

LAMPIRAN

Lampiran 1

PENGARUH BUDAYA ORGANISASI, KEPEMIMPINAN, DAN MOTIVASI TERHADAP LOYALITAS KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL *INTERVENING* DI PT. TATAMULIA NUSANTARA INDAH.

Petunjuk Pengisian:

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

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

1. Budaya Organisasi

NO	PERNYATAAN	TANGGAPAN			
		1	2	3	4
1.	Perusahaan ini memiliki nilai kekeluargaan yang menjadi acuan perilaku karyawan	1	2	3	4
2.	Perusahaan tidak membedakan karyawan berdasarkan suku, agama dan ras	1	2	3	4
3.	Perusahaan merayakan hari besar keagamaan bersama-sama	1	2	3	4
4.	Perusahaan ini menekankan pentingnya <i>team work</i> dalam menyelesaikan setiap tugas atau masalah yang dihadapi	1	2	3	4

2. Motivasi

NO	PERNYATAAN	TANGGAPAN			
		1	2	3	4
1.	Pendapatan yang diperoleh dari perusahaan telah mencukupi kebutuhan ekonomi	1	2	3	4
2.	Kompensasi telah diberikan secara adil	1	2	3	4
3.	Perusahaan ini menawarkan jenjang karir yang bagus	1	2	3	4
4.	Pekerjaan saya membuat saya merasa tertantang	1	2	3	4
5.	Hasil pekerjaan saya mendapat penghargaan dari pimpinan	1	2	3	4

3. Kepemimpinan

NO	PERNYATAAN	TANGGAPAN			
		1	2	3	4
1.	Pimpinan Selalu memberi dukungan kepada saya untuk berani menghadapi tantangan	1	2	3	4
2.	Tercipta keakraban layaknya seorang keluarga antara pemimpin dengan saya	1	2	3	4
3.	Pimpinan memberikan pendampingan dan bimbingan selama proses kerja	1	2	3	4
4.	Pimpinan mendelegasikan tugas pada saya dengan baik sesuai dengan kewenangannya	1	2	3	4
5.	Keputusan yang diambil pimpinan selalu tepat dan bijaksana	1	2	3	4

4. Kepuasan Kerja

NO	PERNYATAAN	TANGGAPAN			
		1	2	3	4
1.	Perusahaan menawarkan jenjang karir sesuai dengan prestasi	1	2	3	4
2.	Perusahaan bersikap adil kepada setiap karyawan	1	2	3	4
3.	Saya merasa cocok dengan lingkungan dan karakter perusahaan	1	2	3	4
4.	Perusahaan membagikan bonus sesuai dengan kontribusi masing-masing	1	2	3	4
5.	Kenaikan gaji yang diberikan sesuai dengan kontribusi yang saya berikan bagi perusahaan	1	2	3	4

5. Loyalitas Karyawan

NO	PERNYATAAN	TANGGAPAN			
		1	2	3	4
1.	Saya merasa sebagai bagian dari perusahaan	1	2	3	4
2.	Saya selalu siap bekerja diluar kota apabila perusahaan membutuhkannya	1	2	3	4
3.	Saya tidak tergoda untuk bekerja ditempat lain	1	2	3	4
4.	Saya siap melakukan pekerjaan diluar jam kerja	1	2	3	4
5.	Saya selalu menyiapkan waktu tambahan apabila pekerjaan saya belum terselesaikan	1	2	3	4

LAMPIRAN 2

REKAPITULASI HASIL KUESIONER

	X1				X2					X3					Y1			Y2						
	X11	X12	X13	X14	X21	X22	X23	X24	X25	X31	X32	X33	X34	X35	Y11	Y12	Y13	Y14	Y15	Y21	Y22	Y23	Y24	Y25
1	4	2	2	2	2	2	2	2	2	2	4	2	2	2	2	2	4	2	2	3	3	2	4	4
2	3	2	3	3	3	3	4	4	4	4	3	3	4	3	4	4	4	4	4	4	4	3	3	4
3	2	3	3	3	3	3	4	3	2	3	3	3	3	3	3	3	3	4	4	3	3	3	3	3
4	3	2	3	3	2	4	4	4	3	3	4	4	4	4	4	3	4	1	3	4	4	3	3	3
5	2	2	2	3	2	2	3	3	2	3	3	2	3	2	3	2	3	3	2	3	3	3	2	3
6	2	2	2	3	1	3	3	2	3	3	4	3	3	3	3	3	3	3	3	3	3	2	4	3
7	1	3	2	3	3	2	1	3	1	3	3	3	3	2	2	3	3	3	3	3	3	2	3	3
8	3	2	2	3	1	1	1	3	3	3	3	2	2	2	3	3	3	3	3	3	3	3	3	3
9	2	2	1	3	3	3	4	3	3	3	3	2	2	2	3	2	3	3	2	3	2	2	3	3
10	2	2	2	3	3	3	3	3	3	2	3	2	2	2	3	3	3	3	3	3	2	2	3	3
11	3	2	2	3	3	2	3	3	3	4	4	2	2	2	3	2	3	3	2	4	4	3	3	3
12	3	2	2	3	2	2	2	3	1	4	4	2	2	2	2	1	2	3	2	3	4	2	3	4
13	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
14	2	3	3	3	1	2	3	4	3	4	2	3	4	4	4	4	4	4	4	4	2	4	4	4
15	2	3	2	3	3	3	2	3	2	3	4	2	4	2	3	2	3	2	2	4	4	2	3	4
16	2	3	2	3	2	3	3	3	3	3	3	2	3	2	3	3	3	4	2	3	4	2	3	3
17	2	3	2	3	2	3	3	3	2	3	3	2	3	3	3	3	3	1	2	3	3	2	3	3
18	2	2	2	3	2	3	3	3	2	3	3	2	2	2	3	4	3	4	2	3	3	3	3	3
19	3	2	2	3	2	3	3	3	2	3	3	2	2	2	3	3	3	4	3	3	4	2	3	3
20	2	2	2	3	2	3	3	3	2	3	3	2	2	2	3	3	3	4	3	3	4	2	3	3
21	3	2	2	2	2	2	3	2	2	3	3	2	2	3	3	3	3	2	3	3	3	2	3	2
22	2	2	3	3	2	2	3	3	2	2	3	2	2	2	3	2	3	2	2	2	2	2	3	3
23	2	2	2	3	2	3	3	3	2	3	3	3	2	3	3	3	4	3	3	4	4	2	3	3
24	3	2	2	3	3	3	2	4	2	4	4	4	2	4	3	4	3	3	4	4	2	2	4	4
25	2	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3
26	3	2	3	4	4	4	4	4	4	4	4	4	4	2	4	4	4	4	4	4	3	3	3	4
27	2	3	2	3	3	3	3	4	4	4	4	4	2	3	4	4	4	3	3	4	4	4	4	4

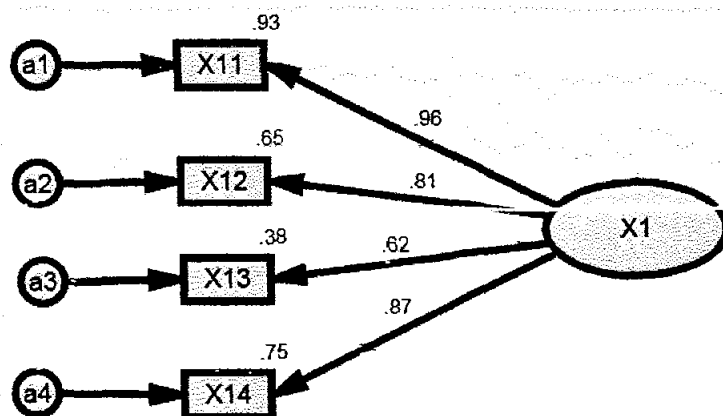
	X1				X2					X3					Y1					Y2				
	X11	X12	X13	X14	X21	X22	X23	X24	X25	X31	X32	X33	X34	X35	Y11	Y12	Y13	Y14	Y15	Y21	Y22	Y23	Y24	Y25
28	4	2	2	4	3	2	2	4	3	2	3	2	3	3	3	3	3	4	4	4	4	4	4	
29	4	2	2	3	3	3	4	4	3	4	4	3	3	2	2	2	3	3	3	4	3	3	3	3
30	4	2	2	2	3	3	3	2	3	4	4	3	3	3	4	4	3	4	4	4	1	4	3	3
31	2	2	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	2	2	3	2	3	3	3
32	2	2	3	3	3	2	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	4	4
33	2	2	2	3	2	2	2	3	2	3	3	3	3	2	2	2	2	2	2	2	1	4	4	4
34	1	2	2	3	1	2	2	3	2	2	3	2	3	3	2	2	3	1	2	4	3	2	3	3
35	2	2	2	2	2	2	3	2	2	3	3	3	3	2	3	3	3	2	3	3	3	2	3	2
36	2	3	2	3	2	3	2	3	2	3	2	3	3	3	2	3	3	3	2	3	3	3	3	3
37	2	3	2	3	2	3	3	3	3	3	3	2	3	3	3	3	3	2	3	3	2	2	2	3
38	1	2	3	3	2	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	2	2	3
39	1	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
40	2	3	3	3	3	3	3	4	3	3	3	2	3	2	4	3	4	4	4	3	3	4	3	3
41	3	2	3	3	1	2	3	3	3	3	3	3	3	2	3	2	3	3	1	3	3	2	3	3
42	2	3	3	2	3	2	2	2	3	3	3	3	3	2	2	3	3	2	3	3	3	3	3	3
43	3	2	2	2	3	3	3	3	3	3	3	2	3	2	3	3	4	3	2	4	3	3	3	3
44	3	2	3	2	3	2	3	3	2	2	2	2	2	2	2	2	3	3	3	3	3	2	3	3
45	3	2	3	2	2	2	2	3	2	3	2	3	2	2	2	3	3	3	3	3	3	2	3	3
46	3	2	2	2	3	3	3	3	3	2	3	2	2	2	4	4	4	4	4	3	4	3	3	3
47	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3
48	2	2	2	4	2	3	3	4	3	3	3	3	3	3	3	3	3	3	2	3	3	3	2	3
49	2	2	3	2	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3
50	2	2	3	2	2	2	3	3	2	3	3	3	3	2	3	3	3	3	2	3	3	3	3	3
51	3	3	2	2	3	3	3	4	2	4	3	4	4	4	3	3	4	3	3	4	3	4	3	4
52	2	2	3	2	2	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	2	2	3
53	3	2	2	2	2	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	2	2	3	3
54	2	2	3	2	2	2	3	3	1	3	2	2	2	1	3	2	2	1	2	3	4	1	4	3
55	3	2	2	3	2	2	3	3	2	3	2	2	2	2	3	2	2	2	2	3	4	2	4	3
56	3	2	3	2	3	3	1	3	2	2	2	2	2	2	2	3	2	2	2	3	3	2	3	3
57	2	2	2	2	3	3	2	3	1	2	1	2	2	2	1	4	3	4	2	2	2	1	2	3
58	2	2	2	3	3	3	2	3	1	2	1	1	2	2	2	4	3	3	2	2	2	1	2	3
59	3	2	2	2	2	1	2	2	2	1	2	1	2	2	2	1	2	2	2	3	2	3	3	3
60	3	2	2	3	3	2	2	3	2	3	3	3	2	2	2	2	3	2	2	3	2	2	3	3
61	2	3	2	3	3	2	2	3	2	3	3	3	2	2	2	2	3	3	3	3	3	2	3	3
62	2	3	3	3	3	2	3	3	3	3	3	3	2	2	3	2	3	2	3	3	3	3	3	3
63	2	3	2	3	2	3	3	3	3	3	3	2	2	2	3	2	3	3	2	4	1	2	3	3
64	3	3	2	2	3	3	2	2	3	2	3	2	2	3	2	3	3	3	3	4	3	3	3	4
65	3	2	3	3	3	3	4	4	3	3	4	3	4	3	4	3	4	3	3	4	3	3	3	4
66	1	2	2	3	3	3	2	3	2	2	3	2	2	2	2	3	2	3	3	3	2	3	3	3
67	1	2	2	3	2	3	3	3	2	3	2	3	2	2	3	2	3	2	3	3	3	2	3	3
68	2	3	2	3	2	2	2	2	2	3	2	2	2	2	2	2	2	2	2	3	3	2	3	3
69	2	2	2	3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	3	3	2	3	3	3
70	1	2	2	3	3	3	4	3	3	4	2	2	2	3	3	3	3	3	3	4	3	3	3	3

	X1				X2					X3					Y1					Y2				
	X11	X12	X13	X14	X21	X22	X23	X24	X25	X31	X32	X33	X34	X35	Y11	Y12	Y13	Y14	Y15	Y21	Y22	Y23	Y24	Y25
71	2	2	2	3	2	2	3	3	3	2	2	3	2	2	2	2	3	3	2	3	2	2	2	3
72	3	3	2	3	2	2	3	3	2	3	3	2	2	3	2	2	3	2	2	3	3	2	2	3
73	4	3	3	4	3	3	3	4	3	3	3	2	2	3	3	3	3	3	3	3	2	3	3	3
74	2	2	3	4	3	1	1	4	1	4	2	2	2	2	1	1	4	4	3	3	4	2	4	3
75	3	1	3	2	3	2	2	2	1	2	2	2	2	2	1	2	3	3	3	2	4	2	4	4
76	3	2	3	3	3	2	2	3	3	3	3	2	2	3	2	3	3	3	3	3	2	3	2	2
77	4	2	3	3	3	2	2	3	3	3	3	2	2	3	2	3	3	3	3	3	3	3	3	3
78	4	4	3	3	3	2	3	3	2	2	2	3	2	2	3	3	3	3	3	3	3	3	3	3
79	4	2	2	4	3	3	3	4	3	3	3	3	2	3	3	3	3	3	2	3	4	2	4	4
80	2	4	2	3	3	2	2	3	3	2	4	2	2	2	1	1	2	4	4	4	4	2	3	3
81	3	4	2	3	3	3	3	3	1	3	2	3	1	2	2	3	3	2	2	4	3	2	3	3
82	4	3	3	3	2	3	4	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3
83	3	2	2	4	3	3	3	4	3	4	2	3	2	3	3	3	3	3	2	3	2	3	3	3
84	2	3	2	3	3	3	3	3	3	3	2	3	2	3	3	3	3	3	3	3	3	3	3	3
85	2	4	3	3	2	3	3	3	2	3	2	2	2	2	2	3	2	2	2	2	3	2	2	3
86	2	3	3	3	2	3	3	3	2	3	2	2	2	2	2	3	2	2	2	2	3	2	2	2
87	3	2	3	3	2	2	2	3	2	3	2	2	2	2	3	2	3	2	2	3	3	3	3	3
88	3	3	3	3	3	2	3	2	2	2	2	2	2	2	2	2	2	3	2	3	2	2	3	3
89	3	2	2	3	3	2	3	3	2	3	3	2	3	2	4	3	2	2	3	3	3	3	3	4
90	3	2	2	3	3	2	3	3	2	3	3	2	3	2	3	3	2	2	4	4	4	4	4	4
91	3	2	2	1	2	2	1	1	1	2	1	1	1	2	1	1	2	2	2	2	1	2	1	1
92	2	2	2	1	3	2	2	1	2	2	3	3	2	3	2	2	2	2	2	3	3	2	3	3
93	2	3	3	3	2	3	3	3	2	3	3	3	2	3	3	3	3	3	3	3	2	3	2	3
94	4	3	2	2	3	3	2	2	3	3	3	3	2	3	2	3	3	3	3	3	3	2	3	3
95	4	3	3	3	2	3	3	3	2	3	3	2	2	3	2	2	3	3	2	3	3	2	3	2
96	4	2	3	3	3	2	1	3	1	3	2	3	2	2	1	2	1	2	3	3	2	3	3	3
97	4	2	2	3	2	2	3	3	2	3	3	2	3	3	2	3	2	3	3	3	3	2	2	2
98	4	3	3	4	3	3	4	4	3	3	4	4	2	3	4	4	4	3	3	4	3	3	3	3
99	4	3	3	2	3	3	2	2	2	2	2	2	2	2	2	3	3	2	2	3	3	2	3	3
100	4	2	2	2	3	2	2	2	2	2	3	2	2	2	2	3	3	2	2	3	3	2	4	4
101	4	2	3	2	3	2	2	2	2	2	3	2	2	2	2	3	3	2	2	3	3	2	4	4
102	3	2	2	2	3	2	2	2	2	2	3	2	2	2	2	3	3	2	2	3	3	2	4	4
103	4	2	2	2	3	2	2	2	2	2	4	2	2	2	2	3	3	2	2	3	3	2	4	4
104	3	3	2	2	3	2	2	2	2	2	3	2	2	2	2	3	4	2	2	3	3	3	4	4
105	4	2	3	3	3	2	2	3	2	2	3	2	2	2	2	3	4	2	2	3	3	2	3	3
106	3	2	3	3	3	2	2	3	2	2	4	2	2	2	2	3	4	2	2	4	4	2	4	4
107	3	2	2	4	3	2	2	4	2	2	4	2	2	2	2	4	4	2	2	4	4	2	4	4
108	4	2	2	3	3	2	2	3	2	2	3	2	2	2	2	3	2	2	2	3	4	2	4	4
109	3	3	2	3	3	3	2	3	2	2	3	2	2	2	2	4	2	2	3	4	3	4	4	4
110	2	2	2	4	3	2	2	4	2	2	4	2	2	2	2	4	4	2	2	4	4	2	4	4
111	3	2	3	2	3	2	2	2	2	2	3	2	2	2	2	3	2	2	3	3	3	3	3	3
112	2	3	3	3	3	2	3	2	2	4	2	2	2	2	3	3	3	2	3	3	3	3	4	4
113	2	3	3	4	3	3	2	4	2	2	3	2	2	2	3	4	2	2	3	3	2	3	3	3
114	2	2	3	3	3	2	2	3	2	2	4	2	2	2	2	3	2	2	3	4	2	3	3	3
115	3	2	3	2	2	2	2	2	2	2	2	2	2	2	3	4	2	2	3	3	2	3	3	3

	X1				X2					X3					Y1					Y2				
	X11	X12	X13	X14	X21	X22	X23	X24	X25	X31	X32	X33	X34	X35	Y11	Y12	Y13	Y14	Y15	Y21	Y22	Y23	Y24	Y25
116	4	2	3	2	3	2	2	2	2	2	4	2	2	2	2	2	4	2	2	3	3	2	4	3
117	3	2	3	2	3	2	2	2	2	2	4	2	2	2	2	2	4	2	2	3	3	2	4	3
118	2	3	3	2	3	2	2	2	2	2	4	2	2	2	2	2	4	2	2	3	3	2	4	3
119	3	3	2	2	3	2	2	2	2	2	2	2	2	2	2	2	4	2	2	3	3	2	4	3
120	2	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	4	2	2	3	3	2	4	3
121	3	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	4	2	2	3	3	2	4	3
122	2	3	3	2	4	2	2	2	2	2	2	2	2	2	2	2	4	2	2	3	3	2	4	3
123	3	2	2	2	4	2	2	2	2	2	2	2	2	2	2	2	4	2	2	3	3	2	4	3
124	2	3	3	2	4	2	2	2	2	2	2	2	2	2	2	2	4	2	2	3	3	2	4	3
125	3	3	2	2	2	2	2	2	2	2	3	2	2	2	2	2	4	2	2	3	3	2	4	3
126	3	3	3	2	4	2	2	2	2	2	4	2	2	2	2	2	4	2	2	3	3	2	4	3
127	2	3	3	2	2	2	2	2	2	2	4	2	2	2	2	2	4	2	2	3	3	2	4	3
128	2	3	3	2	4	2	2	2	2	2	3	2	2	2	2	2	4	2	2	3	3	2	4	3
129	2	3	3	2	2	2	2	2	2	2	3	2	2	2	2	2	4	2	2	3	3	2	4	3
130	3	3	3	2	4	2	2	2	2	2	3	2	2	2	2	2	4	2	2	3	3	2	4	3
131	3	3	3	2	2	2	2	2	2	2	3	2	2	2	2	2	4	2	2	3	3	2	4	3
132	3	3	3	2	4	2	2	2	2	2	3	2	2	2	2	2	4	2	2	3	3	2	4	3
133	3	3	3	2	2	2	2	2	2	2	3	2	2	2	2	2	4	2	2	3	3	2	4	3
134	3	2	3	2	4	2	2	2	2	2	3	2	2	2	2	3	3	2	2	3	3	2	4	4
135	3	3	3	2	4	2	2	2	2	2	3	2	2	2	2	3	3	3	3	3	3	2	4	4
136	3	3	2	2	4	3	3	3	2	3	3	3	2	3	3	3	3	3	3	3	2	3	2	3
137	3	2	2	2	4	3	2	2	2	3	3	3	2	2	2	3	3	3	3	3	3	3	2	3
138	3	3	2	3	4	3	4	4	3	3	2	4	2	4	3	4	3	3	4	3	3	3	3	4
139	3	3	3	3	4	3	2	3	2	2	3	2	2	2	2	2	3	2	3	3	3	2	3	3
140	3	2	3	3	4	3	3	3	2	3	3	2	2	2	3	2	3	2	3	3	3	2	3	3
141	3	3	2	2	2	2	2	2	2	3	3	2	3	2	2	2	2	2	3	3	3	2	3	3
142	2	3	3	2	3	2	2	2	2	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3
143	3	3	2	3	4	3	3	3	3	3	3	2	3	2	3	3	4	3	2	4	3	3	3	3
144	3	3	2	3	4	2	3	3	2	3	2	2	3	2	3	2	2	2	2	3	4	2	4	3
145	3	3	1	3	4	3	1	3	2	2	2	2	3	2	2	3	2	2	2	3	3	2	3	3
146	3	3	2	3	4	4	4	4	4	3	3	2	2	2	4	3	4	1	3	4	4	3	3	3
147	3	3	3	3	4	2	3	3	2	3	3	2	3	2	3	2	3	3	2	3	3	3	2	3
148	3	2	3	2	1	3	3	2	3	3	3	2	3	3	3	3	3	3	3	3	3	2	4	3
149	3	2	3	2	4	2	2	2	2	2	2	2	3	2	2	4	4	2	2	3	3	2	4	4
150	3	2	2	2	4	3	4	4	4	4	2	2	4	2	4	4	4	4	4	4	4	3	4	4
151	3	3	2	2	4	3	4	3	2	3	2	2	3	2	3	3	3	4	4	3	3	3	3	3

Lampiran 3. Deskripsi Variabel

Descriptive Statistic					
	N	Minimum	Maximum	Mean	Std. Deviation
X11	151	1.00	4.00	2.675497	.770711
X12	151	1.00	4.00	2.450331	.562005
X13	151	1.00	4.00	2.437086	.523783
X14	151	1.00	4.00	2.668874	.629516
X21	151	1.00	4.00	2.754967	.756896
X22	151	1.00	4.00	2.483444	.575665
X23	151	1.00	4.00	2.543046	.727874
X24	151	1.00	4.00	2.834437	.687318
X25	151	1.00	4.00	2.311258	.634407
X31	151	1.00	4.00	2.675497	.658783
X32	151	1.00	4.00	2.880795	.682418
X33	151	1.00	4.00	2.370861	.595716
X34	151	1.00	4.00	2.357616	.614756
X35	151	1.00	4.00	2.344371	.554332
Y11	151	1.00	4.00	2.523179	.700803
Y12	151	1.00	4.00	2.622517	.709382
Y13	151	1.00	4.00	3.178808	.611948
Y14	151	1.00	4.00	2.596026	.740979
Y15	151	1.00	4.00	2.496689	.641603
Y21	151	1.00	4.00	3.145695	.481627
Y22	151	1.00	4.00	3.02649	.599411
Y23	151	1.00	4.00	2.397351	.643733
Y24	151	1.00	4.00	3.205298	.635797
Y25	151	1.00	4.00	3.172185	.513310
Valid N (listwise)					

Lampiran 4. Validitas dan Reliabilitas 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
X14<--- X1	1.000				
X13<--- X1	.495	.058	8.496	***	
X12<--- X1	1.456	.115	12.630	***	
X11<--- X1	1.360	.084	16.264	***	

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

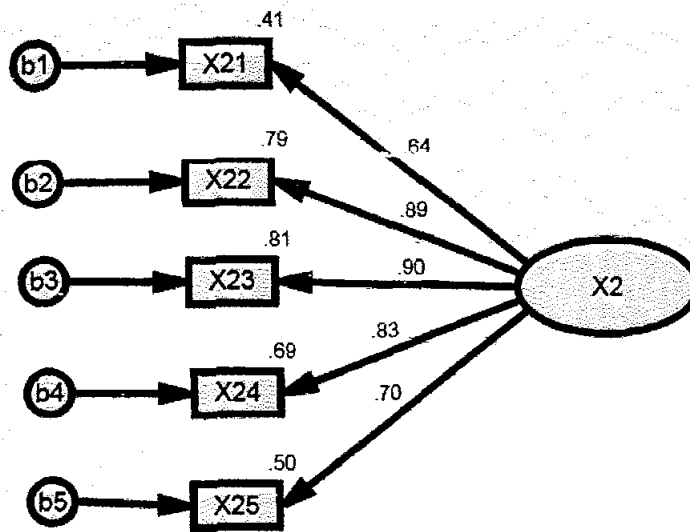
	Estimate
X14<--- X1	.865
X13<--- X1	.617
X12<--- X1	.805
X11<--- X1	.965

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X1	.237	.036	6.517	***	
A4	.080	.012	6.419	***	
A3	.094	.011	8.341	***	
A2	.272	.036	7.471	***	
A1	.032	.015	2.099	.036	

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

	Estimate
X11	.931
X12	.649
X13	.381
X14	.748

Lampiran 5. Validitas dan Reliabilitas 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
X25 <--- X2	1.000				
X24 <--- X2	1.283	.133	9.625	***	
X23 <--- X2	1.420	.137	10.334	***	
X22 <--- X2	1.417	.139	10.196	***	
X21 <--- X2	1.323	.177	7.471	***	

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

	Estimate
X25 <--- X2	.705
X24 <--- X2	.832
X23 <--- X2	.901
X22 <--- X2	.886
X21 <--- X2	.641

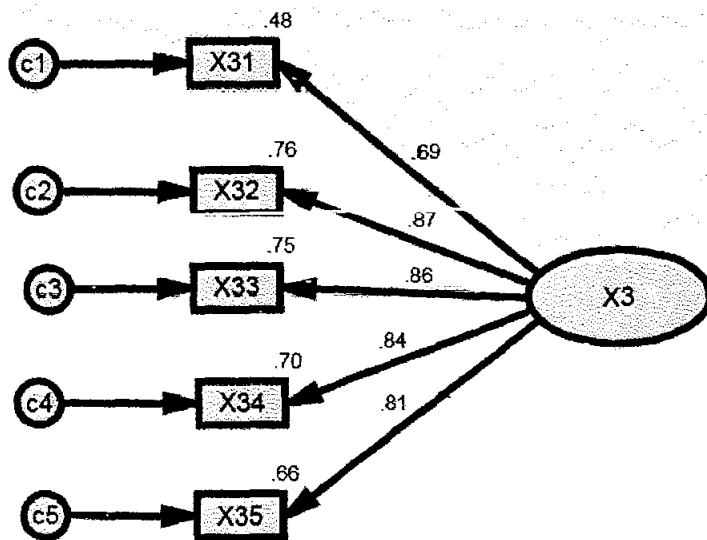
Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X2	.282	.058	4.824	***	
b5	.286	.036	7.927	***	
b4	.207	.030	6.947	***	
b3	.132	.025	5.300	***	
b2	.155	.027	5.786	***	
b1	.709	.087	8.147	***	

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

	Estimate
X21	.410
X22	.785
X23	.812
X24	.692
X25	.497

Lampiran 6. Validitas dan Reliabilitas 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
X35 <--- X3	1.000				
X34 <--- X3	1.060	.090	11.809	***	
X33 <--- X3	.998	.081	12.321	***	
X32 <--- X3	1.152	.092	12.473	***	
X31 <--- X3	.998	.108	9.202	***	

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

	Estimate
X35 <--- X3	.812
X34 <--- X3	.838
X33 <--- X3	.864
X32 <--- X3	.872
X3i <--- X3	.695

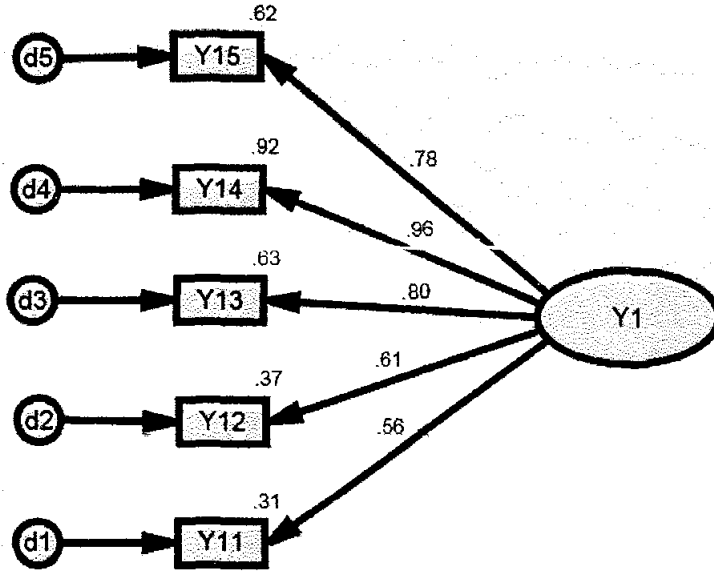
Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X3	.415	.071	5.889	***	
c5	.215	.030	7.144	***	
c4	.198	.029	6.797	***	
c3	.140	.022	6.316	***	
c2	.174	.028	6.137	***	
c1	.443	.056	7.938	***	

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

	Estimate
X31	.483
X32	.760
X33	.747
X34	.702
X35	.659

Lampiran 7. Validitas dan Reliabilitas 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
Y11<--- Y1	1.000				
Y12<--- Y1	1.162	.195	5.944	***	
Y13<--- Y1	1.758	.250	7.030	***	
Y14<--- Y1	2.369	.314	7.537	***	
Y15<--- Y1	1.768	.253	6.978	***	

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

	Estimate
Y11<--- Y1	.555
Y12<--- Y1	.607
Y13<--- Y1	.795
Y14<--- Y1	.957
Y15<--- Y1	.785

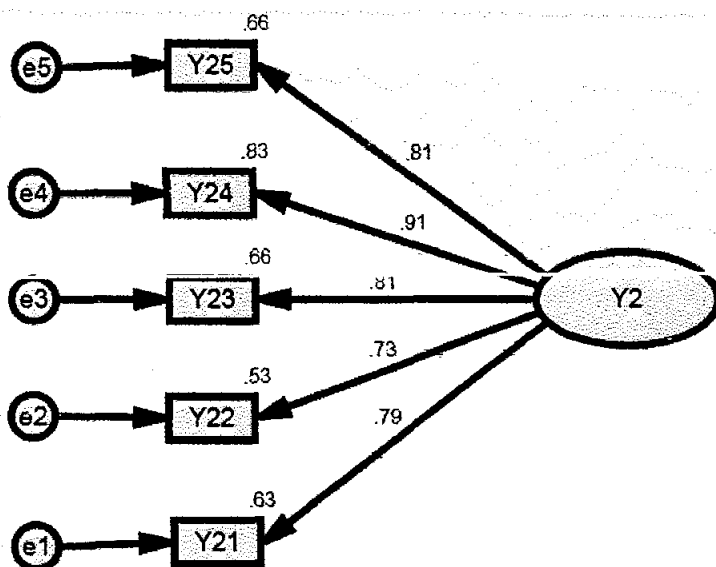
Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Y1	.176	.049	3.584	***	
d1	.395	.047	8.378	***	
d2	.408	.049	8.279	***	
d3	.316	.044	7.243	***	
d4	.092	.041	2.231	.026	
d5	.343	.047	7.369	***	

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

	Estimate
Y15	.616
Y14	.915
Y13	.633
Y12	.368
Y11	.308

Lampiran 8. Validitas dan Reliabilitas 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	.980	.103	9.511	***	
Y23 <--- Y2	1.165	.106	11.003	***	
Y24 <--- Y2	1.403	.111	12.652	***	
Y25 <--- Y2	1.223	.112	10.928	***	

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

	Estimate
Y21 <--- Y2	.792
Y22 <--- Y2	.726
Y23 <--- Y2	.815
Y24 <--- Y2	.913
Y25 <--- Y2	.810

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Y2	.452	.080	5.677	***	
e1	.269	.037	7.356	***	
e2	.389	.050	7.810	***	
e3	.311	.044	7.116	***	
e4	.177	.037	4.784	***	
e5	.354	.049	7.166	***	

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

	Estimate
Y25	.656
Y24	.834
Y23	.663
Y22	.527
Y21	.627

Lampiran 9: Output Structural Equation Modeling

Parameter summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	31	0	0	0	0	31
Labeled	0	0	0	0	0	0
Unlabeled	26	3	29	0	0	58
Total	57	3	29	0	0	89

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
Y25	1.000	4.000	-.426	-2.137	-.761	-1.909
Y24	1.000	4.000	-.712	-.574	-.064	-.161
Y23	1.000	4.000	.784	.931	-.159	-.400
Y22	1.000	4.000	-.617	-3.097	-.151	-.379
Y21	1.000	4.000	-.888	-1.453	.006	2.273
Y15	1.000	4.000	-.577	-2.895	-.526	-1.320
Y14	1.000	4.000	-.618	-1.102	-.305	-.765
Y13	1.000	4.000	-.732	-1.673	-.190	-.477
Y12	1.000	4.000	-.912	-1.577	.819	2.054
Y11	1.000	4.000	-.433	-2.172	.365	.914
X31	1.000	4.000	-.955	-1.789	.784	1.966
X32	1.000	4.000	-.778	-1.903	.739	1.853
X33	1.000	4.000	-.369	-1.853	-.070	-.177
X34	1.000	4.000	-.203	-1.017	-.279	-.699
X35	1.000	4.000	-.904	-4.533	.882	2.213
X21	1.000	4.000	-.543	-2.725	-.590	-1.479
X22	1.000	4.000	-.980	-4.915	.636	1.594
X23	1.000	4.000	-.501	-2.515	-.608	-1.525
X24	1.000	4.000	-.321	-1.608	-.892	-2.238
X25	1.000	4.000	1.241	.226	1.202	3.016
X11	1.000	4.000	.103	.516	-.879	-2.205
X12	1.000	4.000	-.064	-.323	-1.705	-4.276
X13	1.000	4.000	-.182	-.915	3.547	8.896
X14	1.000	4.000	.011	.055	.144	.362
Multivariate					3.008	1.802

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

Observation number	Mahalanobis d-squared	p1	p2
75	52.187	.001	.106
87	51.933	.001	.007
63	51.626	.001	.000
101	49.087	.002	.000
11	48.864	.002	.000
94	45.655	.005	.000
67	44.761	.006	.000
115	44.746	.006	.000
79	43.269	.009	.000
88	43.125	.010	.000
107	43.106	.010	.000
97	42.944	.010	.000
111	40.891	.017	.000

Observation number	Mahalanobis d-squared	p1	p2
70	39.867	.022	.000
109	39.261	.026	.000
100	39.018	.027	.000
78	38.943	.028	.000
3	38.388	.032	.000
93	38.208	.033	.000
62	37.744	.037	.000
140	36.836	.045	.000
77	36.760	.046	.000
76	35.935	.056	.000
71	35.541	.061	.000
72	33.643	.091	.003
33	33.573	.093	.001
68	33.540	.093	.001
147	33.526	.093	.000
138	33.462	.095	.000
2	33.457	.095	.000
133	33.412	.096	.000
85	32.416	.117	.001
91	31.208	.148	.013
145	31.126	.150	.009
141	30.998	.154	.008
69	30.779	.160	.008
150	30.437	.171	.013
46	30.414	.171	.008
74	30.406	.172	.005
73	29.220	.212	.071
83	28.905	.224	.097
66	28.743	.230	.097
139	28.310	.247	.164
108	28.157	.253	.164
4	27.921	.263	.190
106	27.766	.270	.192
102	27.670	.274	.176
129	27.477	.283	.192
65	27.420	.285	.164
118	27.291	.291	.160
137	27.167	.297	.155
43	27.161	.297	.119
105	26.874	.310	.161
13	25.918	.357	.528
81	25.865	.360	.488
64	25.834	.362	.437
27	25.755	.366	.412
37	25.664	.370	.393
124	25.640	.372	.342
119	25.254	.392	.478
21	25.165	.397	.459
144	25.156	.397	.399
130	25.145	.398	.342
117	25.009	.405	.350
151	24.879	.412	.354
22	24.837	.415	.316
61	24.553	.430	.400
89	24.546	.431	.342

Observation number	Mahalanobis d-squared	p1	p2
120	24.530	.432	.292
122	24.195	.451	.404
49	23.920	.466	.493
90	23.832	.471	.477
44	23.727	.477	.471
134	23.186	.509	.706
149	23.089	.515	.699
84	23.022	.518	.675
80	22.793	.532	.735
53	22.784	.533	.683
95	22.489	.550	.773
104	22.134	.571	.867
52	22.098	.573	.842
51	21.969	.581	.849
48	21.806	.591	.867
96	21.557	.606	.907
146	21.442	.613	.908
38	21.289	.622	.919
136	21.172	.629	.921
59	21.118	.632	.908
92	20.417	.673	.987
47	20.287	.680	.988
35	19.784	.709	.998
25	19.625	.718	.999
8	19.322	.735	.999
30	19.096	.747	1.000
9	18.741	.766	1.000
60	18.581	.774	1.000
57	18.538	.776	1.000
23	18.457	.780	1.000
17	18.442	.781	1.000
110	18.236	.791	1.000

Sample Moments (Group number 1)

Condition number = 62.895

Eigenvalues

7.042 4.997 3.887 2.705 1.532 1.446 .389 .260 .234 .226 .186 .167 .153 .134 .118

Determinant of sample covariance matrix = 0.0001144

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	.201	.069	2.901	.004	
Y1 <--- X2	.287	.075	3.808	***	
Y1 <--- X3	.106	.053	1.998	.046	
Y2 <--- X1	.374	.102	3.664	***	
Y2 <--- X2	.206	.101	2.027	.043	
Y2 <--- X3	.155	.078	1.988	.047	
Y2 <*** Y1	.635	.162	3.931	***	
X14 <--- X1	1.000				
X13 <--- X1	.504	.056	8.947	***	
X12 <--- X1	1.424	.113	12.661	***	
X11 <--- X1	1.318	.079	16.605	***	
X25 <--- X2	1.000				
X24 <--- X2	1.271	.131	9.692	***	
X23 <--- X2	1.403	.135	10.403	***	
X22 <--- X2	1.410	.137	10.328	***	
X21 <--- X2	1.333	.175	7.621	***	
X35 <--- X3	1.000				
X34 <--- X3	1.057	.089	11.898	***	
X33 <--- X3	.991	.080	12.350	***	
X32 <--- X3	1.145	.091	12.525	***	
X31 <--- X3	1.000	.107	9.313	***	
Y11 <--- Y1	1.000				
Y12 <--- Y1	1.165	.202	5.779	***	
Y13 <--- Y1	1.783	.260	6.846	***	
Y14 <--- Y1	2.439	.329	7.407	***	
Y15 <--- Y1	1.829	.266	6.871	***	
Y21 <--- Y2	1.000				
Y22 <--- Y2	.973	.103	9.420	***	
Y23 <--- Y2	1.160	.106	10.920	***	
Y24 <--- Y2	1.413	.110	12.804	***	
Y25 <--- Y2	1.235	.112	11.057	***	

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

	Estimate
Y1 <-- X1	.242
Y1 <-- X2	.374
Y1 <-- X3	.168
Y2 <-- X1	.276
Y2 <-- X2	.164
Y2 <-- X3	.150
Y2 <-- Y1	.388
X14 <-- X1	.879
X13 <-- X1	.640
X12 <-- X1	.801
X11 <-- X1	.950
X25 <-- X2	.710
X24 <-- X2	.829
X23 <-- X2	.896
X22 <-- X2	.888
X21 <-- X2	.650
X35 <-- X3	.815
X34 <-- X3	.839
X33 <-- X3	.861
X32 <-- X3	.870
X31 <-- X3	.699
Y11 <-- Y1	.542
Y12 <-- Y1	.594
Y13 <-- Y1	.788
Y14 <-- Y1	.962
Y15 <-- Y1	.793
Y21 <-- Y2	.790
Y22 <-- Y2	.719
Y23 <-- Y2	.808
Y24 <-- Y2	.917
Y25 <-- Y2	.816

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X1 <--> X3	.042	.028	1.463	.144	
X1 <--> X2	-.001	.023	-.027	.979	
X2 <--> X3	.089	.033	2.726	.006	

Correlations: (Group number 1 - Default model)

	Estimate
X1 <--> X3	.130
X1 <--> X2	-.002
X2 <--> X3	.258

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
X1	.244	.037	6.688	***	
X2	.286	.059	4.870	***	
X3	.419	.071	5.925	***	
r1	.123	.035	3.478	***	
r2	.251	.046	5.416	***	
A4	.072	.012	6.070	***	
A3	.090	.011	8.247	***	
A2	.278	.037	7.488	***	
A1	.046	.015	3.015	.003	
B5	.282	.036	7.917	***	
B4	.210	.030	7.006	***	
B3	.139	.025	5.555	***	
B2	.152	.026	5.793	***	
B1	.695	.086	8.128	***	
C5	.212	.030	7.124	***	
C4	.197	.029	6.808	***	
C3	.143	.022	6.406	***	
C2	.176	.028	6.215	***	
C1	.438	.055	7.927	***	
D1	.403	.048	8.434	***	
D2	.417	.050	8.355	***	
D3	.326	.043	7.541	***	
D4	.080	.036	2.226	.026	
D5	.331	.044	7.486	***	
E1	.271	.036	7.481	***	
E2	.398	.050	7.909	***	
E3	.321	.044	7.310	***	
E4	.169	.034	4.900	***	
E5	.344	.048	7.227	***	

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

	Estimate
Y1	.269
Y2	.443
Y25	.666
Y24	.842
Y23	.653
Y22	.517
Y21	.624
Y15	.629
Y14	.926
Y13	.621
Y12	.353
Y11	.294
X31	.489
X32	.757
X33	.742
X34	.703
X35	.664
X21	.422
X22	.789
X23	.802
X24	.688
X25	.504
X11	.903

	Estimate
X12	.641
X13	.410
X14	.773

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

	X3	X2	X1	Y1	Y2
Y1	.106	.287	.201	.000	.000
Y2	.223	.388	.501	.635	.000
Y25	.275	.479	.619	.785	1.235
Y24	.315	.548	.708	.898	1.413
Y23	.258	.450	.581	.737	1.160
Y22	.217	.377	.488	.618	.973
Y21	.223	.388	.501	.635	1.000
Y15	.194	.524	.367	1.829	.000
Y14	.259	.699	.489	2.439	.000
Y13	.190	.511	.357	1.783	.000
Y12	.124	.334	.234	1.165	.000
Y11	.106	.287	.201	1.000	.000
X31	1.000	.000	.000	.000	.000
X32	1.145	.000	.000	.000	.000
X33	.991	.000	.000	.000	.000
X34	1.057	.000	.000	.000	.000
X35	1.000	.000	.000	.000	.000
X21	.000	1.333	.000	.000	.000
X22	.000	1.410	.000	.000	.000
X23	.000	1.403	.000	.000	.000
X24	.000	1.271	.000	.000	.000
X25	.000	1.000	.000	.000	.000
X11	.000	.000	1.318	.000	.000
X12	.000	.000	1.424	.000	.000
X13	.000	.000	.504	.000	.000
X14	.000	.000	1.000	.000	.000

Standardized Total Effects (Group number 1 - Default model)

	X3	X2	X1	Y1	Y2
Y1	.168	.374	.242	.000	.000
Y2	.215	.309	.369	.388	.000
Y25	.175	.252	.302	.317	.816
Y24	.197	.284	.339	.356	.917
Y23	.174	.250	.299	.314	.808
Y22	.154	.222	.266	.279	.719
Y21	.170	.244	.292	.307	.790
Y15	.133	.297	.192	.793	.000
Y14	.162	.360	.233	.962	.000
Y13	.132	.295	.191	.788	.000
Y12	.100	.222	.144	.594	.000
Y11	.091	.203	.131	.542	.000
X31	.699	.000	.000	.000	.000
X32	.870	.000	.000	.000	.000
X33	.861	.000	.000	.000	.000

	X3	X2	X1	Y1	Y2
X34	.839	.000	.000	.000	.000
X35	.815	.000	.000	.000	.000
X21	.000	.650	.000	.000	.000
X22	.000	.888	.000	.000	.000
X23	.000	.896	.000	.000	.000
X24	.000	.829	.000	.000	.000
X25	.000	.710	.000	.000	.000
X11	.000	.000	.950	.000	.000
X12	.000	.000	.801	.000	.000
X13	.000	.000	.640	.000	.000
X14	.000	.000	.879	.000	.000

Direct Effects (Group number 1 - Default model)

	X3	X2	X1	Y1	Y2
Y1	.106	.287	.201	.000	.000
Y2	.155	.206	.374	.635	.000
Y25	.000	.000	.000	.000	1.235
Y24	.000	.000	.000	.000	1.413
Y23	.000	.000	.000	.000	1.160
Y22	.000	.000	.000	.000	.973
Y21	.000	.000	.000	.000	1.000
Y15	.000	.000	.000	1.829	.000
Y14	.000	.000	.000	2.439	.000
Y13	.000	.000	.000	1.783	.000
Y12	.000	.000	.000	1.165	.000
Y11	.000	.000	.000	1.000	.000
X31	1.000	.000	.000	.000	.000
X32	1.145	.000	.000	.000	.000
X33	.991	.000	.000	.000	.000
X34	1.057	.000	.000	.000	.000
X35	1.000	.000	.000	.000	.000
X21	.000	1.333	.000	.000	.000
X22	.000	1.410	.000	.000	.000
X23	.000	1.403	.000	.000	.000
X24	.000	1.271	.000	.000	.000
X25	.000	1.000	.000	.000	.000
X11	.000	.000	1.318	.000	.000
X12	.000	.000	1.424	.000	.000
X13	.000	.000	.504	.000	.000
X14	.000	.000	1.000	.000	.000

Standardized Direct Effects (Group number 1 - Default model)

	X3	X2	X1	Y1	Y2
Y1	.168	.374	.242	.000	.000
Y2	.150	.164	.276	.388	.000
Y25	.000	.000	.000	.000	.816
Y24	.000	.000	.000	.000	.917
Y23	.000	.000	.000	.000	.808
Y22	.000	.000	.000	.000	.719
Y21	.000	.000	.000	.000	.790
Y15	.000	.000	.000	.793	.000

	X3	X2	X1	Y1	Y2
Y14	.000	.000	.000	.962	.000
Y13	.000	.000	.000	.788	.000
Y12	.000	.000	.000	.594	.000
Y11	.000	.000	.000	.542	.000
X31	.699	.000	.000	.000	.000
X32	.870	.000	.000	.000	.000
X33	.861	.000	.000	.000	.000
X34	.839	.000	.000	.000	.000
X35	.815	.000	.000	.000	.000
X21	.000	.650	.000	.000	.000
X22	.000	.888	.000	.000	.000
X23	.000	.896	.000	.000	.000
X24	.000	.829	.000	.000	.000
X25	.000	.710	.000	.000	.000
X11	.000	.000	.950	.000	.000
X12	.000	.000	.801	.000	.000
X13	.000	.000	.640	.000	.000
X14	.000	.000	.879	.000	.000

Indirect Effects (Group number 1 - Default model)

	X3	X2	X1	Y1	Y2
Y1	.000	.000	.000	.000	.000
Y2	.068	.182	.127	.000	.000
Y25	.275	.479	.619	.785	.000
Y24	.315	.548	.708	.898	.000
Y23	.258	.450	.581	.737	.000
Y22	.217	.377	.488	.618	.000
Y21	.223	.388	.501	.635	.000
Y15	.194	.524	.367	.000	.000
Y14	.259	.699	.489	.000	.000
Y13	.190	.511	.357	.000	.000
Y12	.124	.334	.234	.000	.000
Y11	.106	.287	.201	.000	.000
X31	.000	.000	.000	.000	.000
X32	.000	.000	.000	.000	.000
X33	.000	.000	.000	.000	.000
X34	.000	.000	.000	.000	.000
X35	.000	.000	.000	.000	.000
X21	.000	.000	.000	.000	.000
X22	.000	.000	.000	.000	.000
X23	.000	.000	.000	.000	.000
X24	.000	.000	.000	.000	.000
X25	.000	.000	.000	.000	.000
X11	.000	.000	.000	.000	.000
X12	.000	.000	.000	.000	.000
X13	.000	.000	.000	.000	.000
X14	.000	.000	.000	.000	.000

Standardized Indirect Effects (Group number 1 - Default model)

	X3	X2	X1	Y1	Y2
Y1	.000	.000	.000	.000	.000
Y2	.065	.145	.094	.000	.000
Y25	.175	.252	.302	.317	.000
Y24	.197	.284	.339	.356	.000
Y23	.174	.250	.299	.314	.000
Y22	.154	.222	.266	.279	.000
Y21	.170	.244	.292	.307	.000
Y15	.133	.297	.192	.000	.000
Y14	.162	.360	.233	.000	.000
Y13	.132	.295	.191	.000	.000
Y12	.100	.222	.144	.000	.000
Y11	.091	.203	.131	.000	.000
X31	.000	.000	.000	.000	.000
X32	.000	.000	.000	.000	.000
X33	.000	.000	.000	.000	.000
X34	.000	.000	.000	.000	.000
X35	.000	.000	.000	.000	.000
X21	.000	.000	.000	.000	.000
X22	.000	.000	.000	.000	.000
X23	.000	.000	.000	.000	.000
X24	.000	.000	.000	.000	.000
X25	.000	.000	.000	.000	.000
X11	.000	.000	.000	.000	.000
X12	.000	.000	.000	.000	.000
X13	.000	.000	.000	.000	.000
X14	.000	.000	.000	.000	.000

Model Fit Summary**CMIN**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	58	263.78	242	.161	1.090
Saturated model	300	.000	0		
Independence model	24	3142.456	276	.000	11.386

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.063	.922	.905	.550
Saturated model	.000	1.000		
Independence model	.254	.268	.204	.246

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.731	.693	.792	.760	.790
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.877	.641	.693
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	602.518	517.785	694.832
Saturated model	.000	.000	.000
Independence model	2866.456	2689.757	3050.514

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	5.630	4.017	3.452	4.632
Saturated model	.000	.000	.000	.000
Independence model	20.950	19.110	17.932	20.337

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.059	.119	.138	.000
Independence model	.263	.255	.271	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	960.518	983.718	1135.521	1193.521
Saturated model	600.000	720.000	1505.184	1805.184
Independence model	3190.456	3200.056	3262.871	3286.871

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	6.403	5.839	7.019	6.558
Saturated model	4.000	4.000	4.000	4.800
Independence model	21.270	20.092	22.497	21.334

HOELTER

Model	HOELTER	HOELTER
	.05	.01
Default model	50	53
Independence model	16	16