,3
	3,00	87	29,0	29,0	77,3
	4,00	56	18,7	18,7	96,0
	5,00	12	4,0	4,0	100,0
	Total	300	100,0	100,0	

Frequencies**Statistics**

		y3.1	y3.2	y3.3	y3.4	y3.5
N	Valid	300	300	300	300	300
	Missing	0	0	0	0	0
Mean		3,5067	3,9767	3,6833	3,7533	3,3600

Statistics

		y3.6	y3.7	y3.8	y3.9	y3.10
N	Valid	300	300	300	300	300
	Missing	0	0	0	0	0
Mean		3,6367	3,7967	3,4967	3,9100	3,3833

Frequency Table

y3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	,3	,3	,3
	2,00	48	16,0	16,0	16,3
	3,00	84	28,0	28,0	44,3
	4,00	132	44,0	44,0	88,3
	5,00	35	11,7	11,7	100,0
	Total	300	100,0	100,0	

y3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	,3	,3	,3
	2,00	21	7,0	7,0	7,3
	3,00	49	16,3	16,3	23,7
	4,00	142	47,3	47,3	71,0
	5,00	87	29,0	29,0	100,0
	Total	300	100,0	100,0	

y3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	,3	,3	,3
	2,00	41	13,7	13,7	14,0
	3,00	66	22,0	22,0	36,0
	4,00	136	45,3	45,3	81,3
	5,00	56	18,7	18,7	100,0
	Total	300	100,0	100,0	

y3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	27	9,0	9,0	9,0
	3,00	72	24,0	24,0	33,0
	4,00	149	49,7	49,7	82,7
	5,00	52	17,3	17,3	100,0
	Total	300	100,0	100,0	

y3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	,3	,3	,3
	2,00	64	21,3	21,3	21,7
	3,00	95	31,7	31,7	53,3
	4,00	106	35,3	35,3	88,7
	5,00	34	11,3	11,3	100,0
	Total	300	100,0	100,0	

y3.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	34	11,3	11,3	11,3
	3,00	78	26,0	26,0	37,3
	4,00	151	50,3	50,3	87,7
	5,00	37	12,3	12,3	100,0
	Total	300	100,0	100,0	

y3.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	33	11,0	11,0	11,0
	3,00	60	20,0	20,0	31,0
	4,00	142	47,3	47,3	78,3
	5,00	65	21,7	21,7	100,0
	Total	300	100,0	100,0	

y3.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	2	,7	,7	,7
	2,00	59	19,7	19,7	20,3
	3,00	72	24,0	24,0	44,3
	4,00	122	40,7	40,7	85,0
	5,00	45	15,0	15,0	100,0
	Total	300	100,0	100,0	

y3.9

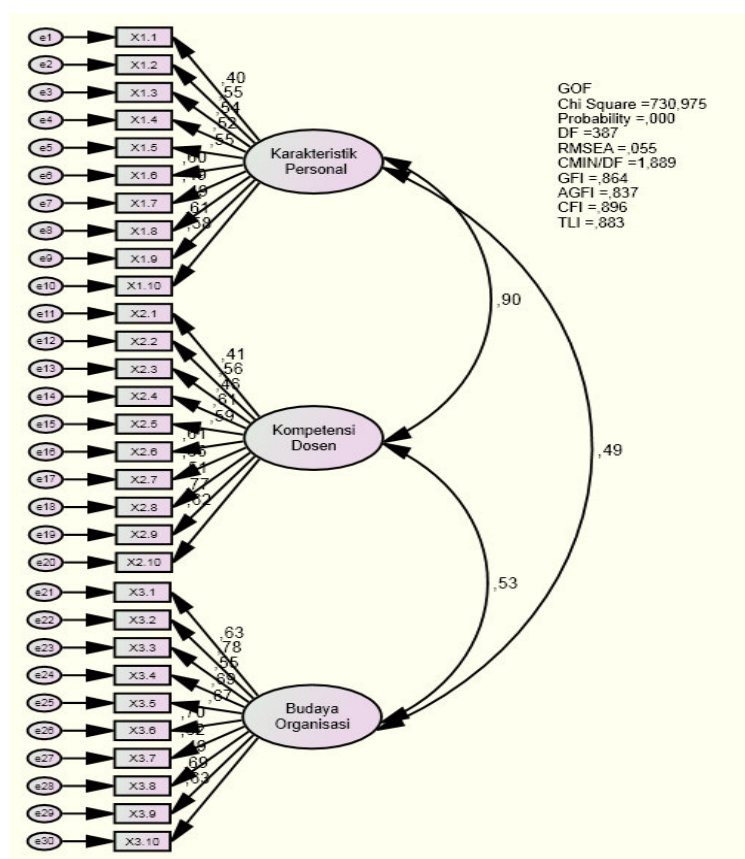
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	2	,7	,7	,7
	2,00	18	6,0	6,0	6,7
	3,00	55	18,3	18,3	25,0
	4,00	155	51,7	51,7	76,7
	5,00	70	23,3	23,3	100,0
	Total	300	100,0	100,0	

y3.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	3	1,0	1,0	1,0
	2,00	58	19,3	19,3	20,3
	3,00	91	30,3	30,3	50,7
	4,00	117	39,0	39,0	89,7
	5,00	31	10,3	10,3	100,0
	Total	300	100,0	100,0	

LAMPIRAN 4 : CONFIRMATORY FACTOR ANALYSIS (CFA)

Eksogen



Analysis Summary

Date and Time

Date: 22 Desember 2012

Time: 16:11:23

Title

Eksogen: 22 Desember 2012 16:11

Notes for Group (Group number 1)

The model is recursive.
Sample size = 300

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

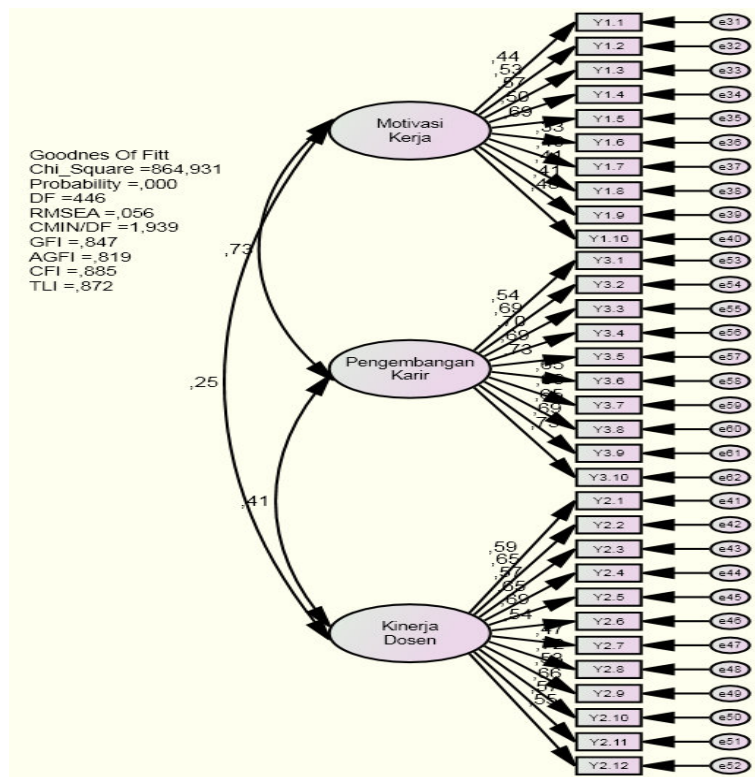
	Estimate	S.E.	C.R.	P
X1.9 <--- Karakteristik_Personal	1,000			
X1.8 <--- Karakteristik_Personal	,756	,105	7,174	***
X1.7 <--- Karakteristik_Personal	,752	,106	7,113	***
X1.6 <--- Karakteristik_Personal	1,012	,120	8,452	***
X1.5 <--- Karakteristik_Personal	,859	,108	7,925	***
X1.4 <--- Karakteristik_Personal	,813	,107	7,587	***
X1.3 <--- Karakteristik_Personal	,826	,107	7,736	***
X1.2 <--- Karakteristik_Personal	,876	,111	7,914	***
X1.1 <--- Karakteristik_Personal	,636	,106	5,984	***
X1.10 <--- Karakteristik_Personal	,946	,099	9,515	***
X2.9 <--- Kompetensi_Dosen	1,000			
X2.8 <--- Kompetensi_Dosen	,569	,066	8,583	***
X2.7 <--- Kompetensi_Dosen	,774	,069	11,287	***
X2.6 <--- Kompetensi_Dosen	,773	,087	8,896	***
X2.5 <--- Kompetensi_Dosen	,793	,079	10,055	***
X2.4 <--- Kompetensi_Dosen	,773	,074	10,384	***
X2.3 <--- Kompetensi_Dosen	,538	,069	7,811	***
X2.2 <--- Kompetensi_Dosen	,715	,075	9,559	***
X2.1 <--- Kompetensi_Dosen	,520	,076	6,822	***
X2.10 <--- Kompetensi_Dosen	,798	,076	10,518	***
X3.9 <--- Budaya_Organisasi	1,000			
X3.8 <--- Budaya_Organisasi	,720	,079	9,086	***
X3.7 <--- Budaya_Organisasi	,706	,071	10,011	***
X3.6 <--- Budaya_Organisasi	,793	,070	11,364	***
X3.5 <--- Budaya_Organisasi	,805	,075	10,759	***
X3.4 <--- Budaya_Organisasi	,869	,081	10,785	***
X3.3 <--- Budaya_Organisasi	,664	,075	8,848	***
X3.2 <--- Budaya_Organisasi	,908	,074	12,335	***
X3.1 <--- Budaya_Organisasi	,737	,074	9,956	***
X3.10 <--- Budaya_Organisasi	,833	,084	9,955	***

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

	Estimate
X1.9 <--- Karakteristik_Personal	,609
X1.8 <--- Karakteristik_Personal	,490
X1.7 <--- Karakteristik_Personal	,485
X1.6 <--- Karakteristik_Personal	,600
X1.5 <--- Karakteristik_Personal	,554
X1.4 <--- Karakteristik_Personal	,524
X1.3 <--- Karakteristik_Personal	,536
X1.2 <--- Karakteristik_Personal	,555
X1.1 <--- Karakteristik_Personal	,396
X1.10 <--- Karakteristik_Personal	,585

	Estimate
X2.9 <--- Kompetensi_Dosen	,769
X2.8 <--- Kompetensi_Dosen	,510
X2.7 <--- Kompetensi_Dosen	,659
X2.6 <--- Kompetensi_Dosen	,608
X2.5 <--- Kompetensi_Dosen	,594
X2.4 <--- Kompetensi_Dosen	,612
X2.3 <--- Kompetensi_Dosen	,460
X2.2 <--- Kompetensi_Dosen	,565
X2.1 <--- Kompetensi_Dosen	,410
X2.10 <--- Kompetensi_Dosen	,617
X3.9 <--- Budaya_Organisasi	,690
X3.8 <--- Budaya_Organisasi	,495
X3.7 <--- Budaya_Organisasi	,625
X3.6 <--- Budaya_Organisasi	,700
X3.5 <--- Budaya_Organisasi	,675
X3.4 <--- Budaya_Organisasi	,686
X3.3 <--- Budaya_Organisasi	,549
X3.2 <--- Budaya_Organisasi	,783
X3.1 <--- Budaya_Organisasi	,630
X3.10 <--- Budaya_Organisasi	,635

Endogen



Analysis Summary

Date and Time

Date: 22 Desember 2012
Time: 2:33:59

Title

Endogen: 22 Desember 2012 2:33

Notes for Group (Group number 1)

The model is recursive.
Sample size = 300

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P
Y2.1 <--- Kinerja_Dosen	,816	,091	8,976	***
Y2.2 <--- Kinerja_Dosen	,891	,091	9,806	***
Y2.3 <--- Kinerja_Dosen	,772	,088	8,751	***
Y2.4 <--- Kinerja_Dosen	,889	,076	11,750	***
Y2.5 <--- Kinerja_Dosen	1,000			
Y2.6 <--- Kinerja_Dosen	,720	,087	8,323	***
Y2.7 <--- Kinerja_Dosen	,444	,061	7,308	***
Y2.8 <--- Kinerja_Dosen	,954	,089	10,731	***
Y2.9 <--- Kinerja_Dosen	,586	,072	8,187	***
Y2.10 <--- Kinerja_Dosen	,869	,087	9,974	***
Y3.1 <--- Pengembangan_Karir	,688	,075	9,133	***
Y3.2 <--- Pengembangan_Karir	,850	,073	11,713	***
Y3.3 <--- Pengembangan_Karir	,923	,077	11,979	***
Y3.4 <--- Pengembangan_Karir	,833	,070	11,880	***
Y3.5 <--- Pengembangan_Karir	,976	,078	12,445	***
Y3.6 <--- Pengembangan_Karir	,774	,069	11,201	***
Y3.7 <--- Pengembangan_Karir	,882	,075	11,782	***
Y3.8 <--- Pengembangan_Karir	,906	,083	10,907	***
Y3.9 <--- Pengembangan_Karir	,830	,070	11,876	***
Y3.10 <--- Pengembangan_Karir	1,000			
Y1.1 <--- Motivasi_Kerja	,638	,095	6,734	***
Y1.2 <--- Motivasi_Kerja	,824	,104	7,901	***
Y1.3 <--- Motivasi_Kerja	,820	,098	8,392	***
Y1.4 <--- Motivasi_Kerja	,750	,100	7,522	***
Y1.5 <--- Motivasi_Kerja	1,000			
Y1.6 <--- Motivasi_Kerja	,439	,088	5,009	***
Y1.7 <--- Motivasi_Kerja	,688	,094	7,294	***
Y1.8 <--- Motivasi_Kerja	,568	,090	6,312	***
Y1.9 <--- Motivasi_Kerja	,605	,097	6,227	***
Y1.10 <--- Motivasi_Kerja	,780	,109	7,141	***
Y2.11 <--- Kinerja_Dosen	,837	,097	8,656	***
Y2.12 <--- Kinerja_Dosen	,823	,097	8,466	***

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

	Estimate
Y2.1 <--- Kinerja_Dosen	,590
Y2.2 <--- Kinerja_Dosen	,649
Y2.3 <--- Kinerja_Dosen	,571
Y2.4 <--- Kinerja_Dosen	,645
Y2.5 <--- Kinerja_Dosen	,686
Y2.6 <--- Kinerja_Dosen	,540
Y2.7 <--- Kinerja_Dosen	,471
Y2.8 <--- Kinerja_Dosen	,718
Y2.9 <--- Kinerja_Dosen	,526
Y2.10 <--- Kinerja_Dosen	,660
Y3.1 <--- Pengembangan_Karir	,540
Y3.2 <--- Pengembangan_Karir	,689

	Estimate
Y3.3 <--- Pengembangan_Karir	,702
Y3.4 <--- Pengembangan_Karir	,693
Y3.5 <--- Pengembangan_Karir	,727
Y3.6 <--- Pengembangan_Karir	,653
Y3.7 <--- Pengembangan_Karir	,691
Y3.8 <--- Pengembangan_Karir	,647
Y3.9 <--- Pengembangan_Karir	,693
Y3.10 <--- Pengembangan_Karir	,750
Y1.1 <--- Motivasi_Kerja	,445
Y1.2 <--- Motivasi_Kerja	,532
Y1.3 <--- Motivasi_Kerja	,570
Y1.4 <--- Motivasi_Kerja	,504
Y1.5 <--- Motivasi_Kerja	,687
Y1.6 <--- Motivasi_Kerja	,329
Y1.7 <--- Motivasi_Kerja	,488
Y1.8 <--- Motivasi_Kerja	,415
Y1.9 <--- Motivasi_Kerja	,408
Y1.10 <--- Motivasi_Kerja	,476
Y2.11 <--- Kinerja_Dosen	,568
Y2.12 <--- Kinerja_Dosen	,550

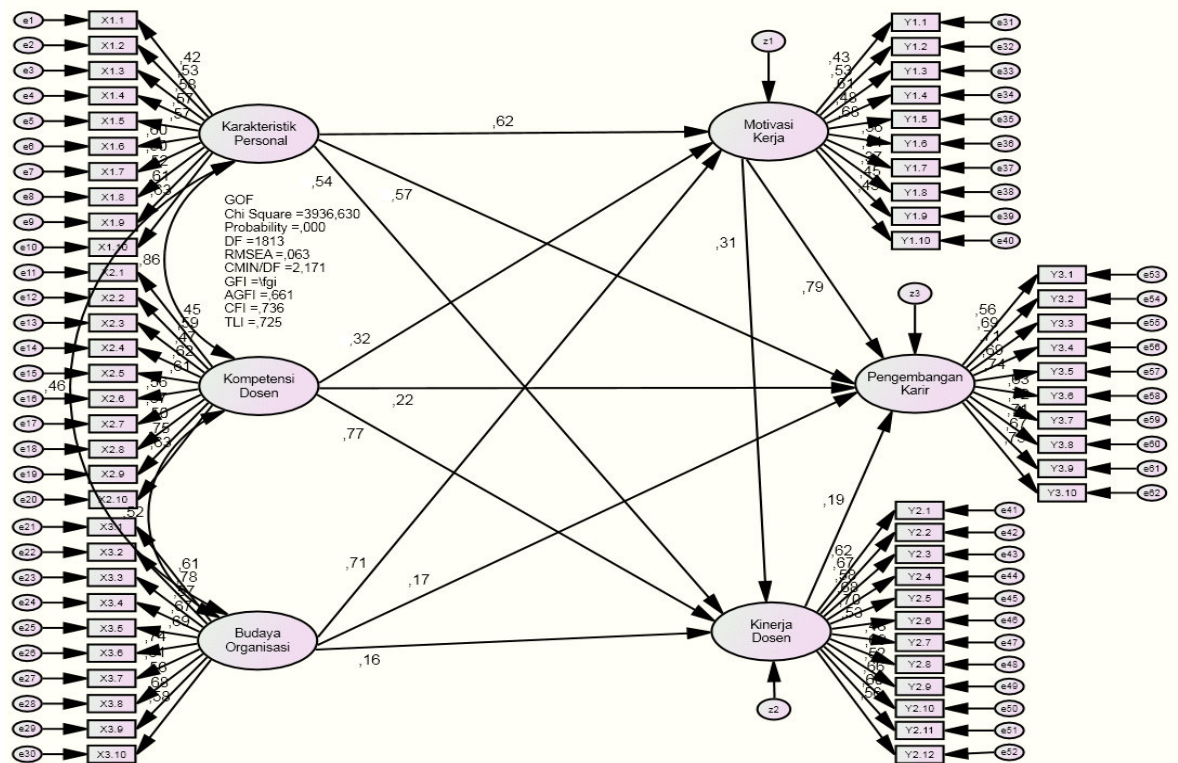
LAMPIRAN 5 : UNIVARIATE OUTLIERS

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Zscore(x1.1)	300	-5,30935	,78168	,0000000	1,0000000
Zscore(x1.2)	300	-3,58543	1,08445	,0000000	1,0000000
Zscore(x1.3)	300	-3,91131	,85213	,0000000	1,0000000
Zscore(x1.4)	300	-3,59181	1,13425	,0000000	1,0000000
Zscore(x1.5)	300	-3,54793	1,18264	,0000000	1,0000000
Zscore(x1.6)	300	-3,28201	1,06822	,0000000	1,0000000
Zscore(x1.7)	300	-3,64297	1,07455	,0000000	1,0000000
Zscore(x1.8)	300	-3,94745	,80851	,0000000	1,0000000
Zscore(x1.9)	300	-4,96952	1,00585	,0000000	1,0000000
Zscore(x1.10)	300	-5,24780	,80154	,0000000	1,0000000
Zscore(x2.1)	300	-3,46438	1,16165	,0000000	1,0000000
Zscore(x2.2)	300	-3,32706	1,30100	,0000000	1,0000000
Zscore(x2.3)	300	-2,07746	1,24647	,0000000	1,0000000
Zscore(x2.4)	300	-3,26359	1,38393	,0000000	1,0000000
Zscore(x2.5)	300	-3,17016	1,21929	,0000000	1,0000000
Zscore(x2.6)	300	-3,13000	1,48047	,0000000	1,0000000
Zscore(x2.7)	300	-1,99666	1,33111	,0000000	1,0000000
Zscore(x2.8)	300	-1,87349	1,62836	,0000000	1,0000000
Zscore(x2.9)	300	-2,86844	1,63697	,0000000	1,0000000
Zscore(x2.10)	300	-3,28359	1,24897	,0000000	1,0000000
Zscore(x3.1)	300	-3,29150	1,57279	,0000000	1,0000000
Zscore(x3.2)	300	-3,17268	1,73353	,0000000	1,0000000
Zscore(x3.3)	300	-2,02741	1,50193	,0000000	1,0000000
Zscore(x3.4)	300	-1,73555	1,63809	,0000000	1,0000000
Zscore(x3.5)	300	-2,00998	1,56508	,0000000	1,0000000
Zscore(x3.6)	300	-2,21943	1,47278	,0000000	1,0000000
Zscore(x3.7)	300	-3,91178	1,12485	,0000000	1,0000000
Zscore(x3.8)	300	-2,64112	1,28620	,0000000	1,0000000
Zscore(x3.9)	300	-2,41691	1,50771	,0000000	1,0000000
Zscore(x3.10)	300	-2,90137	1,46159	,0000000	1,0000000
Zscore(y1.1)	300	-4,26408	,86307	,0000000	1,0000000
Zscore(y1.2)	300	-2,08015	1,47229	,0000000	1,0000000
Zscore(y1.3)	300	-3,90219	1,18762	,0000000	1,0000000
Zscore(y1.4)	300	-2,39052	1,30616	,0000000	1,0000000
Zscore(y1.5)	300	-2,36934	1,40483	,0000000	1,0000000
Zscore(y1.6)	300	-3,20192	,92072	,0000000	1,0000000
Zscore(y1.7)	300	-2,57838	1,32169	,0000000	1,0000000
Zscore(y1.8)	300	-3,05601	,95919	,0000000	1,0000000
Zscore(y1.9)	300	-3,91453	1,03014	,0000000	1,0000000
Zscore(y1.10)	300	-3,25777	1,22027	,0000000	1,0000000
Zscore(y2.1)	300	-1,92824	1,67221	,0000000	1,0000000
Zscore(y2.2)	300	-1,87537	1,75438	,0000000	1,0000000
Zscore(y2.3)	300	-1,68987	1,99266	,0000000	1,0000000
Zscore(y2.4)	300	-1,71988	1,87987	,0000000	1,0000000
Zscore(y2.5)	300	-1,72976	1,68424	,0000000	1,0000000
Zscore(y2.6)	300	-1,08649	2,64574	,0000000	1,0000000
Zscore(y2.7)	300	-2,31122	2,96822	,0000000	1,0000000
Zscore(y2.8)	300	-,94614	2,80507	,0000000	1,0000000
Zscore(y2.9)	300	-,68105	2,30164	,0000000	1,0000000
Zscore(y2.10)	300	-,87487	2,91064	,0000000	1,0000000
Zscore(y2.11)	300	-1,96386	2,50793	,0000000	1,0000000
Zscore(y2.12)	300	-1,96876	2,47205	,0000000	1,0000000
Zscore(y3.1)	300	-2,75801	1,64307	,0000000	1,0000000
Zscore(y3.2)	300	-3,40254	1,16974	,0000000	1,0000000
Zscore(y3.3)	300	-2,85073	1,39880	,0000000	1,0000000
Zscore(y3.4)	300	-2,07372	1,47447	,0000000	1,0000000
Zscore(y3.5)	300	-2,47837	1,72226	,0000000	1,0000000
Zscore(y3.6)	300	-1,94647	1,62139	,0000000	1,0000000
Zscore(y3.7)	300	-1,98645	1,33044	,0000000	1,0000000
Zscore(y3.8)	300	-2,51355	1,51350	,0000000	1,0000000
Zscore(y3.9)	300	-3,45126	1,29274	,0000000	1,0000000
Zscore(y3.10)	300	-2,52251	1,71107	,0000000	1,0000000
Valid N (listwise)	300				

LAMPIRAN 6 MODEL AWAL



Analysis Summary

Date and Time

Date: 24 Desember 2012
Time: 22:32:59

Title

Model awal: 24 Desember 2012 22:32

Notes for Group (Group number 1)

The model is recursive.
Sample size = 300

Parameter summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	71	0	0	0	0	71
Labeled	0	0	0	0	0	0
Unlabeled	68	4	68	0	0	140
Total	139	4	68	0	0	211

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
Y2.12	1,000	5,000	,708	5,007	-,439	-1,550
Y2.11	1,000	5,000	,749	5,295	-,470	-1,662
Y1.10	1,000	5,000	-,669	-4,732	,089	,316
Y1.9	1,000	5,000	-,919	-6,498	,792	2,801
Y1.8	2,000	5,000	-,849	-6,003	,365	1,289
Y1.7	2,000	5,000	-,590	-4,172	,253	,893
Y1.6	2,000	5,000	-,804	-5,688	,041	,146
Y1.5	2,000	5,000	-,510	-3,604	,008	,029
Y1.4	2,000	5,000	-,454	-3,213	-,243	-,860
Y1.3	1,000	5,000	-,739	-5,223	,639	2,258
Y1.2	2,000	5,000	-,417	-2,951	-,327	-1,155
Y1.1	1,000	5,000	-1,191	-8,421	1,481	5,234
Y3.10	1,000	5,000	-,162	-1,147	-,727	-2,570
Y3.9	1,000	5,000	-,701	-4,955	,449	1,588
Y3.8	1,000	5,000	-,237	-1,675	-,877	-3,101
Y3.7	2,000	5,000	-,486	-3,435	-,470	-1,661
Y3.6	2,000	5,000	-,384	-2,717	-,400	-1,416
Y3.5	1,000	5,000	-,003	-,022	-,897	-3,171
Y3.4	2,000	5,000	-,406	-2,874	-,344	-1,216
Y3.3	1,000	5,000	-,417	-2,948	-,584	-2,066
Y3.2	1,000	5,000	-,705	-4,988	,088	,313
Y3.1	1,000	5,000	-,261	-1,844	-,668	-2,361
X3.10	1,000	5,000	-,608	-4,299	,427	1,509
X3.1	1,000	5,000	-,533	-3,770	,387	1,369
X3.2	1,000	5,000	-,484	-3,426	,220	,777
X3.3	2,000	5,000	-,160	-1,132	-,625	-2,208
X3.4	2,000	5,000	-,002	-,017	-,740	-2,615
X3.5	2,000	5,000	-,141	-,997	-,578	-2,043
X3.6	2,000	5,000	-,339	-2,396	-,320	-1,132
X3.7	1,000	5,000	-,874	-6,182	1,107	3,913
X3.8	1,000	5,000	-,741	-5,238	,292	1,033
X3.9	1,000	5,000	-,489	-3,458	,009	,032
X2.10	2,000	5,000	-,412	-2,915	,092	,326
X2.1	2,000	5,000	-,437	-3,088	-,039	-,138
X2.2	2,000	5,000	-,236	-1,670	-,371	-1,310
X2.3	3,000	5,000	-,167	-1,183	-,539	-1,907
X2.4	2,000	5,000	-,252	-1,782	-,060	-,214
X2.5	2,000	5,000	-,600	-4,246	,609	2,152
X2.6	2,000	5,000	-,255	-1,801	,090	,316
X2.7	3,000	5,000	-,111	-,786	-,444	-1,571
X2.8	3,000	5,000	,007	,053	,028	,099
X2.9	2,000	5,000	-,306	-2,165	,257	,910
Y2.10	2,000	5,000	,844	5,969	-,165	-,584
X1.10	1,000	5,000	-1,280	-9,052	2,491	8,806
Y2.9	2,000	4,000	1,158	8,191	,076	,268
Y2.8	2,000	5,000	,582	4,118	-,846	-2,992

Variable	min	max	skew	c.r.	kurtosis	c.r.
Y2.7	1,000	4,000	1,534	10,847	1,536	5,430
Y2.6	2,000	5,000	,348	2,464	-1,049	-3,709
Y2.5	2,000	5,000	,087	,616	-,711	-2,513
Y2.4	2,000	5,000	-,048	-,343	-,593	-2,097
Y2.3	2,000	5,000	,029	,207	-,540	-1,909
Y2.2	2,000	5,000	-,071	-,500	-,533	-1,884
Y2.1	2,000	5,000	-,201	-1,425	-,498	-1,761
X1.1	1,000	5,000	-1,335	-9,438	2,694	9,525
X1.2	2,000	5,000	-,526	-3,723	,052	,183
X1.3	2,000	5,000	-,988	-6,988	1,031	3,645
X1.4	2,000	5,000	-,547	-3,870	,478	1,690
X1.5	2,000	5,000	-,419	-2,961	,083	,294
X1.6	2,000	5,000	-,580	-4,104	-,059	-,208
X1.7	2,000	5,000	-,617	-4,366	,514	1,818
X1.8	2,000	5,000	-1,084	-7,662	1,185	4,188
X1.9	1,000	5,000	-1,092	-7,720	3,025	10,695
Multivariate					171,305	16,653

Observations farthest from the centroid (Mahalanobis distance) (Group number 1)

Observation number	Mahalanobis d-squared	p1	p2
282	109,847	,000	,051
110	106,613	,000	,006
228	102,646	,001	,003
286	100,686	,001	,001
82	100,136	,002	,000
178	99,299	,002	,000
182	99,158	,002	,000
28	98,376	,002	,000
269	97,174	,003	,000
278	96,338	,003	,000
167	93,280	,006	,000
57	92,978	,007	,000
161	92,381	,007	,000
128	92,169	,008	,000
10	91,089	,009	,000
237	90,693	,010	,000
157	90,102	,011	,000
238	89,697	,012	,000
78	89,438	,013	,000
90	88,685	,015	,000
169	88,556	,015	,000
38	88,245	,016	,000
134	87,455	,018	,000
283	87,253	,019	,000
210	87,247	,019	,000
69	87,226	,019	,000
83	86,724	,021	,000

Observation number	Mahalanobis d-squared	p1	p2
257	86,605	,021	,000
138	86,401	,022	,000
267	86,362	,022	,000
190	86,138	,023	,000
61	85,901	,024	,000
234	85,253	,027	,000
89	84,977	,028	,000
250	84,974	,028	,000
261	84,095	,032	,000
290	83,640	,035	,000
201	83,623	,035	,000
86	83,051	,038	,000
255	82,823	,040	,000
293	82,631	,041	,000
189	82,074	,045	,000
249	81,962	,046	,000
186	81,402	,050	,000
34	81,101	,052	,000
101	80,992	,053	,000
289	80,618	,056	,000
300	79,761	,064	,000
258	79,083	,071	,000
183	79,004	,071	,000
200	78,763	,074	,000
36	78,653	,075	,000
233	78,319	,079	,000
67	78,193	,080	,000
214	77,948	,083	,000
68	77,624	,087	,000
160	76,717	,099	,000
276	76,348	,104	,000
193	76,158	,107	,000
1	76,005	,109	,000
55	75,980	,109	,000
270	75,947	,110	,000
149	75,740	,113	,000
242	75,180	,121	,000
240	75,179	,121	,000
102	75,112	,123	,000
236	74,829	,127	,000
137	74,426	,134	,000
119	74,251	,137	,000
241	74,100	,140	,000
268	73,934	,143	,000
168	73,853	,144	,000
37	73,582	,149	,000
49	73,277	,155	,000
155	73,252	,155	,000

Observation number	Mahalanobis d-squared	p1	p2
133	73,086	,158	,000
11	72,449	,171	,000
284	72,386	,173	,000
156	71,778	,185	,001
260	71,510	,191	,001
271	70,707	,210	,008
191	70,282	,220	,017
202	70,093	,225	,020
177	70,059	,225	,016
175	69,791	,232	,023
299	69,780	,232	,017
60	69,421	,242	,031
130	68,557	,265	,146
184	68,481	,267	,136
81	68,347	,271	,140
151	68,325	,271	,118
100	68,307	,272	,098
91	68,229	,274	,092
142	67,826	,285	,156
76	67,783	,287	,138
166	67,477	,295	,192
247	67,469	,296	,162
33	67,450	,296	,138
77	67,378	,298	,129
181	67,371	,299	,106

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 1953
Number of distinct parameters to be estimated: 140
Degrees of freedom (1953 - 140): 1813

Result (Default model)

Minimum was achieved
Chi-square = 3936,630
Degrees of freedom = 1813
Probability level = ,000

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P
Motivasi_Kerja	<---	Karakteristik_Personal	,800	,197	4,069	***
Motivasi_Kerja	<---	Kompetensi_Dosen	,343	,160	2,144	,032
Motivasi_Kerja	<---	Budaya_Organisasi	,546	,066	8,284	***
Kinerja_Dosen	<---	Karakteristik_Personal	,807	,418	1,932	,053
Kinerja_Dosen	<---	Kompetensi_Dosen	,955	,293	3,262	,001
Kinerja_Dosen	<---	Budaya_Organisasi	,141	,184	,769	,442
Kinerja_Dosen	<---	Motivasi_Kerja	,431	,204	2,113	,035
Pengembangan_Karir	<---	Karakteristik_Personal	,971	,428	2,270	,023
Pengembangan_Karir	<---	Kompetensi_Dosen	,316	,295	1,073	,283
Pengembangan_Karir	<---	Budaya_Organisasi	,176	,071	2,479	,015
Pengembangan_Karir	<---	Kinerja_Dosen	,212	,077	2,765	,006
Pengembangan_Karir	<---	Motivasi_Kerja	,946	,311	3,042	***
X1.9	<---	Karakteristik_Personal	,985	,110	8,935	***
X1.8	<---	Karakteristik_Personal	,794	,101	7,844	***
X1.7	<---	Karakteristik_Personal	,768	,101	7,567	***
X1.6	<---	Karakteristik_Personal	,990	,113	8,758	***
X1.5	<---	Karakteristik_Personal	,864	,103	8,385	***
X1.4	<---	Karakteristik_Personal	,864	,103	8,378	***
X1.3	<---	Karakteristik_Personal	,886	,103	8,610	***
X1.2	<---	Karakteristik_Personal	,815	,103	7,898	***
X1.1	<---	Karakteristik_Personal	,658	,103	6,412	***
Y2.1	<---	Kinerja_Dosen	,835	,084	9,902	***
Y2.2	<---	Kinerja_Dosen	,900	,084	10,721	***
Y2.3	<---	Kinerja_Dosen	,764	,082	9,284	***
Y2.4	<---	Kinerja_Dosen	,924	,085	10,896	***
Y2.5	<---	Kinerja_Dosen	1,000			
Y2.6	<---	Kinerja_Dosen	,695	,081	8,586	***
Y2.7	<---	Kinerja_Dosen	,445	,057	7,795	***
Y2.8	<---	Kinerja_Dosen	,900	,081	11,059	***
Y2.9	<---	Kinerja_Dosen	,566	,068	8,378	***
X1.10	<---	Karakteristik_Personal	1,000			
Y2.10	<---	Kinerja_Dosen	,853	,080	10,594	***
X2.9	<---	Kompetensi_Dosen	1,000			
X2.8	<---	Kompetensi_Dosen	,572	,069	8,275	***
X2.7	<---	Kompetensi_Dosen	,806	,072	11,232	***
X2.6	<---	Kompetensi_Dosen	,735	,078	9,387	***
X2.5	<---	Kompetensi_Dosen	,833	,082	10,161	***
X2.4	<---	Kompetensi_Dosen	,798	,077	10,317	***
X2.3	<---	Kompetensi_Dosen	,571	,073	7,826	***
X2.2	<---	Kompetensi_Dosen	,762	,078	9,785	***
X2.1	<---	Kompetensi_Dosen	,585	,079	7,431	***
X2.10	<---	Kompetensi_Dosen	,834	,079	10,517	***
X3.9	<---	Budaya_Organisasi	1,000			
X3.8	<---	Budaya_Organisasi	,817	,091	8,991	***
X3.7	<---	Budaya_Organisasi	,693	,071	9,727	***
X3.6	<---	Budaya_Organisasi	,858	,074	11,597	***
X3.5	<---	Budaya_Organisasi	,825	,076	10,877	***
X3.4	<---	Budaya_Organisasi	,856	,080	10,666	***

			Estimate	S.E.	C.R.	P
X3.3	<---	Budaya_Organisasi	,696	,076	9,159	***
X3.2	<---	Budaya_Organisasi	,917	,075	12,271	***
X3.1	<---	Budaya_Organisasi	,722	,074	9,807	***
X3.10	<---	Budaya_Organisasi	,759	,082	9,266	***
Y3.1	<---	Pengembangan_Karir	,714	,075	9,474	***
Y3.2	<---	Pengembangan_Karir	,847	,071	11,857	***
Y3.3	<---	Pengembangan_Karir	,939	,077	12,260	***
Y3.4	<---	Pengembangan_Karir	,826	,069	11,974	***
Y3.5	<---	Pengembangan_Karir	,994	,077	12,882	***
Y3.6	<---	Pengembangan_Karir	,750	,069	10,848	***
Y3.7	<---	Pengembangan_Karir	,917	,074	12,467	***
Y3.8	<---	Pengembangan_Karir	,990	,081	12,237	***
Y3.9	<---	Pengembangan_Karir	,796	,069	11,534	***
Y3.10	<---	Pengembangan_Karir	1,000			
Y1.1	<---	Motivasi_Kerja	,621	,091	6,813	***
Y1.2	<---	Motivasi_Kerja	,836	,101	8,294	***
Y1.3	<---	Motivasi_Kerja	,896	,095	9,432	***
Y1.4	<---	Motivasi_Kerja	,730	,096	7,580	***
Y1.5	<---	Motivasi_Kerja	1,000			
Y1.6	<---	Motivasi_Kerja	,489	,085	5,739	***
Y1.7	<---	Motivasi_Kerja	,724	,092	7,910	***
Y1.8	<---	Motivasi_Kerja	,515	,088	5,882	***
Y1.9	<---	Motivasi_Kerja	,675	,096	7,068	***
Y1.10	<---	Motivasi_Kerja	,756	,106	7,163	***
Y2.11	<---	Kinerja_Dosen	,864	,090	9,558	***
Y2.12	<---	Kinerja_Dosen	,823	,091	9,052	***

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

			Estimate
Motivasi_Kerja	<---	Karakteristik_Personal	,619
Motivasi_Kerja	<---	Kompetensi_Dosen	,318
Motivasi_Kerja	<---	Budaya_Organisasi	,709
Kinerja_Dosen	<---	Karakteristik_Personal	,544
Kinerja_Dosen	<---	Kompetensi_Dosen	,771
Kinerja_Dosen	<---	Budaya_Organisasi	,160
Kinerja_Dosen	<---	Motivasi_Kerja	,307
Pengembangan_Karir	<---	Karakteristik_Personal	,570
Pengembangan_Karir	<---	Kompetensi_Dosen	,222
Pengembangan_Karir	<---	Budaya_Organisasi	,173
Pengembangan_Karir	<---	Kinerja_Dosen	,185
Pengembangan_Karir	<---	Motivasi_Kerja	,793
X1.9	<---	Karakteristik_Personal	,612
X1.8	<---	Karakteristik_Personal	,524
X1.7	<---	Karakteristik_Personal	,502
X1.6	<---	Karakteristik_Personal	,597
X1.5	<---	Karakteristik_Personal	,567
X1.4	<---	Karakteristik_Personal	,566

			Estimate
X1.3	<---	Karakteristik_Personal	,585
X1.2	<---	Karakteristik_Personal	,528
X1.1	<---	Karakteristik_Personal	,417
Y2.1	<---	Kinerja_Dosen	,619
Y2.2	<---	Kinerja_Dosen	,672
Y2.3	<---	Kinerja_Dosen	,579
Y2.4	<---	Kinerja_Dosen	,684
Y2.5	<---	Kinerja_Dosen	,702
Y2.6	<---	Kinerja_Dosen	,534
Y2.7	<---	Kinerja_Dosen	,484
Y2.8	<---	Kinerja_Dosen	,695
Y2.9	<---	Kinerja_Dosen	,521
X1.10	<---	Karakteristik_Personal	,629
Y2.10	<---	Kinerja_Dosen	,664
X2.9	<---	Kompetensi_Dosen	,748
X2.8	<---	Kompetensi_Dosen	,499
X2.7	<---	Kompetensi_Dosen	,668
X2.6	<---	Kompetensi_Dosen	,563
X2.5	<---	Kompetensi_Dosen	,607
X2.4	<---	Kompetensi_Dosen	,616
X2.3	<---	Kompetensi_Dosen	,473
X2.2	<---	Kompetensi_Dosen	,586
X2.1	<---	Kompetensi_Dosen	,449
X2.10	<---	Kompetensi_Dosen	,627
X3.9	<---	Budaya_Organisasi	,685
X3.8	<---	Budaya_Organisasi	,560
X3.7	<---	Budaya_Organisasi	,609
X3.6	<---	Budaya_Organisasi	,737
X3.5	<---	Budaya_Organisasi	,687
X3.4	<---	Budaya_Organisasi	,672
X3.3	<---	Budaya_Organisasi	,571
X3.2	<---	Budaya_Organisasi	,785
X3.1	<---	Budaya_Organisasi	,611
X3.10	<---	Budaya_Organisasi	,578
Y3.1	<---	Pengembangan_Karir	,556
Y3.2	<---	Pengembangan_Karir	,686
Y3.3	<---	Pengembangan_Karir	,707
Y3.4	<---	Pengembangan_Karir	,692
Y3.5	<---	Pengembangan_Karir	,740
Y3.6	<---	Pengembangan_Karir	,632
Y3.7	<---	Pengembangan_Karir	,718
Y3.8	<---	Pengembangan_Karir	,706
Y3.9	<---	Pengembangan_Karir	,668
Y3.10	<---	Pengembangan_Karir	,750
Y1.1	<---	Motivasi_Kerja	,428
Y1.2	<---	Motivasi_Kerja	,532
Y1.3	<---	Motivasi_Kerja	,612
Y1.4	<---	Motivasi_Kerja	,483

			Estimate
Y1.5	<---	Motivasi_Kerja	,676
Y1.6	<---	Motivasi_Kerja	,361
Y1.7	<---	Motivasi_Kerja	,505
Y1.8	<---	Motivasi_Kerja	,370
Y1.9	<---	Motivasi_Kerja	,448
Y1.10	<---	Motivasi_Kerja	,455
Y2.11	<---	Kinerja_Dosen	,596
Y2.12	<---	Kinerja_Dosen	,564

Covariances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Karakteristik_Personal	<-->	Kompetensi_Dosen	,177	,023	7,581	***	
Kompetensi_Dosen	<-->	Budaya_Organisasi	,181	,029	6,238	***	
Karakteristik_Personal	<-->	Budaya_Organisasi	,132	,024	5,401	***	

Correlations: (Group number 1 - Default model)

			Estimate
Karakteristik_Personal	<-->	Kompetensi_Dosen	,857
Kompetensi_Dosen	<-->	Budaya_Organisasi	,522
Karakteristik_Personal	<-->	Budaya_Organisasi	,456

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Karakteristik_Personal	,172	,030	5,723	***	
Kompetensi_Dosen	,247	,034	7,258	***	
Budaya_Organisasi	,486	,075	6,511	***	
z1	,053	,016	3,248	,001	
z2	,281	,046	6,054	***	
z3	,145	,031	4,674	***	
e9	,279	,025	11,176	***	
e8	,288	,025	11,569	***	
e7	,301	,026	11,640	***	
e6	,305	,027	11,256	***	
e5	,272	,024	11,401	***	
e4	,273	,024	11,403	***	
e3	,260	,023	11,317	***	
e2	,297	,026	11,554	***	
e1	,355	,030	11,863	***	
e41	,427	,038	11,268	***	
e42	,373	,034	10,950	***	
e43	,440	,038	11,449	***	
e44	,368	,034	10,866	***	
e45	,390	,036	10,719	***	

	Estimate	S.E.	C.R.	P	Label
e46	,460	,040	11,612	***	
e47	,247	,021	11,757	***	
e48	,330	,031	10,782	***	
e49	,327	,028	11,653	***	
e10	,263	,024	11,078	***	
e50	,350	,032	11,007	***	
e19	,195	,019	10,243	***	
e18	,244	,021	11,716	***	
e17	,199	,018	10,977	***	
e16	,288	,025	11,510	***	
e15	,294	,026	11,323	***	
e14	,258	,023	11,280	***	
e13	,280	,024	11,784	***	
e12	,275	,024	11,419	***	
e11	,335	,028	11,837	***	
e20	,265	,024	11,221	***	
e29	,550	,049	11,138	***	
e28	,710	,061	11,665	***	
e27	,396	,034	11,502	***	
e26	,301	,028	10,761	***	
e25	,371	,033	11,127	***	
e24	,432	,039	11,211	***	
e23	,485	,042	11,632	***	
e22	,255	,025	10,243	***	
e21	,426	,037	11,496	***	
e30	,558	,048	11,609	***	
e53	,568	,049	11,716	***	
e54	,404	,036	11,214	***	
e55	,442	,040	11,086	***	
e56	,371	,033	11,179	***	
e57	,409	,038	10,847	***	
e58	,424	,037	11,470	***	
e59	,395	,036	11,012	***	
e60	,494	,044	11,094	***	
e61	,392	,035	11,305	***	
e62	,390	,036	10,759	***	
e31	,494	,042	11,835	***	
e32	,510	,044	11,528	***	
e33	,385	,035	11,147	***	
e34	,503	,043	11,692	***	
e35	,342	,032	10,683	***	
e36	,459	,038	11,967	***	
e37	,439	,038	11,621	***	
e38	,480	,040	11,951	***	
e39	,521	,044	11,786	***	
e40	,631	,054	11,769	***	
e51	,514	,045	11,374	***	
e52	,552	,048	11,508	***	

Modification Indices (Group number 1 - Default model)**Covariances: (Group number 1 - Default model)**

	M.I.	Par Change
e52 <--> Budaya_Organisasi	4,014	,057
e51 <--> Budaya_Organisasi	4,572	,059
e51 <--> e52	29,559	,177
e38 <--> Budaya_Organisasi	8,064	-,074
e38 <--> z1	10,757	,048
e38 <--> e39	6,071	,073
e36 <--> Budaya_Organisasi	7,647	-,071
e36 <--> Karakteristik_Personal	7,987	,033
e36 <--> e39	7,085	,077
e36 <--> e37	32,603	,153
e35 <--> z3	4,926	,040
e35 <--> e38	9,663	,078
e35 <--> e37	9,265	-,073
e35 <--> e36	18,266	-,104
e34 <--> e37	7,984	,080
e33 <--> z1	5,006	-,030
e33 <--> e38	4,120	-,053
e33 <--> e34	8,318	,078
e32 <--> Kompetensi_Dosen	4,197	,029
e32 <--> Karakteristik_Personal	5,603	-,029
e32 <--> e36	4,309	,060
e31 <--> z3	4,919	-,044
e31 <--> e39	4,880	-,064
e31 <--> e38	12,591	,097
e31 <--> e37	7,886	-,075
e31 <--> e35	14,588	,093
e62 <--> e39	5,154	-,064
e62 <--> e36	4,325	-,054
e62 <--> e32	6,883	,073
e61 <--> e40	7,434	,083
e61 <--> e39	4,514	-,058
e61 <--> e38	13,851	,098
e61 <--> e31	8,879	,076
e60 <--> e40	7,653	-,095
e60 <--> e39	8,404	,090
e60 <--> e31	11,558	-,098
e60 <--> e61	6,277	-,069
e59 <--> e39	5,356	,065
e59 <--> e31	13,021	-,093
e59 <--> e60	26,587	,144
e58 <--> e40	9,821	,098
e58 <--> e39	6,174	-,071
e58 <--> e33	7,070	-,066
e58 <--> e31	10,802	,086

	M.I.	Par Change
e58 <--> e60	6,718	-,074
e57 <--> e52	6,736	,077
e57 <--> e51	4,333	,060
e57 <--> e61	7,914	-,071
e57 <--> e60	5,564	,067
e56 <--> e52	4,205	-,057
e56 <--> e39	13,139	,098
e56 <--> e37	8,407	,072
e56 <--> e36	10,894	,083
e56 <--> e59	4,807	,053
e55 <--> e39	17,286	-,123
e55 <--> e37	5,392	-,063
e55 <--> e36	4,549	-,059
e55 <--> e35	11,717	,085
e55 <--> e32	5,462	-,069
e55 <--> e31	9,745	,085
e55 <--> e62	4,253	,054
e55 <--> e61	6,704	,067
e55 <--> e60	17,646	-,123
e55 <--> e59	7,744	-,073
e54 <--> e38	9,438	,082
e54 <--> e37	4,074	-,052
e54 <--> e31	11,140	,087
e54 <--> e61	14,282	,093
e54 <--> e60	10,544	-,091
e54 <--> e57	5,966	-,063
e54 <--> e55	28,987	,143
e53 <--> e39	6,602	,084
e53 <--> e32	5,241	,074
e53 <--> e31	10,960	-,100
e53 <--> e61	9,188	-,087
e53 <--> e58	7,381	-,081
e30 <--> e39	30,470	,179
e30 <--> e31	8,029	-,085
e30 <--> e61	12,613	-,102
e30 <--> e59	5,816	,070
e30 <--> e58	6,756	-,077
e30 <--> e56	8,461	,082
e30 <--> e55	8,246	-,088
e30 <--> e53	8,984	,102
e21 <--> e52	4,718	,061
e21 <--> e39	13,855	-,101
e21 <--> e38	5,883	-,063
e21 <--> e37	9,225	,076
e21 <--> e35	4,291	-,047
e21 <--> e56	7,678	-,065
e21 <--> e30	14,034	-,106
e22 <--> e39	4,780	,051

	M.I.	Par Change
e22 <--> e32	6,082	,057
e22 <--> e61	8,847	-,061
e22 <--> e57	5,406	,050
e22 <--> e30	5,142	,055
e23 <--> e51	4,576	,065
e23 <--> e40	6,156	,083
e23 <--> e37	22,318	-,132
e23 <--> e36	13,175	-,102
e23 <--> e35	16,660	,104
e23 <--> e34	6,787	-,078
e23 <--> e31	11,949	,097
e23 <--> e56	5,325	-,060
e24 <--> e39	5,090	-,065
e24 <--> e33	4,240	,052
e24 <--> e30	5,229	-,069
e25 <--> e38	4,491	-,054
e26 <--> e40	5,216	-,062
e26 <--> e35	6,155	,051
e27 <--> Karakteristik_Personal	12,381	,039
e27 <--> e52	4,178	-,058
e27 <--> e40	5,570	-,071
e27 <--> e37	8,485	,074
e27 <--> e36	32,688	,146
e27 <--> e35	13,886	-,086
e27 <--> e33	7,844	,068
e27 <--> e59	6,070	,061
e27 <--> e58	5,948	-,061
e27 <--> e56	5,199	,054
e27 <--> e30	5,533	,067
e27 <--> e23	13,239	-,097
e28 <--> z1	5,010	,040
e28 <--> e40	14,552	,153
e28 <--> e38	8,714	,103
e28 <--> e36	17,487	-,142
e28 <--> e35	15,016	,119
e28 <--> e33	14,780	-,123
e28 <--> e31	25,592	,171
e28 <--> e61	12,959	,116
e28 <--> e60	4,212	-,075
e28 <--> e59	9,780	-,103
e28 <--> e21	5,966	-,078
e28 <--> e23	13,974	,132
e28 <--> e27	13,791	-,119
e29 <--> z2	4,466	-,057
e29 <--> z3	5,431	-,052
e29 <--> e37	5,797	,073
e29 <--> e59	6,114	-,073
e29 <--> e30	7,455	,093

	M.I.	Par Change
e29 <--> e23	4,020	-,064
e29 <--> e28	10,505	,124
e20 <--> e31	4,683	-,045
e20 <--> e60	7,063	,060
e20 <--> e59	7,896	,057
e20 <--> e56	6,781	,051
e20 <--> e55	8,044	-,061
e20 <--> e30	6,423	,060
e11 <--> e40	8,182	,078
e11 <--> e61	10,379	,071
e11 <--> e60	7,006	-,066
e11 <--> e59	9,009	-,067
e11 <--> e30	5,331	-,060
e12 <--> e29	5,037	,054
e12 <--> e11	25,255	,092
e13 <--> Kompetensi_Dosen	4,591	-,022
e13 <--> Karakteristik_Personal	8,523	,027
e13 <--> e38	9,539	,067
e13 <--> e32	7,445	-,062
e13 <--> e26	15,265	-,071
e14 <--> Kompetensi_Dosen	7,157	,027
e14 <--> Karakteristik_Personal	5,748	-,021
e14 <--> e51	6,806	-,059
e14 <--> e38	4,655	-,046
e14 <--> e37	6,178	-,051
e14 <--> e53	9,921	,074
e14 <--> e13	4,894	-,036
e15 <--> z3	5,354	-,038
e15 <--> e32	20,982	,109
e15 <--> e59	8,828	-,064
e15 <--> e13	5,167	-,040
e15 <--> e14	13,347	,062
e16 <--> Kompetensi_Dosen	7,394	-,029
e16 <--> Karakteristik_Personal	18,026	,040
e16 <--> z3	22,694	-,077
e16 <--> e37	4,205	,044
e16 <--> e36	7,538	,060
e16 <--> e34	4,606	,049
e16 <--> e60	4,079	-,047
e16 <--> e55	8,810	-,066
e16 <--> e21	4,635	-,044
e16 <--> e22	8,978	-,052
e16 <--> e29	4,721	,054
e17 <--> z1	16,540	-,040
e17 <--> e39	4,428	-,042
e17 <--> e37	6,519	-,047
e17 <--> e36	6,373	-,047
e17 <--> e34	8,514	-,057

	M.I.	Par Change
e17 <--> e31	4,226	-,038
e17 <--> e26	14,294	,059
e17 <--> e13	6,886	-,038
e17 <--> e14	7,381	,039
e17 <--> e15	6,358	-,038
e18 <--> Kompetensi_Dosen	4,164	-,020
e18 <--> Karakteristik_Personal	4,624	,018
e18 <--> z2	13,661	-,064
e18 <--> e52	5,986	,054
e18 <--> e36	5,072	,045
e18 <--> e59	4,980	-,043
e18 <--> e14	7,237	-,041
e19 <--> Budaya_Organisasi	20,496	,080
e19 <--> z3	10,409	,045
e19 <--> e59	7,130	,048
e19 <--> e55	4,111	,039
e19 <--> e21	5,566	,042
e19 <--> e11	4,644	-,035
e19 <--> e14	6,132	,036
e19 <--> e15	6,728	,040
e19 <--> e16	24,853	-,075
e50 <--> e52	8,106	,078
e50 <--> e51	25,779	,134
e50 <--> e33	6,418	-,059
e50 <--> e24	9,601	,076
e10 <--> Budaya_Organisasi	7,482	-,055
e10 <--> e21	6,016	-,049
e10 <--> e24	4,295	,044
e10 <--> e25	6,220	-,049
e10 <--> e50	4,072	,039
e49 <--> Karakteristik_Personal	4,407	-,021
e49 <--> z1	5,654	,029
e49 <--> e34	11,235	,082
e49 <--> e58	14,773	,087
e49 <--> e56	4,283	-,044
e49 <--> e53	11,456	,088
e49 <--> e13	8,935	-,054
e49 <--> e14	10,802	,058
e49 <--> e17	9,298	-,048
e49 <--> e50	13,347	,076
e48 <--> Budaya_Organisasi	6,914	,060
e48 <--> Karakteristik_Personal	5,426	-,024
e48 <--> e38	7,050	-,065
e48 <--> e24	5,996	,059
e48 <--> e19	4,599	-,036
e48 <--> e49	4,588	,044
e47 <--> Budaya_Organisasi	8,854	-,056
e47 <--> Karakteristik_Personal	5,667	-,020

	M.I.	Par Change
e47 <--> e29	7,964	-,064
e47 <--> e18	6,102	,036
e47 <--> e50	4,885	,040
e47 <--> e49	49,605	,120
e46 <--> z3	11,765	-,069
e46 <--> e52	5,084	-,069
e46 <--> e28	6,477	,088
e46 <--> e29	6,195	,077
e46 <--> e49	8,194	-,067
e45 <--> Karakteristik_Personal	4,536	,024
e45 <--> e52	4,869	-,064
e45 <--> e51	6,742	-,073
e45 <--> e37	5,881	,063
e45 <--> e61	5,277	,057
e45 <--> e57	4,867	-,057
e45 <--> e24	9,841	-,082
e45 <--> e25	5,411	-,057
e45 <--> e26	7,294	,060
e45 <--> e12	4,424	-,043
e45 <--> e50	17,495	-,099
e45 <--> e49	4,141	-,045
e45 <--> e46	5,920	,064
e44 <--> e52	7,685	-,078
e44 <--> e51	8,500	-,079
e44 <--> e57	9,656	-,078
e44 <--> e54	6,294	,061
e44 <--> e25	5,722	-,056
e44 <--> e26	5,686	,051
e44 <--> e12	4,255	-,041
e44 <--> e50	8,810	-,068
e44 <--> e45	27,630	,128
e43 <--> e52	4,935	-,067
e43 <--> e38	5,143	,063
e43 <--> e36	5,053	-,061
e43 <--> e61	5,630	,061
e43 <--> e28	9,251	,103
e43 <--> e13	7,250	,057
e43 <--> e15	4,729	-,048
e43 <--> e17	5,400	,043
e43 <--> e19	4,254	-,039
e43 <--> e49	4,872	-,051
e43 <--> e44	17,018	,104
e42 <--> e33	4,510	,051
e42 <--> e58	9,170	-,075
e42 <--> e56	7,528	,065
e42 <--> e19	4,095	,036
e42 <--> e50	6,734	-,059
e42 <--> e49	4,775	-,047

	M.I.	Par Change
e41 <--> e40	4,653	-,068
e41 <--> e18	4,897	-,044
e41 <--> e47	10,584	-,064
e41 <--> e42	27,037	,130
e1 <--> Kompetensi_Dosen	6,770	-,030
e1 <--> Karakteristik_Personal	5,917	,025
e1 <--> e27	6,836	,059
e1 <--> e18	6,847	-,046
e1 <--> e19	5,783	-,040
e2 <--> Budaya_Organisasi	10,345	,067
e2 <--> Kompetensi_Dosen	5,342	,025
e2 <--> Karakteristik_Personal	10,028	-,030
e2 <--> e35	10,494	,065
e2 <--> e34	7,212	-,063
e2 <--> e62	7,170	,057
e2 <--> e61	5,936	-,051
e2 <--> e26	6,535	,048
e2 <--> e28	5,510	,065
e2 <--> e14	7,506	,046
e2 <--> e17	7,370	,041
e2 <--> e49	6,307	-,047
e2 <--> e47	9,667	-,051
e3 <--> z1	7,607	,030
e3 <--> e37	5,115	,047
e3 <--> e26	7,463	-,048
e3 <--> e28	4,010	,053
e3 <--> e17	4,392	-,030
e4 <--> e35	4,708	-,042
e4 <--> e34	6,880	,059
e4 <--> e33	5,076	-,045
e4 <--> e23	4,998	,050
e4 <--> e14	5,311	-,038
e4 <--> e45	4,157	-,042
e4 <--> e41	5,781	-,051
e4 <--> e3	46,045	,111
e5 <--> e35	16,119	,077
e5 <--> e32	4,335	-,047
e5 <--> e48	7,343	-,051
e5 <--> e41	5,506	,049
e5 <--> e3	5,664	-,039
e6 <--> e32	5,046	-,054
e6 <--> e3	8,056	-,049
e6 <--> e5	30,725	,098
e7 <--> e36	8,245	,064
e7 <--> e35	17,983	-,085
e7 <--> e62	6,066	-,053
e7 <--> e59	4,504	,045
e7 <--> e28	4,922	-,062

	M.I.	Par Change
e7 <--> e14	16,540	-,069
e7 <--> e19	4,440	,033
e7 <--> e47	6,685	,042
e7 <--> e2	13,440	-,066
e7 <--> e4	5,495	,041
e8 <--> e36	6,424	,055
e8 <--> e35	6,708	-,051
e8 <--> e26	11,437	-,062
e8 <--> e2	5,238	-,041
e8 <--> e5	5,940	-,042
e8 <--> e7	14,970	,069
e9 <--> e33	8,027	,058
e9 <--> e57	4,991	,048
e9 <--> e54	8,298	-,060
e9 <--> e26	18,857	,080
e9 <--> e27	4,037	,041
e9 <--> e28	4,091	-,055
e9 <--> e14	5,092	,038
e9 <--> e17	9,787	,046
e9 <--> e10	15,205	,066
e9 <--> e47	6,274	-,040
e9 <--> e3	5,843	-,040
e9 <--> e4	11,892	-,059

Variances: (Group number 1 - Default model)

	M.I.	Par Change
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Regression Weights: (Group number 1 - Default model)

	M.I.	Par Change
Y2.12 <--- Budaya_Organisasi	4,944	,148
Y2.12 <--- Motivasi_Kerja	4,701	,191
Y2.12 <--- Pengembangan_Karir	5,381	,151
Y2.12 <--- Y2.11	17,933	,209
Y2.12 <--- Y1.10	5,955	,121
Y2.12 <--- Y3.8	6,878	,117
Y2.12 <--- Y3.5	10,863	,153
Y2.12 <--- X3.10	4,454	,102
Y2.12 <--- X3.1	9,253	,163
Y2.12 <--- X3.2	5,934	,132
Y2.12 <--- X3.3	6,215	,130
Y2.12 <--- X3.5	4,247	,109
Y2.12 <--- X2.8	6,765	,201
Y2.12 <--- Y2.10	4,153	,114
Y2.12 <--- X1.4	4,222	,143
Y2.11 <--- Budaya_Organisasi	4,653	,139
Y2.11 <--- Motivasi_Kerja	4,998	,191

	M.I.	Par Change
Y2.11 <--- Pengembangan_Karir	4,897	,140
Y2.11 <--- Y2.12	19,181	,208
Y2.11 <--- Y1.2	6,839	,133
Y2.11 <--- Y3.5	8,368	,130
Y2.11 <--- X3.10	5,323	,108
Y2.11 <--- X3.1	6,134	,129
Y2.11 <--- X3.2	6,061	,129
Y2.11 <--- X3.3	8,360	,146
Y2.11 <--- Y2.10	13,221	,197
Y2.11 <--- Y2.4	4,107	-,104
Y1.10 <--- Y3.9	5,720	,133
Y1.10 <--- Y3.6	7,678	,154
Y1.10 <--- X3.8	9,247	,140
Y1.10 <--- X2.1	6,337	,182
Y1.9 <--- Y1.8	5,140	,129
Y1.9 <--- Y1.6	6,053	,144
Y1.9 <--- Y1.1	9,698	-,170
Y1.9 <--- Y3.10	4,999	-,101
Y1.9 <--- Y3.9	5,082	-,114
Y1.9 <--- Y3.6	6,555	-,129
Y1.9 <--- Y3.3	12,847	-,162
Y1.9 <--- X3.10	20,722	,211
Y1.9 <--- X3.1	11,560	-,175
Y1.8 <--- Budaya_Organisasi	4,241	-,125
Y1.8 <--- Y1.9	4,702	,109
Y1.8 <--- Y1.5	4,718	,111
Y1.8 <--- Y1.1	6,950	,137
Y1.8 <--- Y3.9	5,468	,112
Y1.8 <--- X3.1	5,161	-,112
Y1.8 <--- X3.2	6,962	-,131
Y1.8 <--- X3.4	6,137	-,113
Y1.8 <--- X3.5	7,981	-,136
Y1.8 <--- X3.6	4,468	-,105
Y1.8 <--- X2.3	8,389	,195
Y1.8 <--- Y2.3	4,203	,102
Y1.7 <--- Y1.6	27,862	,285
Y1.7 <--- Y1.5	4,536	-,105
Y1.7 <--- Y1.4	5,902	,117
Y1.7 <--- Y3.4	6,012	,114
Y1.7 <--- X3.3	14,556	-,176
Y1.7 <--- X3.7	4,942	,110
Y1.7 <--- X2.4	7,323	-,164
Y1.7 <--- X2.7	7,279	-,176
Y1.6 <--- Y1.9	5,488	,115
Y1.6 <--- Y1.7	23,267	,248
Y1.6 <--- Y1.5	8,917	-,149
Y1.6 <--- Y3.10	5,678	-,100
Y1.6 <--- Y3.3	6,077	-,104

	M.I.	Par Change
Y1.6 <--- X3.2	5,691	-,116
Y1.6 <--- X3.3	15,347	-,183
Y1.6 <--- X3.4	4,430	-,094
Y1.6 <--- X3.7	11,167	,167
Y1.6 <--- X3.8	19,154	-,170
Y1.6 <--- X2.6	6,835	,159
Y1.6 <--- X2.8	5,172	,158
Y1.6 <--- Y2.3	4,945	-,108
Y1.6 <--- X1.7	10,646	,203
Y1.6 <--- X1.8	8,856	,187
Y1.5 <--- Y1.8	8,195	,137
Y1.5 <--- Y1.7	6,640	-,120
Y1.5 <--- Y1.6	15,630	-,194
Y1.5 <--- Y1.1	8,962	,138
Y1.5 <--- Y3.10	4,483	,080
Y1.5 <--- Y3.3	12,120	,132
Y1.5 <--- Y3.2	5,043	,092
Y1.5 <--- X3.3	14,053	,158
Y1.5 <--- X3.6	4,816	,097
Y1.5 <--- X3.7	5,631	-,107
Y1.5 <--- X3.8	13,008	,127
Y1.5 <--- X1.2	4,141	,113
Y1.5 <--- X1.4	5,928	-,137
Y1.5 <--- X1.5	6,313	,142
Y1.5 <--- X1.7	17,726	-,237
Y1.5 <--- X1.8	7,845	-,159
Y1.4 <--- Y1.7	5,703	,130
Y1.4 <--- Y1.3	4,831	,117
Y1.4 <--- X3.3	6,152	-,122
Y1.4 <--- X2.7	5,397	-,162
Y1.4 <--- Y2.9	5,199	,142
Y1.4 <--- X1.2	5,067	-,147
Y1.4 <--- X1.4	4,293	,137
Y1.3 <--- Y1.4	6,158	,114
Y1.3 <--- Y3.6	4,282	-,092
Y1.3 <--- X3.4	4,512	,089
Y1.3 <--- X3.5	4,057	,090
Y1.3 <--- X3.7	7,603	,130
Y1.3 <--- X3.8	6,607	-,094
Y1.3 <--- X1.9	5,111	,126
Y1.2 <--- Y2.11	4,310	,098
Y1.2 <--- Y3.10	4,647	,097
Y1.2 <--- Y3.1	5,059	,105
Y1.2 <--- X3.2	4,329	,108
Y1.2 <--- X2.3	4,375	-,147
Y1.2 <--- X2.5	14,986	,240
Y1.1 <--- Y1.8	10,660	,172
Y1.1 <--- Y1.7	5,629	-,121

	M.I.	Par Change
Y1.1 <--- Y1.5	7,126	,132
Y1.1 <--- Y3.10	5,484	-,097
Y1.1 <--- Y3.8	11,748	-,136
Y1.1 <--- Y3.7	12,518	-,154
Y1.1 <--- Y3.5	5,088	-,093
Y1.1 <--- Y3.4	5,361	-,108
Y1.1 <--- Y3.1	12,838	-,155
Y1.1 <--- X3.10	6,277	-,107
Y1.1 <--- X3.3	6,401	,117
Y1.1 <--- X3.8	14,927	,149
Y1.1 <--- X1.10	4,060	,120
Y3.10 <--- Y1.9	5,679	-,113
Y3.10 <--- Y1.8	4,450	-,108
Y3.10 <--- Y1.6	4,982	-,117
Y3.10 <--- X1.7	7,391	-,164
Y3.9 <--- Y1.10	5,896	,102
Y3.9 <--- Y1.8	11,940	,174
Y3.9 <--- Y1.1	9,700	,150
Y3.9 <--- Y3.2	7,039	,114
Y3.9 <--- Y3.1	6,120	-,102
Y3.9 <--- X3.10	10,104	-,130
Y3.9 <--- X3.2	4,736	-,100
Y3.9 <--- X3.8	6,669	,095
Y3.9 <--- X2.1	8,250	,166
Y3.9 <--- Y2.5	5,409	,099
Y3.9 <--- Y2.3	6,371	,116
Y3.8 <--- Y1.10	4,821	-,105
Y3.8 <--- Y1.9	7,706	,146
Y3.8 <--- Y1.1	8,716	-,161
Y3.8 <--- Y3.7	11,830	,162
Y3.8 <--- Y3.3	8,146	-,129
Y3.8 <--- Y3.2	5,205	-,111
Y3.8 <--- X3.7	5,127	,121
Y3.8 <--- X2.10	6,708	,166
Y3.8 <--- X2.7	4,191	,145
Y3.7 <--- Y1.1	13,113	-,178
Y3.7 <--- Y3.8	12,332	,135
Y3.7 <--- X3.8	7,580	-,103
Y3.7 <--- X2.10	4,038	,116
Y3.7 <--- X2.1	7,361	-,160
Y3.7 <--- X2.5	5,650	-,133
Y3.6 <--- Y1.10	7,333	,118
Y3.6 <--- Y1.9	4,944	-,107
Y3.6 <--- Y1.3	4,303	-,102
Y3.6 <--- Y1.1	12,363	,175
Y3.6 <--- Y3.1	4,913	-,095
Y3.6 <--- X3.10	6,534	-,108
Y3.6 <--- X3.7	5,723	-,117

	M.I.	Par Change
Y3.6 <--- X2.7	4,113	-,131
Y3.6 <--- Y2.9	8,352	,167
Y3.6 <--- Y2.2	6,513	-,120
Y3.5 <--- Y3.9	4,112	-,094
Y3.5 <--- Y2.5	4,334	-,093
Y3.5 <--- Y2.4	7,487	-,128
Y3.4 <--- Y1.9	11,604	,155
Y3.4 <--- Y1.7	7,253	,129
Y3.4 <--- Y1.6	10,398	,163
Y3.4 <--- Y1.1	4,889	-,104
Y3.4 <--- X3.10	4,672	,087
Y3.4 <--- X3.1	8,085	-,127
Y3.4 <--- X3.3	4,028	-,087
Y3.4 <--- X2.10	5,768	,133
Y3.3 <--- Y1.9	11,995	-,172
Y3.3 <--- Y1.5	7,201	,136
Y3.3 <--- Y1.1	10,596	,168
Y3.3 <--- Y3.8	8,180	-,116
Y3.3 <--- Y3.2	14,309	,174
Y3.3 <--- X2.6	4,361	-,129
Y3.2 <--- Y1.8	7,306	,139
Y3.2 <--- Y1.1	9,066	,148
Y3.2 <--- Y3.9	7,402	,124
Y3.2 <--- Y3.8	4,883	-,085
Y3.2 <--- Y3.3	13,369	,149
Y3.2 <--- Y2.4	5,363	,106
Y3.2 <--- X1.9	4,295	-,119
Y3.1 <--- Y1.9	4,704	,119
Y3.1 <--- Y1.1	12,213	-,200
Y3.1 <--- Y3.9	4,747	-,115
Y3.1 <--- Y3.6	4,196	-,108
Y3.1 <--- X3.10	5,677	,116
Y3.1 <--- X2.4	4,068	,139
Y3.1 <--- Y2.9	8,418	,193
X3.10 <--- Y1.9	25,681	,277
X3.10 <--- Y1.1	12,281	-,199
X3.10 <--- Y3.9	7,710	-,146
X3.10 <--- Y3.6	4,720	-,114
X3.10 <--- Y3.3	4,768	-,103
X3.10 <--- Y3.1	5,078	,110
X3.10 <--- X3.1	13,990	-,201
X3.1 <--- Y1.9	9,998	-,145
X3.1 <--- Y1.8	4,571	-,106
X3.1 <--- Y1.7	7,248	,130
X3.1 <--- X3.10	8,939	-,121
X3.2 <--- Y3.9	4,034	-,075
X3.2 <--- X2.4	6,278	-,123
X3.2 <--- X2.6	11,079	-,162

	M.I.	Par Change
X3.2 <--- X1.10	5,238	-,109
X3.3 <--- Kompetensi_Dosen	4,680	,190
X3.3 <--- Y2.11	5,468	,108
X3.3 <--- Y1.10	5,832	,112
X3.3 <--- Y1.7	13,851	-,200
X3.3 <--- Y1.6	10,005	-,179
X3.3 <--- Y1.5	10,287	,167
X3.3 <--- Y1.1	10,482	,172
X3.3 <--- X3.7	7,905	-,146
X3.3 <--- X3.8	9,210	,123
X3.3 <--- X2.9	5,609	,147
X3.3 <--- X1.10	5,893	,152
X3.3 <--- X1.4	8,027	,184
X3.4 <--- Y1.9	4,435	-,103
X3.4 <--- Y2.10	10,633	,163
X3.4 <--- Y2.8	7,640	,137
X3.4 <--- Y2.6	4,988	,110
X3.5 <--- Y1.8	4,633	-,106
X3.5 <--- X1.10	5,092	-,126
X3.5 <--- Y2.8	5,614	,109
X3.6 <--- Y1.10	5,382	-,087
X3.6 <--- X2.2	4,446	-,109
X3.6 <--- X2.3	17,158	-,232
X3.6 <--- X2.5	5,076	-,111
X3.6 <--- X1.3	9,194	-,162
X3.6 <--- X1.8	13,024	-,192
X3.6 <--- X1.9	5,635	,119
X3.7 <--- Kompetensi_Dosen	6,688	,206
X3.7 <--- Karakteristik_Personal	13,187	,349
X3.7 <--- Y2.12	4,109	-,084
X3.7 <--- Y1.9	4,305	,096
X3.7 <--- Y1.7	10,439	,157
X3.7 <--- Y1.6	34,030	,300
X3.7 <--- Y1.3	9,397	,146
X3.7 <--- Y3.6	4,215	-,091
X3.7 <--- X3.3	8,549	-,129
X3.7 <--- X3.8	9,094	-,111
X3.7 <--- X2.5	6,787	,143
X3.7 <--- X2.6	4,505	,122
X3.7 <--- X1.10	8,941	,169
X3.7 <--- X1.1	14,151	,215
X3.7 <--- X1.6	7,555	,149
X3.7 <--- X1.7	7,479	,161
X3.7 <--- X1.8	8,856	,177
X3.7 <--- X1.9	13,029	,202
X3.8 <--- Y1.10	14,233	,211
X3.8 <--- Y1.8	9,398	,205
X3.8 <--- Y1.6	12,412	-,241

	M.I.	Par Change
X3.8 <--- Y1.5	11,184	,210
X3.8 <--- Y1.3	5,507	-,149
X3.8 <--- Y1.1	19,779	,285
X3.8 <--- Y3.9	7,240	,159
X3.8 <--- X3.3	9,018	,176
X3.8 <--- X3.7	8,234	-,180
X3.8 <--- X3.9	5,148	,111
X3.8 <--- Y2.3	4,703	,133
X3.8 <--- X1.2	5,766	,186
X3.8 <--- X1.3	4,310	,164
X3.9 <--- Kinerja_Dosen	4,682	-,167
X3.9 <--- Y2.12	4,991	-,111
X3.9 <--- Y2.11	4,747	-,109
X3.9 <--- Y3.8	4,300	-,094
X3.9 <--- Y3.7	7,336	-,134
X3.9 <--- Y3.3	4,230	-,098
X3.9 <--- X3.10	4,755	,107
X3.9 <--- X3.8	6,936	,116
X3.9 <--- X2.5	4,958	-,146
X3.9 <--- X2.9	4,967	-,150
X3.9 <--- Y2.7	11,653	-,269
X3.9 <--- Y2.5	5,685	-,122
X3.9 <--- X1.4	5,392	-,164
X2.10 <--- Y1.1	6,187	-,099
X2.10 <--- Y3.7	4,270	,071
X2.1 <--- Y1.10	5,148	,086
X2.1 <--- Y3.8	5,078	-,077
X2.1 <--- Y3.7	6,051	-,092
X2.1 <--- X3.10	6,107	-,092
X2.1 <--- X2.2	15,650	,207
X2.2 <--- Y1.3	5,461	-,093
X2.2 <--- X3.6	4,280	-,080
X2.2 <--- X2.1	19,623	,214
X2.3 <--- Y1.8	9,221	,127
X2.3 <--- X3.6	8,021	-,109
X2.3 <--- X1.10	4,268	,097
X2.3 <--- Y2.9	6,032	-,114
X2.3 <--- Y2.3	4,753	,083
X2.4 <--- Motivasi_Kerja	4,891	-,134
X2.4 <--- Y2.11	5,804	-,082
X2.4 <--- Y1.9	6,254	-,094
X2.4 <--- Y1.8	7,567	-,112
X2.4 <--- Y1.7	9,893	-,125
X2.4 <--- Y3.9	4,232	-,074
X2.4 <--- Y3.5	5,412	-,074
X2.4 <--- X3.10	4,555	-,071
X2.4 <--- X3.2	5,538	-,088
X2.4 <--- X2.5	7,917	,125

	M.I.	Par Change
X2.4 <--- X2.8	5,251	-,122
X2.4 <--- Y2.9	5,831	,110
X2.4 <--- X1.4	5,607	-,114
X2.4 <--- X1.7	15,274	-,187
X2.5 <--- Y1.2	13,081	,139
X2.5 <--- Y3.7	8,789	-,106
X2.5 <--- X2.4	7,755	,140
X2.5 <--- Y2.3	4,827	-,088
X2.6 <--- Pengembangan_Karir	11,986	-,163
X2.6 <--- Y1.6	6,290	,110
X2.6 <--- Y3.10	9,952	-,107
X2.6 <--- Y3.9	7,330	-,103
X2.6 <--- Y3.8	13,736	-,119
X2.6 <--- Y3.7	4,793	-,077
X2.6 <--- Y3.5	4,287	-,069
X2.6 <--- Y3.4	9,951	-,119
X2.6 <--- Y3.3	18,916	-,148
X2.6 <--- Y3.2	7,724	-,101
X2.6 <--- X3.1	5,034	-,087
X2.6 <--- X3.2	8,279	-,113
X2.6 <--- X2.9	9,480	-,148
X2.6 <--- X1.10	4,862	,107
X2.7 <--- Y1.7	4,666	-,076
X2.7 <--- Y1.6	5,455	-,087
X2.7 <--- Y1.4	6,302	-,084
X2.7 <--- X3.4	4,699	,066
X2.7 <--- X3.6	12,293	,117
X2.7 <--- X2.3	5,194	-,103
X2.7 <--- X2.4	4,298	,087
X2.7 <--- Y2.9	5,959	-,099
X2.7 <--- X1.2	5,250	,097
X2.7 <--- X1.9	5,898	,098
X2.8 <--- Kinerja_Dosen	11,003	-,166
X2.8 <--- Y1.6	6,547	,103
X2.8 <--- X2.4	4,195	-,093
X2.8 <--- Y2.8	7,065	-,097
X2.8 <--- Y2.5	10,462	-,107
X2.8 <--- Y2.4	12,055	-,122
X2.8 <--- Y2.3	10,024	-,113
X2.8 <--- Y2.2	10,821	-,116
X2.8 <--- Y2.1	13,044	-,126
X2.8 <--- X1.1	4,028	-,089
X2.9 <--- Budaya_Organisasi	13,759	,154
X2.9 <--- Motivasi_Kerja	7,323	,148
X2.9 <--- Kinerja_Dosen	6,943	,125
X2.9 <--- Pengembangan_Karir	24,903	,203
X2.9 <--- Y2.12	6,130	,076
X2.9 <--- Y2.11	6,396	,078

	M.I.	Par Change
X2.9 <--- Y1.7	4,204	,074
X2.9 <--- Y1.5	7,565	,095
X2.9 <--- Y3.10	8,646	,086
X2.9 <--- Y3.9	12,096	,114
X2.9 <--- Y3.8	19,532	,123
X2.9 <--- Y3.7	27,034	,159
X2.9 <--- Y3.6	5,209	,075
X2.9 <--- Y3.5	5,491	,068
X2.9 <--- Y3.4	19,122	,143
X2.9 <--- Y3.3	22,527	,139
X2.9 <--- Y3.2	19,527	,139
X2.9 <--- X3.10	7,591	,083
X2.9 <--- X3.1	12,837	,120
X2.9 <--- X3.2	10,405	,109
X2.9 <--- X3.3	9,737	,101
X2.9 <--- X3.4	6,731	,080
X2.9 <--- X3.5	9,982	,104
X2.9 <--- X3.6	5,311	,078
X2.9 <--- X2.5	4,016	,081
X2.9 <--- X2.6	16,242	-,171
X2.9 <--- Y2.5	7,158	,084
X2.9 <--- Y2.4	7,231	,089
X2.9 <--- Y2.2	9,593	,103
X2.9 <--- Y2.1	4,645	,071
X2.9 <--- X1.1	5,938	-,102
Y2.10 <--- Y2.12	5,269	,091
Y2.10 <--- Y2.11	15,682	,159
Y2.10 <--- Y1.3	5,135	-,103
Y2.10 <--- Y2.9	9,364	,164
Y2.10 <--- Y2.5	7,991	-,115
Y2.10 <--- Y2.4	4,271	-,089
X1.10 <--- Budaya_Organisasi	7,023	-,123
X1.10 <--- Motivasi_Kerja	4,022	-,124
X1.10 <--- Pengembangan_Karir	6,870	-,120
X1.10 <--- Y1.7	6,694	-,104
X1.10 <--- Y1.2	5,708	-,088
X1.10 <--- Y3.7	6,979	-,091
X1.10 <--- Y3.4	6,438	-,093
X1.10 <--- X3.10	6,768	-,088
X1.10 <--- X3.1	9,612	-,116
X1.10 <--- X3.2	8,539	-,111
X1.10 <--- X3.5	12,059	-,128
X1.10 <--- X3.9	5,830	-,073
X1.10 <--- X2.8	4,292	-,112
X1.10 <--- X1.9	8,864	,138
Y2.9 <--- Budaya_Organisasi	12,320	-,178
Y2.9 <--- Kompetensi_Dosen	13,094	-,261
Y2.9 <--- Karakteristik_Personal	15,887	-,346

	M.I.	Par Change
Y2.9 <--- Motivasi_Kerja	9,959	-,212
Y2.9 <--- Y1.9	4,706	-,091
Y2.9 <--- Y1.8	4,699	-,098
Y2.9 <--- Y1.7	8,658	-,129
Y2.9 <--- Y1.5	5,205	-,097
Y2.9 <--- Y1.3	4,286	-,089
Y2.9 <--- Y3.6	5,714	,096
Y2.9 <--- Y3.1	5,355	,086
Y2.9 <--- X3.10	7,481	-,101
Y2.9 <--- X3.1	8,845	-,122
Y2.9 <--- X3.2	8,528	-,121
Y2.9 <--- X3.3	4,697	-,086
Y2.9 <--- X3.5	4,133	-,082
Y2.9 <--- X3.6	8,639	-,122
Y2.9 <--- X3.7	12,419	-,150
Y2.9 <--- X3.8	9,574	-,103
Y2.9 <--- X3.9	7,633	-,092
Y2.9 <--- X2.3	17,669	-,236
Y2.9 <--- X2.7	19,741	-,250
Y2.9 <--- X2.9	13,646	-,188
Y2.9 <--- Y2.10	6,831	,112
Y2.9 <--- X1.10	6,180	-,127
Y2.9 <--- Y2.7	36,767	,361
Y2.9 <--- Y2.6	5,608	-,100
Y2.9 <--- X1.1	7,778	-,144
Y2.9 <--- X1.2	16,408	-,213
Y2.9 <--- X1.3	5,983	-,131
Y2.9 <--- X1.5	7,768	-,149
Y2.9 <--- X1.6	7,421	-,134
Y2.9 <--- X1.9	4,876	-,112
Y2.8 <--- Y1.8	6,159	-,117
Y2.8 <--- X3.4	7,260	,106
Y2.8 <--- X3.5	5,546	,099
Y2.8 <--- X2.9	4,860	-,116
Y2.8 <--- X1.10	4,841	-,117
Y2.8 <--- X1.5	10,404	-,179
Y2.8 <--- X1.6	6,142	-,126
Y2.7 <--- Budaya_Organisasi	11,421	-,149
Y2.7 <--- Karakteristik_Personal	6,234	-,188
Y2.7 <--- Motivasi_Kerja	12,050	-,202
Y2.7 <--- Pengembangan_Karir	5,166	-,098
Y2.7 <--- Y1.7	5,253	-,087
Y2.7 <--- Y1.5	9,301	-,112
Y2.7 <--- Y1.3	6,547	-,095
Y2.7 <--- Y1.2	4,319	-,072
Y2.7 <--- Y3.9	4,837	-,076
Y2.7 <--- Y3.5	6,829	-,080
Y2.7 <--- Y3.4	5,502	-,081

	M.I.	Par Change
Y2.7 <--- X3.10	4,132	-,065
Y2.7 <--- X3.1	8,517	-,103
Y2.7 <--- X3.2	6,831	-,094
Y2.7 <--- X3.6	8,940	-,108
Y2.7 <--- X3.7	4,631	-,079
Y2.7 <--- X3.8	7,794	-,080
Y2.7 <--- X3.9	17,459	-,120
Y2.7 <--- Y2.9	34,708	,257
Y2.7 <--- Y2.1	6,094	-,087
Y2.7 <--- X1.1	5,810	-,107
Y2.7 <--- X1.2	14,519	-,174
Y2.7 <--- X1.9	11,131	-,146
Y2.6 <--- X3.8	5,759	,095
Y2.6 <--- X3.9	4,621	,085
Y2.6 <--- Y2.9	5,736	-,144
Y2.5 <--- Y2.11	4,108	-,087
Y2.5 <--- Y1.7	5,294	,115
Y2.5 <--- Y3.5	4,138	-,082
Y2.5 <--- X3.4	6,786	-,112
Y2.5 <--- X3.5	4,001	-,091
Y2.5 <--- Y2.10	9,021	-,145
Y2.5 <--- Y2.6	4,067	,096
Y2.5 <--- Y2.4	13,432	,168
Y2.4 <--- Y2.12	4,999	-,092
Y2.4 <--- Y2.11	5,175	-,094
Y2.4 <--- Y3.5	6,257	-,097
Y2.4 <--- Y2.10	4,537	-,100
Y2.4 <--- Y2.5	12,638	,150
Y2.4 <--- Y2.3	10,749	,149
Y2.3 <--- Y1.6	5,560	-,128
Y2.3 <--- Y3.8	4,760	-,087
Y2.3 <--- X2.3	5,814	,158
Y2.3 <--- Y2.4	8,217	,136
Y2.2 <--- Y1.3	4,768	,103
Y2.2 <--- Y3.6	4,200	-,090
Y2.2 <--- Y3.4	4,647	,095
Y2.2 <--- X2.9	5,403	,130
Y2.2 <--- Y2.1	15,644	,176
Y2.1 <--- Y2.7	7,853	-,194
Y2.1 <--- Y2.2	13,545	,175
Y2.1 <--- X1.5	6,372	,156
Y2.1 <--- X1.6	4,606	,122
X1.1 <--- X2.8	7,620	-,169
X1.1 <--- X2.9	5,201	-,120
X1.2 <--- Budaya_Organisasi	11,270	,163
X1.2 <--- Pengembangan_Karir	4,717	,104
X1.2 <--- Y1.5	11,773	,140
X1.2 <--- Y3.10	10,433	,111

	M.I.	Par Change
X1.2 <--- Y3.5	4,778	,074
X1.2 <--- Y3.1	4,285	,074
X1.2 <--- X3.2	4,940	,088
X1.2 <--- X3.5	12,256	,135
X1.2 <--- X3.6	15,923	,159
X1.2 <--- X3.7	4,058	,082
X1.2 <--- X3.8	13,662	,117
X1.2 <--- X3.9	7,228	,085
X1.2 <--- X2.4	8,579	,147
X1.2 <--- X2.7	8,093	,153
X1.2 <--- Y2.7	4,114	-,115
X1.2 <--- Y2.1	4,177	,079
X1.2 <--- X1.7	9,652	-,158
X1.3 <--- X3.3	4,825	-,079
X1.3 <--- X3.6	8,058	-,107
X1.3 <--- X1.4	29,593	,262
X1.3 <--- X1.6	4,851	-,098
X1.4 <--- Y1.4	5,046	,086
X1.4 <--- X1.3	28,458	,264
X1.4 <--- X1.9	6,918	-,123
X1.5 <--- Y1.5	10,242	,125
X1.5 <--- X3.6	5,254	,088
X1.5 <--- Y2.1	7,862	,105
X1.5 <--- X1.6	18,492	,194
X1.5 <--- X1.8	4,123	-,100
X1.6 <--- X3.5	4,836	,087
X1.6 <--- Y2.1	4,175	,081
X1.6 <--- X1.3	4,983	-,117
X1.6 <--- X1.5	19,731	,232
X1.7 <--- Y1.6	6,072	,110
X1.7 <--- Y1.5	10,991	-,136
X1.7 <--- X3.8	5,057	-,072
X1.7 <--- X2.4	10,171	-,161
X1.7 <--- X1.2	9,252	-,154
X1.7 <--- X1.8	10,381	,166
X1.8 <--- Y1.6	4,988	,098
X1.8 <--- Y1.5	4,048	-,081
X1.8 <--- X3.6	9,345	-,120
X1.8 <--- X1.7	10,751	,164
X1.9 <--- Y1.3	6,923	,107
X1.9 <--- X3.4	6,015	,088
X1.9 <--- X3.6	15,776	,156
X1.9 <--- X3.7	6,458	,102
X1.9 <--- X3.9	6,247	,078
X1.9 <--- X2.7	6,060	,130
X1.9 <--- X1.10	8,504	,140
X1.9 <--- Y2.7	6,356	-,141
X1.9 <--- X1.4	7,648	-,139

Model Fit Summary**CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	140	3936,630	1813	,000	2,171
Saturated model	1953	,000	0		
Independence model	62	9932,906	1891	,000	5,253

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,043	,686	,661	,636
Saturated model	,000	1,000		
Independence model	,154	,224	,198	,217

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,604	,587	,738	,725	,736
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,959	,579	,706
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	2123,630	1946,317	2308,599
Saturated model	,000	,000	,000
Independence model	8041,906	7733,398	8357,121

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	13,166	7,102	6,509	7,721
Saturated model	,000	,000	,000	,000
Independence model	33,220	26,896	25,864	27,950

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
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Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,063	,060	,065	,000
Independence model	,119	,117	,122	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	4216,630	4291,376	4735,160	4875,160
Saturated model	3906,000	4948,703	11139,487	13092,487
Independence model	10056,906	10090,008	10286,541	10348,541

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	14,102	13,509	14,721	14,352
Saturated model	13,064	13,064	13,064	16,551
Independence model	33,635	32,603	34,689	33,746

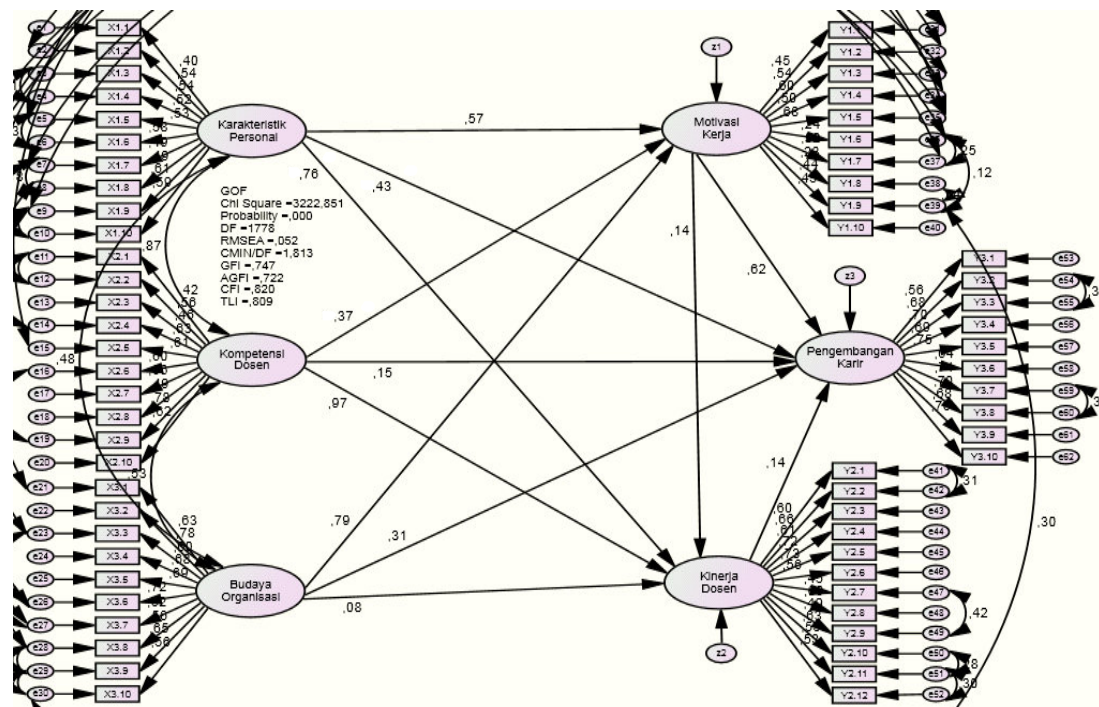
HOELTER

Model	HOELTER .05	HOELTER .01
Default model	146	149
Independence model	61	62

Execution time summary

Minimization: ,076
 Miscellaneous: 3,312
 Bootstrap: ,000
 Total: 3,388

LAMPIRAN 7 MODEL AKHIR



Analysis Summary

Date and Time

Date: 26 Desember 2012
Time: 21:28:29

Title

Model akhir: 26 Desember 2012 21:28

Notes for Group (Group number 1)

The model is recursive.
Sample size = 300

Parameter summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	71	0	0	0	0	71
Labeled	0	0	0	0	0	0
Unlabeled	68	39	68	0	0	175
Total	139	39	68	0	0	246

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
Y2.12	1,000	5,000	,708	5,007	-,439	-1,550
Y2.11	1,000	5,000	,749	5,295	-,470	-1,662
Y1.10	1,000	5,000	-,669	-4,732	,089	,316
Y1.9	1,000	5,000	-,919	-6,498	,792	2,801
Y1.8	2,000	5,000	-,849	-6,003	,365	1,289
Y1.7	2,000	5,000	-,590	-4,172	,253	,893
Y1.6	2,000	5,000	-,804	-5,688	,041	,146
Y1.5	2,000	5,000	-,510	-3,604	,008	,029
Y1.4	2,000	5,000	-,454	-3,213	-,243	-,860
Y1.3	1,000	5,000	-,739	-5,223	,639	2,258
Y1.2	2,000	5,000	-,417	-2,951	-,327	-1,155
Y1.1	1,000	5,000	-1,191	-8,421	1,481	5,234
Y3.10	1,000	5,000	-,162	-1,147	-,727	-2,570
Y3.9	1,000	5,000	-,701	-4,955	,449	1,588
Y3.8	1,000	5,000	-,237	-1,675	-,877	-3,101
Y3.7	2,000	5,000	-,486	-3,435	-,470	-1,661
Y3.6	2,000	5,000	-,384	-2,717	-,400	-1,416
Y3.5	1,000	5,000	-,003	-,022	-,897	-3,171
Y3.4	2,000	5,000	-,406	-2,874	-,344	-1,216
Y3.3	1,000	5,000	-,417	-2,948	-,584	-2,066
Y3.2	1,000	5,000	-,705	-4,988	,088	,313
Y3.1	1,000	5,000	-,261	-1,844	-,668	-2,361
X3.10	1,000	5,000	-,608	-4,299	,427	1,509
X3.1	1,000	5,000	-,533	-3,770	,387	1,369
X3.2	1,000	5,000	-,484	-3,426	,220	,777
X3.3	2,000	5,000	-,160	-1,132	-,625	-2,208
X3.4	2,000	5,000	-,002	-,017	-,740	-2,615
X3.5	2,000	5,000	-,141	-,997	-,578	-2,043
X3.6	2,000	5,000	-,339	-2,396	-,320	-1,132
X3.7	1,000	5,000	-,874	-6,182	1,107	3,913
X3.8	1,000	5,000	-,741	-5,238	,292	1,033
X3.9	1,000	5,000	-,489	-3,458	,009	,032
X2.10	2,000	5,000	-,412	-2,915	,092	,326
X2.1	2,000	5,000	-,437	-3,088	-,039	-,138
X2.2	2,000	5,000	-,236	-1,670	-,371	-1,310
X2.3	3,000	5,000	-,167	-1,183	-,539	-1,907
X2.4	2,000	5,000	-,252	-1,782	-,060	-,214
X2.5	2,000	5,000	-,600	-4,246	,609	2,152
X2.6	2,000	5,000	-,255	-1,801	,090	,316
X2.7	3,000	5,000	-,111	-,786	-,444	-1,571
X2.8	3,000	5,000	,007	,053	,028	,099
X2.9	2,000	5,000	-,306	-2,165	,257	,910
Y2.10	2,000	5,000	,844	5,969	-,165	-,584
X1.10	1,000	5,000	-1,280	-9,052	2,491	8,806
Y2.9	2,000	4,000	1,158	8,191	,076	,268
Y2.8	2,000	5,000	,582	4,118	-,846	-2,992

Variable	min	max	skew	c.r.	kurtosis	c.r.
Y2.7	1,000	4,000	1,534	1,847	1,536	5,430
Y2.6	2,000	5,000	,348	2,464	-1,049	-3,709
Y2.5	2,000	5,000	,087	,616	-,711	-2,513
Y2.4	2,000	5,000	-,048	-,343	-,593	-2,097
Y2.3	2,000	5,000	,029	,207	-,540	-1,909
Y2.2	2,000	5,000	-,071	-,500	-,533	-1,884
Y2.1	2,000	5,000	-,201	-1,425	-,498	-1,761
X1.1	1,000	5,000	-1,335	-9,438	2,694	9,525
X1.2	2,000	5,000	-,526	-3,723	,052	,183
X1.3	2,000	5,000	-,988	-6,988	1,031	3,645
X1.4	2,000	5,000	-,547	-3,870	,478	1,690
X1.5	2,000	5,000	-,419	-2,961	,083	,294
X1.6	2,000	5,000	-,580	-4,104	-,059	-,208
X1.7	2,000	5,000	-,617	-4,366	,514	1,818
X1.8	2,000	5,000	-1,084	-7,662	1,185	4,188
X1.9	1,000	5,000	-1,092	-7,720	3,025	1,695
Multivariate					171,305	16,653

Observations farthest from the centroid (Mahalanobis distance) (Group number 1)

Observation number	Mahalanobis d-squared	p1	p2
282	109,847	,000	,051
110	106,613	,000	,006
228	102,646	,001	,003
286	100,686	,001	,001
82	100,136	,002	,000
178	99,299	,002	,000
182	99,158	,002	,000
28	98,376	,002	,000
269	97,174	,003	,000
278	96,338	,003	,000
167	93,280	,006	,000
57	92,978	,007	,000
161	92,381	,007	,000
128	92,169	,008	,000
10	91,089	,009	,000
237	90,693	,010	,000
157	90,102	,011	,000
238	89,697	,012	,000
78	89,438	,013	,000
90	88,685	,015	,000
169	88,556	,015	,000
38	88,245	,016	,000
134	87,455	,018	,000
283	87,253	,019	,000
210	87,247	,019	,000
69	87,226	,019	,000
83	86,724	,021	,000

Observation number	Mahalanobis d-squared	p1	p2
257	86,605	,021	,000
138	86,401	,022	,000
267	86,362	,022	,000
190	86,138	,023	,000
61	85,901	,024	,000
234	85,253	,027	,000
89	84,977	,028	,000
250	84,974	,028	,000
261	84,095	,032	,000
290	83,640	,035	,000
201	83,623	,035	,000
86	83,051	,038	,000
255	82,823	,040	,000
293	82,631	,041	,000
189	82,074	,045	,000
249	81,962	,046	,000
186	81,402	,050	,000
34	81,101	,052	,000
101	80,992	,053	,000
289	80,618	,056	,000
300	79,761	,064	,000
258	79,083	,071	,000
183	79,004	,071	,000
200	78,763	,074	,000
36	78,653	,075	,000
233	78,319	,079	,000
67	78,193	,080	,000
214	77,948	,083	,000
68	77,624	,087	,000
160	76,717	,099	,000
276	76,348	,104	,000
193	76,158	,107	,000
1	76,005	,109	,000
55	75,980	,109	,000
270	75,947	,110	,000
149	75,740	,113	,000
242	75,180	,121	,000
240	75,179	,121	,000
102	75,112	,123	,000
236	74,829	,127	,000
137	74,426	,134	,000
119	74,251	,137	,000
241	74,100	,140	,000
268	73,934	,143	,000
168	73,853	,144	,000
37	73,582	,149	,000
49	73,277	,155	,000
155	73,252	,155	,000

Observation number	Mahalanobis d-squared	p1	p2
133	73,086	,158	,000
11	72,449	,171	,000
284	72,386	,173	,000
156	71,778	,185	,001
260	71,510	,191	,001
271	70,707	,210	,008
191	70,282	,220	,017
202	70,093	,225	,020
177	70,059	,225	,016
175	69,791	,232	,023
299	69,780	,232	,017
60	69,421	,242	,031
130	68,557	,265	,146
184	68,481	,267	,136
81	68,347	,271	,140
151	68,325	,271	,118
100	68,307	,272	,098
91	68,229	,274	,092
142	67,826	,285	,156
76	67,783	,287	,138
166	67,477	,295	,192
247	67,469	,296	,162
33	67,450	,296	,138
77	67,378	,298	,129
181	67,371	,299	,106

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 1953
Number of distinct parameters to be estimated: 175
Degrees of freedom (1953 - 175): 1778

Result (Default model)

Minimum was achieved
Chi-square = 3222,851
Degrees of freedom = 1778
Probability level = ,000

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P
Motivasi_Kerja	<---	Karakteristik_Personal	,750	,189	3,966	***
Motivasi_Kerja	<---	Kompetensi_Dosen	,376	,140	2,693	,007
Motivasi_Kerja	<---	Budaya_Organisasi	,642	,072	8,891	***
Kinerja_Dosen	<---	Karakteristik_Personal	,906	,317	2,858	,004
Kinerja_Dosen	<---	Kompetensi_Dosen	,996	,255	3,906	***
Kinerja_Dosen	<---	Budaya_Organisasi	,076	,172	,438	,661
Kinerja_Dosen	<---	Motivasi_Kerja	,170	,074	2,297	,022
Pengembangan_Karir	<---	Karakteristik_Personal	,772	,370	2,088	,037
Pengembangan_Karir	<---	Kompetensi_Dosen	,212	,270	,787	,432
Pengembangan_Karir	<---	Budaya_Organisasi	,340	,148	2,292	,022
Pengembangan_Karir	<---	Kinerja_Dosen	,156	,073	2,140	,032
Pengembangan_Karir	<---	Motivasi_Kerja	,841	,212	3,964	***
X1.9	<---	Karakteristik_Personal	1,000			
X1.8	<---	Karakteristik_Personal	,753	,101	7,424	***
X1.7	<---	Karakteristik_Personal	,747	,103	7,232	***
X1.6	<---	Karakteristik_Personal	,977	,117	8,366	***
X1.5	<---	Karakteristik_Personal	,830	,106	7,850	***
X1.4	<---	Karakteristik_Personal	,812	,106	7,684	***
X1.3	<---	Karakteristik_Personal	,828	,105	7,865	***
X1.2	<---	Karakteristik_Personal	,846	,107	7,901	***
X1.1	<---	Karakteristik_Personal	,641	,106	6,067	***
Y2.1	<---	Kinerja_Dosen	,773	,079	9,740	***
Y2.2	<---	Kinerja_Dosen	,842	,079	1,712	***
Y2.3	<---	Kinerja_Dosen	,767	,077	9,921	***
Y2.4	<---	Kinerja_Dosen	,926	,079	11,721	***
Y2.5	<---	Kinerja_Dosen	1,000			
Y2.6	<---	Kinerja_Dosen	,698	,076	9,148	***
Y2.7	<---	Kinerja_Dosen	,396	,054	7,318	***
Y2.8	<---	Kinerja_Dosen	,861	,076	11,356	***
Y2.9	<---	Kinerja_Dosen	,504	,064	7,899	***
X1.10	<---	Karakteristik_Personal	,947	,098	9,639	***
Y2.10	<---	Kinerja_Dosen	,768	,075	1,217	***
X2.9	<---	Kompetensi_Dosen	1,000			
X2.8	<---	Kompetensi_Dosen	,533	,064	8,309	***
X2.7	<---	Kompetensi_Dosen	,755	,066	11,516	***
X2.6	<---	Kompetensi_Dosen	,751	,084	8,962	***
X2.5	<---	Kompetensi_Dosen	,795	,074	1,738	***
X2.4	<---	Kompetensi_Dosen	,773	,071	1,924	***
X2.3	<---	Kompetensi_Dosen	,534	,068	7,877	***
X2.2	<---	Kompetensi_Dosen	,701	,072	9,743	***
X2.1	<---	Kompetensi_Dosen	,517	,074	7,014	***
X2.10	<---	Kompetensi_Dosen	,784	,073	1,780	***
X3.9	<---	Budaya_Organisasi	1,000			
X3.8	<---	Budaya_Organisasi	,869	,087	9,979	***
X3.7	<---	Budaya_Organisasi	,739	,077	9,550	***
X3.6	<---	Budaya_Organisasi	,872	,078	11,117	***
X3.5	<---	Budaya_Organisasi	,865	,082	1,491	***
X3.4	<---	Budaya_Organisasi	,905	,087	1,380	***

			Estimate	S.E.	C.R.	P
X3.3	<---	Budaya_Organisasi	,758	,082	9,258	***
X3.2	<---	Budaya_Organisasi	,955	,082	11,661	***
X3.1	<---	Budaya_Organisasi	,781	,080	9,740	***
X3.10	<---	Budaya_Organisasi	,761	,079	9,587	***
Y3.1	<---	Pengembangan_Karir	,706	,074	9,586	***
Y3.2	<---	Pengembangan_Karir	,824	,070	11,770	***
Y3.3	<---	Pengembangan_Karir	,921	,075	12,270	***
Y3.4	<---	Pengembangan_Karir	,813	,067	12,075	***
Y3.5	<---	Pengembangan_Karir	,998	,075	13,266	***
Y3.6	<---	Pengembangan_Karir	,749	,067	11,105	***
Y3.7	<---	Pengembangan_Karir	,890	,072	12,344	***
Y3.8	<---	Pengembangan_Karir	,961	,079	12,124	***
Y3.9	<---	Pengembangan_Karir	,792	,067	11,763	***
Y3.10	<---	Pengembangan_Karir	1,000			
Y1.1	<---	Motivasi_Kerja	,654	,089	7,375	***
Y1.2	<---	Motivasi_Kerja	,861	,097	8,868	***
Y1.3	<---	Motivasi_Kerja	,887	,091	9,735	***
Y1.4	<---	Motivasi_Kerja	,765	,094	8,139	***
Y1.5	<---	Motivasi_Kerja	1,000			
Y1.6	<---	Motivasi_Kerja	,320	,085	3,758	***
Y1.7	<---	Motivasi_Kerja	,739	,089	8,335	***
Y1.8	<---	Motivasi_Kerja	,327	,087	3,760	***
Y1.9	<---	Motivasi_Kerja	,655	,093	7,059	***
Y1.10	<---	Motivasi_Kerja	,747	,103	7,269	***
Y2.11	<---	Kinerja_Dosen	,749	,084	8,881	***
Y2.12	<---	Kinerja_Dosen	,733	,086	8,559	***

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

			Estimate
Motivasi_Kerja	<---	Karakteristik_Personal	,566
Motivasi_Kerja	<---	Kompetensi_Dosen	,365
Motivasi_Kerja	<---	Budaya_Organisasi	,795
Kinerja_Dosen	<---	Karakteristik_Personal	,757
Kinerja_Dosen	<---	Kompetensi_Dosen	,967
Kinerja_Dosen	<---	Budaya_Organisasi	,078
Kinerja_Dosen	<---	Motivasi_Kerja	,142
Pengembangan_Karir	<---	Karakteristik_Personal	,432
Pengembangan_Karir	<---	Kompetensi_Dosen	,153
Pengembangan_Karir	<---	Budaya_Organisasi	,313
Pengembangan_Karir	<---	Kinerja_Dosen	,139
Pengembangan_Karir	<---	Motivasi_Kerja	,624
X1.9	<---	Karakteristik_Personal	,609
X1.8	<---	Karakteristik_Personal	,490
X1.7	<---	Karakteristik_Personal	,485
X1.6	<---	Karakteristik_Personal	,579
X1.5	<---	Karakteristik_Personal	,531
X1.4	<---	Karakteristik_Personal	,522

			Estimate
X1.3	<---	Karakteristik_Personal	,537
X1.2	<---	Karakteristik_Personal	,538
X1.1	<---	Karakteristik_Personal	,397
Y2.1	<---	Kinerja_Dosen	,599
Y2.2	<---	Kinerja_Dosen	,657
Y2.3	<---	Kinerja_Dosen	,607
Y2.4	<---	Kinerja_Dosen	,717
Y2.5	<---	Kinerja_Dosen	,734
Y2.6	<---	Kinerja_Dosen	,561
Y2.7	<---	Kinerja_Dosen	,450
Y2.8	<---	Kinerja_Dosen	,694
Y2.9	<---	Kinerja_Dosen	,485
X1.10	<---	Karakteristik_Personal	,585
Y2.10	<---	Kinerja_Dosen	,626
X2.9	<---	Kompetensi_Dosen	,785
X2.8	<---	Kompetensi_Dosen	,487
X2.7	<---	Kompetensi_Dosen	,657
X2.6	<---	Kompetensi_Dosen	,603
X2.5	<---	Kompetensi_Dosen	,609
X2.4	<---	Kompetensi_Dosen	,625
X2.3	<---	Kompetensi_Dosen	,464
X2.2	<---	Kompetensi_Dosen	,565
X2.1	<---	Kompetensi_Dosen	,416
X2.10	<---	Kompetensi_Dosen	,619
X3.9	<---	Budaya_Organisasi	,653
X3.8	<---	Budaya_Organisasi	,564
X3.7	<---	Budaya_Organisasi	,618
X3.6	<---	Budaya_Organisasi	,724
X3.5	<---	Budaya_Organisasi	,687
X3.4	<---	Budaya_Organisasi	,679
X3.3	<---	Budaya_Organisasi	,596
X3.2	<---	Budaya_Organisasi	,781
X3.1	<---	Budaya_Organisasi	,626
X3.10	<---	Budaya_Organisasi	,556
Y3.1	<---	Pengembangan_Karir	,560
Y3.2	<---	Pengembangan_Karir	,678
Y3.3	<---	Pengembangan_Karir	,703
Y3.4	<---	Pengembangan_Karir	,692
Y3.5	<---	Pengembangan_Karir	,752
Y3.6	<---	Pengembangan_Karir	,642
Y3.7	<---	Pengembangan_Karir	,707
Y3.8	<---	Pengembangan_Karir	,696
Y3.9	<---	Pengembangan_Karir	,676
Y3.10	<---	Pengembangan_Karir	,760
Y1.1	<---	Motivasi_Kerja	,449
Y1.2	<---	Motivasi_Kerja	,543
Y1.3	<---	Motivasi_Kerja	,604
Y1.4	<---	Motivasi_Kerja	,502

		Estimate
Y1.5	<--- Motivasi_Kerja	,677
Y1.6	<--- Motivasi_Kerja	,238
Y1.7	<--- Motivasi_Kerja	,517
Y1.8	<--- Motivasi_Kerja	,234
Y1.9	<--- Motivasi_Kerja	,438
Y1.10	<--- Motivasi_Kerja	,448
Y2.11	<--- Kinerja_Dosen	,547
Y2.12	<--- Kinerja_Dosen	,525

Covariances: (Group number 1 - Default model)

		Estimate	S.E.	C.R.	P
Karakteristik_Personal	<--> Kompetensi_Dosen	,185	,024	7,693	***
Kompetensi_Dosen	<--> Budaya_Organisasi	,184	,029	6,329	***
Karakteristik_Personal	<--> Budaya_Organisasi	,131	,024	5,385	***
e47	<--> e49	,124	,020	6,357	***
e4	<--> e3	,115	,019	6,016	***
e36	<--> e37	,114	,026	4,312	***
e51	<--> e52	,167	,035	4,829	***
e59	<--> e60	,141	,032	4,438	***
e29	<--> e30	,100	,033	2,988	,003
e30	<--> e39	,167	,033	5,105	***
e54	<--> e55	,135	,030	4,533	***
e21	<--> e31	,153	,028	5,518	***
e27	<--> e36	,131	,026	5,112	***
e6	<--> e5	,100	,019	5,157	***
e28	<--> e31	,165	,034	4,910	***
e12	<--> e11	,096	,020	4,844	***
e15	<--> e32	,101	,024	4,185	***
e19	<--> e16	-,084	,015	-5,673	***
e50	<--> e51	,129	,029	4,517	***
e41	<--> e42	,128	,029	4,475	***
e9	<--> e26	,073	,018	4,182	***
e5	<--> e35	,070	,018	3,798	***
e38	<--> e39	,070	,029	2,432	,015
e7	<--> e14	-,068	,016	-4,142	***
e23	<--> e37	-,100	,026	-3,827	***
e29	<--> e28	,138	,039	3,556	***
e27	<--> e23	-,068	,024	-2,803	,005
e8	<--> e7	,054	,018	3,082	,002
e8	<--> e26	-,059	,018	-3,294	***
e9	<--> e10	,061	,018	3,451	***
e9	<--> e33	,063	,020	3,221	,001
e7	<--> e35	-,068	,019	-3,652	***
e2	<--> e34	-,062	,023	-2,667	,008
e36	<--> e39	,058	,026	2,264	,024

Correlations: (Group number 1 - Default model)

		Estimate
Karakteristik_Personal	<--> Kompetensi_Dosen	,873
Kompetensi_Dosen	<--> Budaya_Organisasi	,530
Karakteristik_Personal	<--> Budaya_Organisasi	,485
e47	<--> e49	,419
e4	<--> e3	,406
e36	<--> e37	,255
e51	<--> e52	,296
e59	<--> e60	,306
e29	<--> e30	,170
e30	<--> e39	,304
e54	<--> e55	,310
e21	<--> e31	,337
e27	<--> e36	,309
e6	<--> e5	,334
e28	<--> e31	,279
e12	<--> e11	,306
e15	<--> e32	,263
e19	<--> e16	-,395
e50	<--> e51	,282
e41	<--> e42	,307
e9	<--> e26	,252
e5	<--> e35	,223
e38	<--> e39	,140
e7	<--> e14	-,249
e23	<--> e37	-,224
e29	<--> e28	,211
e27	<--> e23	-,160
e8	<--> e7	,183
e8	<--> e26	-,198
e9	<--> e10	,219
e9	<--> e33	,191
e7	<--> e35	-,213
e2	<--> e34	-,163
e36	<--> e39	,118

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Karakteristik_Personal	,164	,029	5,569	***	
Kompetensi_Dosen	,272	,035	7,754	***	
Budaya_Organisasi	,443	,072	6,146	***	
z1	,043	,013	3,185	,001	
z2	,286	,048	5,948	***	
z3	,160	,028	5,780	***	
e9	,278	,025	11,132	***	
e8	,295	,025	11,616	***	

	Estimate	S.E.	C.R.	P	Label
e7	,297	,026	11,651	***	
e6	,311	,028	11,239	***	
e5	,289	,025	11,535	***	
e4	,289	,025	11,487	***	
e3	,278	,024	11,430	***	
e2	,289	,025	11,435	***	
e1	,360	,030	11,872	***	
e41	,445	,040	11,182	***	
e42	,388	,036	1,849	***	
e43	,419	,037	11,206	***	
e44	,338	,033	1,375	***	
e45	,357	,035	1,179	***	
e46	,443	,039	11,427	***	
e47	,257	,022	11,775	***	
e48	,332	,031	1,596	***	
e49	,343	,029	11,684	***	
e10	,282	,025	11,158	***	
e50	,382	,034	11,091	***	
e19	,170	,018	9,625	***	
e18	,248	,021	11,827	***	
e17	,205	,018	11,225	***	
e16	,269	,024	11,170	***	
e15	,292	,025	11,468	***	
e14	,253	,022	11,375	***	
e13	,283	,024	11,876	***	
e12	,285	,025	11,620	***	
e11	,347	,029	11,949	***	
e20	,270	,024	11,427	***	
e29	,595	,052	11,425	***	
e28	,716	,061	11,764	***	
e27	,390	,034	11,427	***	
e26	,306	,028	11,039	***	
e25	,370	,033	11,259	***	
e24	,425	,038	11,304	***	
e23	,461	,040	11,552	***	
e22	,258	,025	1,519	***	
e21	,419	,036	11,531	***	
e30	,575	,049	11,784	***	
e53	,571	,049	11,671	***	
e54	,419	,038	11,132	***	
e55	,454	,041	1,982	***	
e56	,377	,034	11,107	***	
e57	,400	,038	1,632	***	
e58	,420	,037	11,376	***	
e59	,415	,038	1,945	***	
e60	,515	,047	11,015	***	
e61	,391	,035	11,203	***	
e62	,383	,036	1,555	***	

	Estimate	S.E.	C.R.	P	Label
e31	,489	,041	12,023	***	
e32	,510	,044	11,676	***	
e33	,395	,034	11,459	***	
e34	,502	,043	11,778	***	
e35	,341	,031	11,062	***	
e36	,460	,039	11,890	***	
e37	,432	,037	11,747	***	
e38	,481	,042	11,432	***	
e39	,523	,044	11,935	***	
e40	,640	,054	11,901	***	
e51	,547	,047	11,561	***	
e52	,587	,051	11,556	***	

Matrices (Group number 1 - Default model)

Total Effects (Group number 1 - Default model)

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
Motivasi Kerja	,642	,376	,750	,000	,000	,000
Kinerja Dosen	,185	1,060	1,034	,170	,000	,000
Pengembangan Karir	,909	,352	1,235	,868	,156	,000
Y2.12	,135	,830	,791	,125	,733	,000
Y2.11	,138	,848	,807	,127	,749	,000
Y1.10	,479	,281	,560	,747	,000	,000
Y1.9	,420	,247	,492	,655	,000	,000
Y1.8	,209	,123	,245	,327	,000	,000
Y1.7	,474	,278	,555	,739	,000	,000
Y1.6	,205	,121	,240	,320	,000	,000
Y1.5	,642	,376	,750	1,000	,000	,000
Y1.4	,491	,288	,574	,765	,000	,000
Y1.3	,569	,334	,665	,887	,000	,000
Y1.2	,552	,324	,646	,861	,000	,000
Y1.1	,420	,246	,490	,654	,000	,000
Y3.10	,909	,072	,310	,868	,156	1,000
Y3.9	,720	,057	,245	,687	,123	,792
Y3.8	,874	,069	,298	,834	,150	,961
Y3.7	,808	,064	,275	,772	,139	,890
Y3.6	,681	,054	,232	,650	,117	,749
Y3.5	,907	,072	,309	,866	,156	,998
Y3.4	,739	,058	,252	,706	,127	,813
Y3.3	,836	,066	,285	,799	,143	,921

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
Y3.2	,749	,059	,255	,715	,128	,824
Y3.1	,642	,051	,219	,613	,110	,706
X3.10	,761	,000	,000	,000	,000	,000
X3.1	,781	,000	,000	,000	,000	,000
X3.2	,955	,000	,000	,000	,000	,000
X3.3	,758	,000	,000	,000	,000	,000
X3.4	,905	,000	,000	,000	,000	,000
X3.5	,865	,000	,000	,000	,000	,000
X3.6	,872	,000	,000	,000	,000	,000
X3.7	,739	,000	,000	,000	,000	,000
X3.8	,869	,000	,000	,000	,000	,000
X3.9	1,000	,000	,000	,000	,000	,000
X2.10	,000	,784	,000	,000	,000	,000
X2.1	,000	,517	,000	,000	,000	,000
X2.2	,000	,701	,000	,000	,000	,000
X2.3	,000	,534	,000	,000	,000	,000
X2.4	,000	,773	,000	,000	,000	,000
X2.5	,000	,795	,000	,000	,000	,000
X2.6	,000	,751	,000	,000	,000	,000
X2.7	,000	,755	,000	,000	,000	,000
X2.8	,000	,533	,000	,000	,000	,000
X2.9	,000	1,000	,000	,000	,000	,000
Y2.10	,142	,870	,829	,131	,768	,000
X1.10	,000	,000	,947	,000	,000	,000
Y2.9	,093	,571	,544	,086	,504	,000
Y2.8	,159	,975	,929	,146	,861	,000
Y2.7	,073	,449	,427	,067	,396	,000
Y2.6	,129	,790	,753	,119	,698	,000
Y2.5	,185	1,132	1,079	,170	1,000	,000
Y2.4	,171	1,049	,999	,158	,926	,000
Y2.3	,142	,868	,827	,130	,767	,000
Y2.2	,155	,953	,908	,143	,842	,000
Y2.1	,143	,876	,834	,132	,773	,000
X1.1	,000	,000	,641	,000	,000	,000
X1.2	,000	,000	,846	,000	,000	,000
X1.3	,000	,000	,828	,000	,000	,000
X1.4	,000	,000	,812	,000	,000	,000
X1.5	,000	,000	,830	,000	,000	,000
X1.6	,000	,000	,977	,000	,000	,000
X1.7	,000	,000	,747	,000	,000	,000

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
X1.8	,000	,000	,753	,000	,000	,000
X1.9	,000	,000	1,000	,000	,000	,000

Standardized Total Effects (Group number 1 - Default model)

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
Motivasi Kerja	,795	,365	,566	,000	,000	,000
Kinerja Dosen	,191	1,019	,837	,142	,000	,000
Pengembangan Karir	,836	,254	,691	,644	,139	,000
Y2.12	,100	,481	,356	,074	,525	,000
Y2.11	,104	,501	,371	,077	,547	,000
Y1.10	,356	,164	,254	,448	,000	,000
Y1.9	,348	,160	,248	,438	,000	,000
Y1.8	,186	,085	,132	,234	,000	,000
Y1.7	,411	,189	,293	,517	,000	,000
Y1.6	,189	,087	,134	,238	,000	,000
Y1.5	,538	,248	,383	,677	,000	,000
Y1.4	,399	,183	,284	,502	,000	,000
Y1.3	,480	,221	,342	,604	,000	,000
Y1.2	,432	,199	,307	,543	,000	,000
Y1.1	,357	,164	,254	,449	,000	,000
Y3.10	,635	,039	,132	,489	,106	,760
Y3.9	,565	,035	,117	,435	,094	,676
Y3.8	,582	,036	,121	,448	,097	,696
Y3.7	,591	,037	,123	,455	,098	,707
Y3.6	,536	,033	,111	,413	,089	,642
Y3.5	,629	,039	,130	,485	,105	,752
Y3.4	,578	,036	,120	,446	,096	,692
Y3.3	,588	,036	,122	,453	,098	,703
Y3.2	,566	,035	,118	,437	,094	,678
Y3.1	,468	,029	,097	,361	,078	,560
X3.10	,556	,000	,000	,000	,000	,000
X3.1	,626	,000	,000	,000	,000	,000
X3.2	,781	,000	,000	,000	,000	,000
X3.3	,596	,000	,000	,000	,000	,000
X3.4	,679	,000	,000	,000	,000	,000
X3.5	,687	,000	,000	,000	,000	,000
X3.6	,724	,000	,000	,000	,000	,000

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
X3.7	,618	,000	,000	,000	,000	,000
X3.8	,564	,000	,000	,000	,000	,000
X3.9	,653	,000	,000	,000	,000	,000
X2.10	,000	,619	,000	,000	,000	,000
X2.1	,000	,416	,000	,000	,000	,000
X2.2	,000	,565	,000	,000	,000	,000
X2.3	,000	,464	,000	,000	,000	,000
X2.4	,000	,625	,000	,000	,000	,000
X2.5	,000	,609	,000	,000	,000	,000
X2.6	,000	,603	,000	,000	,000	,000
X2.7	,000	,657	,000	,000	,000	,000
X2.8	,000	,487	,000	,000	,000	,000
X2.9	,000	,785	,000	,000	,000	,000
Y2.10	,119	,573	,424	,089	,626	,000
X1.10	,000	,000	,585	,000	,000	,000
Y2.9	,092	,444	,329	,069	,485	,000
Y2.8	,132	,635	,470	,098	,694	,000
Y2.7	,086	,412	,305	,064	,450	,000
Y2.6	,107	,513	,380	,079	,561	,000
Y2.5	,140	,672	,497	,104	,734	,000
Y2.4	,136	,656	,485	,101	,717	,000
Y2.3	,116	,556	,411	,086	,607	,000
Y2.2	,125	,601	,445	,093	,657	,000
Y2.1	,114	,548	,406	,085	,599	,000
X1.1	,000	,000	,397	,000	,000	,000
X1.2	,000	,000	,538	,000	,000	,000
X1.3	,000	,000	,537	,000	,000	,000
X1.4	,000	,000	,522	,000	,000	,000
X1.5	,000	,000	,531	,000	,000	,000
X1.6	,000	,000	,579	,000	,000	,000
X1.7	,000	,000	,485	,000	,000	,000
X1.8	,000	,000	,490	,000	,000	,000
X1.9	,000	,000	,609	,000	,000	,000

Direct Effects (Group number 1 - Default model)

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
Motivasi Kerja	,642	,376	,750	,000	,000	,000
Kinerja Dosen	,076	,996	,906	,170	,000	,000
Pengembangan	,340	,212	,772	,841	,156	,000

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
Karir						
Y2.12	,000	,000	,000	,000	,733	,000
Y2.11	,000	,000	,000	,000	,749	,000
Y1.10	,000	,000	,000	,747	,000	,000
Y1.9	,000	,000	,000	,655	,000	,000
Y1.8	,000	,000	,000	,327	,000	,000
Y1.7	,000	,000	,000	,739	,000	,000
Y1.6	,000	,000	,000	,320	,000	,000
Y1.5	,000	,000	,000	1,000	,000	,000
Y1.4	,000	,000	,000	,765	,000	,000
Y1.3	,000	,000	,000	,887	,000	,000
Y1.2	,000	,000	,000	,861	,000	,000
Y1.1	,000	,000	,000	,654	,000	,000
Y3.10	,000	,000	,000	,000	,000	1,000
Y3.9	,000	,000	,000	,000	,000	,792
Y3.8	,000	,000	,000	,000	,000	,961
Y3.7	,000	,000	,000	,000	,000	,890
Y3.6	,000	,000	,000	,000	,000	,749
Y3.5	,000	,000	,000	,000	,000	,998
Y3.4	,000	,000	,000	,000	,000	,813
Y3.3	,000	,000	,000	,000	,000	,921
Y3.2	,000	,000	,000	,000	,000	,824
Y3.1	,000	,000	,000	,000	,000	,706
X3.10	,761	,000	,000	,000	,000	,000
X3.1	,781	,000	,000	,000	,000	,000
X3.2	,955	,000	,000	,000	,000	,000
X3.3	,758	,000	,000	,000	,000	,000
X3.4	,905	,000	,000	,000	,000	,000
X3.5	,865	,000	,000	,000	,000	,000
X3.6	,872	,000	,000	,000	,000	,000
X3.7	,739	,000	,000	,000	,000	,000
X3.8	,869	,000	,000	,000	,000	,000
X3.9	1,000	,000	,000	,000	,000	,000
X2.10	,000	,784	,000	,000	,000	,000
X2.1	,000	,517	,000	,000	,000	,000
X2.2	,000	,701	,000	,000	,000	,000
X2.3	,000	,534	,000	,000	,000	,000
X2.4	,000	,773	,000	,000	,000	,000
X2.5	,000	,795	,000	,000	,000	,000
X2.6	,000	,751	,000	,000	,000	,000
X2.7	,000	,755	,000	,000	,000	,000
X2.8	,000	,533	,000	,000	,000	,000
X2.9	,000	1,000	,000	,000	,000	,000
Y2.10	,000	,000	,000	,000	,768	,000
X1.10	,000	,000	,947	,000	,000	,000
Y2.9	,000	,000	,000	,000	,504	,000

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
Y2.8	,000	,000	,000	,000	,861	,000
Y2.7	,000	,000	,000	,000	,396	,000
Y2.6	,000	,000	,000	,000	,698	,000
Y2.5	,000	,000	,000	,000	1,000	,000
Y2.4	,000	,000	,000	,000	,926	,000
Y2.3	,000	,000	,000	,000	,767	,000
Y2.2	,000	,000	,000	,000	,842	,000
Y2.1	,000	,000	,000	,000	,773	,000
X1.1	,000	,000	,641	,000	,000	,000
X1.2	,000	,000	,846	,000	,000	,000
X1.3	,000	,000	,828	,000	,000	,000
X1.4	,000	,000	,812	,000	,000	,000
X1.5	,000	,000	,830	,000	,000	,000
X1.6	,000	,000	,977	,000	,000	,000
X1.7	,000	,000	,747	,000	,000	,000
X1.8	,000	,000	,753	,000	,000	,000
X1.9	,000	,000	1,000	,000	,000	,000

Standardized Direct Effects (Group number 1 - Default model)

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
Motivasi Kerja	,795	,365	,566	,000	,000	,000
Kinerja Dosen	,078	,967	,757	,142	,000	,000
Pengembangan Karir	,313	,153	,432	,624	,139	,000
Y2.12	,000	,000	,000	,000	,525	,000
Y2.11	,000	,000	,000	,000	,547	,000
Y1.10	,000	,000	,000	,448	,000	,000
Y1.9	,000	,000	,000	,438	,000	,000
Y1.8	,000	,000	,000	,234	,000	,000
Y1.7	,000	,000	,000	,517	,000	,000
Y1.6	,000	,000	,000	,238	,000	,000
Y1.5	,000	,000	,000	,677	,000	,000
Y1.4	,000	,000	,000	,502	,000	,000
Y1.3	,000	,000	,000	,604	,000	,000
Y1.2	,000	,000	,000	,543	,000	,000
Y1.1	,000	,000	,000	,449	,000	,000
Y3.10	,000	,000	,000	,000	,000	,760
Y3.9	,000	,000	,000	,000	,000	,676
Y3.8	,000	,000	,000	,000	,000	,696
Y3.7	,000	,000	,000	,000	,000	,707
Y3.6	,000	,000	,000	,000	,000	,642
Y3.5	,000	,000	,000	,000	,000	,752
Y3.4	,000	,000	,000	,000	,000	,692

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
Y3.3	,000	,000	,000	,000	,000	,703
Y3.2	,000	,000	,000	,000	,000	,678
Y3.1	,000	,000	,000	,000	,000	,560
X3.10	,556	,000	,000	,000	,000	,000
X3.1	,626	,000	,000	,000	,000	,000
X3.2	,781	,000	,000	,000	,000	,000
X3.3	,596	,000	,000	,000	,000	,000
X3.4	,679	,000	,000	,000	,000	,000
X3.5	,687	,000	,000	,000	,000	,000
X3.6	,724	,000	,000	,000	,000	,000
X3.7	,618	,000	,000	,000	,000	,000
X3.8	,564	,000	,000	,000	,000	,000
X3.9	,653	,000	,000	,000	,000	,000
X2.10	,000	,619	,000	,000	,000	,000
X2.1	,000	,416	,000	,000	,000	,000
X2.2	,000	,565	,000	,000	,000	,000
X2.3	,000	,464	,000	,000	,000	,000
X2.4	,000	,625	,000	,000	,000	,000
X2.5	,000	,609	,000	,000	,000	,000
X2.6	,000	,603	,000	,000	,000	,000
X2.7	,000	,657	,000	,000	,000	,000
X2.8	,000	,487	,000	,000	,000	,000
X2.9	,000	,785	,000	,000	,000	,000
Y2.10	,000	,000	,000	,000	,626	,000
X1.10	,000	,000	,585	,000	,000	,000
Y2.9	,000	,000	,000	,000	,485	,000
Y2.8	,000	,000	,000	,000	,694	,000
Y2.7	,000	,000	,000	,000	,450	,000
Y2.6	,000	,000	,000	,000	,561	,000
Y2.5	,000	,000	,000	,000	,734	,000
Y2.4	,000	,000	,000	,000	,717	,000
Y2.3	,000	,000	,000	,000	,607	,000
Y2.2	,000	,000	,000	,000	,657	,000
Y2.1	,000	,000	,000	,000	,599	,000
X1.1	,000	,000	,397	,000	,000	,000
X1.2	,000	,000	,538	,000	,000	,000
X1.3	,000	,000	,537	,000	,000	,000
X1.4	,000	,000	,522	,000	,000	,000
X1.5	,000	,000	,531	,000	,000	,000
X1.6	,000	,000	,579	,000	,000	,000
X1.7	,000	,000	,485	,000	,000	,000
X1.8	,000	,000	,490	,000	,000	,000
X1.9	,000	,000	,609	,000	,000	,000

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
X2.3	,000	,000	,000	,000	,000	,000
X2.4	,000	,000	,000	,000	,000	,000
X2.5	,000	,000	,000	,000	,000	,000
X2.6	,000	,000	,000	,000	,000	,000
X2.7	,000	,000	,000	,000	,000	,000
X2.8	,000	,000	,000	,000	,000	,000
X2.9	,000	,000	,000	,000	,000	,000
Y2.10	,142	,870	,829	,131	,000	,000
X1.10	,000	,000	,000	,000	,000	,000
Y2.9	,093	,571	,544	,086	,000	,000
Y2.8	,159	,975	,929	,146	,000	,000
Y2.7	,073	,449	,427	,067	,000	,000
Y2.6	,129	,790	,753	,119	,000	,000
Y2.5	,185	1,132	1,079	,170	,000	,000
Y2.4	,171	1,049	,999	,158	,000	,000
Y2.3	,142	,868	,827	,130	,000	,000
Y2.2	,155	,953	,908	,143	,000	,000
Y2.1	,143	,876	,834	,132	,000	,000
X1.1	,000	,000	,000	,000	,000	,000
X1.2	,000	,000	,000	,000	,000	,000
X1.3	,000	,000	,000	,000	,000	,000
X1.4	,000	,000	,000	,000	,000	,000
X1.5	,000	,000	,000	,000	,000	,000
X1.6	,000	,000	,000	,000	,000	,000
X1.7	,000	,000	,000	,000	,000	,000
X1.8	,000	,000	,000	,000	,000	,000
X1.9	,000	,000	,000	,000	,000	,000

Standardized Indirect Effects (Group number 1 - Default model)

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
Motivasi Kerja	,000	,000	,000	,000	,000	,000
Kinerja Dosen	,113	,052	,080	,000	,000	,000
Pengembangan Karir	,523	,101	,259	,020	,000	,000
Y2.12	,100	,481	,356	,074	,000	,000
Y2.11	,104	,501	,371	,077	,000	,000
Y1.10	,356	,164	,254	,000	,000	,000
Y1.9	,348	,160	,248	,000	,000	,000
Y1.8	,186	,085	,132	,000	,000	,000

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
Y1.7	,411	,189	,293	,000	,000	,000
Y1.6	,189	,087	,134	,000	,000	,000
Y1.5	,538	,248	,383	,000	,000	,000
Y1.4	,399	,183	,284	,000	,000	,000
Y1.3	,480	,221	,342	,000	,000	,000
Y1.2	,432	,199	,307	,000	,000	,000
Y1.1	,357	,164	,254	,000	,000	,000
Y3.10	,635	,039	,132	,489	,106	,000
Y3.9	,565	,035	,117	,435	,094	,000
Y3.8	,582	,036	,121	,448	,097	,000
Y3.7	,591	,037	,123	,455	,098	,000
Y3.6	,536	,033	,111	,413	,089	,000
Y3.5	,629	,039	,130	,485	,105	,000
Y3.4	,578	,036	,120	,446	,096	,000
Y3.3	,588	,036	,122	,453	,098	,000
Y3.2	,566	,035	,118	,437	,094	,000
Y3.1	,468	,029	,097	,361	,078	,000
X3.10	,000	,000	,000	,000	,000	,000
X3.1	,000	,000	,000	,000	,000	,000
X3.2	,000	,000	,000	,000	,000	,000
X3.3	,000	,000	,000	,000	,000	,000
X3.4	,000	,000	,000	,000	,000	,000
X3.5	,000	,000	,000	,000	,000	,000
X3.6	,000	,000	,000	,000	,000	,000
X3.7	,000	,000	,000	,000	,000	,000
X3.8	,000	,000	,000	,000	,000	,000
X3.9	,000	,000	,000	,000	,000	,000
X2.10	,000	,000	,000	,000	,000	,000
X2.1	,000	,000	,000	,000	,000	,000
X2.2	,000	,000	,000	,000	,000	,000
X2.3	,000	,000	,000	,000	,000	,000
X2.4	,000	,000	,000	,000	,000	,000
X2.5	,000	,000	,000	,000	,000	,000
X2.6	,000	,000	,000	,000	,000	,000
X2.7	,000	,000	,000	,000	,000	,000
X2.8	,000	,000	,000	,000	,000	,000
X2.9	,000	,000	,000	,000	,000	,000
Y2.10	,119	,573	,424	,089	,000	,000
X1.10	,000	,000	,000	,000	,000	,000
Y2.9	,092	,444	,329	,069	,000	,000
Y2.8	,132	,635	,470	,098	,000	,000

	Budaya Organisasi	Kompetensi Dosen	Karakteristik Personal	Motivasi Kerja	Kinerja Dosen	Pengembangan Karir
Y2.7	,086	,412	,305	,064	,000	,000
Y2.6	,107	,513	,380	,079	,000	,000
Y2.5	,140	,672	,497	,104	,000	,000
Y2.4	,136	,656	,485	,101	,000	,000
Y2.3	,116	,556	,411	,086	,000	,000
Y2.2	,125	,601	,445	,093	,000	,000
Y2.1	,114	,548	,406	,085	,000	,000
X1.1	,000	,000	,000	,000	,000	,000
X1.2	,000	,000	,000	,000	,000	,000
X1.3	,000	,000	,000	,000	,000	,000
X1.4	,000	,000	,000	,000	,000	,000
X1.5	,000	,000	,000	,000	,000	,000
X1.6	,000	,000	,000	,000	,000	,000
X1.7	,000	,000	,000	,000	,000	,000
X1.8	,000	,000	,000	,000	,000	,000
X1.9	,000	,000	,000	,000	,000	,000

Modification Indices (Group number 1 - Default model)

Covariances: (Group number 1 - Default model)

	M.I.	Par Change
e35 <--> z3	6,158	,042
e35 <--> e36	7,331	-,055
e33 <--> e34	9,300	,079
e32 <--> e36	6,467	,063
e31 <--> z3	4,409	-,039
e31 <--> e39	5,445	-,057
e31 <--> e38	5,659	,058
e31 <--> e37	4,961	-,051
e31 <--> e35	7,308	,057
e62 <--> e32	7,385	,073
e61 <--> e40	6,700	,079
e61 <--> e38	11,314	,084
e60 <--> e40	5,662	-,078
e60 <--> e39	7,055	,072
e60 <--> e38	4,237	-,055
e60 <--> e61	4,666	-,057
e59 <--> e31	4,522	-,049
e58 <--> e40	9,421	,096
e58 <--> e34	4,131	,056
e58 <--> e33	7,138	-,065
e58 <--> e31	8,495	,072
e58 <--> e60	7,942	-,076

	M.I.	Par Change
e58 <--> e59	4,826	,053
e57 <--> e52	4,908	,064
e57 <--> e61	9,634	-,078
e57 <--> e60	9,229	,082
e56 <--> e52	4,825	-,060
e56 <--> e39	7,477	,068
e56 <--> e59	4,091	,047
e55 <--> z2	4,913	-,053
e55 <--> e39	7,148	-,068
e55 <--> e35	11,435	,074
e55 <--> e32	4,786	-,059
e55 <--> e62	8,113	,071
e55 <--> e60	5,218	-,061
e54 <--> e38	8,922	,072
e54 <--> e62	5,959	-,058
e54 <--> e61	1,723	,077
e53 <--> e39	4,529	,063
e53 <--> e38	5,435	-,069
e53 <--> e32	6,490	,080
e53 <--> e31	8,438	-,082
e53 <--> e61	9,061	-,087
e53 <--> e58	7,516	-,082
e30 <--> e61	7,523	-,074
e30 <--> e53	4,094	,064
e21 <--> e37	5,817	,054
e21 <--> e35	5,382	-,048
e21 <--> e56	6,979	-,061
e21 <--> e30	8,595	-,075
e22 <--> e39	5,004	,047
e22 <--> e32	5,734	,053
e22 <--> e61	8,986	-,061
e22 <--> e57	5,384	,049
e23 <--> e36	7,078	-,063
e23 <--> e35	5,840	,055
e23 <--> e34	7,311	-,076
e23 <--> e31	4,794	,055
e25 <--> e37	4,323	-,047
e26 <--> e40	5,319	-,060
e27 <--> e37	4,523	,046
e27 <--> e35	4,473	-,042
e27 <--> e33	4,029	,044
e27 <--> e32	4,756	-,053
e27 <--> e59	4,108	,044
e27 <--> e58	7,206	-,062
e27 <--> e53	4,826	-,059
e28 <--> z1	4,105	,031
e28 <--> e40	12,708	,133
e28 <--> e36	8,674	-,083

	M.I.	Par Change
e28 <--> e35	8,057	,076
e28 <--> e33	9,626	-,091
e28 <--> e61	7,137	,080
e28 <--> e23	7,348	,085
e28 <--> e27	5,479	-,065
e29 <--> z3	4,472	-,047
e29 <--> e59	4,174	-,056
e29 <--> e21	4,129	,055
e20 <--> e31	4,923	-,044
e20 <--> e56	7,167	,053
e20 <--> e55	5,426	-,047
e20 <--> e30	6,042	,054
e11 <--> e40	6,798	,069
e11 <--> e61	9,835	,066
e11 <--> e59	5,097	-,046
e12 <--> e29	5,083	,051
e13 <--> Karakteristik_Personal	4,455	,018
e13 <--> e38	1,696	,068
e13 <--> e32	5,457	-,051
e13 <--> e26	8,025	-,049
e14 <--> Budaya_Organisasi	5,396	-,041
e14 <--> e37	8,125	-,052
e14 <--> e53	8,566	,066
e14 <--> e13	6,463	-,040
e15 <--> e59	7,440	-,053
e15 <--> e27	4,095	,038
e15 <--> e14	1,246	,050
e16 <--> Karakteristik_Personal	4,016	,017
e16 <--> z3	14,789	-,060
e16 <--> e37	4,809	,041
e16 <--> e60	4,889	-,047
e16 <--> e55	7,004	-,053
e16 <--> e22	6,599	-,042
e17 <--> Budaya_Organisasi	5,714	,038
e17 <--> Kompetensi_Dosen	4,687	-,019
e17 <--> e60	4,670	,040
e17 <--> e26	4,078	,029
e17 <--> e13	6,037	-,035
e17 <--> e14	6,636	,034
e17 <--> e15	6,810	-,037
e17 <--> e16	6,983	-,036
e18 <--> Karakteristik_Personal	4,509	,017
e18 <--> z2	15,122	-,071
e18 <--> e52	4,244	,045
e18 <--> e36	6,958	,047
e18 <--> e59	7,148	-,049
e18 <--> e55	4,129	,039
e18 <--> e54	6,387	-,046

	M.I.	Par Change
e18 <--> e14	7,877	-,041
e19 <--> Budaya_Organisasi	14,176	,058
e19 <--> e59	8,395	,047
e50 <--> e52	12,369	,092
e50 <--> e24	9,833	,075
e10 <--> Budaya_Organisasi	7,068	-,049
e10 <--> e21	4,488	-,040
e10 <--> e25	5,675	-,046
e10 <--> e13	5,260	,038
e10 <--> e14	4,197	-,032
e49 <--> z1	6,547	,027
e49 <--> z3	6,970	,042
e49 <--> e52	4,223	,047
e49 <--> e38	4,686	-,045
e49 <--> e37	4,319	-,040
e49 <--> e34	12,156	,077
e49 <--> e60	4,057	-,044
e49 <--> e58	12,701	,074
e49 <--> e53	7,611	,066
e49 <--> e27	4,946	-,041
e49 <--> e13	6,648	-,043
e49 <--> e14	1,446	,051
e49 <--> e17	5,170	-,032
e49 <--> e50	12,154	,066
e48 <--> Budaya_Organisasi	8,477	,063
e48 <--> e38	7,735	-,065
e48 <--> e24	6,337	,060
e48 <--> e25	4,492	,047
e48 <--> e49	4,445	,040
e47 <--> Kompetensi_Dosen	5,923	,022
e47 <--> Karakteristik_Personal	4,276	-,015
e47 <--> e29	6,629	-,052
e47 <--> e18	6,329	,034
e46 <--> z1	6,091	-,033
e46 <--> z3	11,987	-,070
e46 <--> e24	4,037	,054
e46 <--> e28	4,139	,064
e46 <--> e29	4,328	,062
e46 <--> e49	7,400	-,058
e45 <--> e61	4,577	,052
e45 <--> e57	4,198	-,052
e45 <--> e24	1,527	-,082
e45 <--> e25	5,135	-,053
e45 <--> e26	4,931	,046
e45 <--> e12	5,116	-,044
e45 <--> e50	13,163	-,082
e44 <--> e52	4,439	-,056
e44 <--> e57	9,000	-,073

	M.I.	Par Change
e44 <--> e54	4,685	,049
e44 <--> e25	5,665	-,054
e44 <--> e26	6,038	,049
e44 <--> e12	5,805	-,045
e44 <--> e50	5,441	-,051
e44 <--> e48	7,521	-,060
e44 <--> e45	17,034	,095
e43 <--> e38	5,547	,061
e43 <--> e36	4,020	-,047
e43 <--> e61	4,593	,054
e43 <--> e28	6,123	,077
e43 <--> e13	7,718	,058
e43 <--> e15	4,584	-,045
e43 <--> e17	4,391	,037
e43 <--> e44	1,497	,078
e42 <--> e58	5,418	-,055
e42 <--> e56	6,292	,057
e41 <--> e47	5,355	-,040
e1 <--> Kompetensi_Dosen	6,379	-,029
e1 <--> Karakteristik_Personal	5,368	,022
e1 <--> e18	5,598	-,042
e1 <--> e19	8,001	-,044
e2 <--> Budaya_Organisasi	9,678	,060
e2 <--> e35	4,278	,038
e2 <--> e62	5,930	,051
e2 <--> e61	5,993	-,050
e2 <--> e24	4,203	-,044
e2 <--> e26	4,930	,039
e2 <--> e28	4,375	,053
e2 <--> e17	5,225	,033
e2 <--> e47	7,002	-,039
e3 <--> z1	6,936	,025
e3 <--> e23	5,819	-,046
e3 <--> e26	5,144	-,035
e3 <--> e19	4,096	-,025
e3 <--> e10	5,731	,036
e4 <--> e38	4,139	,039
e4 <--> e23	9,013	,058
e4 <--> e19	4,847	,028
e4 <--> e41	6,918	-,049
e5 <--> e30	4,191	,042
e5 <--> e26	4,322	,033
e7 <--> e37	6,834	-,049
e7 <--> e19	5,477	,031
e7 <--> e47	5,750	,033
e7 <--> e44	4,477	,040
e7 <--> e2	7,072	-,044
e8 <--> e18	4,369	,032

	M.I.	Par Change
e8 <--> e10	7,498	,044
e9 <--> e57	6,478	,050
e9 <--> e29	6,440	,055
e9 <--> e47	6,258	-,034
e9 <--> e4	4,722	-,031

Variances: (Group number 1 - Default model)

	M.I.	Par Change
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Regression Weights: (Group number 1 - Default model)

	M.I.	Par Change
Y2.12 <--- Y3.8	5,360	,099
Y2.12 <--- Y3.5	7,761	,124
Y2.12 <--- X3.1	5,484	,121
Y2.12 <--- X2.8	4,864	,166
Y2.12 <--- Y2.10	7,780	,151
Y2.12 <--- Y2.9	6,033	,157
Y2.12 <--- Y2.7	4,181	,154
Y2.11 <--- Budaya_Organisasi	4,083	,124
Y2.11 <--- Motivasi_Kerja	4,502	,163
Y2.11 <--- Y1.2	5,817	,111
Y2.11 <--- Y3.4	4,252	,095
Y2.11 <--- X3.10	4,525	,091
Y2.11 <--- X3.1	4,156	,096
Y2.11 <--- X3.2	5,195	,110
Y2.11 <--- X3.3	7,195	,124
Y1.10 <--- Y3.9	5,752	,132
Y1.10 <--- Y3.6	7,923	,156
Y1.10 <--- X3.8	9,108	,138
Y1.10 <--- X2.1	5,827	,175
Y1.9 <--- Y1.1	6,106	-,122
Y1.9 <--- Y3.3	6,671	-,105
Y1.9 <--- X3.1	4,781	-,102
Y1.8 <--- Karakteristik_Personal	4,936	,226
Y1.8 <--- Y1.1	6,010	,120
Y1.8 <--- Y3.8	4,033	-,077
Y1.8 <--- Y3.1	5,614	-,100
Y1.8 <--- X2.3	13,700	,236
Y1.8 <--- X1.10	4,586	,125
Y1.8 <--- Y2.3	5,581	,111
Y1.8 <--- X1.4	6,554	,156
Y1.8 <--- X1.5	6,335	,152
Y1.8 <--- X1.7	5,646	,146
Y1.7 <--- X2.4	5,761	-,134
Y1.7 <--- Y2.9	4,617	-,116
Y1.6 <--- Y1.5	4,368	-,093

	M.I.	Par Change
Y1.6 <--- Y1.2	4,752	,090
Y1.6 <--- X3.3	6,509	-,106
Y1.6 <--- X3.8	8,185	-,098
Y1.6 <--- X2.10	4,075	,107
Y1.6 <--- X2.6	4,567	,116
Y1.6 <--- X2.8	9,003	,185
Y1.6 <--- X1.7	9,446	,173
Y1.5 <--- Y1.7	7,444	-,119
Y1.5 <--- Y1.6	13,987	-,173
Y1.5 <--- Y1.1	7,216	,115
Y1.5 <--- Y3.3	12,514	,125
Y1.5 <--- X3.3	7,441	,108
Y1.5 <--- X3.7	6,576	-,108
Y1.5 <--- X3.8	9,710	,102
Y1.5 <--- X1.8	5,712	-,128
Y1.4 <--- Y1.7	6,190	,134
Y1.4 <--- Y1.3	4,775	,114
Y1.4 <--- X3.3	7,595	-,134
Y1.3 <--- Y1.8	5,175	-,111
Y1.3 <--- Y1.4	7,211	,120
Y1.3 <--- Y3.6	4,086	-,087
Y1.3 <--- X3.7	5,109	,104
Y1.3 <--- X3.8	5,550	-,084
Y1.2 <--- Y2.11	4,071	,093
Y1.2 <--- Y3.10	5,932	,104
Y1.2 <--- Y3.1	6,982	,118
Y1.1 <--- Y1.9	5,259	-,105
Y1.1 <--- Y1.7	5,294	-,110
Y1.1 <--- Y3.10	5,291	-,089
Y1.1 <--- Y3.8	9,333	-,112
Y1.1 <--- Y3.7	9,872	-,127
Y1.1 <--- Y3.5	4,284	-,079
Y1.1 <--- Y3.4	5,121	-,098
Y1.1 <--- Y3.1	1,803	-,132
Y1.1 <--- X3.10	5,739	-,096
Y3.10 <--- Y1.9	5,539	-,112
Y3.10 <--- Y1.8	5,313	-,118
Y3.10 <--- Y1.6	4,781	-,115
Y3.10 <--- X1.7	7,849	-,172
Y3.9 <--- Y1.10	5,815	,101
Y3.9 <--- Y1.8	11,157	,168
Y3.9 <--- Y1.1	9,330	,147
Y3.9 <--- Y3.2	8,151	,122
Y3.9 <--- Y3.1	5,981	-,101
Y3.9 <--- X3.10	1,365	-,133
Y3.9 <--- X3.2	5,316	-,107
Y3.9 <--- X3.8	5,985	,090
Y3.9 <--- X2.1	7,987	,164

	M.I.	Par Change
Y3.9 <--- Y2.5	5,629	,101
Y3.9 <--- Y2.3	6,205	,115
Y3.9 <--- X1.2	4,153	-,120
Y3.8 <--- Y1.9	5,638	,119
Y3.8 <--- Y3.6	4,392	-,100
Y3.8 <--- X2.10	4,462	,129
Y3.8 <--- X2.7	5,705	,161
Y3.7 <--- Y1.1	7,123	-,124
Y3.7 <--- X3.8	5,878	-,086
Y3.7 <--- X2.1	4,580	-,120
Y3.7 <--- X2.5	5,979	-,130
Y3.7 <--- X2.8	5,326	-,147
Y3.6 <--- Y1.10	7,176	,116
Y3.6 <--- Y1.9	4,802	-,106
Y3.6 <--- Y1.3	4,168	-,100
Y3.6 <--- Y1.1	11,935	,171
Y3.6 <--- Y3.1	4,958	-,095
Y3.6 <--- X3.10	6,859	-,111
Y3.6 <--- X3.7	5,824	-,118
Y3.6 <--- Y2.9	8,829	,172
Y3.6 <--- Y2.2	6,048	-,115
Y3.5 <--- Y3.9	4,890	-,101
Y3.5 <--- Y2.5	4,455	-,093
Y3.5 <--- Y2.4	7,588	-,129
Y3.4 <--- Y1.9	12,484	,163
Y3.4 <--- Y1.7	7,242	,130
Y3.4 <--- Y1.6	11,147	,171
Y3.4 <--- Y1.1	4,841	-,104
Y3.4 <--- X3.10	4,924	,090
Y3.4 <--- X3.1	8,177	-,128
Y3.4 <--- X3.3	4,084	-,089
Y3.4 <--- X2.10	6,267	,141
Y3.3 <--- Y1.9	8,650	-,139
Y3.3 <--- Y1.5	6,492	,122
Y3.3 <--- Y1.1	5,490	,114
Y3.3 <--- X2.8	4,019	,134
Y3.2 <--- Y1.8	7,628	,134
Y3.2 <--- Y1.1	4,191	,095
Y3.2 <--- Y3.9	5,401	,099
Y3.2 <--- X2.8	4,318	-,132
Y3.2 <--- Y2.4	5,617	,103
Y3.1 <--- Y1.9	5,082	,125
Y3.1 <--- Y1.1	12,193	-,199
Y3.1 <--- Y3.9	4,565	-,112
Y3.1 <--- Y3.6	4,156	-,108
Y3.1 <--- X3.10	5,820	,118
Y3.1 <--- X2.4	4,442	,146
Y3.1 <--- Y2.9	8,813	,198

	M.I.	Par Change
X3.10 <--- Y1.1	5,013	-,118
X3.10 <--- X3.1	7,688	-,138
X3.10 <--- X2.10	5,164	,142
X3.10 <--- X1.5	4,034	,131
X3.1 <--- Y1.9	7,714	-,124
X3.1 <--- Y1.7	5,930	,114
X3.1 <--- X3.10	7,914	-,111
X3.2 <--- Y1.9	5,204	,089
X3.2 <--- Y3.9	5,011	-,083
X3.2 <--- X3.10	5,799	,083
X3.2 <--- X2.4	6,773	-,127
X3.2 <--- X2.6	9,389	-,148
X3.2 <--- X1.10	5,394	-,111
X3.3 <--- Y1.6	6,388	-,137
X3.3 <--- Y1.5	5,230	,113
X3.3 <--- Y1.4	4,310	-,099
X3.3 <--- Y1.1	8,436	,146
X3.3 <--- X3.8	6,790	,100
X3.3 <--- X2.9	4,383	,124
X3.3 <--- X1.10	5,301	,138
X3.3 <--- X1.4	7,582	,171
X3.4 <--- Y2.10	9,828	,155
X3.4 <--- Y2.8	6,416	,124
X3.4 <--- Y2.6	5,224	,111
X3.4 <--- X1.9	4,187	,120
X3.5 <--- Y1.7	4,267	-,098
X3.5 <--- X1.10	5,396	-,129
X3.5 <--- Y2.8	4,635	,098
X3.6 <--- Y1.10	5,005	-,080
X3.6 <--- X2.3	1,257	-,170
X3.6 <--- X2.5	5,069	-,105
X3.6 <--- X1.3	6,215	-,127
X3.7 <--- Y3.6	5,003	-,092
X3.7 <--- X2.5	4,565	,109
X3.7 <--- X1.1	4,392	,111
X3.7 <--- X1.9	4,810	,114
X3.8 <--- Y1.10	11,841	,177
X3.8 <--- Y1.8	8,275	,177
X3.8 <--- Y1.6	7,963	-,180
X3.8 <--- Y1.5	6,655	,150
X3.8 <--- Y1.3	5,296	-,135
X3.8 <--- Y3.9	5,248	,125
X3.8 <--- X3.3	5,543	,128
X3.8 <--- X3.7	8,162	-,166
X3.8 <--- X2.5	4,081	,137
X3.8 <--- Y2.3	4,353	,118
X3.8 <--- X1.2	4,299	,150
X3.8 <--- X1.3	4,184	,151

	M.I.	Par Change
X3.9 <--- Y3.7	6,147	-,118
X3.9 <--- X2.5	4,672	-,138
X3.9 <--- X2.9	4,730	-,142
X3.9 <--- Y2.7	8,689	-,226
X3.9 <--- Y2.5	5,058	-,111
X3.9 <--- X1.3	4,651	-,150
X3.9 <--- X1.4	6,468	-,175
X2.10 <--- Y1.1	5,769	-,095
X2.1 <--- Y1.10	6,092	,090
X2.1 <--- Y3.9	4,470	,081
X2.1 <--- Y3.7	4,401	-,075
X2.2 <--- Y1.3	4,753	-,083
X2.2 <--- Y2.5	4,423	-,071
X2.2 <--- Y2.4	4,985	-,080
X2.3 <--- Y1.8	9,304	,127
X2.3 <--- X3.6	7,744	-,108
X2.3 <--- X1.10	4,995	,106
X2.3 <--- Y2.9	5,837	-,112
X2.3 <--- Y2.3	4,704	,083
X2.3 <--- X1.1	4,464	,101
X2.3 <--- X1.8	4,068	,101
X2.4 <--- Motivasi_Kerja	7,454	-,156
X2.4 <--- Pengembangan_Karir	4,243	-,087
X2.4 <--- Y2.12	4,583	-,070
X2.4 <--- Y2.11	7,184	-,089
X2.4 <--- Y1.10	4,098	-,066
X2.4 <--- Y1.9	7,281	-,098
X2.4 <--- Y1.8	5,822	-,094
X2.4 <--- Y1.7	15,123	-,148
X2.4 <--- Y3.9	4,620	-,074
X2.4 <--- Y3.5	6,812	-,080
X2.4 <--- X3.10	5,015	-,072
X2.4 <--- X3.2	6,932	-,095
X2.4 <--- X3.8	4,213	-,059
X2.4 <--- X2.3	4,953	-,109
X2.4 <--- X2.5	7,373	,117
X2.4 <--- X2.7	4,193	,100
X2.4 <--- X2.8	5,843	-,124
X2.4 <--- Y2.9	6,026	,107
X2.4 <--- X1.4	4,084	-,094
X2.5 <--- Y3.7	9,431	-,105
X2.5 <--- X2.4	6,027	,118
X2.5 <--- Y2.3	5,360	-,088
X2.6 <--- Pengembangan_Karir	6,243	-,110
X2.6 <--- Y1.7	4,913	,088
X2.6 <--- Y1.6	6,810	,109
X2.6 <--- Y3.10	7,405	-,087
X2.6 <--- Y3.9	4,167	-,073

	M.I.	Par Change
X2.6 <--- Y3.8	8,492	-,088
X2.6 <--- Y3.4	4,855	-,079
X2.6 <--- Y3.3	12,208	-,112
X2.6 <--- X3.2	5,774	-,090
X2.6 <--- X2.7	4,146	-,103
X2.7 <--- Budaya_Organisasi	4,064	,083
X2.7 <--- Pengembangan_Karir	5,158	,086
X2.7 <--- Y3.10	6,768	,072
X2.7 <--- Y3.8	7,771	,073
X2.7 <--- Y3.3	6,008	,068
X2.7 <--- X3.6	1,790	,108
X2.7 <--- X2.3	4,627	-,094
X2.7 <--- X1.2	5,454	,096
X2.7 <--- X1.9	6,154	,098
X2.8 <--- Kinerja_Dosen	11,577	-,165
X2.8 <--- Y1.6	7,186	,108
X2.8 <--- Y2.8	6,715	-,095
X2.8 <--- Y2.5	1,653	-,108
X2.8 <--- Y2.4	11,723	-,120
X2.8 <--- Y2.3	9,639	-,111
X2.8 <--- Y2.2	1,156	-,113
X2.8 <--- Y2.1	12,108	-,122
X2.8 <--- X1.8	4,273	,097
X2.9 <--- Budaya_Organisasi	9,261	,122
X2.9 <--- Motivasi_Kerja	4,472	,106
X2.9 <--- Kinerja_Dosen	4,083	,086
X2.9 <--- Pengembangan_Karir	12,237	,130
X2.9 <--- Y2.12	4,417	,060
X2.9 <--- Y2.11	5,845	,070
X2.9 <--- Y1.7	6,102	,083
X2.9 <--- Y3.9	6,375	,076
X2.9 <--- Y3.8	9,392	,079
X2.9 <--- Y3.7	2,115	,127
X2.9 <--- Y3.4	11,388	,102
X2.9 <--- Y3.3	1,221	,087
X2.9 <--- Y3.2	11,867	,101
X2.9 <--- X3.10	6,245	,070
X2.9 <--- X3.1	8,094	,088
X2.9 <--- X3.2	4,583	,068
X2.9 <--- X3.3	6,264	,076
X2.9 <--- X3.4	4,781	,063
X2.9 <--- X3.5	7,324	,083
X2.9 <--- Y2.5	5,676	,070
X2.9 <--- Y2.2	5,461	,073
X2.9 <--- X1.1	7,986	-,111
Y2.10 <--- Y2.12	9,605	,121
Y2.10 <--- Y1.3	4,872	-,099
Y2.10 <--- Y2.9	14,787	,202

	M.I.	Par Change
Y2.10 <--- Y2.7	7,202	,166
Y2.10 <--- Y2.5	5,246	-,092
X1.10 <--- Budaya_Organisasi	6,009	-,117
X1.10 <--- Pengembangan_Karir	6,013	-,109
X1.10 <--- Y1.7	6,941	-,105
X1.10 <--- Y1.2	4,875	-,079
X1.10 <--- Y3.10	4,649	-,069
X1.10 <--- Y3.7	5,779	-,081
X1.10 <--- Y3.4	5,789	-,086
X1.10 <--- X3.10	5,686	-,080
X1.10 <--- X3.1	7,533	-,101
X1.10 <--- X3.2	7,798	-,105
X1.10 <--- X3.5	1,774	-,120
X1.10 <--- X3.9	7,647	-,083
X1.10 <--- X1.3	6,630	,126
X1.10 <--- X1.8	4,536	,104
Y2.9 <--- Budaya_Organisasi	4,267	-,100
Y2.9 <--- Kompetensi_Dosen	8,779	-,185
Y2.9 <--- Karakteristik_Personal	9,947	-,259
Y2.9 <--- Y1.9	4,490	-,082
Y2.9 <--- Y1.7	4,531	-,086
Y2.9 <--- Y1.4	5,202	,086
Y2.9 <--- Y3.6	8,298	,106
Y2.9 <--- Y3.1	5,964	,083
Y2.9 <--- X3.7	7,159	-,104
Y2.9 <--- X3.8	4,180	-,062
Y2.9 <--- X2.3	12,689	-,184
Y2.9 <--- X2.7	16,667	-,211
Y2.9 <--- X2.8	5,420	-,127
Y2.9 <--- X2.9	1,218	-,149
Y2.9 <--- Y2.10	7,045	,104
Y2.9 <--- Y2.6	4,789	-,085
Y2.9 <--- X1.2	6,587	-,125
Y2.9 <--- X1.5	4,309	-,102
Y2.9 <--- X1.6	5,176	-,103
Y2.9 <--- X1.7	5,757	-,119
Y2.8 <--- Y1.8	7,068	-,126
Y2.8 <--- X3.4	8,041	,113
Y2.8 <--- X3.5	6,492	,108
Y2.8 <--- X2.9	5,061	-,120
Y2.8 <--- X1.10	5,119	-,122
Y2.8 <--- Y2.9	6,144	,131
Y2.8 <--- X1.5	1,786	-,183
Y2.8 <--- X1.6	6,408	-,131
Y2.7 <--- Motivasi_Kerja	4,082	-,106
Y2.7 <--- Y1.5	4,841	-,074
Y2.7 <--- Y1.4	5,173	-,074
Y2.7 <--- Y1.2	4,034	-,063

	M.I.	Par Change
Y2.7 <--- Y3.5	5,555	-,066
Y2.7 <--- X3.9	1,223	-,084
Y2.7 <--- X2.8	4,686	,102
Y2.7 <--- X1.2	5,046	-,094
Y2.7 <--- X1.9	6,717	-,104
Y2.6 <--- Y3.2	4,047	-,091
Y2.6 <--- X3.8	4,619	,083
Y2.6 <--- X3.9	4,207	,080
Y2.6 <--- Y2.9	5,256	-,136
Y2.5 <--- Y1.7	4,467	,103
Y2.5 <--- Y3.5	4,072	-,079
Y2.5 <--- X3.4	8,342	-,122
Y2.5 <--- X3.5	4,760	-,097
Y2.5 <--- Y2.10	8,647	-,139
Y2.5 <--- Y2.4	7,380	,122
Y2.4 <--- Y2.12	4,318	-,083
Y2.4 <--- Y3.5	6,362	-,095
Y2.4 <--- X3.5	4,282	-,089
Y2.4 <--- Y2.10	4,195	-,093
Y2.4 <--- Y2.5	6,890	,108
Y2.4 <--- Y2.3	6,215	,110
Y2.3 <--- Y1.6	5,787	-,129
Y2.3 <--- Y3.8	5,023	-,087
Y2.3 <--- X2.3	5,593	,153
Y2.3 <--- Y2.4	4,487	,099
Y2.1 <--- Y2.7	4,450	-,139
Y2.1 <--- X1.5	5,006	,132
X1.1 <--- X2.8	6,977	-,163
X1.1 <--- X2.9	5,888	-,128
X1.2 <--- Budaya_Organisasi	8,769	,147
X1.2 <--- Y1.5	1,077	,127
X1.2 <--- Y3.10	8,038	,094
X1.2 <--- Y3.1	4,125	,070
X1.2 <--- X3.2	4,271	,080
X1.2 <--- X3.5	9,105	,114
X1.2 <--- X3.6	13,300	,144
X1.2 <--- X3.8	11,838	,106
X1.2 <--- X3.9	5,470	,073
X1.2 <--- X2.4	5,126	,111
X1.2 <--- X2.7	4,624	,113
X1.2 <--- Y2.7	5,255	-,128
X1.2 <--- X1.7	11,376	-,171
X1.3 <--- X3.3	7,538	-,092
X1.3 <--- X3.6	5,708	-,084
X1.4 <--- X3.3	6,331	,085
X1.5 <--- Y2.1	4,439	,072
X1.7 <--- X1.2	4,848	-,104
X1.8 <--- Y1.6	4,500	,089

	M.I.	Par Change
X1.8 <--- X1.10	5,340	,108
X1.9 <--- Y3.5	4,063	,061
X1.9 <--- X3.9	5,648	,068
X1.9 <--- Y2.7	4,218	-,105
X1.9 <--- X1.4	4,580	-,099

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	175	3222,851	1778	,000	1,813
Saturated model	1953	,000	0		
Independence model	62	9932,906	1891	,000	5,253

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,041	,747	,722	,680
Saturated model	,000	1,000		
Independence model	,154	,224	,198	,217

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,676	,655	,823	,809	,820
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,940	,635	,771
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	1444,851	1289,775	1607,707
Saturated model	,000	,000	,000
Independence model	8041,906	7733,398	8357,121

FMIN

Model	FMIN	F0	LO 90	HI 90
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Model	FMIN	F0	LO 90	HI 90
Default model	1,779	4,832	4,314	5,377
Saturated model	,000	,000	,000	,000
Independence model	33,220	26,896	25,864	27,950

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,052	,049	,055	,110
Independence model	,119	,117	,122	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	3572,851	3666,283	4221,013	4396,013
Saturated model	3906,000	4948,703	11139,487	13092,487
Independence model	10056,906	1009,008	10286,541	10348,541

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	11,949	11,431	12,494	12,262
Saturated model	13,064	13,064	13,064	16,551
Independence model	33,635	32,603	34,689	33,746

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	175	179
Independence model	61	62

Execution time summary

Minimization: ,150
 Miscellaneous: 7,509
 Bootstrap: ,000
 Total: 7,659