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L a m p i r a n



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Lampiran 1 : Kuesioner

Kepada Yth. Bapak/Ibu

Pengusaha/Pengelola

Usaha Kecil dan Menengah (UKM)

Di tempat

Perihal : Pengisian Instrumen Penelitian

Dengan hormat,

Saya adalah mahasiswa Program Doktor Ilmu Ekonomi Universitas Hasanuddin Makassar yang sedang melaksanakan penelitian di bidang usaha kecil dan menengah (UKM) dalam rangka penyelesaian studi. Topik yang diangkat dalam penelitian saya ini adalah "***Budaya Organisasi, Karakteristik Pemilik dan Kebijakan Pemerintah melalui Orientasi Kewirausahaan Terhadap Kinerja Usaha (Studi pada Usaha Kecil Menengah di Sulawesi Selatan)***".

Berkaitan dengan hal tersebut, saya mohon informasi secara penuh dan obyektif mengenai usaha Bapak/Ibu jalankan sesuai dengan daftar isian terlampir, dan saya menjamin kerahasiaan segala informasi dan keterangan penting yang telah diberikan. Demikian permohonan saya, atas perkenaan dan kesediaan Bapak/Ibu untuk mengisi instrumen penelitian ini, saya sampaikan terima kasih.

Makassar, 15 Agustus 2019
Hormat saya,

Asmawiyah
NIM. P0500316409



**INSTRUMEN PENELITIAN
UNTUK PENGUSAHA KULINER SKALA KECIL DAN MENENGAH (UKM)**

IDENTITAS RESPONDEN

1. Nama responden :
2. Alamat :
3. Jenis Kelamin : Laki-laki Perempuan
4. Umur : 20 - 30 tahun
 31 – 40 tahun
 > 40 tahun
5. Pendidikan Terakhir : SD SMP SMA
 D-III S1 S2

IDENTITAS USAHA

1. Jenis usaha/produk :
2. Jumlah karyawan : 4 – 10 orang 11- 20 orang > 20 orang
3. Lama usaha : 3 - 6 tahun
 7 – 10 Tahun
 > 10 tahun
4. Jumlah kekayaan bersih perusahaan (tidak termasuk tanah, dan bangunan tempat usaha)
 - Kurang dari Rp 50 juta
 - Rp 50 juta s/d 500 juta
 - Rp. 500 juta s/d Rp 10 milyar
 - Lebih dari Rp 10 milyar
5. Jumlah hasil penjualan per tahun
 - Kurang dari Rp 300 juta
 - Rp 300 juta s/d 2.5 milyar
 - Rp 2.5 milyar s/d 50 milyar
 - Lebih dari Rp 50 milyar



PETUNJUK PENGISIAN KUESIONER PENELITIAN

Berilah tanda centang (✓) pada skor/nilai yang sesuai dengan pendapat Bapak/Ibu pada tabel pernyataan yang tersedia. Adapun ketentuan skor/nilai jawaban yang tersedia untuk masing-masing pernyataan adalah sebagai berikut :

Skor 1 : Sangat Tidak Setuju (STS)

Skor 2 : Tidak Setuju (TS)

Skor 3 : Biasa/Netral (N)

Skor 4 : Setuju (S)

Skor 5 : Sangat Setuju (SS)

Untuk penilaian kinerja usaha, penilaian berdasarkan :

Skor 1 : Sangat Rendah (SR)

Skor 2 : Rendah (R)

Skor 3 : Sedang (S)

Skor 4 : Tinggi (T)

Skor 5 : Sangat Tinggi (ST)

1. BUDAYA ORGANISASI

No	Pemberdayaan Karyawan	SS	S	N	TS	STS
		5	4	3	3	1
1	Perusahaan memberikan tanggung jawab penuh kepada karyawan dalam pelaksanaan pekerjaan mereka					
2	Karyawan memiliki inisiatif dalam mengelola pekerjaannya sendiri					
3	Perusahaan memberikan kesempatan kepada karyawan menyampaikan pendapat untuk pengembangan perusahaan					
4	Informasi disebarluaskan secara luas kepada setiap karyawan					
No	Orientasi Tim	SS	S	N	TS	STS
		5	4	3	3	1
1	Seluruh anggota bekerja sama secara kooperatif mencapai tujuan bersama					
	Seluruh anggota tim selalu didorong untuk memberikan ide-ide kreatif					
	Seluruh karyawan saling percaya terhadap sesama rekan					
	Seluruh karyawan melaksanakan pekerjaan, karyawan melakukan komunikasi dengan rekan kerja dan pimpinan					



	Nilai	SS	S	N	TS	STS
		5	4	3	3	1
1	Perusahaan telah melakukan pembagian tugas dan wewenang secara jelas dalam menjalankan pekerjaan					
2	Perusahaan telah menetapkan aturan secara jelas dalam melaksanakan pekerjaan.					
3	Terdapat berbagai norma-norma perusahaan yang konsisten dalam mengatur cara organisasi melakukan bisnis					
4	Perusahaan mempunyai kode etik yang memandu perilaku dan menjelaskan pada karyawan apa yang benar dan salah					
No	Visi	SS	S	N	TS	STS
		5	4	3	3	1
1	Perusahaan memiliki visi jangka panjang Secara tertulis					
2	Visi perusahaan dapat memberikan makna dan arah dalam pekerjaan karyawan					
3	Perusahaan mempunyai tujuan dan arah yang bersifat jangka panjang					
4	Perusahaan memahami apa yang perlu dilakukan agar usaha berhasil dalam jangka panjang					

2. KARAKTERISTIK PEMILIK

No	Pengalaman	SS	S	N	TS	STS
		5	4	3	3	1
1	Saya memiliki pengalaman yang cukup untuk menjalankan usaha saat ini					
2	Saya mengetahui keinginan dan kebutuhan konsumen					
4	Saya mengetahui dimana hasil usaha dipasarkan					
5	Saya menyelesaikan pekerjaan secara tepat waktu					
No	Pengaruh Keluarga	SS	S	N	TS	STS
		5	4	3	3	1
1	Latar belakang keluarga sebagai wirausaha berperan penting dalam menjalankan usaha ini					
2	Keluarga mendukung upaya saya untuk mewujudkan tujuan usaha					
3	Kondisi ekonomi menjadi penyebab sehingga saya berwirausaha					
	Saya akan melibatkan diri dalam menjalankan aktivitas usaha					
No	Percaya Diri	SS	S	N	TS	STS
		5	4	3	3	1
	Saya selalu optimis dalam menyelesaikan masalah-persoalan yang saya hadapi					



2.	Saya tidak mudah bergantung pada orang lain					
3.	Saya tipe orang memiliki keinginan kuat untuk mencapai keberhasilan					
4.	Saya menyukai tantangan dalam usaha					

3. KEBIAJAKAN PEMERINTAH

No	Kebijakan Pemerintah UKM	SS	S	N	TS	STS
		5	4	3	3	1
1.	Kami berharap pemerintah memperbanyak lembaga pembiayaan sehingga dapat diakses					
2.	Kami berharap pemerintah memberikan kemudahan dalam memperoleh pendanaan secara cepat, tepat, murah dan tidak diskriminatif dalam pelayanan					
3.	Kami berharap pemerintah membantu para pelaku UKM untuk mendapatkan pembiayaan dan jasa/produk keuangan lainnya yang disediakan oleh perbankan .					
4.	Kami berharap pemerintah memberikan keringanan tarif prasarana UKM					
5.	Kami berharap pemerintah mengadakan prasarana umum yang dapat mendorong dan mengembangkan pertumbuhan UKM					
6.	Kami berharap pemerintah meningkatkan kemampuan di bidang desain dan teknologi serta pengendalian mutu					
7.	Kami berharap pemerintah telah memberikan bantuan untuk mengembangkan sumber daya manusia melalui pendidikan, pelatihan, penyuluhan motivasi dan kreativitas bisnis					
8.	Kami berharap pemerintah meningkatkan lembaga layanan pengembangan usaha sebagai pendukung pengembangan UKM					
9.	Kami berharap pemerintah menyederhanakan tata cara dan jenis perizinan usaha dengan sistem pelayanan terpadu satu pintu					
10.	Kami berharap pemerintah memberikan keringanan biaya perizinan bagi usaha kecil					

4. ORIENTASI KEWIRAUSAHAAN

No	Inovatif	SS	S	N	TS	STS
		5	4	3	3	1
	lalu menemukan target usaha atau baru untuk memperbesar usaha					
	menciptakan produk baru yang akan kapi nilai terhadap pelanggan baru/ yang da					



3.	Saya menemukan cara untuk menciptakan nilai pelanggan melalui hubungan kemitraan dengan penjual lain					
4.	Saya senantiasa melakukan pengembangan disain produk yang khas dengan bercirikan budaya lokal					
No	Proaktif	SS	S	N	TS	STS
		5	4	3	3	1
1.	Saya selalu ingin mengalahkan pesaing untuk memasuki pasar baru					
2.	Saya selalu meningkatkan kualitas dan variasi produk/jasa sebelum pesaing melakukannya					
3.	Saya membina kemitraan dengan partner terbaik yang ada sebelum pesaing melakukannya					
4.	Saya melakukan proses teknologi supaya lebih efisien dibandingkan para pesaing					
No	Keberanian Mengambil Risiko	SS	S	N	TS	STS
		5	4	3	3	1
1.	Saya memiliki keberanian untuk melakukan terobosan untuk memproduksi produk terbaru					
2.	Saya memiliki keberanian memasuki pasar baru					
3.	Saya memiliki keberanian memproduksi produk dengan resiko tinggi					
4.	Saya senang bertindak agresif untuk memaksimalkan keuntungan ketika menghadapi kondisi yang tidak menentu					

5. Kinerja Usaha

No	Pernyataan	ST	T	S	R	SR
		5	4	3	3	1
1.	Volume penjualan yang saya miliki selama lima tahun terakhir terus mengalami peningkatan dari tahun ke tahun					
2.	Keuntungan secara operasional yang saya peroleh selama lima tahun terakhir terus meningkat dari tahun ke tahun.					
3.	Aset yang saya miliki selama lima tahun terakhir terus meningkat dari tahun ke tahun.					
4.	Pangsa pasar yang kami miliki selama lima tahun terakhir terus meningkat (meluas) dari tahun ke tahun					
5.	Perusahaan akan mampu bertahan dalam situasi ekonomi yang sedang mengalami krisis					



Lampiran 2 : Uji Validitas dan Reabilitas

1. Variabel Budaya Organisasi (X1)

Pemberdayaan Karyawan (X1.1)

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,778	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	29,20	13,276	,531	,760
X1.2	29,41	12,880	,593	,746
X1.3	29,02	13,161	,563	,754
X1.4	29,31	11,699	,677	,713
TOTAL	16,70	4,078	1,000	,654

Orientasi Tim (X1.2)

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0

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



Reliability Statistics	
Cronbach's Alpha	N of Items
,809	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.5	29,41	16,313	,687	,775
X1.6	29,58	16,218	,673	,775
X1.7	29,54	16,249	,695	,774
X1.8	29,52	15,657	,752	,758
TOTAL	16,87	5,191	1,000	,783

Nilai (X1.3)

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,820	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
	29,41	19,212	,690	,801
	29,33	18,299	,797	,780
	29,63	17,675	,755	,774
	29,45	17,462	,791	,767
TOTAL	16,83	5,871	1,000	,834



Visi (X1.4)

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics	
Cronbach's Alpha	N of Items
,822	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.13	29,46	21,900	,754	,773
X1.14	29,30	22,623	,791	,778
X1.15	29,10	22,924	,798	,781
X1.16	29,03	23,960	,733	,798
TOTAL	16,70	7,390	1,000	,841

2. Variabel Karakteristik Pemilik (X2)**Pengalaman (X2.1)**

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0
a. Listwise deletion based on all variables in the procedure.			



Reliability Statistics	
Cronbach's Alpha	N of Items
,819	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	27,82	21,242	,700	,790
X2.2	28,00	20,428	,797	,771
X2.3	27,99	20,729	,799	,775
X2.4	28,01	20,843	,702	,785
TOTAL	15,97	6,724	1,000	,828

Pengaruh Keluarga (X2.2)

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,812	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.5	28,86	20,088	,725	,770
	28,54	20,354	,747	,771
	28,80	20,455	,695	,777
	28,81	20,467	,698	,777
	16,43	6,561	1,000	,797



Percaya Diri (X2.3)

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,818	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.9	29,35	20,849	,717	,788
X2.10	29,50	19,945	,747	,774
X2.11	29,37	20,137	,745	,776
X2.12	29,26	20,246	,760	,776
TOTAL	16,78	6,555	1,000	,822

3. Variabel Kebijakan Pemerintah (X3)**Bantuan Modal Usaha (X3.1)**

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0

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



Reliability Statistics	
Cronbach's Alpha	N of Items
,853	4

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	19,20	14,851	,775	,816
X3.2	19,18	14,866	,874	,802
X3.3	19,23	14,717	,782	,812
TOTAL	11,52	5,264	1,000	,838

Sarana dan Prasarana (X3.2)

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,905	3

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
	11,30	7,161	,857	,878
	11,23	6,973	,863	,866
	7,51	3,081	1,000	,824



Pengembangan Usaha (X3.3)

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics	
Cronbach's Alpha	N of Items
,851	4

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.6	19,20	15,936	,780	,808
X3.7	19,15	16,065	,789	,808
X3.8	19,08	16,382	,828	,809
TOTAL	11,49	5,727	1,000	,827

Perizinan Usaha (X3.4)

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0
a. Listwise deletion based on all variables in the procedure.			



Reliability Statistics	
Cronbach's Alpha	N of Items
,915	3

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.9	11,69	6,958	,902	,871
X3.10	11,53	7,150	,897	,883
TOTAL	7,74	3,093	1,000	,878

4. Variabel Orientasi Kewirausahaan (Y1)

Proaktif (Y1.1)

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,801	5



Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	27,19	21,402	,605	,784
Y1.2	27,27	19,183	,735	,743
Y1.3	27,20	20,286	,702	,761
Y1.4	27,57	20,211	,649	,766
TOTAL	15,60	6,520	1,000	,752

Inovasi (Y1.2)

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,803	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.5	26,47	20,879	,644	,771
	26,17	20,674	,734	,760
	26,34	20,531	,778	,754
	26,30	20,787	,584	,778
	15,04	6,667	1,000	,759



Berani Mengambil Riziko (Y1.3)

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,828	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.9	26,01	28,463	,795	,796
Y1.10	26,00	28,633	,814	,796
Y1.11	26,33	26,852	,815	,777
Y1.12	26,42	27,022	,778	,783
TOTAL	14,97	8,986	1,000	,867



Optimization Software:
www.balesio.com

Label Kinerja Usaha (Y2)

Case Processing Summary			
		N	%
Cases	Valid	230	9,3
	Excluded ^a	2236	90,7
	Total	2466	100,0

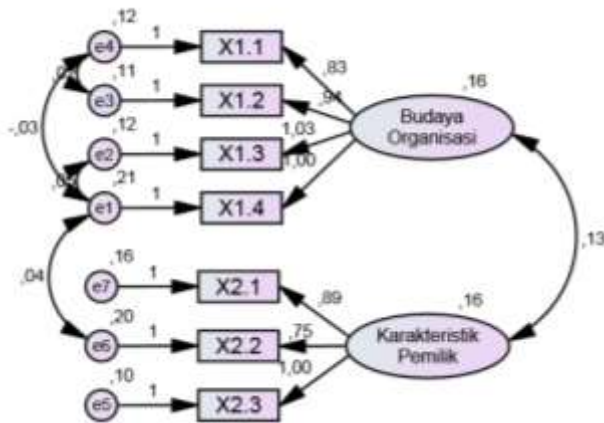
a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
,876	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y2.1	14,96	7,439	,704	,851
Y2.2	14,99	7,367	,725	,845
Y2.3	15,13	7,368	,737	,843
Y2.4	15,12	7,397	,766	,836
Y2.5	15,19	8,004	,603	,874



Lampiran 3: Pengujian Goodness of Fit Setiap Konstruk



Uji Hipotesis :
 Chi-square=14,709
 Probability=,099
 DF=9
 CMIN=/DF=1,634
 GFI=,981
 AGFI=,942
 TLI=,978
 CFI=,991
 RMSEA=,053

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

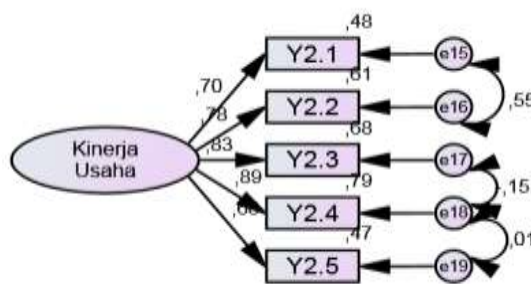
	Estimate	S.E.	C.R.	P	Label
X1.4 <--- Budaya_Organisasi	1,000				
X1.3 <--- Budaya_Organisasi	1,032	,096	10,764	***	par_1
X1.2 <--- Budaya_Organisasi	,939	,118	7,955	***	par_2
X1.1 <--- Budaya_Organisasi	,827	,114	7,265	***	par_3
X2.3 <--- Karakteristik_Pemilik	1,000				
X2.2 <--- Karakteristik_Pemilik	,749	,099	7,558	***	par_4
X2.1 <--- Karakteristik_Pemilik	,889	,100	8,846	***	par_5

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

	Estimate
X1.4 <--- Budaya_Organisasi	,659
X1.3 <--- Budaya_Organisasi	,771
X1.2 <--- Budaya_Organisasi	,746
X1.1 <--- Budaya_Organisasi	,696
X2.3 <--- Karakteristik_Pemilik	,786
<--- Karakteristik_Pemilik	,562
<--- Karakteristik_Pemilik	,670



Model Kinerja Usaha



Chi-square=2,801
 Probability=.246
 DF=2
 CMIN=/DF=1,401
 GFI=.995
 AGFI=.964
 TLI=.994
 CFI=.999
 RMSEA=.042

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Y2.1 <--- Kinerja_Usaha	1,000				
Y2.2 <--- Kinerja_Usaha	1,161	,073	16,010	***	par_1
Y2.3 <--- Kinerja_Usaha	1,281	,141	9,086	***	par_2
Y2.4 <--- Kinerja_Usaha	1,222	,141	8,645	***	par_3
Y2.5 <--- Kinerja_Usaha	,957	,110	8,664	***	par_4

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

	Estimate
Y2.1 <--- Kinerja_Usaha	,696
Y2.2 <--- Kinerja_Usaha	,784
Y2.3 <--- Kinerja_Usaha	,827
Y2.4 <--- Kinerja_Usaha	,888
Y2.5 <--- Kinerja_Usaha	,685



Lampiran 4 : Pengujian Hipotesis

Notes for Group (Group number 1)

The model is recursive.
Sample size = 230

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
Y2.5	2,000	5,000	,069	,429	-,462	-1,430
Y2.4	2,000	5,000	-,029	-,181	-,314	-,971
Y2.3	2,000	5,000	,024	,147	-,586	-1,815
Y2.2	2,000	5,000	-,031	-,192	-,704	-2,179
Y2.1	2,000	5,000	,025	,155	-,882	-2,730
Y1.3	2,000	5,000	-,070	-,436	-,174	-,538
Y1.2	2,250	5,000	-,013	-,080	-,342	-1,060
Y1.1	2,500	5,000	-,109	-,674	-,412	-1,274
X3.1	2,333	5,000	-,067	-,412	-,075	-,232
X3.2	1,000	5,000	-,608	-3,765	,728	2,252
X3.3	1,333	5,000	-,343	-2,124	,423	1,308
X3.4	2,500	5,000	-,111	-,690	-,564	-1,747
X2.1	3,000	5,000	,117	,725	-,613	-1,899
X2.2	3,000	5,000	-,078	-,483	-,813	-2,517
X2.3	3,000	5,000	-,153	-,949	-,469	-1,451
X1.1	2,750	5,000	-,269	-1,666	-,096	-,298
X1.2	2,500	5,000	-,504	-3,123	,766	2,371
X1.3	3,000	5,000	-,306	-1,896	-,443	-1,371
X1.4	2,500	5,000	-,571	-3,535	-,249	-,771
Multivariate					3,948	1,060



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

Observation number	Mahalanobis d-squared	p1	p2
92	29,861	,054	1,000
58	29,735	,055	1,000
176	29,735	,055	1,000
37	29,637	,057	,999
164	29,637	,057	,997
63	29,355	,061	,995
126	29,355	,061	,987
181	29,355	,061	,971
16	29,074	,065	,965
46	29,000	,066	,942
173	29,000	,066	,898
49	28,720	,071	,892
135	28,374	,076	,901
51	28,309	,078	,861
138	28,209	,079	,821
218	28,161	,080	,760
50	28,101	,081	,697
149	28,100	,082	,606
39	27,901	,085	,593
108	27,861	,086	,516
141	27,573	,092	,548
24	27,266	,099	,592
204	27,259	,099	,507
140	27,164	,101	,463
150	27,122	,102	,397
205	27,122	,102	,317
156	27,053	,103	,272
52	26,862	,108	,278
139	26,817	,109	,230
42	26,594	,114	,251
166	26,572	,115	,199
64	26,351	,121	,221
127	26,351	,121	,168
182	26,351	,121	,124
154	26,345	,121	,090
1	26,082	,128	,117
40	25,987	,131	,105
167	25,987	,131	,075
83	25,979	,131	,054
90	25,940	,132	,041
15	25,551	,143	,080
209	25,541	,144	,059
55	25,234	,153	,093
89	25,197	,154	,074
78	25,134	,156	,063
25	24,879	,165	,089
73	24,687	,171	,107
18	24,443	,180	,145
152	24,436	,180	,113
207	24,436	,180	,084
169	24,280	,186	,095
197	24,075	,193	,121



Observation number	Mahalanobis d-squared	p1	p2
59	23,970	,197	,120
177	23,970	,197	,091
119	23,965	,198	,069
71	23,951	,198	,052
9	23,812	,203	,058
144	23,596	,212	,082
107	23,524	,215	,076
60	23,494	,216	,061
19	23,366	,222	,067
105	23,357	,222	,051
122	23,253	,226	,052
4	23,249	,227	,039
212	23,249	,227	,028
196	23,203	,229	,023
217	23,123	,232	,022
86	23,090	,233	,017
178	23,072	,234	,013
123	23,059	,235	,009
199	23,048	,235	,006
116	23,041	,236	,004
75	22,868	,243	,007
159	22,464	,262	,025
158	22,344	,267	,028
147	22,145	,277	,043
202	22,145	,277	,032
14	22,099	,279	,027
120	21,759	,296	,070
21	21,614	,304	,085
213	21,604	,304	,068
93	21,564	,306	,059
155	21,545	,307	,048
192	21,393	,316	,062
114	21,372	,317	,050
224	21,372	,317	,038
5	21,367	,317	,028
48	21,175	,327	,044
85	20,999	,337	,063
98	20,683	,355	,137
11	20,613	,359	,135
110	20,491	,366	,155
220	20,491	,366	,125
137	20,472	,367	,106
56	20,416	,370	,100
200	20,416	,370	,078
145	20,257	,379	,104
74	20,041	,392	,162
190	19,942	,398	,175
106	19,905	,400	,159



Notes for Model (Default model)**Computation of degrees of freedom (Default model)**

Number of distinct sample moments: 190
 Number of distinct parameters to be estimated: 75
 Degrees of freedom (190 - 75): 115

Result (Default model)

Minimum was achieved
 Chi-square = 138,507
 Degrees of freedom = 115
 Probability level = ,067

Estimates (Group number 1 - Default model)**Scalar Estimates (Group number 1 - Default model)****Maximum Likelihood Estimates****Regression Weights: (Group number 1 - Default model)**

		Estimate	S.E.	C.R.	P	Label
Orientasi_Kewirausahaan	<--- Budaya_Organisasi	,731	,368	1,988	,047	par_15
Orientasi_Kewirausahaan	<--- Karakteristik_Pemilik	1,064	,382	2,783	,005	par_16
Orientasi_Kewirausahaan	<--- Kebijakan_Pemerintah	,410	,096	4,267	***	par_20
Kinerja_Usaha	<--- Karakteristik_Pemilik	,759	,358	2,120	,034	par_17
Kinerja_Usaha	<--- Budaya_Organisasi	1,039	,323	3,221	,001	par_18
Kinerja_Usaha	<--- Kebijakan_Pemerintah	,091	,106	,856	,392	par_19
Kinerja_Usaha	<--- Orientasi_Kewirausahaan	,487	,131	3,728	***	par_51
X1.4	<--- Budaya_Organisasi	1,000				
X1.3	<--- Budaya_Organisasi	,966	,084	11,449	***	par_1
X1.2	<--- Budaya_Organisasi	,946	,101	9,376	***	par_2
X1.1	<--- Budaya_Organisasi	,850	,101	8,416	***	par_3
X2.3	<--- Karakteristik_Pemilik	1,000				
X2.2	<--- Karakteristik_Pemilik	,792	,099	7,980	***	par_4
X2.1	<--- Karakteristik_Pemilik	,846	,091	9,272	***	par_5
X3.4	<--- Kebijakan_Pemerintah	1,000				
X3.3	<--- Kebijakan_Pemerintah	1,380	,116	11,874	***	par_6
X3.2	<--- Kebijakan_Pemerintah	1,257	,108	11,600	***	par_7
X3.1	<--- Kebijakan_Pemerintah	,809	,088	9,207	***	par_8
Y1.1	<--- Orientasi_Kewirausahaan	1,000				
Y1.2	<--- Orientasi_Kewirausahaan	,796	,106	7,521	***	par_9
Y1.3	<--- Orientasi_Kewirausahaan	,992	,132	7,516	***	par_10
Y2.1	<--- Kinerja_Usaha	1,000				
Y2.2	<--- Kinerja_Usaha	1,137	,069	16,560	***	par_11
Y2.3	<--- Kinerja_Usaha	1,228	,108	11,404	***	par_12
Y2.4	<--- Kinerja_Usaha	1,169	,093	12,511	***	par_13
Y2.5	<--- Kinerja_Usaha	,947	,096	9,842	***	par_14



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

		Estimate
Orientasi_Kewirausahaan	<--- Budaya_Organisasi	,585
Orientasi_Kewirausahaan	<--- Karakteristik_Pemilik	,835
Orientasi_Kewirausahaan	<--- Kebijakan_Pemerintah	,385
Kinerja_Usaha	<--- Karakteristik_Pemilik	,576
Kinerja_Usaha	<--- Budaya_Organisasi	,804
Kinerja_Usaha	<--- Kebijakan_Pemerintah	,082
Kinerja_Usaha	<--- Orientasi_Kewirausahaan	,471
X1.4	<--- Budaya_Organisasi	,679
X1.3	<--- Budaya_Organisasi	,736
X1.2	<--- Budaya_Organisasi	,765
X1.1	<--- Budaya_Organisasi	,728
X2.3	<--- Karakteristik_Pemilik	,764
X2.2	<--- Karakteristik_Pemilik	,584
X2.1	<--- Karakteristik_Pemilik	,642
X3.4	<--- Kebijakan_Pemerintah	,701
X3.3	<--- Kebijakan_Pemerintah	,921
X3.2	<--- Kebijakan_Pemerintah	,785
X3.1	<--- Kebijakan_Pemerintah	,623
Y1.1	<--- Orientasi_Kewirausahaan	,889
Y1.2	<--- Orientasi_Kewirausahaan	,696
Y1.3	<--- Orientasi_Kewirausahaan	,736
Y2.1	<--- Kinerja_Usaha	,711
Y2.2	<--- Kinerja_Usaha	,784
Y2.3	<--- Kinerja_Usaha	,801
Y2.4	<--- Kinerja_Usaha	,875
Y2.5	<--- Kinerja_Usaha	,692



Covariances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Budaya_Organisasi	<-->	Kebijakan_Pemerintah	,061	,017	3,694	***	par_21
Budaya_Organisasi	<-->	Karakteristik_Pemilik	,136	,020	6,836	***	par_22
Karakteristik_Pemilik	<-->	Kebijakan_Pemerintah	,056	,016	3,525	***	par_23
e15	<-->	e16	,129	,022	5,895	***	par_24
e8	<-->	e16	,042	,014	2,952	,003	par_25
e7	<-->	e14	,080	,016	4,940	***	par_26
e1	<-->	e2	,044	,015	2,976	,003	par_27
e10	<-->	e11	,085	,020	4,309	***	par_28
e1	<-->	e12	,083	,016	5,021	***	par_29
e5	<-->	e18	,047	,011	4,260	***	par_30
e7	<-->	e15	,036	,012	2,956	,003	par_31
e11	<-->	e17	,046	,016	2,834	,005	par_32
e1	<-->	e18	,038	,012	3,225	,001	par_33
e14	<-->	Budaya_Organisasi	,064	,015	4,216	***	par_34
e2	<-->	e12	,055	,014	3,843	***	par_35
e5	<-->	e8	-,049	,013	-3,714	***	par_36
e1	<-->	e4	-,041	,011	-3,714	***	par_37
e4	<-->	e10	-,035	,011	-3,241	,001	par_38
e3	<-->	e6	-,032	,011	-2,863	,004	par_39
e8	<-->	e18	-,041	,015	-2,756	,006	par_40
e4	<-->	e13	,032	,012	2,660	,008	par_41
e2	<-->	e14	,031	,013	2,373	,018	par_42
e2	<-->	e11	,023	,010	2,216	,027	par_43
e1	<-->	e8	,035	,014	2,541	,011	par_44
e13	<-->	e14	,025	,020	1,251	,211	par_45
e4	<-->	e12	,022	,014	1,545	,122	par_46
e3	<-->	e12	,026	,013	1,967	,049	par_47
e8	<-->	e13	-,033	,014	-2,428	,015	par_48
e10	<-->	e19	-,038	,017	-2,246	,025	par_49
e10	<-->	e21	-,031	,016	-2,017	,044	par_50



Correlations: (Group number 1 - Default model)

			Estimate
Budaya_Organisasi	<-->	Kebijakan_Pemerintah	,321
Budaya_Organisasi	<-->	Karakteristik_Pemilik	,849
Karakteristik_Pemilik	<-->	Kebijakan_Pemerintah	,298
e15	<-->	e16	,528
e8	<-->	e16	,183
e7	<-->	e14	,360
e1	<-->	e2	,279
e10	<-->	e11	,373
e1	<-->	e12	,726
e5	<-->	e18	,416
e7	<-->	e15	,172
e11	<-->	e17	,199
e1	<-->	e18	,255
e14	<-->	Budaya_Organisasi	,285
e2	<-->	e12	,591
e5	<-->	e8	-,301
e1	<-->	e4	-,290
e4	<-->	e10	-,232
e3	<-->	e6	-,230
e8	<-->	e18	-,252
e4	<-->	e13	,239
e2	<-->	e14	,155
e2	<-->	e11	,133
e1	<-->	e8	,166
e13	<-->	e14	,110
e4	<-->	e12	,263
e3	<-->	e12	,313
e8	<-->	e13	-,165
e10	<-->	e19	-,154
e10	<-->	e21	-,153



Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Budaya_Organisasi	,164	,030	5,373	***	par_52
Karakteristik_Pemilik	,157	,025	6,339	***	par_53
Kebijakan_Pemerintah	,225	,037	6,025	***	par_54
e20	,152	,031	4,943	***	par_55
e21	,188	,036	5,266	***	par_56
e1	,191	,022	8,607	***	par_57
e2	,129	,015	8,432	***	par_58
e3	,104	,013	8,110	***	par_59
e4	,104	,013	8,257	***	par_60
e5	,112	,016	7,228	***	par_61
e6	,190	,020	9,386	***	par_62
e7	,160	,018	8,979	***	par_63
e8	,233	,026	9,112	***	par_64
e9	,076	,023	3,366	***	par_65
e10	,222	,027	8,184	***	par_66
e11	,231	,024	9,750	***	par_67
e12	,068	,030	2,303	,021	par_68
e13	,172	,025	6,940	***	par_69
e14	,304	,039	7,850	***	par_70
e15	,268	,028	9,482	***	par_71
e16	,222	,026	8,637	***	par_72
e17	,231	,028	8,201	***	par_73
e18	,114	,019	6,078	***	par_74
e19	,267	,028	9,521	***	par_75

Squared Multiple Correlations: (Group number 1 - Default model)

	Estimate
Orientasi_Kewirausahaan	,405
Kinerja_Usaha	,313
Y2.5	,478
Y2.4	,766
Y2.3	,641
Y2.2	,615
Y2.1	,505
Y1.3	,343
Y1.2	,485
Y1.1	,789
X3.1	,389
X3.2	,616
X3.3	,849
X3.4	,491
X2.1	,412
X2.2	,342
X2.3	,583
	,531
	,585
	,541
	,462



Total Effects (Group number 1 - Default model)

	Kebijakan_ Pemerintah	Karakteristik_ Pemilik	Budaya_ Organisasi	Orientasi_ Kewirausahaan	Kinerja_ Usaha
Orientasi_ Kewirausahaan	,410	1,064	,731	,000	,000
Kinerja_Usaha	,109	,241	,683	,487	,000
Y2.5	,103	,228	,647	,461	,947
Y2.4	,127	,282	,799	,569	1,169
Y2.3	,133	,296	,839	,598	1,228
Y2.2	,123	,274	,777	,554	1,137
Y2.1	,109	,241	,683	,487	1,000
Y1.3	,406	1,055	,725	,992	,000
Y1.2	,326	,846	,582	,796	,000
Y1.1	,410	1,064	,731	1,000	,000
X3.1	,809	,000	,000	,000	,000
X3.2	1,257	,000	,000	,000	,000
X3.3	1,380	,000	,000	,000	,000
X3.4	1,000	,000	,000	,000	,000
X2.1	,000	,846	,000	,000	,000
X2.2	,000	,792	,000	,000	,000
X2.3	,000	1,000	,000	,000	,000
X1.1	,000	,000	,850	,000	,000
X1.2	,000	,000	,946	,000	,000
X1.3	,000	,000	,966	,000	,000
X1.4	,000	,000	1,000	,000	,000

Standardized Total Effects (Group number 1 - Default model)

	Kebijakan_ Pemerintah	Karakteristik_ Pemilik	Budaya_ Organisasi	Orientasi_ Kewirausahaan	Kinerja_ Usaha
Orientasi_ Kewirausahaan	,385	,835	,585	,000	,000
Kinerja_Usaha	,099	,183	,528	,471	,000
Y2.5	,068	,126	,365	,325	,692
Y2.4	,086	,160	,462	,412	,875
Y2.3	,079	,146	,423	,377	,801
Y2.2	,077	,143	,414	,369	,784
Y2.1	,070	,130	,375	,334	,711
Y1.3	,283	,615	,431	,736	,000
Y1.2	,268	,581	,407	,696	,000
Y1.1	,342	,742	,520	,889	,000
X3.1	,623	,000	,000	,000	,000
X3.2	,785	,000	,000	,000	,000
X3.3	,921	,000	,000	,000	,000
X3.4	,701	,000	,000	,000	,000
X2.1	,000	,642	,000	,000	,000
X2.2	,000	,584	,000	,000	,000
X2.3	,000	,764	,000	,000	,000
X1.1	,000	,000	,728	,000	,000
X1.2	,000	,000	,765	,000	,000
X1.3	,000	,000	,736	,000	,000
X1.4	,000	,000	,679	,000	,000



Direct Effects (Group number 1 - Default model)

	Kebijakan_ Pemerintah	Karakteristik_ Pemilik	Budaya_ Organisasi	Orientasi_ Kewirausahaan	Kinerja_ Usaha
Orientasi_ Kewirausahaan	,410	1,064	,731	,000	,000
Kinerja_Usaha	,091	,759	1,039	,487	,000
Y2.5	,000	,000	,000	,000	,947
Y2.4	,000	,000	,000	,000	1,169
Y2.3	,000	,000	,000	,000	1,228
Y2.2	,000	,000	,000	,000	1,137
Y2.1	,000	,000	,000	,000	1,000
Y1.3	,000	,000	,000	,992	,000
Y1.2	,000	,000	,000	,796	,000
Y1.1	,000	,000	,000	1,000	,000
X3.1	,809	,000	,000	,000	,000
X3.2	1,257	,000	,000	,000	,000
X3.3	1,380	,000	,000	,000	,000
X3.4	1,000	,000	,000	,000	,000
X2.1	,000	,846	,000	,000	,000
X2.2	,000	,792	,000	,000	,000
X2.3	,000	1,000	,000	,000	,000
X1.1	,000	,000	,850	,000	,000
X1.2	,000	,000	,946	,000	,000
X1.3	,000	,000	,966	,000	,000
X1.4	,000	,000	1,000	,000	,000

Standardized Direct Effects (Group number 1 - Default model)

	Kebijakan_ Pemerintah	Karakteristik_ Pemilik	Budaya_ Organisasi	Orientasi_ Kewirausahaan	Kinerja_ Usaha
Orientasi_ Kewirausahaan	,385	,835	,585	,000	,000
Kinerja_Usaha	,082	,576	,804	,471	,000
Y2.5	,000	,000	,000	,000	,692
Y2.4	,000	,000	,000	,000	,875
Y2.3	,000	,000	,000	,000	,801
Y2.2	,000	,000	,000	,000	,784
Y2.1	,000	,000	,000	,000	,711
Y1.3	,000	,000	,000	,736	,000
Y1.2	,000	,000	,000	,696	,000
Y1.1	,000	,000	,000	,889	,000
X3.1	,623	,000	,000	,000	,000
X3.2	,785	,000	,000	,000	,000
X3.3	,921	,000	,000	,000	,000
X3.4	,701	,000	,000	,000	,000
X2.1	,000	,642	,000	,000	,000
X2.2	,000	,584	,000	,000	,000
	,000	,764	,000	,000	,000
	,000	,000	,728	,000	,000
	,000	,000	,765	,000	,000
	,000	,000	,736	,000	,000
	,000	,000	,679	,000	,000



Indirect Effects (Group number 1 - Default model)

	Kebijakan_ Pemerintah	Karakteristik_ Pemilik	Budaya_ Organisasi	Orientasi_ Kewirausahaan	Kinerja_ Usaha
Orientasi_ Kewirausahaan	,000	,000	,000	,000	,000
Kinerja_Usaha	,199	,518	,356	,000	,000
Y2.5	,103	,228	,647	,461	,000
Y2.4	,127	,282	,799	,569	,000
Y2.3	,133	,296	,839	,598	,000
Y2.2	,123	,274	,777	,554	,000
Y2.1	,109	,241	,683	,487	,000
Y1.3	,406	1,055	,725	,000	,000
Y1.2	,326	,846	,582	,000	,000
Y1.1	,410	1,064	,731	,000	,000
X3.1	,000	,000	,000	,000	,000
X3.2	,000	,000	,000	,000	,000
X3.3	,000	,000	,000	,000	,000
X3.4	,000	,000	,000	,000	,000
X2.1	,000	,000	,000	,000	,000
X2.2	,000	,000	,000	,000	,000
X2.3	,000	,000	,000	,000	,000
X1.1	,000	,000	,000	,000	,000
X1.2	,000	,000	,000	,000	,000
X1.3	,000	,000	,000	,000	,000
X1.4	,000	,000	,000	,000	,000

Standardized Indirect Effects (Group number 1 - Default model)

	Kebijakan_ Pemerintah	Karakteristik_ Pemilik	Budaya_ Organisasi	Orientasi_ Kewirausahaan	Kinerja_ Usaha
Orientasi_ Kewirausahaan	,000	,000	,000	,000	,000
Kinerja_Usaha	,181	,393	,275	,000	,000
Y2.5	,068	,126	,365	,325	,000
Y2.4	,086	,160	,462	,412	,000
Y2.3	,079	,146	,423	,377	,000
Y2.2	,077	,143	,414	,369	,000
Y2.1	,070	,130	,375	,334	,000
Y1.3	,283	,615	,431	,000	,000
Y1.2	,268	,581	,407	,000	,000
Y1.1	,342	,742	,520	,000	,000
X3.1	,000	,000	,000	,000	,000
X3.2	,000	,000	,000	,000	,000
X3.3	,000	,000	,000	,000	,000
X3.4	,000	,000	,000	,000	,000
X2.1	,000	,000	,000	,000	,000
X2.2	,000	,000	,000	,000	,000
X2.3	,000	,000	,000	,000	,000
	,000	,000	,000	,000	,000
	,000	,000	,000	,000	,000
	,000	,000	,000	,000	,000
	,000	,000	,000	,000	,000
	,000	,000	,000	,000	,000



MODEL FIT**Model Fit Summary****CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	75	138,507	115	,067	1,204
Saturated model	190	,000	0		
Independence model	19	2429,293	171	,000	14,206

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,019	,944	,907	,571
Saturated model	,000	1,000		
Independence model	,132	,345	,273	,311

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,943	,915	,990	,985	,990
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,673	,634	,666
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	23,507	,000	57,274
Saturated model	,000	,000	,000
Independence model	2258,293	2102,661	2421,294

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	,605	,103	,000	,250
Saturated model	,000	,000	,000	,000
Independence model	10,608	9,862	9,182	10,573



RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,030	,000	,047	,979
Independence model	,240	,232	,249	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	288,507	302,861	546,363	621,363
Saturated model	380,000	416,364	1033,235	1223,235
Independence model	2467,293	2470,929	2532,617	2551,617

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	1,260	1,157	1,407	1,323
Saturated model	1,659	1,659	1,659	1,818
Independence model	10,774	10,095	11,486	10,790

HOELTER

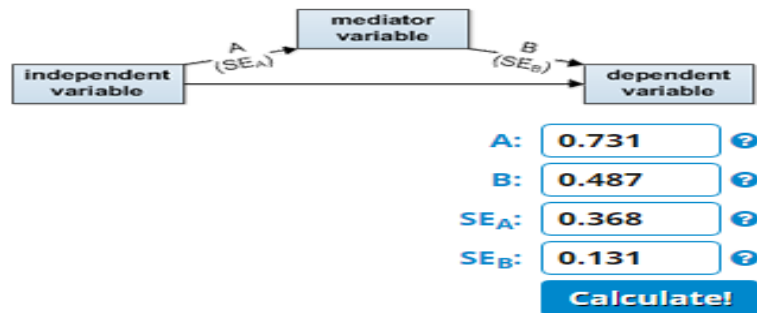
Model	HOELTER .05	HOELTER .01
Default model	234	254
Independence model	20	21



Lampiran 5 : Pengujian Hasil Sobel Tes

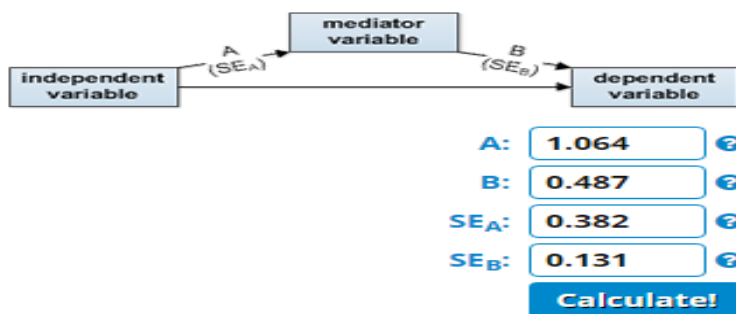
Pengaruh Tidak Langsung

Pengaruh $X1 \rightarrow Y1 \rightarrow Y2$



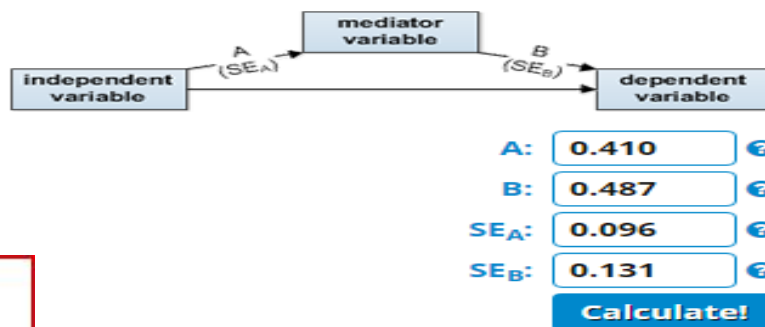
Sobel test statistic: 1.75198973
 One-tailed probability: 0.03988779
 Two-tailed probability: 0.07977557

Pengaruh $X2 \rightarrow Y1 \rightarrow Y2$



Sobel test statistic: 2.22908581
 One-tailed probability: 0.01290410
 Two-tailed probability: 0.02580820

Pengaruh $X3 \rightarrow Y1 \rightarrow Y2$



Sobel test statistic: 2.80405703
 One-tailed probability: 0.00252320
 Two-tailed probability: 0.00504640

