Lampiran 1 (Kuesioner)

Responden yth,

Bersama segala kesibukan Bapak/Ibu/Saudara(i), perkenankan saya memohon kesediaan Bapak/Ibu/Saudara(i) untuk mengisi kuesioner ini. Adapun penelitian ini dilakukan untuk kepentingan ilmiah, sehingga jawaban jujur dari responden sangat saya harapkan.

Akhir kata saya ucapkan terima kasih atas waktu yang disediakan Bapak/Ibu/Saudara(i) untuk mengisi kuesioner ini.

Hormat saya,

Evelyn Wijaya Lomanto

I. Bagian ini menyatakan identitas responden.

1. Jenis kelamin
   a. Laki-laki
   b. Perempuan

2. Lama bekerja
   a. ≤ 1 Tahun
   b. > 1 Tahun

II. Bagian ini menyatakan daftar pertanyaan kepada responden.

Mohon memberikan tanda silang (x) pada pilihan jawaban yamg tersedia. Setiap pertanyaan hanya mengharapkan satu jawaban. Setiap angka akan mewakili tingkat kesesuaian dengan pendapat bapak/ibu/saudara, dimana:

STS = Sangat Tidak Setuju.
TS = Tidak Setuju.
N = Netral.
S = Setuju.
SS = Sangat Setuju.

No.	Item Pertanyaaan	STS	TS	N	S	SS
Kepuasan Kerja (X_1)						
1.	Saya puas dengan jenis tugas dari pekerjaan ini					
2.	Bekerja keras membuat saya menjadi lebih baik dalam bekerja					
3.	Pekerjaan yang baik dari seseorang dapat dilihat melalui bagaimana dia menyelesaikan pekerjaannya					
4.	Saya sering berfikir untuk tetap bekerja di perusahaan spring bed PT. Duta Abadi Primantara (Florence Spring Bed).					
Sikap Kerja (X_2)						
1.	Saya mematuhi nilai dan norma yang berlaku di perusahaan.					
2.	Saya hadir dan pulang dari tempat kerja sesuai dengan waktu yang telah ditentukan.					
3.	Saya mampu bekerjasama dengan rekan kerja.					
No.	**Item Pertanyaaan**	**STS**	**TS**	**N**	**S**	**SS**

Komitmen Organisasional (Y_1)						
1.	Saya merasa bahwa saya adalah bagian dari perusahaan spring bed PT. Duta Abadi Primantara (Florence Spring Bed).					
2.	Perusahaan spring bed PT. Duta Abadi Primantara (Florence Spring Bed) sangat berarti bagi saya.					
3.	Saya akan merekomendasikan perusahaan spring bed PT. Duta Abadi Primantara (Florence Spring Bed) kepada teman – teman saya.					
4.	Dalam pekerjaan saya merasa bahwa saya berkontribusi terhadap perusahaan, tidak hanya untuk kepentingan diri sendiri tetapi juga kepentingan perusahaan.					
Kinerja Karyawan (Y_2)						
1.	Dibandingkan dengan karyawan lain yang melakukan pekerjaan sama, secara keseluruhan kualitas dan hasil pekerjaan saya dalam bekerja lebih baik					
2.	Dibandingkan dengan karyawan lain yang melakukan pekerjaan sama, saya lebih baik dalam mencegah dan mengatasi masalah yang timbul.					

Lampiran 2 Hasil kuesioner

NO	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2	X2.3	Y1.1	Y1.2
1	3	4	3	5	2	1	2	3	2
2	4	4	3	5	4	4	5	4	5
3	4	5	5	3	4	4	4	2	1
4	4	3	2	5	4	3	3	4	4
5	4	3	4	4	5	5	4	4	4
6	2	1	3	3	4	5	4	4	5
7	4	5	4	3	4	5	4	4	3
8	2	3	5	4	5	4	5	5	5
9	3	4	4	4	4	4	4	3	4
10	3	3	5	5	4	3	3	4	4
11	5	5	3	2	3	3	4	5	5
12	4	5	5	3	5	4	4	5	5
13	3	4	5	3	4	4	4	5	5
14	4	5	4	4	5	4	4	4	5
15	2	2	1	2	2	2	1	3	4
16	3	4	5	4	5	5	5	4	5
17	4	5	5	4	4	4	5	4	4
18	5	3	4	5	5	4	5	4	3
19	3	4	3	5	3	4	5	4	3
20	5	3	5	5	4	5	4	4	4
21	5	4	4	5	4	4	5	3	3
22	3	4	5	3	4	4	3	5	3
23	4	3	4	5	4	3	4	3	3
24	4	4	5	5	4	4	5	3	4
25	4	4	3	4	3	4	5	4	3
26	3	4	5	5	2	1	2	2	3
27	4	4	4	5	4	4	5	4	5
28	2	1	2	3	5	4	4	2	3
29	3	4	3	4	4	4	5	4	4

Lampiran 2 hasil kuesioner (lanjutan)

NO	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2	X2.3	Y1.1	Y1.2
30	4	4	5	5	2	2	3	2	1
31	4	5	4	4	2	2	1	4	5
32	4	3	4	3	2	3	2	1	4
33	4	4	3	5	3	4	4	4	5
34	3	4	5	4	4	4	5	5	4
35	2	1	2	1	5	5	4	2	1
36	4	4	5	4	3	4	4	4	4
37	4	3	5	4	5	5	4	4	4
38	4	4	4	4	4	4	3	4	4
39	4	3	4	5	5	4	4	3	3
40	2	1	2	2	2	2	3	4	5
41	5	5	4	4	3	4	4	5	4
42	2	1	2	2	1	2	1	4	3
43	5	4	5	5	3	4	4	3	4
44	5	4	4	4	4	4	5	4	4
45	4	4	5	4	3	4	4	5	4
46	4	4	5	5	4	5	5	3	4
47	2	2	2	2	3	3	2	4	5
48	4	5	4	5	4	5	5	4	4
49	5	5	5	4	5	5	4	5	5
50	2	1	2	1	1	1	2	2	4
51	2	2	2	3	2	3	3	4	4
52	4	4	4	5	4	5	5	4	4
53	3	4	5	4	3	4	4	5	4
54	4	4	3	4	5	4	4	5	5
55	2	1	2	3	4	5	4	4	5
56	4	4	4	3	5	5	3	3	4
57	5	4	5	4	5	5	4	4	4
58	3	2	2	2	5	4	5	3	4

Lampiran 2 Hasil kuesioner (lanjutan)

NO	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2	X2.3	Y1.1	Y1.2
59	4	3	4	5	4	4	4	4	3
60	2	3	2	1	5	4	4	5	5
61	4	4	4	3	3	4	3	3	4
62	4	4	4	5	2	1	2	4	5
63	4	4	4	5	4	5	5	4	5
64	4	4	4	4	3	3	4	3	3
65	4	3	4	5	4	3	4	5	4
66	4	3	4	5	3	3	4	5	4
67	5	4	4	5	5	5	4	5	5
68	4	3	4	3	1	1	3	4	5
69	5	4	5	4	4	5	5	4	5
70	4	3	4	5	2	1	2	4	5
71	4	5	4	4	4	4	5	5	4
72	5	4	4	5	3	2	3	4	5
73	4	3	4	4	5	3	4	5	4
74	4	3	4	4	4	3	4	4	3
75	5	4	4	5	3	4	5	3	3
76	2	1	2	2	3	2	1	2	3
77	4	4	5	4	3	4	5	4	4
78	4	5	4	4	5	4	3	4	5
79	4	2	3	2	2	3	3	3	2
80	5	4	4	5	4	5	4	5	5
81	4	3	4	5	4	3	4	5	4
82	5	4	4	5	4	3	4	3	4
83	3	4	4	3	3	4	5	5	5
84	4	4	5	5	4	5	5	4	4
85	4	4	5	4	4	4	3	4	5
86	4	4	4	3	4	3	3	3	4
87	4	5	4	4	4	5	4	4	4

Lampiran 2 Hasil kuesioner (lanjutan)

NO	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2	X2.3	Y1.1	Y1.2
88	2	3	2	1	3	2	1	3	2
89	4	5	4	4	5	4	5	4	4
90	4	4	4	4	5	4	5	3	4
91	2	3	3	2	3	2	1	1	3
92	4	4	5	4	4	5	4	4	4
93	4	5	4	4	4	4	5	4	5
94	4	3	4	3	4	4	4	3	4
95	5	4	4	3	4	5	4	4	4
96	2	1	2	3	5	4	4	4	4
97	4	4	4	4	4	4	3	4	4
98	4	5	5	5	5	5	5	5	4
99	2	2	1	2	4	4	3	4	4
100	5	3	4	4	3	4	4	5	5
101	4	3	4	3	4	3	4	5	5
102	4	5	4	3	3	3	1	1	1
103	3	2	1	2	3	3	4	5	4
104	4	5	4	4	3	4	3	4	3
105	5	4	5	4	3	4	5	4	3
106	2	1	2	3	4	5	4	5	5
107	4	4	4	4	4	4	4	3	4
108	3	4	3	3	4	5	4	3	4
109	4	3	3	3	3	4	3	4	5
110	5	4	4	5	4	4	5	4	5
111	4	5	4	4	5	4	3	2	2
112	3	2	3	2	3	2	4	5	4
113	5	4	4	5	4	3	4	5	4
114	4	3	4	3	4	5	4	5	4
115	3	3	4	3	4	5	4	3	4
116	5	4	4	5	4	3	4	5	4

Lampiran 2 Hasil kuesioner (lanjutan)

NO	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2	X2.3	Y1.1	Y1.2
117	3	3	3	4	3	4	5	4	5
118	5	4	4	5	4	5	4	3	4
119	5	4	4	4	5	4	4	5	4
120	2	2	2	2	1	2	2	3	2
121	4	4	4	5	4	4	4	3	4
122	5	4	4	5	3	4	4	5	5
123	5	4	5	4	5	4	4	4	3
124	2	1	2	3	2	2	2	2	1
125	5	4	4	4	5	4	4	5	4
126	4	3	4	4	4	4	4	5	5
127	5	4	5	5	5	5	4	3	4
128	4	4	5	4	3	4	5	3	3
129	5	5	5	4	3	5	5	4	5
130	5	4	3	4	5	4	4	3	4
131	4	4	4	4	4	4	3	3	3
132	4	5	4	4	5	3	4	5	5
133	3	4	3	4	5	4	4	4	4
134	5	4	4	5	4	5	4	4	5
135	4	4	5	4	3	4	5	5	5
136	4	4	3	4	5	4	4	3	3
137	5	4	5	4	5	4	4	5	5
138	2	1	2	2	4	5	4	3	2
139	4	4	4	5	4	3	4	5	4
140	4	3	4	4	2	1	2	3	3
141	4	4	4	4	5	4	4	3	3
142	4	5	4	4	5	4	3	5	5
143	5	3	4	4	5	4	4	5	4
144	5	4	4	5	4	5	4	5	5
145	3	4	4	5	4	3	4	3	4

Lampiran 2 Hasil kuesioner (lanjutan)

NO	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2	X2.3	Y1.1	Y1.2
146	4	3	4	4	5	4	3	4	4
147	3	2	3	3	5	4	5	2	2
148	5	4	5	4	3	4	3	4	4
149	3	3	4	4	4	5	4	3	3
150	4	4	5	4	4	5	4	4	4
151	4	3	4	4	3	4	3	4	3
152	4	3	4	2	3	4	5	3	3
153	2	1	2	2	3	2	1	2	1
154	5	4	4	3	4	5	4	4	4
155	5	4	4	4	4	5	4	2	1
156	1	1	2	2	4	5	4	5	4
157	4	5	4	4	4	5	4	4	5
158	4	5	4	4	2	1	2	5	4
159	4	5	5	4	3	3	2	3	3
160	4	3	4	4	4	4	3	4	4
161	2	1	2	2	2	1	2	2	1
162	1	1	2	2	2	1	2	2	1
163	4	3	4	4	4	3	4	5	4
164	2	3	2	1	2	2	1	1	2
165	2	2	2	3	2	1	1	2	2
166	4	4	4	4	4	5	4	4	4
167	4	4	4	4	4	4	3	4	5
168	4	4	3	4	4	4	4	3	5
169	5	4	4	4	3	4	4	5	4
170	5	4	4	3	4	4	4	5	4
171	4	3	4	4	2	1	2	3	2
172	4	4	3	4	4	5	4	4	3
173	2	2	2	2	1	2	2	3	2
174	1	2	2	2	2	2	2	3	3

Lampiran 2 Hasil kuesioner (lanjutan)

NO	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2	X2.3	Y1.1	Y1.2
175	4	5	4	4	2	2	1	4	5
176	4	4	4	4	4	4	4	4	4
177	5	4	4	5	4	5	4	4	4
178	4	4	4	4	2	2	2	3	2
179	3	4	4	4	3	4	4	4	5
180	4	5	4	4	3	4	5	4	4
181	2	2	2	1	2	2	2	2	2
182	5	4	4	4	5	4	4	4	5
183	4	4	5	4	4	3	4	5	4
184	5	4	4	5	2	3	1	4	3
185	4	4	4	4	5	4	5	4	4
186	3	4	4	4	4	4	3	4	4
187	4	4	4	4	3	4	4	3	4
188	5	5	5	4	5	4	5	5	5
189	3	3	4	4	4	5	4	4	4
190	4	5	4	5	2	2	3	4	3
191	5	4	4	5	4	5	5	4	4
192	4	4	4	4	4	4	3	4	4
193	4	5	4	3	4	5	4	4	3
194	4	5	4	4	2	3	2	3	4
195	5	4	4	5	4	4	4	4	4
196	3	4	4	4	4	4	4	3	4
197	5	4	4	4	3	4	4	4	4
198	5	4	4	5	3	4	4	5	4
199	4	4	5	4	4	5	4	4	4
200	4	3	4	3	3	5	3	3	4
201	4	5	4	4	3	4	3	3	4
202	4	5	4	3	4	3	4	3	3
203	5	5	4	3	3	4	5	5	4

Lampiran 2 Hasil kuesioner (lanjutan)

NO	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2	X2.3	Y1.1	Y1.2
204	3	4	4	5	4	4	3	4	4
205	4	3	4	5	1	1	2	4	5
206	5	5	5	4	5	4	4	3	3
207	4	5	4	4	4	3	3	4	5
208	5	3	3	4	5	4	4	4	5
209	2	1	1	2	2	3	2	1	2
210	3	3	3	3	4	3	3	3	4
211	4	5	4	4	3	4	4	4	4
212	3	4	3	3	3	4	5	4	4
213	5	5	4	4	4	5	4	4	5

Lampiran 2 Hasil kuesioner (lanjutan)

NO	Y1.3	Y1.4	Y2.1	Y2.1	GENDER	LAMA KERJA
1	3	3	2	3	1	2
2	5	5	4	5	2	2
3	2	3	3	2	1	2
4	5	5	4	5	2	2
5	5	4	4	5	2	1
6	4	3	4	5	2	1
7	3	3	4	4	2	1
8	4	5	4	4	2	2
9	4	4	4	4	1	2
10	4	3	4	5	2	1
11	5	4	5	4	2	1
12	3	5	5	5	2	2
13	4	4	4	5	1	2
14	5	5	4	5	2	2
15	4	3	4	5	2	1
16	5	5	5	5	1	2
17	3	4	4	5	2	1
18	4	4	4	5	2	2
19	4	5	4	4	2	1
20	3	4	5	4	1	1
21	4	3	4	5	2	1
22	3	5	5	5	2	2
23	4	3	5	5	2	2
24	3	3	4	3	2	1
25	4	3	4	5	2	1
26	2	1	2	3	2	2
27	5	4	5	5	2	2
28	2	1	2	1	1	1
29	5	5	4	3	2	1

Lampiran 2 Hasil kuesioner (lanjutan)

NO	Y1.3	Y1.4	Y2.1	Y2.1	GENDER	LAMA KERJA
30	2	1	3	3	2	2
31	4	4	5	4	2	1
32	4	5	4	3	2	1
33	4	4	5	4	2	2
34	5	4	4	4	2	2
35	1	2	3	2	2	1
36	3	4	3	5	2	1
37	5	4	5	4	2	1
38	4	3	5	4	2	2
39	4	3	5	4	2	2
40	4	3	4	4	2	1
41	5	5	4	4	2	2
42	4	4	5	4	2	1
43	4	4	4	5	2	1
44	4	5	4	5	2	1
45	4	4	4	4	2	1
46	4	3	4	4	2	1
47	4	3	4	5	2	1
48	4	5	4	4	2	1
49	4	5	5	5	2	1
50	5	3	4	4	2	2
51	5	4	4	4	2	2
52	5	4	5	4	2	1
53	4	3	4	5	2	1
54	5	4	4	4	2	1
55	4	3	2	1	2	2
56	3	4	4	3	2	1
57	5	4	4	4	2	1
58	3	5	1	1	2	1

Lampiran 2 Hasil kuesioner (lanjutan)

NO	Y1.3	Y1.4	Y2.1	Y2.1	GENDER	LAMA KERJA
59	4	5	4	4	2	2
60	5	4	5	4	2	1
61	4	4	4	4	2	1
62	4	4	1	1	2	1
63	4	5	4	4	2	1
64	4	3	4	4	2	1
65	4	3	4	5	2	2
66	4	5	5	4	2	2
67	4	5	4	4	2	2
68	4	4	2	2	2	1
69	5	5	4	4	2	1
70	4	4	2	2	2	2
71	5	4	4	5	2	2
72	5	5	2	2	2	1
73	4	3	4	5	2	1
74	4	3	4	3	2	1
75	3	4	5	4	2	2
76	3	3	2	1	2	2
77	4	3	5	4	2	2
78	5	5	4	5	1	1
79	3	3	3	3	2	1
80	4	5	5	4	2	2
81	5	5	4	4	2	2
82	3	3	4	3	2	2
83	4	5	5	4	2	1
84	5	5	4	4	2	2
85	4	4	4	4	2	1
86	3	4	4	4	2	2
87	5	4	4	5	2	2

Lampiran 2 Hasil kuesioner (lanjutan)

NO	Y1.3	Y1.4	Y2.1	Y2.1	GENDER	LAMA KERJA
88	3	3	1	1	2	1
89	4	5	4	4	2	2
90	4	4	4	4	2	2
91	3	3	2	3	2	1
92	4	5	5	4	2	1
93	4	5	5	5	2	1
94	3	3	4	3	2	1
95	3	4	5	5	2	1
96	4	3	2	2	2	2
97	3	4	4	4	2	2
98	5	4	5	4	2	2
99	4	4	1	2	2	2
100	4	5	5	3	2	2
101	5	4	5	4	2	2
102	2	2	4	4	2	1
103	5	4	2	1	2	1
104	4	4	4	4	2	1
105	4	5	4	5	2	2
106	4	5	4	5	2	2
107	4	4	4	4	2	2
108	3	3	5	4	2	2
109	4	5	4	3	2	1
110	4	4	4	4	2	1
111	2	1	3	2	2	2
112	4	5	4	5	2	2
113	4	4	4	5	2	1
114	5	4	3	4	2	1
115	3	4	3	5	2	1
116	4	4	5	4	2	2

Lampiran 2 Hasil kuesioner (lanjutan)

NO	Y1.3	Y1.4	Y2.1	Y2.1	GENDER	LAMA KERJA
117	4	5	4	3	2	2
118	4	4	4	4	2	2
119	4	4	4	4	2	2
120	2	2	2	2	2	1
121	5	4	4	4	2	1
122	4	4	4	4	2	1
123	3	4	4	4	2	2
124	1	2	3	2	2	2
125	5	4	5	4	2	2
126	5	4	4	4	2	1
127	4	4	5	4	2	2
128	4	4	4	4	2	1
129	5	4	4	3	2	2
130	5	4	4	4	2	2
131	5	5	4	3	2	1
132	5	4	3	4	2	2
133	5	4	4	3	2	2
134	5	5	4	4	2	2
135	5	5	5	4	2	1
136	3	4	4	4	2	1
137	5	4	4	5	2	1
138	2	1	4	5	2	2
139	4	4	4	4	2	2
140	5	4	2	2	2	1
141	4	3	5	5	2	2
142	5	4	3	3	2	2
143	5	5	4	4	2	2
144	5	5	4	4	2	1
145	3	4	5	5	2	1

Lampiran 2 Hasil kuesioner (lanjutan)

NO	Y1.3	Y1.4	Y2.1	Y2.1	GENDER	LAMA KERJA
146	4	4	3	3	2	1
147	2	3	4	4	2	2
148	4	4	5	5	2	2
149	3	5	5	5	2	1
150	3	3	5	4	2	1
151	4	4	4	5	2	1
152	4	3	3	4	2	2
153	2	2	2	2	2	1
154	3	3	4	5	2	1
155	2	2	3	2	2	1
156	4	3	2	2	2	2
157	4	4	4	4	2	2
158	4	4	1	1	2	2
159	3	2	4	4	2	1
160	4	4	3	3	2	1
161	2	3	2	2	2	1
162	2	2	2	3	2	2
163	5	4	5	4	2	2
164	2	2	1	1	2	1
165	1	2	3	3	2	1
166	4	4	4	4	2	2
167	4	4	4	4	2	2
168	4	4	4	3	2	2
169	4	4	4	4	1	2
170	4	4	4	4	2	1
171	1	2	2	3	2	2
172	4	4	4	4	2	1
173	2	2	2	1	2	1
174	2	2	3	2	2	1

Lampiran 2 Hasil kuesioner (lanjutan)

NO	Y1.3	Y1.4	Y2.1	Y2.1	GENDER	LAMA KERJA
175	4	5	4	4	2	1
176	4	4	4	4	2	1
177	3	4	5	4	2	1
178	3	2	2	1	2	2
179	4	4	4	4	2	2
180	3	4	4	4	2	2
181	3	2	2	2	2	2
182	4	3	4	3	2	2
183	4	4	4	4	2	2
184	4	5	4	4	2	2
185	4	4	4	4	2	2
186	4	4	3	4	2	2
187	4	4	4	4	2	2
188	4	4	4	5	2	2
189	4	4	5	5	2	2
190	4	5	4	4	2	2
191	4	4	4	4	2	2
192	4	4	4	4	2	2
193	4	4	4	4	2	2
194	5	4	4	5	2	2
195	4	3	4	4	2	2
196	4	4	3	4	2	2
197	5	5	4	4	2	2
198	5	4	4	4	2	2
199	4	4	4	4	1	2
200	4	4	4	4	2	2
201	5	4	3	4	2	2
202	3	4	5	4	2	2
203	4	5	4	5	2	2

Lampiran 2 Hasil kuesioner (lanjutan)

NO	Y1.3	Y1.4	Y2.1	Y2.1	GENDER	LAMA KERJA
204	4	4	4	4	2	2
205	4	4	5	4	1	2
206	4	5	4	4	2	2
207	4	4	4	4	2	2
208	4	3	4	4	2	2
209	3	2	1	1	2	2
210	3	4	4	4	2	2
211	4	4	5	4	2	2
212	4	5	4	4	2	2
213	4	4	5	4	2	2

Lampiran 3 Karakteristik Responden

GENDER

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	5,2	5,2	5,2
	2	202	94,8	94,8	100,0
	Total	213	100,0	100,0	

LAMAKERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	93	43,7	43,7	43,7
	2	120	56,3	56,3	100,0
	Total	213	100,0	100,0	

Lampiran 4 Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	213	1	5	3,79	,993
X1.2	213	1	5	3,60	1,101
X1.3	213	1	5	3,77	,966
X1.4	213	1	5	3,78	1,019
X1	213	1,50	4,75	3,7371	,86882
X2.1	213	1	5	3,64	1,031
X2.2	213	1	5	3,70	1,105
X2.3	213	1	5	3,66	1,082
X2	213	1,33	5,00	3,6651	,93807
Y1.1	213	1	5	3,77	,966
Y1.2	213	1	5	3,83	1,023
Y1.3	213	1	5	3,85	,919
Y1.4	213	1	5	3,81	,948
Y1	213	1,50	5,00	3,8157	,81685
Y2.1	213	1	5	3,82	,981
Y2.2	213	1	5	3,77	1,059
Y2	213	1,00	5,00	3,7934	,95392
Valid N (listwise)	213				

Lampiran 5 Uji Validitas

Variabel Indikator	Nilai-t *Factor Loading*	*Cut-off*	Keterangan
$X_{1.1}$	(acuan)	1.96	Valid
$X_{1.2}$	9.21	1.96	Valid
$X_{1.3}$	9.91	1.96	Valid
$X_{1.4}$	9.06	1.96	Valid
$X_{2.1}$	(acuan)	1.96	Valid
$X_{2.2}$	8.80	1.96	Valid
$X_{2.3}$	8.56	1.96	Valid
$Y_{1.1}$	(acuan)	1.96	Valid
$Y_{1.2}$	10.32	1.96	Valid
$Y_{1.3}$	10.16	1.96	Valid
$Y_{1.4}$	9.67	1.96	Valid
$Y_{2.1}$	(acuan)	1.96	Valid
$Y_{2.2}$	8.17	1.96	Valid

Lampiran 6 Uji Reliabilitas

Variabel Laten	*Construct Reliability*	*Cut-off Value*	Keterangan
X1	0.88	>0,7	Reliabel
X2	0.86	>0,7	Reliabel
Y1	0,89	>0,7	Reliabel
Y2	0.84	>0,7	Reliabel

1. Kepuasan Kerja (X_1):

$$\frac{(0{,}77 + 0{,}68 + 0{,}74 + 0{,}67)^2}{((0{,}77 + 0{,}68 + 0{,}74 + 0{,}67)^2 + (0{,}23 + 0{,}32 + 0{,}26 + 0{,}33))}$$

2. Sikap Kerja (X_2):

$$\frac{(0{,}69 + 0{,}79 + 0{,}73)^2}{((0{,}69 + 0{,}79 + 0{,}73)^2 + (0{,}31 + 0{,}21 + 0{,}27))}$$

3. Komitmen Organisasi (Y_1):

$$\frac{(0{,}76 + 0{,}76 + 0{,}75 + 0{,}71)^2}{((0{,}76 + 0{,}76 + 0{,}75 + 0{,}71)^2 + (0{,}24 + 0{,}24 + 0{,}25 + 0{,}29))}$$

4. Kinerja Karyawan (Y_2):

$$\frac{(0{,}81 + 0{,}74)^2}{}$$

$((0,81 + 0,74)^2 + (0,19 + 0,26))$

Lampiran 7 Uji Normalitas

DATE: 05/11/2014
TIME: 17:02

P R E L I S 2.70

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file D:\BUN\INPUT.PR2:

```
!PRELIS SYNTAX: Can be edited
SY='D:\BUN\INPUT.PSF'
NS 1 2 3 4 5 6 7 8 9 10 11 12 13
OU MA=CM SM=D:\BUN\DATA.COV XT
```

Total Sample Size = 213

Univariate Summary Statistics for Continuous Variables

Variable	Mean	St. Dev.	T-Value	Skewness	Kurtosis	Minimum	Freq.	Maximum	Freq.
---	---	---	---	---	---	---	---	---	---

X1.1	3.784	0.991	55.746	-0.234	-0.376	1.079	3	5.186
49								
X1.2	3.596	1.097	47.830	-0.163	-0.425	1.425	17	5.321
37								
X1.3	3.765	0.967	56.824	-0.216	-0.130	1.208	4	5.252
41								
X1.4	3.779	1.020	54.068	-0.263	-0.438	1.287	6	5.177
52								
X2.1	3.634	1.031	51.429	-0.201	-0.445	1.139	6	5.152
43								
X2.2	3.695	1.101	48.961	-0.224	-0.465	1.372	13	5.273
47								
X2.3	3.662	1.085	49.249	-0.210	-0.410	1.338	12	5.273
43								
Y1.1	3.770	0.966	56.972	-0.238	-0.417	1.345	5	5.125
49								
Y1.2	3.826	1.020	54.747	-0.270	-0.439	1.497	9	5.206
54								
Y1.3	3.850	0.919	61.113	-0.253	-0.232	1.432	4	5.168
48								
Y1.4	3.817	0.951	58.557	-0.253	-0.330	1.414	5	5.160
49								
Y2.1	3.812	0.977	56.929	-0.229	-0.042	1.431	7	5.299
43								
Y2.2	3.770	1.059	51.958	-0.232	-0.321	1.473	12	5.304
47								

Test of Univariate Normality for Continuous Variables

	Skewness		Kurtosis		Skewness and Kurtosis	
Variable	Z-Score	P-Value	Z-Score	P-Value	Chi-Square	P-Value
X1.1	-1.413	0.158	-1.273	0.203	3.618	0.164
X1.2	-0.993	0.321	-1.506	0.132	3.254	0.197
X1.3	-1.304	0.192	-0.285	0.775	1.782	0.410
X1.4	-1.581	0.114	-1.568	0.117	4.957	0.084
X2.1	-1.214	0.225	-1.602	0.109	4.040	0.133
X2.2	-1.352	0.176	-1.706	0.088	4.738	0.094
X2.3	-1.272	0.204	-1.434	0.152	3.672	0.159
Y1.1	-1.434	0.152	-1.465	0.143	4.203	0.122

```
    Y1.2  -1.627   0.104    -1.573   0.116       5.120   0.077
    Y1.3  -1.527   0.127    -0.661   0.509       2.768   0.251
    Y1.4  -1.522   0.128    -1.067   0.286       3.455   0.178
    Y2.1  -1.384   0.166     0.012   0.990       1.917   0.384
    Y2.2  -1.398   0.162    -1.026   0.305       3.009   0.222

 Relative Multivariate Kurtosis = 0.997

 Test of Multivariate Normality for Continuous Variables

            Skewness                Kurtosis          Skewness and Kurtosis

      Value  Z-Score P-Value     Value  Z-Score P-Value      Chi-Square P-
Value
    ------  ------- -------   -------  ------- -------      ---------- -------
    18.244    5.674   0.000   194.458    0.513   0.608          32.453   0.000

 Histograms for Continuous Variables

    X1.1
 Frequency Percentage Lower Class Limit
     3        1.4       1.079       □
     0        0.0       1.490
    28       13.1        1.900       □□□□□□□□□□
     0        0.0       2.311
    30       14.1        2.722       □□□□□□□□□□□
     0        0.0       3.133
   103        48.4       3.543
□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□
     0        0.0       3.954
     0        0.0       4.365
    49       23.0        4.775       □□□□□□□□□□□□□□□□□□

    X1.2
 Frequency Percentage Lower Class Limit
    17        8.0       1.425       □□□□□□
    14        6.6       1.814       □□□□□
     0        0.0       2.204
    44       20.7        2.594       □□□□□□□□□□□□□□□□
     0        0.0       2.983
     0        0.0       3.373
```

101 47.4 3.763
□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□
0 0.0 4.152
0 0.0 4.542
37 17.4 4.931 □□□□□□□□□□□□□

X1.3
Frequency Percentage Lower Class Limit
4 1.9 1.208 □
0 0.0 1.613
27 12.7 2.017 □□□□□□□□
0 0.0 2.421
25 11.7 2.826 □□□□□□□□
0 0.0 3.230
116 54.5 3.635
□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□
0 0.0 4.039
0 0.0 4.443
41 19.2 4.848 □□□□□□□□□□□□□

X1.4
Frequency Percentage Lower Class Limit
6 2.8 1.287 □□
0 0.0 1.676
22 10.3 2.065 □□□□□□□□
0 0.0 2.454
37 17.4 2.843 □□□□□□□□□□□□□□
0 0.0 3.232
96 45.1 3.621
□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□
0 0.0 4.010
0 0.0 4.399
52 24.4 4.788 □□□□□□□□□□□□□□□□□□□□

X2.1
Frequency Percentage Lower Class Limit
6 2.8 1.139 □□
0 0.0 1.540
27 12.7 1.941 □□□□□□□□□□□
0 0.0 2.343
49 23.0 2.744 □□□□□□□□□□□□□□□□□□□□□

0 0.0 3.145
88 41.3 3.547
□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□
0 0.0 3.948
0 0.0 4.349
43 20.2 4.751 □□□□□□□□□□□□□□□□□□

X2.2
Frequency Percentage Lower Class Limit
13 6.1 1.372 □□□□
0 0.0 1.762
20 9.4 2.153 □□□□□□□
33 15.5 2.543 □□□□□□□□□□□□
0 0.0 2.933
0 0.0 3.323
100 46.9 3.713
□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□
0 0.0 4.103
0 0.0 4.493
47 22.1 4.883 □□□□□□□□□□□□□□□□□

X2.3
Frequency Percentage Lower Class Limit
12 5.6 1.338 □□□□
0 0.0 1.731
22 10.3 2.125 □□□□□□□□
35 16.4 2.518 □□□□□□□□□□□□□
0 0.0 2.912
0 0.0 3.305
101 47.4 3.699
□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□
0 0.0 4.092
0 0.0 4.486
43 20.2 4.879 □□□□□□□□□□□□□□□□

Y1.1
Frequency Percentage Lower Class Limit
5 2.3 1.345 □□
0 0.0 1.723
16 7.5 2.101 □□□□□□
0 0.0 2.479

51	23.9	2.857	□□□□□□□□□□□□□□□□□□□□
0	0.0	3.235	
92	43.2	3.613	□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□
0	0.0	3.991	
0	0.0	4.369	
49	23.0	4.747	□□□□□□□□□□□□□□□□□□□□

Y1.2

Frequency	Percentage	Lower Class Limit	
9	4.2	1.497	□□□
0	0.0	1.868	
14	6.6	2.238	□□□□□
36	16.9	2.609	□□□□□□□□□□□□□
0	0.0	2.980	
0	0.0	3.351	
100	46.9	3.722	□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□
0	0.0	4.093	
0	0.0	4.464	
54	25.4	4.835	□□□□□□□□□□□□□□□□□□□□

Y1.3

Frequency	Percentage	Lower Class Limit	
4	1.9	1.432	□
0	0.0	1.805	
16	7.5	2.179	□□□□□
36	16.9	2.552	□□□□□□□□□□□□
0	0.0	2.926	
0	0.0	3.300	
109	51.2	3.673	□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□
0	0.0	4.047	
0	0.0	4.421	
48	22.5	4.794	□□□□□□□□□□□□□□□□□□

Y1.4

Frequency	Percentage	Lower Class Limit	
5	2.3	1.414	□
0	0.0	1.789	
16	7.5	2.163	□□□□□

0	0.0	2.538	
41	19.2	2.912	□□□□□□□□□□□□□□□
0	0.0	3.287	
102	47.9	3.662	□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□
0	0.0	4.036	
0	0.0	4.411	
49	23.0	4.786	□□□□□□□□□□□□□□□□□□

Y2.1

Frequency	Percentage	Lower Class Limit	
7	3.3	1.431	□□
0	0.0	1.818	
21	9.9	2.205	□□□□□□
20	9.4	2.592	□□□□□□
0	0.0	2.979	
0	0.0	3.365	
122	57.3	3.752	□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□
0	0.0	4.139	
0	0.0	4.526	
43	20.2	4.913	□□□□□□□□□□□□□

Y2.2

Frequency	Percentage	Lower Class Limit	
12	5.6	1.473	□□□□
0	0.0	1.856	
17	8.0	2.239	□□□□□
26	12.2	2.622	□□□□□□□□
0	0.0	3.005	
0	0.0	3.389	
111	52.1	3.772	□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□
0	0.0	4.155	
0	0.0	4.538	
47	22.1	4.921	□□□□□□□□□□□□□□□□

Covariance Matrix

	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2
X1.1	0.981					
X1.2	0.583	1.204				
X1.3	0.511	0.591	0.935			
X1.4	0.572	0.439	0.492	1.041		
X2.1	0.274	0.223	0.246	0.192	1.063	
X2.2	0.314	0.252	0.314	0.176	0.657	1.213
X2.3	0.340	0.310	0.350	0.347	0.530	0.680
Y1.1	0.300	0.240	0.242	0.240	0.254	0.233
Y1.2	0.251	0.250	0.182	0.239	0.237	0.264
Y1.3	0.273	0.237	0.144	0.266	0.207	0.208
Y1.4	0.320	0.337	0.221	0.281	0.180	0.284
Y2.1	0.339	0.311	0.362	0.316	0.256	0.394
Y2.2	0.286	0.327	0.366	0.280	0.288	0.371

Covariance Matrix

	X2.3	Y1.1	Y1.2	Y1.3	Y1.4	Y2.1
X2.3	1.178					
Y1.1	0.372	0.933				
Y1.2	0.300	0.593	1.040			
Y1.3	0.296	0.494	0.545	0.845		
Y1.4	0.374	0.469	0.506	0.483	0.905	
Y2.1	0.384	0.330	0.319	0.248	0.331	0.955
Y2.2	0.403	0.361	0.291	0.278	0.324	0.617

Covariance Matrix

	Y2.2
Y2.2	1.121

Means

X1.1	X1.2	X1.3	X1.4	X2.1	X2.2
3.784	3.596	3.765	3.779	3.634	3.695

Means

X2.3	Y1.1	Y1.2	Y1.3	Y1.4	Y2.1
3.662	3.770	3.826	3.850	3.817	3.812

Means

Y2.2
3.770

Standard Deviations

X1.1	X1.2	X1.3	X1.4	X2.1	X2.2
0.991	1.097	0.967	1.020	1.031	1.101

Standard Deviations

X2.3	Y1.1	Y1.2	Y1.3	Y1.4	Y2.1
1.085	0.966	1.020	0.919	0.951	0.977

Standard Deviations

Y2.2
1.059

The Problem used 20872 Bytes (= 0.0% of available workspace)

Lampiran 8 Hasil Output SEM

DATE: 5/11/2014
TIME: 17:02

L I S R E L 8.70

BY

Karl G. Jöreskog & Dag Sörbom

The following lines were read from file D:\BUN\KINERJA.spl:

```
KINERJA KARYAWAN
OBSERVED VARIABLES X1.1 X1.2 X1.3 X1.4 X2.1 X2.2 X2.3 Y1.1
Y1.2 Y1.3 Y1.4 Y2.1 Y2.2
COVARIANCE MATRIX FROM FILE D:\BUN\DATA.COV
SAMPLE SIZE 213
LATENT VARIABLES KEPUASAN SIKAP KOMITMEN KINERJA
RELATIONSHIPS:
X1.1=1*KEPUASAN
X1.2-X1.4=KEPUASAN
X2.1=1*SIKAP
X2.2-X2.3=SIKAP
Y1.1=1*KOMITMEN
Y1.2-Y1.4=KOMITMEN
```

Y2.1=1*KINERJA
Y2.2=KINERJA
KOMITMEN=KEPUASAN SIKAP
KINERJA=KEPUASAN SIKAP KOMITMEN
OPTIONS:SS SC EF RS AD=OFF
PATH DIAGRAM
END OF PROGRAM

Sample Size = 213

KINERJA KARYAWAN

Covariance Matrix

	Y1.1	Y1.2	Y1.3	Y1.4	Y2.1	Y2.2
Y1.1	0.93					
Y1.2	0.59	1.04				
Y1.3	0.49	0.55	0.85			
Y1.4	0.47	0.51	0.48	0.91		
Y2.1	0.33	0.32	0.25	0.33	0.96	
Y2.2	0.36	0.29	0.28	0.32	0.62	1.12
X1.1	0.30	0.25	0.27	0.32	0.34	0.29
X1.2	0.24	0.25	0.24	0.34	0.31	0.33
X1.3	0.24	0.18	0.14	0.22	0.36	0.37
X1.4	0.24	0.24	0.27	0.28	0.32	0.28
X2.1	0.25	0.24	0.21	0.18	0.26	0.29
X2.2	0.23	0.26	0.21	0.28	0.39	0.37
X2.3	0.37	0.30	0.30	0.37	0.38	0.40

Covariance Matrix

	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2
X1.1	0.98					
X1.2	0.58	1.20				
X1.3	0.51	0.59	0.94			
X1.4	0.57	0.44	0.49	1.04		
X2.1	0.27	0.22	0.25	0.19	1.06	
X2.2	0.31	0.25	0.31	0.18	0.66	1.21
X2.3	0.34	0.31	0.35	0.35	0.53	0.68

Covariance Matrix

	X2.3
X2.3	1.18

KINERJA KARYAWAN

Number of Iterations = 7

LISREL Estimates (Maximum Likelihood)

Measurement Equations

Y1.1 = 1.00*KOMITMEN, Errorvar.= 0.40 , R^2 = 0.58
(0.052)
7.65

Y1.2 = 1.06*KOMITMEN, Errorvar.= 0.44 , R^2 = 0.58
(0.10) (0.057)
10.32 7.61

Y1.3 = 0.94*KOMITMEN, Errorvar.= 0.37 , R^2 = 0.56
(0.092) (0.048)
10.16 7.82

Y1.4 = 0.92*KOMITMEN, Errorvar.= 0.45 , R^2 = 0.50
(0.095) (0.054)
9.67 8.33

Y2.1 = 1.00*KINERJA, Errorvar.= 0.33 , R^2 = 0.65
(0.072)
4.62

Y2.2 = 0.99*KINERJA, Errorvar.= 0.51 , R^2 = 0.55
(0.12) (0.080)
8.17 6.36

X1.1 = 1.00*KEPUASAN, Errorvar.= 0.39 , R^2 = 0.60
(0.056)
7.04

X1.2 = 0.98*KEPUASAN, Errorvar.= 0.64 , R^2 = 0.47
(0.11) (0.076)
9.21 8.41

X1.3 = 0.93*KEPUASAN, Errorvar.= 0.42 , R^2 = 0.55
(0.094) (0.055)
9.91 7.64

X1.4 = 0.89*KEPUASAN, Errorvar.= 0.57 , R^2 = 0.45
(0.099) (0.067)
9.06 8.53

X2.1 = 1.00*SIKAP, Errorvar.= 0.56 , R^2 = 0.47
(0.071)
7.99

X2.2 = 1.23*SIKAP, Errorvar.= 0.46 , R^2 = 0.62
(0.14) (0.077)
8.80 5.95

X2.3 = 1.13*SIKAP, Errorvar.= 0.54 , R^2 = 0.54
(0.13) (0.076)
8.56 7.18

Structural Equations

KOMITMEN = 0.31*KEPUASAN + 0.32*SIKAP, Errorvar.= 0.38 , R^2 = 0.29
(0.090) (0.100) (0.067)
3.45 3.16 5.66

KINERJA = 0.29*KOMITMEN + 0.31*KEPUASAN + 0.33*SIKAP, Errorvar.= 0.32 , R^2 = 0.48

(0.100) (0.099) (0.11) (0.071)
2.90 3.10 3.01 4.52

Reduced Form Equations

KOMITMEN = 0.31*KEPUASAN + 0.32*SIKAP, Errorvar.= 0.38, R^2 = 0.29
(0.090) (0.100)
3.45 3.16

KINERJA = 0.40*KEPUASAN + 0.42*SIKAP, Errorvar.= 0.35, R^2 = 0.43
(0.098) (0.11)
4.04 3.83

Covariance Matrix of Independent Variables

	KEPUASAN	SIKAP
KEPUASAN	0.59	
	(0.10)	
	6.11	
SIKAP	0.26	0.50
	(0.06)	(0.10)
	4.71	5.09

Covariance Matrix of Latent Variables

	KOMITMEN	KINERJA	KEPUASAN	SIKAP
KOMITMEN	0.54			
KINERJA	0.32	0.62		
KEPUASAN	0.27	0.34	0.59	
SIKAP	0.24	0.31	0.26	0.50

Goodness of Fit Statistics

Degrees of Freedom = 59
Minimum Fit Function Chi-Square = 66.76 (P = 0.23)
Normal Theory Weighted Least Squares Chi-Square = 64.90 (P = 0.28)
Estimated Non-centrality Parameter (NCP) = 5.90
90 Percent Confidence Interval for NCP = (0.0 ; 29.71)

Minimum Fit Function Value = 0.31
Population Discrepancy Function Value (F0) = 0.028
90 Percent Confidence Interval for F0 = (0.0 ; 0.14)
Root Mean Square Error of Approximation (RMSEA) = 0.022
90 Percent Confidence Interval for RMSEA = (0.0 ; 0.049)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.96

Expected Cross-Validation Index (ECVI) = 0.61
90 Percent Confidence Interval for ECVI = (0.58 ; 0.72)
ECVI for Saturated Model = 0.86
ECVI for Independence Model = 9.79

Chi-Square for Independence Model with 78 Degrees of Freedom = 2049.74
Independence AIC = 2075.74
Model AIC = 128.90
Saturated AIC = 182.00
Independence CAIC = 2132.44
Model CAIC = 268.46
Saturated CAIC = 578.88

Normed Fit Index (NFI) = 0.97
Non-Normed Fit Index (NNFI) = 0.99
Parsimony Normed Fit Index (PNFI) = 0.73
Comparative Fit Index (CFI) = 1.00
Incremental Fit Index (IFI) = 1.00
Relative Fit Index (RFI) = 0.96

Critical N (CN) = 277.82

Root Mean Square Residual (RMR) = 0.042
Standardized RMR = 0.041
Goodness of Fit Index (GFI) = 0.96
Adjusted Goodness of Fit Index (AGFI) = 0.93
Parsimony Goodness of Fit Index (PGFI) = 0.62

KINERJA KARYAWAN

Fitted Covariance Matrix

	Y1.1	Y1.2	Y1.3	Y1.4	Y2.1	Y2.2
Y1.1	0.93					
Y1.2	0.57	1.04				
Y1.3	0.50	0.53	0.85			
Y1.4	0.50	0.52	0.46	0.90		
Y2.1	0.32	0.33	0.30	0.29	0.96	
Y2.2	0.31	0.33	0.29	0.29	0.62	1.12
X1.1	0.27	0.28	0.25	0.25	0.34	0.34
X1.2	0.26	0.28	0.24	0.24	0.34	0.33
X1.3	0.25	0.26	0.23	0.23	0.32	0.32
X1.4	0.24	0.25	0.22	0.22	0.31	0.30
X2.1	0.24	0.25	0.22	0.22	0.31	0.31
X2.2	0.29	0.31	0.28	0.27	0.39	0.38
X2.3	0.27	0.29	0.25	0.25	0.35	0.35

Fitted Covariance Matrix

	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2
X1.1	0.98					
X1.2	0.58	1.20				
X1.3	0.55	0.54	0.94			
X1.4	0.53	0.51	0.49	1.04		
X2.1	0.26	0.26	0.25	0.23	1.06	
X2.2	0.32	0.32	0.30	0.29	0.62	1.21
X2.3	0.30	0.29	0.28	0.26	0.56	0.69

Fitted Covariance Matrix

X2.3

X2.3	1.18

Fitted Residuals

	Y1.1	Y1.2	Y1.3	Y1.4	Y2.1	Y2.2
Y1.1	0.00					
Y1.2	0.02	0.00				
Y1.3	-0.01	0.01	0.00			
Y1.4	-0.03	-0.02	0.02	0.00		
Y2.1	0.01	-0.01	-0.05	0.04	0.00	
Y2.2	0.05	-0.04	-0.02	0.04	0.00	0.00
X1.1	0.03	-0.03	0.02	0.07	0.00	-0.05
X1.2	-0.02	-0.03	-0.01	0.10	-0.03	-0.01
X1.3	-0.01	-0.08	-0.09	-0.01	0.04	0.05
X1.4	0.00	-0.01	0.04	0.06	0.01	-0.02
X2.1	0.01	-0.02	-0.02	-0.04	-0.06	-0.02
X2.2	-0.06	-0.05	-0.07	0.01	0.01	-0.01
X2.3	0.10	0.01	0.04	0.13	0.03	0.05

Fitted Residuals

	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2
X1.1	0.00					
X1.2	0.01	0.00				
X1.3	-0.04	0.05	0.00			
X1.4	0.05	-0.07	0.00	0.00		
X2.1	0.01	-0.03	0.00	-0.04	0.00	
X2.2	-0.01	-0.06	0.01	-0.11	0.04	0.00
X2.3	0.04	0.02	0.07	0.08	-0.03	-0.01

Fitted Residuals

	X2.3
X2.3	0.00

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.11
Median Fitted Residual = 0.00
Largest Fitted Residual = 0.13

Stemleaf Plot

-10|3
- 8|92
- 6|5842
- 4|8598310
- 2|9431755430
- 0|97665433108766500000000000000
0|11377911234459
2|033046
4|00233467924
6|235
8|28
10|2
12|5

Standardized Residuals

	Y1.1	Y1.2	Y1.3	Y1.4	Y2.1	Y2.2
Y1.1	- -					
Y1.2	1.38	- -				
Y1.3	-0.67	0.62	- -			
Y1.4	-1.39	-0.95	0.97	- -		
Y2.1	0.43	-0.42	-1.47	1.09	- -	
Y2.2	1.22	-0.96	-0.40	0.84	- -	- -
X1.1	0.83	-0.72	0.59	1.73	-0.15	-1.45
X1.2	-0.38	-0.47	-0.14	1.87	-0.59	-0.12
X1.3	-0.15	-1.86	-2.21	-0.19	1.21	1.19
X1.4	0.06	-0.25	0.93	1.26	0.21	-0.51
X2.1	0.32	-0.33	-0.38	-0.84	-1.49	-0.51
X2.2	-1.42	-1.07	-1.62	0.27	0.23	-0.33
X2.3	2.20	0.29	0.95	2.57	0.83	1.19

Standardized Residuals

	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2

X1.1	- -					
X1.2	0.34	- -				
X1.3	-2.56	2.24	- -			
X1.4	2.24	-2.38	0.04	- -		
X2.1	0.25	-0.60	0.01	-0.80	- -	
X2.2	-0.23	-1.19	0.26	-2.22	2.80	- -
X2.3	0.96	0.36	1.56	1.54	-1.65	-1.16

Standardized Residuals

	X2.3
X2.3	- -

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -2.56
Median Standardized Residual = 0.00
Largest Standardized Residual = 2.80

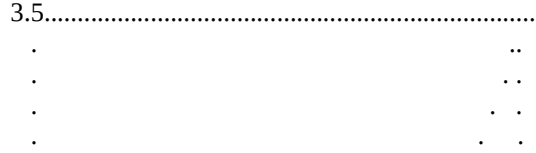
Stemleaf Plot

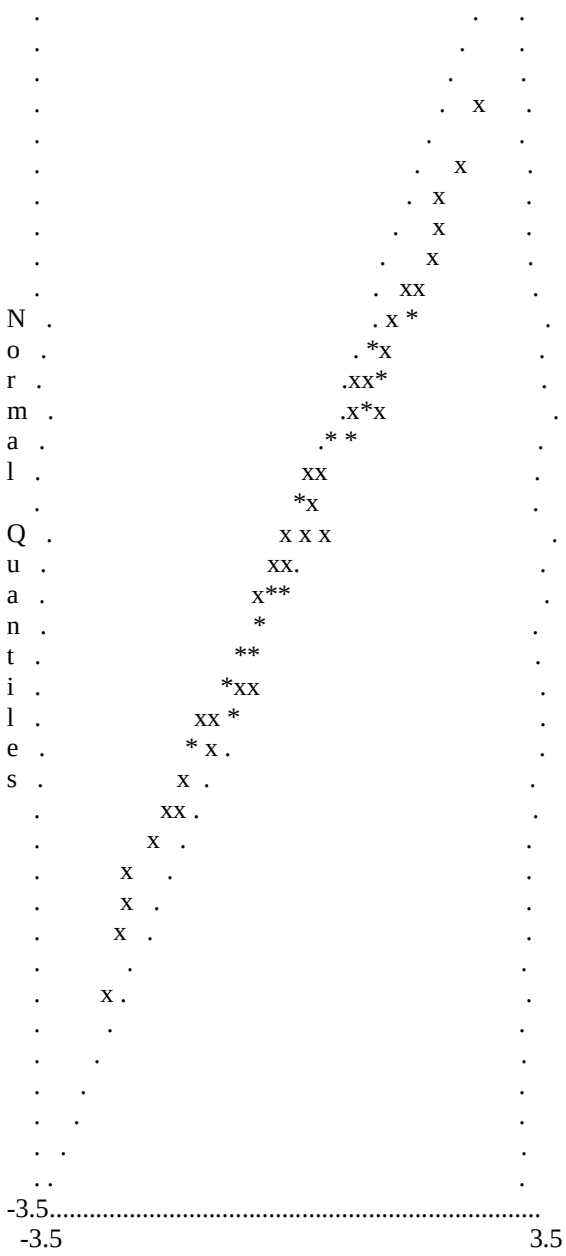
- 2|6422
- 1|9665544422100
- 0|8877665554444333222111000000000000000000
0|12223333344668889
1|00012222345679
2|22268

Largest Positive Standardized Residuals
Residual for X2.2 and X2.1 2.80

KINERJA KARYAWAN

Qplot of Standardized Residuals




Normal Quantiles
-3.5
-3.5
3.5

Standardized Residuals

KINERJA KARYAWAN

Standardized Solution

LAMBDA-Y

	KOMITMEN	KINERJA
Y1.1	0.73	- -
Y1.2	0.78	- -
Y1.3	0.69	- -
Y1.4	0.68	- -
Y2.1	- -	0.79
Y2.2	- -	0.78

LAMBDA-X

	KEPUASAN	SIKAP
X1.1	0.77	- -
X1.2	0.75	- -
X1.3	0.72	- -
X1.4	0.69	- -
X2.1	- -	0.71
X2.2	- -	0.87
X2.3	- -	0.80

BETA

	KOMITMEN	KINERJA
KOMITMEN	- -	- -
KINERJA	0.27	- -

GAMMA

	KEPUASAN	SIKAP
KOMITMEN	0.33	0.30

KINERJA	0.30	0.29

Correlation Matrix of ETA and KSI

	KOMITMEN	KINERJA	KEPUASAN	SIKAP
KOMITMEN	1.00			
KINERJA	0.55	1.00		
KEPUASAN	0.47	0.57	1.00	
SIKAP	0.46	0.56	0.48	1.00

PSI
Note: This matrix is diagonal.

KOMITMEN	KINERJA
0.71	0.52

Regression Matrix ETA on KSI (Standardized)

	KEPUASAN	SIKAP
KOMITMEN	0.33	0.30
KINERJA	0.39	0.38

KINERJA KARYAWAN

Completely Standardized Solution

LAMBDA-Y

	KOMITMEN	KINERJA
Y1.1	0.76	- -
Y1.2	0.76	- -
Y1.3	0.75	- -
Y1.4	0.71	- -
Y2.1	- -	0.81
Y2.2	- -	0.74

LAMBDA-X

	KEPUASAN	SIKAP
X1.1	0.77	- -
X1.2	0.68	- -
X1.3	0.74	- -
X1.4	0.67	- -
X2.1	- -	0.69
X2.2	- -	0.79
X2.3	- -	0.73

BETA

	KOMITMEN	KINERJA
KOMITMEN	- -	- -
KINERJA	0.27	- -

GAMMA

	KEPUASAN	SIKAP
KOMITMEN	0.33	0.30
KINERJA	0.30	0.29

Correlation Matrix of ETA and KSI

	KOMITMEN	KINERJA	KEPUASAN	SIKAP
KOMITMEN	1.00			
KINERJA	0.55	1.00		
KEPUASAN	0.47	0.57	1.00	
SIKAP	0.46	0.56	0.48	1.00

PSI

Note: This matrix is diagonal.

KOMITMEN	KINERJA
0.71	0.52

THETA-EPS

Y1.1	Y1.2	Y1.3	Y1.4	Y2.1	Y2.2
0.42	0.42	0.44	0.50	0.35	0.45

THETA-DELTA

X1.1	X1.2	X1.3	X1.4	X2.1	X2.2
0.40	0.53	0.45	0.55	0.53	0.38

THETA-DELTA

X2.3
0.46

Regression Matrix ETA on KSI (Standardized)

	KEPUASAN	SIKAP
KOMITMEN	0.33	0.30
KINERJA	0.39	0.38

KINERJA KARYAWAN

Total and Indirect Effects

Total Effects of KSI on ETA

	KEPUASAN	SIKAP
KOMITMEN	0.31	0.32
	(0.09)	(0.10)
	3.45	3.16
KINERJA	0.40	0.42
	(0.10)	(0.11)
	4.04	3.83

Indirect Effects of KSI on ETA

	KEPUASAN	SIKAP
KOMITMEN	- -	- -
KINERJA	0.09	0.09
	(0.04)	(0.04)
	2.29	2.22

Total Effects of ETA on ETA

	KOMITMEN	KINERJA
KOMITMEN	- -	- -
KINERJA	0.29	- -
	(0.10)	
	2.90	

Largest Eigenvalue of B*B' (Stability Index) is 0.083

Total Effects of ETA on Y

	KOMITMEN	KINERJA
Y1.1	1.00	- -
Y1.2	1.06	- -
	(0.10)	
	10.32	
Y1.3	0.94	- -
	(0.09)	
	10.16	
Y1.4	0.92	- -
	(0.10)	

9.67

Y2.1 0.29 1.00
(0.10)
2.90

Y2.2 0.29 0.99
(0.10) (0.12)
2.86 8.17

Indirect Effects of ETA on Y

	KOMITMEN	KINERJA
Y1.1	- -	- -
Y1.2	- -	- -
Y1.3	- -	- -
Y1.4	- -	- -
Y2.1	0.29	- -
	(0.10)	
	2.90	
Y2.2	0.29	- -
	(0.10)	
	2.86	

Total Effects of KSI on Y

	KEPUASAN	SIKAP
Y1.1	0.31	0.32
	(0.09)	(0.10)
	3.45	3.16
Y1.2	0.33	0.33

	(0.10)	(0.11)
	3.46	3.16
Y1.3	0.29	0.30
	(0.08)	(0.09)
	3.45	3.16
Y1.4	0.29	0.29
	(0.08)	(0.09)
	3.43	3.14
Y2.1	0.40	0.42
	(0.10)	(0.11)
	4.04	3.83
Y2.2	0.39	0.42
	(0.10)	(0.11)
	3.93	3.74

KINERJA KARYAWAN

Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA

	KEPUASAN	SIKAP
KOMITMEN	0.33	0.30
KINERJA	0.39	0.38

Standardized Indirect Effects of KSI on ETA

	KEPUASAN	SIKAP
KOMITMEN	- -	- -
KINERJA	0.09	0.08

Standardized Total Effects of ETA on ETA

	KOMITMEN	KINERJA

KOMITMEN	- -	- -
KINERJA	0.27	- -

Standardized Total Effects of ETA on Y

	KOMITMEN	KINERJA
Y1.1	0.73	- -
Y1.2	0.78	- -
Y1.3	0.69	- -
Y1.4	0.68	- -
Y2.1	0.21	0.79
Y2.2	0.21	0.78

Completely Standardized Total Effects of ETA on Y

	KOMITMEN	KINERJA
Y1.1	0.76	- -
Y1.2	0.76	- -
Y1.3	0.75	- -
Y1.4	0.71	- -
Y2.1	0.22	0.81
Y2.2	0.20	0.74

Standardized Indirect Effects of ETA on Y

	KOMITMEN	KINERJA
Y1.1	- -	- -
Y1.2	- -	- -
Y1.3	- -	- -
Y1.4	- -	- -
Y2.1	0.21	- -
Y2.2	0.21	- -

Completely Standardized Indirect Effects of ETA on Y

	KOMITMEN	KINERJA

Y1.1	- -	- -
Y1.2	- -	- -
Y1.3	- -	- -
Y1.4	- -	- -
Y2.1	0.22	- -
Y2.2	0.20	- -

Standardized Total Effects of KSI on Y

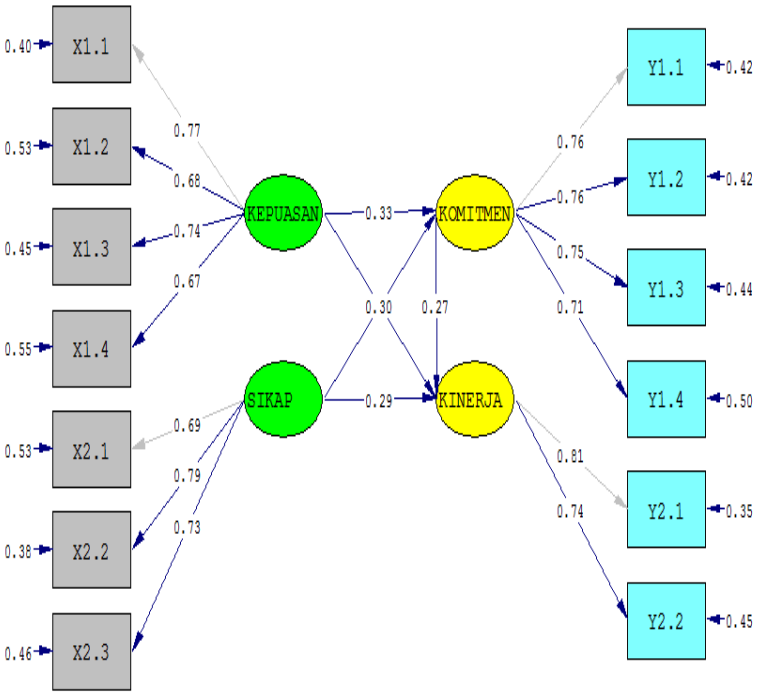
	KEPUASAN	SIKAP
Y1.1	0.24	0.22
Y1.2	0.25	0.24
Y1.3	0.22	0.21
Y1.4	0.22	0.21
Y2.1	0.30	0.30
Y2.2	0.30	0.29

Completely Standardized Total Effects of KSI on Y

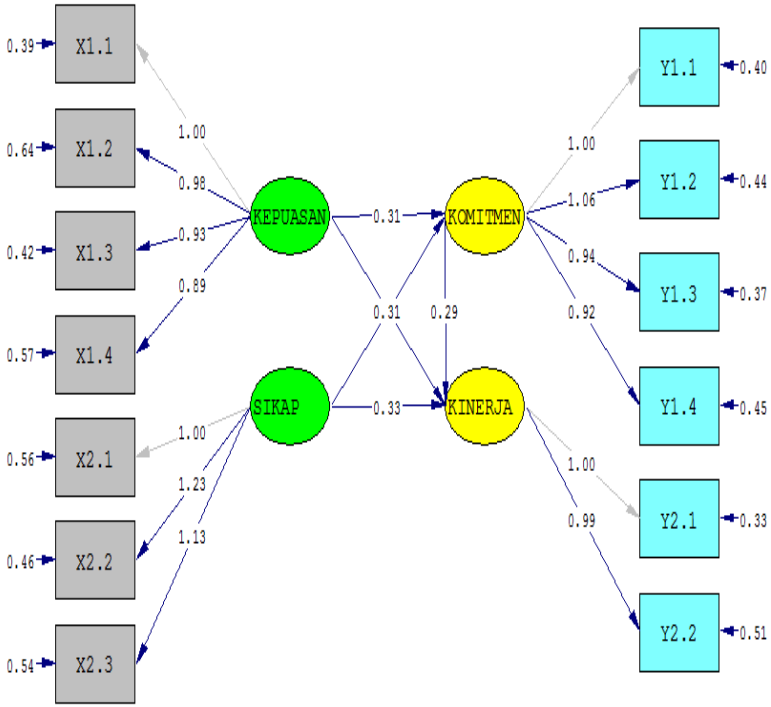
	KEPUASAN	SIKAP
Y1.1	0.25	0.23
Y1.2	0.25	0.23
Y1.3	0.24	0.23
Y1.4	0.23	0.22
Y2.1	0.31	0.30
Y2.2	0.28	0.28

Time used: 0.094 Seconds

Lampiran 9 Gambar *standardized solution*



Lampiran 10 Gambar *Estimates*



Lampiran 11 Gambar *t-value*