

**LAMPIRAN**

## Lampiran 1. Kuesioner Penelitian

### PENGARUH BUDAYA ORGANISASI DAN KEPEMIMPINAN TERHADAP KEPUASAN KERJA MELALUI *OPERATION OF LEARNING ORGANISATION* PADA PAPAYA *FRESH GALLERY* SURABAYA

Petunjuk Pengisian:

Nama: .....

Umur: ..... tahun

Jenis Kelamin: L/P

Masa Kerja: ..... tahun

Isilah jawaban yang menurut anda paling mendekati kejadian yang ada di perusahaan pada kolom jawaban yang telah disediakan, dengan member tanda silang (X) pada pilihan jawaban yang sesuai.

1 = sangat tidak setuju, 2 = tidak setuju, 3 = netral, 4 = setuju, 5 = sangat setuju

#### 1. BUDAYA ORGANISASI

NO	Pernyataan	Tanggapan				
		1	2	3	4	5
1.	Perusahaan saya sangat menjunjung tinggi kemanusiaan dan menghargai setiap karyawan sebagai keluarga	1	2	3	4	5
2.	Perusahaan menekankan pada <i>team work</i> dalam menyelesaikan setiap tugas atau masalah yang dihadapi	1	2	3	4	5
3.	Saya merasa memperoleh pengembangan diri dan pengetahuan selama saya bekerja disini	1	2	3	4	5

## 2. POLA KEPEMIMPINAN

NO	Pernyataan	Tanggapan				
		1	2	3	4	5
1.	Pemimpin selalu memberi dukungan kepada saya untuk berani menghadapi tantangan	1	2	3	4	5
2.	Pemimpin memperlakukan saya layaknya seorang keluarga	1	2	3	4	5
3.	Saya meyakini bahwa pemimpin mempunyai kemampuan untuk mengatasi kesulitan dalam pekerjaan	1	2	3	4	5
4.	Pemimpin saya dapat mensharingkan kesenangan dan kesusahan yang dihadapi	1	2	3	4	5
5.	Sebelum memberikan hukuman, pemimpin terlebih dahulu memberitahukan kesalahan saya	1	2	3	4	5

## 3. LEARNING ORGANISATION

NO	Pernyataan	Tanggapan				
		1	2	3	4	5
1.	Perusahaan saya mempunyai visi yang jelas dan dapat dimengerti oleh semua karyawan	1	2	3	4	5
2.	Kapanpun saya menghadapi masalah dalam perusahaan, saya dapat mencari jalan keluarnya sendiri	1	2	3	4	5
3.	Rekan-rekan kerja saya dapat mengerti tugas yang harus dilakukan sesuai dengan posisinya	1	2	3	4	5
4.	Saya merasa mendapatkan dukungan untuk mengembangkan cara-cara	1	2	3	4	5

	melakukan pekerjaan yang semestinya					
5.	Permasalahan yang ada dalam pekerjaan diselesaikan melalui kesepakatan bersama	1	2	3	4	5

#### 4. KEPUASAN KERJA

NO	Pernyataan	Tanggapan				
		1	2	3	4	5
1.	Perusahaan selalu berlaku adil dalam memberikan hukuman atau penghargaan	1	2	3	4	5
2.	Perusahaan memberikan kompensasi yang layak	1	2	3	4	5
3.	Pekerjaan anda menyenangkan atau sesuai keinginan anda	1	2	3	4	5
4.	Rekan kerja ramah dan mendukung anda dalam pekerjaan	1	2	3	4	5

Lampiran 2  
HASIL ANGGKET PENELITIAN

No	Umur	Masa(thn)	L/P	X1					X2			Y1					Y2			
				X1.1	X1.2	X1.3	X1.4	X1.5	X2.1	X2.2	X2.3	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y2.1	Y2.2	Y2.3	Y2.4
1	24	1.5	P	4	2	3	3	5	5	4	5	5	4	5	4	5	4	5	5	5
2	45	14	L	4	3	3	2	2	4	3	4	4	4	4	4	4	2	2	3	5
3	38	18	L	4	4	4	4	2	4	4	5	4	4	5	3	4	1	2	4	5
4	25	2	P	5	5	4	5	4	5	3	5	5	5	5	4	5	5	4	4	4
5	24	3	P	5	5	4	5	5	5	3	3	5	4	5	5	5	5	5	5	5
6	25	1	P	4	4	4	4	4	2	5	3	4	4	4	4	5	2	2	4	5
7	37	15	P	2	5	2	2	2	4	3	5	4	5	2	5	5	2	2	4	4
8	26	4	P	5	4	4	5	4	5	5	4	3	4	4	4	5	4	2	4	4
9	20	2	P	4	3	4	4	4	2	4	5	4	4	4	3	4	4	5	4	4
10	20	2	P	5	5	4	5	4	5	5	5	5	5	5	5	4	5	5	5	5
11	23	2	L	4	5	4	5	5	5	5	5	5	4	5	5	5	5	5	5	5
12	26	3	L	4	3	4	4	3	3	4	3	4	4	4	4	4	4	4	4	4
13	25	1	P	4	4	2	4	4	4	3	4	4	2	4	4	4	5	5	4	4
14	30	3	L	4	2	4	4	4	4	3	4	4	2	4	4	4	2	3	2	2
15	31	1	L	4	5	5	4	4	2	4	3	4	4	4	4	4	4	4	4	4
16	20	1	P	3	3	4	2	4	4	4	4	4	4	4	4	3	2	4	4	4
17	28	2	L	5	5	4	2	5	3	2	3	5	2	5	4	4	4	4	5	5
18	24	1	L	4	5	4	4	5	4	5	5	4	5	5	5	4	5	4	5	5
19	43	10	L	5	5	5	4	4	5	5	5	4	2	2	4	4	4	4	4	4
20	30	8	P	4	4	4	4	4	5	4	4	4	2	4	4	4	4	4	4	4
21	21	1	P	4	4	4	4	4	4	3	4	4	3	4	4	4	3	4	4	4
22	40	13	L	5	5	5	4	2	4	2	3	5	2	5	5	5	2	5	4	5
23	30	1.5	L	4	4	3	4	4	4	2	4	4	5	3	4	4	4	3	4	4
24	25	3	L	4	3	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4
25	40	17	P	2	4	4	4	2	2	4	4	4	4	3	4	4	4	4	4	4
26	29	5	L	5	3	4	2	2	2	4	4	2	4	4	4	4	2	2	4	4
27	36	10	L	4	3	4	4	4	4	4	4	4	2	4	4	4	4	4	4	4

28	37	15	P	4	4	4	5	4	4	4	4	4	4	5	4	5	4	4	5	5
29	26	6	P	4	4	4	4	4	4	4	5	5	3	4	4	5	4	4	4	5
30	30	2.5	L	4	4	4	4	4	4	4	4	4	2	5	4	5	4	4	4	5
31	24	4	L	2	2	2	4	4	2	4	4	4	4	4	2	4	2	2	4	4
32	21	1	P	4	4	3	2	4	4	4	4	4	4	4	3	5	2	2	4	5
33	26	7	L	4	3	4	4	4	4	4	4	4	5	3	4	5	2	2	4	5
34	25	4	L	4	3	4	4	5	4	4	4	4	4	4	3	5	4	4	4	5
35	30	10	P	4	2	4	2	4	4	4	4	4	4	4	4	4	4	4	4	4
36	26	5	L	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	3	4
37	21	1	P	2	2	4	2	4	2	4	4	3	4	4	4	3	2	4	4	4
38	20	2	P	3	2	2	2	2	4	3	4	2	4	4	2	2	2	2	4	4
39	21	1.5	P	5	5	5	5	5	5	5	5	5	5	4	5	5	5	4	5	4
40	40	15	L	4	4	4	5	5	4	2	4	4	2	4	4	2	4	4	4	4
41	24	2.5	P	4	2	2	2	4	2	4	4	2	4	4	4	3	2	2	4	3
42	35	14	P	4	4	4	3	2	4	3	5	4	4	4	5	4	3	4	4	5
43	27	5	P	4	4	4	4	4	4	4	2	2	2	4	2	4	4	4	4	4
44	29	1.5	L	5	4	4	4	4	4	5	4	4	3	4	4	4	4	4	4	4
45	22	1	P	5	5	4	4	4	2	4	4	4	4	4	4	4	4	4	4	5
46	21	3	L	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4
47	25	5	P	4	4	4	4	5	4	4	4	4	4	5	4	4	5	4	4	4
48	20	1.5	P	4	2	3	4	4	2	4	4	4	2	4	2	4	4	4	4	4
49	24	2	P	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4
50	23	2	P	4	4	4	3	3	1	2	4	4	2	4	4	4	4	4	4	4
51	30	1	L	4	4	4	2	4	2	4	4	4	5	2	2	2	2	4	2	4
52	23	2	L	4	4	4	4	4	4	4	3	4	3	4	4	4	2	2	4	4
53	30	5	L	4	4	4	4	4	2	4	4	4	4	4	4	5	4	4	4	4
54	20	1	L	4	3	4	4	4	4	4	3	4	4	4	4	4	4	4	4	3
55	21	1	P	4	4	4	4	5	4	5	4	5	3	4	4	5	5	4	4	5
56	27	6	L	3	4	4	4	4	4	4	4	3	2	4	4	4	4	3	4	4
57	20	1	P	4	4	4	4	4	2	4	3	4	3	2	4	4	4	4	3	4
58	21	2	P	4	4	4	4	4	4	4	4	4	4	2	4	4	4	4	4	4
59	30	2	L	4	4	4	4	4	4	3	4	4	3	2	4	4	4	4	4	4
60	38	12	P	4	4	4	2	4	4	3	4	4	4	4	3	4	4	4	4	4

61	24	1	L	2	2	4	2	2	4	2	2	4	2	4	4	2	2	3	4	
62	25	6	L	2	2	2	3	2	2	4	2	4	4	4	4	4	3	2	4	4
63	24	4	P	4	4	4	4	4	4	4	4	4	2	4	4	4	4	4	4	
64	31	1	P	4	4	4	4	4	3	3	4	4	3	4	4	4	4	4	4	
65	29	1	L	4	4	4	3	4	4	2	4	4	2	4	4	5	5	4	4	3
66	35	10	P	5	3	4	4	4	4	4	5	5	3	5	4	5	4	4	5	5
67	22	2	L	4	4	4	3	2	2	3	5	4	3	4	4	5	2	4	5	4
68	34	10	P	4	5	2	4	4	2	2	4	4	4	4	4	4	5	5	5	4
69	23	1	P	4	4	3	4	4	2	4	4	2	4	4	3	4	2	2	4	4
70	27	1	L	3	4	4	4	4	3	4	1	2	4	4	3	4	2	2	4	4
71	27	2	L	2	3	2	2	2	2	4	4	2	4	2	2	3	2	2	3	4
72	35	7	P	3	4	4	4	4	4	5	5	2	4	4	4	4	4	4	5	5
73	23	3	P	3	4	4	4	3	5	4	4	2	4	4	4	4	2	3	4	5
74	39	5	P	2	3	4	4	4	4	2	4	4	5	5	4	5	4	2	4	5
75	25	2	L	4	3	4	2	4	2	5	4	5	5	5	5	5	4	2	5	4
76	40	11	L	4	2	5	2	4	3	4	3	3	2	4	4	4	5	4	4	4
77	21	1	L	5	2	4	4	3	2	4	5	4	3	4	4	4	4	2	4	5
78	24	2	L	2	3	2	2	2	1	4	4	1	4	2	2	3	1	2	3	3
79	28	2	P	5	5	4	5	4	5	3	5	5	5	5	5	5	5	4	5	4
80	31	5	P	4	3	4	4	4	3	4	2	4	4	4	4	4	4	3	4	4
81	22	1	L	4	4	4	4	5	4	4	3	4	3	4	4	4	4	3	4	5
82	23	2	P	4	3	3	5	5	1	4	3	4	3	4	3	4	2	2	4	3
83	35	8	P	4	5	5	5	5	5	5	3	4	2	4	5	5	4	5	5	5
84	39	10	P	4	4	4	4	4	3	2	4	4	2	4	4	5	5	4	4	4
85	33	3	L	3	5	5	4	4	3	2	3	5	5	5	5	5	4	4	4	5
86	20	1	P	3	3	3	2	4	2	2	3	4	4	4	5	5	2	2	2	3
87	30	8	L	4	2	4	2	3	4	4	5	3	4	4	4	5	4	4	5	5
88	27	14	P	4	4	2	2	3	4	2	4	4	2	5	5	5	5	5	4	4
89	42	15	P	4	3	4	2	2	3	2	4	4	4	5	3	4	2	2	3	5
90	26	3	L	3	4	2	4	4	5	5	5	5	5	5	5	5	4	4	5	5
91	36	4	L	4	4	4	4	4	4	4	4	4	2	2	4	4	5	5	5	5
92	22	1	L	2	3	4	4	2	2	3	2	4	5	4	2	2	4	4	2	5
93	24	3	P	4	3	4	4	4	4	4	4	2	4	4	2	4	4	5	5	5

127	28	3	P	5	4	5	2	5	4	4	3	5	4	5	2	4	2	4	4	5
128	36	5	L	2	5	4	3	4	2	3	3	5	4	5	5	4	2	2	4	4
129	33	7	P	4	5	3	3	5	1	5	5	5	4	4	4	4	4	5	5	5
130	41	15	P	5	5	5	4	4	4	4	3	5	5	4	2	4	4	4	4	5
131	40	10	L	5	4	4	4	5	3	3	3	5	4	4	4	2	3	4	4	4
132	24	2	L	4	2	3	4	4	5	5	4	4	4	4	4	2	4	4	4	4
133	27	4	P	5	2	2	5	2	5	5	5	4	4	5	2	5	4	4	4	4
134	24	3	P	4	4	5	4	2	5	5	4	2	4	4	4	4	4	4	4	4
135	22	1	P	2	5	5	3	5	2	4	2	4	2	3	4	5	4	5	4	5
136	30	5	L	5	4	5	2	4	2	2	5	5	2	4	2	2	2	5	4	5
137	32	5	L	4	3	5	5	4	4	4	3	5	4	2	2	5	1	4	4	5
138	25	2	P	5	3	4	5	4	3	4	4	4	4	2	4	4	4	2	4	5
139	37	6	L	4	2	4	2	4	2	3	4	4	2	5	4	4	3	2	4	5
140	23	1	P	4	4	2	2	5	5	4	2	2	5	5	3	2	4	4	4	4
141	26	3	L	5	5	4	2	4	4	5	5	4	5	5	4	5	4	2	4	5
142	24	2	L	2	4	5	3	2	5	4	2	4	4	5	4	4	4	2	5	2
143	35	6	L	4	5	5	2	2	3	3	3	4	2	5	3	4	4	2	5	2
144	34	7	P	3	2	4	5	5	2	2	3	5	4	4	4	4	4	2	3	4
145	25	2	P	5	3	4	3	2	2	4	5	4	5	5	4	2	2	2	4	5
146	39	6	L	4	4	4	5	2	3	2	5	4	4	4	4	4	4	2	4	5
147	33	5	P	5	5	5	3	4	2	2	3	4	4	4	2	3	4	3	4	5
148	27	3	P	4	3	5	5	5	1	3	4	2	4	4	4	3	4	4	4	4
149	22	1	L	5	4	3	4	2	2	5	2	4	2	2	4	4	4	3	3	5
150	45	12	P	4	4	2	3	5	2	3	2	5	2	4	4	4	4	4	3	4
151	34	7	P	3	2	5	5	2	2	4	2	4	5	3	4	3	4	4	3	4
152	25	4	P	4	5	5	4	4	1	3	3	4	5	4	4	3	4	5	3	4
153	27	3	L	2	5	5	4	5	4	3	4	2	5	3	4	4	4	3	4	4
154	32	4	P	3	3	3	3	3	5	5	5	5	5	4	5	5	5	4	4	4
155	33	7	L	5	5	5	5	5	4	5	4	5	5	4	5	4	4	4	4	4

94	33	5	L	3	4	5	5	3	4	4	2	2	4	2	4	2	5	4	3	4
95	22	1	P	2	4	5	3	4	5	3	5	4	4	5	4	4	5	3	4	4
96	25	2	P	2	3	4	2	3	4	4	4	2	2	4	2	4	1	3	5	5
97	27	3	P	1	3	4	4	4	3	4	3	2	2	5	2	2	3	4	5	5
98	30	3	P	2	4	3	4	4	4	4	4	4	3	5	2	2	2	4	5	5
99	22	1	P	3	4	2	4	4	3	5	5	4	3	4	3	4	1	5	5	5
100	45	10	L	2	4	2	3	4	2	5	3	2	4	2	1	4	1	4	5	5
101	34	6	L	4	4	2	4	2	2	5	3	3	3	4	1	5	1	4	5	5
102	26	2	L	5	4	4	2	2	2	5	4	4	4	4	2	4	1	4	3	5
103	23	1	P	5	2	4	2	2	5	5	5	4	2	4	3	5	4	4	3	5
104	31	7	L	5	2	5	1	4	3	4	4	5	2	4	4	4	4	4	4	5
105	28	4	L	5	4	5	1	2	2	3	3	4	5	4	1	4	5	4	4	4
106	26	3	L	4	4	5	1	4	5	4	4	5	4	4	1	4	4	2	4	4
107	29	8	P	2	5	5	4	5	5	4	2	2	5	3	2	5	5	2	4	4
108	25	3	L	4	3	5	3	2	3	2	3	4	1	4	4	5	4	4	4	5
109	35	5	L	4	4	4	4	4	2	4	2	5	4	3	3	4	2	4	4	5
110	23	1	P	4	5	4	5	5	1	3	3	1	3	5	4	4	2	3	5	4
111	37	7	P	4	3	4	4	3	1	2	3	2	5	2	5	4	4	4	4	5
112	24	3	P	4	2	5	5	5	4	2	3	1	4	2	5	4	3	4	4	4
113	28	4	L	5	4	5	4	2	1	2	4	4	4	4	5	2	4	5	4	5
114	24	2	P	2	5	4	5	3	5	2	4	5	3	5	4	3	4	4	4	4
115	27	3	L	1	5	5	4	4	4	5	5	1	4	4	4	3	4	1	4	5
116	45	14	P	1	4	4	4	5	4	4	4	4	5	5	2	5	2	2	4	4
117	24	2	L	1	4	5	5	4	5	3	2	5	4	3	2	3	2	2	5	3
118	26	3	L	4	2	4	5	5	4	4	4	4	4	4	4	5	4	2	4	3
119	27	3	P	3	4	4	5	4	3	4	5	5	5	5	4	2	4	2	4	3
120	30	6	L	4	5	3	3	4	4	4	4	4	5	4	4	4	5	4	4	4
121	21	1	L	4	4	4	4	5	4	5	5	2	2	4	4	5	4	4	4	5
122	27	2.5	P	5	2	5	2	4	4	3	4	4	4	5	2	3	3	5	2	4
123	31	5	P	5	4	4	4	5	5	3	5	5	2	4	1	4	4	4	2	5
124	26	2	P	3	4	2	5	4	2	4	4	4	1	4	4	2	4	3	4	4
125	22	1	L	4	2	3	4	2	4	2	2	2	2	5	2	4	4	2	4	5
126	42	8	L	4	2	5	4	4	5	5	4	4	2	5	4	4	1	4	5	4

## Lampiran 3. Deskripsi Variabel

## X1.1

Penilaian	Jumlah Responden	Persentase (%)
1	4	2.58
2	20	12.90
3	15	9.67
4	85	54.83
5	31	20

## X1.2

Penilaian	Jumlah Responden	Persentase (%)
1	0	0
2	25	16.13
3	29	18.71
4	71	45.81
5	30	19.35

## X1.3

Penilaian	Jumlah Responden	Persentase (%)
1	0	0
2	17	10.97
3	15	9.67
4	90	58.06
5	33	21.29

## X1.4

Penilaian	Jumlah Responden	Persentase (%)
1	3	1.94
2	28	18.06
3	18	11.61
4	82	52.90
5	24	15.48

**X1.5**

<b>Penilaian</b>	<b>Jumlah Responden</b>	<b>Persentase (%)</b>
1	0	0
2	30	19.35
3	11	7.10
4	84	54.19
5	30	19.35

**X2.1**

<b>Penilaian</b>	<b>Jumlah Responden</b>	<b>Persentase (%)</b>
1	9	5.81
2	38	24.52
3	19	12.23
4	62	40
5	27	17.42

**X2.2**

<b>Penilaian</b>	<b>Jumlah Responden</b>	<b>Persentase (%)</b>
1	0	0
2	24	15.48
3	29	18.71
4	73	47.10
5	29	18.71

**X2.3**

<b>Penilaian</b>	<b>Jumlah Responden</b>	<b>Persentase (%)</b>
1	1	0.65
2	15	9.68
3	31	20
4	76	49.03
5	32	20.65

## Y1.1

Penilaian	Jumlah Responden	Persentase (%)
1	4	2.58
2	22	14.19
3	6	3.87
4	91	58.71
5	32	20.65

## Y1.2

Penilaian	Jumlah Responden	Persentase (%)
1	2	14.15
2	34	21.94
3	18	11.61
4	72	46.45
5	29	18.71

## Y1.3

Penilaian	Jumlah Responden	Persentase (%)
1	0	0
2	16	10.32
3	9	5.81
4	91	58.71
5	39	25.16

## Y1.4

Penilaian	Jumlah Responden	Persentase (%)
1	5	3.23
2	24	15.48
3	14	9.03
4	92	59.35
5	20	12.90

## Y1.5

Penilaian	Jumlah Responden	Persentase (%)
1	0	0
2	16	10.32
3	13	8.39
4	85	54.84
5	41	26.45

## Y2.1

Penilaian	Jumlah Responden	Persentase (%)
1	9	5.81
2	33	21.29
3	8	5.16
4	83	53.54
5	22	14.19

## Y2.2

Penilaian	Jumlah Responden	Persentase (%)
1	1	0.65
2	40	25.81
3	12	7.74
4	84	54.19
5	18	11.61

## Y2.3

Penilaian	Jumlah Responden	Persentase (%)
1	0	0
2	6	3.87
3	16	10.32
4	102	65.81
5	31	20

## Y2.4

Penilaian	Jumlah Responden	Persentase (%)
1	0	0
2	3	1.93
3	9	5.81
4	81	52.26
5	62	40

**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
X11	155	1.00	5.00	3.7677	1.11214
X12	155	1.00	5.00	3.6838	.85902
X13	155	1.00	5.00	3.8903	.84481
X14	155	1.00	5.00	3.5935	.84003
X15	155	1.00	5.00	3.7354	.75914
X21	155	1.00	5.00	3.3870	.94875
X22	155	1.00	5.00	3.6903	.87021
X23	155	1.00	5.00	3.7741	.78539
Y11	155	1.00	5.00	3.8129	.76018
Y12	155	1.00	5.00	3.5806	.80650
Y13	155	1.00	5.00	3.9870	.93693
Y14	155	1.00	5.00	3.6387	1.02024
Y15	155	1.00	5.00	3.9806	.92501
Y21	155	1.00	5.00	3.4903	.89989
Y22	155	1.00	5.00	3.5032	.94166
Y23	155	1.00	5.00	4.0193	.99568
Y24	155	1.00	5.00	4.3096	.99958
Valid N (listwise)	155				

#### Lampiran 4. CONFIRMATORY FACTOR ANALYSIS PADA 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
X15	<---	X1	1.000				
X14	<---	X1	1.311	.131	9.980	***	
X13	<---	X1	1.407	.133	10.583	***	
X12	<---	X1	1.407	.135	10.436	***	
X11	<---	X1	1.352	.173	7.800	***	

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

			Estimate
X15	<---	X1	.711
X14	<---	X1	.842
X13	<---	X1	.898
X12	<---	X1	.884
X11	<---	X1	.656

Variances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
X1			.289	.059	4.943	***	
e5			.283	.035	8.012	***	
e4			.204	.030	6.896	***	
e3			.137	.025	5.512	***	
e2			.161	.027	5.974	***	
e1			.701	.085	8.214	***	

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

			Estimate
X11			.430
X12			.781
X13			.807
X14			.709
X15			.505

### Lampiran 5. CONFIRMATORY FACTOR ANALYSIS PADA 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
X23	<---	X2	1.000				
X22	<---	X2	1.306	.106	12.277	***	
X21	<---	X2	1.041	.103	10.088	***	

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

			Estimate
X23	<---	X2	.826
X22	<---	X2	.974
X21	<---	X2	.712

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

			Estimate	S.E.	C.R.	P	Label
X2			.418	.071	5.925	***	
e8			.194	.033	5.885	***	
e7			.038	.042	.910	.363	
e6			.441	.057	7.756	***	

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

			Estimate
X21			.507
X22			.949
X23			.683

## Lampiran 6. CONFIRMATORY FACTOR ANALYSIS PADA Y1

### 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
Y14	<---	Y1	1.336	.105	12.673	***	
Y15	<---	Y1	1.000				
Y13	<---	Y1	1.058	.096	11.062	***	
Y12	<---	Y1	.700	.087	8.058	***	
Y11	<---	Y1	.606	.083	7.317	***	

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

			Estimate
Y14	<---	Y1	.946
Y15	<---	Y1	.781
Y13	<---	Y1	.816
Y12	<---	Y1	.627
Y11	<---	Y1	.576

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

			Estimate	S.E.	C.R.	P	Label
Y1			.519	.092	5.629	***	
e13			.331	.044	7.489	***	
e12			.109	.038	2.845	.004	
e11			.291	.041	7.042	***	
e10			.392	.047	8.304	***	
e9			.383	.046	8.421	***	

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

			Estimate
Y11			.332
Y12			.394
Y13			.666
Y14			.895
Y15			.610

## Lampiran 7. CONFIRMATORY FACTOR ANALYSIS PADA Y2

### 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
Y21	<---	Y2	1.000				
Y22	<---	Y2	.956	.087	10.979	***	
Y23	<---	Y2	1.169	.086	13.624	***	
Y24	<---	Y2	1.179	.086	13.704	***	

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

		Estimate	
Y21	<---	Y2	.838
Y22	<---	Y2	.766
Y23	<---	Y2	.886
Y24	<---	Y2	.890

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

			Estimate	S.E.	C.R.	P	Label
Y2			.565	.090	6.262	***	
e14			.239	.035	6.829	***	
e15			.364	.048	7.633	***	
e16			.212	.037	5.708	***	
e17			.207	.037	5.584	***	

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

		Estimate
Y24		.792
Y23		.785
Y22		.586
Y21		.703

### Lampiran 8. OUTPUT PENGOLAHAN SEM MENGGUNAKAN AMOS

#### Parameter summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	23	0	0	0	0	23
Labeled	0	0	0	0	0	0
Unlabeled	18	1	21	0	0	40
Total	41	1	21	0	0	63

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

Variable	min	max	skew	c.r.	kurtosis	c.r.
Y14	1.000	5.000	-.611	-1.105	-.243	-.617
Y15	1.000	5.000	-.528	-2.683	-.582	-1.480
Y24	1.000	5.000	.679	.452	.081	.205
Y23	1.000	5.000	.749	.808	-.154	-.391
Y22	1.000	5.000	.619	1.144	-.222	-.564
Y21	1.000	5.000	.880	1.471	.736	1.870
Y13	1.000	5.000	-.648	-1.295	-.360	-.914
Y12	1.000	5.000	-.881	-.477	.724	1.839
Y11	1.000	5.000	-.438	-2.225	.308	.784
X21	1.000	5.000	-.902	-1.584	.549	1.395
X22	1.000	5.000	-.831	-1.222	.805	2.046
X23	1.000	5.000	-.411	-1.091	.146	.372
X11	1.000	5.000	-.491	-1.495	-.700	-1.780
X12	1.000	5.000	-.895	-.551	.573	1.457
X13	1.000	5.000	-.354	-1.798	-.725	-1.841
X14	1.000	5.000	-.234	-1.187	-.905	-2.301
X15	1.000	5.000	-1.195	-1.075	1.047	2.661
Multivariate					3.065	1.180

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

Observation number	Mahalanobis d-squared	p1	p2
108	57.300	.000	.000
137	56.016	.000	.000
135	49.161	.000	.000
86	41.714	.001	.000
82	41.704	.001	.000

Observation number	Mahalanobis d-squared	p1	p2
19	36.532	.004	.000
43	35.581	.005	.000
31	33.762	.009	.000
62	32.186	.014	.000
8	31.528	.017	.000
96	31.351	.018	.000
80	31.300	.018	.000
105	30.364	.024	.000
42	29.534	.030	.000
147	29.148	.033	.000
26	28.772	.037	.000
145	28.265	.042	.000
40	28.098	.044	.000
63	27.361	.053	.001
61	26.502	.066	.003
100	26.499	.066	.001
20	26.497	.066	.001
142	26.388	.068	.000
122	26.319	.069	.000
17	25.843	.077	.000
6	25.512	.084	.001
98	25.453	.085	.000
7	25.419	.086	.000
72	25.195	.090	.000
87	25.097	.093	.000
136	24.930	.096	.000
50	24.373	.110	.000
110	24.354	.110	.000
104	24.232	.113	.000
140	24.143	.116	.000
88	23.950	.121	.000
131	23.773	.126	.000
45	23.340	.138	.000
33	23.291	.140	.000
81	22.289	.174	.005
102	22.153	.179	.005
126	21.899	.189	.008
149	21.628	.199	.012
69	21.227	.216	.029

Observation number	Mahalanobis d-squared	p1	p2
55	20.829	.234	.062
15	20.824	.234	.043
141	20.793	.236	.032
74	20.669	.241	.032
46	20.200	.264	.086
16	20.092	.270	.083
47	19.692	.290	.165
121	19.556	.298	.172
113	19.342	.309	.212
155	19.090	.323	.279
23	18.827	.339	.363
58	18.768	.342	.334
138	18.733	.344	.294
64	18.721	.345	.245
65	18.522	.357	.293
9	18.421	.363	.291
51	17.988	.390	.490
115	17.589	.415	.678
52	17.455	.424	.698
134	17.390	.428	.679
150	17.148	.444	.760
124	16.643	.479	.920
53	16.552	.485	.919
25	16.360	.498	.942
127	16.336	.500	.926
28	16.187	.511	.939
68	15.735	.543	.986
130	15.676	.547	.984
93	15.583	.554	.984
1	15.518	.558	.982
49	15.231	.579	.993
97	15.159	.584	.993
148	15.138	.586	.990
36	15.133	.586	.985
66	15.128	.586	.978
3	15.034	.593	.978
117	14.782	.611	.990
151	14.663	.620	.991
11	14.660	.620	.987

Observation number	Mahalanobis d-squared	p1	p2
143	14.544	.628	.989
153	13.918	.673	1.000
21	13.789	.682	1.000
78	13.754	.684	1.000
38	13.621	.694	1.000
154	13.370	.711	1.000
111	13.357	.712	1.000
125	13.225	.721	1.000
13	13.220	.721	1.000
89	12.867	.745	1.000
106	12.854	.746	1.000
107	12.854	.746	1.000
139	12.450	.772	1.000
79	12.317	.781	1.000
128	12.299	.782	1.000
112	12.173	.790	1.000
71	11.886	.807	1.000

### Sample Moments (Group number 1)

Condition number = 29467.705

Eigenvalues

19.233 12.419 10.232 .9662.8454 .7212 .6186 .5131 .5120 .308 .206 .105 .104  
.094 .084 .070 .061 .057 .054

Determinant of sample covariance matrix = .079321

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	<---X1	.418	.119	3.519	***	
Y1	<---X2	.202	.092	2.181	.029	
Y2	<---Y1	.450	.089	5.076	***	
Y2	<---X1	.289	.111	2.594	.009	
Y2	<---X2	.175	.086	2.029	.042	
X15	<---X1	1.000				
X14	<---X1	1.298	.129	10.035	***	
X13	<---X1	1.390	.131	10.642	***	
X12	<---X1	1.405	.133	10.586	***	

			Estimate	S.E.	C.R.	P	Label
X11	<---	X1	1.354	.171	7.906	***	
X23	<---	X2	1.000				
X22	<---	X2	1.297	.102	12.760	***	
X21	<---	X2	1.044	.103	10.155	***	
Y11	<---	Y1	.584	.082	7.110	***	
Y12	<---	Y1	.677	.086	7.862	***	
Y13	<---	Y1	1.048	.094	11.147	***	
Y21	<---	Y2	1.000				
Y22	<---	Y2	.954	.089	10.703	***	
Y23	<---	Y2	1.176	.088	13.399	***	
Y24	<---	Y2	1.214	.087	13.916	***	
Y14	<---	Y1	1.347	.102	13.199	***	
Y15	<---	Y1	1.000				

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

			Estimate
Y1	<---	X1	.313
Y1	<---	X2	.181
Y2	<---	Y1	.437
Y2	<---	X1	.210
Y2	<---	X2	.153
X15	<---	X1	.715
X14	<---	X1	.839
X13	<---	X1	.893
X12	<---	X1	.888
X11	<---	X1	.661
X23	<---	X2	.829
X22	<---	X2	.970
X21	<---	X2	.716
Y11	<---	Y1	.557
Y12	<---	Y1	.608
Y13	<---	Y1	.811
Y21	<---	Y2	.829
Y22	<---	Y2	.756
Y23	<---	Y2	.881
Y24	<---	Y2	.906
Y14	<---	Y1	.958
Y15	<---	Y1	.784

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

		Estimate	S.E.	C.R.	P	Label
X1<-->	X2	.080	.032	2.498	.013	

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

		Estimate
X1<-->	X2	.228

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

		Estimate	S.E.	C.R.	P	Label
X1		.293	.059	4.987	***	
X2		.421	.070	5.997	***	
e18		.441	.078	5.639	***	
e19		.347	.059	5.918	***	
e5		.280	.035	8.001	***	
e4		.208	.030	6.973	***	
e3		.144	.025	5.742	***	
e2		.155	.026	5.907	***	
e1		.692	.084	8.204	***	
e8		.192	.032	6.054	***	
e7		.044	.039	1.135	.256	
e6		.436	.056	7.812	***	
e9		.396	.047	8.510	***	
e10		.407	.048	8.420	***	
e11		.299	.041	7.349	***	
e14		.252	.035	7.106	***	
e15		.378	.049	7.783	***	
e16		.221	.036	6.065	***	
e17		.178	.034	5.253	***	
e13		.328	.043	7.647	***	
e12		.086	.034	2.503	.012	

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

	Estimate
Y1	.156
Y2	.372
Y14	.917
Y15	.614
Y24	.820
Y23	.776
Y22	.571
Y21	.687
Y13	.658
Y12	.370
Y11	.310
X21	.513
X22	.942
X23	.687
X11	.437
X12	.788
X13	.798
X14	.704
X15	.511

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

	X2	X1	Y1	Y2
Y1	.202	.418	.000	.000
Y2	.265	.477	.450	.000
Y14	.272	.563	1.347	.000
Y15	.202	.418	1.000	.000
Y24	.322	.579	.546	1.214
Y23	.312	.561	.529	1.176
Y22	.253	.455	.429	.954
Y21	.265	.477	.450	1.000
Y13	.211	.438	1.048	.000
Y12	.137	.283	.677	.000
Y11	.118	.244	.584	.000
X21	1.044	.000	.000	.000
X22	1.297	.000	.000	.000

	X2	X1	Y1	Y2
X23	1.000	.000	.000	.000
X11	.000	1.354	.000	.000
X12	.000	1.405	.000	.000
X13	.000	1.390	.000	.000
X14	.000	1.298	.000	.000
X15	.000	1.000	.000	.000

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

	X2	X1	Y1	Y2
Y1	.181	.313	.000	.000
Y2	.232	.347	.437	.000
Y14	.173	.300	.958	.000
Y15	.142	.245	.784	.000
Y24	.210	.314	.396	.906
Y23	.204	.306	.385	.881
Y22	.175	.262	.330	.756
Y21	.192	.288	.362	.829
Y13	.147	.254	.811	.000
Y12	.110	.190	.608	.000
Y11	.101	.174	.557	.000
X21	.716	.000	.000	.000
X22	.970	.000	.000	.000
X23	.829	.000	.000	.000
X11	.000	.661	.000	.000
X12	.000	.888	.000	.000
X13	.000	.893	.000	.000
X14	.000	.839	.000	.000
X15	.000	.715	.000	.000

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

	X2	X1	Y1	Y2
Y1	.202	.418	.000	.000
Y2	.175	.289	.450	.000
Y14	.000	.000	1.347	.000
Y15	.000	.000	1.000	.000
Y24	.000	.000	.000	1.214
Y23	.000	.000	.000	1.176

	X2	X1	Y1	Y2
Y22	.000	.000	.000	.954
Y21	.000	.000	.000	1.000
Y13	.000	.000	1.048	.000
Y12	.000	.000	.677	.000
Y11	.000	.000	.584	.000
X21	1.044	.000	.000	.000
X22	1.297	.000	.000	.000
X23	1.000	.000	.000	.000
X11	.000	1.354	.000	.000
X12	.000	1.405	.000	.000
X13	.000	1.390	.000	.000
X14	.000	1.298	.000	.000
X15	.000	1.000	.000	.000

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

	X2	X1	Y1	Y2
Y1	.181	.313	.000	.000
Y2	.153	.210	.437	.000
Y14	.000	.000	.958	.000
Y15	.000	.000	.784	.000
Y24	.000	.000	.000	.906
Y23	.000	.000	.000	.881
Y22	.000	.000	.000	.756
Y21	.000	.000	.000	.829
Y13	.000	.000	.811	.000
Y12	.000	.000	.608	.000
Y11	.000	.000	.557	.000
X21	.716	.000	.000	.000
X22	.970	.000	.000	.000
X23	.829	.000	.000	.000
X11	.000	.661	.000	.000
X12	.000	.888	.000	.000
X13	.000	.893	.000	.000
X14	.000	.839	.000	.000
X15	.000	.715	.000	.000

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

	X2	X1	Y1	Y2
Y1	.000	.000	.000	.000
Y2	.091	.188	.000	.000
Y14	.272	.563	.000	.000
Y15	.202	.418	.000	.000
Y24	.322	.579	.546	.000
Y23	.312	.561	.529	.000
Y22	.253	.455	.429	.000
Y21	.265	.477	.450	.000
Y13	.211	.438	.000	.000
Y12	.137	.283	.000	.000
Y11	.118	.244	.000	.000
X21	.000	.000	.000	.000
X22	.000	.000	.000	.000
X23	.000	.000	.000	.000
X11	.000	.000	.000	.000
X12	.000	.000	.000	.000
X13	.000	.000	.000	.000
X14	.000	.000	.000	.000
X15	.000	.000	.000	.000

Model Summary

Model

Y1

Y2

Y14

Y15

Y24

Y23

Y22

Y21

Y13

Y12

Y11

X21

X22

X23

X11

X12

X13

X14

X15

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

	X2	X1	Y1	Y2
Y1	.000	.000	.000	.000
Y2	.079	.137	.000	.000
Y14	.173	.300	.000	.000
Y15	.142	.245	.000	.000
Y24	.210	.314	.396	.000
Y23	.204	.306	.385	.000
Y22	.175	.262	.330	.000
Y21	.192	.288	.362	.000
Y13	.147	.254	.000	.000
Y12	.110	.190	.000	.000
Y11	.101	.174	.000	.000
X21	.000	.000	.000	.000
X22	.000	.000	.000	.000
X23	.000	.000	.000	.000
X11	.000	.000	.000	.000

	X2	X1	Y1	Y2
X12	.000	.000	.000	.000
X13	.000	.000	.000	.000
X14	.000	.000	.000	.000
X15	.000	.000	.000	.000

### Model Fit Summary

#### CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	40	129.046	113	.144	1.142
Saturated model	153	.000	0		
Independence model	17	1991.832	136	.000	14.646

#### RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.058	.977	.912	.581
Saturated model	.000	1.000		
Independence model	.294	.309	.222	.274

#### Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.822	.785	.871	.843	.870
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

#### Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.831	.683	.722
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

#### NCP

Model	NCP	LO 90	HI 90

Model	NCP	LO 90	HI 90
Default model	242.102	189.021	302.803
Saturated model	.000	.000	.000
Independence model	1855.832	1715.183	2003.863

**FMIN**

Model	FMIN	F0	LO 90	HI 90
Default model	2.306	1.572	1.227	1.966
Saturated model	.000	.000	.000	.000
Independence model	12.934	12.051	11.138	13.012

**RMSEA**

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.068	.104	.132	.000
Independence model	.298	.286	.309	.000

**AIC**

Model	AIC	BCC	BIC	CAIC
Default model	435.102	445.690	556.839	596.839
Saturated model	306.000	346.500	771.644	924.644
Independence model	2025.832	2030.332	2077.571	2094.571

**ECVI**

Model	ECVI	LO 90	HI 90	MECVI
Default model	2.825	2.481	3.219	2.894
Saturated model	1.987	1.987	1.987	2.250
Independence model	13.155	12.241	14.116	13.184

**HOELTER**

Model	HOELTER	HOELTER
	.05	.01
Default model	61	66
Independence model	13	14