

**LAMPIRAN**

**Lampiran 1**



Bagian : .....  
 Jenis Kelamin :  Perempuan  Laki-laki  
 Usia :  < 25 tahun  25–40 tahun  >40 tahun  
 Lama bekerja :  <1 tahun  1-2 tahun  > 2 tahun

**Berilah tanda silang (X) pada pernyataan yang tersedia sebagai berikut: Sangat Tidak Setuju (STS), Tidak Setuju (TS), Setuju (S) dan Sangat Setuju (SS),**

**Variabel pertama: Kepemimpinan**

Pemimpin melibatkan saya dalam proses pengambilan keputusan  
 Pemimpin memberi kesempatan untuk mengikuti program pelatihan  
 Pemimpin memberi pendampingan dan bimbingan selama proses kerja.  
 Pemimpin mengkomunikasikan sasaran, target, dan rencana kerja kepada saya  
 Pemimpin mendelegasikan tugas pada bawahan sesuai dengan kewenangannya  
 Pemimpin memantau kerja karyawan secara berkala di bagian masing-masing  
 Pemimpin selalu menggunakan SOP dalam mengevaluasi kegiatan bawahannya

	STS	TS	S	SS

**Variabel kedua: Motivasi**

Pendapatan yang diperoleh telah membuat saya termotivasi.  
 Kompensasi yang diberikan telah mencukupi kebutuhan ekonomi.  
 Kompensasi diberikan secara adil.  
 Hasil pekerjaan saya mendapat penghargaan dari pimpinan.  
 Kecakapan saya mendapat pengakuan dari teman-teman sekerja.  
 Saya selalu siap menerima resiko apapun atas pekerjaan yang saya lakukan  
 Tugas yang menyenangkan dapat meningkatkan kinerja

	STS	TS	S	SS

**Variabel ketiga: Pengembangan Karir**

Ada kesempatan untuk memanfaatkan pengetahuan & kemampuan dalam kerja  
 Perusahaan memberi pelatihan dan program pengembangan karir pada karyawan  
 Ada standar obyektif dalam Penilaian Kinerja karyawan di perusahaan  
 Perusahaan menyediakan kesempatan karir yang lebih tinggi bagi yg berprestasi  
 Perusahaan melihat senioritas dalam menentukan jabatan seseorang  
 Setiap ada jabatan kosong, perusahaan mengadakan Penilaian Kinerja untuk memilih siapa yang layak menduduki jabatan tersebut  
 Perusahaan melakukan rotasi tugas untuk menghindari kebosanan

	STS	TS	S	SS

**Variabel keempat: Stress kerja**

Pemimpin tidak pernah puas atas hasil kerja bawahan  
 Beban kerja yang diberikan terlalu banyak sehingga harus sering lembur  
 Saya menerima tugas sesuai dengan pendidikan dan pengalaman yang saya miliki.  
 Gaji yang diberikan tidak sebanding dengan beban kerja yang harus dikerjakan  
 Suasana kantor membuat saya bisa bekerja dengan nyaman  
 Perusahaan mengadakan acara rekreasi bersama setahun sekali untuk keakraban  
 Pendelegasian wewenang antara orang yang satu dengan yang lainnya sering tumpang tindih.

STS	TS	S	SS

**Variabel kelima: Kepuasan Kerja**

Pemimpin selalu menghargai hasil kerja saya  
 Pemberian penghargaan bagi karyawan berprestasi diberikan secara rutin  
 Perusahaan bersikap adil kepada setiap karyawan.  
 Pekerjaan memberikan saya kesempatan untuk melakukan yang terbaik  
 Saya puas akan kesempatan mendapat kenaikan gaji sesuai hasil kinerja saya  
 Perusahaan menawarkan jenjang karir sesuai dengan prestasi  
 Pemimpin peduli untuk ikut menyelesaikan persoalan-persoalan diluar tugas resmi dari perusahaan

STS	TS	S	SS

--- Terima Kasih ---



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**Berilah tanda silang (X) pada pernyataan yang tersedia sebagai berikut: Sangat Tidak Setuju (STS), Tidak Setuju (TS), Setuju (S) dan Sangat Setuju (SS),**

**Variabel keenam: Kinerja**

- Karyawan sering tergesa-gesa dalam melayani konsumen.
- Karyawan selalu teliti dan cekatan dalam bekerja.
- Karyawan sering salah dalam menangani keluhan konsumen.
- Karyawan menyelesaikan pekerjaan dengan hasil yang sesuai target kerja
- Karyawan selalu datang bekerja tepat waktu.
- Karyawan cepat dalam memberikan pelayanan kepada konsumen.
- Karyawan dapat menyelesaikan tugas sesuai dengan waktu yang ditetapkan.

STS	TS	S	SS

**--- Terima Kasih ---**



Data hanya digunakan untuk kepentingan Tesis  
 di Program Pasca Sarjana UNIKA Widya Mandala, Surabaya

**lampiran 2**

Surabaya, 15 Juli 2008.

**Hal** : Pemberitahuan telah mengadakan survei  
di Toko Buku Gramedia

**Kepada** : Yth. Direktur  
u.p. Ketua Program Studi MM  
Program Pascasarjana Unika Widya Mandala  
Surabaya

Dengan hormat

Atas permintaan saudara Aloysius Untung Subagya, kami memberitahukan bahwa saudara Aloysius Untung Subagya benar-benar telah mengadakan penelitian untuk kepentingan akademik di Toko Buku Gramedia Surabaya.

Demikian pemberitahuan kami

Hormat kami,

Dr. Agus Subrata, MM

Kepala Toko Buku Gramedia Manyar

### Lampiran 3. Validitas dan Reliabilitas Kepemimpinan (X1)

#### *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
X17<---X1	1.000				
X16<---X1	.936	.063	14.824	***	
X15<---X1	.829	.077	10.715	***	
X14<---X1	.791	.069	11.402	***	
X13<---X1	.930	.085	10.932	***	
X12<---X1	.835	.085	9.824	***	
X11<---X1	.871	.079	11.015	***	

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

	Estimate
X17<--- X1	.894
X16<--- X1	.911
X15<--- X1	.777
X14<--- X1	.804
X13<--- X1	.786
X12<--- X1	.738
X11<--- X1	.789

#### *Variances: (Group number 1 - Default model)*

	Estimate	S.E.	C.R.	P	Label
X1	.635	.105	6.039	***	
e7	.159	.028	5.658	***	
e6	.114	.022	5.255	***	
e5	.287	.042	6.821	***	
e4	.218	.033	6.680	***	
e3	.340	.050	6.779	***	
e2	.369	.053	6.970	***	
e1	.292	.043	6.763	***	

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

	Estimate
X11	.622
X12	.545
X13	.617
X14	.646

	Estimate
X15	.603
X16	.830
X17	.800

#### Lampiran 4. Validitas dan Reliabilitas Motivasi (X2)

*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
X27<---X2	1.000				
X26<---X2	1.111	.220	5.057	***	
X25<---X2	1.228	.226	5.443	***	
X24<---X2	2.021	.245	8.260	***	
X23<---X2	1.716	.225	7.614	***	
X22<---X2	1.565	.204	7.660	***	
X21<---X2	1.405	.202	6.946	***	

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

	Estimate
X27<--- X2	.651
X26<--- X2	.516
X25<--- X2	.560
X24<--- X2	.935
X23<--- X2	.833
X22<--- X2	.839
X21<--- X2	.743

*Variances: (Group number 1 - Default model)*

	Estimate	S.E.	C.R.	P	Label
X2	.182	.048	3.794	***	
a7	.247	.035	7.124	***	
a6	.620	.085	7.325	***	
a5	.602	.083	7.275	***	
a4	.106	.029	3.725	***	
a3	.237	.038	6.241	***	
a2	.187	.030	6.166	***	
a1	.292	.043	6.849	***	

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

	Estimate
X21	.552
X22	.704
X23	.693



	Estimate
X24	.875
X25	.313
X26	.266
X27	.424

### Lampiran 5. Validitas dan Reliabilitas Pengembangan Karier (X3)

#### *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
X37<---X3	1.000				
X36<---X3	.832	.097	8.612	***	
X35<---X3	1.059	.103	10.237	***	
X34<---X3	1.088	.109	10.021	***	
X33<---X3	.933	.114	8.176	***	
X32<---X3	.926	.086	10.715	***	
X31<---X3	.881	.088	10.044	***	

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

	Estimate
X37<--- X3	.813
X36<--- X3	.731
X35<--- X3	.829
X34<--- X3	.817
X33<--- X3	.702
X32<--- X3	.856
X31<--- X3	.818

#### *Variances: (Group number 1 - Default model)*

	Estimate	S.E.	C.R.	P	Label
X3	.431	.084	5.148	***	
b7	.222	.035	6.378	***	
b6	.261	.038	6.849	***	
b5	.220	.035	6.227	***	
b4	.255	.040	6.343	***	
b3	.386	.055	6.951	***	
b2	.135	.023	5.908	***	
b1	.165	.026	6.331	***	

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

	Estimate
X31	.669
X32	.732
X33	.493

	Estimate
X34	.667
X35	.687
X36	.534
X37	.660

## Lampiran 6. Validitas dan Reliabilitas Stress Kerja (X4)

### *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
X47<--- X4	1.000				
X46<--- X4	.885	.113	7.869	***	
X45<--- X4	1.210	.108	11.249	***	
X44<--- X4	1.159	.106	10.885	***	
X43<--- X4	1.269	.108	11.719	***	
X42<--- X4	1.231	.114	10.780	***	
X41<--- X4	1.221	.105	11.613	***	

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

	Estimate
X47<--- X4	.791
X46<--- X4	.683
X45<--- X4	.894
X44<--- X4	.874
X43<--- X4	.920
X42<--- X4	.868
X41<--- X4	.914

### *Variiances: (Group number 1 - Default model)*

	Estimate	S.E.	C.R.	P	Label
X4	.505	.101	5.011	***	
c7	.301	.043	6.973	***	
c6	.453	.063	7.235	***	
c5	.185	.030	6.208	***	
c4	.210	.032	6.460	***	
c3	.148	.026	5.712	***	
c2	.251	.038	6.519	***	
c1	.148	.025	5.847	***	

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

	Estimate
X41	.835
X42	.753
X43	.846

	Estimate
X44	.764
X45	.800
X46	.466
X47	.626

### Lampiran 7. Validitas dan Reliabilitas Kepuasan Kerja (X5)

#### *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
X51 <--- X5	1.000				
X52 <--- X5	1.151	.073	15.805	***	
X53 <--- X5	1.014	.084	12.105	***	
X54 <--- X5	.993	.081	12.228	***	
X55 <--- X5	.854	.099	8.618	***	
X56 <--- X5	1.021	.075	13.649	***	
X57 <--- X5	.927	.088	10.588	***	

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

	Estimate
X51 <--- X5	.873
X52 <--- X5	.951
X53 <--- X5	.839
X54 <--- X5	.844
X55 <--- X5	.684
X56 <--- X5	.891
X57 <--- X5	.779

#### *Variances: (Group number 1 - Default model)*

	Estimate	S.E.	C.R.	P	Label
X5	.470	.081	5.838	***	
r1	.147	.023	6.464	***	
r2	.066	.015	4.457	***	
r3	.203	.030	6.741	***	
r4	.187	.028	6.712	***	
r5	.391	.054	7.236	***	
r6	.128	.020	6.247	***	
r7	.261	.037	7.019	***	

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

	Estimate
X57	.607
X56	.793
X55	.467

	Estimate
X54	.712
X53	.705
X52	.904
X51	.762

### Lampiran 8. Validitas dan Reliabilitas Kinerja (Y)

#### *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
Y1<--- Y	1.000				
Y2<--- Y	1.015	.073	13.974	***	
Y3<--- Y	1.143	.087	13.101	***	
Y4<--- Y	.992	.072	13.768	***	
Y5<--- Y	.638	.087	7.332	***	
Y6<--- Y	1.045	.078	13.335	***	
Y7<--- Y	.954	.092	10.400	***	

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

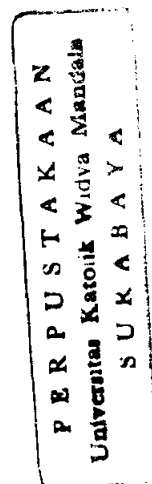
	Estimate
Y1<--- Y	.838
Y2<--- Y	.942
Y3<--- Y	.911
Y4<--- Y	.935
Y5<--- Y	.620
Y6<--- Y	.919
Y7<--- Y	.795

#### *Variances: (Group number 1 - Default model)*

	Estimate	S.E.	C.R.	P	Label
Y	.517	.094	5.477	***	
s1	.220	.032	6.915	***	
s2	.068	.012	5.476	***	
s3	.139	.022	6.260	***	
s4	.074	.013	5.720	***	
s5	.337	.046	7.358	***	
s6	.104	.017	6.104	***	
s7	.273	.039	7.078	***	

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

	Estimate
Y7	.633
Y6	.845
Y5	.384





	Estimate
Y4	.873
Y3	.829
Y2	.887
Y1	.702

### Lampiran 9. Output SEM Pada Kinerja

The model is recursive.

Sample size = 114

#### *Assessment of normality (Group number 1)*

Variable	min	max	skew	c.r.	kurtosis	.c.r.
Y7	1.000	4.000	-1.218	-1.309	.500	1.090
Y6	1.000	4.000	-1.301	-1.673	.605	1.318
Y5	1.000	4.000	-1.293	-1.636	.512	1.116
Y4	1.000	4.000	-1.450	-1.319	1.072	1.336
Y3	1.000	4.000	-1.193	-1.201	.151	.328
Y2	1.000	4.000	-1.385	-2.039	.832	1.813
Y1	1.000	4.000	-1.388	-2.052	.881	1.920
X57	1.000	4.000	-1.299	-1.660	.869	1.894
X56	1.000	4.000	-1.296	-1.649	.558	1.215
X55	1.000	4.000	-1.318	-1.746	.752	1.638
X54	1.000	4.000	-1.825	-1.956	2.466	1.375
X53	1.000	4.000	-1.454	-1.337	1.308	1.851
X52	1.000	4.000	-1.584	-1.906	1.598	1.482
X51	1.000	4.000	-1.323	-1.766	.935	2.038
X41	1.000	4.000	1.244	1.423	.196	.427
X42	1.000	4.000	.800	.488	-.707	-1.540
X43	1.000	4.000	.917	.996	-.550	-1.200
X44	1.000	4.000	1.236	1.387	.112	.243
X45	1.000	4.000	1.122	1.889	-.105	-.228
X46	1.000	4.000	1.420	1.190	.982	2.139
X47	1.000	4.000	1.058	1.610	.082	.178
X31	1.000	4.000	-1.672	-1.288	1.643	1.581
X32	1.000	4.000	-1.556	-1.782	1.320	1.877
X33	1.000	4.000	-1.048	-1.566	-.241	-.524
X34	2.000	4.000	-.856	-.731	-1.145	-2.496
X35	1.000	4.000	-1.108	-1.832	-.398	-.868
X36	1.000	4.000	-1.528	-1.661	.972	2.117
X37	1.000	4.000	-1.416	-1.174	.926	2.018
X21	1.000	4.000	-1.662	-1.246	1.775	1.868
X22	1.000	4.000	-1.212	-1.281	.318	.693
X23	1.000	4.000	-.998	-.352	-.364	-.792
X24	1.000	4.000	-1.088	-1.742	-.033	-.073
X25	1.000	4.000	-1.262	-1.502	.425	.927
X26	1.000	4.000	-1.498	-1.531	.945	2.059
X27	1.000	4.000	-2.161	-1.419	4.346	1.473
X11	1.000	4.000	-1.309	-1.708	.376	.819

Variable	min	max	skew	c.r.	kurtosis	c.r.
X12	1.000	4.000	-1.079	-1.704	-.189	-.411
X13	1.000	4.000	-1.147	-1.998	.054	.118
X14	1.000	4.000	-1.787	-1.791	2.355	1.134
X15	1.000	4.000	-1.442	-1.287	.870	1.897
X16	1.000	4.000	-1.327	-1.786	.654	1.426
X17	1.000	4.000	-1.600	-1.973	1.261	1.748
Multivariate					3.027	1.860

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

Observation number	Mahalanobis d-squared	p1	p2
88	68.531	.006	.000
43	66.846	.009	.000
54	64.932	.013	.000
1	63.664	.017	.000
31	63.403	.018	.000
114	62.048	.024	.000
61	60.988	.029	.000
6	58.433	.047	.000
32	57.529	.056	.000
60	55.680	.077	.000
22	55.200	.083	.000
68	54.925	.087	.000
90	54.502	.094	.000
113	54.029	.101	.000
4	53.961	.102	.000
11	52.865	.121	.000
8	52.407	.130	.000
3	52.346	.132	.000
56	51.817	.143	.000
102	51.487	.150	.000
23	51.062	.159	.000
94	51.026	.160	.000
86	50.915	.163	.000
65	50.909	.163	.000
21	49.894	.188	.000
52	49.207	.207	.001
108	48.728	.221	.001
12	48.705	.221	.001
62	48.160	.238	.001
5	47.497	.259	.004
25	47.488	.259	.002
29	47.422	.261	.001
35	47.384	.262	.001
95	47.254	.267	.001
101	45.718	.320	.015
59	45.060	.345	.037
15	44.526	.366	.066
30	44.412	.370	.055
58	43.422	.411	.186
18	43.078	.425	.221

Observation number	Mahalanobis d-squared	p1	p2
75	42.571	.446	.311
82	41.173	.507	.733
106	40.456	.539	.867
7	39.707	.572	.950
16	39.680	.573	.931
57	39.400	.586	.941
79	39.012	.603	.960
100	38.443	.628	.983
67	38.428	.629	.974
76	38.358	.632	.966
49	37.954	.649	.979
47	37.242	.680	.995
107	37.233	.680	.991
91	37.042	.688	.991
98	36.723	.701	.994
17	36.363	.716	.996
83	36.342	.717	.993
45	36.103	.727	.994
92	35.290	.758	.999
69	34.966	.771	.999
53	34.717	.780	1.000
63	34.428	.790	1.000
40	33.698	.816	1.000
110	33.388	.826	1.000
111	33.254	.830	1.000
27	31.926	.870	1.000
28	31.619	.879	1.000
19	30.949	.896	1.000
105	30.087	.915	1.000
112	29.956	.918	1.000
80	28.863	.939	1.000
38	28.599	.943	1.000
72	28.578	.943	1.000
48	27.998	.952	1.000
34	26.761	.968	1.000
103	26.646	.969	1.000
14	26.471	.971	1.000
104	24.704	.985	1.000
26	23.656	.990	1.000
46	23.001	.992	1.000
24	22.993	.993	1.000
77	22.317	.995	1.000

Observation number	Mahalanobis d-squared	p1	p2
33	22.290	.995	1.000
71	22.123	.995	1.000
10	22.076	.995	1.000
99	21.691	.996	1.000
74	21.594	.996	1.000

***Sample Moments (Group number 1)***

Determinant of sample covariance matrix = 631315418.149

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

	Estimate	S.E.	C.R.	P	Label
X5 <--- X1	.378	.065	5.804	***	
X5 <--- X2	.218	.109	2.001	.045	
X5 <--- X3	.425	.079	5.361	***	
X5 <--- X4	-.176	.068	-2.598	.009	
Y <--- X1	.075	.034	2.193	.028	
Y <--- X2	.327	.065	5.058	***	
Y <--- X3	.102	.041	2.506	.012	
Y <--- X4	-.064	.032	-2.005	.045	
Y <--- X5	.742	.087	8.572	***	
X17 <--- X1	1.000				
X16 <--- X1	.945	.062	15.130	***	
X15 <--- X1	.829	.078	10.673	***	
X14 <--- X1	.796	.069	11.499	***	
X13 <--- X1	.924	.086	10.776	***	
X12 <--- X1	.829	.086	9.672	***	
X11 <--- X1	.868	.080	10.910	***	
X27 <--- X2	1.000				
X26 <--- X2	1.067	.203	5.258	***	
X25 <--- X2	1.172	.207	5.650	***	
X24 <--- X2	1.876	.213	8.806	***	
X23 <--- X2	1.589	.200	7.958	***	
X22 <--- X2	1.491	.181	8.219	***	
X21 <--- X2	1.388	.182	7.609	***	
X37 <--- X3	1.000				
X36 <--- X3	.812	.093	8.776	***	
X35 <--- X3	1.041	.098	10.659	***	
X34 <--- X3	1.060	.103	10.286	***	
X33 <--- X3	.906	.110	8.259	***	
X32 <--- X3	.902	.082	11.031	***	
X31 <--- X3	.855	.083	10.245	***	
X47 <--- X4	1.000				
X46 <--- X4	.885	.113	7.855	***	
X45 <--- X4	1.210	.108	11.235	***	
X44 <--- X4	1.160	.107	10.874	***	
X43 <--- X4	1.271	.108	11.723	***	
X42 <--- X4	1.235	.114	10.807	***	
X41 <--- X4	1.220	.105	11.574	***	
X51 <--- X5	1.000				
X52 <--- X5	1.161	.078	14.828	***	
X53 <--- X5	1.011	.091	11.073	***	
X54 <--- X5	.993	.088	11.247	***	
X55 <--- X5	.859	.107	8.039	***	

	Estimate	S.E.	C.R.	P	Label
X56 <--- X5	1.033	.081	12.838	***	
X57 <--- X5	.930	.095	9.812	***	
Y1 <--- Y	1.000				
Y2 <--- Y	1.035	.094	10.978	***	
Y3 <--- Y	1.164	.113	10.312	***	
Y4 <--- Y	1.018	.093	10.954	***	
Y5 <--- Y	.647	.109	5.949	***	
Y6 <--- Y	1.074	.101	10.653	***	
Y7 <--- Y	.998	.115	8.681	***	



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

	Estimate
X5 <--- X1	.473
X5 <--- X2	.154
X5 <--- X3	.448
X5 <--- X4	-.197
Y <--- X1	.102
Y <--- X2	.252
Y <--- X3	.117
Y <--- X4	-.078
Y <--- X5	.805
X17<--- X1	.893
X16<--- X1	.919
X15<--- X1	.775
X14<--- X1	.807
X13<--- X1	.779
X12<--- X1	.731
X11<--- X1	.785
X27<--- X2	.687
X26<--- X2	.523
X25<--- X2	.563
X24<--- X2	.916
X23<--- X2	.813
X22<--- X2	.843
X21<--- X2	.774
X37<--- X3	.830
X36<--- X3	.728
X35<--- X3	.832
X34<--- X3	.813
X33<--- X3	.696
X32<--- X3	.851
X31<--- X3	.811
X47<--- X4	.791
X46<--- X4	.682
X45<--- X4	.894
X44<--- X4	.874
X43<--- X4	.920
X42<--- X4	.870
X41<--- X4	.912
X51<--- X5	.853
X52<--- X5	.948
X53<--- X5	.814
X54<--- X5	.821

	Estimate
X55 <--- X5	.658
X56 <--- X5	.884
X57 <--- X5	.755
Y1 <--- Y	.765
Y2 <--- Y	.916
Y3 <--- Y	.872
Y4 <--- Y	.914
Y5 <--- Y	.544
Y6 <--- Y	.895
Y7 <--- Y	.759

*Variances: (Group number 1 - Default model)*

	Estimate	S.E.	C.R.	P	Label
X1	.632	.105	6.026	***	
X2	.203	.050	4.058	***	
X3	.450	.085	5.323	***	
X4	.504	.101	5.007	***	
t1	.207	.039	5.290	***	
t2	.020	.007	2.701	.007	
e7	.161	.028	5.778	***	
e6	.105	.020	5.131	***	
e5	.289	.042	6.862	***	
e4	.214	.032	6.700	***	
e3	.349	.051	6.844	***	
e2	.377	.054	7.018	***	
e1	.297	.044	6.819	***	
a7	.227	.032	7.007	***	
a6	.614	.084	7.304	***	
a5	.599	.083	7.253	***	
a4	.137	.031	4.502	***	
a3	.262	.041	6.379	***	
a2	.183	.030	6.069	***	
a1	.262	.039	6.654	***	
b7	.204	.032	6.270	***	
b6	.263	.038	6.885	***	
b5	.216	.035	6.245	***	
b4	.259	.040	6.418	***	
b3	.392	.056	6.991	***	
b2	.139	.023	6.033	***	
b1	.171	.027	6.436	***	
c7	.302	.043	6.977	***	
c6	.454	.063	7.237	***	
c5	.186	.030	6.217	***	
c4	.210	.032	6.466	***	
c3	.147	.026	5.700	***	
c2	.247	.038	6.504	***	
c1	.151	.026	5.888	***	
r1	.151	.022	6.789	***	
r2	.061	.012	5.063	***	
r3	.210	.030	6.984	***	
r4	.192	.028	6.954	***	
r5	.390	.053	7.311	***	
r6	.121	.019	6.542	***	
r7	.263	.037	7.158	***	

	Estimate	S.E.	C.R.	P	Label
s1	.243	.034	7.164	***	
s2	.071	.011	6.194	***	
s3	.146	.022	6.714	***	
s4	.070	.011	6.221	***	
s5	.341	.046	7.412	***	
s6	.099	.015	6.500	***	
s7	.252	.035	7.178	***	

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

	Estimate
X5	.488
Y	.942
Y7	.576
Y6	.800
Y5	.296
Y4	.836
Y3	.761
Y2	.838
Y1	.585
X57	.570
X56	.781
X55	.433
X54	.675
X53	.663
X52	.899
X51	.728
X41	.833
X42	.757
X43	.847
X44	.763
X45	.799
X46	.465
X47	.626
X31	.658
X32	.724
X33	.485
X34	.661
X35	.693
X36	.530
X37	.689
X21	.599
X22	.711
X23	.661
X24	.839
X25	.317
X26	.273
X27	.472
X11	.616
X12	.535
X13	.607
X14	.652

	Estimate
X15	.601
X16	.844
X17	.797

*Matrices (Group number 1 - Default model)**Total Effects (Group number 1 - Default model)*

	X4	X3	X2	X1	X5	Y
X5	-.176	.425	.218	.378	.000	.000
Y	.066	.417	.489	.356	.742	.000
Y7	.066	.416	.488	.355	.740	.998
Y6	.071	.448	.525	.382	.797	1.074
Y5	.043	.270	.316	.230	.480	.647
Y4	.068	.425	.498	.362	.755	1.018
Y3	.077	.486	.569	.414	.863	1.164
Y2	.069	.432	.506	.368	.768	1.035
Y1	.066	.417	.489	.356	.742	1.000
X57	.164	.395	.202	.352	.930	.000
X56	.182	.439	.225	.391	1.033	.000
X55	.152	.365	.187	.325	.859	.000
X54	.175	.422	.216	.376	.993	.000
X53	.178	.430	.220	.383	1.011	.000
X52	.205	.493	.253	.439	1.161	.000
X51	.176	.425	.218	.378	1.000	.000
X41	1.220	.000	.000	.000	.000	.000
X42	1.235	.000	.000	.000	.000	.000
X43	1.271	.000	.000	.000	.000	.000
X44	1.160	.000	.000	.000	.000	.000
X45	1.210	.000	.000	.000	.000	.000
X46	.885	.000	.000	.000	.000	.000
X47	1.000	.000	.000	.000	.000	.000
X31	.000	.855	.000	.000	.000	.000
X32	.000	.902	.000	.000	.000	.000
X33	.000	.906	.000	.000	.000	.000
X34	.000	1.060	.000	.000	.000	.000
X35	.000	1.041	.000	.000	.000	.000
X36	.000	.812	.000	.000	.000	.000
X37	.000	1.000	.000	.000	.000	.000
X21	.000	.000	1.388	.000	.000	.000
X22	.000	.000	1.491	.000	.000	.000
X23	.000	.000	1.589	.000	.000	.000
X24	.000	.000	1.876	.000	.000	.000
X25	.000	.000	1.172	.000	.000	.000
X26	.000	.000	1.067	.000	.000	.000
X27	.000	.000	1.000	.000	.000	.000
X11	.000	.000	.000	.868	.000	.000
X12	.000	.000	.000	.829	.000	.000

	X4	X3	X2	X1	X5	Y
X13	.000	.000	.000	.924	.000	.000
X14	.000	.000	.000	.796	.000	.000
X15	.000	.000	.000	.829	.000	.000
X16	.000	.000	.000	.945	.000	.000
X17	.000	.000	.000	1.000	.000	.000



*Standardized Total Effects (Group number 1 - Default model)*

	X4	X3	X2	X1	X5	Y
X5	.197	.448	.154	.473	.000	.000
Y	.081	.478	.376	.483	.805	.000
Y7	.061	.362	.285	.366	.611	.759
Y6	.072	.428	.336	.432	.721	.895
Y5	.044	.260	.204	.263	.438	.544
Y4	.074	.437	.344	.441	.736	.914
Y3	.070	.417	.328	.421	.702	.872
Y2	.074	.438	.344	.442	.737	.916
Y1	.062	.365	.287	.369	.616	.765
X57	.149	.339	.116	.358	.755	.000
X56	.174	.396	.136	.418	.884	.000
X55	.130	.295	.101	.312	.658	.000
X54	.162	.368	.127	.389	.821	.000
X53	.160	.365	.126	.385	.814	.000
X52	.187	.425	.146	.449	.948	.000
X51	.168	.382	.132	.404	.853	.000
X41	.912	.000	.000	.000	.000	.000
X42	.870	.000	.000	.000	.000	.000
X43	.920	.000	.000	.000	.000	.000
X44	.874	.000	.000	.000	.000	.000
X45	.894	.000	.000	.000	.000	.000
X46	.682	.000	.000	.000	.000	.000
X47	.791	.000	.000	.000	.000	.000
X31	.000	.811	.000	.000	.000	.000
X32	.000	.851	.000	.000	.000	.000
X33	.000	.696	.000	.000	.000	.000
X34	.000	.813	.000	.000	.000	.000
X35	.000	.832	.000	.000	.000	.000
X36	.000	.728	.000	.000	.000	.000
X37	.000	.830	.000	.000	.000	.000
X21	.000	.000	.774	.000	.000	.000
X22	.000	.000	.843	.000	.000	.000
X23	.000	.000	.813	.000	.000	.000
X24	.000	.000	.916	.000	.000	.000
X25	.000	.000	.563	.000	.000	.000
X26	.000	.000	.523	.000	.000	.000
X27	.000	.000	.687	.000	.000	.000
X11	.000	.000	.000	.785	.000	.000
X12	.000	.000	.000	.731	.000	.000
X13	.000	.000	.000	.779	.000	.000
X14	.000	.000	.000	.807	.000	.000

	X4	X3	X2	X1	X5	Y
X15	.000	.000	.000	.775	.000	.000
X16	.000	.000	.000	.919	.000	.000
X17	.000	.000	.000	.893	.000	.000

*Direct Effects (Group number 1 - Default model)*

	X4	X3	X2	X1	X5	Y
X5	-.176	.425	.218	.378	.000	.000
Y	-.064	.102	.327	.075	.742	.000
Y7	.000	.000	.000	.000	.000	.998
Y6	.000	.000	.000	.000	.000	1.074
Y5	.000	.000	.000	.000	.000	.647
Y4	.000	.000	.000	.000	.000	1.018
Y3	.000	.000	.000	.000	.000	1.164
Y2	.000	.000	.000	.000	.000	1.035
Y1	.000	.000	.000	.000	.000	1.000
X57	.000	.000	.000	.000	.930	.000
X56	.000	.000	.000	.000	1.033	.000
X55	.000	.000	.000	.000	.859	.000
X54	.000	.000	.000	.000	.993	.000
X53	.000	.000	.000	.000	1.011	.000
X52	.000	.000	.000	.000	1.161	.000
X51	.000	.000	.000	.000	1.000	.000
X41	1.220	.000	.000	.000	.000	.000
X42	1.235	.000	.000	.000	.000	.000
X43	1.271	.000	.000	.000	.000	.000
X44	1.160	.000	.000	.000	.000	.000
X45	1.210	.000	.000	.000	.000	.000
X46	.885	.000	.000	.000	.000	.000
X47	1.000	.000	.000	.000	.000	.000
X31	.000	.855	.000	.000	.000	.000
X32	.000	.902	.000	.000	.000	.000
X33	.000	.906	.000	.000	.000	.000
X34	.000	1.060	.000	.000	.000	.000
X35	.000	1.041	.000	.000	.000	.000
X36	.000	.812	.000	.000	.000	.000
X37	.000	1.000	.000	.000	.000	.000
X21	.000	.000	1.388	.000	.000	.000
X22	.000	.000	1.491	.000	.000	.000
X23	.000	.000	1.589	.000	.000	.000
X24	.000	.000	1.876	.000	.000	.000
X25	.000	.000	1.172	.000	.000	.000
X26	.000	.000	1.067	.000	.000	.000
X27	.000	.000	1.000	.000	.000	.000
X11	.000	.000	.000	.868	.000	.000
X12	.000	.000	.000	.829	.000	.000
X13	.000	.000	.000	.924	.000	.000
X14	.000	.000	.000	.796	.000	.000

	X4	X3	X2	X1	X5	Y
X15	.000	.000	.000	.829	.000	.000
X16	.000	.000	.000	.945	.000	.000
X17	.000	.000	.000	1.000	.000	.000

*Standardized Direct Effects (Group number 1 - Default model)*

	X4	X3	X2	X1	X5	Y
X5	-.197	.448	.154	.473	.000	.000
Y	-.078	.117	.252	.102	.805	.000
Y7	.000	.000	.000	.000	.000	.759
Y6	.000	.000	.000	.000	.000	.895
Y5	.000	.000	.000	.000	.000	.544
Y4	.000	.000	.000	.000	.000	.914
Y3	.000	.000	.000	.000	.000	.872
Y2	.000	.000	.000	.000	.000	.916
Y1	.000	.000	.000	.000	.000	.765
X57	.000	.000	.000	.000	.755	.000
X56	.000	.000	.000	.000	.884	.000
X55	.000	.000	.000	.000	.658	.000
X54	.000	.000	.000	.000	.821	.000
X53	.000	.000	.000	.000	.814	.000
X52	.000	.000	.000	.000	.948	.000
X51	.000	.000	.000	.000	.853	.000
X41	.912	.000	.000	.000	.000	.000
X42	.870	.000	.000	.000	.000	.000
X43	.920	.000	.000	.000	.000	.000
X44	.874	.000	.000	.000	.000	.000
X45	.894	.000	.000	.000	.000	.000
X46	.682	.000	.000	.000	.000	.000
X47	.791	.000	.000	.000	.000	.000
X31	.000	.811	.000	.000	.000	.000
X32	.000	.851	.000	.000	.000	.000
X33	.000	.696	.000	.000	.000	.000
X34	.000	.813	.000	.000	.000	.000
X35	.000	.832	.000	.000	.000	.000
X36	.000	.728	.000	.000	.000	.000
X37	.000	.830	.000	.000	.000	.000
X21	.000	.000	.774	.000	.000	.000
X22	.000	.000	.843	.000	.000	.000
X23	.000	.000	.813	.000	.000	.000
X24	.000	.000	.916	.000	.000	.000
X25	.000	.000	.563	.000	.000	.000
X26	.000	.000	.523	.000	.000	.000
X27	.000	.000	.687	.000	.000	.000
X11	.000	.000	.000	.785	.000	.000
X12	.000	.000	.000	.731	.000	.000
X13	.000	.000	.000	.779	.000	.000
X14	.000	.000	.000	.807	.000	.000

	X4	X3	X2	X1	X5	Y
X15	.000	.000	.000	.775	.000	.000
X16	.000	.000	.000	.919	.000	.000
X17	.000	.000	.000	.893	.000	.000

*Indirect Effects (Group number 1 - Default model)*

	X4	X3	X2	X1	X5	Y
X5	.000	.000	.000	.000	.000	.000
Y	.131	.315	.161	.281	.000	.000
Y7	.066	.416	.488	.355	.740	.000
Y6	.071	.448	.525	.382	.797	.000
Y5	.043	.270	.316	.230	.480	.000
Y4	.068	.425	.498	.362	.755	.000
Y3	.077	.486	.569	.414	.863	.000
Y2	.069	.432	.506	.368	.768	.000
Y1	.066	.417	.489	.356	.742	.000
X57	.164	.395	.202	.352	.000	.000
X56	.182	.439	.225	.391	.000	.000
X55	.152	.365	.187	.325	.000	.000
X54	.175	.422	.216	.376	.000	.000
X53	.178	.430	.220	.383	.000	.000
X52	.205	.493	.253	.439	.000	.000
X51	.176	.425	.218	.378	.000	.000
X41	.000	.000	.000	.000	.000	.000
X42	.000	.000	.000	.000	.000	.000
X43	.000	.000	.000	.000	.000	.000
X44	.000	.000	.000	.000	.000	.000
X45	.000	.000	.000	.000	.000	.000
X46	.000	.000	.000	.000	.000	.000
X47	.000	.000	.000	.000	.000	.000
X31	.000	.000	.000	.000	.000	.000
X32	.000	.000	.000	.000	.000	.000
X33	.000	.000	.000	.000	.000	.000
X34	.000	.000	.000	.000	.000	.000
X35	.000	.000	.000	.000	.000	.000
X36	.000	.000	.000	.000	.000	.000
X37	.000	.000	.000	.000	.000	.000
X21	.000	.000	.000	.000	.000	.000
X22	.000	.000	.000	.000	.000	.000
X23	.000	.000	.000	.000	.000	.000
X24	.000	.000	.000	.000	.000	.000
X25	.000	.000	.000	.000	.000	.000
X26	.000	.000	.000	.000	.000	.000
X27	.000	.000	.000	.000	.000	.000
X11	.000	.000	.000	.000	.000	.000
X12	.000	.000	.000	.000	.000	.000
X13	.000	.000	.000	.000	.000	.000
X14	.000	.000	.000	.000	.000	.000

	X4	X3	X2	X1	X5	Y
X15	.000	.000	.000	.000	.000	.000
X16	.000	.000	.000	.000	.000	.000
X17	.000	.000	.000	.000	.000	.000



*Standardized Indirect Effects (Group number 1 - Default model)*

	X4	X3	X2	X1	X5	Y
X5	.000	.000	.000	.000	.000	.000
Y	.159	.361	.124	.381	.000	.000
Y7	.061	.362	.285	.366	.611	.000
Y6	.072	.428	.336	.432	.721	.000
Y5	.044	.260	.204	.263	.438	.000
Y4	.074	.437	.344	.441	.736	.000
Y3	.070	.417	.328	.421	.702	.000
Y2	.074	.438	.344	.442	.737	.000
Y1	.062	.365	.287	.369	.616	.000
X57	.149	.339	.116	.358	.000	.000
X56	.174	.396	.136	.418	.000	.000
X55	.130	.295	.101	.312	.000	.000
X54	.162	.368	.127	.389	.000	.000
X53	.160	.365	.126	.385	.000	.000
X52	.187	.425	.146	.449	.000	.000
X51	.168	.382	.132	.404	.000	.000
X41	.000	.000	.000	.000	.000	.000
X42	.000	.000	.000	.000	.000	.000
X43	.000	.000	.000	.000	.000	.000
X44	.000	.000	.000	.000	.000	.000
X45	.000	.000	.000	.000	.000	.000
X46	.000	.000	.000	.000	.000	.000
X47	.000	.000	.000	.000	.000	.000
X31	.000	.000	.000	.000	.000	.000
X32	.000	.000	.000	.000	.000	.000
X33	.000	.000	.000	.000	.000	.000
X34	.000	.000	.000	.000	.000	.000
X35	.000	.000	.000	.000	.000	.000
X36	.000	.000	.000	.000	.000	.000
X37	.000	.000	.000	.000	.000	.000
X21	.000	.000	.000	.000	.000	.000
X22	.000	.000	.000	.000	.000	.000
X23	.000	.000	.000	.000	.000	.000
X24	.000	.000	.000	.000	.000	.000
X25	.000	.000	.000	.000	.000	.000
X26	.000	.000	.000	.000	.000	.000
X27	.000	.000	.000	.000	.000	.000
X11	.000	.000	.000	.000	.000	.000
X12	.000	.000	.000	.000	.000	.000
X13	.000	.000	.000	.000	.000	.000
X14	.000	.000	.000	.000	.000	.000

	X4	X3	X2	X1	X5	Y
X15	.000	.000	.000	.000	.000	.000
X16	.000	.000	.000	.000	.000	.000
X17	.000	.000	.000	.000	.000	.000

**Model Fit Summary****CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	93	848.070	810	.061	1.047
Saturated model	903	.000	0		
Independence model	42	6504.359	861	.000	7.554

**RMR, GFI**

Model	RMR	GFI	AGFI	PGFI
Default model	.180	.921	.906	.467
Saturated model	.000	1.000		
Independence model	.309	.109	.065	.103

**Baseline Comparisons**

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.633	.610	.723	.953	.972
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

**Parsimony-Adjusted Measures**

Model	PRATIO	PNFI	PCFI
Default model	.941	.595	.678
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

**NCP**

Model	NCP	LO 90	HI 90
Default model	1577.458	1434.729	1727.766
Saturated model	.000	.000	.000
Independence model	5643.359	5390.275	5903.019

**FMIN**

Model	FMIN	F0	LO 90	HI 90
Default model	21.128	13.960	12.697	15.290
Saturated model	.000	.000	.000	.000
Independence model	57.561	49.941	47.702	52.239

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.073	.125	.137	.000
Independence model	.241	.235	.246	.000

*AIC*

Model	AIC	BCC	BIC	CAIC
Default model	2573.458	2687.716	2827.925	2920.925
Saturated model	1806.000	2915.400	4276.787	5179.787
Independence model	6588.359	6639.959	6703.279	6745.279

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